



ALASKA SHRM STATE COUNCIL



Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on August 4, 2015.

<u>Name:</u>	<u>Position:</u>	<u>Present/Absent:</u>
Nancy Miller, SPHR	Director	Present
Patty Hickok, SPHR, GPHR	Past-Director	Absent
Anne Sakumoto, PHR	Director-Elect	Present
Patty Billingsley, SPHR	Anchorage Chapter President	Present
Russell Black, PHR	Mat-Su Chapter President	Absent
Jeanna Wittwer	Juneau Chapter President	Present
Sallie Stuvek, SPHR	Fairbanks Chapter President	Present
Patricia Mitchell, SPHR	Diversity Director	Present
Dr. Charla Brown	College Relations Director	Absent
Ben Krisher, PHR	Legislative Affairs Director	Present
Patty Hickok, SPHR, GPHR	Communications Director	Absent
Ann Flister, SPHR	Workforce Readiness Director	Present
Mary Hilcoske, CLM, SPHR	Secretary/Treasurer	Present
Dr. David Rambow, SPHR	SHRM Foundation	Present
Patty Hickok, SPHR, GPHR	Membership Director	Absent
Kim McKinley, SPHR	Professional Development Director	Present
Molly Webb, PHR	Certification Director	Present
Dianna Gould, CAE	Pacific West Regional Director	Present
Mike Letizia	MAC Representative	Present

Call to Order:

Nancy Miller, ASSC Director, called the meeting to order at 12:00 PM.

Meeting Minutes Approval

Dr. Rambow moved to approve the July meeting minutes; seconded by Patricia Mitchell. MOTION passed unanimously.

Update on State Conference – Nancy: Conference is sold out. Volunteers are still needed. Thanks to those who have signed up already. You are encouraged to go online to sign up for volunteering. Nancy will send out the request to all members after the Board has had an opportunity to sign up.

Committee Reports:





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Treasurer Report – Mary Hilcoske - Bank balance as of 7/31/15 was \$132,283.19, plus \$25,000 in our Wells Fargo Advisors investment account, for a total of over \$157,000. An additional \$11,000+ arrived in July for conference fees. All invoices received through July 31 have been paid.

Communications/Social Media – Patty Hickok – ABSENT

Workforce Readiness – Ann Flister – The ASSC booth was at the Transition Summit on July 23. Attendance stats: Day 1 - 435 attendees; Day 2 – 16 job seekers and 90 employers and exhibitors. Overall it was a good event. Ben: A lot of those stopping by the booth were interested in SHRM and in HR. Perhaps next year we could have a card with information on how to sign up. If we do this again, we should set up some computer bank signage – they were not as busy as Ann and Ben were. BP also was present. Not sure the organizers realized they had two groups providing the same services. Ann is now looking forward to the November job fair. Per Nancy, she thought Russell indicated that the Transition Summit and the Veterans Job Fair would be combined next year. Anne Sakumoto attended the first day and noted there were many in attendance. Parking could have dissuaded some people from going in. Overall, she thought it was very well organized. Patty Billingsley's co-workers attended and thought there was great interaction with military personnel. They brought a bus load from Fairbanks and her Fairbanks employee also attended, which they found very useful. The agenda was not very clear about when/where the employer workshops were going on. Thanks from Nancy to Ben and Ann for posting a photo of the event on Facebook – it reached over 100 people with 5-6 "likes". Reminder to all: you are welcome to post articles/photos on ASSC Facebook page.

College Relations — Dr. Charla Brown – ABSENT

Diversity – Patricia Mitchell – Keeping current on any changes which might be related to diversity. Her plan is to gather this information and contact other chapters to see what their diversity needs are in the coming months.

Legislative Affairs – Ben Krisher – The amendment Gregory Fisher supports was sent out to Sallie and the other chapters; hopefully other chapters will sign on within the next few months. The Ambush Rule change attempt failed; it now stands as is. Our Senators Sullivan voted to stop the rule and Murkowski voted not to. SHRM is disappointed. The FLSA proposed regulations – comment period ends September 4; there is a Senate bill to extend another 60 days for comments. SHRM is still working on its response letter; when received, he will disseminate to our Board.

Membership – Patty Hickok – ABSENT





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SHRM Foundation – Dr. Rambow – Has received SHRM Foundation materials for the conference. As a side note, one of his students applied for the Susan Meisinger scholarship.

Certification – Molly Webb – Helping Fairbanks chapter with registration of their classes. Another certification webinar is scheduled for Thursday, August 6. She can forward you the link email if you need it. Nancy: The certification directors are invited to the volunteer leadership conference in November. SHRM will cover the registration and two nights' accommodation. Nancy would like to see Molly attend to represent Alaska. We would need to provide another night and air fare for Molly. Molly indicates that there has been some concern expressed throughout the state regarding ASHRM not providing any fall training this year. She would like to speak with other state directors to discuss how they are preparing their members to sit for the exam. She would also like to hear what the exam changes will be, etc. She would like to be able to talk through all the information available regarding the successes and failures. Anne S.: ASHRM asked her to be one of the speakers for classes; she believes having Molly attend would be good to help us stay on top of it, knowing what others are hearing and learning and to be able to keep our members aware of what they need to know. Patty B: She supports Molly attending. Would ask that ASHRM's training class plan be shared only with this group at this time as a statement is being prepared to send out to the membership on this topic.

PATTY BILLINGSLEY MOVED THAT MOLLY'S EXPENSES (one night's accommodation and airfare) BE PAID TO ATTEND THE VOLUNTEER LEADERSHIP SUMMIT IN NOVEMBER; SECONDED BY SALLIE STUVEK. MOTION PASSED WITH ONE NAYE.

Professional Development - Kim McKinley – She has the January and February webinars set and she is working on March. In October is a webinar entitled "Achieving Success"; November – "What is the Impact of the new Marijuana Laws". January: "Getting it Right – ERISA"; February – "How do I keep my employees motivated". She has also been working on badges for the conference.

Chapter Reports:

Juneau – Jeanna Wittwer – ABSENT

Mat-Su – Russell Black – ABSENT

Fairbanks – Sallie Stuvek – Meeting August 17. Have set first two speakers for luncheons in September and October. Will be looking at the Fisher initiative and providing the information back to Ben. Thanks to Molly and Dianna for help with registration of their classes.





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Anchorage – Patty Billingsley – At the last Board meeting, the state restructuring question was discussed and it will be voted on at the August Board meeting; as stated above, the SHRM certification classes were also discussed. Will be starting on 2016 programming and working on the September networking event.

MAC Representative Mike Letizia Report – The MAC will be meeting in October in Texas to go over what they started at the beginning of the year and monitoring the progress made on the issues brought them; are also working more closely with Elissa O'Brien and the Board chair Brian Silva. Will be reaching out to Nancy to ask volunteers for more information. They are keeping the concerns of the volunteer leaders at the forefront. They relayed the sense of urgency very clearly.

SHRM Update – Dianna Gould: To add to Ben's report – in August, Congressional members are in their districts and now is a chance to have an impact with them. Alaska is in the forefront of taking the SHRM competency model.

August PW Region SHRM Update

Below is what SHRM is currently working on on behalf of the HR Profession:

- **Now is the *perfect* time to meet directly with your lawmaker while he/she is back home in the district** to further establish yourself as a primary resource on HR policy matters, educating the local office on key issues impacting your workplace. Fortunately, SHRM is here to offer guidance and materials throughout the August recess and in-district engagement process.

For your convenience, **click [HERE](#)** to access SHRM's template meeting request letter which you can personalize and send to your lawmaker.

***Click [HERE](#)** for district meeting guidance from SHRM. [Contact us](#) if we can help you confirm/set up a meeting in your district.

- **HR Competency Model:** In keeping with SHRM's mission of serving and advancing the HR profession, SHRM developed the SHRM Competency Model. SHRM's Competency Model identifies what it means to be a successful HR professional—across the performance continuum, around the globe, from early to executive career levels. The competency model and the resources developed based on the model provide the foundation for talent management throughout the HR lifecycle. - See more at: <http://www.shrm.org/hrcompetencies/pages/default.aspx>
- **HR Diagnostic Tools:** Are you looking to strengthen your HR department or your individual development? Based on the SHRM Competency Model, these online tools gather feedback and create meaningful reports to help measure areas of strength and opportunity for the HR department. Confidentiality is protected at every turn, encouraging respondents to provide feedback to give you the data needed to better understand your HR workforce. - See more at <http://www.shrm.org/hrcompetencies/pages/tools.aspx>





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- **Certification for your Career:** Be acknowledged and recognized for what you know. Thinking about becoming certified? More than **53,000** SHRM members have taken the SHRM certification pathway since Jan. 5, 2015. Let Dianna (Dianna.gould@shrm.org) know if you want to do a webinar to educate HRCI certified individuals or members interested in certification for their career.
- **HR People & Strategy-SHRM's Executive Network:** As SHRM's Executive Network, HR People + Strategy provides members access to forward thinking exchanges, research and publications and executive level networking opportunities. HRPS' mission is to bring together HR leaders, academics and trusted advisors into a member-led community to actively learn and exchange knowledge so that members can achieve their potential, drive organization performance and advance our profession. Check out the 5 Pillars of Knowledge at <http://www.hrps.org/?page=AboutHRPS>.

Below is a list of some of the most current things we are doing for you; our valued volunteer leaders:

- **Q3 -2015 SHRM Update Available:** Reminder that the SHRM Q3- 2015 rolling PowerPoint presentation is available on the VLRC landing page (www.shrm.org/communities/volunteerresources/pages/default.aspx). This is a great tool to use at your monthly chapter meetings or chapter/state council board meetings to let your members and board members know of all the resources and information available to them through their SHRM membership.
- **Audit Requests:** If any chapters (including 100% chapters) are looking to organize or start working on their membership rosters, I would encourage them to use the below template and complete all of the columns. E-mail Kim Goodwin (Kimberly.goodwin@shrm.org) for the excel template. This will be really helpful when they provide their rosters to Kim Goodwin, your PW Member Engagement Associate, for auditing. Auditing helps to ensure your chapter is receiving the maximum amount of Chapter Financial Support Payment.

Chapter Number	Chapter Name	First Name	Middle Name	Last Name	Job Title	Company Name	SHRM Member ID Number	Primary Address 1	Primary Address 2	Primary Address 3	Primary City	Primary State	Primary Zip	Primary Email	Primary Fax	Primary Phone	Secondary Address 1	Secondary Address 2

- **Membership Report:** We will be sharing this information with you on a quarterly basis instead of a monthly basis. Chapter membership does not change significantly each month unless you do a special recruiting event or are audited. You can always request Kim Goodwin (Kimberly.goodwin@shrm.org) to pull you a monthly chapter report if you wish.
- **Membership Marketing Tip:** Win-Back Calling Works! The Importance of Tracking. Wondering how to get former members back in the fold? Start by picking up the phone.





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In an age of being barraged with online media and emails a phone call to a former member can go a long way. For many associations, win-back calling programs have been shown to convert 15% or more of recently lapsed members back to active members. Consider ordering lunch and having a group of enthusiastic members get together and make the calls as an event. The time and energy of making a really personal connection can make all the difference.

- **SHRM Foundation - New DVD to be mailed to SHRM Chapters and State Councils in August:** Engaging and Integrating a Younger Workforce: KFC South Pacific, the SHRM Foundation's new DVD, travels to Sydney, Australia to learn about the innovative ways KFC South Pacific is engaging these younger workers. The video demonstrates how their progressive management practices have created a positive ROI including increased customer satisfaction and employee retention.
- **Apply Now for When Work Works Award: Applications August 17 - November 6:** It takes about 30 minutes, no fee to apply! Apply at: <http://www.whenworkworks.org/apply-now>. All Applicants receive a FREE customized benchmarking report comparing your worksite to competitors locally and across U.S. All Winners receive: local and national media attention for the things you're doing to create an effective and flexible workplace; kudos at public awards events; and inclusion in When Work Works, Families and Work Institute, and the Society for Human Resource Management websites as top employers to help you attract the best employees.

SHRM Support Team: Kim Goodwin, PW Member Engagement Associate (Kimberly.goodwin@shrm.org) 1-703-535-6316; Dianna Gould, SHRM-SCP, CAE, PW Field Services Director (Dianna.Gould@shrm.org) 1-703-535-6267

Director's Report: Nancy – Regarding state restructuring, two chapters are for and two are undecided. Ann S. and Nancy attended the July ASHRM Board meeting to discuss this. Nancy clarified with Sallie that the Fairbanks chapter needs to vote on the state restructuring question. If ASHRM passes it, they will go to Juneau. If any one chapter is not in favor, the ASSC will not pursue this.

Adjournment:

The meeting was adjourned at 1:01 pm.

Prepared by:

Mary Hilcoske/Secretary

