



# ALASKA SHRM STATE COUNCIL



## Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on July 11 2017.

<u>Name:</u>	<u>Position:</u>	<u>Present/ Absent:</u>	<u>Voting Positions</u>
Anne Sakumoto, PHR, SHRM-CP	Director	P	1
Nancy Miller, SPHR, SHRM-SCP	Past-Director	*P	1
Ben Krisher, PHR, SHRM-CP	Director-Elect	*P	1
Emi Aubertine, PHR, SHRM-CP	Secretary/Treasurer	A	1
Ann Kjera, SPHR, SHRM-SCP	Anchorage Chapter President	P	1
Sonya Conant, SPHR	Mat-Su Chapter President	A	1
Sallie Stuvek (or Leisa Kelsey)	Northern Alaska SHRM Chapter President (Designee)	A	1
Chad Brown	Southeast Alaska Chapter President	A	1
Molly Webb, PHR, SHRM-CP	Certification Director	P	1
Dr. Charla Brown	College Relations Director	A	1
Ann Flister, SPHR, SHRM-SCP	Communications Director	P	1
Patricia Mitchell, SPHR, SHRM-SCP	Diversity Director	P	1
Dr. David Rambow	SHRM Foundation	P	1
Ben Krisher, PHR, SHRM-CP	Legislative Affairs Director	*P	1
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director	*P	1
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	P	1
Nancy Miller, SPHR, GPHR, SHRM-SCP	Social Media	*P	1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director	*P	1
Dianna Gould, CAE	Pacific West Regional Director	A	
Roshelle Pavlin, SHRM-SCP, SPHR	MAC Representative	A	
		* Dual Role	

### Call to Order:

Anne called meeting to order at 12:02

### Meeting Minutes Approval –

Anne noted that the Voting Positions in last month's minutes were not accurate.

Ann Flister moved to approve the minutes from June.

Nancy Miller seconded.

Anne S. asked for comments, questions, suggestions:





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Patricia Mitchell corrects that she was present during the minutes, not absent.

Ann Flister notes that Partner's Re-Entry should be capitalized under Patty Hickok's Workforce Readiness Report.

Patty Hickok mentions that Workforce Readiness and Membership positions both have voting positions on the Board.

No other discussion or comments.

Anne S. asks for a vote.

Motion passes to approve the minutes with the changes.

### **Committee Reports:**

#### **Treasurer Report (Emi Aubertine absent) –**

Emi was out today – no treasurer report.

#### **Certification (Molly Webb) –**

Molly submitted a report. Working on getting some information with SHRM to clarify the SHRM recertification versus merely certified numbers – how to track this to determine success of members recertifying? This was part of a discussion we had as an initiative for an Excel initiative in the future.

She is also exploring the scholarship options to better aid our members into the future.

#### **College Relations (Dr. Charla Brown absent) –**

Dr. Brown did not have an update. She emailed and weighed in on the student case competition strategy but no College Relations report. They will probably be picking up in the Fall semester.

#### **Communications (Ann Flister) -**

Ann sent out a reminder to the Board – next deadline for Council Prospector is July 18<sup>th</sup>, close of business. The issue has a street date for August 14<sup>th</sup>.

Needs to be hard and fast on the deadlines – even when we make them they still seem to run much further behind than delivery dates than what the schedule calls for, so we need to do everything we can to make sure we get things into them on time.

Ann appreciates all of the contributions for the last issue, a lot of good stuff, she got good feedback on Kelly's Advocacy Day blog that we re-published.

Molly will have an article to give to Ann. Dr. Rambow asked if Ann had received his article; Ann confirmed she did get it.

#### **Diversity (Patricia Mitchell) –**

Patricia has the Diversity Nuggets for July – focus on how diversity makes you smarter, and how interacting with others who are different can broaden your knowledge base – you will learn from diverse groups as you interact with them.





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Diversity and inclusion survey has been entered into Survey Monkey. Anne S. has reviewed it and made a few suggestions. Hoping to get this published within the next week – Patricia encourages us to be on the lookout for this and to complete the survey and encourage others to do so.

Anne S. mentioned that we added a new line for a new generation.

### **Legislative Affairs (Ben Krisher) –**

Ben shared that there is an A-Team webinar this Thursday the 13<sup>th</sup>.

Senate recess has been cut in half so there will be much less time to meet with our Senators.

Lots of different pieces of legislation in the news – no real progress on anything, lots of work on it though.

### **Membership (Patty Hickok) –**

31 forms for new members have now been processed by SHRM. These are legacy from the conference. The new members have been provided to the Anchorage and Northern Alaska chapters to add their new members to the list.

### **Conference (Patty Hickok) -**

2017 Conference financials not yet available. Waiting for some financial data to finish this off.

2018 Conference website (rough version) is up and running

- Keynote speaker has been secured Alex Kajitani, California Teacher of the Year
- Slate of speakers is drafted, to be reviewed 7/21/17 and hopefully finalized by end of August
- Logo is about to be finalized
- Website will be populated as more info becomes available
- Sponsorships/Exhibitors registration is open – already have our Platinum sponsor!
- Registration site to be created by August
- First marketing push will be in third quarter of 2017

Dr. Rambow asked about speaker proposals. Patty clarified that they don't take proposals – it's by invitation only – but Dave is on the list.

### **Workforce Readiness (Patty Hickok) –**

Reference Ann Kjera's report. Great job by ASHRM!!!!

Planning on participating in the Veterans Job Fair in November but will need help since I will be out of town

### **Professional Development (TJ Alinen) –**





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Things are starting to ramp up for the fall. TJ and Emi made a presentation on June 21<sup>st</sup> in Mat-Su chapter on Onboarding. Had 15 participants in the audience. He was happy to get out to the Valley.

Next program is August 18<sup>th</sup>, working with Bruce Johanson to do a webinar on comparable worth.

Everything is submitted to HRCI and SHRM, C-Vent registration is set up to email out invitations on Wednesday; he will be getting info to Nancy soon for the website.

He has all his programming lined up for Fall and Early spring – still needs programs for March, April, May, start working on that now. Topics include Internet Cybersecurity for HR Professionals, Diana Gould presenting on HR Department of One, Barry Basham to do an I-9 program, Mike Brown will do one on fiduciary responsibilities; one more on workplace violence.

Dr. Rambow shared that one of his students attended the Mat-Su presentation and he came back with very favorable comments.

### **SHRM Foundation (Dr. Dave Rambow) –**

Dr. Rambow shared there are scholarships coming up in October. He needs to communicate out the application process whether it's certification or membership.

He will put an update out in the Council Prospector. He will work with Molly on that.

### **Social Media (Nancy Miller)**

Nancy thanked Patricia for the Diversity Nuggets. She'd like to remind everyone to keep the Social Media accounts in mind if we want to send out any information. We have over 600 people following us on Facebook – effective way to get information out. She will post about the new issue of the Council Prospector – as soon as it's on our website she'll send something out to members.

### **Chapter Reports:**

**Juneau (Chad Brown absent) – No report**

**Mat-Su (Sonya Conant absent) –**

**Northern Alaska Chapter (Sallie Stuvek absent) –**

The Chapter has retained an attorney to assist with achieving our non-profit status so that we can comply with financial reporting requirements going forward. Hoping to have this project done before Dec 31, 2017.

We also have a new address: NASHRM, PO Box 81849, Fairbanks, AK 99708.

We will be doing our 2018 elections in September or October.

Our lunch programs will start up again in September.





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### **Anchorage ASHRM (Ann Kjera) –**

Prisoner Re-Entry walk went very well. Ann is writing an article for the Council Prospector – she thinks it was a success and she'll be promoting it for the Pinnacle Award.

Foundation has given the chapter money for the certification classes they offer; the deadline for applying for the scholarship for the fall testing is August 15<sup>th</sup>. Info is in the latest Council Prospector. It's open to everyone – excited to offer the course.

Chapter is not having a July board meeting, next meeting is July 18<sup>th</sup>. Topic is "Welcoming Change in your Organization".

One change in their board; Joyce Ridner has stepped down as President-Elect; Kirk Hinkney is acting in the role until the elections and will put his name forward in the elections.

Diversity seminar is coming up in the Fall; still looking for speakers and asked for suggestions or recommendations.

### **SHRM Report:**

**Dianna Gould - See Attached Report**

Shared by Anne S.

The SHRM report that went to everyone (and is on the website) under the Scholarships they recognized that someone in ASHRM had received a scholarship.

Anne pointed out that SHRM made changes to the Student Case Competition.

Pinnacle Award is due September 9, 2017.

### **MAC Report (Roshelle Pavlin absent) –**

#### **Past Director (Nancy Miller) –**

No report

#### **Director's Report (Anne Sakumoto) –**

NHRMA has asked some questions that they'd like to post on social media; Anne S. has asked for participation in that, and Nancy recommended sending photos – good way to get to know board members in Washington and Oregon.

SHRM has changed how they do the student case competitions. They believe that transferring these events to local events would allow greater access for students and give chapter's greater engagement to the students. This would go into effect in 2018.

NHRMA is looking into how they will support this. They have asked questions about whether they should do regional or state-based.





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Nancy Miller shares some of the background on this – NHRMA used to offer student case competitions, but when SHRM started it they stopped and provided scholarships. Now that SHRM will not be holding student case competitions any longer, NHRMA is stepping back up to try to decide whether they will offer local or regional competitions. The next NHRMA board meeting is July 19<sup>th</sup>, and Nancy asked the State Council directors if they would prefer hosting their own state events, or would prefer sending students to regional events. Nancy is interested in our State Council's thoughts and feedback on this so NHRMA can have a better understanding of the next step to take for the students.

Anne S. asked for feedback and for people to share their thoughts.

Dr. Rambow read some of the comments and would like to know what Doctor Brown shared.

Dr. Brown strongly supports a regional competition – not enough mass in AK to hold a competition that will be competitive. She does like the idea of bringing AK students together and if that's the only option she'd recommend doing it as a networking and/or sidebar to the state conference. Travel has been possible in the past due to scholarships and financial support, and she would hope that could continue.

Dr. Rambow also supports a regional approach, gets more schools together. He suggests a student-related part of the conference also to bring more students in, not a competition but a way to get them engaged.

Patty Hickok made a motion for Alaska to support a NHRMA supported regional conference.

Dr. Rambow seconded the motion.

Nancy Miller shared that she thinks Dr. Brown's notes were good about state-wide only having three chapters.

Molly asked for clarification of what the vote would be.

Anne S. and Nancy clarified the vote on the table would support a regional conference as opposed to doing their own state.

Anne called the vote at 12:53.  
The motion passed, with no Nays.

Anne S. shared that Dr. Brown would like to share any internships or job openings with her students.







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Anne S. also asked about people's preferences for a meeting in August. Dr. Rambow and Ben shared they won't be here for the August meeting. Anne asked for people to share any items with her that they may need to share in the meeting; she might look to cancel the meeting. She'd like those items by July 18<sup>th</sup>.

**There were no other comments.**

**Adjournment:**

**The meeting was adjourned at 12:56 pm.**

**Prepared by:** *Ben Krisher, Director-Elect*

