

# Council Prospector

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*Nuggets From Alaska SHRM*



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Mission Statement

*The mission of the Alaska State Council is to be a strategic partner with individuals, businesses, community organizations, SHRM and NHRMA in order to encourage the advancement and knowledge of dedicated human resources professionals by providing communication and professional development resources throughout Alaska.*



## Alaska SHRM State Council Message

Ben Krisher, SHRM-CP, PHR 2017-18 Director



It seems like just yesterday I sat down to write up a message for our first issue of the 2018 Council Prospector – then I blinked, and here I am working on a message for our last issue of the year. What happened?!

The short answer is – a lot!

2018 saw our professional and student chapters and state council kick it into high gear. If I tried to list everything our volunteer leaders accomplished this year, I'd take up the whole issue, but I still think it's important to look at some of 2018's highlights:

This year our Southeast Alaska Chapter led an innovative program on seasonal hiring that was a huge hit. Our Northern Alaska Chapter introduced new technology to their monthly meetings allowing remote chapter members to participate. Our Mat-Su Chapter presented a timely and well-attended sexual harassment presentation that focused on the #MeToo movement and the workplace. And our Anchorage Chapter put on a special legislative workshop that provided a legal update and also brought SHRM's Member Advocacy Director, Meredith Nethercutt, to Alaska to address members about the importance of HR advocacy.

With our Student Chapters, the University of Alaska South Student Chapter received SHRM's "Superior Merit" award, and the Wayland Baptist University – Anchorage Campus Student Chapter received the "Outstanding Student Chapter" award. All three student chapters, including the University of Alaska Fairbanks Student Chapter, were able to send students to the 2018 Student Conference held by the Northwest Human Resource Management Association (NHRMA) in April. Each Student Chapter also held numerous programs and fundraisers over the year.

Our state council had a full plate this year as well: We provided support and volunteers for

the junior achievement program. We assisted with the national SHRM organization with designing and completing a targeted survey providing the first comprehensive look at how Alaskan employers support flexible work options. We held fundraisers for the SHRM Foundation, helping provide scholarships and learning opportunities to emerging and experienced HR professionals. And we updated our internal procedures and tools to ensure we will be well equipped to continue to support these types of programs and initiatives far into the future.

Oh and, of course, we held our 2018 State HR Conference in September, selling out for the third conference in a row and getting rave reviews.

I warned you it was a lot!

Now, an important message that is only for the eyes of our exceptional volunteers (everyone else can skip down a paragraph): None of what we've accomplished this year would be possible without you. Regardless of when and where you've lent your time, talent, and expertise – whether on the State Council Board, one of our four Chapter Boards, or three Student Chapter Boards, or our Conference Committee, or even at a career fair or certification class or any of the other great events we've participated in this year – you, our volunteers, showed up, worked hard, and made a difference. Thank you.

Did you have to skip over the last paragraph because you haven't taken the plunge into the wildly rewarding world of volunteering? Don't fret – opportunities abound! To find out more, reach out to your chapters, or, if one isn't readily available, reach out to any member of the state council. If you're willing, we'll find the way.

And on that note, I hope everyone has a happy, healthy, and safe end to the year – see you all in 2019! ✨

# Workshop Provides Legal and Public Policy Insight to Anchorage HR Pros

By Ann Kjera



**O**n September 11, 2018, Anchorage SHRM's Legislative Affairs committee sponsored a ¾ day program: "How to Be an HR Leader in an Ever Changing Legal and Economic Environment." Guest speakers included: Meredith Nethercutt, SHRM's Director of Member Advocacy; Art Clark, Co-Chair of the Anchorage Chamber of Commerce's Legislative Committee; Bill Bopp, President & CEO of the Anchorage Economic Development Association; Renea Saade, employment attorney with Littler Mendelson; and Gregory Fisher, attorney with Davis Wright Tremaine.

The program was full of information to assist HR professionals in preparing for trends in the field and for navigating potential changes in the legislative environment.

Meredith Nethercutt shared information on SHRM's recent legislative activities and great tips for HR professionals to become advocates for their employers and the HR profession. Art Clark, Bill Popp, and Renea Saade shared a panel discussion to help attendees understand potential changes to the Anchorage economic front and how HR professionals can support and assist in ensuring best employment practices in their organization. And Gregory Fisher shared the pros and cons of "government by tweet," and examined significant case law and the trends developing from them.

Attendees said they enjoyed the variety of speakers and the different perspectives each brought to the conversation. Another attendee said they felt the information was important to HR in strategically planning for the future.

The A-Team (Advocacy Team) provides HR professionals with a means to better understand what is happening in the realm of public policy and to be a voice in the conversation surrounding those policies that directly affect employees and employers.

A-Team members had the opportunity to network with Meredith Nethercutt the evening before the session, A-Team members were



*Attendees listen to panelist Art Clark discuss the Anchorage Chamber's perspective on economic and employment trends*

invited to a networking reception and enjoyed meeting each other and talking with Meredith Nethercutt.

If you would like to stay informed or ensure your voice is heard, join the A-Team. SHRM keeps A-Team members informed about relevant issues and often provides the framework for actively engaging state and local legislators. It doesn't matter what your political leanings are and there is no requirement to support SHRM's position; the A-Team simply provides HR professionals with information and tools to advocate for those public policies that impact their work. Our collective voice matters. At all levels, most legislators are not HR professionals and they look toward SHRM and its membership for insight and guidance as it relates to the laws that govern our industry.

If you're interested in joining the A-Team, please contact Molly Webb, Alaska SHRM State Council Legislative Affairs Director: [mwebb@ciri.com](mailto:mwebb@ciri.com), Or if you're in the Anchorage area, contact Ann Kjera, ASHRM Legislative Affairs Director: [akjera@anchagemuseum.org](mailto:akjera@anchagemuseum.org). \*

# ASHRM's 2018 Board Wraps up a Productive Year

By Molly Webb, President 2018, Anchorage Chapter, SHRM



**A**s I wrap up the end of my year as ASHRM President, I am so proud of this year's board and what they have accomplished this year, and I'm happy to share some highlights of their awesome work:

- Creation of a mentorship program.
- Special half day event- led by Heather Kinzie and Andrew Kupperman that raised \$820 for the SHRM Foundation.
- Legislative half day seminar and A-Team networking event.
- Spring networking event.
- Fall networking event.
- Brown bag lunches featuring HR topics.
- Invitation to participate in the Anchorage Economic Development Center JBER Employment Opportunities working group.
- Development of a new platform for the ASHRM website.
- ASHRM received the 2018 NHRMA Randy Lundberg award for our Prisoner Re-entry program in 2017.
- Continued offering Education Certification Preparation Course.
- Another full year of HRCI/SHRM approved monthly luncheons.

I want to extend a huge thank you to the 2018 ASHRM board. Without each and every one of you, none of these events or work would be possible. Here is the 2018 ASHRM Board:

- **2018 President-Elect-** Patty Hickok
- **2018 Past-President and Legislative Affairs Director-** Ann Kjera
- **Secretary-** Sarah Gaines
- **Treasurer-** Elena Harman
- **VP, Membership-** Nicole Culbertson
- **Diversity Director-** May Main
- **Workforce Readiness Director-** Christine Talley
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- **Hospitality-** Linda MacCubbin
- **Awards & Recognition-** Emi Aubertine
- **Public Relations & Webmaster-** Christopher St. John
- **Business Partnerships-** Alena Melbourne

If you see a board member at any event, I encourage you to say thank you and ask them what they do for ASHRM. I shared some of the highlights, but there is still much more that goes on that members don't see.

I was blown away several years ago, when I first started volunteering for ASHRM, by all that ASHRM did for its members and the community and I am so glad to see it continues today!

THANK YOU ASHRM 2018 BOARD! ★



# NHRMA HR Academy Slated for February 2019

By Ben Krisher, SHRM-CP, PHR, Director, Alaska SHRM State Council

**A**re you just starting out in your HR career? Have you been dabbling in HR for a few years and want to get a more comprehensive view of the profession? Are you an HR veteran who's seen it all but want to keep your skills sharp while earning almost one-third of your SHRM or HRCI recertification credits in three information-packed days? If you answered yes to any of the above, then boy do I have an offer for you.

The Northwest Human Resource Management Association (NHRMA) is bringing the HR Academy back to Anchorage in 2019.

This intensive 3-day workshop will run from February 11-13, and is designed to provide practical knowledge of the functions of the HR department, and participants of all levels can benefit from attending. Best of all, the HR Academy is pre-approved for 19.5 SHRM PDCs and HRCI recertification hours, meaning you can knock out almost one-third of your recertification requirements in three days. \*

For more information, visit <https://alaska.shrm.org/events/2019/02/2019-nhrma-alaska-academy> but don't wait long; space is limited and this will fill up fast.

## Alaska Becomes a 100% Giving Club State!



**T**he SHRM Foundation presented each state with a challenge this year. Our challenge was to become a member of the 100% Giving Club. To qualify, the state council and all chapters located within the state had to make a donation from chapter funds to the SHRM Foundation by November 2. Your Alaska State Council made a donation as did the Anchorage, Mat-Su Valley, Northern Alaska and Southeast Alaska chapters. The Alaska State Council is very proud to have earned this honor along with our state chapters! Members of the 100% Giving Club were recognized at the SHRM Volunteer Leader Summit in November. \*

Anyone interested in learning more about the SHRM Foundation and making an individual donation may visit <https://www.shrm.org/foundation>.

## 2018 Membership – iPad Incentive Winner



**Congratulations to Tara Whitters. Thank you for having designated the Northern Alaska SHRM chapter as your chapter!**

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# 2018 ALASKA STATE HR CONFERENCE – ANOTHER SUCCESS

*“It was an amazing first day packed with excellent breakout sessions and a phenomenal keynote speaker. Big thank you to all the volunteers and the conference committee. Can't wait for tomorrow. Bravo!”*

**T**he 2018 Alaska State HR Conference was held on September 20-21 in Anchorage. As usual, it was a big success. For the 4th consecutive time, the event sold out. We had 26 Alaskan communities and 200 employers represented for a total attendance of 342 including our sponsors and exhibitors.

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*“It was an amazing first day packed with excellent breakout sessions and a phenomenal keynote speaker. Big thank you to all the volunteers and the conference committee. Can't wait for tomorrow. Bravo!” 2018 Alaska SHRM State Conference Participant*

## SAVE THE DATE: May 14-15, 2020. We turn 10 in 2020!



# Brett Smith Receives (NHRMA) Sharon Koss Leadership Award



**O**n September 6, at the 80th NHRMA Conference held in Tacoma, Washington, Mr. Brett Smith received the Sharon Koss Leadership award. The Sharon Koss award recognizes one graduate student who has performed outstanding service to the HR profession and to the association.

This award was established to honor Sharon Koss. As a member of NHRMA, Sharon was passionate about the continued education of HR professional and students to advance the profession in the Pacific Northwest. Consistent with Sharon Koss' legacy of professional development for HR professionals and students, Brett's engaging leadership provided professional development opportunities for HR professionals and students.

As the Wayland Baptist University, Anchorage Campus SHRM Student Chapter President, for 2017-2018, Brett guided the chapter leadership team and members through numerous chapter activities and initiatives. Using the chapter's professional development theme of Managers and Human Resource Managers: Partners in Leading Change, Brett wove together and orchestrated eight professional HR development presentations. These presentations occurred during

monthly chapter meetings and focused on the critical role of HRM in Change Management. These chapter presentations provided HRM professional development opportunities for chapter members, campus students, and faculty. Additionally, Brett guided his leadership team and chapter members through the planning and implementation of four community service initiatives: 1) a winter clothing drive, 2) a Thanksgiving turkey fundraiser, 3) Christmas beanie boxes drive, and 4) a human necessity drive for toilet paper, supported Bean's Café. Bean's Café provides food and shelter to the homeless population of Anchorage. Brett rallied the support of chapter members and campus students and faculty, as well as the Anchorage SHRM Chapter, and local businesses.

Brett epitomized the leadership spirit of Sharon Koss. He led the WBU Anchorage Campus Student Chapter members and influence campus students and faculty on the significant role HRM plays in business and in support of community initiatives. He led the WBU Anchorage Campus Student Chapter 5583 to be recognized by SHRM as one of the twelve best student chapters in the Nation. The Anchorage Campus Student received the SHRM 2017-2018 Outstanding Student Chapter Award. ✨

# ASHRM Launches Brown Bag Lunch Initiative

By May Main, ASHRM 2018 Diversity Chair



*Participants at the October 24 Brown Bag at the Lakefront Hotel discuss “The Role of HR in Workplace Culture.”*

**T**he Brown Bag Lunch was initiated recently by Anchorage SHRM. The goal is to offer SHRM members a more informal, engaging, inspiring, and inclusive space for them to learn and share ideas. It is a safe, friendly space that, with the help of a facilitator, guides a topic of conversation and keeps the momentum of the conversation positive and supportive. The first Brown Bag was held in September and the topic was “Local Recruitment Strategies.” Members and non-members that were present asked questions, shared ideas and discussed recruitment challenges and barriers in Anchorage. The second Brown-Bag was held in October and featured a lively discussion on “The Role of HR in Workplace Culture.” Attendees shared what worked in their organization and what roadblocks they experience. By the end of the Brown-bag, a sense of HR comradery was evident.

So far we feel that the Brown Bag is serving its purpose for a chance to get to know one another in a less structured environment and reap the benefits of an open discussion. Starting a Brown Bag is easy; members volunteer conference room space from their business and attendees bring their own lunch and contribute to the discussion (with no monetary cost to anyone). The facilitator welcomes everyone to the Brown-Bag with enthusiasm and encourages universal participation so every attendee feels empowered to ask questions and contribute. Most of all, participants have fun and make some meaningful HR connections! If you would like to attend a Brown Bag, keep an eye out for the Anchorage SHRM email invites, and we are looking for locations to meet and facilitators. If you are interested in getting involved in making a Brown Bag happen, please contact [may\\_m@awaic.org](mailto:may_m@awaic.org). 🌟





## 2018 Anchorage Chapter (ASHRM) Board Members

<http://www.shrmalaska.org>

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**Teresa Gamble**, Diversity



Left to right: Tammy Parkhurst, Stephanie Vitt, Layla Lesley, Jessica Murphy and Lisa Pugh.

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