



ALASKA SHRM STATE COUNCIL

Meeting Minutes



Board of Directors of the Alaska SHRM State Council (ASSC)
February 2, 2019
Wayland Baptist University, Anchorage, Alaska

<u>Name:</u>	<u>Position:</u>	<u>Present/Voting</u> <u>Absent:</u>	<u>Positions</u>
Ben Krisher, SPHR, SHRM-CP	Director	P	1
Anne Sakumoto, PHR, SHRM-CP	Past Director	P	1
Ann Kjera, SPHR, SHRM-SCP	Director-Elect*	P	1
Ann Kjera, SPHR, SHRM-SCP	Secretary/Treasurer*	P	1
Molly Webb, PHR, SHRM-CP	Anchorage Chapter President	P	1
Jessica Murphy	Mat-Su Chapter President	P	1
Leisa Kelsey, SHRM-CP	Northern Alaska SHRM Chapter President	P	1
Jaylene Owens	Southeast Alaska Chapter President	P	1
Emi Aubertine, PHR, SHRM-CP	Certification Director	P	1
Dr. Dave Rambow	College Relations Director	P	1
Ann Flister, SPHR, SHRM-SCP	Communications Director	A	1
Susan Lasater, SHRM-SCP	Diversity Director	P	1
Nancy Miller, SPHR, GPHR, SHRM-SCP	SHRM Foundation	P	1
Molly Webb, 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	A	1
Dr. Charla Brown	Social Media	P	1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director*	P	1
Dianna Gould, CAE	Pacific West Regional Director	P	0
Mandy Woulfe, SHRM-SCP	MAC Representative	A	0
		* Dual Role	



Call to Order:

Ben Krisher called meeting to order at 12:46pm

Agenda Approval:

Dave Rambow moved to approve the Consent Agenda as presented. Nancy Miller seconded the motion. No discussion. The motion unanimously carried.

Discussion Items:

- Patty Hickok reported on the Anchorage SHRM Chapter
- Jessica Murphy reported on the Mat-Su Chapter
- Leisa Kelsey reported on the Northern Alaska Chapter
- Jaylene Owens reported on the Southeast Chapter
- Dr. Dave Rambow reported on College Relations
- Nancy Miller reported on the SHRM Foundation and the Foundation's Veterans at Work Certificate
- Emi Aubertine reported on Certification

Action Items

- Should the State Council Support SHRM's Getting Talent Back to Work
Patty Hickok made a motion to support the initiative. Nancy Miller seconded the motion. No discussion. The motion unanimously carried.
- Should the State Council, in conjunction with NHRMA, approve a \$2,000 scholarship for a chapter CLA Director to attend the VLS
Molly Webb moved to approve the motion, including revisions). Jessica Murphy seconded the motion. Following additional discussion, the motion unanimously carried.
- Ben Krisher presented and reviewed the draft 2019 budget for approval
Dave Rambow moved to approve the revised budget. Molly Webb seconded the motion. Follow some discussion, the motion unanimously carried.

Comments

- Past-Director – Anne Sakumoto
- Director – Ben Krisher

Adjournment:

Ben Krisher adjourned the meeting at 2:45pm.

Prepared by: *Ann Kjera, Secretary*



ALASKA SHRM STATE COUNCIL



Secretary/Treasurer's Report

March 5, 2019

From: Ann Kjera

Treasurer's Report (financials are attached)

Our 2019 financials are not yet available. Thomas, Head, & Greisen are almost done with our 990 tax return; after which I'll be able to enter all of our opening balances, bank transactions, and approved budget in the new QB company and will be able to run financials.

As of February 28, our current FNBA account balance is \$172,971.39, and we have approximately \$5,564.39 outstanding in HR Academy payables.

The February beginning balance was \$183,812.53. We had \$5,430.00 in HR Academy and SHRM Foundation donation deposits, and \$16,271.14 in debits. Debits included HR Academy, strategic planning meeting, and check-reorder expenses.

As of 1.31.19, our Wells Fargo investment account balance is \$26,911.71. We had \$ I have not yet received the February statement and am working on gaining on-line access; but per Wells Fargo, we must go through our advisor, I cannot sign up for it on line.

Secretary's Report

Thank you to everyone who submitted their committee report for this month's meeting. I appreciate having them early.



ALASKA SHRM STATE COUNCIL



SHRM Foundation Committee Report

March 5, 2019

From: Nancy Miller

- I submitted our application for our State Council to be a 2018 SHRM Foundation Champion and we were approved!
- We have already completed all of our requirements to become a 2019 SHRM Foundation Champion!
 - We had our leadership donation drive at our strategic planning meeting. We raised \$340!
 - We had a donation drive at the NHRMA HR Academy. We raised \$350!
 - Our state council has already made a donation from state council funds to the SHRM Foundation
- The winner of the \$50 Fred Meyer gift card from our leadership donation drive was Anne Sakumoto. Anne has graciously donated the card back to the state council to be used for another fundraiser. Thank you Anne!
- I have a call scheduled with Alie Mihuta with the SHRM Foundation to discuss further fundraising ideas and about the veterans initiative.



ALASKA SHRM STATE COUNCIL



Legislative Affairs Committee Reports

March 5, 2019

From: Molly Webb

Exciting news on the Alaska front- Gregory Fisher submitted an Amicus Brief for the case Blake v. Classic Alaska in regards to the burden of proof requirement for the Alaska Wage and Hour Act. I will continue to keep you posted on this case as progress is made, but this is great forward momentum for this case.

Ben and I met with Richard Millay and Kerry Thomas from Alaska Commission on Postsecondary Education (ACPE) and they have been working on student load repayment assistance in the state of Alaska. They have created an exploratory survey to find out what are employers offering on student loan repayment and/or what employers are planning for future student loan repayment programs. ACPE is asking that we send this survey out to our members and draft a joint message to accompany the survey.

The work ACPE is accomplishing on this subject is timely and lines up nicely with a SHRM focus and current proposals at the federal level in legislation. During the Capitol Hill day in November, through the VLS, Alaska attendees spoke with our federal legislators about student loan repayment and the need to make changes. I anticipate this topic will be on the agenda in March for Capitol Hill day during the SHRM Legislative Conference and it would be great to have additional information on what employers across the state are offering in regards to student loan repayment in anticipation to our upcoming Hill visit.

I am gearing up for the SHRM Legislative Conference in a few weeks. I will be reaching out to the Alaska attendees about a possible get together in advance of Hill visits.



ALASKA SHRM STATE COUNCIL



College Relations Committee Report

March 5, 2019

From: Dr. Dave Rambow

Current State of Alaska SHRM Student Chapter Faculty Advisors

1. University of Alaska South (UAS) – Faculty Advisor Dr. Charla Brown
2. University of Alaska Fairbanks (UAF)– Faculty Advisor Ms. Kris Recin
3. Wayland Baptist University – Anchorage Campus (WBU-AC) – Faculty Advisor Dr. Dave Rambow

Information on the three Alaska SHRM State Student Chapters for months of February and March:

1. The University of Alaska Southeast SHRM Student Chapter report for February
 - a. has five members with April Roark (President). Chapter is working on recruiting new members.
 - b. The UAS SHRM Student Chapter plans to have six members attend the NHRMA HR Student Conference, April 5 and 6, in Portland Oregon.
2. **The Wayland Baptist University Anchorage Campus SHRM Student Chapter planned the following events and activities for the months of February and March:**
3.
 - a. For the month of February:
 - 1) The Student Chapter is engaged in it 9th annual Idita-Roll toilet paper drive for Bean's Café
 - 2) On Saturday, February 2, the Student Chapter held it monthly meeting. Mr. Timothy Parker, guest speaker, spoke about Diversity Management in the Workplace.
 - b. For the month of March:
 - 1) On Saturday, March 23, the SHRM Student Chapter will conduct a Resume Writing and Interview workshop. This workshop will be open to students and the public.
 - 2) On Saturday, March 23, the SHRM Student Chapter 9th Idit-Roll toilet paper drive ends.
4. **The University of Alaska Fairbanks SHRM Student Chapter events and activities for the months of February and March:**

- a. For the month of February:
 - 1) The UAF SHRM Student Chapter was busy in February. The UAF Chapter plans for 7 travelers to attend the NHRMA HR Leaders of Tomorrow Student Conference in Portland held April 5 and 6.
 - 2) The UAF SHRM Student Chapter participated in the Blood Bank of AK blood drive on February 20. The Chapter also voted to "adopt" UAF Career Services as our primary service/supported organization--as budgets become tighter, our Career Services Department was down to one full-time employee, so chapter members voted to support to Career Services as volunteers at the Job and Internship Fair held also on February 20, for resume writing, job interviewing skills and other events.
 - 3) The UAF SHRM Student Chapter hosted Guest Speaker Kelly Collins from Foundation Health who presented *Business Chemistry* to our group. *Business Chemistry* is a model based on analytics that identifies and explores four patterns of behavior in individuals and teams--very insightful discussion and many examples of applied psychology to understand ourselves and team dynamics much better--always helpful HR skills.
- b. For the month of March, the UAF SHRM Student Chapter will host *Risk Manager*. Wendy Tisland from Fairbanks North Star Borough will speak to the chapter members about the intersection of HR and Risk Management in a public organization.
- c. The UAF SHRM Student Chapter recruited 5 new members in the past month, so HR is a hot topic and a hot, hot career!! The UAF SHRM Student Chapter now have over 23 students on our SHRM mailing list who keep abreast of our doings, and about 10 regular attendees at meetings.



ALASKA SHRM STATE COUNCIL



Communications Committee Report

March 5, 2019

From: Ann Flister

Content for our first *Council Prospector* issue of 2019 was submitted to the publisher this week and go out to members' mailboxes by the end of March. Thank you to everyone who contributed!

We are still in need of advertisers. I will have an info sheet to give to potential advertisers shortly if you know of anyone who would like exposure to the 800+ Alaska SHRM members on our mailing list!

Deadline for materials for the next issue will be May 21.



ALASKA SHRM STATE COUNCIL



Professional Development Committee Report
March 5, 2019
From: Jillian Caswell

I'm just stepping into the role and beginning to coordinate for our end of March webinar.

Please forward me any ideas you may have for future programs.



ALASKA SHRM STATE COUNCIL



Social Media Committee Report

March 5, 2019

From: Dr. Charla Brown

- HR-related posts and events continue to be shared on Facebook.
- Important reminder to all board members: **Please share events and items of interest from your director area** to Charla for posting (pictures are highly encouraged).



ALASKA SHRM STATE COUNCIL



Workforce Readiness/Membership/State Conference Committee Reports

March 5, 2019

From: Patty Hickok

Membership

- NHRMA Academy
 - 7 new memberships
 - 16 at-large conversions – they have been sent to SHRM for confirmation
- iPad Incentive
 - Started 2/11/19 and runs til 10/30/19
 - Q1 E-Blast will go out March 5 and will encompass at-large conversions and State Conference
- MSA Exploration - in process regarding the establishment of MatSu as a Member Service Area under ASHRM

Workforce Readiness

- 2/9 – Alaska was recognized at the SHRM Regional Summit by Mike Aitken, VP of Membership for being the first State Council in the United States to get 100% chapter pledges for the SHRM Getting Talent Back to Work initiative! Alaska was also the third state council to sign the pledge
- 2/25 - Jr. Achievement started at Chugach Optional school teaching the Economics for Success program
- 3/29 - Employment First Job Fair at the University Center; need volunteers for 1 hour sessions from 10-2p. Here is the link to register: <http://signup.com/go/hxCCtUh>

2020 Conference

- Speaker selection in progress
- Website registration is live
- Official go-live marketing will be either April or May 1 (still over a year before the event)



Certification Committee Report

March 5, 2019

From: Emi Aubertine

As of January 20, 2019, SHRM is reporting that 30% of SHRM national and chapter members are certified. Currently the Pacific West is at 31% certified. These numbers do not include non-SHRM members and at-large members. SHRM is working on putting numbers together in regards to certified at-large and non-SHRM certificants. They are not sure when these numbers will come available. Reports can be requested from the regions Member Engagement Associate, but only by local chapters (not state boards). There is still the financial incentive of \$20/re-certified member for chapters and \$10/re-certified member for State Councils. Those funds will be deposited Q1 2020.

The Volunteer Exchange is located at <https://community.shrm.org/vlrc/shrm-certification>. Local chapters can find all resources for certifications and re-certifications at that location. If we have not already, state and local chapters need to update the recertification provider logo. (attached) I am drafting an email to local chapters outlining 2019 initiatives including the goal and action plan worksheet.

Holms Corp will be sending out a survey (soon) to State Certification Directors that upon completion will receive the 2019 SHRM Learning System. I have not yet received the email and the date the email will be released was not provided.

SHRM has two competency-based workshops that can be tailor-made to present at chapter or state council events. HR Analytics and Me: Why Can't We Be Friends? or Five Habits of Destructive HR Leaders cover at least two competencies, are easily downloadable and come with all the resources necessary to facilitate the workshop. There are guidelines that need to be followed and state and local chapters will need to request access to one or the other. This may be a resource for both the local and state Professional Development Directors for a monthly training. The link is: <https://community.shrm.org/vlrc/shrm-certification/competency>.