



ALASKA SHRM STATE COUNCIL

Meeting Minutes



Board of Directors of the Alaska SHRM State Council (ASSC)

March 5, 2019

Telephonic

Noon – 1pm

<u>Name:</u>	<u>Position:</u>	<u>Present/Voting</u> <u>Absent: 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
Patty Hickok, SPHR, GPHR, SHRM-SCP	Anchorage Chapter President*	A 1
Vacant	Mat-Su Chapter President	1
Leisa Kelsey, SHRM-CP	Northern Alaska SHRM Chapter President	P 1
Jaylene Owen	Southeast Alaska Chapter President	P 1
Emi Aubertine, PHR, SHRM-CP	Certification Director	A 1
Dr. Dave Rambow	College Relations Director	A 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	A 1
Molly Webb, PHR, SHRM-CP	Legislative Affairs Director	P 1
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director*	A 1
Jillian Caswell, SHRM-CP	Professional Develop. Director	P 1
Dr. Charla Brown	Social Media	A 1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director*	A 1
Dianna Gould, CAE	Pacific West Regional Director	P 0
Mandy Woulfe, SHRM-SCP	MAC Representative	P 0
		* Dual Role



Call to Order:

Ben Krisher called meeting to order at 12:03pm

Agenda Approval:

Molly Webb moved to approve the Consent Agenda as presented. Jillian Caswell seconded the motion. No discussion. The motion unanimously carried: no abstentions.

Discussion Items:

- Molly Webb gave an update on the benefits of the ACPE survey and SHRM Legislative Conference
- Leisa Kelsey reported on the Northern Alaska Chapter
- Jaylene Owen reported on the Southeast Chapter
- Ben Krisher gave an update on the State Council's membership goals (5% increase in 2019)
- Dianna Gould gave an update on SHRM activities
- Mandy Wolfe gave an update on MAC activities

Action Items

- Alaska Chamber of Commerce Membership
Jaylene Owen made a motion to purchase a one-year \$500 membership to the Alaska State Chamber of Commerce
Ann Sakumoto seconded the motion
Following a short discussion, the motion unanimously carried: no abstentions

Comments

- Director – Ben Krisher
 - Recognized Jillian Caswell for jumping in so quickly, as Professional Development Director, and setting up webinars for March and April.
 - NHRMA Student Conference is at the end of this week, and we have many Alaskan students attending.
 - The Annual Conference is coming up in late June in Las Vegas. This year there will be an event shared with the NHRMA states (Alaska, Oregon & Washington). Be on the lookout for more information soon.
 - Still waiting on requests for the profit sharing funds we received from NHRMA; hoping to get those in soon so we can begin distribution.

Adjournment:

Ben Krisher adjourned the meeting at 12:54pm.

Prepared by: *Ann Kjera, Secretary*



ALASKA SHRM STATE COUNCIL



Secretary/Treasurer's Report

May 7, 2019

From: Ann Kjera

Treasurer's Report (financials are attached)

Attached you will find our financials for April. In addition, we have one April outstanding check in the amount of \$750.00. We had no additional income for the month.

Secretary's Report

Thank you to everyone who submitted their committee report for this month's meeting. I appreciate having them early. I will try to call into the meeting but will be in Florida at a conference.

9:45 AM

Alaska SHRM State Council (2019)

05/01/19

Profit & Loss

Accrual Basis

April 2019

	Apr 19
Ordinary Income/Expense	
Expense	
62100 · Contract Services	
62110 · Accounting Fees	2,450.00
Total 62100 · Contract Services	2,450.00
65000 · Operations	
65070 · Internet Banking Fees	587.64
Total 65000 · Operations	587.64
68300 · Meetings & Chapter Travel	
68380 · Regional Council Mtg. Expenses	
68382 · Student Conference - SHRM/NHRMA	
683821 · Student Conference - Travel	815.49
683822 · Student Conference Hotel	366.66
Total 68382 · Student Conference - SHRM/NHRMA	1,182.15
68383 · Legislative Conference	
683831 · Legislative Conference Travel	19.58
683832 · Legislative Conference Hotel	389.68
683834 · Legislative Conference Meals	139.50
Total 68383 · Legislative Conference	548.76
Total 68380 · Regional Council Mtg. Expenses	1,730.91
Total 68300 · Meetings & Chapter Travel	1,730.91
80200 · Payments to Affiliates	
80220 · NRHMA Annual Contribution	2,000.00
Total 80200 · Payments to Affiliates	2,000.00
80300 · HR Academy	750.00
Total Expense	7,518.55
Net Ordinary Income	-7,518.55
Net Income	<u>-7,518.55</u>

Balance SheetAs of April 30, 2019

Apr 30, 19

ASSETS**Current Assets****Checking/Savings**

10000 · First National Bank Alaska

159,799.52

10200 · Wells Fargo Advisors Investment

27,779.21

Total Checking/Savings

187,578.73

Total Current Assets

187,578.73

Fixed Assets

15000 · Furniture and Equipment

15500 · A/D Furniture and Equipment

-3,292.00

15000 · Furniture and Equipment - Other

-3,420.00

Total 15000 · Furniture and Equipment

-6,712.00

Total Fixed Assets

-6,712.00

TOTAL ASSETS**180,866.73**

LIABILITIES & EQUITY**Equity**

32000 · Unrestricted Net Assets

202,865.55

35000 · Unrealized (Gains) and Losses

310.12

Net Income

-22,308.94

Total Equity

180,866.73

TOTAL LIABILITIES & EQUITY**180,866.73**



ALASKA SHRM STATE COUNCIL



SHRM Foundation Committee Report

May 7, 2019

From: Nancy Miller

- Total SHRM Foundation donations as of April 10 credited to our **State Council: \$3,145!!** Woohoo, we are already ahead of our total 2018 contributions!!
- The **4th annual SHRM Foundation step challenge** registration is now open! If you will be attending SHRM19 in Las Vegas, be sure to join the challenge. I have joined team “PacWest is Best”. We won last year and I am hoping to do it again this year! It is a lot of fun and really encourages you to take those extra steps.
- The **Veterans Certificate at Work Program** has really taken off. For more information and to register, please visit: <https://www.shrm.org/foundation/about/Pages/Veterans-at-Work-Certificate-Program.aspx>. You can earn 10 SHRM recertification credits upon completion. A win-win situation!
- The application period for both the **Michael R. Losey Excellence in Research Award** and the **Susan R. Meisinger Fellowship for Graduate Study in HR** opened on April 1.
- Have you ever been to the **Inclusion Conference & Exhibition**? If not, you may want to check out the SHRM Foundation’s scholarship program. The application period opens May 1.
- For more information on any of the **SHRM Foundation awards and scholarships**, please visit: <https://www.shrm.org/foundation/ourwork/scholarships/Pages/all-deadlines.aspx>.



ALASKA SHRM STATE COUNCIL



College Relations Committee Report

May 7, 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 April and May:

1. **The University of Alaska Southeast (UAS) SHRM Student Chapter report for April and May:**
 - a. April 5 and 6, UAS had five students who attended the NHRMA HR Student Conference in Portland
 - b. On Saturday, April 20, the SHRM Student Chapter held it final chapter meeting for school year 2018-2019. At this meeting Penny Mosher will be sworn in as Chapter President.
 - c. For May, Chapter leaders plan to meet to outline goals and activities for school year 2019-2020.
 - d. UAS Chapter submitted a Chapter Merit Award recognition to SHRM for consideration for a Superior Merit Award.
2. **The University of Alaska Fairbanks (UAF) SHRM Student Chapter events and activities for the month of April and May:**
 - a. April 5 and 6, the UAF Chapter sent 5 students to the NHRMA HR Student Conference in Portland held April 5 and 6.
 - b. For May, Chapter leaders plan to meet to outline goals and activities for school year 2019-2020.
 - c. UAF Chapter submitted a Chapter Merit Award recognition to SHRM for consideration for a Superior Merit Award.

3. The Wayland Baptist University Anchorage Campus SHRM Student Chapter planned the following events and activities for the months of April and May:

- a. April 5 and 6, WBU-Anchorage Campus had three students who attended the NHRMA HR Student Conference in Portland
- b. On Saturday, April 20, the SHRM Student Chapter held it final chapter meeting for school year 2018-2019. At this meeting Penny Mosher will be sworn in as Chapter President.
4. For May, Chapter leaders plan to meet to outline goals and activities for school year 2019-2020.
5. WBU-Anchorage Chapter submitted a Chapter Merit Award recognition to SHRM for consideration for a Outstanding Student Chapter Award.

All three SHRM Student Chapters (UAS, UAF, WBU-Anchorage Campus) will conduct chapter activities over the summer term. Chapters plan to resume chapter activities in September 2019.



ALASKA SHRM STATE COUNCIL



Social Media Committee Report

May 7, 2019

From: Dr. Charla Brown

Regular and ongoing posts of interest on social media related to Alaska State Council, NHRMA, state chapters, HR, Management, and other related topics.



ALASKA SHRM STATE COUNCIL



Legislative Affairs Committee Reports

May 7, 2019

From: Molly Webb

It has been pretty quiet on the legislative front. I followed up with our legislators from our March visits with no additional requests.

I would like to encourage our entire board to become an A-Team member- it would be great to report back to SHRM that our entire state council and local chapters are A-Team members. If you would like to join- please email me directly and I will get you signed up. Also- for chapter presidents, please encourage your local board members to do the same! I am happy to come to any board meetings and speak about the A-Team. For more information, please visit: <http://www.advocacy.shrm.org/about?0>



ALASKA SHRM STATE COUNCIL



Workforce Readiness/Membership/State Conference Committee Reports

May 7, 2019

From: Patty Hickok

Membership

- As of 4/24 we have 39 people (that I know of) that have converted from at-large to a chapter. I keep track to the best of my ability for the iPad incentive program
- Anchorage-MatSu MSA – I will be attending the May 8th meeting in MatSu in person to provide information on the alignment of the two chapters
- Please see the attending Membership Report

Workforce Readiness

- We participated in the Employment First event in partnership with ASHRM
- Next event is the Fall Veterans and Military Spouses Job Fair
- Continue to promote the Veterans at Work certificate program

2020 State Conference

- Marketing: First ad went out on the Prospector; expect emails to start going out in May
- Speakers
 - Speaker selection is in progress
 - 70% of speakers confirmed; expect to have this finalized by mid-May
- Pre-approval: Next step is submission to SHRM and HRCI for pre-approval
- Then rest! This is extremely time consuming!

Alaska

SHRM Quarterly Membership Report 2019

		SHRM IN-CHAPTER MEMBERSHIP							SCORECARD INFORMATION					
Chapter Number	Chapter Name	Dec-17	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Change from Dec 18	Chapter Size	Total # Mbrs in Chapter	# of Multi Members	# LMOs in Chapter	2019 Audit Month	Chapter Affiliation %age
0200	Anchorage SHRM	479	470	487				17	L	487	0	0		100.00%
0357	Southeast Alaska Chapter	32	34	37				3	S	37	0	0		100.00%
0453	Northern Alaska Chapter	60	73	70				-3	S	73	0	3		95.89%
0533	Mat-Su Valley	35	35	34				-1	S	35	0	1		97.14%
	Grand Total	606	612	628	0	0	0	16		632	0	4		99.37%

~ Chapters must be in good standing and meet their current minimum chapter affiliation standards in order to be eligible for Chapter Financial Support Payments (CFSP).

~ The SHRM In-Chapter section represents SHRM members in chapters only, primary designation, NOT total chapter membership.

~ Primary designation denotes chapter members, belonging to more than one chapter that designate the particular chapter as primary. SHRM members can only designate one primary chapter.

~ CFSP is based on the number of professional/general/associate SHRM members primarily coded to the chapter at the end of the payment period.

~ Total number of members in chapter is based on the last chapter audit.

SHRM In-Chapter Members - AK

State Statistics
SHRM Members in Chapters



ALASKA SHRM STATE COUNCIL



Diversity Committee Report

May 7, 2019

From: Susan Lasater

May Nuggets

BEST PRACTICES FOR INCLUSIVE EXCELLENCE

May 3

- Connect with other human beings with what we have in common.

May 10

- Share common interests.

May 17

- Help identify how each person's role connects to the mission of the organization.

May 24

- Capitalize on the differences everyone brings.

May 31

- Close the gap. Communicate, engage and reward.

What is Inclusive Excellence?

Inclusive Excellence by Dr. Tom Hogan believes in the next evolution that the HR practitioner will be viewed not as strategic business partner but viewed as business leaders with expertise in human capital management, viewed as thought leaders, enablers of growth for success. We have a duty and obligation to reimagine what our organizations should inspire to become. Diversity, or human uniqueness is a fact. Diversity matters, representation in the workforce matters everywhere from the board room to the front line where we have underrepresentation in our organization. We should be intentional about conducting loop cause analysis, identifying barriers, proactively addressing those barriers, on the other hand inclusion is a choice it involves about getting intentional about getting a voice to everyone in the work place. Intentionally choosing to create an organizational culture that seeks to create in the workplace a sense of purpose, a sense of belonging, a sense of connectiveness, and a sense of community for everyone. If we are not intentional about practicing inclusion than by default, we have institutionalized the practice of exclusion. Choosing to create a workplace that is welcoming and encourages all employees to bring their best whole and authentic self to work every day is our challenge and our responsibility as HR practitioners and as an HR profession.

What are the barriers preventing Inclusive Excellence in your organization?

- lack of inclusive leaders, lack of leadership support, lack of commitment, resistance to change, bias and all its variety, unconscious and unspoken, and fear of potential fact.

What are you and your leaders willing to do to remove the barriers to Inclusive Excellence in your organization? WE can help create champions, allies, highlight role models. We have access to several formal and informal leverage of change which we use all the time. Mission values, mission vision values, policy procedures, practices, etc. Most important things are recognition and reward. We all know what gets done in the workplace is what's measured, what's recognized, and what's rewarded. As business leaders we can ask what we can do as an organization to close the gap between individual potential and realization of individual contribution to our organization. Rethink things like hiring for fit, hiring for culture, hiring for who fits for the position. Maybe we need to reexamine that. Why? Do we want unique individual to fit in to form a mask? Or do we want them to stand out and be fully engaged?

Key takeaways

Be a spot leader, work forth creativity, work for innovation

Create champions, allies, connect with others that have common interests back at our organizations

Explore and leverage our uniqueness

Be role models for inclusive excellence

Use the tools that we have, what we measure, what we recognize, what we reward



ALASKA SHRM STATE COUNCIL



Professional Development Committee Report

May 7, 2019

From: Jillian Caswell

Our April program on Friday, April 26, 2019, featured Meredith Nethercutt, Director of Member Advocacy for SHRM, on the topic of becoming an advocate for the HR profession. We had 32 attendees and covered some excellent advocacy topics including ways to connect with legislators in Alaska and great examples of what advocacy can and has accomplished through the A-Team. Meredith provided valuable information related to the resources SHRM provides and helped to easily identify ways members can get involved at varying levels of time commitment.

The upcoming program for May is scheduled for Friday, May 31, 2019 and we will be joined by Rhonda Prowell-Kitter from Alaskans for Sustainable Healthcare. Our first round of invitations is planned to send out next Friday. We have also scheduled an upcoming program for September 2019 with Richard Millay from the Alaska Commission on Postsecondary Education.

As we move into planning for fall programming and planning for October and November, please forward along any ideas you may have. Feedback from a few members after the last few sessions is that they appreciated topics on employee relations (such as Disarming Drop-Ins with Jonathan King) so please connect with Jillian if you have any thoughts or feedback.