

SHRM Update

**Alaska SHRM State Council Meeting
February 4, 2017**

Dianna Gould, SHRM-SCP, CAE
Field Services Director
[AK, ID, NHRMA, OR, MT, Pacific Council, WA, WY]

Bhavna Dave, SHRM-CP
VP of Human Resources
SHRM member since 2005



Mark Your Calendars!

~~January 31, 2017~~

~~Chapter and State Council 2016 SHAPE Year-End Report due~~

~~February 3, 2017~~

~~Deadline to take advantage of Volunteer Rate for 2017 SHRM Annual Conference~~

March 13-15, 2017

SHRM Employment Law & Legislative Conference :: Washington, DC

March 15, 2017

Excel Award Application Due

March 31-April 1, 2017

2017 SHRM Western Division Student Case Competition & Career Summit :: Tigard, OR

April 9-16, 2017

National Volunteer Appreciation Week

April 24-26, 2017

SHRM Talent Management Conference :: Chicago, IL

Mark Your Calendars!

June 18-21, 2017

SHRM Annual Conference :: New Orleans, LA

October 2-4, 2017

SHRM Leadership Development Forum :: Phoenix, AZ

October 23-25, 2017

SHRM Diversity & Inclusion Conference :: Los Angeles, CA

November 16-18, 2017

SHRM Volunteer Leaders' Summit :: Washington, DC

December 1, 2017

2018 SHRM Recertification Provider Reaffirmation due

December 1, 2017

2018 CLIF & SCLIF due

(if you transition **mid-year**, send it in 15 days before the term starts)

Send Volunteer Leader updates throughout the year to
Kimberly.Goodwin@shrm.org
Member Engagement Associate (MEA)

Mark Your Calendars!

VLRC

SHRM's Volunteer Leader Resource Center

ADMINISTRATION ▾ COMMUNICATIONS ▾ MEMBERSHIP ▾ RESOURCES ▾ VOLUNTEER EXCHANGE ▾

Term / Keyword / Phrase



2017 CLA WEBINAR SCHEDULE

38 minutes ago

All webinars may be viewed on demand after the presentation time/date at the same link.

WEBINARS BY CLA

SHRM Certification CLA

Wednesday, Feb. 22, @ 4 p.m. ET
Wednesday, May 24, @ 4 p.m. ET
Wednesday, Sept. 20, @ 4 p.m. ET
Wednesday, Dec. 6, @ 4 p.m. ET

College Relations CLA

TBA

Diversity & Inclusion CLA

Thursday, Mar. 9, @ 12 Noon ET
Thursday, June 8, @ 12 Noon ET
Thursday, Sept. 14, @ 12 Noon ET
Thursday, Nov. 9, @ 12 Noon ET

SHRM Foundation CLA

Wednesday, Feb. 15, @ 4 p.m. ET
Wednesday, Mar. 29, @ 4 p.m. ET
Thursday, May 18, @ 4 p.m. ET

**The 2017 CLA Webinar
schedule is posted:**

<https://community.shrm.org/vlrc/view-document/2017-cla-webinar-schedule?CommunityKey=3fce3c52-fe59-4917-8289-af7d8b4190a9&tab=librarydocuments>

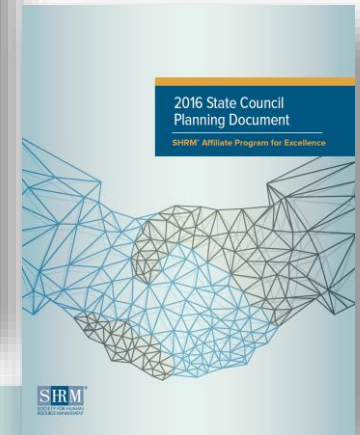
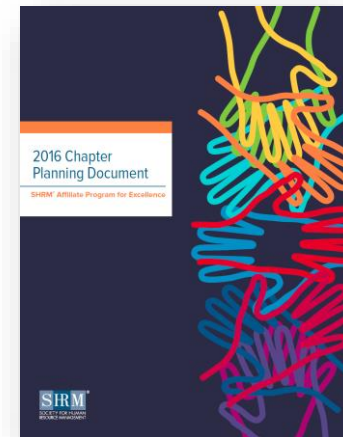
Due by January 31, 2017

SHAPE Year-End Report

The 2016 SHRM Affiliate Program for Excellence (SHAPE) year-end report for chapters and state councils is due on **January 31, 2017**. The online reporting forms, SHAPE Workbook and Worksheets are available at in the SHAPE Center of the Volunteer Leaders' Resource Center (VLRC).

2016 SHAPE Year-End Report online reporting tool:
<https://community.shrm.org/vlrc/viewdocument/2016-chapter-shape-online-reporting-2>

2016 Excel Award online application:
<https://community.shrm.org/vlrc/viewdocument/2016-shrm-excel-award-application>



**Excel Award Application
Deadline: March 15, 2017**

2017 SHRM Annual Conference Be Motivated and Inspired!

10



<http://annual.shrm.org>

2017 KEYNOTE SPEAKERS



Laszlo Bock

Former Senior Vice President of People Operations Google



Laila Ali

World Champion Athlete,
Entrepreneur, TV Personality & Author



Patrick Lencioni

Best-Selling Business Author,
Internationally Recognized Speaker, and Thought-leader

More Keynote Speakers Will Be Added Soon

2017 SHRM Annual Conference ACCESS TO LOWEST RATE

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<http://annual.shrm.org>

		Volunteer Rate	Regular Rate
Preview	Thru 2/3	\$995	\$1,395
Early Bird	2/4 - 4/28	\$1,395	\$1,565
Standard	4/29 - 6/16	\$1,565	\$1,685
Onsite	6/17 - 6/22	\$1,685	\$1,835

2017 SHRM Annual Conference

VOLUNTEER EVENTS



<http://annual.shrm.org>

Volunteer Leader Briefing

- Kick off the Conference Sunday morning by attending the Volunteer Leader Briefing to receive important volunteer related updates.

Leaders Lounge

- Special room provided just for volunteer leaders to take a break, relax and network.

5 Reasons Why You Shouldn't Miss SHRM17



<http://annual.shrm.org>

1. Hear from the experts

- Hear from proven business leaders, strategists, practitioners and peers.

2. Learn skills and stay up-to-date

- Trends, new strategies, and innovations in HR happen all the time.

3. Recertification

- Earn credits toward maintaining your valuable certification

4. Meet with new vendors and suppliers

- Invest time in the exhibition hall to discover innovative products and services necessary to stay competitive

5. Have fun with your HR peers from around the world

- Collaborate, hear new ideas, and validate or change your perspective.

5 Steps to Convince Your Boss SHRM17 is the Place to Be

10



<http://annual.shrm.org>

1. Review and Map Out Your Session Planner

- What are your organizations greatest HR challenges?

2. Stress the Value of Investing in Your Education

- PD opportunities to learn and interpret new trends and complicated legislation

3. Find Your Solution Providers

- Find HR solutions your organization is looking for by connecting with over 600 vendors

4. Complete the Request Letter

- If your boss prefers a written request, we will provide a customizable template for your use (coming soon – check www.annual.shrm.org)

5. Bring it all Home

- Commit to a post-conference briefing for staff to share best practices and tactics. Implement strategies and tools you acquired at SHRM17

2017 SHRM Student Case Competition & Career Summits

Student & Volunteer Registration is Open!

<http://conferences.shrm.org/2017-student-summits>

**WE NEED
YOUR HELP!!
Volunteer
Today!**



Houston, TX
March 10 – 11, 2017



Tigard, OR
(Portland Metropolitan Area)
March 31 – April 1, 2017



Philadelphia, PA
April 21 – April 22, 2017

Resources For Chapters & State Councils



Kathryn Medina, SHRM-SCP
Executive Director
SHRM member since 2005

Summit Presentations



Download the Summit presentations and handouts from the SHRM Volunteer Leaders' Resource Center (VLRC): www.shrm.org/vlrc

VLRC
SHRM's Volunteer Leader Resource Center

ADMINISTRATION - COMMUNICATIONS - MEMBERSHIP - RESOURCES - VOLUNTEER EXCHANGE -

Term / Keyword / Phrase

Chapter & Council Support
Find tools and resources to help run your SHRM chapter or state council.
[GETTING STARTED FAQs](#)

UPDATES
2016 Volunteer Leaders' Summit Presentations
FLSA Overtime Rule Update

Deadlines coming up: CLIF and SCLIF reports due 12/1; SHAPE Chapter and Council Reports due 1/31/17; EXCEL Applications due 3/15/17
[Find the latest information for SHRM Volunteers here](#)

2017 MAC Election Results Announced!

<https://www.shrm.org/Communities/volunteers/membership-councils/Pages/MembershipAdvisoryCouncil.aspx>

North Central Region

- Angela Brawdy, SHRM-SCP, SPHR (Indiana)

Northeast Region

- Laraine Knauss, SHRM-SCP, SPHR (New Jersey)

Southeast Region

- Sharon Sellers, SHRM-SCP, SPHR, GPHR (South Carolina)

Southwest Central Region

- Denise Montoya, PhD, SHRM-SCP, SPHR (New Mexico)

Pacific West Region

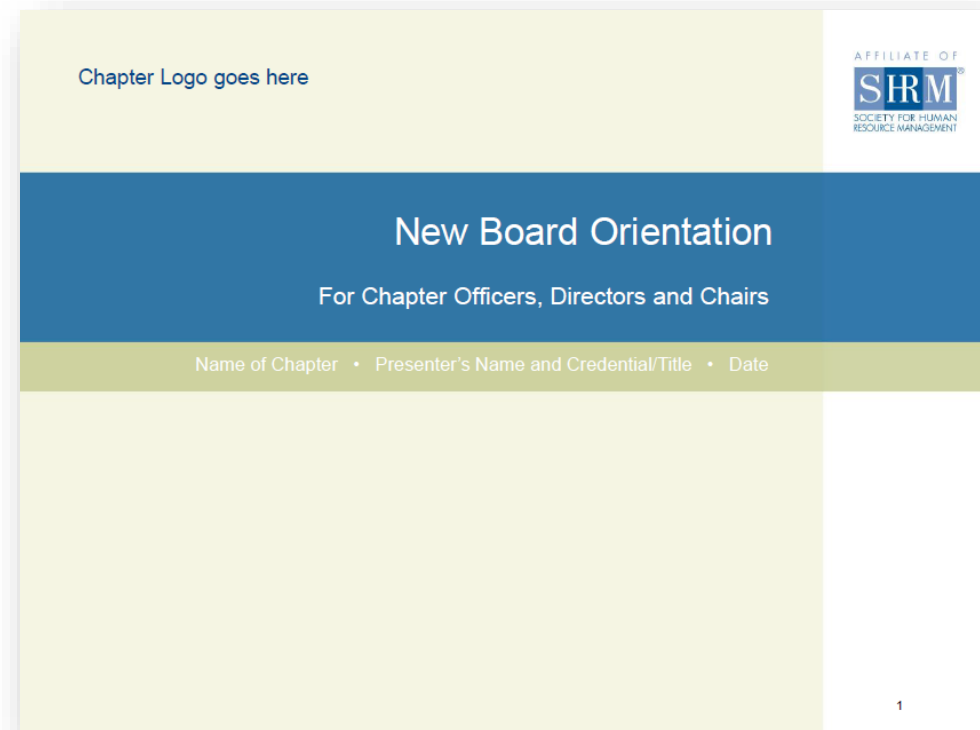
- Roshelle Pavlin, SHRM-SCP, SPHR (Washington)
Alternate: Brooks Robertson, SHRM-SCP, SPHR (Montana)

<https://community.shrm.org/vlrc/viewdocument/re-new-board-member-orientation-1>

2017 New Board Orientation Presentation Template Updated for 2017!

Download and customize for your Chapter's New Board Orientation meeting.

Contact your Field Services Director (FSD) and/or Member Engagement Associate (MEA) know if you have any questions.



2017 SHRM Affiliate Program for Excellence (SHAPE) Planning Document Now Available on the VLRC!

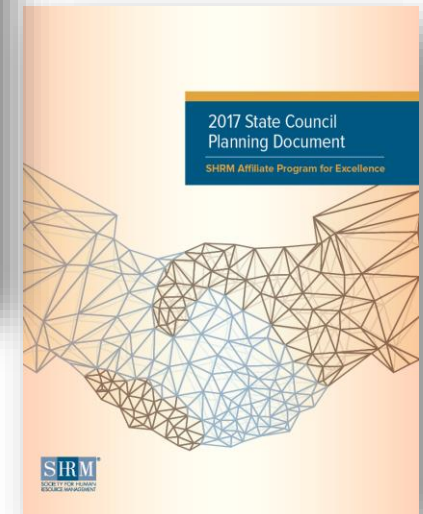
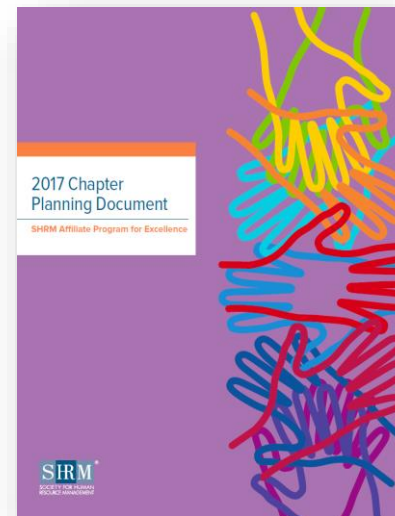
2017 Chapter Planning Document

<https://community.shrm.org/vlrc/viewdocument/2017-chapter-shape-brochure-due-1>

2017 State Council Planning Document

<https://community.shrm.org/vlrc/viewdocument/2017-state-council-shape-brochure>

Contact your Field Services Director (FSD) and/or Member Engagement Associate (MEA) know if you have any questions.



State Council & Chapter Board Name Badges

SHRM will provide the name badges for each 2017 State Council Member, including the chapter presidents' (be sure to include the chapter presidents' names in your state council roster/order at <http://www.shrmrcbawards.com/>). After you place your order, you'll receive a proof within about 5-days for your approval; and, it takes approximately 10-days for production.

We do not provide the name badges for chapter board members; however, the chapter boards do have the option to purchase them through the same vendor:

<http://www.shrmrcbawards.com/>.

Chapters that wish to submit proposed changes to geographical service areas may request a review of their zip code range(s) with SHRM. Information regarding the steps in the process to make changes to chapter zip code ranges is available on the Volunteer Leaders' Resource Center (VLRC) at <https://community.shrm.org/vlrc/viewdocument/process-to-modify-a-1>.

A required step in the process includes submitting the revised zip code ranges via the online form at <https://fs16.formsite.com/robgatesshrmorg/form106/index.html>.

<https://community.shrm.org/vlrc/resources-shrm/viewvlrcarticle?DocumentKey=ed233dfb-5bde-4cbc-afc4-dc7a2a32256b>

SHRM Competency Based Education for Chapters

- Series of 1.5 hour programs to address topics based on the SHRM HR Competency Model
- Free of charge for SHRM Chapters and Councils in good standing
- Multi-Media presentation
- Includes easy to use facilitator guide
- Accessible via the VLRC
- Information is now available – visit the link above!

SHRM Competency Based Education for Chapters

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First program is now available! “Five Habits of Destructive HR Leaders”

<https://community.shrm.org/vlrc/resources-shrm/viewvlrcarticle?DocumentKey=ed233dfb-5bde-4cbc-afc4-dc7a2a32256b>



Chapter Bylaws - Review and Revisions

<https://community.shrm.org/vlrc/search?executeSearch=true&CommunitiesList=3fce3c52-fe59-4917-8289-af7d8b4190a9&MicrositesList=f35879ec-5887-4a13-afa4-ec22aa559c5b&SearchTerm=bylaws&SearchMatch=any>

Be sure to initiate your review with the current version of bylaws on file at SHRM HQ!

If you do not have a copy of the current version, contact your Member Engagement Associate(MEA).

Send 3 things to your Field Services Director (FSD) by email

- **Summarized listing** of the major changes, in bullet format
- **“Marked up” copy** showing the changes
- **“Clean, Final” version** to be signed by SHRM

Chapter Financial Management Guide

SHRM® Guide to Chapter Financial Management

Table of Contents

Section 1:	Introduction
Section 2:	Operating Considerations
Section 3:	Methods of Accounting and Financial Reporting
Section 4:	Checklist of Internal Controls <u>Over</u> a Chapter's Cash Transactions
Section 5:	Auditing
Section 6:	Financial Maintenance Questionnaire
Section 7:	Investments
Section 8:	Tax Filings
Section 9:	Unrelated Business Income
Section 10:	Lobbying Activities
Section 11:	Travel and Meal Reimbursement
Section 12:	Record Retention Guidelines
Section 13:	Appendix—Financial Maintenance Questionnaire

INTRODUCTION

The SHRM Guide to Chapter Financial Management is a guide for chapter treasurers regarding accounting, financial internal control and tax filing requirements. While the guide is not extensively detailed on these subjects, it will familiarize chapter treasurers with essential information, which is a prerequisite for handling chapter financial record keeping, internal controls and complying with certain IRS and legal requirements. This

Membership Metrics & Resources: Acquisition & Retention



Devon Conley
Human Resources Manager
SHRM member since 2005

Alaska SHRM Membership Report

24

as of December 31, 2016

State Statistics	Mar-16	Jun-16	Sep-16	Dec-16
SHRM Members in Chapters	690	674	689	544
SHRM Members At-Large	258	237	229	359
SHRM Members in State	948	911	918	903
SHRM Members w/ SHRM Certifications In-Chapter	219	221	237	209
SHRM Members w/ SHRM Certifications At-Large	22	19	16	34
SHRM Members w/ SHRM Certifications in State	241	240	253	243

Chapter at-large member list requests

There are two types of listings for your at-large members; the process to request an at-large member list depends on the purpose of your request:

- If for a mailing, we will need you to complete the request form and provide a copy of what you plan on sending to the at-large members. The form can be found at <https://community.shrm.org/vlrc/viewdocument/chapter-mailing-label>
- If you are looking for a copy of the list for internal chapter purposes, email your request to Kim Goodwin (kimberly.goodwin@shrm.org) your Member Engagement Associate (MEA)

SHRM Certification Update



Devon Conley
Human Resources Manager
SHRM member since 2005

SHRM Certifications Receive Accreditation! **SHRM-CP and SHRM-SCP credentials meet highest standard in testing**



The SHRM-CP and SHRM-SCP exams are now accredited by the prestigious Buros Center for Testing—and we accomplished this important goal in just two years. The Center is the leading test review body that also accredits the premier exams of the legal, medical and other professions. According to Kurt F. Geisinger, Ph.D., director of the Buros Center, SHRM not only met the standards for accreditation, but was also found to be “thoroughly, competently and appropriately meeting the mission of SHRM, and therefore, the needs of the public.”

Volunteer leaders, you were the biggest influence in getting our profession on board with this next-generation credential. Accreditation is a true testament to the quality and rigor of our certification exams and the value that our Competency Model is delivering to the profession.

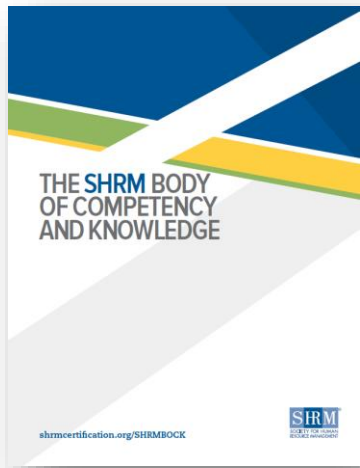
For more information, visit shrmcertification.org.

SHRM Chapters and State Councils in good standing will be eligible for enhanced financial support based on the number of SHRM members who recertify between January 1, 2017 and December 31, 2017.

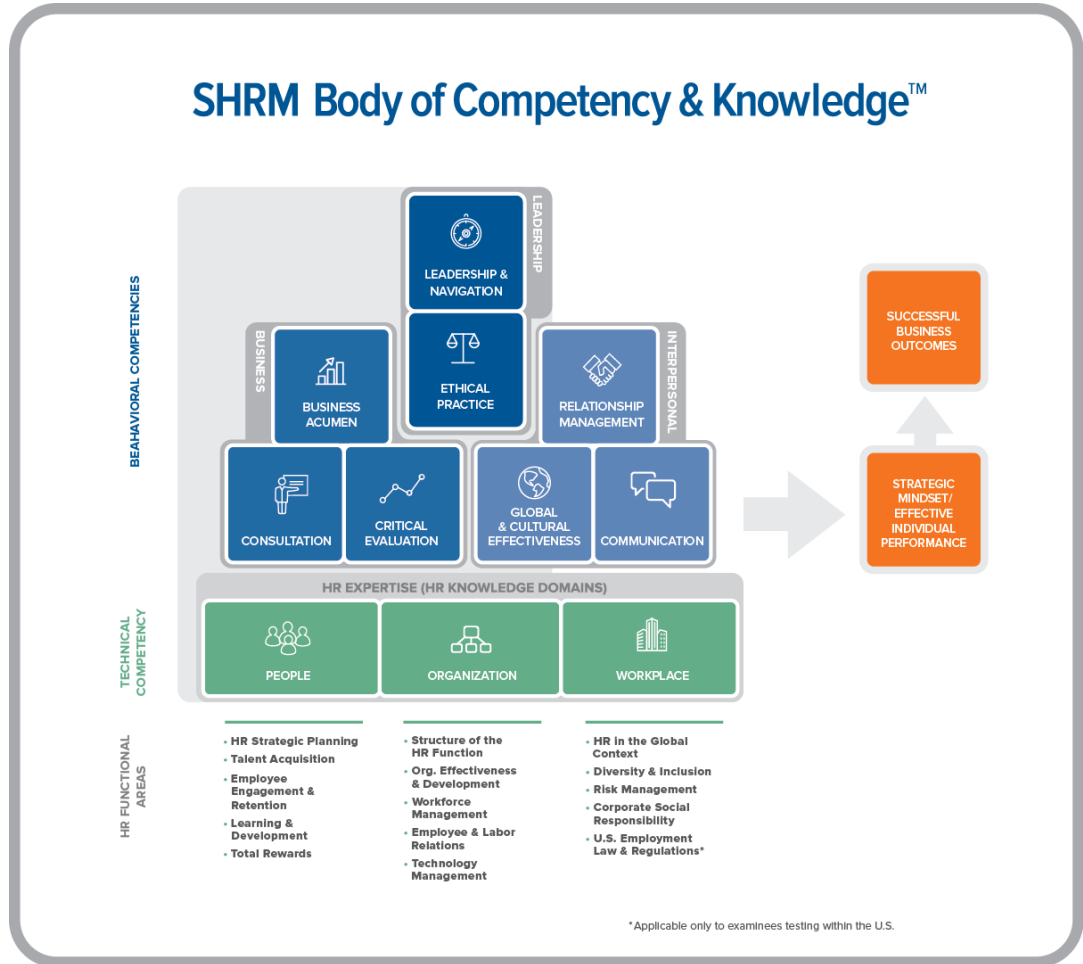
- Chapters in good standing will receive **\$20** per each chapter member who is a SHRM member in good standing, primarily coded to the chapter, and recertifies for SHRM Certification during 2017
- State Councils will receive **\$10** per each SHRM member in good standing (in-chapter and at-large) in the state who recertifies for SHRM Certification during 2017
- Payment will be made to affiliates in good standing in early 2018 based on the number of recertified members meeting the above criteria as of December 31, 2017

2017 SHRM Body of Competency & Knowledge (BoCK)

2017 Reorganized BoCK



2017 SHRM BoCK Update
webcast with Alex Alonso
<http://event.on24.com/wcc/r/1313659/F16C5B0228EB75FC8F53B3728A2CC3B9>



2017 SHRM Learning System

2017 SHRM Learning System

2017 SHRM Learning System Webcast
Archive available on Partner Resource
Center (PRC) and also available on the
Volunteer Leaders' Resource Center
(VLRC): go to shrm.org/vlrc and click on
“Promote Certification” or visit the
following link:

<http://event.on24.com/wcc/r/1230659/865C44FC5C653EEB4BFB0E556E244D4F>



SHRM Recertification Mobile App

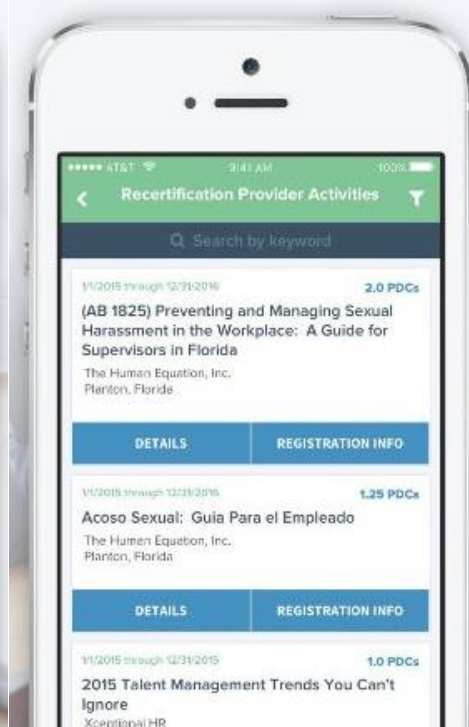
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<https://www.youtube.com/watch?v=i-q0WH0WEVo>

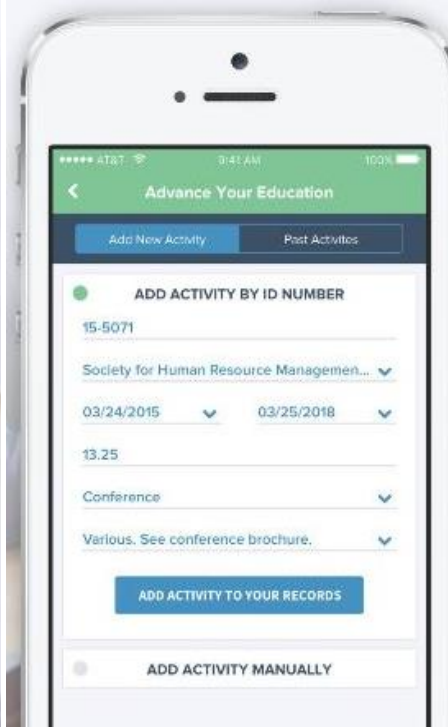
See from a glance your SHRM Certification status



Quickly find detailed information on PDCs



Add PDCs to your dashboard



View a history of past courses taken



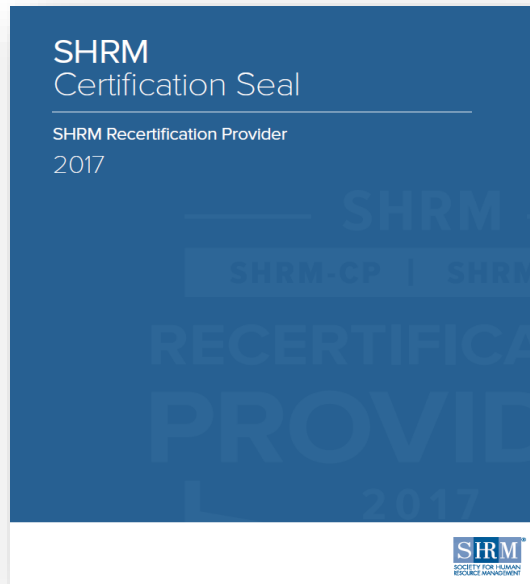
PDCs earned by SHRM members will be automatically uploaded to their recertification portal

- ✓ SHRM Conferences
- ✓ SHRM Seminars
- ✓ SHRM eLearning sessions

The email address in the recertification portal must match the email address in the membership account

<http://community.shrm.org/vlrc2/shrmcertification>

Please use the approved SHRM Provider seal AND approved statement on any collateral.



Once you have completed the Reaffirmation process, you will receive the new 2017 seal.

Additional information is available on the SHRM website:

<http://www.shrm.org/certification/orgs/recertificationproviders/>

Please contact the SHRM Recertification Provider Team directly with any additional questions

RecertificationProvider@shrm.org
(703) 535-6250





Government Affairs Updates



Kathryn Medina, SHRM-SCP
Executive Director
SHRM member since 2005

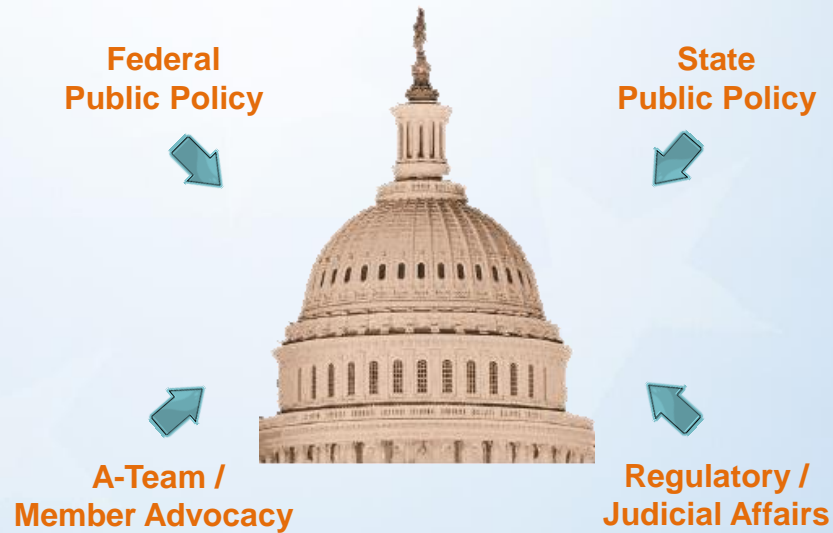
SHRM Advocacy



Hank Jackson, President and CEO of SHRM with Congresswoman Cathy McMorris Rodgers (R-WA05)



Where We Advocate



Representing the Profession in Washington, DC

- In 2016 SHRM was “reached out” to by Congress and the federal agencies **130+** times on workplace issues, including employment and labor, civil rights, health care, tax and benefits and workplace flexibility.
- SHRM members testified **20+** times in 2016 at congressional and regulatory hearings and roundtable discussions commissioned by agencies.
- SHRM facilitated member engagement with lawmakers which resulted in **18,800+** emails to Congress.



*Nicole Berberich, SHRM –CP
SHRM member since 2008*

ADVOCACY
★ TEAM ★

SHRM Advocacy Team: Advancing the Profession

- Ensures the **voice of HR is heard** by policy decision-makers via a “local network”
- Helps **inform legislators of policy impacts upon employers and employees** in her/his district
- SHRM members are constituents who **develop credible and influential relationships** with elected officials

**9,000 Active
A-Team Members!**

**715 Advocacy
Captains**

**Representing ALL States &
Congressional Districts**

ADVOCACY
★ TEAM ★



We Support a 21st Century Workplace

Creating A 21st Century Workplace



INNOVATIVE



FAIR



COMPETITIVE



SHRM'S EMPLOYMENT LAW & LEGISLATIVE CONFERENCE

March 13-15, 2017 ★ Washington, D.C. ★ Renaissance Washington

★ Creating a 21st Century Workplace ★

Find out what the election results mean for HR

With Republicans in control of the White House and both chambers of Congress, SHRM's Employment Law & Legislative Conference is your source to get ahead of upcoming changes. How will issues like changes to the Affordable Care Act, immigration efforts including worksite enforcement, and other potential public policy issues affect employers and employees in your organization, and how can you best prepare for the year ahead? This is the year to make sure you are aware and engaged in helping shape a 21st century workplace.

Why Should You Attend?

- Receive the latest on key changes to policy to expect in the wake of the 2016 elections
- Gain a clear understanding of the complex world of workplace legislation and court decisions that impact how you do business
- Learn the latest regulatory and enforcement activities from those on the front lines of implementing federal employment laws

REGISTER NOW!

conferences.shrm.org/legislative



Featuring...



CHRIS WALLACE

award-winning veteran journalist
and host of "Fox News Sunday"

 @FoxNewsSunday



MICHAEL P. AITKEN


vice president, government
affairs, SHRM

 @SHRMVPAitken



MICHAEL BESCHLOSS

presidential historian for NBC
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NewsHour," *New York Times*
columnist and best-selling author

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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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Leading People.
Leading Organizations.

HR Policy Action Center

advocacy.shrm.org

Have 2 Minutes? Send a Message to Congress

- Immediately take action on alerts
- Easily connect to your Members of Congress
- Sign up for the Advocacy Team “A-Team”
- Quickly submit feedback online
- Plan Days Inside the Beltway and Days Inside the District events

Follow SHRM Gov't Affairs Team on Twitter



Mike Aitken
VP, Government Affairs
@SHRMVPAitken



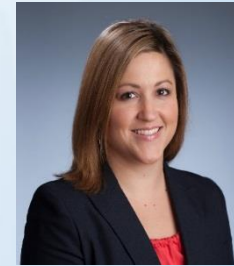
Chatrane Birbal, Senior Advisor
Health Care & Immigration
@SHRMBirbal



Patrick Brady, Senior Advisor
Labor, Employment & Civil Rights
@SHRMPBrady



Bob Carragher, Senior Advisor
State Affairs



Kathleen Coulombe, Senior Advisor
Tax & Benefits
@KCnSHRMGA



Jason Gabhart, Advisor
CA State
@SHRMCAJason



Nancy Hammer
Senior Policy Counsel
@HammerSHRM



Lisa Horn
Director, Congressional Affairs
@SHRMLobbyistLisa



Meredith Nethercutt, Advisor
Member Advocacy
@SHRMATeam



Rebecca Peters
Director, Government Relations
@Global_imm



Cassidy Solis, Specialist Workplace
Flexibility Program
@WhenWorkWorks

GOVERNMENT AFFAIRS MOVIE TRAILER

THE FOLLOWING **PREVIEW** HAS BEEN APPROVED FOR
AUDIENCES AGE 21+

BY THE MOTION PICTURE ASSOCIATION OF AMERICA
(AND SHRM MOVIE CRITICS)

THE FILM ADVERTISED HAS BEEN RATED



<http://www.youtube.com/watch?v=ayQ0cbsqePI>

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@KcNSHRMGA



Jason Gabhart, Advisor
CA State
@SHRMCAJason



Nancy Hammer
Senior Policy Counsel
@HammerSHRM



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Director, Congressional Affairs
@SHRMLobbystLisa



Meredith Nethercutt, Advisor
Member Advocacy
@SHRMATeam



Rebecca Peters
Director, Government Relations
@Global_imm



Cassidy Solis, Specialist
Workplace Flexibility Program
@WhenWorkWorks

SHRM Government Affairs Update

WHEN

WORK

WORKS

- When Work Works is a nationwide initiative that brings research on workplace effectiveness and flexibility into community and business practice.
- In 2016, When Work Works became a sole project of SHRM
- The initiative administers the annual [When Work Works Award](#), that recognizes exemplary employers for creating effective and flexible workplaces to increase business and employee success

SHRM Government Affairs Update



- Share rigorous research and employer best practices on workplace effectiveness and flexibility
- Inspire local employers to create more flexible and effective workplaces to benefit both business and employees
- Recognize exemplary employers through the When Work Works Award and local community events

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- Community Partners serve as the major outreach arm of When Work Works. Their roles are to:
 - connect community leaders from business, media and government to create change and make the community case for effective and flexible workplaces
 - further the mission of When Work Works by promoting best practices and When Work Works award winners
- **28 SHRM affiliates serve as partners!**

To view the complete list of 38 partners go to:
<http://www.whenworkworks.org/community-partners>

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- Recognizes model employers of all types and sizes across the U.S. for their innovative and effective workplace practices

All applicants receive:

- ✓ Free comprehensive benchmarking reports

All winners receive:

- ✓ Free comprehensive benchmarking reports
- ✓ Local and national recognition
- ✓ Positive PR
- ✓ Media exposure
- ✓ Bragging rights

For details, go to:

<http://www.whenworkworks.org/about-the-award>

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Based on the When Work Works Award, the **free Workflex Assessment** tool will let you know how you stack up against your competitors.

In just 15 minutes you will have:

- your workflex score and
- a benchmark of how you compare to others across the U.S. in your industry



Go to: <http://www.whenworkworks.org/workflex-assessment>

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The **Guide to Bold New Ideas** is a *free* searchable tool that profiles promising and innovative practices from When Work Works Award winning employers who are making work “work” better for both the bottom line and for employees

Go to: <http://www.whenworkworks.org/search-recipients>

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- **Free Workflex Guides** include best practices and case studies from companies who have made work **work** for their organization and employees
- **Available guides are: healthcare, manufacturing, retail, small business, telework, and a manager's guide**

Free Downloads:

<http://www.whenworkworks.org/be-effective/guides-tools/workflex-guides>

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- Contact Cassidy Solis for more information on becoming a Community Partner at Cassidy.Solis@shrm.org
- Visit WhenWorkWorks.org for our latest resources
- Twitter [@WhenWorkWorks](https://twitter.com/WhenWorkWorks)
- To join the email list, contact us at: WhenWorkWorks@shrm.org

Pacific West Regional Contacts - We are here to help you!

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