



ALASKA SHRM STATE COUNCIL



Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on June 7, 2016.

<u>Name:</u>	<u>Position:</u>	<u>Present/Absent:</u>
Anne Sakumoto, PHR, SHRM-CP	Director	P
Nancy Miller, SPHR, SHRM-SCP	Past-Director	P
Vacant	Director-Elect	-
Michael Ward, SPHR, GPHR, SHRM-SCP	Anchorage Chapter President	P
Russell Black	Mat-Su Chapter President	A
Vacant	Juneau Chapter President	-
Sallie Stuvek, SPHR, SHRM-SCP	Fairbanks Chapter President	P
Patricia Mitchell, SPHR, SHRM-SCP	Diversity Director	P
Dr. Charla Brown	College Relations Director	A
Ben Krisher, PHR, SHRM-CP	Legislative Affairs Director	P
Patty Hickok, SPHR, GPHR, SHRM-SCP	Communications Director	P
Ann Flister, SPHR, SHRM-SCP	Workforce Readiness Director	P
Emi Aubertine, PHR, SHRM-CP	Secretary/Treasurer	P
Dr. David Rambow	SHRM Foundation	P
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director	P
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	P
Molly Webb, PHR, SHRM-CP	Certification Director	A
Patty Hickok, SPHR, GPHR, SHRM-SCP	Social Media	P
Dianna Gould, CAE	Pacific West Regional Director	P
Mike Letizia	MAC Representative	P

Call to Order:

Anne called meeting to order at 12:00pm

Meeting Minutes Approval –

TJ Alinen motions to adopt. Nancy Miller seconds. No discussion. No opposition. Minutes approved.





ALASKA SHRM STATE COUNCIL



Committee Reports:

Treasurer Report (Emi Aubertine) - Total Assets are at approximately \$105,000. It is a combination of \$80,000 in FNBA and \$25,000 in Wells Fargo Investments.

Audrey Lance at Thomas, Head & Greisen filed our extension and we are working to get documents together to get the taxes filed.

Anne was able to get ahold of Denette Romano, our broker for the Wells Fargo investments. Anne and Emi are going to meet with Denette to get more information. We will set up a WebEx meeting with the board for Denette to present during the August meeting. Once done, we can bring a motion to the board to increase the funds in the investments.

Communications/Social Media (Patty Hickok) - the newsletter will be coming out any day now. There are good articles from student chapters around the state. There are lots of pictures from events. Please keep submitting all pictures and material. It does not need to be a huge article, just a small write-up or a brief description to accompany the pictures.

Workforce Readiness (Ann Flister) - Ann F. met with Sharon Boegel, ASHRM Workforce Readiness Director, to discuss 2017 WFR events and to ensure good coordination and to avoid duplication of efforts. Good meeting. Planning meetings with AK DOL are underway for the November 2016 veteran's job fair.

College Relations (Dr. Charla Brown update provided by Dianna Gould) – Congratulations! WBU won outstanding student chapter 2015-2016. Virtual chapter by-laws were approved by SHRM.

Diversity (Patricia Mitchell) – SHRM website has great topics on diversity. There is a new article on layoffs due to English not a first language as discrimination.

Legislative Affairs (Ben Krisher) – SHRM has recently created a document that lists out key "Principles for a 21st Century Workplace." These principles will be released during the 2016 annual conference, and the national organization is hoping to be able to announce that every SHRM State Council has signed on in support. Once these are announced, SHRM member delegations from each state will deliver the Principles to their Members of Congress on a special advocacy day on Capitol Hill - so these will go right to Senators Murkowski and Sullivan, and Congressman Young.





ALASKA SHRM STATE COUNCIL



I'd like to suggest that we do sign on to the Principles, and would like to request we vote on this during our meeting tomorrow. In preparation for that vote, I'm sharing the Principles (link below) so you can review them.

A motion was brought forth to agree to sign onto the Principles for a 21st Century Workplace. Patty Hickock motions. Patricia Mitchell seconds. No discussion. No opposition. Motion passes.

State council was asked by Fairbanks Chamber of Commerce to speak about the new FLSA changes. Ben Kirsher is willing to travel to Fairbanks to provide this outreach. A short presentation (10—15 minutes) will be presented to the Chamber. He will provide SHRM's stance on the changes, the outreach to the elected officials and the advocacy SHRM has provided. Meeting may take place in early July. Once dates are confirmed an email will be sent to the Board.

A motion was brought forward to sponsor the travel expenses and send Ben Krisher to Fairbanks to give the presentation to the Fairbanks Chamber of Commerce. The travel expenses for air, taxi and meals are not to exceed \$500. Patty Hickok motions. Dr. Rambow seconds. No discussion. No opposition. Motion passes.

There is bill working its way through the Senate to delay the new FLSA change regulations. Ben has an appointment with Sen. Murkowski on August 2nd to discuss the impact to states and employers. The meeting is set to take place in the JL Tower building. If there is an additional meeting space that would work for everyone, please contact Ben and let him know. Once the meeting details are confirmed, a calendar invite will be sent to the Board members.

Membership (Patty Hickok) - We are getting ready for round two of outreach for the Mat-Su and Northern chapter for a membership drive. There is no Southeast chapter at this time.

The 2017 conference has already sold two Gold sponsorships. Currently, 10 of 25 booths have signed up. We are waiting on HRCI for CE approval. We have 7.5 strategic credits approved but are challenging 2. We are looking at 14 SHRM and HRCI professional credits for the state conference. This year we are allowing partial payments between now and the conference start date. All but one speaker is confirmed.

SHRM Foundation (Dr. Dave Rambow)

Update on SHRM Foundations Scholarships and Awards for 2016:

1. **SHRM Foundation Scholarships for HR Professionals**- deadline: **July 15, 2016**. Scholarships are awarded to SHRM members pursuing degrees in HR-related fields or professional certification. In addition, SHRM professional chapters and state





ALASKA SHRM STATE COUNCIL



- councils are eligible to compete for the certification scholarship to fund programs that promote HR certification.
2. **Susan R. Meisinger Fellowship for Graduate Study in HR** - deadline: **August 15, 2016**
To be eligible to apply, an HR professional must be a first-time master's student seeking a degree in HR and must meet at least one of the following criteria: 1) be a member of SHRM or 2) hold a professional HR certification.
 3. **SHRM Foundation Student Scholarship Program** - More than \$37,000 will be awarded in scholarships for graduate and undergraduate education. **Application deadline: November 1, 2016.**

Beginning July 1, I plan to publish a quarterly SHRM Foundations Alaska SHRM State Council Newsletter. This Newsletter will be transmitted one of two means: an e-blast, through Alaska SHRM Chapter leadership via email.

NHRMA Conference September 7 thru 9: I need to purchase an auction item for the NHRMA conference. Nancy Miller stated NHRMA may not do an auction this year. Until we know for sure, we will hold off on purchasing anything or bring a vote.

Certification (Molly Webb) - This has been a busy month working with ASHRM and their boot camps. I sat for the SHRM-SCP and it was extremely valuable in guiding the set up for boot camps. Dave Rhodes sits this week. We are working with two other boot camp facilitators to discuss the strategy for boot camp. The test dates are across the board, so the next boot camp will be the beginning of July.

I am attending the SHRM conference and looking forward to the networking opportunities with other Certification Directors and to see what new information SHRM has for test takers and certification holders.

Professional Development (TJ Alinen) – There were a total 78 attendees for the May webinar program. Barbara Trautlein with Change Catalysts did a great presentation on EQ. The next program is scheduled for this Friday, June 10th. The Alaska Department of Labor Rapid Response Unit will be covering the services that they can provide to Alaska employers (layoffs, WARN Act, coordination of services, etc). We have a total of 91 registrants signed up as of this morning.

While I have the next 18 months of programming planning started, the program is still available for September 2016. Please feel free to forward any ideas for presenters or topics. My goal is to finalize the webinar calendar this summer.





ALASKA SHRM STATE COUNCIL



Chapter Reports:

Juneau (Vacant) -

Mat-Su (Russell Black) – Absent

Fairbanks (Sallie Stuvek update provided by Mary Ann Guffie) – No updates. Currently off for the summer.

Anchorage (Michael Ward) – Lunches are well attended. Michael is meeting with current and potential board members for the elections to ensure succession. Also, separate meetings with current board members to ensure SHAPE goals will be met for the year. Lastly, meetings have been set with potential partners (OHANA Media Group) to get Anchorage SHRM into more media outlets. The August luncheon is a half day event featuring a Legislative update. It costs the same as the normal lunch meeting. There will be no Anchorage board meeting in July.

Dianna's report:

Below is what SHRM is currently working on on behalf of the HR Profession and HR Professionals:

PRINCIPLES FOR A 21st CENTURY WORKPLACE: In January 2017, a new President and a new Congress will take office. We need to *act now* if we want to influence the positions they take and the public policy decisions they make that will affect the workplace. To be proactive, SHRM is asking for your help *now* in advancing the HR public policy agenda this year and into 2017. Specifically, **we are asking each SHRM State Council and affiliated chapter to support our [Principles for a 21st Century Workplace](#) by lending their organizations as signatories.**

These Principles will be released during SHRM's 2016 Annual Conference and Exposition being held June 19 – 22, 2016, in Washington, D.C. They are based on SHRM's [2016 Guide to Public Policy Issues](#) and outline the issues that are critical to an *innovative, fair and competitive* workplace in the 21st Century. These include encouraging workplace flexibility, ensuring compensation equity, modernizing labor-management relations, strengthening employer-sponsored benefits, improving health care, closing the skills gap and reforming immigration.

SHRM member delegations from each state (around three representatives) will deliver the Principles to their Members of Congress on a special Advocacy Day on Capitol Hill on Wednesday, June 22 during SHRM's Annual Conference. We will also share these with the presidential nominees of both political parties – and reinforce them with the transition team of the victor. As we prepare for the election of a new President and start of a new Congress, it is imperative that we speak with a strong unified voice in support of the HR policy agenda.





ALASKA SHRM STATE COUNCIL



Our goal is to have every SHRM State Council and a majority of our 575 affiliated chapters endorse [this document](#).

Click [HERE](#) to register your support by Wednesday, June 15.

Please contact SHRM's Meredith Nethercutt at Meredith.Nethercutt@shrm.org with any questions.

2016 SHRM ANNUAL CONFERENCE & EXPOSITION: Will be held June 19-22, 2016 and we are looking forward to welcoming over 15,000 HR professionals to WA D.C. (<http://annual.shrm.org/>). We are 97% sold out. There are still some special rates available. If interested, contact Dianna at Dianna.gould@shrm.org.

SHRM CERTIFICATION: Did you know that there are close to **93,000** individuals who have become SHRM Certified HR Professionals? Now we can focus on the many thousands of SHRM certified folks who need quality recertification opportunities! Now is the time to plan your programming around the SHRM BoCK. Check out the many new resources to help you market your programs in the Certification section of the VLRC -[Click here](#)

WHEN WORK WORKS WINNERS: Congratulations to all companies in the Pacific West region that were just announced as the 2016 Workflex winners. See below for a variety of ways to find out more about the winners. SHRM is in the process of doing small write ups on each winner and the online Guide to Bold New Ideas (free online benefit for SHRM members) will be updated with those accordingly. Until then, enjoy learning about what some of the forward thinking companies are doing in the area of workflex.

To view an interactive map of winners, click [HERE](#)

To view an alpha list of winners click [HERE](#)

To search winners by workflex program click [HERE](#)

To view the National Press Release click [HERE](#)

To view SHRM.org article click [HERE](#)

Below is a list of some of the most current things we are doing for you; our valued volunteer leaders and members:

SHRM FOUNDATION CELEBRATES 50 YEARS: SCHOLARSHIPS, SCHOLARSHIPS, SCHOLARSHIPS: SHRM Foundation Scholarships Deadline

In 2016, the SHRM Foundation celebrates 50 years of serving you and shaping the future of the profession. To celebrate we are awarding an additional 85+ scholarships for HR professionals and students to pursue undergraduate and graduate degrees and SHRM certification. This year alone the SHRM Foundation will give away more than 225 scholarships totaling more than \$295,000—an increase of 35 percent in a single year.

Applications are now being accepted for undergraduate scholarships (**\$2,500**), graduate scholarships (**\$5,000**) and SHRM certification scholarships (**\$750**). Those that are SHRM professional members are eligible for these scholarships. For more information visit the [SHRM Foundation scholarship page](#).

Application deadline: July 15, 2016.

Michael R. Losey Excellence in HR Research Award



facebook





ALASKA SHRM STATE COUNCIL



A single award of **\$50,000** is presented annually to further the field of human resource management. Nominations are encouraged for scholars with a significant body of work in the field of HR. For more information about the nomination process visit the [Losey Award page](#). **Application deadline: July 15, 2016.**

Susan R. Meisinger Fellowship for Graduate Study in HR

The Susan R. Meisinger Fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals. One recipient is selected annually to receive a fellowship of up to **\$10,000**. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to **\$20,000** total. For more information about the fellowship visit the [Meisinger Fellowship page](#). **Application deadline: August 15, 2016.**

2016 VOLUNTEER LEADER SUMMIT (VLS) – Calling all 2017 Chapter Presidents, State Council Directors, State Council Membership Directors, District Directors and State Council Certification Directors. The VLS will be held November 17-19, 2016 in Washington D.C. Complimentary registration and a minimum of two nights housing (3 nights housing as an additional benefit if you are Chapter President of a 100% SHRM Chapter). Registration opens in mid-August and the Session Planner will be introduced at this point. Registration and hotel cutoff is October 24 so please register early.

MEMBERSHIP MARKETING TIP: Testing. How do you know if a discount or free food or drinks will bring more people to your event? For SHRM, a discount almost always works the best, but we test and track the results to know that for a fact. Use promotional codes in your marketing messages so you can see what people are responding to (postcard vs. email, etc.) and what drives them to join or attend a meeting. Incentivize people to use the promo code with a discount or special offer and then track the registration forms that capture the codes or even the answers to How did you hear about us/this meeting to see what was used the most so that you can plan and budget accordingly for future promotions.

SHRM-HOSTED WEBSITE: Cool feature: Events Feature

Create events for meetings, conferences, networking events, seminars, etc.

- Create the event once and it displays on the Meetings & Events page and the Upcoming Events section on the homepage automatically
- Enter the event date/s and the software automatically publishes and un-publishes the event
- After the event is un-published, it will appear in an Archive section on the Meetings & Events page
- Under the Upcoming Events section on the homepage, you can choose to display from 1 to 5 of the next upcoming events

[Click here](#)  for more detailed information on this feature

MAC Update (Mike Letizia) – MAC has submitted executive summary. There is a meeting set up with SHRM board at SHRM annual conference. Please forward any information you would like Mike to present to the SHRM board.





ALASKA SHRM STATE COUNCIL



Past Director (Nancy Miller) – no updates.

Director's Report (Anne Sakumoto) – By-laws were submitted to SHRM and approved.

A motion was brought forward to approve the by-laws. Ann Flister motions. TJ Alinen seconds. Discussion: Should Nancy sign since her name appears in the document? Diana Gould says no. No opposition. Motion passes.

We received the 2015 SHRM Excel Silver award due to all the volunteer activities we have coordinated. We also receive the SHRM Foundation Champion Award. Thanks to Dr. Rambow for all his hard work. The Northern SHRM Chapter and Southeast Chapter were designated champions also. The NHRMA update will be shared when minutes come out. Lastly, there is increased financial assistance for people seeking certification or continuing education. Award funds were increased by 35% due to the SHRM anniversary. Anne will be meeting with current board members to ensure succession planning.

There were no other comments.

Adjournment:

The meeting was adjourned at 1:00 pm.

Prepared by:

Emi Aubertine

Treasurer/Secretary

