



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 6, 2017.

<u>Name:</u>	<u>Position:</u>	<u>Present/ Absent:</u>	<u>Voting Positions</u>
Anne Sakumoto, PHR, SHRM-CP	Director	P	1
Nancy Miller, SPHR, SHRM-SCP	Past-Director	*P	1
Ben Krisher, PHR, SHRM-CP	Director-Elect	*P	1
Emi Aubertine, PHR, SHRM-CP	Secretary/Treasurer	A	1
Ann Kjera, SPHR, SHRM-SCP	Anchorage Chapter President	P	1
Sonya Conant, SPHR	Mat-Su Chapter President	P	1
Leisa Kelsey	Northern Alaska SHRM Chapter President (Designee)	A	1
Chad Brown	Southeast Alaska Chapter President	A	1
Molly Webb, PHR, SHRM-CP	Certification Director	P	1
Dr. Charla Brown	College Relations Director	A	1
Ann Flister, SPHR, SHRM-SCP	Communications Director	P	1
Patricia Mitchell, SPHR, SHRM-SCP	Diversity Director	P	1
Dr. David Rambow	SHRM Foundation	P	1
Ben Krisher, 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
Nancy Miller, SPHR, GPHR, SHRM-SCP	Social Media	*P	1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director	*P	1
Dianna Gould, CAE	Pacific West Regional Director	P	
Roshelle Pavlin, SHRM-SCP, SPHR	MAC Representative	A	
		* Dual Role	

Call to Order:

Anne called meeting to order at 12:02pm

Meeting Minutes Approval –

Nancy Miller motioned to approve May 2017 meeting minutes. Patricia Mitchell seconded. Discussion: Ann Flister wasn't at the last meeting but she noted there were two sets of minutes approved at the last meeting. Was that correct? Anne Sakumoto confirmed that was correct.





ALASKA SHRM STATE COUNCIL



No other discussion or comments. Motion passes.

Committee Reports at Page 3

NOTE: Due to Dianna Gould's Travel Schedule & Intermittent Cell Coverage, the meeting started with the **SHRM Report**.

Dianna shared some exciting news: SHRM has announced a new President/CEO – Johnny C Taylor. He was SHRM board chair in 2010/2011. Very excited he will be coming on board in November, 2017 and will have a couple months of transition with Hank Jackson. Some exciting things ahead for SHRM. Additional information about Johnny Taylor...he is known for being a visionary, is looking at things for the HR profession, is a SHRM-SCP. He will be a great addition to leadership. There are lots of details on Twitter, email, etc.

A lot of things going on in legislation regarding healthcare, overtime, taxing, employer benefits. There is the SHRM advocacy app we can download – it will give you latest and greatest info. You can send letters that are pre-written. Can do so in 10-20 seconds. Make sure legislators hear our voices. It is at our fingertips and our voices need to be heard.

Reminder about Volunteer Leader Summit – for Chapter Presidents and President Elects – Nov 16-18 in Washington DC. Select state council directors are eligible also – Membership, Certification, State Council Director, State Council Director-Elect. Hopes to see all of us there. Anyone going to New Orleans for SHRM Annual – if we as a group or anyone from AK wants to meet up in the Connections zone – it's on the main floor with registration and the SHRM bookstore, there is a place where we can meet. Put something on the SHRM conference community, set up a date and time to meet.

Want to remind people of a new benefit to us as practitioners – member to member update. It's for individuals that are SMEs in multiple areas. 15 different resources & articles out there right now. If we are so inclined to provide our own expertise we can – recertification credits are available.

SHRM Store and Amazon are partnered together – SHRM book sales will now go through Amazon. Done for ease of members, we have access to lots of titles on Amazon. Many are available & eligible for SHRM recertification credits.

Recertification dollars for chapters and state council – anyone who gets recertified this year - \$20 goes to designated chapter, \$10 to state council. Any questions that people have can be sent to her. Dianna will share an FAQ with Molly – talks about benefits, how it affects recertification date, etc.

Another SHRM benefit is that we have access to HR knowledge advisors – individuals with 5-35 years of experience in HR, most an average of 20 years. They can answer any questions, send resources, available 8 AM – 8 PM Eastern Time. Can email them, call them, do live chat. It's a great resource! This is included in membership.





ALASKA SHRM STATE COUNCIL



Anne thanked Dianna for her report, ongoing efforts to attend our meeting and to send us her monthly reports. In follow-up to Dianna's report about the Conference, Anne S. asked about who is attending the SHRM conference – Nancy Miller, Patty Hickok, Anne Kjera and Anne Sakumoto are going. Dianna gave a shout-out to Patty Hickok, Patty has been making changes to the membership process on State Council and Chapter websites. Dianna greatly appreciates it. Anne S. mentioned that State Council and Chapters receive financial support from SHRM. There are certain criteria to earn it – such as membership criteria, being in good standing, dates which SHRM data reports are completed, etc. It helps to know the criteria ahead of time to meet the requirements/criteria. Patty and Nancy have a lot of institutional knowledge which helps the State Council and Chapters obtain the financial support for programs ultimately benefitting the Alaska HR members.

Committee Reports:

Treasurer Report (Emi Aubertine absent) –

Emi is working on compiling the expenses from the State Conference and completing the tax filing. The FNBA account is at approximately \$157,000. Although she is in the process of reconciling uncashed checks. The Wells Fargo account is stable between \$25k and \$30k. Emi has done PCI compliance testing. We are good now through May 2018. We do an assessment each year to assure there are protections in place to provide coverage to protect us against data breaches because we take cards as payment.

Certification (Molly Webb) –

For this month most of Molly's time has been focused on helping ASHRM on boot camp. Has not had a chance to do much at the State Council level. The great news is that so far we've had 6 people pass, 1 who did not. Shara English & Sharon Boegel have done a great job, looking at constant improvement and how to make things better with the next go-around of certification. One more boot camp that started this week, but everyone is able to test until mid-July so we'll have results then.

College Relations (Dr. Charla Brown absent) –

Anne S. shared Dr. Brown's report that the Southeast Student Chapter was granted from NHRMA a \$500 award for a professional development library to provide access to SHRM certification study materials. NHRMA is doing a May and November distribution to the student chapter. They were very excited about the award and expressed thanks to NHRMA.

For Wayland Baptist Student Chapter we turned it over to Dr. Rambow. Dr. Rambow shared that the chapter received notice on Friday from SHRM that they were selected for the 4th time in a row as an Outstanding Student Chapter. Information was shared with campus leadership. This is the highest level of student chapter award. The new Student Chapter leadership is very excited about building on last year's work.





ALASKA SHRM STATE COUNCIL



Dianna Gould shared that there were over 60 schools that applied for this award, the competition was very stiff. For the chapter to receive this award, it is a big accomplishment. Anne S. thanked Dr. Rambow for his leadership and advising of the student chapter – they have done a fantastic job of being involved in community events. Dr. Rambow shared that the students have a lot to do with choosing their path. Participation wasn't as high as he'd like, but they had dedicated people working on the community service program supporting Bean's Café.

Anne S. reported that the University of Alaska Fairbanks and Southeast student chapters participated in the SHRM 2017 Student Summit & Case Competition in Tigard, Oregon.. Many thanks to the Student Chapter Advisors Kris Racina (UAF) and Dr. Charla Brown (UAS) for preparing and supporting the students. There will be an article in the next Council Prospector. Both teams were provided with a generous travel scholarships by NHRMA resulting in 100% of the trip being funded including registration, airfare, lodging, and meals.

Communications (Ann Flister) -

Council Prospector should have the proof this afternoon for Ann to review. The scheduled delivery date is June 23. The Proof is running a few days behind but we can expect it before the end of the month. Ann F. thanked everyone who contributed articles. We had a lot of good articles and pictures submitted for this publication. We should have room for everything. Ann Kjera asked about the deadline for the next edition. Ann Flister shared that the next deadline is currently July 18, and that Prospector will go out mid-August.

Diversity (Patricia Mitchell) –

Diversity nuggets for June are over to Nancy. They focus on how to successfully align diversity & inclusive initiatives with strategic goals of the organization. Patricia is working on the survey Patricia thanked Patty Hickok for her efforts looking at CVENT, but it looks like it won't work after all. Instead we'll use SurveyMonkey. Looking at having this go out with approximately a 4 week turnaround. We will revisit if we need to extend the deadline depending on response rate. Planning to have it go out in July. Anne S. shared that we were trying to be good stewards and not spend the budget allocation if we didn't need to. A lesson learned, that if we used CVENT as a survey option, it would have been similar to the webinar evaluation. It requires registration for an event – and there would be a fee involved. A tool, such as SurveyMonkey appears to be the best option.

We also talked about doing a survey to show the demographics/ EEO composition of the Alaska State Council members. It's a fairly brief survey but we've done that in the past. It would be a good data point and beneficial to do during the same year as the diversity survey. If so, you'll see that in similar timeperiod, as well.

Legislative Affairs (Ben Krisher) –

Ben shared his update. He reminded the board about how useful the advocacy app is with policy positions on the site. You can look up issues and share information as an HR practitioner. He encouraged members to sign up for advocacy app. Touch base with Ben if you have questions.





ALASKA SHRM STATE COUNCIL



There's also an A-team webinar that provides an overview about the advocacy app. ASHRM's Brian Zematis signed up 3-4 people for the A-Team at the networking event.

Membership (Patty Hickok) –

At the conference we included membership forms. We ended up with 31 new members and about 40 different chapter application forms. Patty sent those for processing – 70 people who are new and/or now affiliated with chapters. Patty is also the Southeast Chapter Membership Chair. Recently she used the SHRM website to manage and track membership. We have not previously used it much for that purpose. The Southeast Chapter has approximately 30 people and Chad Brown is staying up to date on it; he can use it as one database. We will try it out for the year to see how it works. For ease, Patty provide reports on Conference and Workforce Readiness

Conference (Patty Hickok) -

2017 Conference: Patty is getting the final numbers from Emi. Patty believes she has the final expenses. Want to get the information from Emi.

2018 Conference: Patty has started the website for the 2018 conference. Worked on it this weekend. Open for exhibitors' registration. She already has lined up a Platinum Sponsor- check is already in. Patty will be sending reminders once the site is open for attendee registration.

Workforce Readiness (Patty Hickok) –

We finished Junior Achievement in May. Patty has been working with Amy from ASHRM on Partner's Re-Entry program, they'll do a Re-Entry walk on June 23. They will set up a site for an invitation to keep track of the event. Someone already wanted to send three (3) people. Patty will also be sending individuals and she anticipated there would probably be a lot of interest.

Professional Development (TJ Alinen absent) –

The next webinar is August 18, 2017; Comparable Worth & Equal Pay, Bruce Johanson, The Johanson Group

September 22, 2017; Internet/Cyber Security & Phishing for HR Professionals, Courtney Targos

SHRM Foundation (Dr. Dave Rambow) –

Dr. Rambow will be getting with TJ to talk about ability of uploading some type of video/powerpoint through CVENT which identifies the SHRM foundation scholarship application process for SHRM and the State Council scholarship. Anne S. shared that Dr. Rambow organized a Scavenger Hunt and staffed a table throughout the State Conference. He increased awareness of the SHRM Foundation, the State Council and HR professional development options. He offered six prizes to those who completed the Scavenger Hunt.

Anne S. suggested Dr. Rambow connect with Molly to discuss the certification scholarship process. We had talked about researching into using SHRM to administer our scholarships. Due to timing it might be more likely something for next year. Whichever way we proceed, the video and use of technology is a great idea to communicate the procedures to apply for the scholarships.





ALASKA SHRM STATE COUNCIL



Social Media (Nancy Miller)

Nancy Miller thanked Patricia Mitchell for sending June Diversity Nuggets – Patricia always sends them on a timely basis. Already scheduled on FaceBook, each week goes on LinkedIn. Up to 660 likes on Facebook. We had incentivized it at the conference, that seemed to work.

Chapter Reports:

Juneau (Chad Brown absent) – No report

Mat-Su (Sonya Conant) –

TJ and Emi will be doing a presentation next week for them – lots of interest in that. One of Dr. Rambow's students has begun attending meetings there. Sonya shares that they need to get a board meeting together to officially take action. Needs to get accounts switched over. Hoping to get it done in next 30 days. Sonya has been traveling which makes it a challenge. Sonya thanks the State Council and Anne for all their support.

Northern Alaska Chapter (Sallie Stuvek absent) –

Sallie Stuvek will be serving as official President, Lisa is President-Elect. The Chapter is on break for the summer months. Sallie Stuvek and/or Leisa Kelsey were trying to attend the State Council meeting but were unable to because of work commitments. The NASHRM Chapter's next Board meeting will be in August; their luncheons will start in September.

Anchorage ASHRM (Ann Kjera) –

Ann Kjera shared they had their networking event on May 24 at Muse in the Anchorage Museum. Although not as much turnout as expected (There were 80 RSVPs, 35-40 people attended). It was a fun event, lots of good networking with a smaller group and the ability to have personal interaction. Next event is June 23rd – Prisoner Re-Entry Walk. Starts at 8:30 at the Anchorage Jail – 1400 East 4th Avenue, goes until 11:30 am. Thereafter, is a Diversity training. They will be looking at Federal requirements, prisoner re-entry, and other things that keep people from being an employee (culture, background, criminal record, etc.). Will try to help people look at it from a different perspective. It is projected to be held a couple weeks after ASHRM's Fall networking event. No July board meeting, but they will have a July luncheon as normal. Next board meeting is in August.

Dianna Gould echoed that the second chance/prisoner re-entry program is part of SHRM's initiatives. SHRM is doing a conference with a program called Second Chance in Seattle. They have a toolkit for employers which we can access; it's about culture and keeps people from being concerned about hiring people with conviction records. The toolkit was recently developed.

SHRM Report:

Dianna Gould - See Attached Report

MAC Report (Roshelle Pavlin absent) –





ALASKA SHRM STATE COUNCIL



Roshelle sent a message to the Alaska State Council Board regarding the Platinum award.
“Please convey my congratulations to your entire board on receiving a 2017 Excel Award! Thank you for all you do to serve HR professionals and advance the HR profession. #PacWestIsBest!”

The SHRM Membership Advisory Council (MAC) has reviewed the survey results and will be presenting recommendations based on the feedback we received to the SHRM Board of Directors just prior to the SHRM17 Annual Conference & Exposition in New Orleans. More to come on the survey results once the SHRM Board of Directors has received the information.

If you're going to be in New Orleans and want to join her team for the step challenge it will help the SHRM Foundation and Volunteers of America. If you're not able to join me at #SHRM17, you can still join in the step challenge conversation by following #ALLinSTEP and you can make a donation to support the #PacWestIsBest team and to benefit the SHRM Foundation and Volunteers of America Greater New Orleans. Your gift, of any amount, will benefit two great charities! You can make your gift at shrmfoundation.org/stepchallengedonation and please note the #PacWestIsBest team in the “gift in honor” section. I truly believe that #PacWestIsBest! Thank you for the opportunity to serve you as a Membership Advisory Council member.

Past Director (Nancy Miller) –

Nancy thanked everyone working at the State Conference. Nancy thought it made a big difference in the people working it – attendees shared lots of comments about helpful people were. It was a success! Anne S. thanked Nancy for her leadership on the conference and especially on organizing the volunteer group. It was very well done.

Director's Report (Anne Sakumoto) –

Anne thanked everyone again for their work on the State Council's initiatives toward the Platinum Excel award. Anne asked if anyone is going to NHRM conference September 25-27, 2017 in Bend, OR to let her know (attending Nancy Miller, Patty Hickok, Anne Sakumoto). Patty Hickok asked about Alaskans going to the National conference—there were some people asking about meeting up there (from Fairbanks, Juneau, etc.). Anne indicated we could meet for a group picture after Monday's general session. Nancy said she could help to get the word out on Facebook. Anne thanked Nancy for her idea about the group picture, the meeting location and help in getting the word out. SHRM mentioned to be on the lookout for phishing scams. We have already experienced it. Question emails especially asking for wires, checks or personal information. The next meeting is scheduled for **Tuesday, July 11, 2017**. If we don't have any business, we may cancel, but please keep the meeting on your schedule until further notice. Nancy Miller added that NHRMA has also experienced these phishing scams.

There were no other comments.

Adjournment:

The meeting was adjourned at 12:59 pm.

Prepared by: *Ben Krisher, Director-Elect*

