



# ALASKA SHRM STATE COUNCIL



## Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on October 3, 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	P	1
Ann Kjera, SPHR, SHRM-SCP	Anchorage Chapter President	P	1
Sonya Conant, SPHR	Mat-Su Chapter President	P	1
Sallie Stuvek (or Leisa Kelsey)	Northern Alaska SHRM Chapter President (Designee)	P	1
Chad Brown	Southeast Alaska Chapter President	P	1
Molly Webb, PHR, SHRM-CP	Certification Director	A	1
Dr. Charla Brown	College Relations Director	P	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 12:00pm

**Meeting Minutes Approval** – Ann Flister motives to approve September minutes. Nancy Miller seconds. Discussions: In the diversity report, communications was misspelled. Under College Relations, remove implied language move to SHRM Foundation administration of scholarships. No opposition. Motion passes to approve the minutes with the changes.



## **Committee Reports:**

### **Treasurer Report (Emi Aubertine)**

The FNBA account balance is \$122,000 and the Wells Investment is at \$27,000. No outstanding checks. Please have all 2017 reimbursements in by 12/31/2017.

### **Certification (Molly Webb – absent)**

The cost for the state council per scholarship is a minimum of \$800, there is a \$50 administrative fee and there would be a \$50 fee for certification and one for the education scholarship as well. The education one is offered only in the (October 10) fall. The certification is offered in the (April 10) spring and (October 10) fall and there is no flexibility on the date.

In having SHRM conduct the scholarships, we agree to use their periods, criteria and amounts (in the email I will forward). There is a caveat that there must be a minimum of five qualified applications. If they do not receive the minimum applications, then they will contact us to decide how we would like to proceed.

I hope this answered everyone's questions on the scholarships. If there is anything I missed, we can easily reach back out.

The question was asked, why we would move to SHRM Foundation to administer the scholarship. SHRM Foundation has a larger reach, has more resources available.

**Nancy Miller motions to move forward with SHRM Foundation handling scholarship applications. Dr. Charla Brown seconds. Discussion: SHRM Foundation handles all application and removes any suspicion of favoritism on who was selected for scholarships. NHRMA worked very closely with SHRM to market scholarships. SHRM does allow for feedback from the chapter. SHRM was very easy to work with and NHRMA found they received more applications (6) than they ever did in the past. Dr. Rambow has spoken to students and the feedback has been students do not need the money right now. What happens to the money if it is not given out in a scholarship? We will have speak to SHRM as in the language it just gives a generic answer of 'a discussion with the chapter will happen'.**

**Dr. Rambow motions to table discussion. Patty Hickok seconds. No discussion. Motion passes.**

### **College Relations (Dr. Charla Brown)**

Scholarship deadlines are being communicated to students. They are working on communicating merit award requirements. On 10/12/17, the membership report due. We will have an update after that time. Wayland Baptist – they have fundraiser underway for turkeys and are conducting a winter clothing drive. Their October event is Business Strategy and HR Management.

UAS – There is a new treasurer. A Web and Social Media position was added to the board. This will help with merit award, as social media is one of the requirements on the application. Next up is Employee Assistance Programing webinar. The chapter won the \$500 NHRMA scholarship award and plan to create a lending library for people looking to earn their certification. Currently, they are creating the logistics and rules. The SHRM Learning System cannot be shared nor added to the lending library. To supplement the library, a book drive can be organized to help increase the amount of material available.

UAF – no report until later in the year when the chapter is up and running.

NHRMA is looking to put together a student case competition. More details to follow.



### **Communications (Ann Flister)**

The August issue of the Council newsletter did not arrive in mailboxes until late September—several weeks beyond the expected street date. Please keep this in mind when submitting articles for the November issue. Content is due by October 13, for an expected street date (arrival in mailboxes) of November 13; however, the actual arrival date could wind up being late November or early December if recent issues. A reminder went out to board members earlier this week to submit articles and pictures.

### **Diversity (Patricia Mitchell) –**

Nuggets for October have been submitted. The diversity survey has been approved. Spoke with Anne today and will review the survey, which is ready to be rolled out.

### **Legislative Affairs (Ben Krisher) –**

Thank you to the Board for assistance with signing on to the SHRM letter to the Department of Labor on September 25<sup>th</sup>. They did submit their letter with comments on each of the questions posed by the DOL, and you can read the full version of the letter here:

<https://www.shrm.org/hr-today/public-policy/hr-public-policy-issues/Documents/RFI%20Overtime%20Comment%209.25.17.pdf>

In summary, they suggested a modest adjustment to the salary threshold, no automatic increases to the salary threshold, and no change to the duties test. Healthcare reform is over. Tax reform is up next – could be targeting deductions on 401k and benefits costs, for employees and employers. Additional items that could be affected include small business retirement plans, and tuition and student loan assistance. I'm sure there will be more calls to action and details coming out around this as the various bills are introduced over the next several weeks. There is an A-Team Webinar coming up next week – last one of the year – so be sure to register if you're able to. It will also be available after the fact as a recorded video. Finally, there is an advocacy day coming up as part of the VLS – Thursday November 16<sup>th</sup>. I will be attending and I believe Emi will also.

### **Membership (Patty Hickok) –**

- Some applications have been received for the various chapters
- For next conference we will also be including a membership for non-members
- Continue to help some of the chapters, as needed

### **Conference (Patty Hickok)**

- Already have some registrants
- Big marketing starts in November and December, as early bird prices end December 31, 2017
- Article going in for the Prospector
- We got the 2<sup>nd</sup> keynote speaker, Lou Orsline, the co-Director of the Job Accommodation Network

### **Workforce Readiness (Patty Hickok) –**

- Jr Achievement
  - Jr. Achievement partnership was submitted as a Pinnacle Award.
  - Jr. Achievement at Clark Middle School started last week. We are teaching in two different classrooms.
  - Article going in for the Prospector
- Job fair
  - Veterans and Military Spouses Job Fair at the University Center Mall
  - November 17 from 10a to 2pm
  - We are already registered





### **Professional Development (TJ Alinen) –**

We had approximately 90 participants on the September 2017 webinar program presented by Matt Peters with The Threat Informant. His program on cyber security was well received and enjoyed by our membership. It was nice having something presented that was a little different.

### **We have the following webinar programs lined up:**

October 27, 2017; HR Department of One, Donna Skowronski and Dave Ryan – FULLY CONFIRMED

November 17, 2017; The Real Deal on Form I-9, Meng Zhang with Department of Homeland Security – FULLY CONFIRMED

### **January 2017 - Program is Available**

February 16, 2018; When Violence Shows Up at Work, Steve Hinds, Hindsight – FULLY CONFIRMED

Additional business: It will be time to start the provider recertification process with SHRM and HRCI. I received reminder notification from HRCI and the renewal fee is \$350.00 again this year. I believe it is pertinent to maintain provider status with both organizations, but understand if we drop HRCI. Just let me know.

**Ann Kjera motions to add \$350 (not to exceed \$500) to the budget to renew provider status through HRCI. Patricia Mitchell seconds. No discussion. Motion passes.**

### **SHRM Foundation (Dr. Dave Rambow)**

Last year's SHRM Foundation donation was \$1,500. We need to match or exceed the donation. This needs to be completed by December. Nancy Miller is stepping into the SHRM Foundation Director position.

### **Social Media (Nancy Miller)**

Diversity Nuggets and survey will be going out over social media. Updates for the State council website will be sent to Nancy Miller.

### **Chapter Reports:**

#### **Juneau (Chad Brown)**

The next board meeting is 10/13/17. Our next training is on 10/19/17. We are hosting a December mixer and voting will happen at that time.

#### **Mat-Su (Sonya Conant)**

We had the SB74 presentation last month. We continue to recruit for board members. Our next board meeting will be held next week.

#### **Northern Alaska Chapter (Sallie Stuvek)**

Fall luncheon schedule is set, great speaker lineup. We are taking credit cards and they all worked for our Sept meeting! We are proceeding with obtaining non-profit status and the board has approved hiring an attorney to help through the process. Elections were in September and all positions have been filled except president-elect. Leisa Kelsey will be the incoming president on Jan 1<sup>st</sup>. Leisa will be attending the leadership conference in November.



### **Anchorage ASHRM (Ann Kjera) –**

The new President-elect is Molly Webb. Elections will be held next month. We have a runoff for Treasurer position. Our board meeting next week. This month we have the Fall Networking Event at the Petroleum Club. The Diversity training is on 10/25/17. We are organizing a sock drive for prisoner reentry. The November luncheon is on internal investigations.

### **SHRM Reports:**

#### **Dianna Gould-**

See attached report.

#### **MAC Report (Roshelle Pavlin absent)**

Report posted on website.

### **Past Director (Nancy Miller) –**

#### **NHRMA Report (Nancy Miller)**

NHRMA conference was held last week. Sallie Stuvek and Patty Billingsley received distinguished member. Patty Billingsley and Patty Hickok have now six years on board and their terms have limited. The 2018 NHRMA conference will be held in Tacoma, WA. The next webinar is on 10/16. We have over 400 participants signed up and are hoping for 500+. We are looking for more Alaskans to submit social media questions. The Washington Academy will be held in Seattle November 15-17. NHRMA student conference was approved and more information will follow – stay posted.

#### **Director's Report (Anne Sakumoto)**

There were no other comments.

### **Adjournment:**

The meeting was adjourned at 1:08 pm.

Prepared by: *Emi Aubertine, Secretary/Treasurer*

