

Council Prospector

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Nuggets From Alaska SHRM



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Human Resource Professionals!
Save the Date: Alaska State HR Conference
HR Mission Possible

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RESOURCE MANAGEMENT

OFFICIAL PUBLICATION OF THE ALASKA SHRM STATE COUNCIL

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SHRM Foundation Investing in the Future of HR



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Mission Statement

The mission of the Alaska State Council is to be a strategic partner with individuals, businesses, community organizations, SHRM and NHRMA in order to encourage the advancement and knowledge of dedicated human resources professionals by providing communication and professional development resources throughout Alaska.



Alaska SHRM State Council **message**

Anne Sakumoto, SHRM-CP, PHR, Director, Alaska SHRM State Council



As I look back at 2016 it is a good time to acknowledge all the efforts, celebrate accomplishments and thank those around us. Your HR State Council directors were busy focusing and working on matters of interest to the HR profession in Alaska. I'm pleased to report that many of your directors are continuing on in 2017. However, we certainly welcome and can use your help to fill future leadership roles. See the position/role descriptions here <http://alaska.shrm.org/board-directors>

Some of your board's 2016 events included:

- **2016 HR Academy** offered in partnership with the Northwest HR Management Association (NHRMA). Local experts speaking on HR content similarly covered in the Northwest. Our own Patty Billingsley is the President for 2016 and Nancy Miller is the 2017 NHRMA President.
- **Certification** - Director Molly Webb arranged for Alexander Alonso, SHRM's National Senior Vice President of Knowledge Development to speak with Alaska members on SHRM's certification program and the difference between competency-based vs. knowledge-based certifications. SHRM sponsored two members to take the certification exam. As a result, we are able to provide input to SHRM about the program and delivery with the goal of making things more effective and efficient for Alaska members.
- **College Relations** - Director Dr. Charla Brown works with Student Chapter Advisors and this group had significant achievements!
 - o UASoutheast chartered a virtual student chapter!
 - o UAFairbanks student chapter competed at the West region Student Case Competition

and Career Summit held in Utah. The UAF team, Johanna Bocklet, Laken Bordner, Jamie Boyle and Sara McBride placed 4th out of 14 teams! This was only the 2nd year a team from Alaska went to a national competition.

- o Wayland Baptist University student chapter were again very successful in their Iditaroll community efforts. They also received the SHRM Superior Merit Student Chapter Award!
- **Communications and Membership** - Director Patty Hickok has consistently published our newsletters and ensures our membership information is updated.
 - o Patty leads a committee for the 2017 Alaska State SHRM Conference. The program and speakers are in place and she ensures the best topics and speakers are on the slate.
 - o Patty Hickok received "NHRMA's Distinguished Member Award."
- **Diversity** - Director Patricia Mitchell consistently makes available the "Diversity Nuggets" and tips to share with HR members. In this ever-changing legal landscape and the very diverse state we live in, the variety of information she provides us, helps supplement our HR responsibility to ensure we are progressive thinking.
- **Foundation** - Director Dr. Rambow has introduced us to the many resources, studies and videos. The visibility and giving back has resulted in the State council being recognized.
- **Legislative** - Director Ben Krisher keeps us up to date sharing federal legislative information impacting Alaska HR members and recently meeting with employers at the Fairbanks, Chamber of Commerce. He

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keeps our employers and employees' needs known by clarifying issues such as the Fair Labor Standards Act, "Principles for a 21st Century Workplace," etc.

- **Professional Development** - Director TJ Alinen holds monthly webinars on topics such as Workplace Bullying, I-9 updates, Emotional Intelligence and many more timely topics.
- **Treasurer / Secretary** - Director Emi Aubertine keeps our State Council books in order, completes meeting minutes in a timely manner and ensures we have internal financial controls in place.
- **Workforce Readiness** - Director Ann Flister, continues to lead the way in our support of our Military members and Veterans, including spouses who are looking for employment opportunities. Ann has organized volunteers and tables at the job fairs and presentations collaborating with other employers, local organizations, the State of Alaska and Federal agencies.
- Dianna Gould, SHRM Pacific West Field Services Director visited three of our four local chapters and met with chapter leaders in Anchorage, Mat-Su and Southeast.
- Be sure to join the local chapters which meet monthly (with some summer month exceptions)

- Anchorage SHRM Chapter (President Michael Ward) during monthly lunch meetings, or
- Mat-Su chapter (President Russell Black or Sonya Conant) during their monthly breakfast meetings
- Northern Alaska Chapter (President Sallie Stuvek) at monthly lunch meetings.
- In national news, Northern Alaska Chapter President Sallie Stuvek was highlighted in SHRM's May 2016 HR Magazine, page 72 "Member Spotlight"!
- Southeast Chapter (Dr. Charla Brown). Dianna met with Southeast Chapter.

Thank you to leaders and members for your hard work, for volunteering and for participating. As times get challenging, be patient with others and especially kind to yourself. As we close the year, I wish you all a pleasant and safe remainder of 2016.

Respectfully,
Anne Sakumoto, SHRM-CP, PHR
Director, Alaska SHRM State Council

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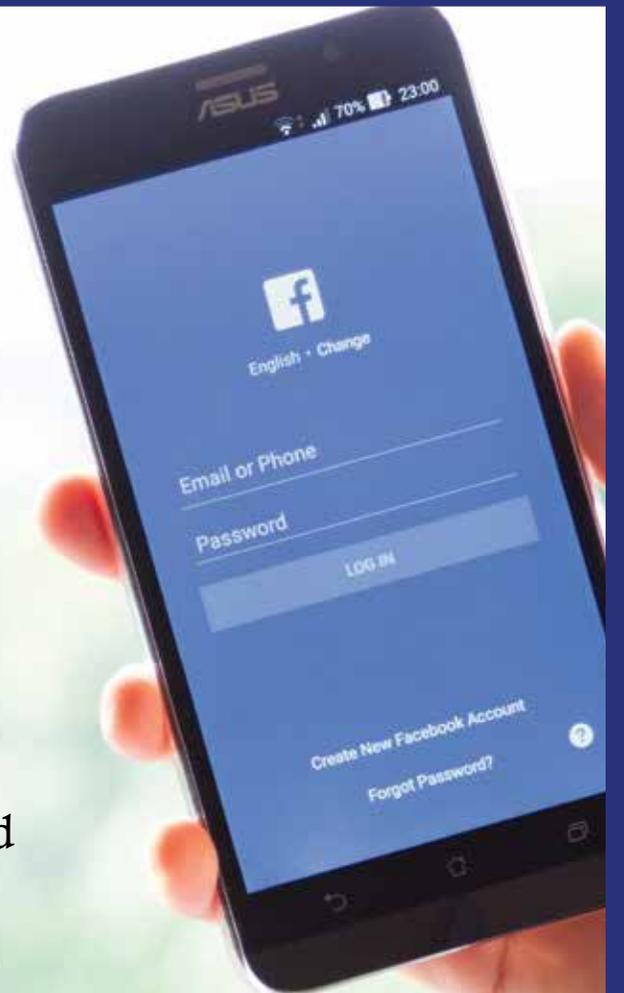
Did you know the Alaska SHRM State Council has a Facebook page?

Be sure to "like" us to receive:

- Weekly Diversity Nuggets
- Timely event notices and invitations
- Local and national HR news
- Links to interesting articles of interest to HR professionals like yourself!

Join approximately 600 of your fellow Alaska HR professionals and "like" our Facebook page!

<https://www.facebook.com/AKSHRMStateCouncil/>



Achieve a Little BALANCE

Planning for the Future

On the Road to Riches
The Basics of Saving
and Investing

Credit and Debit

Understanding Credit

Money Management Basics

10 Steps to Financial
Success



Housing

First Time Home Buyer

Youth, Teens and Young Adults

College Financing 101
Personal Finances for
College Students Raising
a Money-Smart Kid

Achieve financial BALANCE for your organization with Denali Federal Credit Union. Denali Alaskan offers a wide range of complimentary financial literacy courses by certified BALANCE Ambassadors.

<http://www.denalifcu.org/balance>

For more information and to schedule a BALANCE workshop for your organization, contact Francie Bennett at 907-257-9489 or Francie.Bennett@denalifcu.com.



You Belong Here.



BENEFITS OF ADVERTISING

Advertising in your association's trade journal is a solid approach to business development. In fact, a recent survey done via the PPA called *The Essential Medium*, found B2B publications - such as *Council Prospector*, to be the number one information source within any given industry when compared to other media.

In the survey, respondents were asked whether they agreed or disagreed with a series of attitude statements and the PPA compiled the data, resulting in the percentages. Verbatim responses were collected by the survey, which are added to exemplify the points. Here are a few excerpts:

- Business publication are rated the first choice for staying in touch with what's going on in their sector by 61% percent of decision makers.
- 83% of managers would recommend to people starting a career in their sector to read the business publications.
- "If I didn't read them I wouldn't know what's going on."
- 71% of decision makers believe that B2B magazines are essential reading.
- "I would be lost without my business publications."
- "With the information we gather from the publications, we can determine if we are on the right track or if we need to change direction."

Reasons to Join an Association

Benjamin Franklin once wrote, “An investment in knowledge pays the best interest.” He was right, especially when it comes to practical knowledge. Gaining knowledge — useful knowledge — is a clear strategy for learning how to add value.

That’s one of the main reasons why joining an association is a good idea. Done right, it is an investment in yourself and your future.

You can find trade and professional associations with a local, state, or national presence. You might even want to consider belonging to more than one; for example, you could consider a general association, such as the Chamber of Commerce, but you can also look for something specific to your industry. The federal government lists national and state associations; you can find them online. Enter “associations” or “consumer trade organizations” at www.usa.gov; one of the resources on this website is the Consumer Action Handbook – Trade Associations. Another option is talking with colleagues or other people in your industry, and asking them what they would recommend.

Put some effort into evaluating any associations you think you might like to join. Check the event calendar and see what’s offered. Find some members, then contact them and ask them about their

After you join an association, what are the main benefits you can expect? Read on.

6

EDUCATIONAL OPPORTUNITIES

As mentioned above, an association’s educational opportunities are probably the most compelling reason to join. If you want to know what the best practices in your industry are, or the developing trends, membership in an association can give you a place to find out. You can learn new techniques, participate in training programs and conferences, and get written materials for yourself and (if people work for you) your employees. If attending national or international conferences is out of reach, you can still participate in webinars. Don’t forget the newsletters, either, which are a valuable resource that can give you timely information that has been written with your specific interests and needs in mind.

POOLED RESOURCES

Many associations want to make sure they understand their specific industries. As a result, they research and analyze subjects and create white papers and reports to tell association members what they found out.

By yourself, it’s unlikely you have the resources to commission the kind and quality of research that most associations can commission. As part of an association, however, you do have the combined resources to make research possible. That’s a large benefit.

Pooled resources can also mean access to enhanced benefits programs, certification and licensing programs, and discounts.

ADVOCACY

The U.S. is a complex society with many competing interests and needs. An association is an excellent way to work together as a group and to advocate for your industry. Can you imagine trying to hire a lobbyist to represent just your business? It would be expensive, and (worse) it would probably be ineffective, because one business by itself doesn’t seem all that important to politicians. Get an association involved, though, and the situation changes at once. What is expensive for one person is reasonable for a group of businesses. And when politicians understand that your association represents, say, an entire industry filled with members who are also likely to vote in upcoming elections, suddenly you have the politicians’ respect and potential support. Never underestimate the power of acting as a political group.

RELATIONSHIPS

We’ve gotten used to thinking of networking as a good way to advance a career, but what many people forget is that networking is nothing more than the power of good relationships being put to work. The unspoken foundation is that a network is made up of people who are actually friends. It starts with directories of other association members, but who knows where those relationships might end?

Keep in mind, too, that networking is not necessarily just for your personal benefit. Associations give you an opportunity to do something for your community that you couldn’t accomplish on your own. They offer a way to repay some of the kind efforts others have made to help you. *



PATTY HICKOK RECEIVES THE DISTINGUISHED MEMBER AWARD FROM THE NORTHWEST HR MANAGEMENT ASSOCIATION (NHRMA)



Patty Hickok, SPHR, GPHR, SHRM-SCP was recognized this past September at NHRMA's 78th Annual Conference and Tradeshow in Bellevue, WA with the Distinguished Member Award for her service as the 2015 NHRMA President. She is the first HR professional in Alaska and one of a handful of HR professionals in the NHRMA region (Alaska, Oregon and Washington) to get recognized twice with this award (first time in 2011).

She has been recognized over the years by NHRMA, starting with the Robert Denomy Award for Student Leadership in 2003 and the Distinguished Member Award in 2011. Two of her initiatives as an Anchorage SHRM board member were also recognized with NHRMA's Randy Lundberg Award for outstanding chapter achievement for programming and operations (2007 and 2010). SHRM awarded the coveted national Pinnacle Award to another initiative she led under the Alaska SHRM State Council, for the successful implementation of the complimentary and pre-approved webinar program that provides training opportunities to HR professionals throughout Alaska. She was featured in the SHRM Magazine Member Spotlight in June 2014.

Most recently, the University of Alaska Anchorage Leadership Fellows Program recognized her with the 2015 Mentor of the Year Award.

Patty is the Sr. Director of HRIS, Employee Relations & HR Operations at NANA Development Corporation and an adjunct professor at Alaska Pacific University. She holds four degrees from the University of Alaska Anchorage. She has been a SHRM volunteer leader for the past 15 years; has held the top 3 SHRM leadership positions in Alaska and served as the 2015 NHRMA President. She currently serves on the boards of the Anchorage and Alaska SHRM and NHRMA.

In her free time, she serves as Chair of the Alaska State HR Conference, as social media co-manager for Friends of Pets, as a Junior Achievement volunteer and as President of her homeowner's association. ❄️

SAVE THE DATE
Alaska State HR Conference

HR MISSION POSSIBLE 

May 18-19, 2017  **Anchorage Hilton**
<http://alaska.shrm.org/conference>

14 HRCI/SHRM Credits | 31 Sessions | 300+ HR professionals | 170 +companies

ATTENDEES

Early Bird Rates
\$400 Members
\$600 Non-Members*
*(includes SHRM Membership)
\$100 Students**
**(must be a SHRM Student Member)

SPONSORS/EXHIBITORS

Early Bird Rates

\$400 Exhibitors
\$1000 Silver Sponsor
\$1,500 Gold Sponsor
\$2,000 Platinum Sponsor

31 sessions

13.5 Recertification Credits
Speakers include:
Al Bolea, Lynne Curry,
Heather Kinzie, Gregory Fisher, ...
and more!

SESSIONS

REGISTER TODAY!

Early Bird Rates Through December 31, 2016

Sessions presented include amazing topics like:

- Digital Recruitment: Why going social is engaging (and necessary)
- RIFs Done Right
- Transgender Transitions in the Workplace
- Sustainability in your Benefits Program
- Learn and Go: Implementing Workplace Change
- Why Cyber Security is HR's Business
- Conducting Effective Employment Investigations
- Compensation: Putting Strategy into Practice
- The Magic Behind High Performance Teams
- Negotiation Skills for the HR Professional
- Avoiding Common Wage & Hour Violations

- Five Mindsets, One Goal: Generations
- Is it Performance Management or Managing Performance?
- Unemployment Insurance 101
- We Got Weed! Developments in Legalization in Alaska
- HR Department of 1...or 2 or 3 or 4!
- Social Media: Building a Sustainable and Strategic Presence
- Networking Event @ Exhibit Hall
- Finance for the HR Professional
- Please Sue Me - Alaska Edition
- Worker's Compensation
- 401(k) Plan Trends: What You Need to Know Now

- BYOD (Bring your Own Device)
- Affirmative Action: An Introduction
- When is Enough Enough? Reasonable Accommodations
- Building Your HR Brand
- What Can You Do? The Campaign for Disability Employment
- When Violence Shows Up at Work
- You're Fired! Employee Discipline and Terminations
- No More Lecture: How to Deliver Interactive Training
- The Tragedy of No HR Strategy
- Alaska Economic Forecast

SAVE THE DATE
Alaska State HR Conference

HR MISSION
POSSIBLE

May 18-19, 2017  Anchorage Hilton
<http://alaska.shrm.org/conference>



Why Attend?

Learning | HRCI & SHRM Credits | Networking | Exhibit Hall

- **Learn**

A conference is a great place to learn. Kind of obvious right? If you think you know it all, then you should definitely attend, because you don't. Listen to top-of-the line subject matter experts share with you relevant and timely information that will increase your knowledge and help you be an even better HR professional.

- **HRCI & SHRM Credits**

Need recertification credits? Get 14 HR pre-approved HRCI & SHRM credits in just two days. If you have an SPHR you get 7.5 Business credits (formerly Strategic).

- **Networking**

Meet people! This is networking in its truest form! HR professionals from many industries, over 170 employers and 17+ communities in Alaska!

- **Exhibit Hall**

Talk with vendors! We all are using vendors to help run our business, so this is a great time to see what's new, talk, and connect with current and potential vendors.

- **Return to Work Inspired**

Be inspired and challenged to think differently, to expand your knowledge base and soak in the positive energy from others that love the profession as much as you do!

- **Budget Reminder**

Regardless of when your budget cycle is, remember to allocate a budget line for your attendance to the 2017 Alaska State HR Conference.



SHRM Foundation Investing in the Future of HR

Seeing Forward: Succession Planning at 3M

10 By Dave Rambow, Ed.D.
Alaska SHRM State Council SHRM Foundation Director

The SHRM Foundation produced a professional development DVD titled *Seeing Forward: Succession Planning at 3M*. Why is this professional development DVD important for HR professional within Alaska businesses? Without a pool of talented individuals within a business, a business loses key leaders and momentum gained within its market.

SHRM Foundation conducted a study asking 500 executives their perception of the top human capital challenges that directly impacted their business ability to achieve strategic objectives in the next three to five years. Of the 500 executives surveyed, 75% identified succession planning as their number #1 challenge. Followed closely as the second human capital challenge, they reported the need to develop leaders at all levels of a business.

In their book titled *The Leadership Pipeline*, Charan, Drotter, and Noel describe succession planning as a process for identifying and developing new leaders to create a talent pool to replace outgoing leaders when they leave a business. This DVD addresses means to create a talent pool through five essential actions necessary to create a viable succession planning within any business.

- The first action requires an investment of time and energy by a business' senior leader, the CEO. The CEO sets the agenda for talent within the

business, as well as set the example. This is the foundation of succession planning. Senior leaders who care about their business ensure the continuous development of future leaders.

- The second action emerges from the CEO's agenda, the identification of leadership attributes required with a business. The identification of business related, leadership attributes, drives the crucial, supportive role of HRM. Clearly established leadership attributes define the actions HRM makes in such key functional areas of Strategic HR planning, staffing, talent management, and compensation management.
- The third action of candid, performance reviews by senior leaders builds on establishing and setting leadership attributes. Accurate and timely feedback on performance meets two important needs of employees. First, research reveals that employees want to receive reinforcement on what they are performing correctly, and receive direction and guidance on performance areas to improve. Second, leaders and employees who engage in an honest, supportive two-way performance feedback dialogue build trusting relationships. Building trusting relationship between leaders and employees reveal a caring attitude by leaders.
- The fourth action is essential in sustaining the development of a business' talent pool. Recall the old saying "The best-laid plans of mice and men often go awry." The best-developed succession plans fail if the demands

of day-to-day business overcome regularly scheduled leadership development and training. Leadership development represents a human capital investment. When leaders cancel regularly scheduled training they send the wrong message to employees.

- The fifth action requires senior leaders to link all talent management decisions to the business' strategic plan. Recall that HRM develops a strategic plan to support the human resource requirements to implement and sustain a business strategy. Talent enters a business through the HR function or recruiting. A HRM human capital strategy seeks to recruit superior employees through the well-defined leadership attributes developed in a succession plan. The first and most important talent decision leaders make is who is hired the "right" talent.

A business that actively pursues succession planning ensures that necessary talent is constantly developed to fill future leadership roles.

As a business grows and loses key leaders, succession planning provides a talent pool of employees prepared to fill critical positions. This 20 minute DVD helps HR professional assist senior leaders with the important aspects of the developing and implementing a business' succession planning.

This DVD is the product of the SHRM Foundation. The SHRM Foundation, founded in 1966, has been committed to the advancement of human resource professional development. The SHRM Foundation provides a wealth of professional development material. The review of the DVD titled

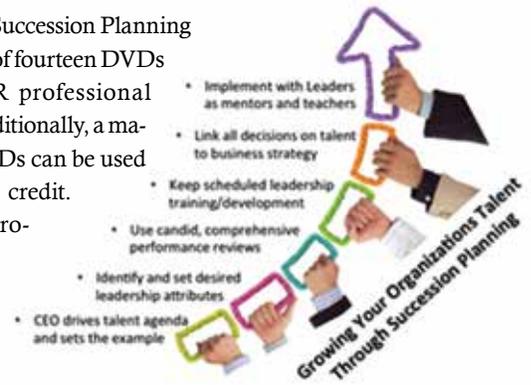
Seeing Forward: Succession Planning at 3M is only one of fourteen DVDs available for HR professional development. Additionally, a majority of these DVDs can be used for recertification credit.

To request HR professional development material, visit the SHRM Foundation web site at:

<https://www.shrm.org/about/foundation/Pages/FoundationHome.aspx>.

Written requests can be sent to SHRM, ATTN: SHRM Foundation, 1800 Duke Street, Alexandria, Virginia 22314.

Lastly, the SHRM Foundation is a 501(c)(3) nonprofit organization affiliated with the Society for Human Resource Management (SHRM). Such as, the SHRM Foundation does not receive funds through SHRM membership dues. The SHRM Foundation exists through donations made by individuals, companies, and SHRM chapters. For 50 years the SHRM Foundation has empowered HR professionals. By making a donation to the SHRM Foundation you support the future contributions by the SHRM Foundation for advancing the future of HR! *



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Social Media Can Be Addictive



By Susan Morgan, The newsLINK Group

People are inherently social by nature. The most basic human relationship, the kind you have with infants, involves simple touch. Take that skin-to-skin stimulus away long enough, and you have the reason why infant mortality rates in some orphanages used to run as high as 30 to 40 percent, where those babies who survived sometimes then became afraid of contact and failed to connect and bond with others. Being held and snuggled as a baby, therefore, is not just something that is highly enjoyable for the baby and the person doing the holding and snuggling, it is also an essential part of learning how to form relationships with others.

Getting older does not change this need; it just changes how most of us express it. For example, the Salt Lake Tribune ran a fascinating article on August 12, 2015 by Amy McDonald about nonsexual cuddling in Utah and the popularity of cuddle parties where people can go and fill their need for being touched.

Sometimes that need for human contact is also expressed through social media. According to Matthew Lieberman, a Harvard graduate who is now a lead researcher on the subject and a professor of psychology, psychiatry, and biobehavioral studies at UCLA, the brain network being used when checking social media is the same one used when we are taking a break. When we are not working, in other words, our brains wiring leads us to seek out other people. Just looking at pictures of other people causes a great deal of activity in the dorsomedial prefrontal cortex. Activity in this part of the brain increases your ability to accurately perceive others and quickly decide which emotions they might be feeling.

Exactly how much faster are you under these circumstances? It turns out that the answer is ten percent, and having that ten-percent speed advantage is an advantage for anyone who is trying to prepare for, and control, social life. As Matthew Lieberman puts it, our brains are always trying to reset themselves to think about other minds.

Looking at social media, apparently, actually helps with that process. What about the very real fear many people (especially parents) have about social media addiction?

Experts say it's not that simple. If someone spends a lot of time on social media, that certainly can be categorized as social-media overuse, but throwing in the "addiction" term is more a way to escalate the argument than it is an accurate representation of what is going on.

Addiction has a technical definition and is a very specific diagnosis for a specific problem. According to Mark Fabbri of South University, addiction has a lot to do with compulsion. Someone feels a compulsion to consume something or to act in a particular way to the point where it significantly interferes with the ability just to live. The Merriam-Webster dictionary makes this definition a little clearer; the more a person engages in addictive behavior, the less reward is associated with it, and when the person stops the addictive behavior, the person goes through the physiological symptoms of withdrawal. That withdrawal is a traumatic experience.

Mark Fabbri has a list of behaviors that are widely considered to be addictive: substance abuse, for example, as well as sex, gambling, and time on the Internet. It's well to remember that some of these addictions haven't been accepted as addictions for very long, and there may well come a time when the definitions of what constitutes an addiction are narrowed again.

The problem with automatically labeling too much time on social media or the Internet as an addiction is that if we apply the word with too generous a hand, it becomes meaningless. Not every person who engages in addictive behavior is an addict. Is spending too much time doing anything a problem? The answer, clearly, is yes. But the amount of time spent per day on something is not by itself indicative of addiction.



The more a person engages in addictive behavior, the less reward is associated with it, and when the person stops the addictive behavior, the person goes through the physiological symptoms of withdrawal.

The time to become worried about addiction instead of overuse is probably when an individual is not able to function adequately. A woman who spends so much time on, say, Facebook that she loses her job really might have an addiction. If she is able to balance her involvement with Facebook with other aspects of her life, however, then she might be spending too much time seeing what her friends and frenemies are up to, but she is probably not addicted.

As Adam Singer observed in a 2010 blog article that is still fully relevant today, spending too much time on the Internet is not a cause; it's a symptom. To fix the problem, the best idea is to diagnose the cause before you start talking about how to solve whatever the real problem actually is.

Nobody expected the development of the Internet and the explosion of social media in our lives. Certainly nobody realized just how curious all of us are about the people around us. Social media is young enough that we really don't know that much about how it affects us, although those studies will probably become a reality in the years to come.

What is already clear is that this generation is experiencing a huge shift in the way members communicate. Realistically speaking, people who are digital natives have always had electronic devices around and are more likely to communicate by text message than by phone call or personal, face-to-face interaction. What that means in turn is the definition of normal behavior has changed, and it is unfair for someone who has barely gotten accustomed to the idea of texting to really understand the role texting plays in the life of his children and grandchildren.

What does the shift in communication mean in terms of actual numbers? According to an article written by Shea Bennett on December 30, 2014:

- Experts estimate that there are 2.03 billion people who use social media. That is a full 28 percent of the world.
- People usually don't all spend their time in just one place. The following statistics don't talk about overlap (such as how many Facebook users also use LinkedIn, for example), but as of December 2014 there were 1,320 million on Facebook, 343 million on Google+, 300 million on LinkedIn, 271 million on Twitter, and

230 million on tumblr.

- How old you are is a good predictor for how much time you spend. Between the ages of 15 and 19, people tend to spend three hours or more on social media; between the ages of 20 and 29, the number goes down to a couple of hours per day.
- There are 1.23 billion people who are on a social media website for an average of 17 minutes per day.
- Some people (18 percent) can't stay away from Facebook for even a few hours.
- When it comes to the morning news, 16 percent get caught up on Twitter or Facebook.
- Those who use the Internet at work are usually not doing work during that time. Some 60 to 80 percent of the time they are essentially relaxing instead. A fourth of the workday is sometimes spent browsing social media instead of working.

What can we do while experts figure out what the consequences of using social media actually are for all of us?

- The best idea is to limit the time we allow ourselves and our children to spend on social media. Spending too much time might not rise to the level of an addiction, but it still isn't good for you. Children need help developing boundaries about how much social media usage is appropriate. Putting computers in shared areas of the home is a good idea.
- Social media doesn't have to isolate. It also can expand our individual world and give us opportunities we would not have otherwise. Used in that positive way, social media does offer everyone an opportunity to express thoughts and opinions and to reach out to others.
- Encouraging children to join in family activities may become more difficult as they enter the separation-and-individuation stage that is such a crucial part of growing up, but your job as a parent is to try to continue to have real conversations with your children periodically so you can better understand how they are doing. Projecting your fears about addiction on them won't help as much as talking to them.
- You aren't a baby anymore. But you, like everyone else, still need the benefits of human touch. That is not something you are going to get at the computer keyboard, so push away sometimes and go find someone you love who also loves you, and do what's appropriate. Holding hands and exchanging hugs are a good start. ✨



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