



ALASKA SHRM STATE COUNCIL

Meeting Minutes



Board of Directors of the Alaska SHRM State Council (ASSC)

April 3, 2018

Telephonic

Noon – 1pm

<u>Name:</u>	<u>Position:</u>	<u>Present/Voting</u>	
		<u>Absent:</u>	<u>Positions</u>
Ben Krisher, SPHR, SHRM-CP	Director	P	1
Anne Sakumoto, PHR, SHRM-CP	Past Director	P	1
Vacant	Director-Elect		1
Ann Kjera, SPHR, SHRM-SCP	Secretary/Treasurer	P	1
Molly Webb, PHR, SHRM-CP	Anchorage Chapter President	P	1
Jessica Murphy	Mat-Su Chapter President	A	1
Leisa Kelsey, SHRM-CP	Northern Alaska SHRM Chapter President	P	1
Chad Brown	Southeast Alaska Chapter President	A	1
Emi Aubertine, PHR, SHRM-CP	Certification Director	A	1
Dr. Dave Rambow	College Relations Director	P	1
Ann Flister, SPHR, SHRM-SCP	Communications Director	A	1
Susan Lasater, SHRM-SCP	Diversity Director	P	1
Nancy Miller, SPHR, GPHR, SHRM-SCP	SHRM Foundation	P	1
Molly Webb, 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	P	1
Dr. Charla Brown	Social Media	P	1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director*	A	1
Dianna Gould, CAE	Pacific West Regional Director	P	0
Mandy Woulfe, SHRM-SCP	MAC Representative	P	0
		* Dual Role	

Call to Order:

Ben Krisher called meeting to order at 12:00pm

Consent Agenda Approval –

Molly Webb moved to approve the Consent Agenda. Nancy Miller seconded. No discussion. The motion passed unanimously.



- Discussion Items:

- 2018 Budget Proposal – Ben Krisher

Following several suggested revisions, Ben tabled the budget discussion pending additional input from Council members. He will send out an electronic vote later this month.

- Anchorage SHRM Chapter Report – Molly Webb

March has been another busy month. The board approved the budget and is finalizing their initiatives. Several of the initiatives are collaborative, which is exciting to see. One of the initiatives is to create a mentorship program for HR professionals. More information will come on the progress of the initiatives over the coming months. The ASHRM study group has 12 participants and is in full gear.

The ASHRM Spring networking will be May 23, at the Anchorage Museum.

- Mat-Su Chapter Report – Jessica Murphy

The Mat-Su Chapter does not have a whole lot going on at the moment. This is what has taken place and what we have going in the near future.

We had an evening social on March 14th at a local restaurant in Wasilla and about 20 of our members attended a presentation on Sexual Harassment on the work place and the #MeToo movement by Sean Halloran who is Special Council and Renee Saade, Attorney at Law from Littler Employment & Labor Law Solutions Worldwide.

Jessica has scheduled a meeting with Mat-Su board members on April 18th.

The next scheduled meeting with members will take place on Wednesday, April 11th, 2018 at 8am at the Wayland Baptist on the corner of the Parks and Palmer-Wasilla Hwy in Wasilla. The presenter will be Dennis Spencer, PA-C of Capstone Family Medicine and he will be presenting on the topic of Occupational Health.

- Northern Alaska Chapter Report – Leisa Kelsey

The March Luncheon featured Sallie Stuvek providing the groundwork for preventing sexual harassment and other workplace harassment complaints.

We are participating in the Fairbanks North Star Borough Military Job Fair on April 11, 2018.

Our new Membership Board Member Willow Bowen is maintaining a current web presence for the group and working with VP Programs Board Member Traci Gatewood, Treasurer Sallie Stuvek and I on updating our membership list and then we will be conducting an e-blast through SHRM to get the UberConference information out to our distant membership.

NASHRM is also in the process of finding another luncheon venue, and looking at conducting the luncheons without having to be involved with providing the food.

On April 19, Renea Saada, Littler Mendelson, will lead a program on “what’s changed in 2018.”

We are planning a sock drive for our May luncheon.

We are looking forward to Dianna Gould joining us for our September 19th membership drive luncheon.

- Southeast Chapter Report – Chad Brown
SEAK is proud of its successful program collaboration between SEAK and the UASE Career Services and Student Alumni. This event provided students with an opportunity to learn job readiness skills and network with other professionals.

Working with Princess Cruise Lines, SEAK will hold a ‘Hiring for Seasonal Staff’ workshop at the end of April.

Last month’s SEAK board meeting successfully included board members from the outlying areas of Juneau.

- Legislative Affairs Update – Molly Webb
Molly updated the Council on her, and Ann Kjera’s, attendance at the SHRM Employment Law and Legislative Conference in March.

On the State level, HB 30 is a bit ‘hush, hush’ and there isn’t a lot of information about it. What is known is the bill will exclude government, city, state, and school districts. Separately, Molly and Ann have reached out to local legislators, but neither have received a response.

Ann commended Molly’s leadership at the SHRM conference and noted Mike Aitken complimented Molly on her ability to speak concisely with Senator Murkowski and felt Molly would be a good representative for giving testimonial should the bill gain traction in the house.

- State Conference Report – Patty Hickock
Nancy Miller reported for Patty. The Early Bird registration special will end April 15.

The conference has reached its break-even point.

Nancy reported the effects of the economy can be seen in reduced support by employers for lunches and conferences for employees; so at this point, the projections for profit on the conference will be on the conservative side.

Patty and Nancy ask everyone to attend the conference and to sign up to volunteer. This is the State Council’s main fundraiser and they will need everyone’s help. They will be sending

out an volunteer sign-up sheet; state council members will have first choice of volunteer spots and times.

The next State Conference will be in May 2020.

- Certification Report – Emi Aubertine
Emi has reached out to three chapters to identify how the State Council can help with certification. She hasn't yet connected with anyone.

Emi will have certification numbers to share in the next couple of weeks.

- SHRM Update – Dianna Gould
Dianna discussed access to, and reviewed, the SHRM website, walking Council members through the various resources available to SHRM members; including job posting discounts.

Dianna reviewed the When Work Works survey; which is open through May 11, 2018. Reported that SHRM has over 10,000 advocacy members throughout the US.

Dianna reminded everyone the student conference is the next weekend and gave kudos to Dr. Rambow for all his efforts in helping to make the conference a success.

- MAC Update – Mandy Woulfe
Mandy introduced herself as the Pacific West MAC volunteer. She represents our State Council and SHRM Hawaii and their chapters. Her objective is to be a liaison between members and the national SHRM Board.

Mandy will be sending out a survey, in April, to solicit feedback from membership to identify what they believe to be of value. Then in the fall, she'll send another survey specifically for volunteer leaders. She assured everyone the SHRM Board does listen and thanked everyone, in advance, for taking the time to participate.

- Vision Statement – Ben Krisher
Ben reviewed the three options presented at the March Board meeting and a short discussion followed.

- Action Items:

- Budget Approval – Electronic Vote held 4/19/2018
Ann Flister moved to approve the budget presented on 4/19/2018. Nancy Miller seconded the motion.
There were 10 votes for approving the budget and 5 abstentions, there were no votes against. The motion carries.

- Vision Statement – Ben Krisher
Emi Aubertine moved to adopt option #3 “To be the recognized and preferred resource for the development, education, advancement, and engagement for the HR Profession in Alaska.” as the State Council’s Vision Statement.
Dave Rambow seconded the motion.
Following a short discussion, the motion passed unanimously.

- Comments

- Director – Ben Krisher
Ben thanked everyone for their patience as we get used to the new meeting format. He would like everyone to provide feedback on how they think the meetings are going.
- Past-Director – Anne Sakumoto
No comments.
- Other comments for the good of the Council
Charla Brown – Has enjoyed sharing posts from different chapters on the Council’s FaceBook page.

Adjournment:

Ben Krisher adjourned the meeting at 12:57pm. Prepared by: *Ann Kjera, Secretary/Treasurer*

Alaska State Council SHRM
Profit & Loss
April 1 - 26, 2018

Ordinary Income/Expense	
Income	
45000 · Investments	1,508.46
49000 · Special Events Income	
49030 · Conference Fees	459.99
Total 49000 · Special Events Income	<u>459.99</u>
Total Income	<u>1,968.45</u>
Gross Profit	1,968.45
Expense	
62100 · Contract Services	
62150 · Outside Contract Services	3,500.00
Total 62100 · Contract Services	<u>3,500.00</u>
65000 · Operations	
65010 · Books, Subscriptions, Reference	239.98
65070 · Internet Banking Fees	10.35
65080 · Merchant Service Fees	321.47
Total 65000 · Operations	<u>571.80</u>
68300 · Travel and Meetings	
68320 · Travel	331.01
68330 · Meals	119.21
68340 · Lodging	371.88
Total 68300 · Travel and Meetings	<u>822.10</u>
Total Expense	<u>4,893.90</u>
Net Ordinary Income	(2,925.45)
Net Income	<u><u>(2,925.45)</u></u>

Alaska State Council SHRM
Balance Sheet
As of April 30, 2018

ASSETS

Current Assets

Checking/Savings

10000 - First National Bank Alaska	151,631.00
10200 - Wells Fargo Advisors Investment	26,508.46

Total Checking/Savings 178,139.46

Accounts Receivable

11000 - Accounts Receivable	(2,658.00)
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Total Accounts Receivable (2,658.00)

Total Current Assets 175,481.46

Fixed Assets

15000 - Furniture and Equipment

15500 - A/D Furniture and Equipment	(2,766.00)
15000 - Furniture and Equipment - Other	3,420.00

Total 15000 - Furniture and Equipment 654.00

Total Fixed Assets 654.00

TOTAL ASSETS 176,135.46

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

20000 - Accounts Payable	(266.66)
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Total Accounts Payable (266.66)

Other Current Liabilities

22000 - Deferred Revenue	58,709.20
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Total Other Current Liabilities 58,709.20

Total Current Liabilities 58,442.54

Total Liabilities 58,442.54

Equity

32000 - Unrestricted Net Assets	101,721.27
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Net Income 15,971.65

Total Equity 117,692.92

TOTAL LIABILITIES & EQUITY 176,135.46



ALASKA SHRM STATE COUNCIL



**Secretary/Treasurer's Report
May 1, 2018
From: Ann Kjera**

Treasurer's Report (financials are attached)

We have transitioned to QuickBooks 2018. There are still a few kinks to work out, but we should be in better order for the next tax season.

We have renewed Cvent (Outside Contract Services) and have received several conference registrations.

You'll note a change on the P & L for investments. I've made a journal entry to bring the Wells Fargo balance up-to-date so future numbers on the balance sheet should be reflective of its current balance.

Secretary's Report

Thank you to everyone who submitted their committee report for this month's meeting. I appreciate having them early.



ALASKA SHRM STATE COUNCIL



Communications Committee Report

May 1, 2018

From: Ann Flister

The next newsletter deadline for content and photos to Ann F. is Sat. May 19. Keep in mind the “street” date for this issue is Jul 3 when submitting time-sensitive articles.

Would love to have an article from one or more of the chapters on your recent or upcoming events!



Workforce Readiness & Membership May 1, 2018
From: Patty Hickok

Workforce Readiness

Jr. Achievement program at Hanshew Middle School was completed on April 27. Program taught was “It’s My Future” and we taught 60 kids, as two classes were combined. Thanks to all the volunteers for helping continue this program for the 7th year in a row!

Membership Committee Report

Membership initiative has been launched in partnership with the individual chapters. Any “at large” member that submits a chapter application form for one of the 4 chapters, will be eligible to win an iPad. This promotion goes from May 1- October 30. Drawing to be held in early November.



Legislative Affairs Committee Reports
May 1, 2018
From: Molly Webb

Legislative Affairs

This month I have been working with the SHRM legislative team and Ann Kjera from ASHRM, to put together a survey focused on Workflex. I would ask that each and every one of you please complete the survey and encourage others to complete it as well. We need this information to follow up with Senator Murkowski's office. If you have any questions, please let me know, it should take no more than 5 minutes.

Also- I have reached out to the state legislators with no response. Ann Kjera has done the same, also with no response. There has been no movement on this bill, from what we can tell, which is a good thing. We will keep trying.



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**Diversity Committee Report
May 1, 2018
From: Susan Lasater**

Nothing to report.



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SHRM Foundation Committee Report May 1, 2018 From: Nancy Miller

The Next volunteer leader SHRM Foundation webinar is May 8.

The 2018 SHRM Foundation Innovation Grant information has been sent to Ben Krisher and chapter Presidents. The 2018 Innovation Grants will support SHRM state councils and chapters working on local programming, events or services that have a practical and measurable impact on veteran employment. Five grants, each worth up to \$10,000 will be awarded.

I am collecting books for our book sale at the state conference. If any of you have any new or gently used HR, management or leadership books you would like to donate, please let me know and I will be happy to pick them up!

If any of you are going to the SHRM annual conference in June, please pick up any free books exhibitors may be handing out. They would be a great addition to the sale. I will also be including the sale of a nice tote bag and basket with books and a couple of mystery grab bags (drawstring backpacks that include one wrapped book) just for fun😊.

Giving a shout out to ASHRM. They are having a special presentation, Workforce Technology; Pitfalls and Possibilities, featuring Heather Kinzie and Andrew Kupperman, at the BP Energy Center on August 28. The registration fee is \$20. All fees collected will be donated to the SHRM Foundation!



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Social Media Committee Report

May 1, 2018

From: Dr. Charla Brown

I continue to encourage each board member to share updates and for chapter presidents to post on their chapters' pages so I can share. All posts should be clearly related to the field of HR and provide relevant links or information. Please include pictures... our group particularly loves them and it drives traffic!

CONTENT TYPE

Shared Chapter Activity:

- ASHRM – 2
- SEAK - 1
- Northern Alaska - Leisa Kelsey is working with Willow to create a chapter Facebook page.
- Student Chapters
 - UAS - 1
 - UAF - 3
 - WBU - 1

General Activity:

- Alaska State Conference – Multiple Paid Sponsorships (coordinated by Patty)
- Shares – 12 (SHRM Articles - 5, SHRM Resources - 2, Other - Forbes, TED Talks, Cornell - 5)
- Surveys/Awards/Announcements – 5
- NHRMA Student Conference - 2
- Job Postings - 1

Board Activity:

- Foundation – 3
- Diversity – 3

LIFETIME LIKES <i>(Unique Page Users)</i>	
Current Month:	653
Previous Month:	647

DEMOGRAPHICS <i>(Unique Page Users)</i>	
Female:	68%
Male:	32%

PAGE MEMBER REACH

Organic	Viral	Paid
589	365	2382
90%	56%	365%