

2008 Board of Directors

The 2008 Rogue Valley SHRM Board represents well over 165 years of combined, diversified HR expertise, in addition to other general business knowledge and experience.

Eight board members have their PHR, SPHR or GPHR certification. Some have previously been certified.

Following are brief biographies of our 2008 board members:

Ainoura Oussenbec

Workforce Analyst, Oregon Employment Department

- Two years in HR, fourteen years in economic and workforce research
- Served as the HR Director for a family owned company in Colorado with up to 200 employees (about half on part time basis)
- SHRM member for 3 years
- Currently on board as Program Director

Anne Golden

Executive Coach, Organizational Consultant and Principal of Anne Golden Associates

- 25+ years in the human resources field
- HR Assistant, Supervisor, Manager, Director and Vice president. As a generalist, has been involved with recruitment, selection and retention; compensation & benefits; employee relations, strategic planning, training and OD.
- SHRM member for several years. Also currently service on the Executive Board of the Red Cross Rogue Valley Chapter, the Ashland Community Hospital and volunteer with Mediation Works.
- Former treasurer of the Seacoast SHRM chapter in New Hampshire.

Connie Burns, PHR

HR Consultant

- 20 years HR experience
- Controller, HR Manager, Safety, and HR/Payroll Consultant responsibilities. Organized, set-up HR functions and managed department of a small company. Handled all aspects of HR. Received ASSE award for safety program.
- SHRM member over 15 years.
- Served on previous Rogue Valley Chapter SHRM boards in various positions.

Fred Holloway, MSIR, SPHR

President, Holloway Human Resource Consulting

- 30 years of Human Resource and management experience
- Provides comprehensive HR and management solutions and support to organizations ranging from start-ups to multinational Fortune 500 corporations
- SHRM member since 1982 when it was ASPA and PNPMA
- Currently on RV Chapter board as Webmaster and Community Relations Chair (3 years)
- Serves on Rogue Valley Workforce Development Council Board
- Teaches courses at RCC and SOU
- President of Medford Water Polo and facilitates the Junior Achievement Titan Program for high school seniors in the 549C School District Economics classes.
- B.S. in Economics, M.S. in Industrial and Labor Relations

Gary Galligan, PHR

Human Resource Manager, Mercy Flights, Inc.

- SHRM member for 4 years
- 10 years Human Resources and Safety Experience
- Currently serving as Director-at-large on 2008 RV Chapter SHRM board

Ginger Kentzell

Human Resource Director, Community Health Center

- 16 years doing HR functions in supervisory roles in healthcare and nonprofit organizations
- 3 years focused on HR manufacturing in a union environment in both Medford and Portland.
- SHRM member for 3 years
- Second year serving on RV Chapter SHRM Board as Secretary

Heidi Willey

Director of Human Resources, Grange Co-op

- Director of Human resources for Grange Co-op, a well-respected agricultural cooperative with 200 employees and 11 locations.
- Spent 4 years as owner of disaster restoration business, and eight years in management for Wal-Mart Stores, Inc.
- Nominated to direct development and implementation of the Training Program and Career Resource Enter at St. Vincent De Paul, a local non-profit organization that cares for under-privileged community in Southern Oregon.

- Career focus on training and development
- 2nd year member of RV SHRM board, and President-Elect for 2009

Janeen Hilbrink, PHR

HR Manager, Musician's Friend

- Six years in HR
- Seven total years in SHRM
- Served RV Chapter board as President in 2007, formerly held position of Membership Director on 2006 board,

Joan McBee, PhD.

Associate Professor, Southern Oregon University School of Business

- 17 years in management or teaching HR courses
- Became involved with SHRM and teaching HR when accepted a position as the coordinator of the Business Degree Completion Program at SOU.
- Became the family advisor for the HR program at SOU and the liaison between the University and the RV SHRM Chapter.

Joni Gipe, PHR

HR Manager, Barrett Business Services

- Various HR positions for 11 years
- Various HR experience in retail, staffing/employee leasing industries including recruitment, employee coaching/counseling, hiring, termination, employee handbook/policy development, unemployment, worker's compensation and training.
- 2 years as a SHRM member
- 2nd year on RV SHRM Chapter board as Hospitality Director

Jon Jennings

HR Associate, Southern Oregon University

- First year in HR
- SHRM member for one year
- Previous experience in the sales and airline industries
- BA in Foreign Languages, Post-Bac Certificate in Management of HR

Kathy Werben-Grove, PHR

Director, Hourly Staffing, Harry and David, Medford

- 13 years in HR
- Employment and Employee Relations
- 13 years SHRM member
- 2nd year on SHRM RV Board as Director-at-Large

Lyndell Smothers, SPHR

Human Resources Manager, Fire Mountain Gems, Grants Pass

- HR generalist and management experience
- SHRM member
- Currently on board as Director-at-Large. Previous positions held were President, President Elect, Programs Director and Director-at-Large

Michael Rees, SPHR

HR Administrator, Regence BlueCross/BlueShield

- 8 years of Human Resources experience
- Human Resources consultant at Regence BlueCross BlueShield of Oregon
- 6 year member of SHRM
- MS in Human Resource Management, BS in Communication
- Member of 2008 RV SHRM board as Legislative Director

Patricia (Trish) Forde, SPHR

HR Manager, Hakatai Enterprises, Inc, Ashland

- 12 years in HR in manufacturing and healthcare industries, 18 in general business (purchasing, export, management)
- HR generalist, safety professional, Bachelor's Degree in Business Management. Currently working on MA in Organizational Leadership (graduation May 2008).
- 8 years SHRM member
- RV SHRM Chapter President 2008. Previously held board positions of Membership Director and Secretary.

Paula Stanbridge

Relationship manager, Redline Engraving and Promotions

- 15 years HR experience in legal industry: personnel, benefits admin, training, supervision and performance management.
- 2nd year SHRM member
- 2nd year on RV SHRM Chapter as Treasurer

Suz Montemayor

HR Manager, Motorcycles USA

Tim Tanis, MBA, PHR, GPHR

Compensation Analyst, Harry and David, Medford

- 1 year in human resources
- 2 years as member of SHRM (1 year as student)

- One of the first 500 people worldwide to be GPHR certified and one of the first 250 people to be dually certified
- Currently on RV Chapter SHRM board as CAP and HRCI Director