

## **2009 Rogue Valley Chapter Board of Directors Professional Biographies**

### **Connie Burns, PHR, Director-at-Large**

Member of SHRM Board since 2004. Member of SHRM over 15 years. Diversity and Foundation Chairwoman positions. Graduate of Southern Oregon University with a major in business. Previous associations Past President Junior League of Jackson County, Chairwoman, Fund Raising-Southern Oregon Access to Credit, Board Member Emeritus Asante Foundation, Married to Jerry Burns, CPA, two daughters, three grandchildren. Walks marathons and reads voraciously

### **Sarah Elkinton, Director of Hospitality, SHRM Foundation and Co-Director of Programs**

Sarah has recently graduated from Southern Oregon University with a Master of Applied Psychology in Organizational Training and Development. After interning as an HR Generalist at Motorcycle USA she is presently employed at FTD.COM as an HR Recruiter.

### **Patricia (Trish) Forde, SPHR, RV Chapter Past-President 2008**

Trish has been on the Rogue Valley chapter SHRM board since 2001. She was the immediate Past President for 2008, and previously held board positions of Secretary and Membership Director. Trish has worked in HR for over 10 years in the Rogue Valley, with 18 years in general business management in the high-tech industry in Northern California. Trish has been HR Manager for Hakatai Enterprises, Inc., in Ashland, Oregon since 2006.

Trish holds a Master's degree from Gonzaga University in Organizational Leadership, as well as a B.S. in Business Management from the University of Phoenix. She currently holds SPHR certification (Senior Professional in Human Resources) from HRCI. In addition to her HR background, Trish has OSHA-30 training, membership in the ASSE, as well as being a member of the board of directors for the Medford chapter of the American Red Cross.

### **Gary Galligan, PHR, Director HRCI Certification**

Gary has been a SHRM member since 2003, and on the board of directors for 2 years. He has eleven (11) years in Human Resources and safety, and hold PHR certification. Gary is the HR Manager at Mercy Flights.

**Janeen Hilbrink, PHR, Director-at-Large**

Janeen has served on the Rogue Valley Chapter SHRM Board for the past several years in the roles of President, President-Elect, and Membership Chair. She also serves on the Oregon State Council of SHRM as the Crater Lake/Southern District Director. She currently works as the HR Manager for Musician's Friend in Medford. She is PHR certified (Professional in Human Resources) by HRCI and holds her MS and BA degrees from Southern Oregon University and Linfield College.

In her free time, she enjoys singing, performing in local theater, and horseback riding.

**Fred Holloway, MSIR, SPHR, RV SHRM Chapter Webmaster**

Fred has served on the Chapter board four years. He built and maintains the Chapter website. He is President of Holloway Human Resource Consulting, and with over 30 years of Human Resource and management experience he provides comprehensive HR and management solutions and support for organizations ranging from start-ups to multinational Fortune 500 corporations. Fred has been a SHRM member since 1982 when it was ASPA and PNPMA. He serves on Rogue Valley Workforce Development Council Board, teaches courses at RCC and SOU, is President of Medford Water Polo and facilitates the Junior Achievement Program for students in the 549C School District. Fred holds a B.S. in Economics and M.S. in Industrial and Labor Relations.

**Karen Holt, SPHR Director-at-Large**

This is Karen's first year on the board of directors for the Rogue Valley SHRM chapter. Karen earned a B.A. degree in Business Management from Northwest Christian College and a Masters in Management from Southern Oregon University. Karen is also SPHR certified by HRCI and certified in OSHA-30. Karen's experience includes early childhood education and social service with over 18 year's experience at the executive level before joining Batzer Inc. in 2006 as the HR Director. Karen recently became the President of HRS Compliance Strategies, Inc. providing Human Resource and Safety services for small to medium size companies.

**Ginger Kenzell, Secretary**

Ginger is the Human Resource Director at Community Health Center. She has 16 years of experience doing HR functions in supervisory roles in union manufacturing environments both in Medford and Portland. Ginger has four years in a non-profit safety-net healthcare clinic with three locations in Jackson County serving the under-insured and uninsured citizens in the Rogue Valley.

Ginger has been a SHRM member for four years, and this is her third year serving on the SHRM Rogue Valley Chapter Board of Directors in the role of Secretary.

### **Suz Montemayor, Workforce Readiness, SHRM Foundation and Co-Director of Programs**

Suz directs Human Resources at both Motorcycle Superstore, a leading online e-commerce aftermarket retailer in the motorcycle industry selling helmets, apparel, accessories and parts and MotorcycleUSA an online content and community website which focuses on motorcycle news, bike tests, racing updates, product evaluations and extensive photo galleries and video clips while being absolutely free to readers. Located in Medford, Oregon.

Suz oversees all aspects of human resource functions, including recruitment, employee relations, workers' compensation, risk management, benefits and compensation administration. She also served as the CFO for Motorcycle Superstore until 2004. Suz brings 19 years of experience in Management, Sales, Marketing and Finance from world-class organizations. She has been with Motorcycle Superstore and MotorcycleUSA since 2000.

Suz has been a member of the RV SHRM Board for 2 years and a member of RV SHRM since 2001. She is also a member of the board of directors for the Medford region Oregon Employment Council (OEC).

### **Ainoura Oussenbec, Director of Programs**

Ainoura Oussenbec works for the Oregon Employment Department as a Workforce Analyst. She has been in HR for 15 years in economic and workforce research. Ainoura spent two years as the HR Director for a family-owned company in Colorado with up to 200 employees (including part-time and seasonal staff). She has been a SHRM member for 3 years and on the Rogue Valley Chapter SHRM board for 2 years as Program Director.

### **Crystal Peterson, Director of Diversity**

This is Crystal's first year serving on the Board of Directors for the Rogue Valley SHRM Chapter. Crystal received her Bachelors of Science in Psychology, as well as her Certificate in Human Resource Management (CHRM) from Southern Oregon University (SOU). Crystal, while completing many HR tasks working as a retail manager through college, took on her first official human resources job her senior year; as a Human Resources Intern for Heidi Willey, at Grange Co-op.

Upon graduation from SOU, Crystal was hired on as a Human Resources Associate at Musician's Friend under the supervision of Janeen Hilbrink. She was soon promoted to People Services Coordinator. Recently, Crystal has moved to Harry and David where she is working under the title of Employee Benefits Service Representative.

**Michelle Robison, Director of Community Relations**

Michelle has been on the board of directors for the Rogue Valley Chapter since 2008, serving as the Community Relations Director. Michelle has over 10 years HR experience in both manufacturing and the military. Prior to HR, Michelle was an elementary/secondary teacher for 7 years. Michelle has earned a B.A. degree in Liberal Studies from California State University, Fullerton and a M.A.S. degree in Aeronautical Safety with a minor in Accident Investigation from Embry Riddle Aeronautical University. She currently works for Timber Products Company in Medford. Michelle also works as a Parent Partner for parents with special needs children and is active in ASSE (American Society of Safety Engineers).

**Lisa Seldon, Chapter Achievement Plan (CAP) Director**

Lisa has over 15 years of experience in management and human resources with a background that includes medical recruitment, medical office set up, conducting annual compensation and benefits surveys for medical personnel, creating and conducting management training programs as well as the development and delegation of credentialing programs and contracts negotiation/management. Lisa is a Human Resources Generalist and currently manages the Human Resources Department for Health Future, LLC. SHRM member since 2007.

**Lyndell Smothers, SPHR, Director-at-Large**

Lyndell directs Human Resources at Fire Mountain Gems and Beads, a leading direct-marketing / e-commerce company in the jewelry-making supply industry located in Grants Pass, Oregon. Lyndell oversees all aspects of human resource functions, including recruitment, employee relations, payroll, workers' compensation, risk management and benefits administration. Lyndell conducts corporate leadership training, coordinates on-site technical training and works within the local community to promote employee development and human resource education. She has been with Fire Mountain Gems and Beads since 2002.

In addition to implementing human resource programs at one of the fastest-growing companies in Southern Oregon, Lyndell has also developed a comprehensive and competitive employee benefits package, which includes employee incentive programs, employee training sessions and opportunities for professional growth. Lyndell has worked as a human resource professional within the Southern Oregon region for over 13 years, giving her a broad understanding of strategic planning, training and development and relationship management within the human resource field.

**Clair Steffens, Newsletter Director**

As the Office Manager of Cardinal Services Clair's experiences with HR include staffing, PEO leasing and general HR outsourcing services for a variety of industries. She is currently working toward CSP (Certified Staffing Professional) certification through the American Staffing Association.

**Paula Stanbridge, Treasurer and Co-Director of Programs**

Currently work with local businesses and organizations to assist them in develop ways to design effective promotions and increase employee retention through recognition. Possesses over 15 years of administrative and human resource management experience, primarily in the legal industry.

**Michael Rees, SPHR, Legislative Director**

Michael has been working in the Human Resources field for the past 9 years. For the past 4 years he has worked as a Human Resources Consultant for Regence BlueCross BlueShield. In addition he is an Adjunct Instructor for Southern Oregon University teaching HR Courses such Principles of HR Management, and Labor Relations. Michael has been a member of the RV SHRM Board for 2 years, a national SHRM member for 7 years, and has held his SPHR certification for the past 6 years.

**Heidi Willey, RV SHRM Chapter President 2009**

Heidi has served on the Rogue Valley Chapter SHRM Board for the past two years in the roles of Newsletter Chair and President-Elect, and is entering her third year on the board as the 2009 Chapter President.

Heidi is the Director of Human Resources for Grange Co-op, a local cooperative with seven retail stores, a petroleum plant, a fertilizer plant, and the Southern Oregon's only organic feed production plant. Prior to working for Grange Co-op, Heidi spent four years as a small business owner, and eight years working in retail management. In her free time, Heidi enjoys the outdoors, camping, traveling, and watching Oregon Duck football.