

# **2013 ROGUE VALLEY SHRM BOARD OF DIRECTORS**

## **Shannon Stuver, SPHR – President**

Shannon has worked for Tetra Tech, Inc., an international environmental consulting firm, since 1996. A Human Resources Generalist since 1998, she is responsible for employees located in offices in California, Colorado, Hawaii, Louisiana, Montana, Nevada, New Mexico, Texas, and Washington.

Shannon has been a member of SHRM since 2001 and a member of the Northern California Human Resources Association (NCHRA) since 1999. She holds a Senior Professional in Human Resources (SPHR) certification from the Human Resources Certification Institute (HRCI) and holds a B.A. degree from the University of California, Santa Cruz.

This is Shannon's fourth year on the board of directors for the Rogue Valley SHRM Chapter and her second year as Chapter President. She served as President-Elect, Secretary and Hospitality Director in 2011 and was a Director at Large in 2010.

## **John Underwood, SPHR, MBA – President-Elect and Legislative Director**

John is the Southern Oregon Region Human Resources Manager for Timber Products Company and has spent most of his HR career in the manufacturing world. His experience has been evenly split between union and non-union workforces. His current responsibility includes five manufacturing plants, a trucking business and administrative offices in the Grants Pass, Medford and Yreka areas. John has extensive success in metric driven performance management systems.

John holds an MBA through City University of Seattle and a Senior Professional Human Resources (SPHR) certification from the Human Resources Certification Institute (HRCI). This is John's second year on the Rogue Valley SHRM Board of Directors, continuing in the Legislative Director role. He is also the President-Elect and will serve as Chapter President in 2014.

## **Past President - Heidi DeRoule**

Heidi currently serves as the Rogue Valley SHRM Chapter's Past President, having served as the Chapter President in 2009, 2010, and 2011. Prior to being Chapter President, Heidi held the roles of Chapter President-Elect and Newsletter Chair, and has been a SHRM member for six years. Her background is in small-business management, retail management, and human resources.

She is a graduate of Southern Oregon University with her degree in Business Management and holds a Certificate in Management of Human Resources. Prior to her current role as the Director of Human Resources at the Grange Co-op, Heidi spent eight years working for a large retailer in operations management; and four years as a small business owner of a disaster restoration company.

## **Treasurer - Valerie Wilson, SPHR**

Valerie Wilson has been involved in Recruiting and Human Resources for more than 15 years. She has been with Fire Mountain Gems and Beads for the past six years and is currently a Senior Human Resource Specialist, focusing on Recruitment, Workers' Compensation and more recently, ADAAA. Prior to that, she held roles including Employment Manager at Musician's Friend, Senior Technical Recruiter for several venture capital-backed start-ups in Austin, TX, and was an Executive Search Consultant for high tech firms in the Bay Area.

She continues to expand her experience and skills in the Human Resource field and this past February attained her Senior Professional in Human Resources (SPHR) certification from the Human Resources Certification Institute (HRCI).

Her ongoing passion is to help the youth of our valley recognize their potential and the myriad of career opportunities that await them upon completion of high school and/or college. Val has been a member of the Rogue Valley SHRM Chapter since 2007, a board member since 2012, and is excited to serve as Treasurer in 2013.

## **Secretary - Monica Weyhe, SPHR, MPA, MILS**

Monica has over twenty years of experience managing and supervising programs, services and employees in public administration and libraries, and has worked in Oregon, Washington, Alaska, Michigan and California. She served as both the Human Resources Manager and Director of a regional library system. She has a decade of experience in retirement and benefits administration and in public budget, finance, facilities, and information systems with several Alaska state departments.

After relocating to the Rogue Valley, Monica decided to take some time off work and pursue traveling and other interests. She has been studying topics from aviation to woodlands management and appreciates our chapter's HR continuing education workshops.

Monica has earned the Senior Professional in Human Resources (SPHR) certification from the Human Resources Certification Institute (HRCI). She also holds a Master in Public Administration degree from the University of Alaska, a Master in Information and Library Science degree from the University of Michigan, and a Bachelor of Arts degree from the University of California.

Monica is currently serving on the AAUW-Medford Board (American Association of University Women), and is Treasurer of the Northwest Section of the International Ninety-Nines (women pilots). This is her second year serving on the Rogue Valley SHRM Chapter Board of Directors as Secretary.

## **College Relations Director (CLA) – Sarah Heiken, PHR**

Sarah is Director of Human Resources and Payroll at Coming Attractions Theatres, Inc. She has worked in the field of Human Resources since 2009 and earned her Professional in Human Resources (PHR) certification from the Human Resources Certification Institute (HRCI) in January 2012. Sarah earned a Bachelor of Science in Music-Business from Southern Oregon University in 2000. This is Sarah's first year serving on the Rogue Valley SHRM board of directors.

## **Community Relations Director - Dianne Gee, SPHR**

Dianne is the Human Resources Officer at Dogs for the Deaf, a non-profit organization in Central Point, as well as the Office Manager and IT Manager. This is her second year on the Rogue Valley board of directors.

Prior to moving to Southern Oregon in 2001, Dianne worked in the high tech telecommunications industry in Silicon Valley, California, for 23 years. Her career began at ROLM, a mid-70s start-up company, then IBM, then Siemens (all the same company through mergers and acquisitions), and lastly at Cisco Systems for three years after early retirement from Siemens.

She began her career in technical marketing and then moved into technical marketing training. The bulk of her HR experience was in Training and Employee Development - course developer and trainer, team facilitation and strategic planning with cross-functional teams, and ultimately middle management in the training organization. Dianne's last decade in high tech was focused on Management and Employee Development, Leadership, Succession Planning, and Talent Management.

Dianne holds a B.A. from University of California Santa Barbara and also holds a Senior Professional in Human Resources (SPHR) certification from Human Resources Certification Institute (HRCI). She is thrilled that her skills from her high tech career translate well into a job working for a non-profit that touches her values. There is no bad day in the office because she can always count on a "kiss" from one of the dogs in training to make everything worthwhile.

## **Diversity Director - Ainoura Oussenbec**

Ainoura has an equivalent of Master's Degree in Economics from Moscow State University (former USSR) and the University of Stockholm in Sweden. She has worked in the field of economics for almost 17 years. In addition, Ainoura led the HR section in a family business in Colorado for two years.

Since 2001, Ainoura has been employed as a Workforce Analyst (or Economist) for the Oregon State Employment Department (OED) in Medford, serving Jackson and Josephine counties. As a representative of OED's Economic and Workforce Research Division, Ainoura serves local businesses, government entities, media and job seekers. Ainoura's job is to help customers find, understand and utilize labor market and workforce information.

This is Ainoura's third year as the Diversity Director for the Rogue Valley SHRM Board of Directors.

## **Hospitality Director – Sarah Elkinton, MS**

Sarah is a Human Resources Representative for Safeway. She acts as a generalist for 14 Southern Oregon Safeway stores, mentoring and developing employees for promotion as well as investigating issues and complaints. Prior to this position she was the HR Representative and Recruiter for FTD.COM's Medford Call Center.

Sarah has a BS in Psychology, with minors in Business and Criminology. She also has a Master of Science in Applied Psychology with an emphasis in Organization Training and Development. Sarah has served as Hospitality Director on the Rogue Valley SHRM board in the past.

## **HRCI Education Director – OPEN**

## **Legislation Director – John Underwood, SPHR, MBA (see President-Elect)**

## **Membership Director and Programs Co-Director - Jill Auburn, PHR**

Jill has over 14 years of Human Resources experience in the Rogue Valley and holds a Professional in Human Resources (PHR) certification from the Human Resources Certification Institute (HRCI). She has been a member of SHRM since 2004, a board member since 2010 and currently serves on the Rogue Valley SHRM Board of Directors as the Programs Co-Director and Membership Director.

Jill is a Senior Human Resource Specialist with Fire Mountain Gems and Beads in Grants Pass where she specializes in new employee on-boarding, employee relations, and benefits.

## **Newsletter Director – Michelle Robison, MS**

Michelle works at Erickson Air-Crane as the Senior Human Resources Generalist. She has over 14 years of Human Resources and Safety experience that spans across manufacturing, health care, military, public utilities and in union and non-union environments.

Michelle holds a BA in Liberal Studies and a MS in Aeronautical Safety with a Minor in Accident Investigation. She has been a member of SHRM since 2006, where she has served on the board in the roles of Director of Diversity, HRCI Education Director, and Community Relations Director. She also has served on the ASSE board and is currently on the Rogue Valley Workforce Development Council.

## **Programs Co-Director - Tabitha Carlson**

Tabitha Carlson has been in the human resource field for almost a decade and is currently the Human Resource Manager at Asante Physician Partners. The main focus of her career has been as a Human Resource Generalist. Being responsible for a variety of human resource areas has led her to possess a broad base of industry knowledge which allows her to readily relate to and understand the needs of staff and the organizational culture. Tabitha values giving meaning and worth to staff at every level of an organization and strives to make that part of her organization's strategic thinking.

Being actively involved in the ever-changing world of human resources, employee relations, labor laws, effective communication and community networking is a high priority for Tabitha. She frequently attends trainings and presentations such as the Bureau of Labor Industry (BOLI) conference where she networks with well-respected professional in the field and finds innovative solutions to implement in the work place.

Tabitha earned a Master's of Science in Organizational Training and Development from Southern Oregon University in Ashland, Oregon and a Bachelors of Science in Sociology/Psychology from Western Oregon University in Monmouth, Oregon. She effectively utilizes the educational knowledge acquired from her academic experience in the real world of human resources helping staff and organizations achieve their goals together.

This is Tabitha's first year on the Rogue Valley SHRM Board of Directors.

## **Programs Co-Director – Jill Auburn, PHR (see Membership Director)**

### **SHAPE Director - Tanya Haakinson, PHR**

Tanya is the Human Resources and Safety Manager at Sierra Pine- Medite Division. She has worked in the field of Human Resources since 2002 with positions held such as Staffing Supervisor, Recruiter, HR Assistant, Operations Supervisor and HR Manager.

Tanya holds an AA degree in Business (2007), a BS in Business Management (2009) and a Human Resources Management Certificate (2009). Tanya earned her Professional in Human Resources (PHR) certification from the Human Resources Certification Institute (HRCI) in June 2011. This is Tanya's second year serving on the Rogue Valley SHRM board of directors as the SHAPE Director. Tanya also serves on the Rogue Workforce Partnership board; a local board of private and public sector businesses established to help shape and grow our economic community.

### **SHRM Foundation Director - Erica Baker**

Erica has a background in retail management and human resources. She completed the HR Leadership Certificate Program at Cascade Employers Association in 2007 and obtained a Professional in Human Resources (PHR) certification from the Human Resources Certification Institute (HRCI) in 2009.

Prior to her current role as the Director of Human Resources at Living Opportunities, Erica was the Human Resources Generalist for Graphic Information Systems, a marketing and graphic communications company in the Portland Metro Area. This is Erica's second year serving on the Rogue Valley SHRM board of directors.

### **Webmaster - Fred Holloway, MSIR, SPHR**

Fred is president of Holloway Human Resource & Management Consulting based in Medford, Oregon. Fred has over 35 years of HR and management expertise covering the full range of HR and organizational development, and has held a variety of management positions throughout his career in companies ranging from start-ups to serving several years on the executive management team of a Fortune 200 division as Vice President of Human Resources for Global Operations.

Fred's firm provides leadership and management guidance and implements progressive, workable solutions to address the continuously evolving dynamics facing small and mid-sized organizations for now over 80 private and public sector, and non-profit businesses throughout the U.S. and internationally since starting his consultancy in 2002.

Fred serves on the Board of Directors of the Rogue Valley Workforce Development Council and the Jefferson Grapevine for coaching and mentoring entrepreneurial start-ups, and has held several RV SHRM board positions over the years. He teaches HR and management courses at Southern Oregon University and for the Rogue Management Institute at Rogue Community College, conducts workshops and seminars, and works with Junior Achievement. Fred holds a B.S. in Economics and M.S. in Industrial and Labor Relations from the University of Oregon and continues to recertify his SPHR designation.

## **Workforce Readiness Director (CLA) - Wendi Brown**

Wendi is the President of WBCP, a marketing, branding, and executive search firm with offices in Oregon and California. Wendi has more than 20 years of experience grounded in marketing, advertising, and recruiting services for various industries, and a wealth of knowledge and experience working specifically with nonprofit and public sector organizations. She is an expert at combining marketing and recruiting concepts to return excellent results placing hard-to-fill, management, and executive positions. Wendi provides client relations, general management oversight and project direction for creative development, advertising, and communications and branding campaigns. She works with clients and project teams, ensures timely delivery, and provides solutions and leadership to ensure quality services and a positive client experience.

Prior to starting WBCP, Wendi was an internal Human Resources Consultant for the County of Orange, California, providing countywide communications, human resources, executive search and recruiter training services to the Chief Executive Office and 24 decentralized departments, with 17,000 employees, serving a community of 300,000. She participated on many teams and committees implementing innovative countywide initiatives, such as: performance incentive program and communications campaign, learning management system, employee training, and crafting of new selection rules. Prior work experience includes marketing and advertising roles with various organizations and industries: advertising and public relations, national real estate franchisor, global manufacturer and retail.

Wendi is earning a Master's Degree in Management (MiM) at Southern Oregon University, and holds a Bachelor's of Science in Business Administration with an emphasis in Marketing from Colorado Technical University. This is her second year on the Rogue Valley SHRM Board of Directors.

## **Director at Large - Patricia (Trish) Forde, SPHR, GPHR**

Trish is the HR & Safety Manager at The Hershey Company/Dagoba Organic Chocolate plant, and is also currently serving as an adjunct faculty member at Southern Oregon University for online classes in Business/HR.

With over 20 years in general business, and 14 of those as a Human Resource professional, the majority of her experience has been in the manufacturing sector.

Trish has a B.S. degree in Business Management from University of Phoenix, and a Master's degree in Organizational Leadership from Gonzaga. In addition, Trish holds two current SPHR certifications, the Senior Professional in Human Resources (SPHR) and the Global Professional in Human Resources (GPHR) from the Human Resources Certification Institute (HRCI).

Trish has been on the Rogue Valley Chapter board of directors since 2001, holding such positions as Secretary, Treasurer, Membership Director, Newsletter Director, and Chapter President in 2008. In 2013, she is serving in the role of Director at Large.

## **Director at Large - Suz Montemayor**

Suz is the Director of Human Resources for MAG Retail Group, a Shared Service Provider to Motorcycle Superstore and J&P Cycles, two top E-commerce retailers for aftermarket motorcycle gear, parts and accessories, and MotorcycleUSA an online content and community website which focuses on motorcycle news.

Suz oversees all aspects of the human resource functions for over 230 employees in Southern Oregon, Kentucky and California locations. Suz also served as the CFO for Motorcycle Superstore until 2004. Suz brings 22 years of experience in Management, Sales, Marketing and Finance from world-class organizations. She has been with Motorcycle Superstore and MotorcycleUSA since 2000.

In addition to her role on the RV SHRM board, Suz serves on the board of directors for the Rogue Workforce Partnership (RWP) an advisory board to state and federal legislative officials on the workforce needs in Southern Oregon, and for the Oregon Employer Council (OEC), an advisory board to the Oregon Employment Department.

Suz is currently serving on the Rogue Valley SHRM Board in a Director at Large role. She previously was the Programs Director for 1 year and the Workforce Readiness Director for 3 years. Suz has been a member of Rogue Valley SHRM since 2001.