

2010 HRMA Board of Directors Nomination Summary

Nominee
Position
Certification
What characteristics and qualities make this person an ideal candidate for the HRMA board?
HRMA
Board, Committees
Contributions
SHRM

2010 HRMA Board of Directors Nomination Summary

Board, Committees
Contributions
HR Experience
Greatest HR Contribution
How will he/she influence change and make a difference on the HRMA board.

2010 HRMA Board of Directors Nomination Summary

List any other board positions and/or accomplishments relevant to this position.

2010 HRMA Board of Directors Nomination Summary

Nominee	Denise Montoya , SPHR
Position	President Elect (Combined Nominations)
Certification	SPHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	<p>Denise is a dynamic and inspiring leader. She has true passion for the Human Resources profession and is a true role model for all Human Resources professionals as well as students who are interested in pursuing an HR career. Denise is always exploring new possibilities that lead to better practices and results. She looks at what is cresting in the horizon and strategically creates innovative programs and initiatives that yield remarkable results. She motivates us all to want to be better stewards of the Human Resources Profession.</p> <p>Denise is incredibly pleasant to work with. In my experiences with her in HRMA and SHRM board meetings she is a calm and reasonable voice that shows passion and dedication to the profession and the organization. In my work with Denise on the TeamWorks project I have been able to see her outstanding leadership and organizational skills that are continuing to drive and improve this important partnership. In addition to my experiences with her, I have heard very positive feedback from HRMA members as well as SHRM leadership that they have greatly enjoyed working with Denise - she is clearly well respected in the HR community. I am confident that as President Elect and later President Denise would add immeasurable value to the Board as strong leader.</p>
HRMA	
Board, Committees	2009 Vice President of Community Relations - Lead for the HRMA Team Works Volunteer project. Lead for the 2009 HR Games for students in New Mexico. Lead for students to participate in the 2009 Southwest Central Regional Student Conference. Submitted bid for Albuquerque, NM to host the upcoming 2010 Southwest Central Regional Student Conference in collaboration with both SHRM New Mexico State Council and HRMA Board as well as Anderson School of Management. Will be submitting application for the Pinnacle Award on behalf of the HRMA Board for Team Works Partnership.
Contributions	<p>Opportunity to serve HRMA members and the community through projects that have identified, such as the HRMA Team Works Volunteer project, the HR Games for students in NM, and the Southwest Central Regional Student Conference.</p> <p>Continuing to strengthen the relationship with TeamWorks - she has built upon the already strong foundation and continued to increase HRMA's credibility with this organization.</p>
SHRM	12 yrs

2010 HRMA Board of Directors Nomination Summary

<p>Board, Committees</p>	<p>2009 College Relations Director of SHRM New Mexico State Council. Co-Program Chair for SHRM New Mexico 2010 conference. Submitted bid for Albuquerque to host the 2010 Southwest Central Regional Student Conference in 2010, VP for Public Relations 1995-1996</p>
<p>Contributions</p>	<p>Opportunity to serve the students and inspire them to be part of the HR profession. Provide mentorship opportunities to assist future HR leaders. Bringing the SHRM student leadership conference to New Mexico!</p>
<p>HR Experience</p>	<p>Over 20 years. Denise is currently the Human Resources Consulting and Staff Employment Director with the University of New Mexico's Division of Human Resources. In this capacity she is responsible for Client Services, Recruitment Services, and UNMTemps. Denise has a wide array of experience serving as a Senior HR advisor, providing expertise and oversight for quality management, performance management, employee relations, employment laws and regulations, staff planning and employment, individual and organizational training and development, compensation, and benefits. She also has extensive experience in a leadership capacity. She teaches Principles of Management at Central New Mexico Community College. Business Ethics at UNM Continuing Education.</p> <p>Denise has achieved a dual Masters of Arts in Human Resources Development and Management from Webster University; a Bachelor of Business Administration in Human Resources Management from Anderson Schools of Management at UNM; and an Associates in Science in Business Management from San Diego City College.</p>
<p>Greatest HR Contribution</p>	<p>Inspire HR students and others in the HR profession. Develop opportunities for students who are considering HR as a career. She also encourages and develops opportunities for current HR professionals to obtain their HR certification which demonstrates commitment to performance excellence and continuous learning in the field of HR.</p> <p>Denise's involvement in SHRM and HRMA as well as much of her other community involvement (including teaching at local colleges and universities) shows Denise to be a leader in the community.</p>
<p>How will he/she influence change and make a difference on the HRMA board.</p>	<p>She influences executive HR leaders to take on a more active role in the local HR community. Promotes and enhances student opportunities to gain more insight in the HR profession.</p> <p>From what I know, Denise will bring strong leadership skills, passion for professional development (particularly in partnering with community organizations and the student chapter), and will work to inspire and collaborate with members of the board to help HRMA continue to excel.</p>

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List any other board positions and/or accomplishments relevant to this position.	She has been actively involved in the Society for Human Resources Management New Mexico State Council Board, Human Resources Management Association of New Mexico Board, Quality New Mexico Board of Examiners, Albuquerque Public Schools Drop Back In Mentorship Program, Focus Foundation, Student Chapter of the Society for HR Management at UNM, Delta Sigma Pi, Hispano Business Student's Association, and Big Brothers/Big Sisters of New Mexico.
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2010 HRMA Board of Directors Nomination Summary

Nominee	Madonna Vandeventer
Position	President Elect
Certification	none
What characteristics and qualities make this person an ideal candidate for the HRMA board?	<p>I am nominating "Madonna Vandeventer" for "President Elect" because of her effective ability to lead. Leadership is one of Madonna's strongest qualities. Madonna brings management skills and a vast education to the table with over 25 years of experience in finance, human resources and management. She stepped into a position of "Finance" for HRMA and turned the record keeping and management of HRMA's financial concepts around. In her capacity of VP of Finance she has displayed sharp but gentle ability in decision making. Madonna has brought structure to the position making us more conscientious of the organizations funds and investing what we have to get more for our money. She is always there for us and had never dropped the ball as a member of the Board. What a perfect example of a leader. I met Madonna for the first time when we both came on the Board two years ago. We have developed a relationship working together that I will always cherish and respect. I respect her calmness in crazy situations and the ability she has to think things through and make the best decision for HRMA with no alternative personal agenda. Madonna is not afraid to step up and do the right thing no matter what the climate or outcome that may result. It is not about her it is about HRMA 100%. This is the kind of leader our members can get behind. I know that Madonna will measure up to all expectations. She is the right person for the job!</p>
HRMA	5 yrs
Board, Committees	VP of Finance - 2 years
Contributions	Madonna has made the Board aware of the financial position of the association, she has brought the financial reporting back into the organization, she consolidated the banking and investment to improve return on investments, and she has provided first-class leadership on the Board.
SHRM	9 yrs

2010 HRMA Board of Directors Nomination Summary

Board, Committees	none
Contributions	
HR Experience	<p>Madonna has been at the State Bar of New Mexico since 1987 and has have oversight and management over accounting, administration, systems, building management, production and human resource. She has assisted her organization through a National Labor Relations process; building a 25,700 sq. ft building, a major law suite, and transition of five Executive Directors. Madonna has serviced the attorney membership of the Bar with excellence; she understands membership organization, databases and the importance of serving those members. She has respect from the Supreme Court of New Mexico because of the way she handles the Bar membership.</p>
Greatest HR Contribution	<p>Madonna has made the Board aware of the financial position of the association, she has brought the financial reporting back into the organization, she consolidated the banking and investment to improve return on investments, and she has provided first-class leadership on the Board.</p>
How will he/she influence change and make a difference on the HRMA board.	<p>Madonna would like to see HRMA become an organization that reaches out to the human resource professional and provides benefits that would improve the profession and assist the members. Madonna would like to see the luncheon meetings continue to provide a higher level of learning for our membership. She would like to see HRMA provide tools for the members, so their companies see a value in their contributions to their organizations. She would like membership to see value in being a member of HRMA thus promoting good attendance because they can't wait to learn more.</p>

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List any other board positions and/or accomplishments relevant to this position.	She has been involved in the community serving on many committees such as the New Mexico Ethical Alliance, finance and personnel committee; council member of National Association of Bar Executives Administration and Finance Committee; facilitator for passage programs with Sagebrush Community Church (DivorceCare, Boundaries, Love Languages for singles, Choosing Wisely before you Divorce) ; facilitator for Celebration Recovery Program (substance abuse) with Covenant Christian Church; and SAFE (Shelter for Domestic Violence Victims) house Board Member, Executive Committee, Treasurer.
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2010 HRMA Board of Directors Nomination Summary

Nominee	Stacey Nash, PHR
Position	VP, Certification
Certification	PHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	Stacey is a former Board member of HRMA. Stacey has been instrumental in getting members and non members in the HR community certified. Her success rate is over 85%. Stacey is familiar with the structure of HRMA and can bring a wealth of knowledge and expertise to the 2010 Board.
HRMA	8 yrs
Board, Committees	Stacey was the VP of Student Activites for 1 year, VP of Professional Development for 2 years and President Elect for 1 year before stepping down due to personal reasons.
Contributions	Stacey started the certification program with HRMA in 2006 through her partnership with DOL, Manpower and UNM. She has received recognition from SHRM, State Council and HRMA for her efforts in the HR community. She has on going efforts to certify members through the present time period.
SHRM	15 yrs

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Board, Committees	Stacey was the VP of Certification for certification for 2007 for the State Council before resigning for personal reasons. She also stepped in for Ilene on State Council as President of HRMA when she was unable to attend.
Contributions	Stacey has been recognized with a scholarship from SHRM and a national award for her certification efforts.
HR Experience	Stacey has been in HR since 1994, starting in the manufacturing industry. She is also an instructor with UNM in HR. Stacey has worked in the private sector, public sector and non profits.
Greatest HR Contribution	Getting the HR community certified. Over 50 HR professionals have been trained and certified in HR thanks to Stacey's efforts. Also, her contributions in counseling hard to serve populations such as those with disabilities and felons.
How will he/she influence change and make a difference on the HRMA board.	Stacey is well known in the HR community and has the respect of the HR departments in most large employers in the state. She is personable, friendly and is dedicated to the HR profession and the practioners in NM.

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List any other board positions and/or accomplishments relevant to this position.	See above
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2010 HRMA Board of Directors Nomination Summary

Nominee	Barbara Marcus, SPHR
Position	VP, Certification
Certification	SPHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	One of the greatest efforts I have seen during my years in Human Resources, is the focus on recognition of the value of our profession through professional certification. For many of us, we began through on the job training and taking the review course, studying with a group of fellow professionals and celebrating the success of the effort, after the first, second or even the third time was true acknowledgement by our peers. I look forward to continuing and watching the profession and certification process continue to grow.
HRMA	15 yrs
Board, Committees	
Contributions	As a member, watching the organization grow and be recognized as a true professional organization within the Albuquerque business community.
SHRM	7 yrs

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Board, Committees	
Contributions	Utilizing the membership to the fullest.
HR Experience	I have spent more than 20 years in Human Resource Management and look forward to at least 20 more! Currently I am the HR Manager for the Albuquerque Convention and Visitors Bureau and truly enjoy working with the industry leaders within the hospitality industry. Prior to this I served as HR Manager at New Mexico Mutual for over 3 years. I also worked for government contractors in the HR management role for almost 6 years. Before we moved to New Mexico, I worked in the HR field for over 10 years as well...
Greatest HR Contribution	Keeping and sharing my sense of humor (as well as the integrity of the profession!).
How will he/she influence change and make a difference on the HRMA board.	The respect I feel for those who serve have intimidated me from joining because of the time and effort involved - but I now feel I am ready...

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List any other board positions and/or accomplishments relevant to this position.	Committee Chair for two professional insurance HR organizations, AASCIF, NAMIC Second year as examiner for Quality New Mexico Member of Greater Albuquerque Innkeeper's Association Keep Albuquerque Clean Committee Member of United Way Advisory Panel Member of Lovelace Business Advisory Panel Ready to serve!
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Nominee	Trish Heaton
Position	VP, Community Relations
Certification	
What characteristics and qualities make this person an ideal candidate for the HRMA board?	In Trish's current role of Senior Recruitment Staff Specialist at the University of New Mexico, she is tasked to identify opportunities and build relationships with the community. Trish brings passion to the HR profession and the desire to make a positive impact both personally and professionally. Trish brings a temperament and set of skills that have been built upon for many years being a professional in the industry. There are many distinguishing characteristics that describe her including caring, compassionate, analytical, and she always goes above and beyond in all of her activities. From her past experience on serving on a Board of Directors for the Greater Albuquerque Innkeepers Association and her role as a General Manager for a successful hotel, she represents level of professionalism and understanding that is necessary to sit on a Board of Directors as well as lead HRMA efforts in the community.
HRMA	1 yr
Board, Committees	Upon joining HRMA, Trish has been instrumental working as a co-chair for the Community Relations committee. Trish has been with the HRMA organization for less than one year and has already shown the capacity to be take on large scale projects and have great success.
Contributions	As a co-chair for the Community Relations committee, Trish worked with HRMA Board Members, TeamWorks, and UNM staff to develop the internship program. Trish and the team designed a marketing campaign and formalized the Internship process. Trish was presented a Certificate of Appreciation from the TeamWorks organization on July 14, 2009.
SHRM	

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Board, Committees	Trish has rejoined the Human Resources community after a short absence and joined HRMA to make an impact on a local level.
Contributions	Trish works very closely with the Student Chapter of SHRM at UNM. Trish has assisted in developing an agreement with the Anderson Schools of Management to employ students in HR. Trish has been involved with student chapter meetings as well as developed a system to notify students of job openings from the University of New Mexico.
HR Experience	Trish's career in Human Resources has been built on many years of experience. Her direct experience in the Human Resources field is just shy of ten years. Her career track started with Marriott International where she began as a benefits representative and recruiter. During her sixteen years with Marriott, her desire to stay in the Human Resources field was limited to the development opportunities available inside of the company. As a result, her career progression took her to different areas; however, she found opportunities to be involved with the Human Resources field. Her last position at Marriott was the General Manager of the Courtyard at the Airport. In this role, she was able to influence, motivate, and care for her staff by utilizing her skills she learned in Human Resources. Since joining UNM HR, she has flourished and her efforts have been rewarded with a promotion to Senior Staff Recruitment Specialist. I appreciate her dedication and passion to serve our community.
Greatest HR Contribution	Based on my experience and interaction with Trish, I believe her greatest contribution to the HR profession is bring years of experience, compassion, and knowledge but also balancing her goals with a need and desire to be selfless and serve the community.
How will he/she influence change and make a difference on the HRMA board.	Trish has been spending time learning about generational differences and how generations are impacting our workforce. Trish also feels the contribution and experience to the TeamWorks project has impacted her both professionally and personally. She would continue to seek opportunities to create relationships with organizations and help those who are in need. Finally, the disadvantaged and disabled community in Albuquerque has a tremendous amount of support and she would like to give a voice to these organizations and create outreach opportunities to the members of HRMA and build a bridge to connect those who have a passion to serve others and match them with organizations who are here to make a difference in the world.

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List any other board positions and/or accomplishments relevant to this position.	Treasurer, Greater Albuquerque Innkeepers Association (GAIA) 2005-2006
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2010 HRMA Board of Directors Nomination Summary

Nominee	David Berkey , PHR
Position	VP, Community Relations
Certification	PHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	David is a proven, dedicated board member and has worked diligently in his different roles within the organization. He works well with people and is always willing to pitch-in and help during meetings and events. He promotes the benefits of belonging to HRMA in his interactions with the community and has brought in several new members.
HRMA	4 yrs
Board, Committees	State Council Planning Committee 2006 Silent Auction Planning 2007 Active volunteer in the Teamworks program since its inception Public Relations Committee -2005 VP Communications-2006 VP Student Activities-2007 to present
Contributions	Liaison to successful student chapter for over two years. Student Chapter achieved the SHRM Merit Award in 2009 and fielded a team to the regional HR Games competition in 2008 & 2009.
SHRM	10 yrs

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Board, Committees	Former Legislative Director for the Northwest Human Resources Council in Illinois
Contributions	
HR Experience	<p>10 yrs Aerospace Innovations Group – VP of HR since 7/2008. CVI Melles Griot – HR Consultant. 1/2008-6/2008 TriCore Reference Laboratories – Manager, Employee Relations and Organizational Development. 2006-2008. Weisner for Mayor - Deputy Campaign Director-2004-2005 Sr. Human Resources Manager, GE Commercial Distribution Finance, 1998-2004</p>
Greatest HR Contribution	<p>Set-up HR function from scratch for a scientific research & development company. Assisted HR Director with integration after the merger and acquisition of companies in US and UK. Developed innovative recruiting and workforce development processes including the development and implementation of an apprenticeship program. Led a culture change initiative that successfully transformed TriCore to a high-performance organization. Developed and implemented mentoring program that resulted in 56% of participants receiving a lateral move or promotion. In conjunction, oversaw the development of diversity awareness plans for all business and functional units.</p>
How will he/she influence change and make a difference on the HRMA board.	<p>David has identified and driven an opportunity to partner with the New Mexico Department of Workforce Solutions, Veterans Affairs (NMDWS) department and Goodwill of New Mexico to provide transition and career development assistance to veterans entering the workforce. There is currently a Memorandum of Understanding between HRMA, Goodwill and NMDWS that is pending approval from the state's lawyers. David would like to guide this initiative through to completion and implementation.</p>

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List any other board positions and/or accomplishments relevant to this position.	Governing Council Member –School for Integrated Academics and Technologies Charter School/Albuquerque Job Corps, 2009
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Nominee	Lori Fuggiti, PHR
Position	VP, Diversity
Certification	PHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	Have a wide range of knowledge of Human Resources. Enjoys working in a team environment on various challenging projects and goals. Dependable and enthusiastic contributor. Extremely detail oriented and can visualize the full process. I have a great deal of experience with diversity based programs including designing and implementing programs and promotional activity. Honeywell offers me the opportunity to participate in a wide range of diversity based programs and has helped develop me into a strong diversity drive HR professional.
HRMA	5 yrs
Board, Committees	Have not had the opportunity to contribute before but I want to assist in the ongoing success of this highly respected organization
Contributions	I show support by attending as many monthly meetings as possible. Have volunteered to assist with mock interviews etc to assist displaced women. I have assisted in communication efforts in 2008 as a part of our Communication Committee.
SHRM	7 yrs

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Board, Committees	Constantly review updated information provided by the SHRM site.
Contributions	Have not had the opportunity to contribute.
HR Experience	Have worked in HR since Oct. 1995 for Honeywell. Started as an HR assistant until promoted to an HR Specialist in Oct. 2000. Promoted again to HR Specialist, Sr in Mar. 2005. Title then changed over to Benefits analyst in Jan. 2008 then changed again due to functionalization to HR Coord Sr. in Aug. 2008. I have been involved in all aspects of Staffing from creating a requisition thru the interviewing and hiring process. Have created salary quotes and worked with the Compensation dept. Have been considered the subject matter expert on our Benefits and have acted as liaison between employees and health insurance plans. I have given training sessions to employees and managers on various topics such as FMLA and Compensation. I have had experience working with our HR Generalist on numerous employee relations issues. I am the local contact for the EEO/Affirmative Action Plan.
Greatest HR Contribution	I have always been willing to share my knowledge within the HR office as well as assisting employees with various concerns in our company.
How will he/she influence change and make a difference on the HRMA board.	Provide additional perspective to any issues or questions. I consider myself as biased for action & feel that I have a great attention to detail. I believe I have a strong work ethic and would use it and my knowledge of diversity programs to enhance the boards prospective and touch on the community. Willing to step in and assist in any manner needed by the board

2010 HRMA Board of Directors Nomination Summary

<p>List any other board positions and/or accomplishments relevant to this position.</p>	
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2010 HRMA Board of Directors Nomination Summary

Nominee	Sonni McCullum
Position	VP, Diversity
Certification	
What characteristics and qualities make this person an ideal candidate for the HRMA board?	<p>Sonni McCullum is currently the VP of Diversity for our HRMA chapter board. Since assuming her role, Sonni has increased awareness of diversity and inclusion at our chapter level, established a diversity committee, and secured a prominent local speaker for our Diversity Awareness month which will be HRCI accredited.</p> <p>Sonni's personality is very versatile, and as well as putting the "human" in Human Resources, she is very inclusive of others.</p>
HRMA	4 yrs
Board, Committees	Sonni is a volunteer facilitator for HRMA's involvement with Teamworks. Before becoming the VP of Diversity, Sonni served on the Membership Committee in 2008 for HRMANM.
Contributions	Sonni's greatest contribution to our local HRMA-NM membership and board has been to make diversity and inclusion a commitment and not just a Position. She has also been a consistent member and involved and always willing to assist other members when the need arises since 2005.
SHRM	

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Board, Committees	SHRM Conference Committee Entertainment Chair 2010 Conference.
Contributions	
HR Experience	12+ yrs Sonni has over 12 years of experience in the human resources field. She currently serves on the Mayor's Office of Volunteer Engagement training committee, SHRM NM State Conference Committee as the Entertainment Chair, and a member of HR Non-Profit Group. Sonni has city, for profit and not-for-profit human resources experience and knowledge. She graduated in 2006 from the Robert O. Anderson School of Management in Human Resource Management Program.
Greatest HR Contribution	
How will he/she influence change and make a difference on the HRMA board.	Sonni makes a difference on the board by being a committed board member, taking her role as VP of Diversity seriously and always promoting the good works of our local HRMA-NM membership and board members. She is very involved with the Teamworks project. She is currently studying for her SPHR certification.

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<p>List any other board positions and/or accomplishments relevant to this position.</p>	
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2010 HRMA Board of Directors Nomination Summary

Nominee	Bob Daniel, SPHR
Position	VP, Finance-Elect
Certification	SPHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	Team player Effective in helping organizations achieve their goals. Significant accounting and finance experience
HRMA	1 yr
Board, Committees	Eager to get involved
Contributions	
SHRM	2 yrs

2010 HRMA Board of Directors Nomination Summary

Board, Committees	
Contributions	
HR Experience	29 years in HR Have managed HR function for three firms. HR consultant last 15 years Currently active in management of HR including recruiting, administration and staff training and development
Greatest HR Contribution	Honesty, integrity and creativity to the HR profession.
How will he/she influence change and make a difference on the HRMA board.	Bring an open mind, new ideas, energy and commitment to help HRMA move to the next level

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List any other board positions and/or accomplishments relevant to this position.	Active participant/leader of annual CPAmerica Firm Administrators conference for 15 years which has included significant HR topics
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2010 HRMA Board of Directors Nomination Summary

Nominee	Whitney Warner, SPHR, JD
Position	VP, Legislative and Legal Affairs
Certification	SPHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	Knowledgeable about employment and labor law legislative issues; past experience as VP of Legislative Affairs
HRMA	10 yrs
Board, Committees	VP, Professional Development, VP Legislative, HRMA Speaker
Contributions	Many years of prior service as legislative activities VP
SHRM	15 yrs

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<p>Board, Committees</p>	<p>SHRM NM State Council Dir. Leg. Activities (2001, 02, 03, 04, 05, 06) SHRM Labor Relations Special Expertise Panel Member (2007 - 2010) Speaker at SHRM National Conf. 2008, 09 Speaker at SHRM NM sponsored conferences and seminars, as well as for each of NM's local chapters</p>
<p>Contributions</p>	<p>Many years as State Leg. Director Currently involved on SHRM National Special Expertise Panel (Labor Relations)</p>
<p>HR Experience</p>	<p>BA degree in Business Admin. with concentration in HR in 1992. Worked as HR Generalist from 1992 to 1995 for pharmaceutical manufacturing company. Worked on MA for 1 year in organizational development. Law degree and law practice devoted to employment and labor law since 1998. Daily work related to advice and consultations with HR professionals, managers and executives regarding HR issues.</p>
<p>Greatest HR Contribution</p>	<p>I have a vested interest in helping employers get legal issues right in a way that supports the business objectives of the organization. I keep abreast of the changes and developments in this area to provide proactive guidance for employers of all sizes. I bring passion and excitement for the field as well as compassion and understanding for how things work in "real life" to everything I do.</p>
<p>How will he/she influence change and make a difference on the HRMA board.</p>	<p>Through my positions on the SHRM special expertise panel and on the ACI board I have insight into legislative changes that are being considered, proposed, and then passed before they take effect. I understand the issues involved in these legislative initiatives and can provide current, relevant and nuts and bolts tips to HR professionals to be at the top of their game.</p>

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List any other board positions and/or accomplishments relevant to this position.	ACI - Vice Chair Workplace Issues Committee 2008, 2009 (committee member 2007) ACI Board Member 2009-2010 and workplace issue committee member; Board Member - Employer's Disability Resource (5+ years); Listed in Southwest SuperLawyers as one of the top 5% of lawyers; named in Chambers USA Leading Lawyers for Business in the field of employment law
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2010 HRMA Board of Directors Nomination Summary

Nominee	Cara Waymire, SPHR
Position	VP, Student Activities
Certification	SPHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	I have been a member of HRMA for many years and have worked in HR for 15 years as a generalist manager, so I have in-depth experience in many different areas. I did my undergraduate and MBA at UNM. I'll actually finish my MBA in December of 2009 just before this position would take effect, so I am familiar both with the professor involved at UNM and with the opportunities and struggles for student members.
HRMA	12 yrs
Board, Committees	This would be my first board or committee membership, but now that I have finished with doing school on the side and I can get the time, I feel it is time for me to give back to HRMA after having been a member for over 12 years.
Contributions	
SHRM	13 yrs

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Board, Committees	
Contributions	I have been to many national conferences and participated in the surveys, etc. I also participate in the SHRM mentoring program.
HR Experience	I have worked in Human Resources for over 15 years. I started with a small start-up, Pinnacol Multimedia, where I handled everything from creating and running the benefits package to writing their first handbook and handling the employee relations and other issues that came up. I moved to a small to mid sized employee contracting company where I handled all areas of HR at different levels. From there I moved to Hub, where I have been for over 9 years handling HR management, leadership development, coaching, employee relations etc.
Greatest HR Contribution	Mentoring and coaching newer HR people and leaders
How will he/she influence change and make a difference on the HRMA board.	I would like to get students more involved and get more information into the HR/org behavior classes, so we can get people enlisting in HRMA and SHRM earlier. I'd also like to get the students working in HR and the professional members more involved in helping those without experience or with less experience.

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<p>List any other board positions and/or accomplishments relevant to this position.</p>	
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2010 HRMA Board of Directors Nomination Summary

Nominee	Lee Patchell
Position	VP, Administration
Certification	
What characteristics and qualities make this person an ideal candidate for the HRMA board?	I am very well organized and have a strong attention to detail which would be very useful in the duties for VP of Administration. I also have a solid understanding of the background of HRMA and SHRM. I have served on other committees and boards and am familiar with the role expectations for this role as well as general board expectations.
HRMA	2 yrs
Board, Committees	While I have not participated in HRMA in recent years except as a general member, I have served in related roles. I was involved with NM State My experience with HRMA dates back to my years as a Student when I was involved with student chapter leadership. While I have not been an active HRMA member all these years, it is one of the reasons I want to serve on the board in the role of Administration. It will help me to re-establish active participation in my profession.
Contributions	While my roles had been related to the State Council and not HRMA directly, my main focus had been on providing resources and opportunities for networking and shared experiences for the chapters around the state and ensuring smooth information flowed from SHRM to HRMA membership.
SHRM	10 yrs

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<p>Board, Committees</p>	<p>Council of SHRM as the Education Advocate and as State Director. As State Director, I also was Director Elect and Past Director for a total of 6 years active participation at the state level. As State Director I was also responsible for representing all SHRM membership in the state and our local chapters with national SHRM through a variety of committees. I have been active in the HR Excellence awards for the last four years.</p>
<p>Contributions</p>	<p>Showing NM as a role model for other states in terms of creativity with rural areas and our leadership conference for State Councils.</p>
<p>HR Experience</p>	<p>1995-2007 Intel Corporation Various HR roles ranging from HR Generalist, Diversity Manager, HR Manager, HR of the Future Program Manager, Work/Life Effectiveness Program Manager. 2007-2009 Charter Bank, Mortgage, and Insurance Senior VP, Human Resources Director Oversee all aspects of Human resources and training. More detailed resume upon request.</p>
<p>Greatest HR Contribution</p>	<p>I am proud of the people I have had the opportunity to develop and mentor have experienced great success and personal satisfaction in their own accomplishments. I have inspired people around me to push their view of HR to a manner in which we can be solid business partners first, experts in HR second. I have introduced programs in the workplace that result in organizational changes that improve productivity through better employee relations. These have had a lasting impact on organizations while ensuring that the profession benefits from the success.</p>
<p>How will he/she influence change and make a difference on the HRMA board.</p>	<p>The first goal is to ensure I do my individual job well enough through strong attention to detail, strong organization, and meeting commitments and deadlines. After that, it is to work with the board to ensure we are providing the right services and opportunities for our professionals to advance their skills and value to their organizations.</p>

2010 HRMA Board of Directors Nomination Summary

List any other board positions and/or accomplishments relevant to this position.	I was also the Treasurer for The Diversity Council from 2001-2004. I am currently on the Board of Trustees for Manzano Day School and serve on the Development Committee and Finance Committee.
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2010 HRMA Board of Directors Nomination Summary

Nominee	Shanna Jensen, SPHR
Position	VP, Communications
Certification	SPHR
What characteristics and qualities make this person an ideal candidate for the HRMA board?	I am part of the dynamic and ever changing HR profession, and would be honored to be part of an organization that brings valuable HR tools to HR professionals. I have a lengthy background in media, marketing, and communications, which has enabled me to be a pioneer in our HRMA communications arena this year. I hope to be able to continue this mission and develop some really valuable tools for our members.
HRMA	12 yrs
Board, Committees	VP of Communications 2008 Administration Committee 2007
Contributions	I think my greatest contribution with HRMA has been my ability to drive the communication to a higher technological and efficient platform(s). Although we are still in transition and troubleshooting- eventually this should put us in a better position that requires less admin work to simply communicate with members and prospective members.
SHRM	15 yrs

2010 HRMA Board of Directors Nomination Summary

Board, Committees	
Contributions	
HR Experience	I have been in HR since 1994; ValueRx (Diagnostek) - 1994 - 1996, Benefits Analyst and HR Generalist St Joseph Hospital 96-97, Comp Analyst Aerotek, 97-98, HR Rep Heel Inc, 98-01, HR Manager Sears Roebuck, 01-04, HR Manager Summit Electric Supply, 04-07, HR Generalist/Manager Honeywell FM&T, 07-Present, Sr. HR Generalist
Greatest HR Contribution	I truly believe that I have brought professionalism, innovative thought, big picture problem solving, and much more. However, that is likely exactly what a number of other HR professionals bring to the table everyday. I think that my greatest contribution includes bringing what my mentors have given me, and pass those skills, thoughts, philosophies, etc. on to my peers and team members. I think that the profession, departments and people become stagnant when people feel they believe they are fully educated and "know everything." HR will not grow if the people who represent the whole are not ever growing and understand that they must upping their game everyday. Just as we hear people in our cultures say, "that's how we have always done it," we have to avoid thinking of HR as a black and white world that doesn't CHANGE everyday. I hope that this is what my footprints say to my peers and team when they think of me.
How will he/she influence change and make a difference on the HRMA board.	Influencing change is hard, but I think I can influence others to see alternatives and approaches that will benefit our board and profession. I hope to influence and simply be a part of a team who has a mission to make a difference. I am not sure that "I" is the difference maker - it is WE as a board. We have to do that by collaborating as a whole and dreaming together. One thing I have noticed in the past year is a lack of constructive communication which nurtured unhealthy resentment. In our profession we should know better than anyone that communication is the key. I am hopeful to influence a more open and honest atmosphere. This should be fun as well as work, and I think we have lacked some genuine communication at times which has fostered gossip and misunderstandings.

2010 HRMA Board of Directors Nomination Summary

List any other board positions and/or accomplishments relevant to this position.	I have served as the Dir of Development for the AWSL twice, 02, 2008- present, and I was the President from 03-07.
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2010 HRMA Board of Directors Nomination Summary

Nominee	Michelle Detry
Position	VP, Professional Development
Certification	
What characteristics and qualities make this person an ideal candidate for the HRMA board?	Well connected to outstanding local, regional and national speakers, presenters, facilitators and educators. A strong ability to assess the skills and abilities of potential speakers and workshop presenters. Organized, dedicated, efficient with strong communication skills. Committed to the HR profession. Has demonstrated success as the current VP of Professional Development.
HRMA	12 yrs
Board, Committees	Current VP of Professional Development. Served on the Professional Development Committee several times over the past 12 years. Served on the student scholarship committee for 5 years
Contributions	As current VP of Professional Development, I have brought new and innovative speakers to HRMA. I have aggressively worked to broaden the HR topics presented and to further raise the quality of the presenters. I was able to schedule speakers for the entire year by April in order to provide better marketing information to the members.
SHRM	12 yrs

2010 HRMA Board of Directors Nomination Summary

<p>Board, Committees</p>	<p>Provided the SHRM Certification Learning System to Albuquerque for 2 years through Chapman University and 9 years through the Management Development Center at the University of New Mexico. Served on committees for the past 3 state conferences. Currently co-chair of the 2010 Speaker Committee.</p>
<p>Contributions</p>	<p>Broadening the scope of speakers at both HRMA and the past two State Conferences while improving the overall quality of the learning experience. Increasing the value of HRMA membership by providing speakers who present information that can be used immediately back on the job.</p>
<p>HR Experience</p>	<p>15 years experience in the HR, organizational development and organizational behavior fields. Organizational development expertise includes: organizational assessments; program design and development; training; training needs assessments; facilitating; meeting management; coaching and organizational consulting. HR expertise includes: executive recruitment; succession planning; design, development, and delivery of HR training programs; HR department assessments; and coaching to HR professionals</p>
<p>Greatest HR Contribution</p>	<p>Having worked with over 200 organizations to assess their organizational development needs and then develop appropriate programs including trainings, seminars, facilitations and retreats for these organizations; and therefore, creating better places to work for the state of New Mexico.</p>
<p>How will he/she influence change and make a difference on the HRMA board.</p>	<p>Will continue to provide high quality speakers directly relevant to the members of HRMA. Will provide overall leadership and direction to the HRMA board in areas of expertise. Will be an active and engaged member of the board.</p>

2010 HRMA Board of Directors Nomination Summary

List any other board positions and/or accomplishments relevant to this position.	NextStep Leader Mentoring, Mentor 2008, 2009; Advisory Board 2008-present NextGen Entrepreneurial Leadership Accelerator, Mentor 2005, 2006; Steering Committee, 2006 - 08 American Society of Training and Development, national and local Leadership Albuquerque Alumni Association
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2010 HRMA Board of Directors Nomination Summary

Nominee	Kim Barid
Position	VP, Public Relations
Certification	
What characteristics and qualities make this person an ideal candidate for the HRMA board?	I have been involved in SHRM since 1995 at all levels of the volunteer leader structure. I am very passionate about SHRM and am compelled to volunteer to help make the organization the best resource for HR Professionals. I am a very strong leader and idea person and continually generate new and better ways of doing things. I have a lot of great ideas to enhance and further develop the VP of Public Relations Role.
HRMA	7 yrs
Board, Committees	VP Communications, VP Membership, President and Past President
Contributions	I have served on the Human Resource Management Association of NM (HRMA) Chapter Board as the VP Membership, President Elect, President, and now Past President. I feel like a brought to the board a wealth of experience gained from all of my many volunteer leadership roles at various levels within the SHRM Volunteer structure. As VP membership, I grew the chapter by 100 members and the chapter was continually recognized by the Regional Leadership at SHRM as being one of the top local chapters for growth and SHRM member retention. As President Elect, I championed new social events to provide opportunities for HRMA members to network in a fun and relaxing environment. One of the events was a fundraiser for the SHRM Foundation. Due to the success of the event the chapter was recognized as a Chapter Champion for the SHRM Foundation. During my tenure as President of HRMA, I focused on developing member centric tools to enhance members' experience with HRMA. This included leading the efforts to design new marketing materials for HRMA members such as a new online newsletter and email communications, membership handbook and cutting edge chapter website. As Past President, I am leading the efforts to develop programming for the chapter that will contribute to the chapter's goal of Serving the Professional (STP). I developed a program called HR Career Spa that will include three brief one hour topics to help HR professionals in the Albuquerque market to refresh, invigorate and reengineer themselves to better position themselves in today's economic challenging times.
SHRM	12 yrs

2010 HRMA Board of Directors Nomination Summary

<p>Board, Committees</p>	<p>Society for Human Resource Management (SHRM) – Member since 1995 Human Resource Management Association of New Mexico (HRMA) President 2008, previously VP of Membership New Mexico SHRM State Conference Planning Committee Co-Chair Vendor/Sponsor Committee Colorado State SHRM Council State Council Director, Conference Chair, previously Deputy Director and College Relations Director SHRM Area VI Board of Directors College Relations Director SHRM National College Relations Committee Colorado Human Resource Association (CHRA) Public Relations Director from 2000 to 2002 as well as Professional Development Group Chair, for Student Chapter Relations Human Resource Management Association of New Mexico (HRMA) Board of Directors, Vice President of Communications (1997-1998)</p>
<p>Contributions</p>	
<p>HR Experience</p>	<p>10+ Years Talent Source, LLC, Recruiting system consulting and contract recruiting Jobing.com, Talent Scout, General Manager HR Search Firm, Managing Director Independent HR and Business Consulting Medved Colorado, Director of Human Resources Ortholink Corporation d.b.a. New Mexico Orthopedic Associates, P.C., Human Resource Manager</p>
<p>Greatest HR Contribution</p>	<p>The time that I felt most successful was when the CEO of the start up technology firm I consulted for in Boulder, Colorado, iWitness said, I love that you do and take care of everything I have on my mind without me having to say a word. At that moment I knew that I truly had a seat at the table.</p> <p>In every position I have been very successful at building and creating new systems and processes and driving the understanding that sound and solid HR and people practices is the ultimate key to business success.</p>
<p>How will he/she influence change and make a difference on the HRMA board.</p>	<p>I would like to help HRMA grow non-dues revenue as well as become recognized by the NM media as the source for all information related to companies, work and their employees. Non-dues revenue generations is the key to our chapter's financial health. I believe that if we put a simple marketing plan in place we can provide vendors to our profession with many ways to actively network and communicate with their target market in a way that adds value to our profession. Furthermore, I believe that we can grow the awareness and the understood value of our profession within the media by developing strong relationships. Whenever there is any issue that deals with companies and their employees, HRMA will be the voice that gets heard in the Albuquerque market.</p>

2010 HRMA Board of Directors Nomination Summary

List any other board positions and/or accomplishments relevant to this position.	I believe that my wealth of leadership experience in SHRM and the professional chapters and state councils it serves in both the Colorado and Albuquerque HR markets provides me with a great deal of knowledge and experience to draw from. I have both initiated and been involved in many different programs to both Advance the HR profession, as well as Serve the HR professional.
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2010 HRMA Board of Directors Nomination Summary

Nominee	Jalayne Wineland
Position	VP, Membership
Certification	
What characteristics and qualities make this person an ideal candidate for the HRMA board?	Jalayne is reliable, trustworthy, fun, energetic and ready to pitch in when help is needed.
HRMA	6 yrs
Board, Committees	Volunteer with Teamworks Membership Committee - Jalayne showed up for Membership Committee meetings. She did the New Member Orientation, and other tasks such as calling new members to welcome them to HRMA. She greeted members and new members as they come into the Luncheon
Contributions	Jalayne has a warm bubbly personality. She is a delight to be around. And always there when needed!
SHRM	

2010 HRMA Board of Directors Nomination Summary

Board, Committees	
Contributions	
HR Experience	21+ yrs Currently working in the Staffing industry.
Greatest HR Contribution	She has successfully placed countless HR professionals.
How will he/she influence change and make a difference on the HRMA board.	Jalayne would like to facilitate having new members meet each other: New members sit together; have an event periodically for new members such as meeting for breakfast.

2010 HRMA Board of Directors Nomination Summary

List any other board positions and/or accomplishments relevant to this position.	NM Facility Manager's Association Albuquerque Economic Development Ambassador Board
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