

Subject: Form submission from: RANDY LUNDBERG'S NORTHERN LIGHTS AWARD
Date: Tuesday, May 30, 2023 at 12:47:40 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Tuesday, May 30, 2023 - 12:47pm

Submitted by anonymous user: [74.85.231.130]

Submitted values are:

Program Title: Enhancing the SHRM Community

Chapter Name: Lower Columbia Human Resources Management Association

SHRM Chapter #: 0660

Number of In-chapter SHRM Members: 33

Chapter President Name: Stacey Brown

City: Astoria

State: Oregon

Contact Telephone #: 5,033,389,154

Contact Email: sbrown@oceanbeachhospital.com

State Council Nominating: Oregon State SHRM

State Council Director: Sarah Elkinton

State Council Director's Phone: 5,417,898,755

State Council Director's Email: sarah.elkinton@asante.org

Nomination Statement: LCHRMA partnered with the local area Chamber of Commerce to hold a night of "getting to know LCHRMA." 70 people from our community joined us to learn more about our chapter and our offerings. At least 2 new members joined since then and attendance at our events has gone up. Local businesses are aware of our offerings, and we hope will take advantage of our expertise and experience in the field.

It was a great success.

The results of this submission may be viewed at:

<https://nhрма.shrm.org/node/149/submission/707>

Chapter Excellence Award

Thursday, July 20, 2023 at 14:55:47 Pacific Daylight Time

Subject: Form submission from: RANDY LUNDBERG'S NORTHERN LIGHTS AWARD
Date: Thursday, June 1, 2023 at 2:43:37 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Thursday, June 1, 2023 - 2:43pm

Submitted by anonymous user: [98.97.33.122]

Submitted values are:

Program Title: DEI Workshop for Employers

Chapter Name: Central Oregon SHRM

SHRM Chapter #: 310

Number of In-chapter SHRM Members: 233

Chapter President Name: Cynthia Bene'

City: Bend

State: Oregon

Contact Telephone #: 5,417,498,763

Contact Email: Cindybene1@msn.com

State Council Nominating: Oregon State SHRM

State Council Director: Sarah Elkington

State Council Director's Phone: 5,417,898,755

State Council Director's Email: Sarah.Elkington@asante.org

Nomination Statement: Central Oregon SHRM is being nominated because we are proud to have partnered with other Central Oregon businesses including the Central Oregon Employers Council and the Bend Chamber of Commerce to offer a 3-Day immersive DEI workshop.

Central Oregon is a not a very diverse area and DEI isn't always in the front of businesses minds, so we collaborated to bring this much needed training to Central Oregon and get the importance of DEI in the workplace and for businesses out to a broader audience. The workshops were well received with many positive survey responses.

Our workshops consisted of highly-impactful training around diversity, equity and inclusion specific to business environments, with an overall goal of increasing the sense of belonging for employees across Central Oregon, and driving better outcomes for local organizations. We designed the series to be especially impactful to HR leaders and professionals.

The workshops took place on 2/28, 3/1 & 3/2, with 4 workshops in 3 days held in Redmond & Prineville. The workshops were well attended. We had 165 attendees representing 80+ organizations. 4 of our chapter members were especially instrumental in making this happen: Stephanie Trexler, Heather McKendry, Jody Saffert & Cynthia Bene'. It was such a successful endeavor that CORSHRM is continuing future collaboration discussions with both the Central Oregon Employers Council and the Bend Chamber of Commerce to bring more national speakers and trainings to Central Oregon for our CORSHRM and community members.

The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/149/submission/708>

Subject: Form submission from: RANDY LUNDBERG'S NORTHERN LIGHTS AWARD
Date: Monday, June 19, 2023 at 10:42:43 AM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Monday, June 19, 2023 - 10:42am

Submitted by anonymous user: [97.94.246.17]

Submitted values are:

Program Title: Enhancing HR in the Community
Chapter Name: Rogue Valley SHRM
SHRM Chapter #: 234
Number of In-chapter SHRM Members: 162
Chapter President Name: Brandy Birrueta
City: Medford
State: Oregon
Contact Telephone #: 5,419,417,907
Contact Email: tonya@sowlesconsulting.com
State Council Nominating: Oregon State SHRM
State Council Director: Sarah Elkinton
State Council Director's Phone: 5,418,404,582
State Council Director's Email: Sarah.Elkinton@asante.org

Nomination Statement: Rogue Valley SHRM has been working to enhance and bring awareness to the HR Profession in Southern Oregon at all levels with high school students, college students and existing HR professionals. In 2022, we hosted and participated in 3 events specifically designed to bring awareness to HR opportunities and create connections to other professionals and our chapter.

Building on the success of our return to in person/hybrid events, HR Networking Night: Celebrating our Passion and Purpose was developed to increase outreach to HR professionals, membership engagement and growth for the chapter. Our 2022 Goals to 1) increase membership by 10% or a total of 16 members, 2) outreach to at-large membership for chapter affiliation, 3) support, engage and retain current membership.

Membership campaigns were utilized to promote SHRM and chapter membership benefits. We utilized our Newsletter, website, social media and SHRM eblast to invite both members and at large members to the event. Speakers were selected to discuss topics in a Tedx style event sharing information on important topics facing HR professionals as well as the benefits and connection of SHRM/RVSHRM chapter membership.

Careers In Gear assists local employers developing talent pipelines with future employees. RVSHRM's and Careers-In-Gear's 10-year partnership produced this annual community event preparing high school students for future careers. The goal: engage HR professionals on the benefits of their career while stimulating the minds of freshman and sophomore students through engaging fun. HR volunteers shared HR as a career, HR's role in career development, helped students identify potential career paths, local employment opportunities, and taught career readiness.

Three RV SHRM Board Members were involved with the planning of the event. Engaged/promoted membership and the HR profession through chapter members conducting table talks discussing career readiness, interview strategies, student career planning. Finally, students entered a prize raffle drawing after submitting written answers to 3 questions: 1) What is Human Resources? 2) What did I learn at the HR RVSHRM booth? and 3) How will I apply this knowledge for my own career exploration? Raffle winners were chosen at random and prizes awarded. HR Profession and RV SHRM membership promoted to 2000+ students and 86 local business.

SOU Business After Hours Event was a result of a partnership with RVSHRM and Southern Oregon University developed to provide an opportunity for Business Students and professionals to network. Allowing students and businesses to seek internship candidates and careers. Four board members attended the event to share information about the HR Profession, SHRM and RVSHRM Membership. We had a QR Code to share to follow RVSHRM on social media.

The event was very successful. Many attendees used the QR Code to follow our social media accounts. We had 13 individuals share their contact information for additional information on SHRM/RVSHRM Membership. We are excited to work with SOU to potentially offer scholarships for a few student memberships to SHRM/RVSHRM. The School of Business found such value they are planning additional events like this in 2023. The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/149/submission/710>

Chapter Excellence Award

Thursday, July 20, 2023 at 14:56:02 Pacific Daylight Time

Subject: Form submission from: RANDY LUNDBERG'S NORTHERN LIGHTS AWARD
Date: Friday, June 23, 2023 at 6:00:56 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Friday, June 23, 2023 - 6:00pm

Submitted by anonymous user: [216.115.123.20]

Submitted values are:

Program Title: Retention in a Big Small Space

Chapter Name: Northern Alaska SHRM

SHRM Chapter #: 453

Number of In-chapter SHRM Members: 71

Chapter President Name: Ann Kjera

City: Fairbanks

State: Alaska

Contact Telephone #: 9.075.908.538

Contact Email: rak@alascconnect.com

State Council Nominating: Alaska State SHRM

State Council Director: AK

State Council Director's Phone: 9.073.503.464

State Council Director's Email: bbeth1978@gmail.com

Nomination Statement: The Northern Alaska Chapter is a small chapter that works hard to increase the size of its membership in a vast geographic region of roughly 293,206 sq. miles. And their board consists of 7 members.

Their project was to increase membership by 3%. Working together, their Membership Director and President (and all board members) created and presented presentations to their chamber of commerce. Through that presentation, flyers, and local HR community outreach, promoting and sharing of the value-add of the chapter, they were able to reach and exceed their goal; which included adding three new members from the remotest of locations; Norton Sound, Kuupkik, and the Northwest Arctic Borough. The final increase in chapter membership was 22% last year.

Additionally, through the leadership of their Certification and Program Directors, the chapter provided consistent quality programming to their membership through monthly membership meetings. Their training included presentations on conducting investigations, legislative updates, employment law updates, employee benefits issues, what all employers should know about unions, gender issues in employment law, and achieving work life integration. HRCI and SHRM credits were obtained for members and the events were hosted online.

This little chapter has been successful in creating opportunities for its membership to keep their knowledge and skills honed, for networking, and for reaching out to very underserved areas in the state of Alaska.

The results of this submission may be viewed at:

<https://nhma.shrm.org/node/149/submission/711>

Subject: Form submission from: RANDY LUNDBERG'S NORTHERN LIGHTS AWARD
Date: Monday, June 26, 2023 at 11:57:52 AM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Monday, June 26, 2023 - 11:57am

Submitted by anonymous user: [75.146.53.13]

Submitted values are:

Program Title: Springing Forward Conference

Chapter Name: West Sound Human Resources Management Association (WSRHMA)

SHRM Chapter #: 0229

Number of In-chapter SHRM Members: 120

Chapter President Name: Adriann Dooly

City: Bremerton

State: Washington

Contact Telephone #: 4,256,912,596

Contact Email: adooly@tppgrp.com

State Council Nominating: Washington State SHRM

State Council Director: Mike Zahniser

State Council Director's Phone: 3,607,873,732

State Council Director's Email: z@mikezahniser.com

Nomination Statement: Emerging from the confines of COVID gave WSRHMA the impetus to think a little differently about how we approached our conferences that we held for our chapter. How could we leverage the now common technology and thinking of holding a conference virtually? With a virtual conference, what does that mean for the variety of speakers/presenters we may be able to include? How could we provide opportunities for networking for our chapter members so that they might be able to expand their professional relationships? These questions and more had us thinking.

Our ideas exploded, and soon we became excited about yet another idea that is rooted in something we are always trying to have our teams at work do: collaborate. With this in mind, we approached South Puget Sound SHRM to see if they were interested in partnering on offering a joint conference. Turns out they were, and 2022 brought about the first collaborative conference between our organizations, and it was a wild success.

Keeping this in mind, we were eager to try it again. Word had spread about what we had done, and another chapter asked to join in on the efforts. Our 2023 Springing Forward conference was now a tri-chapter event, including now WSRHMA, SPS SHRM and Olympia SHRM.

The leveling up of this conference over the previous one happened in a number of places. First, we were able to provide this conference as a hybrid event – holding it in person as well as in a virtual setting. This allowed for our members, and others, to attend no matter where they were. We had attendees from as far away as Maine, and as close as Gig Harbor on the virtual platform, to which they were able to listen and learn as well as connect through the chat functions of the platform to expand their networks. Attendees also chose to attend the in-person event, enjoying the ability to have face-to-face conversation and interaction while learning from the speakers.

The second improvement to the previous event was that we included a happy hour gathering the night before the conference. This was in mixer style: food and drink as well as bowling and duck bowling available, and swag bags given to happy hour attendees. We received a resounding "thumbs up" on the happy hour event where people were able to enjoy the festivities and get to know colleagues from around the Kitsap-Pierce-Thurston county areas.

Content for the conference was top-notch. Three topics which were highly relevant to today's workplace environment included a discussion about remote/hybrid teams; an employment law update; and an opportunity to learn the art of negotiation success. This last topic is something to note because it was a request from a number of members of the WSRHMA chapter because they found themselves in continual negotiations while hiring candidates and wanted to have detailed discussions, best practices and tips to gain knowledge in this specific area of HR.

WSRHMA Chapter Members specifically involved in this effort include Adriann Dooly, Marie LaMarche, Rachael Taylor, Kirsten Yunuba-Stephens, Lorraine Viers and Monica Blackwood.

The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/149/submission/712>

Subject: Form submission from: RANDY LUNDBERG'S NORTHERN LIGHTS AWARD
Date: Wednesday, June 28, 2023 at 8:52:09 AM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Wednesday, June 28, 2023 - 8:52am

Submitted by anonymous user: [65.74.20.74]

Submitted values are:

Program Title: Strengthening Membership Development, Fostering Leadership, Transforming HR Professionalism

Chapter Name: Anchorage SHRM

SHRM Chapter #: 200

Number of In-chapter SHRM Members: 524

Chapter President Name: Patty Hickok

City: Anchorage

State: Alaska

Contact Telephone #: 9,076,025,129

Contact Email: hickok_p@yahoo.com

State Council Nominating: Alaska State SHRM

State Council Director: Molly Webb

State Council Director's Phone: 9,073,503,464

State Council Director's Email: bbeth1978@gmail.com

Nomination Statement: ASHRM (the Anchorage chapter of the Society for Human Resource Management) has proven its commitment to excellence in HR by supporting the development of area HR professionals and students. By offering continuing education opportunities, ASHRM efforts have advanced HR practices and created strong professional growth through its networks.

In the last year, ASHRM hosted twelve professional development events for professional and student members. The series facilitated engagement and catered to our constituents' diverse needs. With a focus on encouraging student participation, ASHRM made significant strides in identifying and nurturing future leaders.

Recognizing the challenges posed by demanding work schedules and limited availability for physical meetings, ASHRM successfully scheduled a mix of virtual and in-person professional development events. This approach allowed members to actively take part, regardless of their proximity and workday demands. By embracing virtual communication platforms, ASHRM ensured inclusivity and participation from individuals who may have otherwise been unable to engage fully. This has been particularly beneficial for those working on the military base and for working students who lack the seniority to secure extended lunch periods for in-person events.

The continuation of virtual meetings post-COVID has had a positive impact on member engagement. It has facilitated the participation of individuals who previously faced barriers to attending physical meetings, enabling them to stay connected and involved. Additionally, in-person meetings have provided valuable networking opportunities and rekindled professional friendships, contributing to the vitality of the chapter.

ASHRM has also demonstrated a commitment to developing future HR leaders by engaging students as guests in webinars. By providing the webinars as a channel leading to mentorship, ASHRM has created a pipeline of talent for the HR profession. This commitment to developing talent has had a far-reaching impact within the broader HR community.

One example is the successful nurturing of a graduate student who attended ASHRM throughout the year prior to graduation. By maintaining alternatives for access to ASHRM's activities, practices, and culture, this student had the opportunity to develop leadership skills. As a result, they expressed the desire to become more involved in service to the profession. They upgraded their membership to the professional level immediately upon finishing their degree and accepted a nomination for a significant board leadership role as Treasurer. Their familiarity with ASHRM streamlined their onboarding process, and their financial skillset met a critical need for the organization. This success story exemplifies the value of virtual meetings in enabling individuals to fulfill board obligations while accommodating their specific circumstances.

In conclusion, ASHRM's dedication to supporting HR professionals is strengthened via its intentional culture of support on the board. By offering a diverse range of virtual and in-person events, ASHRM has fostered member engagement, catered to individual needs, and facilitated professional growth. Furthermore, new mentorship initiatives have resulted in effective succession planning, ensuring a seamless transition within leadership roles. These transformational achievements highlight the strength and visibility of ASHRM, positioning it as a vibrant force in advancing HR practices, and cultivating exceptional leadership for the field and for the chapter. The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/149/submission/713>

Subject: Form submission from: DISTINGUISHED MEMBER AWARD
Date: Friday, June 30, 2023 at 4:15:53 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Friday, June 30, 2023 - 4:15pm

Submitted by anonymous user: [69.12.2.3]

Submitted values are:

Nominee's First Name: Patty
Nominee's Last Name: Hickok
Nominees's Current Certification Designation:
SHRM-SCP
SPHR
GPHR

Nominee's Phone: 9076025129
Nominee's Address: 16602 River Heights Loop
Nominee's City: Eagle River
Nominee's State: Alaska
Nominee's Zip Code: 99,577
Your First Name Carly
Your Last Name Fielding
Your Business Title: Director of Human Resources
Your SHRM Member ID: 164926
Your Email: carly@lynden.com
Your Phone: 9076322821
Your Address 5748 Flagstone Circle
Your City: Anchorage
Your State: Alaska
Your Zip Code: 99,502

Nomination Statement: We are thrilled to highlight the incredible achievements of Patty Hickok, a true trailblazer in the HR profession. As a nominee for NHRMA's Distinguished Member Award, Patty's exceptional service and outstanding contributions to HR over the past 22 years makes her the ideal candidate for this honor. With unwavering dedication and remarkable leadership skills, Patty has consistently pushed the boundaries of what is possible in HR. From her humble beginnings as the President of the University of Alaska Anchorage (UAA) SHRM Student chapter in 2001, Patty has risen to become the only Alaskan to hold the top four SHRM leadership positions at the student, chapter, State Council and NHRMA level. Her career has been marked by numerous recognitions and accolades, and we share some achievements of Patty's inspiring journey.

As ASHRM's Programs Chair and Alaska State Conference Chair, she initiated the certification pre-approval process for all HR programs offered in Alaska around 18 years ago. As co-chair of NHRMA's Annual Conference, she helped bring the event to Alaska in 2012. Patty holds the SPHR and GPHR, became the first Alaskan to be SHRM-SCP certified and promotes the importance of certification. Through these achievements, she demonstrates her commitment to professional development. Her expertise is frequently sought after for HR blogs and publications.

In 2018, Patty played a pivotal role in incorporating the MatSu chapter as a Member Service Area under ASHRM. Her efforts ensured that members who would have otherwise lost their chapter were embraced by ASHRM. During the pandemic, she played a key role in developing a strategy to continue serving the membership and returning to in-person programs in 2022.

Patty participates in programs like Jr. Achievement, Anchorage School District, and student chapters. She was the keynote speaker at NHRMA's 2022-HRLT Conference. She has mentored students and aspiring professionals. Patty holds 4 degrees from the University of Alaska Anchorage (AA-1999/2008, BBA-2001, MBA-2003). Her past involvement in the UAA Alumni Board of Directors and Jr. Achievement Advisory Boards and her current service in the Advisory Boards of University of Alaska-Southeast and University of Alaska-Anchorage speaks volumes about her dedication to education and the role it plays in workforce readiness.

Patty has received the following recognitions:

- 2003 NHRMA Robert Denomy Award for Student Leadership
- 2015 UAA College of Business Mentor of the Year
- 2016 NHRMA Distinguished Member
- 2017 National Exemplary Teacher
- 2022 ASHRM Member of the Year
- 2003-2022 NHRMA Randy Lundberg and SHRM Pinnacle (11 total) for initiatives with ASHRM and Alaska SHRM State Council

In today's world, where every organization strives for excellence, it is those who excel in their field and extend their contributions beyond the workplace who stand out the most. One such person is Patty Hickok, whose remarkable contributions to NHRMA/SHRM embody the essence of the award and serve as an inspiration to students and HR professionals in the NHRMA region. Her spirit of giving, passion for excellence, and dedication to the community make her a model of what it means to be a NHRMA Distinguished Member.

Additional Letter of Recommendation - 1: [NHRMA Hickok Recommendation Letter 1.pdf](#)

Additional Letter of Recommendation - 2: [NHRMA Hickok Recommendation Letter 2.pdf](#)

Service History: [NHRMA Hickok ServiceHistory_.pdf](#)

The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/154/submission/717>

Student Award (Undergraduate)

Thursday, July 20, 2023 at 14:55:03 Pacific Daylight Time

Subject: Form submission from: ROBERT DENOMY AWARD FOR STUDENT LEADERSHIP
Date: Thursday, June 29, 2023 at 12:09:20 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Thursday, June 29, 2023 - 12:09pm

Submitted by anonymous user: [70.89.116.97]

Submitted values are:

Student Name: Jake Condon
University: Eastern Washington University
Bachelor Program: Business Information Systems & Analytics, Minor in HR
Year (i.e. junior, senior): Senior
State: Washington
Student Telephone #: 5,096,889,091
Student Email: jcondon2@ewu.edu
Nominated By: M. Eldonna Shaw-Davis, Advisor EWU Student SHRM
Nominator's Phone: 509,907,576
Nominator's Email: mshaw13@ewu.edu

Nomination Statement: Jake Condon is our current Chapter President and was one of the founding members of our Chapter when it was Chartered in 2022. That year he served that year as Vice President. He has excellent leadership skills and is a calm and focused listener who draws the best from members as he engages them in activities. He is a humble leader who is reluctant to take credit for achievements and gives that recognition to the group.

This past year he participated as a speaker at the Welcome New Students program for the School of Business and at the Student SHRM booth at the EWU Neighbor Day beginning of the Fall Term '22 where he spoke to students interested in joining the Student SHRM Chapter. He coordinated setting up a tour of Itron, at their Liberty Lake facility and asked the HR Department to invite the Gonzaga Student Chapter. There were 30 students in equal attendance from both universities who toured the research lab and interacted with 8 HR specialists following a presentation by each concerning their specialty and role with the company. Jake also worked with the accounting honorary, Beta Alpha Psi, to co-sponsor a DEI Workshop on campus featuring a presentation by the EWU Director of the Office of Diversity and Inclusion. He and the President of BAP introduced the program. He is currently participating in an Information Systems internship at the Mercer Company, a nationally known employee benefits company.

He is involved in the community as an active volunteer for the golf program for Special Olympics and has participated as a coach during his college experience.

I whole heartedly recommend Jake Condon for the Robert Denomy Outstanding Undergraduate Student Award.

M. Eldonna Shaw-Davis, MA, CEBS

The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/150/submission/714>

Student Award (Undergraduate)

Thursday, July 20, 2023 at 14:55:10 Pacific Daylight Time

Subject: Form submission from: ROBERT DENOMY AWARD FOR STUDENT LEADERSHIP
Date: Friday, June 30, 2023 at 1:53:41 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Friday, June 30, 2023 - 1:53pm

Submitted by anonymous user: [71.238.52.31]

Submitted values are:

Student Name: Gabriel Hurwitt
University: Oregon State University
Bachelor Program: Bachelor of Management, HRM specialization
Year (i.e. junior, senior): Senior (graduated June 2023)
State: Oregon
Student Telephone #: 5,303,632,457
Student Email: ghurwitt@gmail.com
Nominated By: Michele Swift (SHRM Chapter Advisor)
Nominator's Phone: 5,419,155,236
Nominator's Email: michele.swift@bus.oregonstate.edu

Nomination Statement: It is with great pleasure that I nominate Gabriel Hurwitt for the NHRMA Undergraduate Student Award. Gabriel just graduated in June 2023 from Oregon State University with a Bachelor in Management, where he specialized in Human Resource Management, and a minor in Chemistry.

Gabriel transferred from a community college to Oregon State in September 2021 where he promptly got involved in the College of Business (COB) mentor program, where he provided guidance and mentoring to four first-year students, and later became involved in OSU's HR/Management Association SHRM student chapter. Gabriel became a SHRM student member in the spring of 2022 and shortly after decided to run for president. Becoming president of the HR/Management Association was a stretch for Gabriel. By nature, Gabriel is an introvert and is more comfortable playing a back seat role. Becoming president put him in the front seat and I'm thrilled to say Gabriel rose to the challenge. During the 2022-2023 academic year, he successfully coordinated a team of seven officers, facilitated the chapter's weekly meetings, and led the planning and implementation of the chapter's Wellness Week initiative. He also captured the attention of the College of Business (COB) engagement team and they invited him to participate in the COB Career Success Center Fall Advisory Council meeting where he impressed the members of the council.

One moment that will always stand out to me as demonstrating Gabriel's leadership skills is how he handled the process of getting a group of 10 OSU students to Juneau, Alaska for the HR Leaders of Tomorrow conference. Because I was already in Juneau, Gabriel assumed responsibility for getting the student group Juneau. Their travel began without issue until they got to the airport – where they learned that all their birth dates were scrambled in Alaska Airlines system. They managed to survive the confusion and got through security only to then have their scheduled flight delayed, such that they were going to miss their connection in Seattle. Gabriel was on it though and quickly got everyone rebooked on a later flight. Through the entire process, he could tell the group was anxious and he continually reassured them it would all be fine (such that I later learned they started to call him "dad").

In addition to Gabriel's full-time studies and his responsibilities as the HR/Management Association president, Gabriel also worked part-time at a local veterinary hospital as a management intern where he worked at putting what he was learning in his HR classes to work. He conducted a job analysis and developed 15 job descriptions that could then be used to help fill positions, identify training needs, and for performance appraisals. This was in addition to ensuring compliance with the American Animal Hospital Association (AAHA) five categories of standards: quality of care, management, medical records, facility, and diagnostics and pharmacy. Gabriel hopes to find a full-time position in a veterinary clinic where he can continue to put his HR education to work.

For all of these reasons, I believe Gabriel is deserving of the NHRMA Undergraduate Student Award.
The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/150/submission/715>

Student Award (Undergraduate)

Thursday, July 20, 2023 at 14:55:19 Pacific Daylight Time

Subject: Form submission from: ROBERT DENOMY AWARD FOR STUDENT LEADERSHIP
Date: Friday, June 30, 2023 at 11:46:35 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Friday, June 30, 2023 - 11:46pm

Submitted by anonymous user: [104.225.212.17]

Submitted values are:

Student Name: Taylor Wright
University: Wayland Baptist University
Bachelor Program: Business
Year (i.e. junior, senior): Sophomore/Junior
State: Alaska
Student Telephone #: 9,073,606,563
Student Email: taylor.wright@wayland.wbu.edu
Nominated By: Dr. Mary M. Rydesky
Nominator's Phone: 9,072,272,393
Nominator's Email: mary.rydesky@wayland.wbu.edu

Nomination Statement: Mr. Taylor Wright, an undergraduate student at Wayland, has been a leader from the start of his academic career. Hearing an upper-level student speak about Wayland Baptist University SHRM student chapter #5583, he began seeking ways to become an active member. In his first year, he identified himself as interested in the purpose of SHRM, how students can participate and grow through WBU SHRM, ASHRM, NHRMA, and SHRM.org, and how he could engage other students. As WBU SHRM is the only student group on the WBU campus, he quickly had the attention of faculty, staff, and students. He has remained consistent in his SHRM participation, joining the WBU SHRM Board as Communications Director and later accepting the office of Treasurer.

Taylor works two jobs, maintains his grade point average, and contributes to the community through volunteering. He balances community engagement with family, school, and work. He has been recognized at his primary job and has been successful in gaining opportunities for growth. Even as an entry-level employee, he was able to gain permission for time off to attend the NHRMA student conference in April 2023, where he learned of new opportunities to serve his projected profession and career. Taylor has been able to demonstrate to other students how to balance priorities and to manage mental health. His exposure to bullying in the workplace has motivated his interest in human resources management in support of managing stress-related mental health.

As an outcome of his first two years in SHRM as a student, and by engaging in every opportunity, Taylor's commitment to SHRM has a strong foundation. He is currently participating as a mentee in the new WBU SHRM/ASHRM mentorship program. He has served as editor of the digital newsletter of the WBU SHRM and as spokesperson to new students. The instructor of the initial course for all students requests him to present each term. So that students are aware of student leadership opportunities through WBU SHRM.

Taylor has been recognized by SHRM.org as a scholarship recipient (2023). This student is not funded for his education through tuition reimbursement or military programs or student loans. His drive to gain both Bachelor's and Master's degrees is strong, and he sees the connection between his interests and human resource management in his career success. Given his participation as a student leader and the recognition he has gained through his engagement in WBU SHRM and NHRMA's HR Leaders of Tomorrow, he has shown potential as an eventual career leader who will remain active in local, regional, and national SHRM.

Please consider my nomination of Taylor Wright based on the alignment of his performance as a student leader with the focus of the Undergraduate Student Award that honors Robert Denomy.

The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/150/submission/719>

Student Award (Graduate)

Thursday, July 20, 2023 at 14:55:28 Pacific Daylight Time

Subject: Form submission from: Sharon Koss Award
Date: Friday, June 30, 2023 at 2:39:23 PM Pacific Daylight Time
From: Northwest Human Resource Management Association on behalf of Northwest Human Resource Management Association
To: NHRMA Awards

Submitted on Friday, June 30, 2023 - 2:39pm

Submitted by anonymous user: [71.238.52.31]

Submitted values are:

Student's Name: Elizabeth French

University: Oregon State University

Master's Program: MBA, HR Concentration

Year (i.e. 1st, 2nd, etc.): 2nd

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Nominated By: Michele Swift (SHRM Chapter Advisor)

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Nomination Statement: It is with great pleasure that I nominate Elizabeth French for the NHRMA Graduate Student Award. Elizabeth is an MBA student in the College of Business at Oregon State University, where she's earning a concentration in Human Resource Management.

I first met Elizabeth when she was in my Compensation Management class in Winter 2023. She was an amazing student who demonstrated an obvious passion for and understanding of the people side of the business. As a former executive, she also understood the importance and complexities of HR and was interested in helping everyone else in the class to understand that as well. For all of these reasons, I encouraged her to join and get involved in OSU's SHRM student chapter – which she promptly did!

Elizabeth's years of professional and managerial experience uniquely positions her to mentor and support her fellow graduate students as well as undergraduate students. Prior to starting her MBA, she spent three years as the executive director for a hospice and palliative care facility and almost twenty years with a leading engineering firm where she filled a number of different roles. She draws on this breadth and depth of experience to actively help other students research potential employers, prepare for interviews, and evaluate and negotiate job offers. Her peers recognize the value of her expertise and appreciate having her as a resource.

As soon as Elizabeth joined SHRM and OSU's HR/Management Association (SHRM student chapter), she offered to assist me in my role as chapter advisor and be a mentor to the incoming 2023-2024 leadership team. I asked if she'd be willing to be the chapter president during Fall 2023 and help me prepare others on the leadership team to step in to the role after she finishes her studies (Fall term will be her last term). She graciously agreed and has already starting thinking about how she can best draw on her strengths and her experience to position the leadership team for success. While there are many things I appreciate about Elizabeth, I especially appreciate her strategic thinking and her willingness to draw on her network to help support the student chapter.

In addition to her more than 25 years of professional and management experience, Elizabeth is also active in her local community. She's been a member of the City of Corvallis/Benton County Economic Development Advisory Board for over 15 years and has served as a board member on the Microsoft Volume Licensing Advisory Board, the Corvallis Chamber of Commerce, and a number of other non-profit boards.

While Elizabeth still has one more term to go before she completes her MBA, she's already laying the foundation for her post-MBA plans. She's applied to be a Management instructor for OSU's College of Business and the tentative plan is for her to teach our Organizational Behavior course and our Ethics course (which has a lot of connections to HR). I wouldn't be surprised if she eventually also taught a section of HR or managed to get involved in providing professional development opportunities for both our graduate and undergraduate students. In the meantime, I'm happy to say she'll be a student in the Strategic HR Management course I'll be teaching in Fall term and will TA my undergraduate section of HR Management.

For all of these reasons, I believe Elizabeth is deserving of the NHRMA Graduate Student Award.
The results of this submission may be viewed at:

<https://nhrma.shrm.org/node/152/submission/716>