



Columbia Society for Human Resource Management

2019 BOARD OF DIRECTORS

President: Christi Sheppard, SHRM-SCP, SPHR,

Christi has served as chapter Vice-President, Treasurer, Membership Chair, Secretary and Certification Chair. She has been Human Resources Manager for the information technology consulting group TM Floyd & Company since 2004, with HR responsibility for approximately 225 employees. Prior to that, Christi was in Human Resources with the State of South Carolina for 10 years. She received her Bachelor's Degree from Clemson University. Previously, Christi served as President of the S.C. International Personnel Management Association.

Vice-President: Bryan Gates, MHR, PHR, SHRM-CP.

Bryan's professional experience includes all facets of human resources. Bryan has served on the Columbia SHRM Board since 2010 and is currently serving on the SC SHRM State Council as a District Director. Bryan has previously served as the President and Treasurer for the South Carolina Healthcare Recruiters Network, as well as a board member with the South Carolina Healthcare Human Resources Association and Lexington Technology Center Advisory Board. Bryan is employed with Lutheran Homes of South Carolina, Inc. as the Vice President of Human Resources and has previously worked in human resources in state government, health care and the staffing industry. Bryan holds a Bachelor's Degree in business administration from the University of South Carolina and a Master's Degree in human resources and employment relations from Penn State University.

Treasurer: Mylene Virata, PHR,

SHRM-CP, MHA. Mylene has served on the CSHRM board as Student Liaison, Secretary, and Membership chair. She has over 15 years of human resources experience, including recruitment and retention, employee relations, workforce development, payroll, compensation and benefits administration, in both the private and public sectors. She has been employed at SC Department of Juvenile Justice since 2007, holding several positions including Employment Specialist, Benefits Specialist, Time and Leave Administrator, and Benefits Manager. As the current Benefits Manager, Mylene is responsible for overseeing Insurance, Retirement, Worker's Compensation, and Wellness for approximately 1500 employees. Mylene earned a Bachelor of Science degree in Psychology from Wofford College and a Master of Health Administration degree from the School of Public Health at the University of South Carolina.

Secretary: Rita Halverson. Rita has over 20 years of human resources experience and has worked in both the private and public sectors. She is currently employed with Palmetto Health as a Human Resources Business Partner. Rita earned a Bachelor of Science degree in Business Administration from Southern Wesleyan University and a Master of Arts in Human Resources Management degree from Webster University.

Membership Chair: Jim Fadell, Jim is the Owner of Carolina Training & Assessments. He earned a Bachelor of Science degree in chemical engineering and an MBA with a specialty in organizational dynamics and leadership. Jim has more than 25 years of leadership experience with Fortune 500 companies and is an experienced trainer and facilitator. Jim provides leadership consulting services and is an Authorized Partner for Everything DiSC®, PXT Select™, and Five Behaviors of a Cohesive Team. Also, he is an adjunct professor at the University of South Carolina PMBA program and has been on the CSHRM Board since 2013.

Student Liaison: Rhonda Midgette, PHR, SHRM-CP. Rhonda is VP/ HR Manager – Shared Services at TD Bank providing strategic resource planning

and HR consulting to two divisions while managing a team of HR Business Partners. Previous experience includes VP/HR Business Partner & Diversity Manager for First Citizens Bancorporation, roles as a Generalist and Recruiter for Blue Cross Blue Shield, Staffing Manager for West Eagle Job Net (industrial staffing), and in Investigations at Food Lion. She is a graduate of Catawba College and completed the Riley Institute Diversity Leadership Initiative in 2009. She also serves on the Board of the S.C. Diversity Council and the HR Committee for the South Carolina Bankers Association.

Certification Chair: Brennen Gerards MHR, PHR, SHRM-CP, SWP. Brennen received his Master of Human Resources degree from the University of South Carolina and has over 10 years of Human Resource experience. Brennen is currently the Talent Assessment Manager for BlueCross BlueShield of South Carolina and specializes in talent acquisition and pre-employment assessments. Brennen is certified as a Professional of Human Resources (PHR), SHRM Certified Professional (SHRM-CP) and holds several additional certifications.

Media Chair: Sheila Willis. Sheila is an attorney with Fisher & Phillips, PA, and practices in the area of labor and employment law. She represents employers and managers in a variety of labor and employment matters, frequently advising clients regarding hiring, discipline, investigations, and other related issues. Sheila has extensive experience working on collective actions under the Fair Labor Standards Act (FLSA) and class actions under wage and hour state laws. She also handles matters related to employment discrimination, wage and hour litigation, OFCCP compliance, unemployment proceedings, as well as providing training for supervisors and managers on harassment, Equal Employment Opportunity (EEO) compliance, the Family Medical Leave Act and many other areas. Sheila previously worked as a Staff Attorney for the South Carolina Supreme Court. Sheila is licensed to practice law in South Carolina and is a member of the Employment and Labor Law Section of the South Carolina Bar. Sheila serves on the Board of Directors for the South Carolina Women Lawyers Association and is its

Immediate Past-President. She is currently the President-Elect for the South Carolina Bar Young Lawyers' Division and is a member of the Junior League of Columbia. Sheila is a four-time recipient of the Star of the Quarter Award, and three-time recipient of the President's Award, both presented by the South Carolina Young Lawyers Division. Prior to attending law school, Sheila served in store leadership for a Fortune 500 retail company and has served as Assistant Manager for a fast-food restaurant chain. Sheila received her Bachelor's Degree in Business Administration, double-majoring in management and marketing, with a concentration in Human Resources, from the University of South Carolina and her Juris Doctor degree from the University of South Carolina School of Law.

Workforce Readiness Chair: Rodger Benson PHR. As a graduate of Albany State University (Ga.), Rodger received a Bachelor of Science degree in Biology and was commissioned into the U.S. Army as a 2nd Lieutenant/Helicopter Pilot. Rodger left the Army for a career in manufacturing in a variety of leadership positions with companies such as Safelite Glass Corporation and Abbott Laboratories. With Abbott, Rodger transitioned from manufacturing/operations to human resources and received his PHR certification in 2001. Rodger has held a number of progressive human resources leadership positions with Abbott Laboratories and Eaton Corporation prior to joining Starbucks Coffee Company as the partner resources manager for the Sandy Run Roasting Facility in 2012. In 2016, Rodger assumed the role of sr. operations manager in the Sandy Run Roasting facility of Starbucks Coffee company.

Legislative Chair: Dallas Gordon. Dallas is the HR and Benefits Analyst for MGC Law Firm. She has experience in employee relations, recruiting, investigations, and health and wellness. Dallas is a graduate from the University of South Carolina, and holds an undergraduate degree in Exercise Science and Master of Health Administration degree. Dallas is also a member of the Junior League of Columbia and participates on the Community Committee

Diversity Chair: Jamel Fields. Jamel is a 2013 graduate from the Moore School of Business of the University of South Carolina. Jamel double majored in Human Resources Management and Marketing and minored in Sports and Entertainment Management. Upon graduation from the University of South Carolina, Jamel began his career in Human Resources as a Human Resources Specialist working for the SC Office of the Attorney General. In July of 2016, Jamel transferred to his current role as a Human Resources Manager where he manages the classification and compensation programs for the SC Department of Labor Licensing and Regulation among other program areas.

SHRM Foundation Chair: Kevin DeLoach, SHRM-CP. Kevin is a Human Resources Generalist with the South Carolina Education Lottery, where he is responsible for overseeing many of the daily operations of the Human Resources department, including the administration of health and retirement benefits, and management of the talent acquisition process. In addition to his role in Human Resources, Kevin serves as an on-air draw talent for the Lottery. Prior to joining the South Carolina Education Lottery, Kevin worked as a Fellow for Congressman Mark Sanford in Washington, D.C., where he researched and advised on legislation and federal issues affecting constituents of the First district of South Carolina. Kevin holds a Bachelor of Science in Business Administration (Management & Marketing) from the University of South Carolina, Darla Moore School of Business. He is certified through SHRM as a Certified Professional (SHRM-CP), and has obtained a continuing education certificate in Employee Relations Law through Midlands Technical College.

Sponsor Relations Chair: Audrey Coogler. Audrey is the Director of Human Resources at Babcock Center, a not for profit supporting over 1400 individuals with disabilities in the midlands of South Carolina. Audrey received her Master of Human Resources degree from The University of South Carolina in 2013 and has held leadership roles in the HR function since that time. She was instrumental in the closure of two businesses while managing the Human Resources function and has supported businesses of varying sizes from 50

employees to over 80,000 employees. Prior to her Human Resources career, Audrey worked at Enterprise Rent-a-Car in the Vehicle Repair division, managing the workflow and repairs for thousands of vehicles and box trucks in the South Carolina and upstate Georgia areas. She left that role after obtaining her Master in Business Administration degree to work as a Recruiter and then Managing Director for the Master's programs at the Darla Moore School of Business. Audrey prides herself in being able to bring a wealth of operational and management experience to her Human Resources roles and consistently being a strategic business partner within and outside of her organization. Personally, Audrey lives in Columbia, SC with her husband and daughter, and volunteers on the House Board for her Fraternity, Kappa Kappa Gamma

Past President: Karen Luchka Wingo. Karen is the immediate past President of Columbia SHRM. She is the Director of the Division of State Human Resources at the South Carolina Department of Administration. Previously, she was a member of the executive team at the South Carolina Department of Social Services where she worked as the Director of Communications and Legislative Affairs. Prior to becoming employed in state government, she was a partner with the Columbia office of Fisher & Phillips where she worked for almost 10 years representing management and employers in the area of labor and employment law. Karen is a graduate of the University of North Carolina Chapel Hill School of Law and Eckerd College in Florida.

Ad Hoc Members

William Floyd. William served as Columbia SHRM President for 2008-2009 and has served on the Board in various positions since 2000. William practices labor and employment law, including employee benefits litigation, with the law firm of Nexsen Pruet. He has more than 25 years of broad-based experience counseling employers in matters including labor arbitrations, collective bargaining, unfair labor practice charges, union campaigns, employment discrimination claims, and ERISA-related cases. He is a certified mediator, arbitrator, and labor and employment law specialist. A graduate of Wofford College, William is a member of the South Carolina

Bar, a Colonel in the South Carolina State Guard and serves on the Boards of the Governor's School for the Arts and Humanities and the Midlands Special Needs Foundation.

Christina Kutsherenko, SPHR. Christina is the Human Resource Manager for Colliers International South Carolina. She received her Bachelor's Degree and Master's Degree from the University of South Carolina. Christina's experience in human resources includes employee relations, recruitment and retention, benefits administration, worker's compensation, payroll and compensation, HRIS and policies and procedures. Christina previous experience includes experience in shared service, distribution, consulting and banking industries.

Kathleen A. Pierce, PHR, SHRM-CP. Kathleen is Director of Human Resources for the SC Department of Agriculture and has over 20 years' experience in human resources in South Carolina state government. Her experience includes benefits, recruitment and selection, employee relations, compensation, payroll, program management and the state's HRIS platform (SCEIS). Kathleen earned her Bachelor of Science degree in Finance from the Metropolitan State College of Denver. In January 2014, she received her PHR certification and in February 2015, she received her SHRM-CP. Prior to joining state government, Kathleen was a licensed limited-investment securities representative.