



FOR IMMEDIATE RELEASE

HRCI MEDIA CONTACT:

Barry Lawrence
barry.lawrence@hrci.org
571-551-6722

**HR Certification Institute Announces Four New Board Members:
China Gorman, Dr. Sandy Miles, Dr. Jonathan H. Westover and Nelson Zivic**

Additions to HRCI Board of Directors Add to Organization's HR Experience,
Expertise and Commitment to HR Certification Excellence

ALEXANDRIA, Va., September 6, 2017 — The Board of Directors for HR Certification Institute® (HRCI®) welcomes four new members: China Gorman, Global Business Executive and Current Lead for the Future Talent Council; Dr. Sandy Miles, SPHR, GPHR, Hutchens Distinguished Professor at Murray State University; Dr. Jonathan H. Westover, Professor at Utah Valley University and a Human Capital Leadership and Performance Management Consultant; and Nelson Zivic, SPHR, GPHR, Head of HR for the Food Division of Newell Brands.

“HRCI is pleased to add this group of seasoned professionals – each has demonstrated the highest levels of HR experience and expertise to govern and oversee HRCI strategy,” said HRCI Board Chair Gardiner Hempel Jr., CPA, GPHR, a Retired Partner of Deloitte LLP. “They are important additions to the HRCI Board of Directors, devoted to the continued success of HRCI as the market leader for providing HR credentials that demonstrate excellence in the field.”

The [HRCI Board of Directors](#) provides mission-based leadership and strategic governance to HRCI. Board members serve a three-year term and are eligible for reappointment for one additional term. The new board members are:

China Gorman

Gorman is a global business executive in the competitive Human Capital Management (HCM) sector. She leads the startup team of the Future Talent Council, a global NGO that brings together senior leaders from the world's largest employers, academic institutions and government/policy making bodies to prepare the world for the future of talent. Previously, Gorman served as the CEO of the Great Place of Work® Institute, COO and interim CEO of the Society of Human Resources Management (SHRM) and President of Lee Hecht Harrison.

Dr. Sandy Jeanquart Miles, SPHR, GPHR

Dr. Miles is the Hutchens Distinguished Professor in the Arthur J. Bauernfeind College of Business at Murray State University. In addition to being a current HRCI board member, she serves as the U.S. Chair to the U.S. Technical Advisory Group (TAG) for International Organization for Standardization (ISO), Technical Committee (TC) 260. ISO TC 260 was commissioned with setting global standards in the human resource management area in 2011. Dr. Miles is also one of nine global experts commissioned with advising the ISO TC 260 Chair through the ISO/TC 260 Chairman's Advisory Group (CAG).

Dr. Jonathan H. Westover

Dr. Westover is a Leadership and Performance Management Consultant and Associate Professor of Organizational Leadership and Ethics in the Woodbury School of Business and Director of Academic Service Learning at Utah Valley University, where he previously served as the Associate Director of the Center for the Study of Ethics. A Fulbright Scholar, Dr. Westover has also been a Fellow at many other institutions and is a regular visiting faculty member of international graduate business programs worldwide. He is currently a Melisa Nellesen Center for Autism Faculty Fellow, a Center for the Study of Ethics Faculty Fellow, a Global/Intercultural Faculty Fellow and a Service-Learning Faculty Fellow.

Nelson D. Zivic, GPHR, SPHR

Zivic serves as the Head of HR for the Food Division at Newell Brands, based in Atlanta, Ga. He was previously the HR Senior Director of the Latin American Region for Newell Brands. He was also an HR Leader at Dell, where he held increasingly responsible HR positions in the company's U.S. and Latin American operations. Trained as a lawyer, Zivic began his career as a Labor Attorney in Argentina. He is a longtime HRCI volunteer as a Global Professional in Human Resources® (GPHR®) exam reviewer and an item writer and reviewer for the Professional in Human Resources – International™ (PHRi™) and the Senior Professional in Human Resources - International™ (SPHRi™). Zivic recently served as the First Chair of the newly formed [HRCI Certification Council](#).

“The new HRCI board members provide strategy and govern decision-making with integrity and trust,” said HRCI CEO Amy Schabacker Dufrane, Ed.D., SPHR, CAE. “They bring to the table business acumen from the areas of academic and research, leadership in performance management, human capital management, culture and innovation, as well as a boots-on-the ground HR leader of a global consumer goods company.”

The [HRCI Board of Directors](#):

- Gardiner Hempel Jr., CPA, GPHR, Chair
- Ronnie Charles, SPHR, GPHR, IPMA-CP, Immediate Past Chair
- O. David Jackson, MBA, SPHR, PMP, Secretary/Treasurer
- Iona Harding, SPHR, GPHR, Strategy Chair
- Dr. Amy S. Dufrane, SPHR, CAE, Chief Executive Officer
- Manjushree M. Badlani, MA, SPHR, Board Member
- Brian Baxter, MPA, SPHR, Board Member
- Angeles Cordova, MBA, PHR, Board Member
- China Gorman, Board Member

- Kay Kutt, GPHR, SGMS-T & SCRIP, Board Member
- Jim Lewis, SPHR, GPHR, Board Member
- Dr. Sandy Jeanquart Miles, SPHR, GPHR, Board Member
- Jonathan Pearce, GPHR, Board Member
- Steven T. Peluso, JD, MBA, Board Member
- Dr. Jim Steele, GPHR, SPHR, Board Member
- Dr. Jonathan H. Westover, Board Member
- Nelson D. Zivic, GPHR, SPHR, Board Member

Responsible for determining the organization's mission and purpose, the board serves to ensure effective strategic planning, to monitor and strengthen programs and services, to guide decisions for sound financial planning, to protect the legal and ethical integrity of HRCI, and to enhance the organization's strong public standing.

The board governs the HRCI premier suite of seven HR certifications, including the Associate Professional in Human Resources™ (aPHR™), the Professional in Human Resources® (PHR®), the Professional in Human Resources - California® (PHRca®), the Senior Professional in Human Resources® (SPHR®), the Global Professional in Human Resources® (GPHR®), the Professional in Human Resources - International™ (PHRi™), and the Senior Professional in Human Resources - International™ (SPHRi™). All HRCI credentials are fully accredited by the National Commission for Certifying Agencies (NCCA).

About HRCI

HR Certification Institute® (HRCI®) is the premier professional credentialing organization for the HR profession, setting the standard for HR rigor, excellence and expertise worldwide for more than 40 years. HR practitioners and organizations trust HRCI to ensure, strengthen and advance the strategic value of HR through credentials such as the Professional in Human Resources (PHR®) and the Senior Professional in Human Resources (SPHR®). All HRCI certifications are fully accredited by the National Commission for Certifying Agencies (NCCA), including six practice-based credentials and the Associate Professional in Human Resources™ (aPHR™) for line managers, students and others who are just starting out in HR. HRCI certifications are proven marks of distinction for various levels of competence, commitment, skill and knowledge in the HR field. Visit HRCI at <https://www.hrci.org/>.

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