

**Jodie Holgren**

**Human Resources Recruiter - Eastridge Workforce Solutions**



Jodie graduated from California State University San Marcos with a degree in Business Administration. She has worked with Eastridge Workforce Solutions for the past 4 years in a variety of roles including staffing externally for clients within the Professional Practice and Human Resources disciplines. Jodie also recruited internally for Eastridge across all levels of the organization working directly with executive leadership. Jodie's key area of expertise is in recruitment and she's hoping to lend her experience in resume writing, interview preparation, and career planning within the HR industry. Jodie also enjoys staying connected to the HR community and is an active member of SHRM and North County Human Resources groups.

**Alexandria Brown**  
**VP People Operations and Employee Experience – Code to the Future**



Alexandria's People Operations mission of creating awesome Employee Experiences includes driving strategic human capital management, designing and deploying innovative People programs and championing culture, core values and corporate objectives. An admitted data nerd, business partner and employee advocate, Alexandria is VP of Employee Experience & People Operations at Code to the Future. Prior roles include building Human Resource programs and leading talent acquisition at if(we), BrightScope, Juicy Couture/Liz Claiborne and various consulting partnerships with scaling startups. She serves on the Legislative Committee for the San Diego of SHRM and can be found on Capitol Hill with the SHRM Advocacy Team and working with local legislators to improve the employer/employee experience for California businesses. Alexandria graduated with a Bachelor of Science degree in Political Science from Northern Arizona University in Flagstaff, Arizona and received her Certificate in Human Resources Management from UC San Diego. She holds PHR and SHRM-CP designations.

Read more about Alexandria's resourceful recruiting tips, HR strategic best practices and funny HR-related anecdotes at [thehrhacker.com](http://thehrhacker.com).

**Peter E. Kane**  
**Senior HR Consultant Kane HR Consulting**



Peter Kane has more than 40 years of progressive experience as a Human Resources professional. After a 3-year stint in the U.S. Army, including Viet Nam in 1967-68, Peter graduated from the Business school at San Diego State University in 1973. After graduation, he joined Scripps Clinic and Research Foundation in 1974, and subsequently worked for a variety of companies in both the public and private sectors, profit & non-profit. His vast experience includes work in agriculture, aerospace manufacturing, healthcare, biotechnology, and academic life science organizations. His most recent corporate role was the Director of Human Resources for the Sanford Burnham Prebys Medical Discovery Institute in La Jolla, California, a position he held for six years.

In 2009, Peter started his own HR consulting business and is proud to list a number of great San Diego companies in his portfolio of current clients, including Organovo, eMolecules, Slacker Radio, Operation Samahan, 30 local KFC restaurants, Foursquare Properties, Kleege Industries, Lifetime Montessori School, Sun and Sea Manor, Friends of Balboa Park, BigBear, Inc., Viscient Biosciences, and others.

Peter is a classic generalist with expertise in all facets of HR. He is particularly strong in employee relations, benefits administration, compensation, and in conducting comprehensive HR audits to find gaps in HR practices.

He is the founder and former board member of the Biotech Employee Development Coalition (BEDC); he was a member of the board of directors of the San Diego Society for Human Resources Management (SDSHRM) for 7 years and also served on their Membership Committee. He has also been a member of the national Society for Human Resources Management (SHRM) since 1976 and serves on the SHRM Advocacy Team (ATeam), the San Diego HR Forum, the San Diego HR Roundtable, Senior Human Resources Executives (SHaRE), and the Compensation and Benefits Association of San Diego (CBASD). In addition, he served for 7 years on the Board of Directors of the San Diego Center for Children and currently serves on their Advisory Council.

He is also very proud to be the 1st recipient of the annual Natasha Sandrock Arthur Outstanding Service Award from the SDSU Chapter of SHRM! Peter is married to Maureen, his wife of 47 years. They have two children, Jennifer and Christian, and four grandchildren. They live in the Bay Park area of San Diego, CA. When not with his grandkids, Peter spends his spare time cycling, both on the road and in the mountains.

**Tania Fiero, PHR, SHRM-CP**  
**Vice President of Human Resources - Innovative Employee Solutions**



As the vice president of human resources, Tania leads human resources, information technology and the legal department at Innovative Employee Solutions (IES). Her expertise with issues surrounding joint employment and the Affordable Care Act has positioned IES as a leader in their industry. She is also an advocate for the temporary staffing industry and for companies to embrace contingent workers in their staffing strategy and into their culture.

Her efforts to promote a great culture for employees has resulted in multiple local and national awards including San Diego Business Journal's "Best Places to Work" for the last nine years (2005 to 2016), the KUSI "Breaking Away Award of Excellence" (2015) and the American Staffing Association's "Care Award" (2014, 2015).

Tania is certified as a Professional in Human Resources (PHR) through the Human Resources Certification Institution (HRCI) and holds a SHRM-CP certification through SHRM. She served on the Board of Directors for the National Human Resources Association (NHRA) of San Diego for three years in the President's office, and served on the board as Immediate Past President and Advisor for the newly formed San Diego HR Forum. In addition, Tania is a member of the National Chapter of the Society for Human Resources Management (SHRM), was named San Diego's HR Professional of the Year in 2011, and was recognized by the SDHR Forum Board of Directors at the 2016 HR Executive of the Year event.

Tania's colleagues describe her as incredibly authentic, strategic and fun. An ultra runner, she can be found spending her weekends with her husband and two kids running or hiking the beautiful trails in San Diego.

**Monty Bell, SPHR-CA**  
**Director, Human Resources & Risk Management – CP Global**



Monty Bell is a collaborative leader with 20 years' experience with a broad background in HR, Risk Management, IT, Finance, and Data Analytics including 15 years as a CFO/COO. Monty currently leads a fantastic team of HR, HRIS, IT, Safety & Risk, and Payroll experts at CP Global. An Engaging Leader with “roll up sleeves” “hands-on” management style specializing in the Turnaround and Startup Space. Creating Talent Management strategies through analytics and data analysis. Accustomed to leading large teams in challenging, fast-paced environments, both as an Executive and an Emergency Management volunteer. Adept at analyzing complex issues, quickly identifying solutions, and effectively executing strategies. Recruited as part of the new Executive Team to strategically and tactically turnaround a 60- year-old multistate group of companies dedicated to global sustainability through waste diversion solutions; Manufacturing, Electronic Recycling, Material Sales, and Residential Recycling with ISO 9001, ISO 14001, OSHAS 18001 certifications.

**Jennifer Maynard**  
**HR Manager – Innovative Employee Solutions**



Jennifer Maynard joined the HR Team at Innovative Employee Solutions (IES) in 2007. IES provides over 40 years providing employer of record services working with contract employees nationwide. IES has earned a reputation for workplace excellence, client trust, and employee loyalty and has received recognition for being a top woman-owned business and one of San Diego's *Best Places to Work* for the last ten years. As the HR Manager, Jennifer acts as a resource to IES in areas that include compliance, benefits management, talent management, employee relations and process improvement.

Jennifer holds a B.A. in Communications/Public Relations with a minor in Spanish from James Madison University in Harrisonburg, Virginia. She is a Certified Staffing Professional (CSP) through the American Staffing Association and a member of SHRM and San Diego Human Resources Forum.

**Connie Chovan**  
**Executive Recruiter - Sharp HealthCare**



Connie Chovan is a SDSU School of Business alumni and SDSU Alumni Association Lifetime Member and she is looking forward to contributing as a Professional Mentor to the SDSU SHRM chapter members.

Connie is proud to be part of the Recruitment team and Executive Recruiter at [Sharp HealthCare](#), San Diego's Healthcare Leader and the largest private employer in San Diego County. She has earned the prestigious SHRM-CP and PHR, Human Resources professional certifications and credentials.

Connie offers 20 years of full life-cycle recruiting experience in Executive Search, IT and Healthcare business operations functions, excelling at identifying qualified, engaged and passionate professionals who seek to make a difference in the work they do day in, day out at her employer of choice Sharp HealthCare, San Diego's HealthCare leader.

**Christa Schott**  
President  
Alliant Consulting, Inc.



Christa J. Schott started her own consulting company right out of college in the field of Labor Compliance focusing on government contracts and enforcing prevailing wage labor law. Over the past fifteen years, her company Alliant Consulting has grown to be one of the largest and most well respected Labor Compliance providers in California. Ms. Schott oversees all company contracts, Human Resources and legal responsibilities for three company offices located in San Diego, Redlands and Lancaster. She is active with the SDSU community and currently serves on the School of Business Management Advisory Board. In her personal life, Christa plays ice hockey and is an avid pilot. She lives in downtown San Diego with her husband Michael.

**Michelle Bender**  
**Human Resources/Risk Director – City of San Marcos**



I am currently the Human Resources/Risk Director for the city of San Marcos. I would describe this position as my dream job as I am able to work in multiple areas of human resource management such as labor relations, employee relations, benefits management, compensation and classification, recruiting and retention, training and development, workers compensation and organizational development. The Risk Management portion of my position provides even more variety as the challenges can range from a broken windshield to predicting and mitigating risk for an eighty million dollar bridge project. Prior to joining the city of San Marcos in 2009, I worked in Human Resources for the not for the profit long term care industry providing HR support for a local retirement community.

**Deb Naylon**  
**Director of Human Resources - SDSU Research Foundation**



Ms. Deb Naylon was appointed Director of Human Resources in February, 2018.

As the chief human resources officer, Ms. Naylon provides leadership and management of the human resources department while also serving as a member of the senior management team. She provides counsel and advice to senior management and supervisors regarding the full range of human resource issues.

Ms. Naylon has more than 18 years of human resources experience, including extensive experience with both SDSU and SDSURF. From 2000 – 2007, she was a Human Resources Manager in the SDSURF HR department where she supervised a team, managed leaves of absence, handled recruitment, resolved conflicts and provided advice to senior management. She left SDSURF for two years to work in private industry before rejoining SDSU in 2009 where she worked in various HR capacities. Most recently, Ms. Naylon served as the Director of Employee Development for SDSU's University Relations and Development division.

Ms. Naylon has in-depth knowledge of federal/state/local/CSU/SDSU laws, regulations and policies and extensive experience in employee and labor relations. She holds a bachelor's degree in psychology from the University of San Diego, and received her Senior Professional in Human Resources (SPHR) certification from the HR Certification Institute and her Society for Human Resource Management Senior Certified Professional (SHRM-SCP) certification from the Society for Human Resource Management.

**Mary E. Benson**  
**Human Capital and Learning Manager – Booz Allen Hamilton**



Mary E. Benson has 10 years of management consulting experience that spans learning and talent development, project management, coaching, leadership development, strategic communications, onboarding, and diversity and inclusion.

At Booz Allen Hamilton, Mary has held various roles of increasing responsibility. Mary is an innovator. In recent years she has been an integral part of the company's work in learning strategy and development. Working with subject matter experts Mary has designed courses on topics related to acquisition processes, business financial management, and technology.

Mary and her team are frequently recognized for providing talent development approaches that deliver results and support workforce success. Her team leverages learning and evaluation models, current talent development research, analytics, and deep expertise to create and execute an award winning Learning and Development Program. Most recently Mary and her team identified solutions to meet mission critical leadership development challenges.

In addition to one-on-one coaching, Mary develops and delivers experiential coaching workshops on a variety of topics including stress and time management.

Mary earned a bachelor's degree in Organizational Leadership from Chapman University. She holds a Human Capital Strategist Certification and is near completion of an International Coach Federation Certification in Life Coaching. Mary is based in San Diego, California.

**Mark Edington J.D**  
**Human Resources/Operations Executive - Consultant**



Mark Edington's professional leadership career spans 26 years in the military and civilian sectors. He has been a U. S. Marine Corps JAG attorney, a Human Resources executive, and a C-Suite Operations leader, having worked in the law, healthcare, hospitality, e-commerce, and non-profits.

Besides being a non-practicing attorney, Mark is a Fellow of the Furman University's Riley Institute for Diversity Leadership Initiative, trained in Fair & Just Culture, and certified in Behavioral Interviewing. Mark is also a speaker and facilitator on topics such as leadership, strategic planning, diversity, Human Resources, talent development, and teambuilding. Mark is a national Society for Human Resource Management member, a co-founder and former Vice-President of the Lowcountry SHRM Chapter in South Carolina, and a member of the San Diego SHRM Chapter.

Mark's community service includes being a non-profit Board member, job seeker coach, church career ministry leader, conference presenter, transitioning Veteran career advisor, and HR professional mentor.

**Stephanie A. Watson**  
**Business Strategy Consultant - Watson Consulting**



Stephanie Watson has more than 25 years of experience in strategic assessment, Talent Acquisition Management, and operational execution in both the public and private sectors. Over her successful career, Stephanie has specialized in Healthcare organizations and Higher Education in both the California and South Carolina markets, to include the University of California San Diego (UCSD), Roper St. Francis Hospital, and urgent care centers and private medical practices.

As a full-time consultant with her own business, Watson Consulting, Stephanie works with her clients in assessing pain points, strategizing on achieving organizational health, and jointly implementing solutions. Additionally, Stephanie partners with her clients in managing the Talent Acquisition Lifecycle of attracting high performing talent, onboarding, and developing long-term human resources planning. As a skilled DiSC Facilitator, Stephanie coaches individuals and teams to effectively understand themselves and others, which in turn strengthens relationships, helps improve productivity, and leads to cohesive teams. She is recognized for her talent of building teams and being an insightful advisor to leaders.

Stephanie is a volunteer for ReStart SC Career Development. She helps others in their career development by presenting at Conferences, speaking to Community Groups, and career coaching. Her servant heart has led her to volunteer in several ministries and organizations including serving on the Board of Directors for the National Association for Mental Illness.

**Jennifer Le**  
**Stock Plan Administrator/ Compensation Analyst - Cubic**

Jennifer is a graduate of San Diego State University's College of Business Administration where she earned her B.S. degree with a specialization in Management. She is currently a Stock Plan Administrator/Compensation Analyst at Cubic Corporation in San Diego, where she administers the company's global stock plans and supports the development and administration of compensation programs and practices for the company. Prior to her role at Cubic, she was an Account Coordinator at a retail marketing agency in San Diego, where she was responsible for recruiting and scheduling. During her college career, Jennifer also had the unique opportunity to be a guest services intern at the Walt Disney World Resort in Orlando, FL through the Disney College Program. Through her career and experiences, Jennifer has developed a passion for mentoring and is excited to be returning to SDSU SHRM to assist students jumpstart their careers. In her free time, Jennifer enjoys cooking, playing board games, and going to Disneyland.

**Rocio de Lis**  
**Talent Acquisition – Sullivan Solar Power**



Rocio de Lis believes that Talent Acquisition is turning the marketing funnel upside down. With a background in international marketing, recruitment and sales, she went from staffing an English Academy in Spain early in her career, to recruiting for the University of California, Riverside, and the Walt Disney World. She later joined Sullivan Solar Power, where she had the opportunity to build the Talent Acquisition unit. She sees Talent Development as a corporate responsibility, where the organization should help their team-members maximize their potential.

Rocio holds a BA in Bilingual Tourism, a Certificate of Hospitality and Tourism Management, a Postgraduate Diploma in Business Management, and is almost done with her MS in Project Management. She has worked with people from over 25 countries and credits her international experience as one of the key elements that developed her ability to read people and be emotionally intelligent: the skill that she values the most in any Talent professional.

**Jennifer Quigley**  
**Human Resource Generalist – Sullivan Solar Power**



“Alone we can do so little. Together we can do so much.” – Helen Keller

Jennifer’s favorite aspect of human resources is that those in human resources can act as advocates, supporters, solution finders and guidance providers at any point, to anyone in an organization. She truly enjoys the versatility of her role and the fact she can help others in reaching decisions. Human resources is so much more than paper pushing; although there is definitely an administrative side!

Jennifer obtained her Bachelor of Science in Psychology at California State University, San Marcos and her Master of Science in Industrial/Organizational Psychology at California State University, Long Beach. She also holds her Society of Human Resources Certified Professional certificate. If she wasn’t working in human resources, she believes she would have been practicing law due to her love of the show Law and Order.

**Jennifer Dar**  
**Human Resource Analyst – Innovative Employee Solutions**



Jennifer Dar is an SDSU business alum who graduated in May 2015 and majored in Integrated Marketing Communications and minored in both Management and Entrepreneurship.

She was the Spring 2015 President for the SHRM SDSU student organization, and served on the San Diego chapter's Board of Directors as the VP of Workforce Readiness from July 2015 – July 2016, where she designed ways to connect employers with those in the job search through structured programs. She is currently the Human Resources Analyst and Project Assistant at Innovative EmployeeSolutions—an HR firm in San Diego that offers Employer of Record services, payroll, HR administration, and back-office support services to companies across the U.S. and Canada. In this role, Jennifer works alongside the Director of IT to help guide the software implementation of new technology for their internal staff, clients, and contingent employees. She also collaborates with different departments to provide consultative and functional assistance for customizing data flow and business processes.

In addition to being a member of both San Diego SHRM and San Diego HR Forum, Jennifer holds a Certified Staffing Professional (CSP) certification from the American Staffing Association, and holds her SHRM-CP.

**Marie Huerta**  
**Senior Human Resources Representative – Cubic**



Marie Huerta is a Senior Human Resources Representative at Cubic Transportation Systems, Inc. in San Diego, California. She received a B.S. in Business Administration (Management) with distinction in May 2014 from San Diego State University (SDSU). Marie is passionate about Human Resources and has acquired valuable experience in Human Resources, including in the areas of employee relations, compensation, benefits, HRIS systems, performance review, worker compensation, international assignments, and much more. She has been a long standing member of the Society for Human Resources Management (SHRM) and acted as the Executive Secretary for the SDSU chapter during her undergraduate years.

**Patricia Rosiles**  
**Human Resources Generalist – WESTLiving**



Patricia Rosiles graduated from SDSU in December 2014 and majored in Business Management with a specialization in Human Resource Management. After completing Prof. Dean's Human Resources Management course, she took an interest in Human Resources and joined SDSU SHRM where she held an officer position as SD SHRM Liaison. SDSU SHRM has offered her the opportunity to have a group of friends who are exceptional HR professionals and who continue to motivate her years after graduation. She is grateful for the continued support and still remains an active SDSU SHRM alum member! Patricia was hired as an HR Administrator for a senior living management company named WESTliving after graduating from SDSU. She received her SHRM-CP certification last December and is now an HR Generalist for WESTliving. Beside her career endeavors, Patricia enjoys traveling, exploring new hiking trails and spending time with friends and family.

**Sarah Hall**  
**Human Resources Generalist – Proven Recruiting**



Sarah is a Certified Professional in Human Resources (PHR) with a Bachelor's degree from Virginia Tech. She is a member of the Society for Human Resource Management (SHRM) and sits on the San Diego SHRM Board as Secretary. She specializes in the areas of employment law and compliance, recruitment, training and development, benefits, workers' compensation, payroll, and employee relations. Sarah's current employment as a Human Resources Generalist with Proven Recruiting began in 2007. During her tenure with Proven Recruiting, Sarah has designed policies and procedures, organized and lead meetings and trainings. She has participated in a mentorship program previously and with her 5 years' experience as a Human Resources Generalist she will be able to share some good insight.

**Casie Martinez**  
**Personnel Services Supervisor – Cajon Valley Union School District**



**Daniel DelCastillo**  
**Managing Partner – Best Human Resources Consultants**



**Andrew Welt**  
**Sr. Consultant and Manager, Compensation Consulting**



**Michael Smithfield**  
**Young Professional Chair – SDSHRM**

