

# ACSHRM Newsletter

## March 2025

### 2025 Officers

#### **President**

Linda Nerad

#### **President Elect/ Chair Programming** Open

#### **Secretary**

Georgia Farris Romanko, SHRM-CP, PHR

#### **Treasurer**

Holly Mayernick

#### **Past President**

Karen Fagnilli, SHRM-SCP

### Board of Directors/Core Leadership

#### **College Relations/Emerging Professionals**

Linda Nerad

#### **Diversity, Equity, and Inclusion** Open

#### **Government Affairs**

Penny Neubauer

#### **SHRM Certification**

Michael Sass, SHRM-SCP, SPHR

#### **SHRM Foundation**

Karen Fagnilli, SHRM-SCP

#### **Workforce Readiness**

Open

#### **Board Member At-Large**

Carl F. Muller, J.D.



**Ashtabula  
County**

#### **Active Members**

32

Friends of ACSHRM

4

Certified Members

7

## Upcoming Event

### **"What to Expect in 2025"**

Carl F. Muller, Partner, & Melissa Z. Kelly, Partner,  
Tucker Ellis, LLP, Cleveland, OH

Wednesday, March 26, 2025

11:45am – 1:00pm

Ashtabula Co. District Library

Robert F. Morrison Room

4335 Park Avenue, Ashtabula, Ohio 44004



This is a Hybrid EVENT. Webinar attendees will receive the zoom login information with the email/ purchase confirmation.

Cost: \$15 ACSHRM Members; \$20 Non-Members

This presentation will discuss what to expect in 2025 with the new Administration.

This session will be submitted for SHRM PDC and GENERAL CREDIT from HRCI.

Click [HERE](#) to register.

## **Mission**

ACSHRM provides resources and support for workforce leaders to maximize their organization's human capital.

## **Vision**

To be **the** source for Ashtabula County human resource management.

## **Purpose**

Connect workforce leaders to people management strategies.

## Important Notes:

Your chapter is looking for volunteer ACSHRM Chapter Members to serve in these open positions.

This is a great way to augment your professional development and give back to our HR Community!

## Contact Information

P.O. Box 1701  
Ashtabula, OH  
44005-1701

Linda:  
440-813-9426  
[LinkedIn](#)

## Upcoming Holidays

March 7- **Employee Appreciation Day**

March 9- **Daylight Saving Time Starts**

March 14- **Pi Day**

March 17- **Saint Patrick's Day**

March 20- **International Day of Happiness**

March 31- **World Backup Day**



# GETTING TO KNOW YOUR ACSHRM BOARD MEMBERS

## Georgia Farris Romanko



### GETTING TO KNOW YOUR ACSHRM BOARD MEMBERS -

What's your name, where did you grow up at, and what's the best thing about living in or near Ashtabula County?

Hello! My name is Georgia Farris Romanko and I grew up in the Orwell/New Lyme area in South County. I enjoy our natural surroundings where I can kayak, walk and enjoy a good book on my quiet back porch.

What's your role and responsibilities as a Board Member for ACSHRM?

I am the Chapter Secretary and my primary duties involve recording Meeting Minutes and communication between and for the Board and the Members. I am excited to share expertise and bring new ideas to the governance of this Chapter that just celebrated 75 years of service to local workforce leaders.

Name two things that your involvement with your local Chapter helps you in your career or business.

I am able to discuss with subject matter experts to gain insights and alternative approaches to workplace issues. Emerging technologies and updates in state/federal laws are the most impactful things I gain knowledge about from regular attendance at chapter meetings.

What's your current role in HR, and what are some of your key responsibilities?

I am a Director of HR and until a year ago, I was a department of one for many years. With the addition of an assistant, I am able to do a few more things on my HR wish list that will be very impactful and fulfilling to accomplish.

What's the most rewarding part of working in human resources?

Problem solving for my supervisory team as they are the ones in the trenches with our workforce, day in and out.

What's one challenge you face regularly in your role and how do you tackle it?

Staff engagement - we work hard to support staff with competitive benefits and wages but we struggle to keep staff, and for those who stay, to keep them engaged in their work.

How do you approach employee development and training?

It is all hands on deck for onboarding – HR, strategic overview, clinical, technology, front/back office have space in the onboarding process to either shadow or be interviewed by new staff. It is a requirement to engage with all aspects of the agency within the first 45 days. They spend a lot of time shadowing for their position before they take on clients. Our internship opportunity for our rising bachelor and master's level therapist is unique and allows for a better work life balance for those in school along with holding down their day job. We have developed from within for most of our clinical & programmatic supervisory staff.

What's an HR trend or innovation you're excited about right now?

It is not only for HR but for our Clinical team – AI technologies to help with our rote tasks. These are being explored for different aspects of the Agency.

How do you support mental health and well-being in the workplace?

We make sure we have a robust EAP that gives more immediate access to therapy services and we have a standing committee that takes on Wellbeing initiatives at the Agency.

What inspired you to pursue a career in HR?

I took a HR class in my undergrad Business Management program and loved it. 'When your people are taken care of your business will be taken care of.' People capital is the most valuable asset an organization has and I wanted to be part of fostering that aspect of a business' success.

What's one thing you've accomplished that you're really proud of?

When I am able to blend my past career in IT with my career in HR. Implementing a time-saving technological solution to help support our staff is a great accomplishment.

What's a hobby or activity outside of work that helps you recharge?

While I am not that great at the game of golf (which is a game I have played on and off for 45 years), I am excited to spend more time playing with my new clubs!!

# Resources

Like us on [Facebook](#), follow us on [LinkedIn](#), and share our posts!!

Answers to many of your questions can be found on the sites listed below.  
If you have questions and cannot find what you are looking for, please feel  
free to email us

[acshrm@ohioshrm.org](mailto:acshrm@ohioshrm.org)

Ashtabula County SHRM Website

[acshrm.org](http://acshrm.org)

Ashtabula County SHRM Facebook page

<https://www.facebook.com/ACSHRM/>

Ashtabula County SHRM LinkedIn page

[www.linkedin.com/in/ashtabula-county-shrm-10a147130](http://www.linkedin.com/in/ashtabula-county-shrm-10a147130)

HR News

<https://www.shrm.org/hr-today/news/hr-news/pages/default.aspx>

## Safety Corner

Ashtabula County Safety  
Council is looking for Board  
members and helpers.

Melissa Brown  
(440) 576 - 6015

## Funds in Account

Certificate of Deposit -  
\$3,163.57 (Matures 3/27/2025)

Checking - \$1,129.08

Balance - \$4,292.65

As of  
Feb. 26, 2025

## What to Expect in 2025

April 16, 2025 - 4:30 – Networking,  
5:00 - Presentation

"Civility" – Dyann McDowell, CDE  
Dark Room Brewing Co., 32 Broadway,  
Geneva, OH

\$20/attendee – Collaborative Event

May 14, 2025, 11:45am – 1pm  
"AI and CHatGPT"

Wendy Sellers, The HR Lady  
(Hybrid Event)

Ashtabula Co. District Library,  
4335 Park Ave., Ashtabula, OH  
\$15 Members; \$20 Non-Members

In June -

"Ashtabula County SHRM  
75th Anniversary Celebration"  
More info to come!



## From the desk of ACSHRM President - Linda Nerad



Hello Everyone!

We had a great and informative presentation from Julie Develin from UKG on "Topics We Need to Talk About in HR Circles" at the Geneva Public Library on February 19, 2025. There is a Pdf and recording of this presentation available.

Please plan on attending and bring a friend to our March 26, 2025, Hybrid presentation,

"What to Expect in 2025." Carl F. Muller and Mellisa Z. Kelly, partners from Tucker Ellis, LLP will be discussing what to expect with the new administration.

Watch for more information on our April presentation, "Civility." You will want to attend this interactive program!

Please find below the upcoming webinars and great read from SHRM!

From HR Daily from SHRM

Read Only

[Why Employers Should Consider Mentoring and Reverse Mentoring](#)

Upcoming Webinar:

Your Questions Answered: Executive Orders and Compliance  
March 21, 2025 at 1pm.