



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.

2025 ACSHRM Chapter Officers

President
Linda Nerad

President Elect/ Chair of Programming
Open

Secretary
Georgia Farris Romanko, SHRM-CP, PHR

Treasurer
Holly Mayernick

Past President
Karen Fagnilli, SHRM-SCP

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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.

Collaborative Event - Wednesday, April 16, 2025



**Ashtabula County
Organizations
Present -**



"Civility"

Where: Dark Room Brewing Company
32 Broadway, Geneva, OH 44041

Time: 4:30pm – Networking
5:00pm – Presentation

Cost: \$20 per person

* Appetizers will be provided

* Beverages may be purchased at event

Dyann McDowell, CDE

*Human Resource Business Partner, Certified Diversity Executive (CDE),
Training Consultant at Training Marbles, Inc.*

Why attend?

In a world where bad behavior has become the norm and incivility clouds every interaction, the workplace must serve as a sanctuary of stability and respect. Yet, incivility—those subtle dismissive tones, interruptions, and everyday slights—continues to erode that foundation, creating costly ripple effects across organizations.

Allowing incivility to persist compromises engagement, retention, and organizational stability at a time when employees are craving certainty and trust.

Dyann McDowell will outline the blueprint: **Civility Unleashed**. This session is a strategic response to one of today's most urgent workplace challenges.

[REGISTER HERE](#)

Your chapter is looking for volunteer ACSHRM Chapter Members to serve in open board positions. This is a great way to augment your professional development and give back to our HR Community!

Chapter Statistics - A/O 3/26/2025

Checking Account - \$1,129.08
Certificate of Deposit - \$3,163.57
Active Members - 32
Friends of ACSHRM - 2
Certified Members - 7

Contact Information

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Linda Nerad, President - 440.813.9426

Resources

[HR Daily @ SHRM](#)



SAVE-THE-DATES

May 14, 2025, 11:45 am – 1:00 pm

"AI and ChatGPT"

Wendy Sellers, The HR Lady

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

Wednesday, June 11, 2025 –

"Ashtabula County SHRM 75th Anniversary Celebration"

- More info to come!

2025 Ohio SHRM Employment Law & Legislative Conference (IN PERSON!)

Columbus, OH, Tuesday, May 20, 2025 1PM through Wednesday, May 21, 2025 3PM



September 26-28, 2025

OHIO HR Conference, Kalahari Resorts, Sandusky, OH. Offering an IN PERSON conference PLUS an ON DEMAND option to catch any missed sessions for up to 60 days after.

Click the logo below for more info!



- What's your name, where did you grow up, and what's the best thing about living in or near Ashtabula County?
I grew up in Stark County and received my BS in political science and sociology from Malone College (now University). In 1993, I moved to the county. I love our waters, wineries and the sense of community.
- What's your role and responsibilities as a Board Member for ACSHRM?
Currently, I am the Treasurer of the chapter. For the last few years, I served as the Workforce Development Chair.
- Name two things that your involvement with your local Chapter helps you in your career or business.
Since the late 1990's I have found our chapter to be a safe place to learn, air concerns and find resources.
- What's your current role in HR, and what are some of your key responsibilities?
After working with Infinity Resources for about 15 years as a branch manager, marketer and sales leader, I joined our consulting division. This allows me to use my problem solving, years of exposure of HOW TO/NOT TO DO things correctly in the HR Department.
- Often, I have been on loan to fill-in while someone is out sick; Help reformat the department; Create a department; Or, simply assist with compliance.*
- What's the most rewarding part of working in human resources?
I always chuckle when HR candidates tell me they "love to help people." The social worker in me totally understands that soft side. The reality is the HR Leader in an organization should be at the "C" Suite level, championing the employee, representing the employer's policies and creating an environment of work that works for all. When that is done, it is a beautiful thing!
- What's one challenge you face regularly in your role and how do you tackle it?
The greatest challenge in HR to me in this HR Consultant role is helping organizations embrace this environment of work that works for all and that the HR Leader should be involved in all facets of business, not just what the orientation or benefits look like.
- Can you share a proud moment in your HR career?
One of my favorite moments in the HR process is when an employee and their supervisor realize the Performance Review is not a negative moment in their relationship. Performance Reviews provide subjective and objective ways to work better. Sometimes the supervisor learns a new way to lead; Or, both parties learn to communicate better; Or the employee has a more defined, compelling purpose in their work.
- What's one HR trend or innovation you're excited about right now?
One of the concepts that regularly has been surfacing in my work is succession planning. Often business leaders work in their business instead of on their business, without regard to how long they plan

to work, their health, or the institutional knowledge held by only a few players. It is a critical piece of sustainability and maintaining the environment of work that works for all.

- How do you build trust with employees and leaders in the workplace?
This answer could take hours! The bottom line for trust is do what you say you are going to do. The employee says I will get paid because I show up for work. So, show up for work. The employer says upon completion of your orientation period, you will receive a dollar per hour increase. So, pay it.
- What I just described is an important component of communication. If you are not willing or able to show up for work, the job may not be right for you. Be honest. If you are not able to pay the increase, long before the deadline, talk about it.*
- How do you manage the balance between employee advocacy and organizational needs?
This lends itself to re-read my answer above. Open communication requires that the HR Leader -- the liaison -- is open and makes sure surprises are minimized; problems are well defined and everyone works on the solutions.
- What's one thing most people don't know about you?
When I was in the 8th grade, I won the Betty Crocker Bake-Off with a Harvey Wallbanger Cake.
- What's a hobby or activity outside of work that helps you recharge?
I love the water – swimming, canoeing, boating or floating! At my new house the dock is ready for a new speed boat.

From the desk of ACSHRM President - Linda Nerad



Please take a moment to watch this short video from SHRM:
<https://www.facebook.com/share/v/1EVIELS9Yv/?mibextid=wwXlfr>

As part of our membership initiative, we will be participating at the Ashtabula Co. Safety Council Business Expo on April 10. We also participated at the B2B Exchange on March 27. If you know anyone who does HR functions at their organization, please have them reach out to Karen or myself to find out how SHRM can benefit them!

Please check out these 3-minute reads from *HR Daily* from SHRM:
[State of the Workplace Report](#)

[How Will I&D Changes Affect Equity-Focused Family Benefits?](#)

[Ensure Electronic I-9 Compliance amid Increased Enforcement](#)

SHRM *All Things Work* has a great article on: **[Title VII Refresher: Stay Compliant in a Shifting Landscape](#)**

Explore resources on Executive Orders impact on the diversity, equity, and inclusion programming. Do not abandon, but evaluate & evolve. It is about legal, equal opportunity for all.
[EO Impact Zone: A Guide for HR Leaders](#)