

About Our Contributors. . .

Dr. Christi Sanders Via, SPHR, SHRM-SCP



The screenshot shows the Colorado Mesa University website. At the top, the university logo is displayed with the tagline "WESTERN COLORADO'S SELECTIVE UNIVERSITY". Navigation links include "Academics", "Admissions", "About", "University Life", "Library", "Athletics", and "Arts". A search bar and login options for "MAVzone" are also visible. The main content area features a "Department of Business" section with a list of programs: Undergraduate Degrees, Graduate Degrees, Business Honors Program, and Daniels Fund Ethics Initiative. A descriptive paragraph states: "As a student-focused teaching and research department, Colorado Mesa University's Business Department prepares students to be sound decision makers and serves businesses in the Rocky Mountain region, the nation, and the world. We strive to develop prepared students who demonstrate strong ethical principles, superior critical thinking, effective communication, and robust business acumen." Social media links for Facebook, Instagram, Twitter, and LinkedIn are provided. A small image of a university building is shown on the right side of the page.

Dr. Christi Sanders Via, SPHR, SHRM-SCP

A little about me . . .

Dr. Christi Sanders Via holds a Bachelor of Science Degree in Communication from Tarleton State University; a Master of Science degree in Human Resource Management, also from Tarleton State University; and a Doctor of Business Administration Degree with an emphasis in Leadership from Walden University. Dr. Christi also holds a Senior Professional Human Resources (SPHR) Certification, and a SHRM-SCP Certification.

Dr. Sanders Via serves as an Assistant Professor of Human Resources in the Business Department at Colorado Mesa University.

Dr. Sanders Via completed her doctoral dissertation in 2011: *A Phenomenological Exploration of the Value of Succession Planning by Municipal Government Leaders in Texas.*

Dr. Sanders Via is also an accomplished trainer and public speaker, specializing in employee development, conflict resolution, Human Resource training, Communication, Management skills, and Interview skills for job seekers and interviewers, and is a Certified Master Trainer for Crucial Conversations.

Dr. Sanders Via's hobbies include reading and collecting books (she currently has about 3500 volumes), writing historical fiction, driving her Jeep on sketchy roads, hiking, cooking, gardening, and various DIY projects.

Other recent publications include:

Ethics, Employment Law, and Faith-Based Universities: When Law and Faith Collide
http://www.amazon.com/Ethics-Employment-Law-Faith-Based-Universities-ebook/dp/B016EHG3KS/ref=sr_1_1?ie=UTF8&qid=1444608523&sr=8-1&keywords=Dr.+Christi+Sanders

5 Reasons you should not accept a job offer
<http://www.sagu.edu/thoughthub/5-reasons-you-should-not-accept-a-job-offer>

7 Illegal questions to be aware of during a job interview
<http://www.sagu.edu/thoughthub/top-7-illegal-questions-to-be-aware-of-during-a-job-interview>

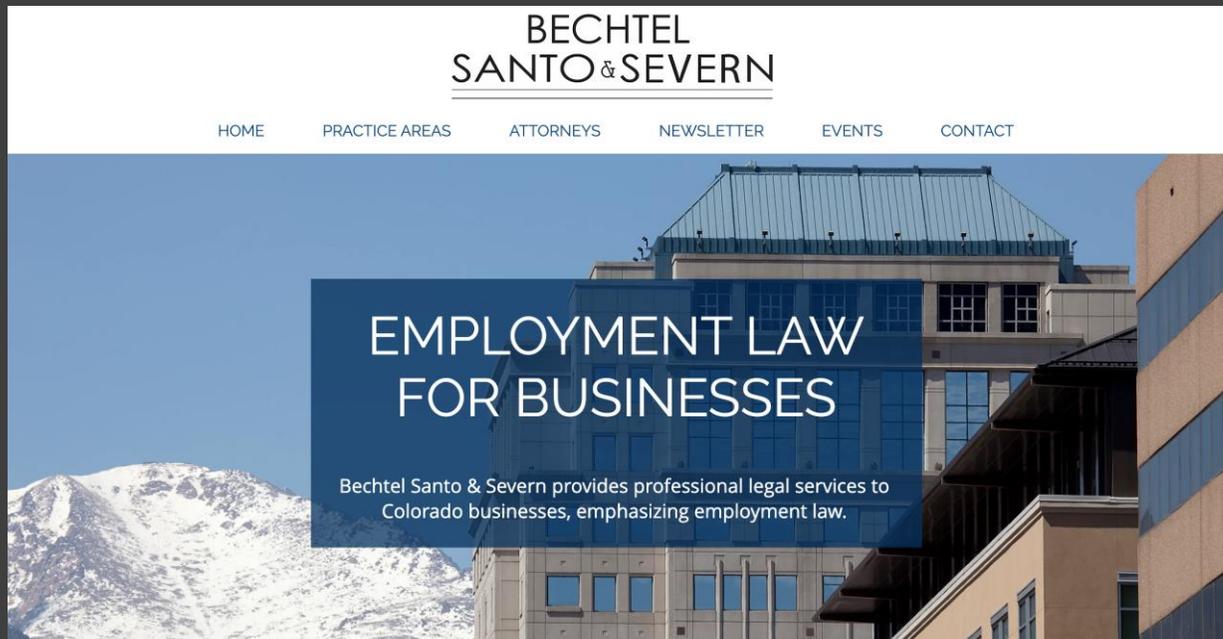
8 Reasons ministry students should minor in business
<http://www.sagu.edu/thoughthub/8-reasons-ministry-students-should-minor-in-business>

Succession planning in municipal governments: Adapting to change through knowledge transfer
<http://www.amazon.com.au/The-Refractive-Thinker%C2%AE-Responsibility-Governments-ebook/dp/B008OLTFFS>

Leaving a Legacy: Succession Planning in Texas Municipal Governments

The Learning Curve: Finding Ways to Connect with Students in Online Learning Environments.

Michael C. Santo, Attorney



MICHAEL C. SANTO

Cofounder and Partner of Bechtel & Santo; Now Bechtel Santo & Severn

Michael Santo began practicing law in his home state of Michigan in 1992 after receiving his undergraduate degree from Michigan State University and his law degree from the University of Detroit. After graduating from law school, he fulfilled a life-long dream of moving to Colorado when he accepted a position with Dufford, Waldeck, Milburn & Krohn and later cofounded with Betty Bechtel the firm of Bechtel & Santo, which became Bechtel Santo & Severn in 2018. Since 1994, Michael has focused his practice on defending companies in employment litigation, including race, sex, age, national origin, religious, and disability discrimination lawsuits; wrongful discharge; and wage and hour matters. In addition, he regularly represents employers in prosecuting and defending claims of trade secret misappropriation, unfair competition, and employee raiding.

Counseling companies on day-to-day employment issues is also an important part of Michael's practice. This includes advising employers on hiring, discipline, and termination decisions; on leave and disability issues; and on preparing and revising employee handbooks. By helping employers develop sound personnel policies, Michael assists many Colorado companies, large and small, in minimizing the risk of employment-related litigation.

In 2014, Michael was lead counsel in the Colorado Supreme Court case, *ICAO v. Softrock*. This case assisted employers by requiring the Department of Labor to more thoroughly analyze the independent-contractor factors during a Colorado Department of Labor audit.

Michael is a frequent lecturer on employment law issues, and contributing author for: The Practitioner's Guide to Colorado Employment Law, Continuing Legal Education (CLE) in Colorado Inc. (1999 and supplements); The Practitioner's Guide to Colorado Business Organizations, CLE in Colorado, Inc., (2004); and The Employer's Advisory, a Bechtel & Santo quarterly newsletter, published since 1994.

In 2014, the board of trustees of the Colorado Bar Foundation invited Michael to become a fellow of the foundation, an honor restricted to no more than five percent of lawyers in Colorado.

Kirstin Guptill, SHRM-CP, WCHRA President



Kirstin Guptill, SHRM-CP, WCHRA President

Kirstin is the Human Resource & Travel Manager for Reynolds Polymer Technology, where she has worked since 2016. Kirstin is also the President of The Western Colorado Human Resource Association and an Adjunct Lecturer for Colorado Mesa University Business Department teaching Human Resource Management Classes. Kirstin has her BBA with Specializations in Human Resource Management and Business Management from CMU, and her Masters from Colorado State University with a Specialization in Organizational Learning and Performance.

Kirstin started her career in Retail Management, where she was a manager for a Hardware Store and a Child Development store. Kirstin also spent time as a District trainer while working in Retail. More recently Kirstin was an Employment Specialist running a state funded Jobs Program helping unemployed workers get back to work through internships. As the HR & Travel Manager at Reynolds Polymer, Kirstin handles the full spectrum of HR related functions. She is the primary contact for all HR issues for the organization below the Director Level, she is the primary recruiter for all positions, works as the go to person for employee issues, processes payroll, handles benefit enrollments, inquiries and invoicing.

In her spare time Kirstin spends time with her husband and two teenagers supporting their love for Music, Soccer and Robotics.

Kelly Murphy, PHR, SHRM-CP

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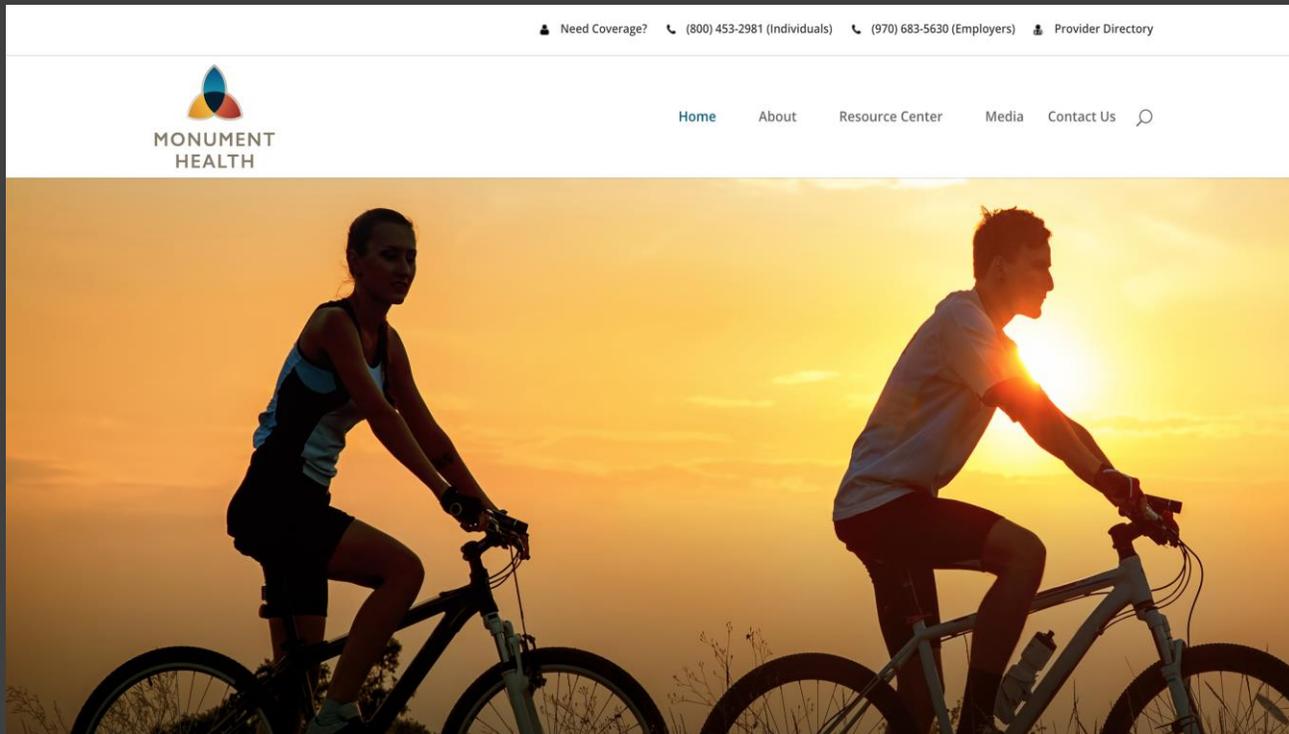
Kelly Murphy, PHR, SHRM-CP

1/8/2020

Kelly Murphy, HR Business Partner

Kelly brings a wealth of knowledge with almost 30 years of human resource experience. She provides expertise in employee relations, performance management, policy creation/review, management training, workplace investigations, exit/stay interviews, termination services, etc. Her human resource certifications include PHR and SHRM-CP. Kelly was named Western Colorado Human Resource Association Professional of the Year, 2013 and currently serves on the Board of Directors. She also is a member of the WCHRA HR Skills Development committee. Kelly attended Colorado Mesa University and Waldorf University where she earned her degree in Human Resource Management.

Lindsay Powers, SHRM-SCP



Lindsay Powers, SHRM-SCP

Lindsay Powers serves the Monument Health team as Operations and HR Director. She graduated Magna Cum Laude from Colorado State University with a Bachelor of Science in Human Resource Management and holds SHRM-SCP certification. She serves on the Western Colorado Human Resource Association (WCHRA) Board as the Conference and Workforce Readiness Director. Lindsay's passion is supporting people and assisting them become the best versions of themselves.

Lindsay also enjoys spending time with her husband and young son adventuring in the forest by hiking, jeeping and camping.

Carlene Goldthwaite, SPHR

A screenshot of the 'Create Real Growth' website. The page has a dark background. At the top right, there are social media icons for LinkedIn and Email. Below the navigation bar, the text reads 'Create Real Growth Carlene Goldthwaite'. To the right of this text is a navigation menu with links: 'HOME', 'CONTACT', 'HEALTHY START', 'PRESENTATIONS', and 'MORE...'. The main content area features a green heading 'Be wildly successful!' followed by a paragraph: 'Create Real Growth is here to help your organization thrive over the long haul. Let us work with you to leverage your **people, mission, and culture** and achieve *sustainable* bottom-line results.' Below this is another paragraph: 'How do we help? Through: *board & leadership development*; defining your mission & strategy; *meeting/event facilitation*; team building; *management & employee training* -- **customized** to your organization.' To the right of the text is a photograph of bamboo stalks. At the bottom left of the content area is a button labeled 'Why bamboo?'.

Carlene Goldthwaite, SPHR, is a workforce performance and organizational development specialist. For over 20 years, Carlene has applied her people and systems expertise to help individuals and organizations reach their goals. This dual focus ensures that talented people are supported by effective work systems and an engaging work environment. Carlene's work has encompassed nearly all aspects of talent management – from recruiting/selection to training/development, risk management, and employee relations. Carlene is a Past Director of the statewide professional organization, Colorado SHRM State Council - the Colorado affiliate of the international Society for Human Resource Management, the largest HR organization in the world. She's also a Past President of the Western Colorado Human Resource Association, and was recently honored by that group as an honorary lifetime member. Locally, Carlene has facilitated strategic planning processes for non-profit organizations like the Marillac Clinic and United Way. You may also occasionally see Carlene treading the boards in theatrical productions. She lives in Fruita with her husband, Peter.

*Thank
you*



A sincere thank you to each of our contributors, this project wouldn't have been possible without you!