



Board of Directors

CHERYL REARDON
Chair
University of Iowa

EUGENE WHITLOCK
Vice Chair
University of California – Berkeley

JEFF HERRING
Treasurer
University of Utah

DIANA DUTTON
Secretary
McGill University

AMANDA BAILEY
Board Member

MANUEL CUEVAS-TRISTAN
Board Member
Harvard

CAROLYN GREGORY
Board Member
Case Western Reserve University

SHARI MICKEY-BOGGS
Board Member
University of Illinois

MICHELLE PIEKUTOWSKI
Past Chair
New York University

ROMY RIDDICK
Board Member
Princeton

HELENA RODRIGUES
Board Member
University of Arizona

LAURITA THOMAS
ex-officio board member
President

Meet our New President – Betsy Rodriguez, PhD.

The ARU-HRI Board of Directors is delighted to announce the appointment of Betsy Rodriguez, PhD. as President, effective January 1, 2026. Betsy brings a passion for Higher Education and a commitment that stems from her being involved in the beginnings of our organization when she was the CHRO at the University of Missouri. She will be at our November conference in DC. *Please introduce and reacquaint yourself with her.*

Betsy earned her undergraduate degree from Vanderbilt University, and her Masters and PhD degrees in psychology, from the University of Missouri.

Betsy’s human resources career has spanned the nonprofit sectors of university, government and healthcare, serving in the role as Chief Human Resources Officer for over 15 years. With a focus on mission, leadership, diversity and inclusion, and the development of great places to work and thrive, Betsy has expertise in CEO transitions, succession planning, labor relations, board/executive relations, executive recruitment, crisis management, and organizational strategy.

From 2018 until her retirement in 2024 Betsy served as the Sr. Vice President and Chief Human Resources Officer for Children’s Hospital Colorado – a large multi-site academic medical center focused on improving the health of children, and consistently recognized nationally as a top ten children’s hospital. Children’s was recognized in 2024 by Forbes as #4 in the Best Places to Work category.

Betsy initially focused on total rewards and risk management, leading those functions at the University of Colorado and the state of Colorado. She went on to broader HR leadership roles at CU, culminating in the role of Chief HR Officer for the system. In 2008 Betsy returned to her graduate school alma mater and assumed the role of CHRO and General Officer of the University of Missouri system – a large 4-campus organization including an academic medical center. Her career transitioned into healthcare when she assumed the role of Vice President of Human Resources for Barnes-Jewish Hospital in St Louis, a large academic medical center, and the largest hospital in the BJC Healthcare system.

With a passion for leadership and professional development Betsy has served on national boards, councils and committees, and as a panelist and presenter at numerous national conferences.



Inside this issue:

- 2 Welcome to Washington DC!
- 3 Board of Directors Elects Five New Members
- 4 Transitions
- 4 Welcome New Members/ Members in New Places



National Guard and Immigration and Customs Enforcement (ICE) Situational Awareness

You may encounter the presence and activity of the National Guard and Immigration and Customs Enforcement (ICE) in Washington, DC at this time. Unlike U.S. states, DC's National Guard is under the direct authority of the President, the Department of War, and the Mayor. Normally, activations of the National Guard typically occur during major public events, security incidents, or national emergencies (e.g., inaugurations, civil unrest), but you may see presence in the absence of what some may consider acute circumstances such as those. There is no direct impact on our conference.

ICE operates in DC as it does elsewhere in the U.S. While it operates under federal authority, there has been local resistance to the presence and activity of ICE and it is possible that there could be protest demonstrations in public spaces. A point of information is that check points are set up through the city, so we recommend that you have your ID with you at all times.

Government Shutdown

As of Oct. 1, 2025, the U.S. government is shut down. During a shutdown, federal employees may be furloughed or asked to work without pay, and some federally funded attractions may be affected. The good news is that Washington, DC remains open to visitors to enjoy many of the attractions, most of which remain available at this time. Please visit this [link](#) for specific information about impacts of the shutdown.

Welcome to Washington, DC!

On behalf of the 2025 ARU-HRI Conference Planning Committee, we are thrilled to welcome you to the Nation's Capital of Washington, D.C. for our 15th Annual Conference. We have an exciting agenda in store for you, packed with timely topics and opportunities for lively discussion and collegial connection, including our Tuesday evening dinner at the [DC Flight Club](#) where we'll have the opportunity to enjoy elevated American cuisine while engaging in tech-enabled "Social Darts," a fast-paced multiplayer game designed to bring people together for fun-spirited competition!

The District of Columbia is located on the Potomac River, across from Virginia, and shares borders with the State of Maryland. Typical weather in November ranges from lows at night in the mid-high 30sF, to highs during the day of mid-high 50sF. Please check weather forecasts and pack accordingly.

DC boasts many restaurants, theaters, tours, and opportunities to learn about our nation's history. You may be interested in the monuments and memorials, most of which are located on the National Mall and open 24-hours a day, 365 days a year, for which you do not need to make reservations in advance. These include for instance, the [Lincoln Memorial](#), [Jefferson Memorial](#), [National World War II Memorial](#), the [Martin Luther King, Jr. Memorial](#), the [FDR Memorial](#) and the [Vietnam Veterans Memorial](#). Tickets are required to go to the top of the [Washington Monument](#), to tour the U.S. Capitol, and for various [Smithsonian Museums](#). For more information, please visit this [link](#) to general Washington, DC information. We hope you will have the chance to experience some of the city's iconic attractions while you are in DC. The central location of our conference hotel [Royal Sonesta on Capitol Hill](#) provides for easy access to various parts of the city.

On behalf of ARU-HRI, we hope you enjoy!

Diana Dutton, 2025 Conference Co-Chair
Associate Vice-President, Human Resources
McGill University

Romy Riddick, 2025 Conference Co-Chair
Vice President for Human Resources
Princeton University

2025 ANNUAL CONFERENCE

Washington, D.C.

NOVEMBER
10-12



Board of Directors Elects Five New Members

At the October meeting the ARU-HRI elected a new president and five new members to join the board for three year terms 2025-2028.

These exceptional leaders have served the organization in a variety of ways and bring exceptional talent to our board.

Welcome Ramona, Melissa, Ken, Christine and Patrick!



RAMONA AGRELA

Ramona Agrela serves as the chief human resources officer and vice chancellor for the University of California, Irvine. She is the senior university official responsible for all human resources administration and operations. Ramona is a dynamic human

resource professional with extensive, award-winning experience across multiple HR disciplines. With a passion for helping organizational leaders achieve their strategic goals through progressive talent management strategies, Ramona truly believes that HR's role is to empower people to drive a culture of innovation, learning and service.

Ramona is involved in her community both professionally and personally. She sits on the board of the Irvine Barclay Theatre, participates on the HR work group for Girls, Inc., and is a member of the University of California committees for the Status of Women and the HR Leaders Group. She is also active with the Society for Human Resources Professionals, the College and University Personnel Association, WorldatWork, and the Professional in Human Resources Association.

Ramona holds a bachelor of arts in economics and a master of public administration degree, both from California State University, Fullerton. She is a SHRM certified senior professional, a WorldatWork certified compensation professional, and a Human Capital Institute Strategic HR Business Partner.



MELISSA S. CURRY

Melissa S. Curry, M.Ed., SHRM-SCP, serves as Vice President for Human Resources at the University of Florida, leading efforts to elevate employee engagement and retention for more than 33,000 employees. Over her 26-year career, she has

championed initiatives that reimagine the employee experience, build organizational effectiveness, and create a strong culture of accountability and performance. Melissa has directed enterprise-wide strategies in faculty hiring, executive searches, classification and compensation structures, and UF's implementation of Workday to modernize HR operations and position UF as an employer of choice. She is currently completing her Ph.D. in Educational Leadership at UF.



KEN HORSTMAN

Ken Horstman. Mr. Horstman was appointed Vice President for Human Resources and Chief Human Resources Officer for the University of Minnesota system in June 2021 after serving in the interim role since January 6, 2020. He is responsible for the

leadership of human resources, including employee and labor relations, total rewards, HR systems and operations, talent acquisition and talent management, development and training. Prior to this role, Mr. Horstman served the University as the Senior Director of Total Compensation in the Office of Human Resources since his hire in October 2014. Before his work at the University, Mr. Horstman's career spanned over 25 years in the area of human resources and operations including supply chain and operations management, employee relations, training and development, talent acquisition, compensation and employee benefits.

Mr. Horstman holds both undergraduate and graduate business degrees from the University of Minnesota Carlson School of Management.



CHRISTINE D. LOVELY

Christine D. Lovely is a talented lawyer turned higher-education leader with extensive experience in delivering HR services and leading organizations through change. Her appointment as Vice President and Chief Human Resources Officer at Cornell

University began in August, 2022. Lovely's portfolio includes oversight of the human resources function, the Department of Inclusion and Belonging, and the Cornell Office of Civil Rights.

Prior to joining Cornell, she was Associate Vice Chancellor and Chief Human Resources Officer at University of California, Davis since 2018. Responsible

Lovely continued on page 5



PATRICK SHEEHAN

Patrick Sheehan serves as the Associate Vice Chancellor and Chief Human Resources Officer at UW-Madison, where he leads the university's human resources strategy and service delivery.

With over fifteen years of leadership experience at UW-Madison, Patrick has held multiple senior HR leadership roles, including Human Resources Strategy Lead for the Systemwide Workday implementation, Director of Talent Acquisition and Retention, Director of Workforce Relations, and Chief of Employment Relations within the Office of Human Resources.

Patrick holds a bachelor's degree from Santa Clara University, and earned both a Juris Doctor (JD) and Master of Business Administration (MBA) from Willamette University, with a specialization in Employment Law and Human Resources Management.

Transitions

You will be missed, thank you for your service in ARU-HRI. Best wishes in your next venture.

Carolyn Gregory will be retiring from her position as CHRO at Case Western Reserve University, effective January 31, 2026. She will be assuming a new part-time position at Case, working directly with the BOT and handling special strategic projects.

Angela Sklenka has left the University of Southern Florida. **Heather B. Brock** (heatherbrock@usf.edu) will serve as Interim Vice President & Chief Human Resources Officer.

Welcome New Members / Members in New Places

The content of this article is from the announcement at their institution.



JOSHUA MACKEY

Josh Mackey's position at IU is effective Nov. 12. He comes to IU from Northern Arizona University, where he has served as vice president and chief human resources officer since 2018.

He is also the current chair of the national board of directors for the College and University Professional Association for Human Resources, the leading organization for higher education HR professionals. He has served on the national board since 2022.

Mackey previously served in human resources roles at the Metropolitan State University of Denver and Maricopa County Community College District. He holds a bachelor's degree, master's degree and Ed.D. He succeeds Todd Richardson, who was named IU's chief operating officer in October 2024 and has served IUHR in an interim capacity since then.

"As one of Indiana's largest employers, IU sets the standard for the way it supports and invests in its people — and in turn, in communities across the state," Mackey said. "I'm excited to advance the bold goals of the IU 2030 strategic plan by strengthening recruitment and retention, modernizing the university's HR practices, and building a workplace culture where every employee is valued and empowered to contribute to IU's mission."



JANE SAVAGE

Jane Savage was a participant in the 2023 CHRO Academy. As vice president for Human Resources, Jane Savage will be responsible for initiatives to advance human resources services and support the Stony Brook campus community. Her key responsibilities will include developing recruitment, onboarding and engagement practices. She will help implement the HR NOW Transformation

Effort, a collaborative campus initiative aimed at enhancing the employee experience and positioning Stony Brook for future success through improved HR systems and practices. She will also ensure that Stony Brook's total rewards program, including compensation and benefits, is competitive.

Savage is also tasked with advancing efficient and responsive talent acquisition operations by leveraging a new business partner service delivery model to recruit and retain top talent and fully implement a strategic and proactive talent acquisition model to enhance the university's recruiting capabilities.

Savage comes to Stony Brook from Yale University, where she most recently served as associate vice president for human resources, organizational effectiveness, learning and strategic initiatives. In this role, she led HR initiatives, including an "Advance HR" program which focuses on improving the community's experience of HR's service delivery, talent attraction and retention, and creating a more seamless HR department. Her work also included leading the implementation of Workday Learning and fostering constructive relationships with unions. Jane has also led labor relations and bargaining and helped institute new labor-management practices.

Savage's career also included experience in organization development consulting on union-management cooperation and other change initiatives with the School of Industrial and Labor Relations at Cornell University and also at Workplace Systems, Inc., where she advised leaders of Fortune 500 manufacturing locations to implement workplace improvements such as work redesign, process improvement and union-management cooperation.

Savage holds a master's degree in public & private management from Yale University's School of Management and a bachelor's of science degree in engineering from The Ohio State University.



LOVELY *continued from page 3*

for the central HR teams on both the UC Davis and UC Davis Health campuses, her focus was on building a customer service-oriented people and culture unit that prioritizes the employee experience, transparency, and diversity, equity, inclusion, and belonging initiatives.

Before joining UC Davis, Lovely was Vice President for Human Resources at California State University, Sacramento from 2012-18 – a role that was added after serving as general counsel since 2010. While at Sacramento State, she built a talented team of professionals that introduced HR best practices and technology to a highly manual setting.

Lovely previously worked for the Sacramento County Office of Education as Associate General Counsel from 2008-10, the Public Employment Relations Board as a California Governor-appointed Legal Advisor from 2006-08 and was in private law practice for over 10 years, representing school districts and community college districts throughout California.

She currently serves on the board of the National Endowment for Financial Education. She was an at-large board member of College and the University Professional Association for Human Resources (CUPA-HR) from 2022-2025. Before her move to New York state, Lovely served on boards for the Sacramento Black Chamber of Commerce, the Greater Sacramento Urban League, and as board president of the CUPA-HR Northern and Central California Chapter.

Lovely also has a long-held passion for mentoring. She has worked with professionals at all levels and elementary, at-risk high school, and university students (on her own time) through formal and informal programs.

The San Jose, CA native received a Bachelor of Arts in mass communication from the University of California, Berkeley, in 1991, and a Juris Doctorate from the UC Davis School of Law in 1996.

