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**HR CERTIFICATION INSTITUTE CELEBRATES 35 YEARS OF PROMOTION,  
DISTINCTION, LEADERSHIP, AND KNOWLEDGE**

**Alexandria, Va. – June 28, 2011** – The HR Certification Institute, the internationally recognized certifying body for the HR profession, is commemorating its 35<sup>th</sup> Anniversary by hosting certified professionals at the Hideaway during the SHRM Annual Conference in Las Vegas. There are more than 115,000 HR professionals who hold the Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®) or Global Professional in Human Resources (GPHR®) credentials from the Institute. To mark the 35<sup>th</sup> Anniversary, the Institute reached out to some of its longest-standing certified HR professionals to learn why they chose to pursue their credentials.

One of these long tenured respondents is Frances Hume, SPHR/GPHR, and HR consultant. She became certified in 1985 and has achieved recertification seven times. Humes said, “To get outside validation that we know the HR body of knowledge, like CPAs know accounting... is like getting the Good Housekeeping Seal of Approval for HR professionals. It shows we ‘know’ the right things.”

Likewise, Leda Favor, PHR/GPHR and HR director for Siemens, was among those credentialed in 1985 and in the first group of HR professionals who earned the GPHR in 2008. She has recertified eight times. Leda offered, “My GPHR certification shows commitment beyond normal certification to the level of global, as well as intercultural, sensitivity. Pursuing HR certification at the global level ensures my remaining at the forefront of emerging commercial and technological contexts and challenges, something that more and more HR professionals are striving to achieve.”

According to Jack Milligan, SPHR, GPHR, HR consultant, who earned his first credential in 1985 and has recertified eight times, “In 1985, I saw certification as an opportunity to differentiate, and it provides a certain amount of exclusivity to those in the HR profession who choose to tackle this challenge. In those days there was no prep class, there was no Learning System and the only way to prepare was generalist experience and textual material from collegiate level courses. It was worth it.”

All three say that becoming certified indicates a commitment to life-long learning and self-motivation.

Milligan says, "If you are serious about a career in this business (HR) you must commit to professional certification. It demonstrates a mastery of the body of knowledge as well as years of experience as an exempt level professional in the trade. Without professional certification, you can't make either statement and your career will be substantially limited."

Rose Ann Javorek Kay, SPHR/GPHR, has held certification since 1990 and has recertified seven times. She feels that recertification is imperative to keeping current in the HR profession.

"The process of certification, and recertification, shows that HR professionals are exposed to the breadth of HR knowledge - even if they are specialists in one area. It also shows that they are committed to staying current in the HR field. Things change so quickly, much more quickly than when I began in this field 24 years ago," said Kay.

The HR Certification Institute began as the American Society of Personnel Administration (ASPA) Accreditation Institute (AAI) in 1973. AAI administered the first HR exams in 1976. As the HR profession matured, the accreditation program changed. Today, the AAI is known as the HR Certification Institute. We have awarded more than 250,000 HR credentials to HR professionals who have passed our exams.

#### **About the HR Certification Institute**

*The HR Certification Institute, established in 1976, is an internationally recognized certifying organization for the Human Resource profession. Today, more than 115,000 HR professionals in 80 countries proudly maintain the HR Certification Institute's credentials as a mark of high professional distinction. The HR Certification Institute is a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-thinking HR practices, policies and principles. The HR Certification Institute awards the following credentials: Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), Global Professional in Human Resources (GPHR®), and California Certifications. Visit [www.hrci.org](http://www.hrci.org).*

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