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**HR CERTIFICATION INSTITUTE CREATES CERTIFICATION COUNCIL,
ANNOUNCES FOUNDING MEMBERS**

ALEXANDRIA, Va. (October 19, 2016) — HR Certification Institute® (HRCI®), the premier credentialing organization for the human resources profession, announced the establishment of the HRCI Certification Council, which will provide oversight of the development, maintenance and administration of [HRCI's certification programs](#) for the HR profession in the United States and around the world.

“The formation of the council demonstrates HRCI’s enduring and core commitment to the rigor and the standards that go with our credentials being accredited and best-in-class while reflecting the evolution of our organization as a whole,” said HRCI CEO Amy Schabacker Dufrane, Ed.D., SPHR, CAE. “The presence of the council allows HRCI’s board of directors to more fully focus on the mission and business of HRCI, which has expanded in recent years, while ensuring that our certification programs, from governance to exam development to certification operations and administration, remain pure.”

More specifically, the certification council is responsible for the oversight of: certification eligibility requirements, recertification requirements, examination requirements, security and standardization of examination administration, examination scoring, grievance and disciplinary policies, appointment and oversight of subject matter expert panels, and the establishment of policies necessary for the ongoing operation of HRCI certification programs.

“Accreditation and industry leadership are among the distinguishing factors that set HRCI’s certifications apart from the rest, and this council is one more reason why HRCI-certified professionals can rightly claim to be HR’s elite practitioners and why employers who employ these exceptional practitioners can know their ranks are filled with the best and brightest,” said Nelson D. Zivic, GPHR, SPHR, Senior HR Director, Latin American Region, Newell Brands, who is serving as the inaugural chair of the certification council.

The nine-member council is comprised of seven voting members, six of whom must hold HRCI credentials, and a public member who represents the consumers of the services provided by the HR industry and who meets National Commission for Certifying Agencies (NCCA) accreditation requirements for public members. The two non-voting members are a liaison from HRCI’s board of directors and a senior member of HRCI’s certification program staff.

The founding members of the HRCI Certification Council are:

Council Chair: Nelson D. Zivic, GPHR, SPHR, Senior HR Director, Latin American Region, Newell Brands

Council Vice Chair: Lexie Sims, SPHR, PHRi, Director of Talent and Resourcing, Europe, Intercontinental Hotel Groups

Council Members:

Cigdem Ozdemir Evren, SPHRi, Head of HR, Trans-Anatolian Natural Gas Pipeline Project

Carlos Jon, DBA, SPHR, PHRca, GPHR, Divisional Human Resource Manager, AutoZone

John D. Varlaro, Ph.D., SPHR, GPHR, Associate Professor, Human Resource Management, Johnson & Wales University

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Rafael Uzeda, PHR, GPHR, CHRP, Manager of Human Resources Operations, CPPIB (formerly Canadian Pension Plan Investment Board)

Public Member: Mary F. Browne, Director of Test Development, National Board of Osteopathic Medical Examiners

HRCI Board of Directors Liaison: Jonathan Pearce, GPHR, Principal, Deloitte Tax LLP and Leader, Global Mobility Transformation Practice

Certification council members will serve three-year terms for no more than two consecutive terms, with founding members assigned to serve for either one, two or three years. The council will always have at least one member who is PHR certified and one member who is SPHR certified; among the remaining four members will be holders of all of HRCI's other designations through a rotating system.

About HRCI

[HR Certification Institute®](#) (HRCI®) is the premier professional credentialing organization for the worldwide human resources profession. For over 40 years, the nonprofit HRCI has set the standard for HR mastery and excellence around the globe through developing and administering best-in-class certifications, including the NCCA-accredited Professional in Human Resources® (PHR®) and Senior Professional in Human Resources® (SPHR®) plus the new Associate Professional in Human Resources™ (aPHR™). HRCI's credentials are recognized as the most rigorous, meaningful, and relevant professional certifications demonstrating competency, real-world practical skills and knowledge in the field. Together with HRCI-certified professionals in 100 countries around the globe, HRCI ensures, strengthens and advances the strategic value and impact of HR.

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