

2011-2012 Board Members

Becky Rand, SPHR

*Global HR Compliance Manager
American Express*



Becky Rand, SPHR, has worked for American Express for more than 15 years in various roles with increasing responsibility and scope. As a Global HR Compliance Manager, she has more than 13 years EEO/AA experience and is responsible for mitigating legal risk and brand damage, by minimizing exposure for American Express through the use of audits, in-depth analysis, and proactive consultative measures. In her role, she helps prevent, detect, or eliminate possible employment violations that American Express may be susceptible to by working closely with many process partners, including legal, talent acquisition, compensation, and relationship leaders.

Since 2007, Becky has been serving as a member of the Board of Directors for the Arizona Affirmative Action Association (Quad A), lending professional expertise and skills to help the organization prosper and benefit other members. She was selected to serve as the Secretary to the Board of Directors for the Arizona Affirmative Action Association in 2009 and currently remains in that position. Becky has been a Quad A /AZILG Member since 2002.

With a long history of service and volunteerism (both within this field and in other genres), Becky served on the Logistics Committee of the 2006 National Industry Liaison Group (NILG) Conference; was the Program Chair for the 2010 NILG Conference in Las Vegas; and is currently involved with the Program Committee for the 2012 NILG Conference in Hawaii.

Becky graduated from Northern Arizona University, *cum laude*, and holds a Bachelor of Science degree in Hotel & Restaurant Management. She received her SPHR certification in 2005 and is an ardent learner with a strong thirst for knowledge, particularly in the ever-changing landscapes of human resource laws and best practices.