



2026 NASPE Awards Program

Eugene H. Rooney, Jr. Award Nomination Leadership in State Human Resource Management

Submission Deadline: April 17, 2026

Submission Method: Submit via the 2026 NASPE Awards Nomination Form.
Upload this completed template and the required endorsement letter within the form.

Nominations from dues-paying states are considered for eligibility. Nominees should demonstrate a positive effect on the administration of state human resource programs and may serve within a state's central human resource department or line agency human resource operations.

Selection criteria are based on the questions included in this award application. Nominations are encouraged in all areas of human resource management administration.

NOMINEE INFORMATION

Nominee: Sheryl Webb

Title: Director, WV Division of Personnel

State: WV

Agency: Division of Personnel

Telephone: 304-414-0816

E-mail: Sheryl.R.Webb@wv.gov

Brief Biography of Nominee (One paragraph, please): Sheryl Webb is a seasoned public-sector executive whose career reflects more than two decades of leadership in human resources, organizational development, and statewide workforce modernization. She began her career in communication-focused roles before moving into progressively broader HR and administrative leadership positions, where she became known for her ability to translate complex policy into practical, agency-ready solutions. Rising through roles that spanned training, operations, and statewide HR governance, she ultimately became Director of the West Virginia Division of Personnel, where she has championed innovation, equity, and the strategic use of technology — including pioneering the integration of artificial intelligence into state HR systems. Her academic foundation includes a Bachelor of Arts in Organizational Communication and a Master of Arts in Communication Studies from Marshall University, grounding her leadership in strong analytical, organizational, and people-centered expertise.

NOMINATOR INFORMATION

Nominator: Joe Thomas, Wendy Mays, Elisabeth Arthur
Directors

Title: Deputy Director; Assistant

State: WV

Agency: WV Division of Personnel

Telephone: 304-414-0819

E-mail: Wendy.A.Mays@wv.gov

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- Meet all eligibility requirements • Be submitted via the nomination form by April 17, 2026
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DETAILS

Provide a narrative answer for each of the questions below. Narrative responses should generally not exceed 4–6 pages (based on regular 8 1/2 x 11" paper, double-spaced in 12-point font). Also, provide one letter endorsing the nominee's achievement. The endorsement letter should be included as a separate document and uploaded with this nomination. Do not include additional supporting documentation.

1. Describe how the nominee has demonstrated leadership by participating on major state government committees, task forces and/or special projects related to state human resource management.

Sheryl Webb, Director of the West Virginia Division of Personnel, has represented the agency on a variety of committees and played a key role in many projects related to human resource management in state government. She has served on legislative task forces working on matters impacting all state government employees such as workforce development, compensation strategy, recruitment and retention challenges, the aging workforce, and human resource modernization.

Director Webb has led our team in adopting skills-based hiring practices and secured our participation in a statewide cohort through Opportunity@Work, positioning West Virginia as an early adopter of modern, equity-focused hiring strategies. Director Webb's expertise and leadership in the public sector human resources arena have empowered the Division of Personnel to successfully adapt to emerging technologies and significant changes to the composition of the state government workforce in West Virginia.

2. Describe how the nominee has demonstrated exceptional leadership in the field of human resource management beyond your state human resources organization.

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Director Webb's leadership extends far beyond the Division of Personnel and has had a transformative impact on human resource management across the entire State of West Virginia. She is a statewide resource—consistently sought out by state and county agencies, both covered and exempt, for her expertise, guidance, and steady leadership. She works closely with the Governor's Office, Cabinet Secretaries, Constitutional Offices, legislators, and agency leadership to ensure that HR policies, modernization efforts, and workforce strategies are aligned with best practices and responsive to the needs of the state. Director Webb builds capacity across the HR community by providing tools, training, and mentorship that elevate the professionalism and consistency of HR practice statewide. Her collaborative approach, innovative mindset, and commitment to service have positioned her as a trusted advisor and a catalyst for positive change across West Virginia's entire public workforce.

3. Describe the nominee's leadership and/or management skills in implementing human resource management programs.

Director Webb demonstrates exceptional leadership and management skills in implementing human resource management programs across the state. She leads with clarity, purpose, and a deep understanding of how HR systems must function to support both agency operations and statewide workforce goals. Under her direction, complex HR initiatives are translated into practical, actionable programs that agencies can implement with confidence.

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She excels at building structures that bring consistency to HR practice while still allowing agencies the flexibility they need to operate effectively. Director Webb manages large-scale modernization efforts with a steady hand—setting clear expectations, aligning stakeholders, and ensuring that every program is grounded in best practices, legal compliance, and operational feasibility. Her ability to break down complex HR concepts into understandable guidance allows agencies to adopt new processes smoothly and successfully.

Director Webb's management style is collaborative and empowering. She brings together cross-agency teams, listens to operational realities, and incorporates feedback to strengthen program design. She anticipates implementation challenges and proactively develops tools, training, and communication strategies to support HR professionals statewide. Her leadership ensures that programs are not only well-designed, but also well-executed.

She models accountability, transparency, and fairness—setting the tone for how HR programs should be administered across West Virginia. Through her strategic vision, disciplined project management, and commitment to service, Director Webb has elevated the effectiveness, consistency, and professionalism of HR program implementation statewide.

4. Describe how the nominee has demonstrated leadership within the NASPE organization in support of NASPE's mission to share information on human resource issues so that members can better

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achieve their state's mission and business objectives. Include evidence of local or national acclaim in the field and influence on other states' personnel executives.

Director Webb has been a steadfast and highly respected contributor to NASPE, consistently demonstrating a strong commitment to collaboration and shared learning. She is always willing to openly share her state's initiatives, challenges, and successes, providing valuable insight that benefits the broader membership. Sheryl's thoughtful candor and active engagement are deeply appreciated, and she is especially known for her welcoming and supportive approach to new members.

In addition to her leadership presence, Sheryl is highly engaged in the NASPE online community and routinely participates in NASPE meetings, both in person and virtually. She has also generously given her time and expertise through regular service on the NASPE Awards Committee. Sheryl's sustained contributions, professionalism, and dedication exemplify the spirit of leadership and service this award is intended to recognize.

5. Describe any relevant state human resource management programs or initiatives that were successful because of the nominee's involvement.

Under Director Webb's leadership, several major statewide HR initiatives have succeeded specifically because of her vision, persistence, and ability to bring people together around shared goals. One of the most notable achievements is the transformation of Managing for Excellence, which—under her guidance—earned national recognition by winning the NASPE Advancing the HR Profession Award. This

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program's success reflects her commitment to elevating HR practice across the state and ensuring that West Virginia is aligned with national best-practice standards.

When Director Webb assumed leadership, the Division of Personnel faced significant challenges. Legislative bills were introduced almost every session seeking to eliminate the agency entirely, driven by perceptions that the Division of Personnel was overly regulatory and insufficiently collaborative. Director Webb reversed that trajectory. She rebuilt trust with agencies, shifted the culture from enforcement to partnership, and demonstrated that the Division of Personnel could be both a guardian of merit principles and a practical, solution-oriented resource for the entire state.

Her leadership has also resulted in historic improvements to the state's pay structure.

When she arrived, the first two pay grades were so outdated that their minimums fell below federal minimum wage—creating situations where supervisors and employees earned the same rate. Director Webb worked closely with the Governor's Office, the Department of Administration, and legislative partners to secure three statewide pay range increases during her tenure. Prior to her leadership, the ranges had not been updated in nearly a decade. These changes have strengthened recruitment, improved internal equity, and modernized compensation practices across state government.

Director Webb has also been a pioneer in integrating artificial intelligence into HR operations, making West Virginia one of the earliest adopters of AI-supported tools in the public sector. Her willingness to embrace innovation has improved efficiency,

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expanded analytical capacity, and positioned the state to meet workforce challenges with modern, data-driven solutions.

Her commitment to statewide HR excellence extends far beyond the agencies formally served by the Division of Personnel. She has encouraged and supported training for exempt agencies, ensuring they have access to the same high-quality guidance and best practices as covered agencies. Her leadership has produced measurable improvements, restored confidence in the Division of Personnel, and established a foundation for long-term workforce success.

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STATE OF WEST VIRGINIA
DEPARTMENT OF ADMINISTRATION

Eric L. Householder
CABINET SECRETARY

April 8, 2026

Eric L. Householder
Cabinet Secretary
West Virginia Department of Administration
1900 Kanawha Boulevard East
Charleston, WV 25305

Eugene H. Rooney, Jr. Award Selection Committee
National Association of State Personnel Executives (NASPE)

Dear Members of the Selection Committee:

I am honored to nominate Sheryl Webb, Director of the West Virginia Division of Personnel, for the Eugene H. Rooney, Jr. Award for Leadership. Director Webb's tenure reflects the very qualities this award seeks to recognize: innovative leadership, strategic transformation, measurable organizational improvement, and a lasting contribution to the advancement of public-sector human resources.

Innovation and Forward-Thinking Leadership

Director Webb has been the driving force behind repositioning the Division of Personnel from a traditional regulatory entity to a modern, full-service human resources agency. She has championed the adoption of artificial intelligence tools and data-driven practices, making West Virginia one of the earliest states to integrate AI into HR operations. Her willingness to embrace emerging technologies has improved service delivery, enhanced decision-making, and set a new standard for innovation in state government.

Strategic Vision and Organizational Transformation

Under Director Webb's leadership, the Division of Personnel has undergone a comprehensive modernization effort. She has streamlined processes, reduced administrative burden, and implemented best practices that have increased efficiency and consistency across state agencies. Her strategic vision has shifted the agency's culture toward customer service, partnership, and accessibility, ensuring that agencies experience the Division of Personnel as a collaborative resource rather than a regulatory checkpoint.

Measurable Impact on Statewide HR Operations

Director Webb's initiatives have produced tangible improvements in the quality and responsiveness of HR services statewide. Through process redesign, technology adoption, and operational alignment, she has strengthened classification, recruitment, employee services, and workforce support functions. In support of Governor Patrick Morrisey's initiative to reduce, simplify and ease regulations and workforce rules so that West Virginia can better compete for people, jobs, businesses, and economic opportunities, Director Webb worked with my office and that of the Governor to successfully enact legislation to enhance DOP operations and services. These improvements have directly benefited agencies, employees, and the citizens they serve.

Collaboration and Professional Leadership

Director Webb is widely recognized as a mentor, a collaborator, and a trusted advisor. She fosters strong relationships with agency leaders, HR professionals, and state partners, ensuring that solutions are practical, sustainable, and aligned with statewide needs. Her leadership extends beyond her own agency—she elevates the HR profession across West Virginia through training, guidance, and a commitment to developing the next generation of public-sector HR leaders.

Advancing the HR Profession in State Government

Perhaps most importantly, Director Webb has redefined what HR leadership looks like in West Virginia. She models integrity, professionalism, and accountability, and she consistently champions practices that strengthen public trust and improve government operations. Her work has created a more modern, equitable, and service-oriented HR system—one that will continue to benefit the state long after her tenure.

For these reasons, I am proud to nominate Director Sheryl Webb for the Eugene H. Rooney, Jr. Award. She embodies the innovation, leadership, and dedication that this award celebrates, and her contributions have had a profound and lasting impact on the State of West Virginia. Thank you for your consideration.

Sincerely,



Eric L. Householder, Cabinet Secretary
West Virginia Department of Administration