

**BOARD OF REGENTS**  
**EASTERN MICHIGAN UNIVERSITY**

SECTION: 17

DATE:

December 16, 2010

**RECOMMENDATION**

**APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS**

**ACTION REQUESTED**

It is recommended that the Board of Regents appoint Tammy Smith to a three-year term on the Board of Directors of the Academy for Business and Technology; Theodore Layher to a two-year term and Valerie Mates to a three-year term on the Board of Directors of Ann Arbor Learning Community; Solomon Spann to a three-year term on the Board of Directors of Commonwealth Academy; Andrea Wright to a three-year term on the Board of Directors of Great Lakes Academy; Shenetta Coleman to a two-year term and Leatrice Eagleson and Alice Thompson to three-year terms on the Board of Directors of Hope Academy.

**STAFF SUMMARY**

According to the resolutions which establish these public school academies (charter schools), vacancies on the Boards of Directors shall be filled by the Eastern Michigan University Board of Regents.

**Academy for Business and Technology**

Tammy Smith is employed at the Ford Motor Company in Dearborn as a forward planning analyst. She has been employed at Ford since 1996. Smith earned a Bachelor of Arts degree in business administration from Davenport University, Dearborn. She has served on the Board of Directors of the Academy for Business and Technology for the past three years and has a child attending the Academy.

**Ann Arbor Learning Community**

Theodore Layher is a software developer at Menlo Innovations, LLC, located in Ann Arbor. Prior to this, he worked as a Web specialist for Forest Health Services. Layher earned a Bachelor of Science degree in computer science at Eastern Michigan University in 1997. He has multiple computer software skills and has spoken at various venues regarding his expertise.

Valerie Mates is a volunteer at the Huron Valley Community Network, a local non-profit computer system which hosts websites for free for other local area non-profits, including the Ann Arbor Learning Community (AALC) website. She was employed at Ann Arbor Computer where she wrote programs for automated warehouse storage systems. Mates has held numerous positions in computing/technology and in 2000 founded the Ann Arbor Parenting e-mail list called ArborParents. Mates graduated from the University of Michigan in 1988 with a Bachelor of Science degree in computer science. She has two children attending AALC.

**Commonwealth Academy**

Solomon Spann is director of sales for Radio One, Inc., in Detroit. He was previously employed as an account manager at Clear Channel Radio, Detroit. Spann earned a Bachelor of Science degree in broadcast journalism in 1997 from Georgia Southern University, Georgia. He is seeking reappointment to the Board of Directors of Commonwealth Academy.

**Great Lakes Academy**

Andrea Wright is a budget and cost administrator for the City of Pontiac. She has been employed by the City since 1993. In addition, she is a licensed realtor. She earned a Bachelor of Business Administration degree from Kent State University, Kent, Ohio in 1991 and a Master of Science degree in administration from Central Michigan University, Mt. Pleasant, in 1997. Wright has a child attending Great Lakes Academy.

**Hope Academy**

Shenetta Coleman is the executive director of human services for the City of Detroit. She has been employed with the City in various positions since 1999. Coleman earned Bachelor of Science and Master of Arts degrees from Eastern Michigan University in 1990 and 1998. She was awarded the World Class Service Team Award in 2001.

Leatrice Eagleson is a vice president at New Detroit, Inc., where she has been employed since 1985. She has served as president of the Board of Directors for Hope Academy for several years. She is active in the "Y" serving as a board member for the organization. Eagleson earned a Bachelor of Arts degree in political science from Wayne State University.

Alice Thompson is the chief executive officer of Black Family Development, Inc., Detroit, where she has been employed since 1994. Black Family Development offers programs and services to Detroit-area families. Thompson is the 2010 recipient of the "Appreciation Award for Leadership" from the Detroit branch of the NAACP. She earned a Bachelor of Social Work degree in 1980 and a Master of Social Work degree in 1981, both from Wayne State University. Thompson has served as treasurer on the Hope Academy Board of Directors for the past three years.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer

Date

12-6-2010

# Tammy A. Smith

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## **OBJECTIVE**

A self-motivated, result oriented organizer seeking a position with a company offering challenges and career opportunities.

## **EMPLOYMENT**

2004 – Current Ford Motor Company. Dearborn, Michigan

### **Forward Planning Analyst**

- Develop and track Department's Operating Budget (Training, Travel & Overtime)
- Provide security access and support for CPARS, Sharepoint Sites, and other financial systems
- Assist in daily operations of CPARS and Financial Costing Process (WERS/MEARS/PCAM/PFR)

1999 - 2000 Computer Horizons, Inc/Ford Motor Company, Michigan

### **WERS (World Wide Engineering Release Systems) Financial Coordinator**

- Coordinate and implemented WERS Process for Department
- Maintain and audit department expenditures per New Vehicle Program
- Create, track and update matrix to process Change Control for all New Vehicle Program

1996 - 2004 Computer Horizons, Inc/Ford Motor Company, Michigan

### **PCA Assistant/Change Specialist/ Administrative Assistant**

- Assist DEW98/ FN145/ M205 Body Launch Leader w/ daily operations of Bodyshop.
- Create, track and update matrix to process Change Control System
- Create, track and update Engineering Changes/Issues in WERS
- Support Body Closures Manufacturing Engineering Launch Staff

1995 - 1996 Children's Learning Institute, Detroit, Michigan

### **Office Manager/School Leader**

- Supervise daily operation in school office
- Audit and distribute employee payroll
- Collect tuition and post ledgers
- Design School forms/ Write school newsletters
- Input children's financial records and genral data in computer system
- Effectively communicate with staff, parents and students

## **EDUCATION**

June 2003

### **Bachelor of Arts, Business Administration- General Business**

- Davenport University, Dearborn, MI

## **COMPUTER SKILLS**

Microsoft: Word, Excel, Outlook, Publisher, PowerPoint/ PageMaker/ Ford Motor Company: WERS, CPARS, GPAS/ PFR/ AIMS/ FEU

**References Available Upon Request**

# Ted Layher

## Summary

Ted is currently a software developer at Menlo Innovations with 6 years experience in Java, C#, DotNet and Webservices and over 11 years with Unix, linux, web servers and networking. Menlo Innovations is an Agile company practicing Extreme Programming (XP) for all their projects. His current professional career as a computer geek started in the middle of the dot com bubble and has survived despite several company's best efforts. It began as a unix systems administrator working for one of the "Big Three" automotive companies and has evolved into a software developer at Menlo Innovations. Ted brings an interesting mix of operational, systems knowledge and Test Driven Development skills to the team. He rather enjoys working on projects as part of a team instead of as a lone programmer. Ted influences the team through excellent coaching skills and has become particularly adept at problem solving and understanding customer requirements.

Prior to becoming a professional computer geek, Ted worked as a carpenter for a local construction company. He built many houses from start to finish in and around Ann Arbor. He enjoyed watching the house progress from a hole in the ground to standing on top of the roof -- each day it was possible to actually see what had been accomplished.

Ted has a bachelor's degree in Computer Science from Eastern Michigan University.

## Experience

Menlo Innovations, LLC, Ann Arbor, MI, Aug 2004 – Present

### Software Developer III

Member of an Extreme Programming (XP) team that utilizes the Test Driven Development methodology on all projects. Have participated in several projects: A java web based search application for a vast array of journal articles. Java based desktop application to control and record data from a flowcytometer. C# DotNET application with a SQL database backend used to schedule and track surveys for statistical research.

Forest Health Services, LLC, Ypsilanti, MI, Oct 2003 – Aug 2004

### Web Specialist

Provide IT support for Sun Solaris and Linux servers. Maintain Apache and IIS web servers. Develop new applications to assist Marketing, Accounting, and Pharmacy departments in accomplishing daily tasks.

Balance Consulting, Inc., Ann Arbor, MI, Aug 2003 – Sep 2003

### Developer

Develop 1099 tax form and information processing software in Delphi.

Independent Consultant, Ann Arbor, MI, Jan 2003 – Aug 2003

### Developer, Menlo Innovations, LLC, May 2003 – Aug 2003

Developed a java application and framework for running a "life" simulator that facilitates the teaching of advanced programming techniques to high-school students through the use of interactive simulation. Developed using Extreme Programming techniques in the Menlo Software Factory.

Developer, Syntech Development, LLC, Apr 2003 – Aug 2003

Established a linux based development environment for Planet-rock.com climbing gyms. As well as building the application that tracks memberships and inventory. Written entirely in open-source software using PHP, MySQL database, Apache webserver, BugZilla incident tracking system, and CVS.

Robert Half Technology, Southfield, MI, Sep 2002 - Jan 2003

PC/LAN Specialist, ValueOptions

Imaged and delivered 400 new PCs to company users. Provided IT and helpdesk support to Detroit office using Windows XP and Novell Netware. Designed and implemented a new backup strategy.

Independent Consultant, Ann Arbor, MI, Jan 2002 – Sep 2002

Consultant, WestArbor Animal Hospital, Aug 2002 – Dec 2002

Perform network support and operational maintenance for a small intranet. Play with cats.

Developer, Menlo Innovations, LLC, Checker Cab Project, Aug 2002 - Sep 2002

Ported VisualBasic 6 application to VisualBasic.NET, using VisualStudio.NET and NUnit for unit testing. Discovered proper method of implementing dynamic late binding object creation. Subject matter expert for Linux, UNIX, and security matters.

Developer, Menlo Innovations, LLC, eWashtenaw Project, April 2002

Rebuilt the Washtenaw County website, [www.ewashtenaw.org](http://www.ewashtenaw.org), to show off the County's new eGovernment initiative. Updated the site with a consistent look and feel as well as new content. Developed plan for automated link checking.

Developer, Menlo Innovations, LLC, Kenosha Recovery Project, March 2002 - April 2002

Worked with ProQuest to rediscover the process of transforming raw data from multiple sources into XML. The resulting XML was used to populate the Sanborn Maps website, [sanborn.umi.com](http://sanborn.umi.com), with maps of new cities. Wrote procedures and documented process to prevent further loss.

Network Administrator, Syntech Development, LLC, Jan 2002 - Sep 2002

Deployed cluster of Sun Solaris servers for a web farm and architected web hosting services. Duties include server maintenance and security auditing, as well as maintaining uptime and system performance. Technologies utilized include: Solaris 8, Solaris Jumpstart, Java2, Apache Web Server, and Tomcat Application Server. Point person for all Solaris, Linux and security related issues.

InfoServices, Inc., Madison Heights, MI, Oct 2001 - Dec 2001

Technical Consultant, Ford Unix Webfarm Project, Oct 2001 - Dec 2001

Responsible for the daily operation of UNIX web servers at Ford Motor Co., including providing levels 1 and 2 support for a customer base of approximately 5000 users. Responsibilities included configuring and tuning web servers, writing and updating documentation, disk management and installing and configuring various software packages.

Commerce One, Ann Arbor, MI, Sep 2000 - Aug 2001

Technical Consultant, Memec Project, Jan 2001 - Aug 2001

Implemented a pilot business-to-business gateway using Extricity XML messaging server, iPlanet Web Server, and Oracle Database running on Sun Solaris. Responsibilities included

Sun server maintenance, web server and database maintenance, and writing tools to aid developers.

Technical Consultant, Baxter Project, Oct 2000 - Dec 2000

Built Fenwal Baxter website, [www.baxterfenwal.com](http://www.baxterfenwal.com), a medical products company. Wrote web pages according to graphic designer specifications and customer feedback.

Technical Consultant, Stinson Project, Sep 2000 - Aug 2001

Deployed and maintained Sun Solaris server for development of [www.cfstinson.com](http://www.cfstinson.com) website and application. Monitored server for uptime and performance.

AppNet, Ann Arbor, MI, Mar 1998 - Aug 2000

Technical Consultant, Ford Unix Webfarm Project, Mar 1999 - Aug 2000

Responsible for the daily operation of UNIX web servers, including providing level 1 and level 2 support for a customer base of approximately 5000 users. Responsibilities included configuring and tuning web servers, writing and updating documentation, disk management and installing and configuring various software packages. Migrated users to new network attached storage array.

Systems Administrator, Mar 1998 - Feb 1999

Provided IT support. Planned and performed office migration, including deploying electrical and network infrastructure, as well as integrating network services into existing building network.

Arbor Intelligent Systems, Ann Arbor, MI, Sep 1997 - Feb 1998

Systems Administrator

Provided IT support for development staff using Sun Microsystems, Intel, and Apple equipment. Responsible for managing email, remote access, equipment purchases, and backups.

Eastern Michigan University, Ypsilanti, MI, Jan 1993 - Aug 1997

Technical Services Advisor, Jun 1995 - Aug 1997

Deployed cluster of Unix servers running Digital Unix and provided support for faculty and students.

Goddard Lab User Support Consultant, Jan 1993 - May 1995

Provided support for students on all aspects of computing, including VMS and Ultrix Systems, C, Pascal, FORTRAN, and Assembly programming languages. Also supported remote access, email, and newsgroup applications. Fixed the printers.

Waldenbooks, Ann Arbor, MI, Oct 1995 - Dec 1995

Network Engineer, Oct 1995 - Dec 1995

Responsible for migrating company to Novell 4.0, and hardware maintenance.

Schlossfestspiele Ettlingen, Ettlingen, Germany, May 1992 – Aug 1992

Buehnertechniker

Construct sets and hang theatrical lighting during the summer 1992 theatrical season. Light board operator for the musical review.

Prafkey Construction Company, Ypsilanti, MI, 1986 – 1992

## Carpenter

Rough framing, interior trim work, windows and doors. Built many houses from start to finish in the Ann Arbor and Ypsilanti area.

## **Technical Skills**

- OS/Environment: UNIX, Sun Solaris (2.x, 8), Linux (Ubuntu, RedHat, Debian, Mandrake, SuSE), Digital Unix 4.0B, MacOS 8.6, Mac OS X Snow Leopard, MS DOS, Windows 9x, Windows 2000, Windows XP, Windows Vista, Windows 7
- Software: Apache Webserver, Tomcat Application Server, iPlanet Webserver, PHP, MySQL, Microsoft Office, Sendmail, Solaris Jumpstart, Solaris DiskSuite, Big Brother, Sawmill, Visual Studio .NET professional, CVS, SVN
- Networking: Ethernet, TCP/IP, Remote Access, PPP, modems, hubs, switches, AppleTalk
- Hardware: Sun (E5000, E3000, E450, E250, E220R), PCs/Servers, Macintosh computers, DEC Alpha, & HP printers, Hammer, Skill saw, Router, Framing Square
- Development: Java, C#, ASP.NET, Perl, Bourne Shell, HTML, PHP, C, vi

## **Education**

- BS in Computer Science, Eastern Michigan University, Aug 1997

## **Speaking Engagements**

- "Effective Project Management Through Agile Team Empowerment" – co-presenter PMI Central Ohio Professional Development Day 2008
- "The Art of Refactoring" – presenters assistant Great Lakes Software Excellence Conference 2008
- "Robots Wild On Software" – co-presenter OOPSLA 2009
- "What We Learned In 8,829 Hours Of Paired Programming" – co-presenter Agile Roots 2010

## **Interests**

Kayaking, Electric bicycles, Home brewing

## **Informal Resumé and Non-Profit Board Member and Volunteer History**

**Valerie Mates**

**October 18, 2007**

### **Personal History:**

I was born in New York City, where I graduated from Stuyvesant High School. From there I moved to Ann Arbor, where I attended the University of Michigan, earning a Bachelor of Science degree in Computer Science in 1988.

### **Work History:**

From 1987-1988 I worked as a summer intern at Schlumberger, a computer company in Ann Arbor. My job was to polish up a file transfer program called Kermit and update the company's documentation for it.

From 1988-1993 and 1993-1995 I worked at Ann Arbor Computer, which was located on Ellsworth road, a short distance from the current AALC building. I wrote programs for automated warehouse storage systems that automatically move inventory around warehouses, and programs for other systems that track inventory in warehouses. My responsibilities included following a job from beginning to end -- writing the programming, writing manuals for it, flying out to the customer's location to train them to use the computer system, and then doing telephone support when the customer had questions. This job sent me all over the world, including Clearwater, Florida; Bombay, India; Pago Pago, American Samoa; Puerto Rico; Hawaii; and Independence, Missouri. I loved getting to see the internal operations of big companies whose products you can buy in stores. I've been inside the plant where Progresso soup is made, watched the ladies stacking Old El Paso corn tortilla shells by hand before putting them into boxes, tracked furniture for Wells Fargo Bank, and seen the production line that makes Whitman's chocolates. My specialties with computers include an ability to explain complicated computer concepts in simple terms that make sense to people; and writing programs that do complicated tasks while being easy for an ordinary person to use.

In 1993 I briefly worked at Siemens in Auburn Hills. My job there was writing computer programming that tracked inventory in warehouses.

In the late 1990s, I taught Rec & Ed classes for "Introduction to Computers" and "How to Write Web Pages that Work."

From 1995 to the present, I have worked as a free-lance computer programmer. My specialty is writing powerful computer systems that regular people can use to update their own web pages without needing to know a lot about computers. I am the webmaster for the Ann Arbor Observer, and have been for the past 15 years. I wrote the computer programming that various organizations use to update their websites, including the Ypsilanti Library, the Canton Library, and The Ark. I wrote the computer programming that the Ann Arbor Learning Community uses to update the content of our school's website.



## **Non-Profit Board of Directors History**

In 1990, I was one of twelve co-founders of a non-profit computer system called Cyberspace Communications Incorporated. CCI runs a computer system called Grex. Back in 1990, before anybody had heard of the Internet, CCI's mission was to bring low-cost computing to people who wanted to learn about computers and to use computers to connect with other local people. In about 1993, CCI's computer was first connected to the Internet. Tens of thousands of users flooded in, from all over the planet, including many from India and Romania. I was a member of the Board of Directors of Cyberspace Communications for about six years. I've been the treasurer, the secretary, and for about four of those years I was the organization's president / chair of the board. I was also on the staff of the system from 1990 until 2003, spending many unpaid volunteer hours to keep the computer system running well. I ran the organization's staff meetings. I believe I did a good job of keeping both board and staff meetings on-track and productive, while also being very strongly committed to making sure that everybody's voice was heard.

In 1993, I served for a year on the board of directors of the People's Food Co-op, here in Ann Arbor.

In 1987, the Ann Arbor chapter of the Association for Women in Computing was about to be de-chartered for inactivity. So I re-started the local chapter. I organized meetings where I asked the public to describe what they wanted to see the organization do so that it would meet their needs. Then we built a chapter that fit the description that the people at the meeting had requested. I was the president of the chapter for several years. Today I am not active with the group anymore. It is run by a group of wonderfully dedicated hardworking women. Recently, for a few years, the Ann Arbor chapter was among the largest in the nation.

In early 2000 I founded the Ann Arbor Parenting e-mail list, called ArborParents. Today it has 2000 members. It averages 25 e-mail messages per day, but it is known as a peaceable place where parents can discuss their parenting concerns -- or ask where to find a good plumber. It has spun off in-person playgroups, databases of local service contractors, a children's resale swap group, and others. I run several other e-mail lists too, on topics ranging from gardening in Ann Arbor to parenting local kids with food allergies. I run the local Celiac Disease support group -- an email list with about 600 members. I am a co-moderator on the AALC parent-teacher-staff e-mail group.

For several years I was the volunteer webmaster for the local La Leche League groups.

I am a volunteer on the staff of the Huron Valley Community Network ([hvcn.org](http://hvcn.org)) - a local non-profit computer system that uses a shoestring budget and all-volunteer labor to host hundreds of websites, for free, for local area non-profits -- including the AALC website. I'm the secondary volunteer at HVCN, so mostly I fill in when the main volunteer staff-member is on vacation or unavailable. My duties there include setting up websites and e-mail groups for nonprofit organizations, answering e-mailed questions about how their websites and computer systems work, and troubleshooting computer problems. I've been doing this from 2003 to the present.

**Honors and Awards:**

2002 – Thank-you from La Leche League for work on their website

1998 – Award for Outstanding Service to the Ann Arbor Chapter of the Association for Women  
in Computing

1983 – National Merit Scholarship

Valerie Mates  
October 5, 2010

## SOLOMON SPANN, III

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**OBJECTIVE:** Seeking a career-oriented position as a Public Affairs Specialist where my education and experience will be fully utilized while providing opportunity for advancement based on accomplishments.

**SUMMARY OF QUALIFICATIONS:**

- Motivated self-starter with more than nine years of successful business to business sales and marketing experience.
- Highly skilled in building, cultivating, and maintaining quality client relationships.
- Goal and results-oriented professional with a proven track record of achievements in generating new business, developing existing accounts, expanding company market share, and consistently exceeding sales goals.
- Working knowledge of MS Windows, MS Office, Strata, and Tapscan.
- Strong organizational, time management and problem solving skills.

**EDUCATION:** Bachelor of Science in Broadcast/Journalism, 1997

Georgia Southern University, Statesboro, Georgia  
CCU Collaborative Negotiations and Perfect Projections Workshop 2005  
NAB Executive Training Program Georgetown University 2008

**CIVIC DUTIES:** Board Member of Commonwealth Academy, Detroit, Michigan  
Who's Who in Black Detroit 2007

**EXPERIENCE:** NTR Director/Sales, 2007 to present

Radio One Inc, Detroit, Michigan

- Hired to market and sell special events for WHTD
- Drive the fiduciary focus on special events and internet/interactive marketing
- Prospect for new business while servicing and developing existing client base
- Create innovative and turnkey promotions for new business opportunities

Account Manager, 2005 to 2007

Clear Channel Radio, Detroit, Michigan

- Hired to market and sell local cluster stations. WJLB, WMXD, WKQI, WDFN and WDTW. Primary stations, WMXD Mix 92.3 and FM 98 WJLB.
- Prospect new business while servicing and developing existing client base
- Market Special Event sales to new and existing clients
- Market Internet opportunities to expand business opportunities for clients
- Create innovative turnkey promotions for current clients to generate new branding opportunities and new business.

Account Executive/Marketing Consultant, 2001 to 2005

Liberty Cooperation (Cable Vantage), Columbia, South Carolina

- Hired to market local cable television advertising representing 35 cable networks.
- Prospect new business while developing existing accounts via customer focused sales process.
- Develop new and innovative marketing promotions aimed at increasing client's market share.

- Act as in-house advertising agency to plan, avail, and place advertising dollars in nine outer markets.
- Consistently exceed marketing budget goals

## **SOLOMON SPANN, III**

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### **Account Executive/Marketing Consultant, 1999 to 2001**

*Rainbow Radio, L.L.C./Inner City Broadcasting, Columbia, South Carolina*

- Hired to market and sell radio advertising to businesses for two new radio stations in the Columbia, SC area.
- Generate new business and develop existing accounts through a consultative sales process.
- Prospect for potential clients, consult with businesses on their advertising and marketing objectives, research and develop marketing strategies, and develop and present marketing proposals to clients.
- Maintain accounts and develop additional promotional opportunities to diversify the business relationship.
- Recognized as the company's Top Salesman for the past two years.
- Consistently exceed monthly sales goals.
- Received "Salesman of the Month" award for superior sales performance.

### **In School Suspension Supervisor, 1998 to 1999**

*Richland County School District One, Columbia, South Carolina*

- Hired to supervise the In School Suspension program
- Provided and executed corrective behavior modification education for problem students
- Developed and restructured the school discipline handbook and school video demo, provided the voice over for project
- Served as lead substitute teacher
- Execute designed lesson plans from Vocational program

### **On Air Personality/Promotions Assistant WWDM 101.3 FM, 1997-1998**

- Hired to produce On the Move with Russ Parr syndicated morning show
- Conducted an clean on-air shift Saturday mornings from 6a-12noon
- Wrote scripts assisted in daily promotional activities including press releases, internal writing requirements
- Promotional set up point of contact for station events

### **Security Monitor, 1997 to 1998**

*Richland County School District One, Columbia, South Carolina*

- Hired to monitor and control the school grounds as needed
- Developed and supervised the attendance tardy control system
- Conduct and maintain clerical duties regarding student records

### **Head Junior Varsity Basketball Coach/Assistant Head Coach, 1997 to 1999**

*Richland County School District One (Eau Claire H.S.), Columbia, South Carolina*

- Hired to coach the Girls Junior Varsity Basketball team and to be the Head Assistant Coach for the Girls Varsity

- Developed and conducted practice schedule and execute player development
- Lead Lady Shamrocks Junior Varsity to a two-year record of 25-8
- Assist the head coach in conducting practice, team travel, and player development

## SOLOMON SPANN, III

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- Helped lead Lady Shamrocks to 1997 3A State Championship Game
- Helped lead Lady Shamrocks to 1998 3A Lower State Final

### On-Air Personality/Promotions Assistant, 1997 to 1998

*Clear Channel Communications, Inc.*, Columbia, South Carolina

- Produced an efficient and audience appealing air program.
- Participated in special promotions and provided information to the community.

### WNBA Promotions Assistant, 1997

*Charlotte Sting Promotion*, Charlotte, North Carolina

- Served as a liaison between the Charlotte' W omen's National Basketball Association team and the public.
- Assisted in developing and coordinating special projects and promotions.
- Distributed literature advertising upcoming Sting and WNBA events.

### Internship, 1997

*Jefferson Pilot Communications*, Charlotte, North Carolina

- Served as an intern in the production department
- Rip scripts
- Floor director
- Camera Operator

### WBH-TV 48 Statesboro, 1994-1996

- Station stand up reporter and fill in anchor
- Conducted on location interviews for evening news cast
- Edited tape in preparation for evening news cast
- Voice over work
- Covered a wide variety of stories from Georgia Southern sports to political campaigns

# Andrea Wright

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Financial professional with in-depth knowledge of municipal finance and budgeting operations. Proven manager and excellent team member. Experienced in financial analysis, variance reporting, strategic budget planning, project management, forecasting and cost center budgeting. Managed budgets in excess of \$187M. Supervised, trained and evaluated staff. Proven leadership abilities involving motivating employees and negotiations. Proficient in written and oral communication. Conscientious employee capable of both identifying and resolving problems. Ability to multi-task and deliver quality results. Eager with a superior work ethic and consistency. Pursuing upward mobility within a challenging environment.

## **EDUCATION**

Certificate of Completion – Real Estate Principles, Middleton Real Estate School – November 2004  
Masters of Science in Administration, Central Michigan University, Mt. Pleasant, MI – August 1997  
Bachelors of Business Administration, Kent State University, Kent, Ohio – May 1991

## **ELECTED BOARDS & COMMISSIONS**

November 2007 – May 2008

**Hospital Finance Authority Board**  
**Appointed by the Pontiac City Council**

March 2006 – current

**General Employee Retirement System, City of Pontiac**

Elected to serve as an employee representative; fiduciary to retirement funds; assets under management over \$500 million. Vested with the administration of the fund. Review investment performance of the system, administer benefits from the system, and establish policies and strategic planning.

## **EMPLOYMENT**

**Budget and Cost Administrator**

**City of Pontiac, MI**

2006 to current

- Responsible for the preparation, presentation, implementation, and control of the City's adopted budget; prepare periodic forecasts and provide pertinent data on the City's financial position; applies principles of accounting to analyze the past and present condition of financial operations; estimates future revenues and expenditures to prepare future budgets;
- Manages employees in the budget division; responsible for training, policy and procedures; assigning and directing work; appraising performance, discipline, and rewarding employees;
- Collect and analyze records of past and present conditions;
- Direct all budget preparation, presentation and implementation
- Document revenue and expenses; approve on a daily basis
- Maintain automated budget system; train employees; assist departments with understanding budget module of Banner Financial System
- Develop and implement cost control measures
- Improve effectiveness of city's budget processes and control methods
- Assist in performance evaluation, cost management or asset management
- Work with department heads on cost saving measures and strategic planning

- Provide confidential information in regards to costs for labor issues
- Interpret budgets to management
- Apply analytical skills, problem solving, project management, and maintain high interpersonal skills to communicate effectively with department managers

#### **Realtor**

**ERA Majestic Realty, Oak Park, MI**

2/2005 - current

- Member, National Association of Realtors
- Member, Michigan Association of Realtors
- Member, Western Wayne Oakland County Association of Realtors

#### **Budget Analyst**

**City of Pontiac, MI**

1997 – 2006

- Directly accountable for the maintenance of the expenses and revenues for 8 of 15 departments of the municipality
- Directly accountable for the maintenance and management of over \$90 million dollars of a \$263 million annual budget appropriation
- Plan, research, analyze, and evaluate departmental organization structure and functions to determine and recommend their manpower, operating and funding requirements
- Met with and worked with individual department heads, divisions and employees to prepare budgets for their service areas, as well as analyze manpower reporting
- Utilized economic forecasting and financial analysis techniques to recommend improvements in departmental budgetary controls
- Part of the team to select and upgrade manual financial system to the corporate Banner Financial Suite system; assisted with the development of training manual as well as trained over 100 employees in utilizing system
- Analyzed city's financial position and provided fiscal advice to department and division heads in determining needs of potential programs and objectives
- Provided technical expertise to departmental representatives in preparing their department budgetary requests, including documentation, investigation and related impact studies
- Made public presentations to the Executive and Legislative administration, to assist in the review of requested appropriations and amendments to the adopted appropriations
- Prepared short-term and long-range budget projections
- Developed a system of monitoring daily expenditures of departments; analyzed job processes and recommended a more effective solution
- Compiled data from departments to prepare monthly financial statements showing historical comparisons of spending as well as requirements
- Developed Budget Module of Banner Financial Suite and trained all city departments and divisions and end users; developed first user manual
- Developed budget phases with every department from the departmental request, to the Mayor's Recommended budget, and finally the Council adopted and approved annual appropriation

**Administrative Assistant to Contract Compliance Officer****City of Pontiac, MI****1995-1997**

- Responsible for day-to-day office operations
- Coordinated Minority Contractors roundtable monthly meetings
- Organized job fairs for sub-contractors
- Assisted Contract Compliance Officer in monitoring job sites
- Maintained Davis-Bacon wage decisions
- Liaison for office and federal compliance office
- Prepared and monitored division budget

**Administrative Assistant to the Personnel Director****City of Pontiac, MI****1993 – 1995**

- Assisted in the development of employee assistance program (EAP); identified possible issues with municipal employees and met their needs
- Completely automated all office functions by creating computerized documents, maintenance of files, and changed manual functions to more efficient functions
- Upgraded file maintenance by instituting a state of the art records management system; color coded files and trained staff on file maintenance
- Performed application screening, interviews, processed applications, conducted testing and promotional exams, gave recommendations on the hiring process
- Performed labor research and labor union negotiations for 7 large municipal unions; answered grievances up to the 2<sup>nd</sup> step
- Conducted citywide computer training for employees on word processing, Microsoft Excel, Microsoft Word and other applications
- Updated over 100 city job descriptions to meet the needs of the City of Pontiac
- Performed desk audits of jobs to determine if the employee was working out of class; made recommendations on upgrading positions
- Supervised employees in the office area; made assignments as deemed necessary by the department Director
- Trained 3 department employees on the personnel database; as well as trained the Deputy Director

**LICENSES**

- State of Michigan, Real Estate Salesperson      October 2005 to current

**TECHNICAL & SPECIAL SKILLS**

- ❑ Microsoft Word, Excel, PowerPoint, Access, and Publisher
- ❑ FoxPro database
- ❑ Banner Financial Suite
- ❑ Monarch data report writer
- ❑ Tax professional since 1999
- ❑ Ability to work independently
- ❑ Ability to multi-task
- ❑ Self-starter
- ❑ Excellent written, oral and organizational skills



## **COMMUNITY INVOLVEMENT/ACTIVITIES**

- Parliamentarian, Pontiac Alumnae Chapter of Delta Sigma Theta Sorority, Inc
- Initiated Member of Delta Sigma Theta Sorority, Inc. Pontiac Alumnae Chapter; a national Public Service organization April 2008
- Appointed to Hospital Finance Authority Board, 2007
- Gamma Phi Delta Sorority, Inc. (National Business and Professional organization) Life Member; Member since 1993; elected to the National Board of Directors as the Northern Regional Director. Created policies and procedures; trained chapter Presidents; Negotiated disciplinary measures; Served as a liaison between the National President and local chapters; Managed over 300 members and 20 chapters; Elected President of National Council of Chapter Presidents; Conflict/Resolution workshops, Fiscal Management Seminars, Leadership Techniques Seminars, and achieved growth and met all national mandates
- NAACP, affiliate member
- NCNW, affiliate member
- Kent State University Alumni Life Member – recipient of the New Millennium outstanding Alumni Award 2000
- Kent State University Black Alumni Chapter Vice President 2008 - current
- Trinity Missionary Baptist Church, member since 1997
- Pontiac Neighborhood Housing Board member, 1998-2002
- Outstanding Young Woman in America 1997
- Member, Governmental Finance Organization

## **SHENETTA L. COLEMAN**

### **OBJECTIVE**

To obtain a challenging position that utilizes my administrative, organizational and management skills for the delivery of quality social and community services.

### **EDUCATION**

Ph.D., Public Service Leadership - ABD  
Capella University  
Minneapolis, Minnesota

Masters of Arts, Sociology, December 1998  
Eastern Michigan University  
Ypsilanti, Michigan 48197

Bachelors of Science, June 1990  
Eastern Michigan University  
Ypsilanti, Michigan 48197

### **EXPERIENCE**

#### **3/99-PRESENT      CITY OF DETROIT**

##### *07/05-Present   Director – Human Services*

- ❖ Responsible for oversight and management of more than 115 million dollars in local, state and federal grants to assist low-income city of Detroit residents including American Recovery and Reinvestment Act.
- ❖ Responsible for more than 140 civil servant and contract staff.
- ❖ Responsible for the implementation and oversight of human service program activities administered to more than 28,000 households annually impacting over 70,000 individuals.
- ❖ Coordination and collaboration with other social service agencies within the City of Detroit and throughout the State of Michigan.
- ❖ Function as an active Board member of the Michigan Community Action Agency Association.
- ❖ Sought, negotiated and secured professional and personal contract services.
- ❖ Identified and secured new funding opportunities to enhance program services.
- ❖ Successfully negotiated and re-secured head start program funding from the Administration for Children and Families Services - Region V.

- ❖ Established working relationships with key individuals within federal and state funding sources.

***10/02-7/04 Deputy Director - Human Services***

- ❖ Ensure departmental adherence to local, state and federal regulations and ordinances.
- ❖ Oversee the management of a myriad of social service programs that are administered to the low-income community within the City of Detroit including Head Start.
- ❖ Responsible for proper management of the department 75 million dollar budget.
- ❖ Developed and oversee agency strategic planning efforts.

***4/00-7/01 & 1/02-10/02 Manager II - Department of Human Services***

- ❖ Oversight and management of the departments Planning Division.
- ❖ Plan, develop and coordinate the proper administration of the development of community service programs.
- ❖ Manage and monitor program components for compliance with departmental objectives, federal, local and state funding requirements.
- ❖ Secured 4.5 million dollars in state funding for low-income children and families.
- ❖ Negotiate and secure professional contract services.
- ❖ Complete and submit state and local reports.
- ❖ Department liaison with the State of Michigan.

***7/01-12/31/01 Director - Youth Department (Mayoral Appointment)***

- ❖ Overall management and development of youth programs for children ages 4-17.
- ❖ Oversight of staff and special activities including coordination and collaboration of service providers and Advisory Boards.
- ❖ Oversight, preparation, and management of 3.8 million dollar department budget.
- ❖ Management of local and state grants.
- ❖ Responsible for seeking Grantsmanship opportunities.
- ❖ Sought, negotiated and secured professional and personal contract services.
- ❖ Identified and secured funding opportunities.

***3/99-4/00 Manager - Youth Department***

- ❖ Develop youth related program activities to address the whole child in grade levels K-5.
- ❖ Oversight, management, and monitoring of federal and locally funded after-school programs to ensure proper implementation.
- ❖ Secured continuation funding for after-school program activity.
- ❖ Prepared personal and professional service contracts.
- ❖ Prepared and managed program budgets and reports.

**7/97-3/99      EMPOWERMENT ZONE DEVELOPMENT CORPORATION**

***Human Service Coordinator***

- ❖ Management and oversight of over 50 million dollars in federally funded Empowerment Zone Human Service contracts.
- ❖ Managed and monitored program services and budgets.
- ❖ Monitored contracts and program activity for local and federal compliance.
- ❖ Assisted with development of professional service contract scopes of service.
- ❖ Liaison between agency, contractors, Empowerment Zone Board of Directors, sub-committees, and Empowerment Zone community.
- ❖ Instrumental in the development of agency procedures and reporting mechanisms.

**8/94-6/97      FEDERATION OF YOUTH SERVICES**

***6/95-6/97 Program Supervisor***

- ❖ Supervised and managed juvenile community based program services.
- ❖ Conducted program intake assessments and housing placements.
- ❖ Prepared and managed program budgets and reports for the State of Michigan-FIA.
- ❖ Agency liaison with the Family Independence Agency, juvenile residential and community based programs.

***8/94-6/95 Social Worker***

- ❖ Assisted with intake assessments.
- ❖ Prepared treatment plans and provided counseling services.
- ❖ Advocated for children and families.
- ❖ Facilitated program services.
- ❖ Liaison between Frank Murphy Hall of Justice, the agency and Family Independence Agency.

**1/94-8/94      AIDS CONSORTIUM OF SOUTHEASTERN MICHIGAN**

***Case Worker***

- ❖ Performed the essential system components of referral and intakes, service planning and delivery for client caseload.
- ❖ Provided benefits counseling, monitored and evaluated client progress.
- ❖ Liaison and advocate for client and service providing agencies.

**11/92-1/94      CHILD AND FAMILY SERVICES, Muskegon Michigan**

***Program Specialist***

- ❖ Assessed cases and developed treatment plans for children and families.
- ❖ Designed and implemented program services.
- ❖ Assisted therapist with therapy sessions.

## **8/89-11/92 CITY OF YPSILANTI**

### ***11/91-11/92 Police Dispatcher - Police Department***

- ❖ Managed and directed emergency and service calls to police, ambulance and fire units.
- ❖ Operated the SOS LEIN machines.
- ❖ Operated computer aided dispatch equipment.

### ***8/89-11/91 Finance Manager - Housing Commission***

- ❖ Oversight of fiscal management for public low income housing units.
- ❖ Managed and monitored section 8 and voucher certificates for payment to public and private landlords.
- ❖ Prepared and submitted financial reports.
- ❖ Liaison between the agency and Department of Housing and Urban Development

## **CORE COMPETENCIES**

- ❖ Organizational Management
- ❖ Program and Project Management
- ❖ Leadership Management
- ❖ Strategic Planning for Administrative Responsibilities
- ❖ National Head Start Association Reviewer
- ❖ Program Development

## **AWARDS, CERTIFICATES AND TRAININGS**

- ❖ 2001 World Class Service Team Award
- ❖ State of Michigan – Communities That Care & Resource Assessment Training
- ❖ National Head Start Association Fiscal Management Training
- ❖ Grantsmanship Academy
- ❖ Brass Training
- ❖ Detroit Resource Management Systems (DRMS) Training
- ❖ Supervisors Academy
- ❖ MAPS Training
- ❖ Performance Institute – Grants Management and Performance
- ❖ National Head Start Legal Advisory Training

## **SYNOPSIS OF RESUME**

**FOR**

**LEATRICE EAGLESON**

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### **EDUCATION**

**Wayne State University  
Post-Degree for MBA  
Business Administration**

**Wayne State University  
BA - Political Science**

### **EMPLOYMENT HISTORY**

<b>1985 - Present</b>	<b>New Detroit, Inc. Vice President of Human Resources &amp; Finance</b>
<b>1980 - 1985</b>	<b>Detroit Urban League Vice President of Administration</b>
<b>1973 - 1980</b>	<b>Wayne County Youth Services Director of The Office of Youth Services</b>

### **AFFILIATIONS**

<b>1993 - Present</b>	<b>YWCA Board Member</b>
<b>1996 - Present</b>	<b>YWCA Board President</b>

# **ALICE G. THOMPSON**

## **VITAE**

### **EDUCATION**

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| <p>◆ <b>Wayne State University</b><br/><b>School of Social Work</b><br/><b>Masters of Social Work</b><br/><b>Major - Social Work Adm.</b><br/><b>May, 1981</b></p> | <p>◆ <b>Wayne State University</b><br/><b>School of Social Work</b><br/><b>Bachelors of Social Work</b><br/><b>May, 1980</b></p> |
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### **PROFESSIONAL SKILLS**

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- ◆ **Program Design, Planning, Development, & Consultation**
- ◆ **Program Evaluation and Quality Assurance**
- ◆ **Staff Training and Development**
- ◆ **Grantsmanship**
- ◆ **Family Preservation Consultant**
- ◆ **Federal Grant Reviewer for United States Department of Health and Human Services**

### **AWARDS**

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- ◆ **2010 Recipient of "Champion for Youth Award"**  
**Youth Development Commission**
- ◆ **2010 Recipient of "Appreciation Award for Leadership"**  
**Detroit Branch NAACP**
- ◆ **2009 Recipient of "Michigan Championship Award"**  
**Michigan Neighborhood Partnership**
- ◆ **2009 Recipient of "Carolyn Cheeks Kilpatrick Award"**  
**Detroit Community Health Connection, Inc.**
- ◆ **2009 Recipient of "Outstanding Child Advocate"**  
**Vista Maria**
- ◆ **2008 Recipient of "Imani (Faith) Award"**  
**Alkebu-lan Village**
- ◆ **2007 Recipient of "Role Model Award"**  
**Alternatives for Girls**
- ◆ **2007 Recipient of "Social Worker Alumna of the Year"**  
**Wayne State School of Social Worker Alumni Association**

**AWARDS** (Cont.)

- ◆ 2007 Recipient of "Ujima Award" (Outstanding Community Service)  
National Association of Black Social Workers
- ◆ 2005 Recipient of "Black Alumni Achievement Award"  
Wayne State University
- ◆ 2005 Recipient of the "Excellence in Leadership Award"  
The Next Vision Foundation
- ◆ 2003 Recipient of "Community Luminary Award"  
DTE Energy
- ◆ 2000 Recipient of "Outstanding Fellow Award"  
Eureka Communities Detroit
- ◆ 2000 Recipient of "Humanitarian Award"  
Top Ladies of Distinction
- ◆ 1999 Recipient of "Outstanding Volunteer for School Reform"  
Schools of the 21<sup>st</sup> Century
- ◆ 1999 Recipient of "Ujima (Unity) External Partner Award"  
Schools of the 21<sup>st</sup> Century Ujima Cluster
- ◆ 1999 Recipient of "Exemplary Service to Children & Families"  
Eureka Communities
- ◆ 1999 Recipient of "Outstanding Board Member"  
Communities in School
- ◆ 1998 Recipient of "Participation Award"  
Center for Creative Leadership
- ◆ 1998 Recipient of "Door Opener's Award"  
Payne-Pulliam School of Trade and Commerce
- ◆ 1998 Recipient of "Outstanding Community Service Award"  
The Honorable Edward H. McNamara
- ◆ 1998 Recipient of "Professional Woman of the Year Award"  
The Detroit Club - The National Association of Negro Business and Professional Women's Club, Inc.
- ◆ 1997 Recipient of "Kujichagulia Award" (Self-Determination)  
National Association of Black Social Workers



**AWARDS (Cont.)**

- ◆ **1996 Recipient of "Al Dunmore Community Service Award"**  
**New Detroit, Inc.**
- ◆ **1994 Recipient of "Testimonial Resolution"**  
**Detroit City Council**
- ◆ **1994 Recipient of "Most Outstanding Member"**  
**National Association of Black Social Workers**
- ◆ **1992 Recipient of "Alumna of the Year Award"**  
**Wayne State University School of Social Work**
- ◆ **1988 Recipient of "Outstanding Commitment Honor"**  
**Wayne State University Association of Black Social Workers**

**PROFESSIONAL EXPERIENCE**

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<b>1994 to Present</b>	<b>BLACK FAMILY DEVELOPMENT, INC., Detroit, Michigan</b> <b>Chief Executive Officer</b>
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*Provides leadership at an executive management level by ensuring that all programs and services are implemented and carried out properly; Work closely with Board of Directors, administrative staff, direct service staff, and support staff to ensure effective program and service delivery; Formulate and administer agency policies and develop long range goals and objectives; Confers with Board President, committee chairperson, and other administrative personnel to review achievements and discuss required changes in the goals and objectives resulting from current status and conditions; Prepares annual budget for the agency; Reviews analyses of activities, cost operations, and forecast data to determine department progress toward stated goals and objectives in each program's budget; Promotes community planning and program image in the community by assuming community leadership roles which will be visibly and politically strengthening; Provides a climate which is vision focused, action oriented, helpful, trusting, and promotes teamwork.*

1986 to  
1994

**DIVERSIFIED YOUTH SERVICES, INC., Detroit, Michigan**  
**Deputy Director**

*Managed a multi-million dollar human service organization which staff over 130 employees; Responsible for planning, developing, and monitoring program services, contract compliance, and revenue generating sources to ensure appropriate services to the consumer group served; Responsible for strategic planning, public relations, consumer advocacy, and assisting the Board of Directors in fund development; Responsible for quality assurance and program evaluation initiatives which measure success rates, quality of services, and program outcome; Analyzed community needs relative to program plans and models, and wrote grants in response to needs; Consulted with regulatory and governmental agencies on the impact of policies and legislation on the Diversified Youth Services' consumer group.*

1991 to  
1992

**DIVERSIFIED YOUTH SERVICES, INC., Detroit, Michigan**  
**Acting Executive Director (During Medical Leave of Executive Director)**

*Provided leadership and overall management of a multi-million dollar human service organization during a medical leave of the Executive Director; Increased responsibilities included working with the Board of Directors and all Board committees, negotiating contracts, and preparing the organization's overall annual budget.*

1988 to  
1996

**DETROIT COMPACT, Detroit, Michigan**  
**Consultant & Trainer**

*Provided training and consultation to Detroit Compact volunteers, council members, partner groups, and middle/high school principals; Facilitated Compact staff retreats and participated as a member of Compact Volunteer Sub-Committee.*

**Publication**

*Co-authored the original Detroit Compact Volunteer Manual. This manual is used in the orientation and training of all Compact volunteers. (1988-1989)*

1987 to  
1997

**WAYNE STATE UNIVERSITY SCHOOL OF SOCIAL WORK**  
Detroit, Michigan  
Adjunct Professor

*Provided classroom instruction to undergraduate students on the conceptual framework of the social work profession; Primary curriculum focused on social work knowledge, skills, and values.*

1981 to  
1986

**BOYSVILLE OF MICHIGAN, Mt. Clemens, Michigan**  
Program Director

*Managed a community-based residential treatment facility for adolescent males; Specific responsibilities included: personnel management; budget planning and controlling; program planning, organizing, and evaluating program direction and outcome; staff training for new employees and ongoing staff training; coordinating and collaborating with external environmental systems impacting on the mission of Boysville of Michigan.*

1973 to  
1976

**DETROIT MODEL NEIGHBORHOOD COMMUNITY  
MENTAL HEALTH CENTER, Detroit, Michigan**  
Mental Health Consultant

*Responsible for providing consultation and educational services to individuals, community groups, and social service organizations on the prevalence and incidence of mental illness; Planned programs with other organizations to respond to the mental health needs of residents in a specific geographic area; Educated groups to the myths of mental illness and the goal of decentralized mental health services; Consulted with regulatory and governmental agencies on the goals of Model Neighborhood Community Mental Health Center and the impact of policies on the mentally ill.*

1970 to  
1973

**MODEL NEIGHBORHOOD PROGRAM/PLANNING DEPT.**  
Detroit, Michigan  
Research Assistant

*Responsible for providing feedback to the planning staff through the development, administering, and analysis of community needs and subsequent program planning.*

## **VOLUNTEER ACTIVITIES**

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**Wayne State University  
School of Social Work  
2006**

- ◆ ***Delivered Graduation Message to Class of 2006.***

**Eastern Michigan University  
School of Social Work  
1997**

- ◆ ***Delivered Commencement Message***

**NextDetroit Transformation Team  
Health and Human Services Subcommittee, Co-Chair  
2005-2006**

***The objectives of the Subcommittee were:***

- ◆ ***To determine core public health and human services structure required to effectively meet the needs of the Detroit community, and***
- ◆ ***To determine core public health and human service competencies and/or collaborations required to meet the needs of the Detroit community and optimize the delivery of these services in a cost-effective and fiscally responsible manner.***

**National Association of Black Social Workers (NABSW)  
1987 - Present**

- ◆ ***Responsible for providing leadership within the organization, beginning as President of the Wayne State University Student Chapter of NABSW, and as Vice President of the Detroit Chapter of NABSW.***
- ◆ ***Chaired several committees at the local and national levels with an emphasis on public policy and advocacy.***
- ◆ ***Presently chairs the Legislative Committee of NABSW as a member of the National Steering Committee.***

**NABSW Publications**

- ◆ ***Drafted for publication, NABSW's "Standards Manual for Organizational Certification". The Standards Manual described relevant cultural competency at all levels of an organization; geared for serving the African American community. (1989)***
- ◆ ***Authored NABSW's position on transracial adoption. (1986 position booklet publication and 1989 position booklet publication)***
- ◆ ***Co-authored NABSW's position booklet on "Family Preservation and the Ten Most Frequently Asked Questions From the Media". (1994)***

**AFFILIATIONS**

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- ◆ ***DTE Energy Advisory Council***
- ◆ ***Jim Casey Michigan Youth Opportunities Initiative***
- ◆ ***Metro Detroit Quality of Life Improvement Association (2<sup>nd</sup> Vice President)***
- ◆ ***Detroit School of Arts Advisory Board (Treasurer)***
- ◆ ***Communities in School (Treasurer)***
- ◆ ***Hope Academy (Treasurer)***
- ◆ ***National Association of Black Social Workers***
- ◆ ***Greater Detroit Association of Black Social Workers (President)***
- ◆ ***National Association for the Advancement of Colored People (NAACP)***
- ◆ ***Detroit Area Agency on Aging Board of Directors***
- ◆ ***New Detroit, Inc. Board of Directors***
- ◆ ***Black United Fund Committee of 100***
- ◆ ***Straight Gate International Church***
- ◆ ***Wayne State University Board of Visitors***
- ◆ ***Wayne State University Alumni Association***
- ◆ ***Leadership Detroit XXV***
- ◆ ***NAACP 2009 Freedom Fund Dinner, Co-Chair***
- ◆ ***Governor Jennifer Granholm's Urban Affairs External Team***
- ◆ ***Governor Jennifer Granholm's Civic Advisory Council***
- ◆ ***Grafiot Avenue Business Association***
- ◆ ***University of Phoenix College of Social Sciences***

*Excellent References Provided Upon Request*