

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 16
DATE: June 21, 2016

RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

ACTION REQUESTED

It is recommended that the Board of Regents appoint Susan Uvick to a three year term to the Board of Directors of Ann Arbor Learning Community; re-appoint Richard Hamme to a three year term to the Board of Directors of Commonwealth Community Development Academy; re-appoint Elizabeth Taylor to a three year term to the Board of Directors of Dr. Joseph F. Pollack Academic Center of Excellence; appoint Felicia Carter and Angelo Powell to three year terms to the Board of Directors of Grand Blanc Academy; appoint Mario Beasley and Kenneth Davis to two year terms to the Board of Directors of Hope Academy; re-appoint Dr. Lumas Helaire, Klotylda Phillippi and Soh Suzuki to three year terms to the Board of Directors of The James and Grace Lee Boggs School.

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.

Ann Arbor Learning Community

Clement James Goebel III has been the chief operation officer and owner of Menlo Innovations in Ann Arbor, Michigan since 2001. He is also an adjunct faculty & instructional designer at the University of Michigan in Ann Arbor since 2012 and an Instructor for Massachusetts Institute of Technology in Cambridge, Massachusetts since 2008. He earned a Master in Business Administration in 2004 and a Bachelor of Computer Science in 1989 both from Eastern Michigan University in Ypsilanti, Michigan. He is a parent of a student at Ann Arbor Learning Community. This is a new appointment.

Susan Uvick has been a teacher at South Lyon Community Schools' Sayre Elementary School since 2004. She earned a Master of Science in Education degree from Walden University Minneapolis, Minnesota, a Post Baccalaureate Teaching Certificate in Science from Eastern Michigan University in Ypsilanti, Michigan in 2004, a Master of Science in Chemical Engineering degree from Wayne State University in Detroit, Michigan and a Bachelor of Science in Mechanical Engineering degree from GMI Engineering and Management Institute in Flint, Michigan. She earned a South Lyon Elementary School Teacher of the year award in 2014. She is a member of Michigan Association of Computer Users in Learning and National Council of Teachers of Mathematics. She is a parent of a student at Ann Arbor Learning Community. This is a new appointment.

Commonwealth Community Development Academy

Richard Hamme has been employed at the State Farm Mutual Automobile Insurance Company as a claim representative since 1995. He earned a Master of Business Administration degree as well as a Bachelor of

Business Administration degree, both from Eastern Michigan University. He has served on the board of Commonwealth Community Development Academy since 2005. This is a re-appointment.

Dr. Joseph F. Pollack Academic Center of Excellence

Elizabeth Taylor has been the community relations specialist for Black Family Development, Inc. in Detroit, Michigan since 2012. She has been the Chair of the Education Sub-committee in the Mid-Michigan sector of Michigan Leadership Collaborative for Civil and Human Rights since the 2012. She has been the Assistant to the Executive Director and Director of Member Services and Development of the National Association of Social Workers in Lansing, Michigan since 2011. She earned a Bachelor of Science, Double Major in Psychology and Family Studies from Central Michigan University in Mt. Pleasant, Michigan. She received a Master of Social Work with a concentration in Organizational Community Practice, Graduate Certification in Community Engagement from Michigan State University, in East Lansing, Michigan. She is a member of Phi Alpha Honor Society, Phi Beta Delta International Honor Society, National Association of Social Workers and Division 45 of the American Psychological Association. This is a re-appointment.

Grand Blanc Academy

Felicia Carter is a checker at General Motors in Pontiac, Michigan since 1979. She attended Wiley College in Marshall Texas. She volunteered at McKinley Center for Senior Citizens, Grand Blanc Academy and UAW Shop Committee Local. She is a parent of a student at Grand Blanc Academy. This is a new appointment.

Angelo Powell is a Department of Health and Human Services partnership analyst at the State of Michigan Department of Community Health in Lansing, Michigan since 2014. He was a Client Services Manager for Livingston County Community Mental Health in Howell, Michigan from 1991-2014. He earned a Bachelor of Arts in Sociology degree from Olivet College in Olivet, Michigan in 1989. He was a member of the Student Concerns Committee and the Treasurer of the Elite Club at Olivet College. He is a parent of a student at Grand Blanc Academy. This is a new appointment.

Hope Academy

Mario Beasley has been an information analytics architect at Ford Motor Company in Dearborn, Michigan since 2013. He is also a software engineering and architecture adjunct instructor at ITT in Canton, Michigan since 2015. He earned a Masters of Arts in Education from Ashford University in Clinton, Iowa and a Bachelor of Arts in Business Administration from Davenport University in Dearborn, Michigan. He is a member of the Association of Enterprise Architects. This is a new appointment.

Kenneth Davis is a retired vice president and banking center manager from Chase Bank in Detroit, Michigan where he worked since 1970. He earned a Bachelors in Business Administration from Wayne State University in Detroit, Michigan. He is presently the associate minister and church administrator at the New Mt. Zion Missionary Baptist Church in Detroit, Michigan. This is a new appointment.

The James and Grace Lee Boggs School

Dr. Lumas Helaire is the assistant director of the Office of Academic and Multicultural Initiatives at the University of Michigan in Ann Arbor, Michigan since 2001. He earned a Bachelors in Psychology from Morehouse College in Atlanta, Georgia. He received a Master of Science degree in Developmental Psychology and a Ph.D. in Education & Psychology both from the University of Michigan in Ann Arbor, Michigan. He received a Certificate of Dopeness from the North Carolina AT&T State University Student

Circle of the Association of Black Psychologists' Dialogue on Progressive Enlightenment (DOPE) Conference. This is a re-appointment.

Klotylda Phillippi is a retired lecturer at the University of Michigan, Department of Educational Studies in Ann Arbor, Michigan where she taught since 2002. She earned a Bachelors in Elementary Education from Alma College in Alma, Michigan, a Masters of Arts degree in Curriculum and Instruction and a Ph.D. in Educational Policy and Social Analysis both from Michigan State University in Lansing, Michigan. She is a member of Phi Kappa Phi, Honor Society, Michigan State University; American Educational Research Association; Michigan Council of Teachers of English; Michigan Reading Association; International Reading Association; National Council of Teachers of English; Wayne County Reading Council and Wayne County Whole Language Group. This is a re-appointment.

Soh Suzuki has been a studio instructor at the Detroit Institute of Arts in Detroit, Michigan since 2011. He received a Bachelor of Arts degree in Interdisciplinary Humanities, a Bachelor of Fine Arts degree in Studio Art and Specialization in Museum Studies all from Michigan State University in Lansing, Michigan. He was introduced to Detroit's grassroots community organizing initiatives through the planning of the twentieth-year remembrance of the Vincent Chin incident, and then working with Detroit Summer to create a community-based mural in Chinatown. He co-founded the Detroit Asian Youth Project and participates in Detroit Future Youth as an adult ally. This is a re-appointment.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

Clement James Goebel III

I work in a variety of environments including small technology startups-up, public school systems, non-profits, and large public companies. As a coach and change agent, I help organizations achieve dramatic transformations in both process and culture. I enjoy teaching, presenting at conferences, and speaking to small local groups in order to share the lessons I have learned on organizational leadership.

Menlo Innovations:

5101 – Present COO / Owner

I am a founding partner of Menlo Innovations, an innovative product design firm. Menlo's mission is to end human suffering as it relates to technology. In order to accomplish this lofty goal, Menlo's High-Tech Anthropology® teams study how humans interact with products and determine how products can be designed in order to fit the technology into the human's frame of reference instead of training the humans in how they should use the technology. Menlo has implemented many creative business strategies intended to build stronger relationship with its clients, including the deferral of up to 50% of a project's billing until after the product has succeeded in the market place. Menlo achieves its high level of innovation through a deeply collaborative work style. Representatives from other organizations routinely tour Menlo's Software Factory's environment to study our culture.

Accent Reduction Institute:

6109-12115 Executive Coach / Board Advisor / Investor

Accent Reduction Institute is a specialized speech pathology practice serving large corporate clients and large government organizations such as Accenture and NATO. I advise the executive team and members of the board on how to make the organization more effective.

Commerce One / AppNet Midwest / Arbor Intelligent Systems:

10100-5101 Practice Director

Acted in the role of functional manager for a group that grew from 5 to over 100 team members. Responsibilities included management of bench resources, staff training programs, employee reviews, hiring, compensation decisions, management of first-tier managers, and management of key customer accounts.

8195-10100 Managing Consultant

Interface Systems: I led a consulting team whose primary mission was to redesign and rebuild the processes and organizational culture of Interface Systems' engineering team.

Acuson: I assembled and led the team that redesigned Acuson's FDA approved Ultrasound Image Review Station. Responsibilities included lead negotiator for multi-million dollar contracts and management of a team that included resources from my own organization as well as resources from the client's team.

Addison Wesley: Led the design and implementation of the automated test generation tool, TestGen, that was provided with the majority of Addison Wesley textbooks.

Gene Codes:

8189-9195 Scientific Software Sculptor

Project manager, chief architect and lead programmer of 'Sequencher,' a molecular biology application used to assemble the human genome. Actively participated in selection of team members, user support, trade show sales, and customer sales.

Insite Computing:

4187-9188 Software Engineer / Team Lead

Designed and created the course registration systems for the University of Michigan Office of Continuing Medical Education. Responsibilities also included negotiating contracts, managing staff, and technical leadership.

Craig Research:

4184-9185 Software Engineer

Customer site liaison for company's largest client, Rockwell International.

Menlo Innovations:

- Lead Instructor & Curriculum Designer, 2001 - Present
 - Two-Day Course on Organizational Effectiveness and Change Management
 - Two-Day Course on Project Management
 - Three-Day Course on Understanding End User and Organizational Needs
- Curriculum Designer, 2010- Present
 - Aligning Your Organization with Your Mission, one part of Ascension Health's Enterprising Health Initiative
- Selected Presentations
 - Effective and engaging brainstorming techniques
 - Using low-tech tools to facilitate effective project management
 - Using the Business Model Canvas as a tool for organizational and strategic planning

Ann Arbor Neutral Zone:

- Volunteer, Fall 2012 (currently in development, to be delivered in August 2012)
 - Lead Curriculum Developer and Instructor Coach for High School Entrepreneurship Immersion

University of Michigan:

- Adjunct Faculty & Instructional Designer, 2012 – Present
 - Instructor for Entrepreneurship Practicum ENG411
 - Instructor for Multidisciplinary Design II ENG455
 - Mentor coaching the boards of students running startup companies in Tech Arb
 - Mentor coaching student executive teams pitching to venture capitalists
- Invited Speaker 2012
 - Teach for America: Innovating in education to improve student motivation (June 27th)
 - Center for Research on Learning and Teaching: Establishing a culture of innovation in the classroom
- Invited Speaker 2005- Present
 - Computer science courses
- Invited Speaker 2005- 2007
 - Leading Innovation: Putting Creativity to Work, an Executive Education course

Massachusetts Institute of Technology:

- Instructor, 2008- Present
 - Undergraduate Practices Opportunities Program, Teaching Agile Engineering Module
- Mentor, 2009- Present
 - Undergraduate Practices Opportunities Program, Teaching Leadership Skills to Sophomores
- Invited Speaker 2008
 - Gordon Leadership Program- Engineer Leadership Lab, Teaching Leadership Skills to Upperclassmen

Eastern Michigan University:

- Department Advisory Board Member 2006- Present
 - Business School
- Department Advisory Board Member 2006-2015
 - Computer Science
- Invited Speaker 2005- Present
 - Computer science courses

Schoolcraft College:

- Adjunct Faculty, 1995
 - Instructor for C++ course (3 credit hours)

Brighton Community Schools:

- Instructor for Adult Learning Computer Programming and Courses 1982- 1985
- Assistant Instructor for Adult Learning Computer Programming Courses 1980 - 1982

Education

Master in Business Administration – 2004 Eastern Michigan University

Bachelor of Computer Science with minors in Business and Mathematics – 1989 Eastern Michigan University

Youth Coach

Assistant Coach, Youth Ringette (a form of girls hockey) ages 6 - 14, 2011 – 2013

Assistant Coach, Youth Hockey ages 4 - 8, 2009 - 2010

Coach, Youth Soccer ages 5 - 7, 2008 – 2010

Coach, 5th Grade Basketball, 1985 - 1986

Religious Education, Holy Trinity Student Chapel (EMU)

Member of Religious Education Commission (Board), 2007 - 2010

Religious Education Facilitator for Activity Based Family Learning, 2008 - 2010

Religious Education Instructor for Elementary Grades, 2002-2007

Service Activities for the Ann Arbor Learning Community

Board member search committee, 2012 – present

Dean search committee, 2012

Designed and facilitated a community workshop to help educate and gather input for the dean search, 2012

Chaperoned primary level canoeing field trip, 2012

Sponsored middle school field trip to Menlo Innovations, 2012

Engaged Ticheal Jones and Abby Kuhn to explore how Menlo collaborates with Forsythe Middle School, 2011

Chaperoned middle school field trip to Washington DC, 2011

Chaperoned primary level ice skating field trip, 2011 and 2010

Designed and facilitated a brainstorming session for the staff in regards to collaborating with SEMIS, 2010

Chaperoned primary level fishing field trip, 2010

Designed and facilitated a reflective retreat for the school board, 2008

Facilitated a dean fit panel, 2008 & 2007

Designed and facilitated a strategic goal setting session for PTSO, 2007

Designed and facilitated a school-wide workshop for gathering community input on long term vision, 2007

Collaborated with Joe Capuano to recruit new non-parent school board members, 2006

Recruited non-parent volunteers to visit the middle school and explore career choices, 2006

Recruited team of non-AALC volunteers to complete playground construction effort, 2005

Sample Conference Speaking Engagements

Helping Organizations Change

Intentional Interim Ministry Conference – Lutheran Church Missouri Synod Michigan District, 2016

Project Management Institute, Huron Valley Chapter 2016

Creating Progressive Work Environments

Society for Human Resource Management, Michigan Conference 2009

Hiring Team Oriented People By Changing The Way You Interview

Society for Human Resource Management, Michigan Conference 2009

American Society for Training and Development, Ann Arbor Chapter 2006 and 2008

Never Work< Weel<ends Again, Insights Into Creating a Joyful Culture

Society for Human Resource Management, National Conference 2011

Using the Competing Values Framework & Five Dysfunctions to Improve Collaboration

Agile2012 Conference, Dallas Texas – August 2012

Project Management Institute, Great Lakes Chapter 2010

Workplace Democracy

Net Impact Conference, University of Michigan 2010

Associated with AALC

Bill Morgan
Previous Interim Dean AALC
Phone: (734) 660-1485
Email: blmorgan65@gmail.com

Carol Morton
Previous Board Member AALC
Phone: (734) 212-1176
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Joe Capuano
Previous Board Member AALC
Phone: (734) 483-6091
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Janet Adelman
Previous Board Member AALC
Phone: (734) 417-4514
Email: janet42@mindspring.com

Professional/Mentoring Skills

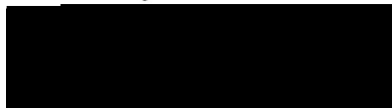
Moses Lee
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Susan Lynn-Sroka Uvick



EDUCATION	Walden University Master of Science in Education Concentration in Reading and Math	2007
	Eastern Michigan University, Ypsilanti, Michigan Post Baccalaureate Teaching Certificate Concentration in Elementary Education Major: Science Minor: Mathematics	2004
	Wayne State University, Detroit, Michigan Master of Science in Chemical Engineering Concentration in Hazardous Waste Management	1994
	GMI Engineering and Management Institute, Flint, Michigan Bachelor of Science in Mechanical Engineering Concentration in Environmental Engineering	1989
TEACHING EXPERIENCE	Sayre Elementary School, South Lyon, Michigan Position: Second, Third, Second/Third Combination Teacher	2004-Present
AWARDS	South Lyon Elementary School Teacher of the Year	2014
EDUCATIONAL COMMITTEE WORK	Math Subject Area Committee Member Responsibilities: Develop and implement common core aligned math curriculum; develop and review district assessments; provide training on new curriculum Technology Subject Area Committee Member Responsibilities: Develop and implement technology curriculum; review and provide Specifications for district technology devices; provide training and support to buildings Technology Building Liaison Responsibilities: Provide building support on educational technology programs and devices; provide training and support Google educational products and devices District Technology Vision Committee Responsibilities: Provide and represent lower elementary educators as district creates and implements a district vision statement; provide input and support for lower elementary educators on technology related to lower elementary curriculum	

EMPLOYMENT
EXPERIENCE

ManGuard Systems, Inc., Fenton, Michigan

1995-2004

Position: Sr. Project Engineer

Responsibilities: Design, testing, and installation of ManGuard Environmental Information System computer program; provided training and documentations for computers systems; provided online and telephone support for systems across the country

The Environmental Quality Company, Belleville, Michigan

1992-1995

Position: Project Engineer/Regulatory Specialist

Responsibilities: Environmental regulation research and tracking; compliance program development and environmental education and training programs developed and implemented a Hazardous Waste Environmental Training Program; planned and implemented engineering projects at processing plant

General Motors Corporation, Flint, Michigan

1989-1992

Position: Environmental Engineer

Responsibilities: Environmental reporting activities related to air, water, and waste emission reports; implementation, operation and training activities for General Motors Environmental Information System computer program for plant and division; developed and implement a Waste Minimization Program in cooperation with GMI Engineering & Management Institute.

MEMBERSHIPS

MACUL (Michigan Association of Computers Users in Learning)

NCTM (National Council of Teachers of Mathematics)

Ottowai Richard Hamme, IV

Education

Eastern Michigan University, Ypsilanti, Michigan
M.B.A., December 17, 1995

Eastern Michigan University, Ypsilanti, Michigan
B.B.A., Real Estate December 15, 199j

Employment History

State Farm Mutual Automobile Insurance Company, Livonia, Ivlicbigan
Claim Representative 1995 - Present

- Investigate and evaluate property damage and personal injury claims
- Negotiate settlements with policyholders, claimants and attomeys
- Analyze medical records and complete reports documenting care and treatment of injured parties
- Review and pay bills from auto body facilities, rental companies and medical providers
- Take recorded statements from policyholders, claimants, injured and witnesses to complete an liability analysis

Volunteer

School Board member of Commonwealth Community Development
Academy Detroit, Michigan
Vice President June 2005 - Present

United Way Coordinator for State Farm Insurance Company
2002 - 2003

EDUCATION**Master of Social Work**

May 2012

Concentration: Organizational Community Practitioner
Graduate Certification in Community Engagement, Spring 2012
 Michigan State University, East Lansing, MI

Bachelor of Science

May 2010

Double Major: Psychology, Family Studies
 Central Michigan University, Mount Pleasant, MI

JOB RELATED SKILLS

- | | | |
|----------------------|----------------------------------|----------------------|
| • Group Facilitation | • Program Development/Evaluation | • Strategic Planning |
| • Community Outreach | • Research-Data collection | • Proposal Writing |
| • Needs Assessment | • Public Speaking/ Presentation | • Policy Analysis |

COMMUNITY OUTREACH AND ENGAGEMENT**Black Family Development, Inc.**

Summer 2012-Present

Community Relations Specialist
 Detroit, MI

- Provide community outreach and engagement to *Promise Neighborhood* residents and leaders of institutions located in the Detroit, Osborn community. Organize community events to promote capacity building, advocacy, empowerment, and community engagement. Distribute resources and surveys to residents to promote and assist residents in block club development.

Michigan Leadership Collaborative for Civil and Human Rights

Spring 2012-Present

Chair of the Education Sub-committee in the Mid-Michigan sector,
 Michigan Department of Civil Rights, Lansing, MI

- Collaborate with stakeholders throughout Michigan to develop a strategic plan to improve the state of Michigan by addressing issues within education, immigration, and discrimination.

National Association of Social Workers

Fall 2011-Present

Assistant to the Executive Director and Director of Member Services and Development
 National Association of Social Workers, Lansing, MI

- Participate in development of community partnerships and coalitions, program planning, development, policy analysis, legislative development, outreach, advocacy initiative and other related tasks to advocacy and social justice. Assisted with the development of the Prisoner-Family Support pilot program, to decrease recidivism rates among Michigan prisoners.

Clinton Eaton Ingham Community Mental Health-Wraparound

Fall 2010-Spring 2010

Facilitator
 Wraparound, Lansing, MI

- Facilitated team meetings with various service providers to assist families in need through a System of Care approach. Duties include case management, providing community resources and services to clients, strength based planning with the child-family team, and production of progress notes.

GEAR UP /College Day

Spring 2010

GEAR UP/ College Day, Central Michigan University, Mount Pleasant, MI

- Assisted the program director in meeting program goals of motivating minority high school students from Flint, Michigan to pursue higher education. Duties include organizing, program planning, mentoring students, conducting outreach and engagement activities, and other related duties.

INTERNATIONAL EXPERIENCE

Ghana, Africa *Summer 2011*

- Participated in a four week foreign studies experience focused on social development, including aspects of public health, and education. Volunteered with Ghanaian youth in Chokor, Ghana, at a non-profit organization called Brothers and Sisters in Christ Serving (B.A.S.I.C.S.). Developed a manual which assists in the identification of learning disabilities, how to address learning abilities, and material on phonetics to assist with learning English.

Oaxaca, Mexico *Spring 2011*
International Engagement Reflection Leader

- Volunteered at a non-profit organization named Canica, which focuses on decreasing child labor through encouraging parents to enroll their children to attend school.
- Led daily reflection activities to assist a group of students from Michigan State University in reflecting on their experience throughout an international engagement service learning project in Oaxaca, Mexico.

RESEARCH AND PRESENTATION EXPERIENCE

Inaugural Conference of the Society for the Psychological Study of Ethnic *Summer 2010*
 Minority Issues, American Psychological Association-Division 45, Ann Arbor, MI

- Orally presented research on The Road Between Science and Practice: Preliminary Attempts to Infuse Science into a Community-based Prejudice Prevention and Program

Ronald E. McNair Research Scholar, Central Michigan University *Spring 2009-Spring 2010*
Evaluating a Model for Community Engagement and Intergroup-relations in Culturally-diverse Youth

- Designed surveys and analyzed data to evaluate a diversity awareness youth program, *At Home*. Used structural equation modeling to explain individual effects in diverse youth who attended this program to explain the program's effectiveness.
- *MtNair Spring Research Symposium, Fall 2009, Spring 2009*
 - o Orally presented a research proposal and results on Evaluating a Model for Community Engagement and Intergroup-relations In Culturally-diverse Youth to 50 professionals and researchers.
- *McNair Summer Research Conference, Wayne State University, Detroit, MI, Summer 2009*
 - o Orally presented a research proposal and results on Evaluating a Model for Community Engagement and Intergroup-relations In Culturally-diverse Youth to 35 faculty and student scholars.

Research Assistant, Central Michigan University *Spring 2008*
The Effects of 6OHDA Lesions on Dopamine Inactivation Learning Tasks

- Examined cognitive deficits of Parkinson's, such as good memory and executive functions that occur in the brain. Analysis of deficits will help to determine insufficiencies prior to motor symptoms being present.

ADDITIONAL EMPLOYMENT / ASSISTANTSHIPS

Graduate Assistantship, Michigan State University, East Lansing, MI *Fa/2010-Pre. rent*
 Sales Associate, Kohl's, Mount Pleasant, MI *Summer 2007-Summer 2010*
 Teaching Assistant, Central Michigan University, Mount Pleasant, MI *Summer 2009*

SCHOLARSHIP AWARDS

- Community Outreach and Engagement Scholarship *Fa/12011*
- MSUFCU Endowment Study Abroad Scholarship *Spring 2011*
- Academic Achievement Graduate Assistantship *Fall 2010-Present*

ASSOCIATIONS

- Phi Alpha Honor Society *Fa/12011-Present*
- Phi Beta Delta International Honor Society *Fa/12011-Present*
- National Association of Social Workers *Fa/12011-Present*
- Division 45 of the American Psychological Association *Spring 2011-Present*
- Ronald E. McNair Post-baccalaureate Achievement Program *Spring 2009-Spring 2010*
- Multicultural Psychology Student Society, *President 2008-2009* *Spring 2008-Spring 2010*
- National Association for the Advancement of Colored People *Fa/12007-Spring 2010*

Felicia Faye Carter

Qualifications

- Commitment to achieving goals and highly driven; key player.
- Outstanding time manager; consistent meet deliverable on time without sacrificing quality.
Solid ability to manage and complete projects independently or as part of a team.
- Strong, team player with proactive approach to solutions development

Education

Wiley College

Warshilts, TX

1977 - 1978

Relevant Courses

English, Algebra, Psychology, Sociology, Music Appreciation, Social Science, History 101, Biology, Speech, etc.

Member of the Alpha Angels (Campus Sorority)

Work History & Volunteer Work

GENERAL Motors

1979-PRESENT

CHECKER

PONTIAC, MI

Arbys

1978-1979

Cashier

Flint, MI

Volunteer Work

Volunteer at the Senior Citizens/ Grand Blaine Academy/ UAW Social Committee
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Angelo Powell



OBJECTIVE

To assist families in reaching their full potential individually, in the community and family by utilizing my professional skill.

EMPLOYMENT

Client Service Manager **1991-Present**
Livingston County Community Mental Health Howell, Michigan

Responsibilities include conducting assessments, developing and implementing individualized treatment plans for seriously emotionally disturbed kids at risk of being placed out of home. Responsible for providing situational counseling, advocating, linking, and coordinating with community agencies including D.S.S., school, Public Health and court.

Substance Abuse Therapist **1991-1995**
Insight Recovery Centers Saginaw, Michigan

Provide individual and family substance abuse counseling on a contractual basis. Responsibilities included completing intake evaluations, developing treatment plans, conducting weekly treatment sessions, liaison to community agencies and employers, and developing aftercare plans.

Mental Health Counselor (Chemical Dependency Unit) **1989-1991**
St. Luke's Health Center Saginaw, Michigan

Responsibilities include member of a multi-disciplinary team providing problem solving treatment plans for various clients. Complete initial bio-psychosocial assessments. Provide individual, group and family counseling modalities, as well as psycho-educational didactic groups. Facilitate the development of discharge/aftercare plans.

Part-time experience on Children's, Adolescent and Adult Mental Health Open and Closed Observation Units. Physical Rehabilitation, Inpatient and Outpatient setting.

Adolescent Mental Health Counselor **1990**
Mclaren General Hospital Flint, Michigan

Provide evaluations for young people aged 12-17 years. Assist in developing treatment plans as a member of a clinical treatment team. Conduct individual and group counseling to help young people solve problems and improve coping skills. Direct patient care including physical interventions. Also experience on Adult and Adult Intensive Mental Health Units.

EDUCATION

Bachelor of Arts **June 1989**
OLIVET COLLEGE OLIVET, MICHIGAN

Major: Sociology

Activities: Member of the Student Concerns Committee/ selected by Dean of Students. Member of Elite Club/ Treasurer.

MARIO BEASLEY



OBJECTIVE: Obtain a leadership or senior level position where I can maximize my teaching, technical and architectme skills and experience.

SUMMARY: Cum Laude graduate with BA in Business Administration
Master's degree in Education, Specialization in Teacher Leadership
14 + years' experience as a Software Engineer and Infmmation/Analytics Architecture with major corporations
Technjcal lead on several enterprise-wide and global system implementations
2+ years' experience as a Computer and Graphics/MultinIedia Design Teacher
TOGAF 9 Level 1 and 2 CeItification

TECHNOLOGY:

Systems:	PeopleSoft HRMS/Recruit Mgmt! 7.5/ 8.3/8.9./9. 1, Meridian Learning Management System, Dimensions (Change Mgmt), SharePoint, Endeavor (MVS), Peregrine (Asset Management), Plato, PowerSchool, HaDoop
Databases:	Oracle 8i- 11i, SQL Server, MS Access (All versions), DB2
Languages:	VBA, VB, SQL, SQR, HTML/CSS, ASP, VBScript, JavaScript, CList (MVS), JCL, Perl, People Code, PeopleSoft App Engine, SQL Server Stored Procedures
Software/Tools:	MS Office Suite (97 – 2013) including complex VBA code and macro development, MS Visio, Adobe Suite (Photoshop, Dreamweaver, Flash Professional), Print-to-Me, AutoCAD, Lectora, Tableau
Operating Systems:	Windows Server, Window OS, MVS (mainframe)

EXPERIENCE: Information Analytics Architect
June 2013-Present
Ford Motor Company- Information and Analytics Architecture Services, Dearborn, MI
Technical Lead for IT Knowledge Management (KM) Project which includes developing a Proof of Concept for IT knowledge capture of the business and a Knowledge and Infomlation Factory Model to capture opportunities for KM within the enterprise.
Technkal Lead for developing a portfolio prioritization analytics framework for the Ford Global IT Cycle Plan utilizing lean principles and optimization best practices. My team also expanded the framework to incorporate a funding request (change control) process.
Develop and drive the implementation of Business Value Analytics across Ford Motor Company globally
Develop and maintain complex Excel/MS Access and data management tools to examine large data sets for trends, patterns, relationships and integration points between processes/systems
Provide subject matter leadership, technical and architecture recommendation to business IT teams, enabling globally consistent information solutions to be implemented. TOGAF 9.1 level 1 and 2 certification.
Leverage previous problem solving experience and lean analysis methods to identify information root causes of business issues

Software Engineering and Architecture Adjunct Instructor (Part-time)
June 2015-Present
ITT, Canton, MI campus
Teach Software Development and Architecture Principles in the school ofTeclmology
Develop supplemental lesson plans for the material.
Provide one-on-one assistance and mentorship to students

Graphic and Multimedia Design Teacher
September 2011 -June 2013
WSC Academy High School (Alternative Education), Ypsilanti, MI and Hazel Park, MI campus
Developed curriculum and taught Graphic and Multimedia Design. Software applications included: Adobe Suite, Microsoft Office Suites, video technology and web design theory.

Taught entrepreneurship principles and business technology. Also incorporated character and leadership principles within the lesson plans

PLATO super-user support. Lead administrator of Power School systems at both WSC campuses.

Senior Software Engineer (position reclassified as Software Applications Engineer in 2004),
Sept 1999 to April 2012

AAA of Michigan, Dearborn, MI

Provided technical support, developed and integrated/implemented customizations for various enterprise-wide and departmental software applications including Peoplesoft HRMS/Finance, Peregrine Asset Management System, the AAA corporate Intranet and Internet websites and the Print-to-Me corporate print system
Responsible for all phases of systems and programming activities including, design, coding, debugging, documentation and testing

Technical lead for conversion to new Learning Management System. Responsible for extracting, converting and integrating large complex data sets from old Learning Management Systems into new corporate Learning Management System (Meridian).

Provided technical support for full lifecycle PeopleSoft 7.5, 8.3, 8.9 and 9.1 version upgrades including a large database platform conversion from DB2 on MVS to Oracle on Linux.

Designed, developed and implemented several in-house corporate wide client/server and web based applications including the internal ISD Budget/Forecasting System, the internal employee Applicant Tracking system and the corporate-wide Travel Agent Compensation System. Software applications and code languages utilized include: HTML, ASP, VBScript, JavaScript, Peoplesoft, People Code, Peoplesoft App Engine, VBA, MS Access, SQL Server and SQL Stored Procedures

Developed systematic processes to examine and report trends and performance spikes in Travel Agent commission performance throughout the AAA footprint. From this created automated report distribution tools to share findings with upper management. Also, developed performance modeling tool used by travel managers to train new travel agents.

Provided consultation, expertise and training in VB/VBA programming, web programming (MS Access, HTML, ASP, VB Scripts, JavaScript, etc), and Peoplesoft HRMS/Financial

EDUCATION: Masters of Arts in Education (Specialization in Teacher Leadership)

Ashford University, Clinton, IA

Graduated with a GPA of 3.00 on a 4.0 scale

Bachelor of Arts in Business Administration

Davenport University, Dearborn, MI

Graduated Cum Laude with a GPA of 3.64 on a 4.0 scale

Case Western Reserve University

Core: Course work in Mechanical Engineering

AWARDS/ACTIVITIES/CERTIFICATIONS:

Member of Association of Enterprise Architects

Appointed by CIO of Auto Club Group (AAA) to represent IT department on the Ambassador Volunteer Committee 2004 - 2010

United Way Steering Committee for the Auto Club Group (AAA) – 2000-2011

TOGAF 9.1 Level 1 and 2 certification

Volunteer for Ford STEM program

REFERENCES: Available upon request

PROFESSIONAL RESUME

Kenneth L. Davis

EMPLOYMENT HISTORY

02/70-09/04 Chase Bank, Detroit, Michigan

Positions and Responsibilities:

03/01-09/04: Vice President and Banking Center Manager

Responsible for the day-to-day operation of various banking centers. Responsibilities included the following: Staffing, budget, customer retention, staff training, consumer loans and mortgages, small business loans, etc.

10/98-03/01: Vice President and Customer First Training Implementation Leader

Responsible for the coordination of the design, development and implementation of the Consumer Lending Customer First training program. Coordinate the training efforts of the following internal and external training groups: Retail Education, Retail Delivery, Education Services, Business Banking, Credit Services, Loan Servicing and Collections.

01/97-9/98: Vice President and Direct Retail Loan Training Manager

Responsible for the development, maintenance and implementation of the Consumer Lending and Small Business Lending training curriculums. Also, responsible for the development and implementation of the conversion training programs for the application processing system and account servicing systems. The training audience for the various training programs is in excess of 14,000 employees throughout the Corporation. Manage and direct the work performance of four training employees.

01/96-12/96: Second Vice President and Applications Processing Systems Manager

Responsible for the coordination of all systems enhancements for the various application processing systems for the direct, indirect and small business loans processed throughout the corporation. Manage and direct the performance of five business analysts assigned to each processing system.

02/92-12/95: Second Vice President and Direct Loan Product Support Manager

Responsible for the research, development and implementation of the Automated Application Processing System (AAPS) installed in over 700 branches throughout the Corporation. Served as the Project Coordinator for the research, development and implementation of the Consumer Lending Sales and Credit Underwriting Training Curriculum designed to train in excess of 3,500 employees throughout the Corporation. Assisted in the development of the annual management plan, management reports and coordinated the work performance of the AAPS Coordinator and the Training Coordinator.

10/88-01/92: Assistant Vice President and Direct Loan Product Manager

Responsible for the direct supervision of the Direct Loan Support Center and the Home Equity Loan Center, which interfaced with the twelve regional consumer loan centers in Southeast Michigan. Assisted in the research, development and implementation of new loan products and to ensure that these products were within all federal, state and corporate guidelines. Assisted in the pricing of loan products to maintain the profitability standards established by the Corporation while remaining competitive in the market place. Assisted in the research, development and implementation of the Direct Loan Credit Underwriting Policy and Procedures Manual.

(Over)

EMPLOYMENT HISTORY (Continued)

05/80- 09/88: Assistant Vice President and General Manager NBD Insurance Company

Responsible for the day to day operation of the NBD Insurance Company credit insurance programs for the Corporation. Developed and implemented the training program established to teach employees the features, advantages and benefits of the credit insurance products. Coordinated the successful consolidation of fifteen credit insurance programs into a standardized corporate programs. Completed the Annual Statement filings with the state of Arizona within established deadlines. Managed the insurance company to achieve the goals established by Senior Management.

07/74- 04/80: Branch Management Trainee

Progressed in the Branch Management Trainee Program from teller to Senior Assistant Branch Manager within established guidelines. Responsible for the daily operation of various branch offices. Ensured that the branch operated within established audit procedures. Provided quality service to our customers.

02/70- 06/74: Computer Operator

Responsible for running a check processing sorter for checks received from the branch offices.

EDUCATION: Wayne State University, Detroit
Pershing High School, Detroit

BS, Business Administration-6/77
Diploma-6/69

PROFESSIONAL RESUME (RELIGIOUS)

09/04-Present: New Mt. Zion Missionary Baptist Church, Detroit, MI
Associate Minister and Church Administrator

Responsibilities:

- Assist the pastor with worship services (i.e. worship leader (Liturgist), preach sermons as scheduled, altar prayer, anointing members)
- Assist the pastor with funeral services (i.e. presiding minister and/or officiating minister)
- Assist the pastor with the Lord's Supper
- Provide marital counseling and perform marriage ceremonies
- Represent the pastor when he is away from the church
- Conduct weekly bible study on Wednesday's morning and evening services
- Visitation of the sick
- Assist the deacons with benevolent activities
- Oversee the activities of the Youth Ministry (i.e. work closely with the Youth Director, assist with the weekly bible study for the youth (09/04-07112))
- Day-to-day activities of the church (i.e. bill payment, budget, maintenance, purchasing of office supplies, etc.)
- Staff (i.e. monitor performances, make recommendation for new employees, budget)
- Review and recommend vendors for church needs (i.e. new projects-remodeling of sanctuary, office area, parking lots, etc.)
- Liaison between the Trustee Ministry, Pastor and Church

07/02-12/03 Worship Leader during Pastoral Search

Responsibilities:

- Preached sermons as requested
- Officiated at funeral services
- Conducted bible study
- Presided Lord's Supper
- Completed assignments as requested by the Deacon's Ministry

01/94-07/02 Administrative Assistant to the Pastor

Responsibilities:

- Assist the pastor with worship services (i.e. worship leader, preach sermons as scheduled, altar prayer)
- Assist the pastor with funeral services (i.e. presiding minister and/or officiating minister)
- Assist the pastor with the Lord's Supper
- Represent the pastor when he is away from the church
- Conduct weekly bible study as requested
- Visitation of the sick
- Oversee the activities of the Youth Ministry (i.e. work closely with the Youth Director, assist with the weekly bible study for the youth-01100-09/04)

Other Responsibilities: Chairman-Trustee Ministry; Sunday School Teacher; Choir Member

EDUCATION:	Moody Theological Seminary Plymouth, MI	Biblical Studies 04/95-12/97
AFFILIATIONS:	Incarcerated Youth Ministry, Warren, MI	Chaplin/Bible Study Teacher 01/09-Present
	Meadowcrest Senior Residence Southfield, MI	Chaplin/Bible Study Teacher 10/12-Present

LUMAS J HELAIRE, PHD

Education

- 2006 Ph.D. Education & Psychology, University of Michigan-Ann Arbor MI
- 2004 M.S. Developmental Psychology, University of Michigan-Ann Arbor, MI
- 2000 B.S. Psychology, Magna Cum Laude, Phi Beta Kappa, Morehouse College-Atlanta, GA

Professional Summary

Eleven years of increasing responsibilities in college readiness and college student support program design, development and implementation, k-12 school and community relationship building, community-based and campus-based partnership development, and grant administration (budgeting, and personnel leadership, management and development).

Professional Experiences

2001 – Present Assistant Director, Office of Academic and Multicultural Initiatives (OAMI), University of Michigan-Ann Arbor

Direct GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs)

- Guide staff in developing long-range vision, mission and organizational values. Developed structures and policies to align program activities with vision and mission.
- Developed intra university partnerships with researchers and evaluators to establish a research agenda for program evaluation, improvement and growth. Plan utilizes external resources for large-scale assessments and trains staff on using immediate assessments for decision-making.
- Developed culture with a holistic-based approach to college readiness and community outreach that has sustained positive relationships with three school districts over seven years and school administration turnover.
- Successfully manage annual \$500,000 budget and align expenses with GEAR UP and OAMI vision and priorities.
- Ensure program meets Federal and State objectives and fits the overarching mission of OAMI to develop college students' leadership and commitment to community outreach.
- Coordinate and prepare annual status and financial reports to the State.
- Coordinate the development of reports, presentations and educational and promotional materials relating to program initiatives for key stakeholders.
- Supervise and monitor placement of Masters of Social Work interns and AmeriCorps VISTA.
- Community outreach to support our initiatives for bolstering college-going culture.
- Establish short, mid and long-term goals and objectives for programming that is student, parent and school staff centered.
- Attend community functions to sustain and strengthen positive relationships with district and families.

LUIVIAS J BELAIRE, PHD

Coordinate Reverend Dr. Martin Luther King Jr. Symposium (2nd Largest in United States)

- Chair Symposium Committee made up of representatives from various units on campus to build consensus on theme, theme statement, and keynote speaker
- Coordinate logistics of keynote memorial lecture and provost breakfast for keynote speaker.
- Coordinate ad publications and website and social media.
- Attend interviews for radio and print advertising.

Co-Develop and Co-Coordinate, THREADS Mentoring Program (2001-2006)

- Designed and directed a 10-week program for approximately 200 sixth grade boys that 1) enhances academic identity and 2) increases level of understanding through 3) providing undergraduate male mentors as models.
- Interviewed, trained and supervised over 50 undergraduate males as mentors.
- Wrote up semester and year end summary reports on the progress of the program.
- Supervised the design and implementation of the 6th grade leadership component and 8th grade community service component of THREADS.
- Developed protocol and conducted focus groups aimed at gathering information from seventh-grade boys about the transition issues they encountered in sixth grade.

Manuscripts Under Review

Sims, B. & Belaire, L. J. (Under Review) Structured Dialogue in the Black College Classroom. *Taboo: The Journal of Culture and Education*.

Publications

Rowley, S. J., Helaire, L. J., & Banerjee, M. (2010). Reflecting upon Racism: School Involvement as a Function of Recent and Remembered Discrimination in African American Mothers, *Journal of Applied Developmental Psychology*, 31(1), 83-92.

Chavous, T. M., Harris, A., Rivas, D., Helaire, L., & Green, L. (2004). Racial Stereotypes and Gender in Context: African Americans at Predominantly Black and Predominantly White Colleges, *Sex Roles*, 51(1-1) 1-16.

Chavous, T.M., Rivas, D., Green, L., & Belaire, L. (2002). The roles of student social and economic background, perceptions of ethnic fit, and racial identification in the academic adjustment of African American college students. *Journal of Black Psychology*, 28(3), 234-260.

Professional Presentations

Belaire, L. J. "Holistic Leadership of GEAR UP Staff: How to Promote a Culture of Servant Leadership." Presented at NCCEP/GEAR UP Annual Conference, San Francisco, CA, July 2011.

LUMAS J BELAIRE, PHD

Helaire, L. J. "Reinventing Education, Reshaping Our Communities". Presented at the 16th Annual Governor's Education Summit, Lansing, Michigan, April 2011.

Olwell, R., Baldwin, A, & Belaire, L. J. Michigan Pre-College & Youth Outreach Conference. Roundtable at the University of Michigan, Ann Arbor, Michigan November 2009.

Belaire, L. J. "My Future My Present: Exploring General and Domain Specific Future Orientation Impact on Classroom Engagement and Grades for Middle School Students." Paper presentation at the Combined Program in Education & Psychology Departmental Brown Bag, Ann Arbor, Michigan April 2006.

Matlock, J., Belaire, L. J., Sims, B., Gibbs, T., & Lapidis, C. "It's great to be a girl & THREADS program: An innovative approach to college students mentoring middle students and learning from each other." Presented at the National Conference on Race and Ethnicity, New York, New York, June 2005.

Belaire, L. J. "Impact of racial socialization on African American children's perceptions of schooling and classroom engagement." Paper presentation at the Annual Meeting of the American Educational Research Association, San Diego, California, April 2004.

Belaire, L. J., Rowley, S. J., & Clinton, Y. "The effects of support for achievement and punishment for failure on the academic identities of African American adolescents." Paper presentation at the Biennial Meeting of the Society for Research on Adolescence, Baltimore, Maryland, April 2004.

Belaire, L. J. "African-American education-specific roles and academic socialization." Poster presentation at the Biennial Meeting of the Society for Research in Child Development, Tampa, Florida, April 2003.

Belaire, L. J. "African-American parental role construction and the factors beyond control: Interactions of race/ethnicity, gender, and social class." Poster presentation at the Annual Meeting of the American Educational Research Association, Chicago, Illinois, April 2003.

Belaire, L. J., & Cooper, S.M. "Communication: Teaching your children to be advocates of their own learning." Presented at the First Annual Parent Conference of the King-Chavez-Parks College Day Programs, Michigan State University, Lansing, Michigan, 2002.

Belaire, L. J. "African-American Parental Role Construction by Class and Gender". Poster presentation at the Black Graduate Conference in Psychology, Ann Arbor, Michigan, June 2002.

Invited Speeches and Workshops

Belaire, L. J. "Remember." Keynote speech delivered at Highland Park High School Graduation Ceremony, Highland Park, Michigan, June 2012.

LUMAS J HELAIRE, .PHU

Belaire, L. J. "The Letter" Keynote speech delivered at University of Michigan School of Social Work Graduation Ceremony, Ann Arbor, MI, April 2012.

Belaire, L.J. Panelist at "Women of Color Task Force (WCTF) Career Conference Leadership Panel." University of Michigan, Ann Arbor, Michigan, March 2012.

Belaire L. J. "The Purpose of a College Education." Speech delivered at Project Lighthouse Campus Day, Ann Arbor, Michigan, April 2011.

Helaire L. J. Panelist at "We The People: Creating a Grassroots Movement to Transform Public Education." Washtenaw Community College, Ypsilanti, Michigan, January 2011.

Helaire, L. J. The Purpose of a Thing. Workshop conducted with high school students from Dudley High School and conference attendees at Dialogue On Professional Enlightenment (DOPE) Conference, Greensboro, North Carolina, March 2010.

Belaire, L. J. "The Leap From College Preparation to College." Workshop conducted at University Preparatory Academies Senior Summit, October 2010.

Helaire, L. J. "Ask of Yourself and You Shall Receive: Standards of Success" Workshop conducted for Alpha Kappa Alpha Sorority AKAdemics Study Session at the University of Michigan, Ann Arbor, Michigan, October 2010.

Helaire, L. J. "Living Equals Responsibility, Scholarship Equals Ability." Speech delivered at National Honor Society Induction Highland Park High School, Highland Park, Michigan, April 2010.

Gibbs, T. G., & Belaire, L. J. "Using Your Dreams and Education to Change the World." Workshop conducted at Crary Elementary, Detroit, Michigan, March 2010.

Belaire, L. J. "DOPE Moving Forward." Closing Speaker at the Dialogue On Progressive Enlightenment (DOPE) Conference, Greensboro, North Carolina, March 2010.

Helaire, L. J. "Black & Boy." Workshop conducted at Romulus Subcommittee on African American Boys, Romulus, Michigan, December 2009.

Belaire, L. J. "College for You First and the Employer Second." Keynote speech delivered at Intellectual Minds Making A Difference (IMMAD) Closing Ceremony, Detroit, Michigan, March 2009.

Helaire, L. J. "Mentoring Versus Coaching." Workshop conducted for City Year training for senior core members, Detroit, Michigan, September 2009.

Helaire, L. J. "He Dreamed Big and So Can You." Keynote speech delivered at Child's Elementary Martin Luther King Day Celebration, Ann Arbor, Michigan, January 2009.

LUMAS J HELAIRE, J:'HII

Helaire L. J. "Blueprint to Mentoring." Workshop conducted for City Year training for senior core members, Detroit, Michigan, September 2008.

Helaire, L. J. "The visible but unseen code to success: Code-switching and academic etiquette." Workshop conducted for sophomore males at Horizons-Upward Bound at Cranbrook-Kingswood, Bloomfield Hills, Michigan, July 2006.

Professional Activities

2011-Present President, School Board – Boggs Educational Center

Teaching Experience

2002 -2007 University of Michigan – Ann Arbor
Lecturer
Education 391: Educational Psychology and Human Development
Department of Education

Graduate Student Instructor
Psychology **111**: Introduction to Psychology
Department of Psychology

Professional Honors and Awards

2011 Platform Guest School of Education 2011 Commencement at the University of Michigan

2010 Dialogue On Progressive Enlightenment (DOPE) Conference Certificate of Dopeness from the North Carolina A&T State University Student-Circle Chapter of the Association of Black Psychologists.

Computer Skills

MS Word, MS Excel, MS PowerPoint, Prezi, Various Online Organization and Sharing tools

Statistical Analysis Programs

SPSS, NVIVO, AMOS

Recommendations available upon request

LUMAS J. HELAIRE. PH.D.

Honors and Rewards

- 2011 Platform Guest School of Education 2011 Commencement at the University of Michigan
- 2010 Dialogue On Progressive Enlightenment (DOPE) Conference
Certificate of Dopeness from the North Carolina A&T State University
Student-Circle Chapter of the Association of Black Psychologists.
- 2000-2006 Rackham Merit Fellowship, University of Michigan
- 2005 Rackham One-term Dissertation Fellowship, University of Michigan
- 2005 CPEP Special Thesis Grant, University of Michigan
- 2003 Rackham Discretionary Funds (prelims), University of Michigan
Investigating African-American Parental Role Construction Across
Social Class and Gender
- 2000 Phi Beta Kappa, Morehouse College
- 2000 Golden Key National Honor Society, Morehouse College

Qualifications

- Experience developing broad strategic direction and frameworks to guide the vision and mission based on research and best-practices.
- Experience aligning research and evaluation to needs of program improvement.
- Ability to identify external resources to use in creating innovative mutually beneficial projects.
- Deep commitment to providing all students with a strong education and awareness of social justice.
- Strong management, mentoring and leadership skills.
- Exceptional relationship building skills, producing impactful partnerships and at state and local levels.
- Speak persuasively and positively to parents, students, and educators.
- Adapt to a change well.
- Emotional intelligence.
- Flexible.

Klotylda Hartshorn Phillippi, Ph.D.



Academic degrees:

Ph.D. Michigan State University, East Lansing, Michigan. December 1995. Department of Teacher Education, Educational Policy and Social Analysis.

M.A. Michigan State University, East Lansing, Michigan. 1978. Curriculum and Instruction, emphasis: literacy.

B.A. Alma College, Alma, Michigan. 1964. Major: Elementary Education

Professional experience:

2009-2011: Michigan Test for Teacher Certification-Developer and reviewer for the Early Childhood MTTC test.

August, 2002 to present: Lecture IV and Visiting Associate Professor, University of Michigan, Department of Educational Studies.

Courses taught:

Ed 303, Learning in and from Practice in the Field (student teaching semester)

Ed 307, Practicum in Elementary Education (first, second and third semester interns)

Ed. 401, Developmental Reading and Writing in the Elementary Classroom.

Ed. 403, Individualizing Reading and Writing Instruction in the Elementary Classroom.

Ed. 510, Teaching and Learning in Elementary Classrooms.

Ed 650, ELMAC, Practicum in Elementary Education

1994 –2002: Elementary school teacher for Plymouth-Canton Community Schools. Grades taught: first, first/second, second, second/third, third.

1995 –2002: Adjunct instructor, School of Education, University of Michigan, Ann Arbor, Michigan. Courses taught:

Ed. 401, Developmental Reading and Writing in the Elementary Classroom.

Ed. 403, Individualizing Reading and Writing Instruction in the Elementary Classroom.

Ed. 501, Literacy and Learning in Typical and Atypical Students: Emergent/Primary Seminar and Practicum.

Ed. 510, Teaching and Learning in Elementary Classrooms. (Co-taught with Virginia Richardson 1998 –2001, taught alone 2002)

- 1993-96: Co-chair of the K-3 Grade Level Task Force of the Michigan English Language Arts Frameworks project.
- 1993-94: Adjunct professor, Michigan State University, East Lansing, MI. Courses taught:
 TE 401, Teaching of Subject Matter to Diverse Learners. (My sessions focused on teaching literacy.)
 TE 801, Professional Role and Teaching Practice I
 TE 803, Professional Role and Teaching Practice II
 TE 844, Classroom Literacy Assessment
- Literacy consultant with the Michigan Partnership for New Education at Brownell and Gundry Elementary Schools, Holmes Middle School, Northwestern High School in Flint.
- 1992-93: Lecturer, University of Michigan, Ann Arbor, MI.
 Courses taught:
 Ed. 401 and Ed. 403 to undergraduates and Peace Corps Fellows.
- Literacy consultant to Carpenter Elementary School, a Professional Development School.
- 1991-92: Winter and spring terms-Instructor, TE 312 Practicum in Developmental and Corrective Reading at Michigan State University.
- 1989-92: Elementary classroom teacher, Plymouth-Canton Community Schools. Grades taught: first, first/second, second/third.
- 1988-90: Graduate assistant at Michigan State University.
 Courses taught:
 TE 450, School and Society
 TE 312. Practicum in Developmental and Corrective Reading
- 1988-89: On sabbatical leave from Plymouth-Canton to complete course work and practicum for Ph.D. at Michigan State University.
- Consultant to the Michigan Department of Education, Office of Technical Assistance and Evaluation. I wrote the interpretation manual for the revised test for reading and began developing prototypes for informal classroom assessment for reading and writing.
- 1985-86: Co-wrote grant and directed a project for Professional Development for teachers in Plymouth-Canton Community Schools and Deatbom Public Schools. It was designed as a ten-week course, meeting each week with a researcher in the field of literacy.

- 1978-1988: Elementary Learning Specialist, Plymouth-Canton Community Schools. Responsibilities included curriculum development in language arts, providing staff development to teachers and administrators, providing instruction in reading, writing, and mathematics for students who experienced difficulty.
- 1979-1986: Summers, Director of Plymouth-Canton Community Schools' Summer Tutorial Program. I supervised certified teachers and aides, developed the curriculum, provided staff development, and was the summer principal.
- 1974-78: Classroom teacher in Plymouth-Canton Community Schools. Grades taught: kindergarten, first, second.
- 1968-74: Homemaker and parent of two daughters.
- 1973-74: President, Plymouth Cooperative Nursery. We had 110 families and 5 teachers and maintained our own facility.
- 1964-68: Teacher, Livonia Public Schools. Grades taught: kindergarten, Developmental First Grade.
- 1966-67: Summers. Head Start preschool teacher for three- and four-year-olds.

Professional and academic association memberships (past and current):

Phi Kappa Phi, Honor Society, Michigan State University
 American Educational Research Association
 Michigan Council of Teachers of English
 Michigan Reading Association
 International Reading Association
 National Council of Teachers of English
 Wayne County Reading Council, past President
 Wayne County Whole Language Group

Publications and papers presented:

Michigan Reading Journal, winter, 1993. "A Response to Mark." An article about the importance of providing opportunities for our students to do inquiry and for teachers to do inquiry themselves via "action research."

In the Company of Guiding and Sustaining Friends: The Possibility of Educational Reform Originating in the Complex and Uncertain Practice of Teaching.
 Dissertation for the degree of Ph.D. at Michigan State University, 1995.

Mandating a Constructivist Approach to Early Elementary Literacy Instruction – the Intended and Unintended Consequences in One School District. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA, and April 1998.

Presentations made:

Michigan Reading Association Conference – "Instructional Supports for Teacher Interns by Mentor Teachers and University Instructors" March, 2011

North Dakota Study Group Annual Meeting- Title: How to support university Teacher Education undergrads in having 'courageous conversations' and to teach 'for a better world.' February, 2011

Michigan Reading Association Conference- "Learning Together. Embedding Teacher Education in a Focused School Site" March, 2009.

Kappa Delta Pi- "Creating a Professional Portfolio" meeting presentation, November, 2008.

Kappa Delta Pi- "Celebration of Teaching" presentation: Shakespeare Buddies. February 7, 2007.

Bryant Elementary School, Ann Arbor-Professional Development Workshop- "Writing in the K through 2 classrooms"- August 31, 2006.

Plymouth-Canton Community Schools Professional Development workshop- "Growing Essays in the writing workshop" -October 5, 2005.

Plymouth-Canton Community Schools Professional Development workshop- "Reading Like Writers" Part II- March, 2005.

Kappa Delta Pi fall conference, "Fresh Perspectives on Essential Professional Development,"-presentation: "Managing assessment with our youngest readers and writers." November 6, 2004

Plymouth-Canton Community Schools Professional Development workshop – "Reading Like Writers" Part I-October 6, 2004.

Michigan Council for Teachers of English Conference – "Making History Come Alive via the Language Arts" – a collaboration with a high school American History class. (October, 2004)
-"Shakespeare Buddies-third graders and high schoolers learning together." (October, 2003)

Center for the Investigation of Early Reading Achievement (CIERA)

"I think Eric Carle wants kids to know stuff." Authors working with authors in early elementary classrooms. (July 28, 2003)

"Do you want to know what Aborigines are? I bet you do?" Reading and writing informational texts around the world with first graders. (July 30, 2003)

Michigan Reading Association Conferences:

"The Research the National Reading Panel didn't consider speaks so loudly to teachers and families." March, 2004

"Why Research the NRP didn't consider speaks so clearly to teachers and families."
(March, 2004)

"Opportunity to Learn Standards for the Michigan English Language Arts Frameworks Project."

"Finding our Way- Teachers of Special Needs Students Working Together in Classrooms."

"Quien te enseno a escribir asi? Whole Language in an Urban Spanish Language Immersion School."

"Informal Literacy Assessment in Classrooms."

"An Overview of Project S.O.A.R.R."

"How to Conduct Young Author Celebrations."

Hazel Park School District:

"Selecting Books for Emergent Readers."

Berrien County Intermediate School District:

"Vignettes of putting the new State Content Standards into Practice."

Detroit Public Schools- Academia de las Americas:

Consultant to first, second, and third grade teachers and Berna Ravitz, Principal.

Lapeer Community Schools:

Whole Language Workshop- 2-day seminar.

Perry Public Schools:

One-day workshop – "Emergent Reading and Writing."

Farmington Public Schools, High Meadow School:

"Using Expository Texts in Classrooms, Connections to the MEAP."

State of Reading Conferences for the Michigan Department of Education:

"Story Mapping" and "Informal Assessment."

Ann Arbor Cooperative Nursery School:

"Literacy Learning Before School."

Michigan Association of Supervision and Curriculum Development Conference:

"Organizing for On-going Staff Development."

Lutheran Southeastern Michigan District Teachers' Conference:

"Meeting Students' Needs in Reading."

Soh Suzuki



Education

- Michigan State University;** East Lansing, Michigan
 - Bachelor of Arts, Interdisciplinary Humanities: August 2002
 - Bachelor of Fine Arts, Studio Art: May 2002
 - Specialization, Museum Studies: May 2002

Skills

- Familiarity with workshop facilitation, both in formal and informal environments
- Thorough experience in organizing programs for diverse groups of individuals
- Adept at handling multiple tasks and initiating new projects

Work Experience

- **Detroit Institute of Arts;** Detroit, Michigan
 - Studio Instructor,* Education Studio, Department of Learning & Interpretation: October 2011 - present
 - Facilitate various art-making classes, particularly Art Discovery Program
 - Participate in the development of studio practices parallel to Visual Thinking Strategy
 - Develop class plans on ongoing basis with a team of teaching artists
 - Train and support studio assistants and interns
 - Studio Assistant,* Education Studio, Dept. of Learning & Interpretation: March 2007 - October 2011
 - Co-taught various art-making classes
 - Prepared for workshops and classes offered through Education Studio
 - Interviewed staff candidates and conducted new staff orientations
 - Studio Assistant-Drop-In Workshop,* Dept. of Learning & Interpretation: August 2005- June 2011
 - Facilitated informal art-making workshops with various groups of individuals
 - Engaged museum visitors in hands-on art-making activities
 - Represented the museum at off-site workshops
 - Assistant to Museum Technician,* Collections Management Department: Summer 2007
 - Assisted in the reinstallation process of museum collections
 - Collaborated in projects with interdepartmental staff
 - Attended an instructional seminar on art handling and received on-site trainings
- **Pewabic Pottery;** Detroit, Michigan
 - Instructor,* Community and Youth Programs: September 2009 - present
 - Teach pottery classes through after-school and summer programs
 - Prepare for classes and handle the firing process of students' projects
 - Represent the organization at various schools and community centers
- **Detroit Hot Pots at Ladybug Studios,** Contemporary Art Institute of Detroit; Detroit, Michigan
 - Co-op Member/Co-Founder,* Detroit Hot Pots: October 2011 -present
 - Co-founded the collective with a small group of individuals interested in working with clay
 - Provide informal learning experiences to membership and neighborhood residents
 - Handle bookkeeping for the organization
- **Avalon International Breads;** Detroit, Michigan
 - Administrative Assistant,* Administration: April 2007 – September 2012
 - Maintained production database and updated information as needed
 - Maintained invoicing system using Quickbooks program
 - Handled and processed internal and external orders and prepared production numbers

Production Manager, Sweets Production Department: May 2005 - December 2006
Supervised up to six-staff team and managed its day-to-day operation
Budgeted departmental expenses based on weekly projections and revenues
Conducted item inventories and placed orders to wholesalers
Trained new staff on work environment and introduced them to business philosophy

Wholesale Assistant, Wholesale Department: September 2004 - May 2005
Verified daily orders and delivered products in timely manner
Created inventory form and managed orders for designated customers
Handled daily administrative tasks

- **Detroit Asian Youth Project**; Detroit, Michigan

Founding Coordinator. April 2004 - present

Founded the program with a small group of community organizers
Outreach and recruit Asian American high school-age youth
Coordinate activities and workshops by utilizing community resources
Lead discussions on topics relevant to participants' social and cultural identity
Coordinate networking development as a part of Detroit Future Media Program
Responsible for handling organizational finance

- **Eastern Michigan University**; Ypsilanti, Michigan

Educational Program Coordinator, Residence Education, University Housing: August- December 2003

Planned and organized programs for the entire residence hall system
Supervised paraprofessional student staff through Study Tables program
Created publicity materials for Residence Education and its initiatives
Developed assessment measures to evaluate Residence Education services

- **The College of Wooster**; Wooster, Ohio

Residence Director, Wagner Hall, Department of Residential Life & Housing: August 2002 - June 2003

Oversaw over 120 students in the residence hall
Supervised four paraprofessional Resident Assistants and facilitated weekly team meetings
Conducted primary judicial hearings for reported incidents in the residence hall
Served on the Resident Assistant Selection Committee to hire over 40 new staff members

Administrative Intern, Office of Multi-ethnic Student Affairs: August 2002 - May 2003

Implement the office services provided to the campus community, particularly to students of color
Advised individual students and various campus student organizations
Edited and published monthly newsletter and other office related publications
Coordinated campus-wide events such as MLK Celebration and Black Scholar in Residence
Developed and distributed assessment measures to evaluate the office services

- **Michigan State University Museum**; East Lansing, Michigan

Programming Assistant, Folk Arts Division: December 2000 - August 2001 & January 2002 - July 2002

Staffed at National Folk Festivals and Great Lakes Folk Festival
Assisted in a field research on traditional children's activities
Prepared photographic images for Michigan 4-H exhibition
Inventoried archival museum publications and relocated publication storage

- **Nokomis Learning Center**; Okemos, Michigan

Programming Intern: September 2001 - December 2001

Assisted in installing a small exhibit of Native American artwork
Designed and created hands-on activity tools
Handled daily administrative assignments

Related Experience and Activities

- **Studio Staff:** May 2009 - September 2009
Ladybug Community Studio, Contemporary Art Institute Detroit (CAID); Detroit, Michigan
- **Volunteer:** January 2009 -December 2010
Museum of Contemporary Art Detroit (MOCAD); Detroit, Michigan
- **Exhibition Installation Coordinator:** December 2008
Celebrating Asian Heritage, Association of Chinese Americans; Madison Heights, Michigan
- **Lead Artist:** May 2008 - September 2008
Osborn Mural Project, Community Arts Partnership, College for Creative Studies; Detroit, Michigan
- **Mathematics Tutor:** October 2006 - June 2007
Project Graduation, Henry Ford Academy; Dearborn, Michigan
- **Substitute Teacher:** May 2006 - December 2006
Koby International Academy; Novi, Michigan
- **Painting Teacher:** Summer 2005 & 2006
Summer Youth Camp, Association of Chinese Americans; Detroit, Michigan
- **Teaching Assistant:** Spring 2004
"Asians and Blacks in Detroit," American Culture, University of Michigan; Ann Arbor, Michigan
- **Office Assistant:** February 2004- July 2004
Detroit Summer; Detroit, Michigan
- **Resident Associate:** January 2004 - May 2005
James and Grace Lee Boggs Center to Nurture Community Leadership; Detroit, Michigan
- **Project Coordinator:** Summer 2003
Chinatown Mural Project, Detroit Summer; Detroit, Michigan
- **Seminar Facilitator,** Emerging Leaders Seminar: February 2003
Student Activities Office, The College of Wooster; Wooster, Ohio
- **Racial Ethnic Student Aide (Minority Aide):** August 1999- May 2001 & January 2002- May 2002
Office of Racial Ethnic Student Affairs, Michigan State University; East Lansing, Michigan
- **Peer Assistant,** Maximizing Academic Growth In College (MAGIC): July 2000, 2002 & 2003
Office of Racial Ethnic Student Affairs, Michigan State University; East Lansing, Michigan
- **Site Leader - Alternative Spring Break:** October 2001 -March 2002
Alternative Spring Break, Service Learning Center, Michigan State University; East Lansing, Michigan
- **Facilitator,** ShockWaves: September 2001 -January 2002
Department of Student Life, Michigan State University; East Lansing, Michigan
- **Presenter/Facilitator:** March 1999 - 2002
Mid-Michigan APA Forum, Lansing Community College; Lansing, Michigan

Community Art Projects

- **Community Mural:** December 2009- June 2010
Community Art Grant Program, Kresge Foundation; Detroit, Michigan
- **Tiled Bench:** August 2009
Hubbard Farms Community Garden; Detroit, Michigan
- **Courtyard Mural:** June 2009
Go-Getters Drop-In Center, Southwest Solutions; Detroit, Michigan
- **Bricolage Mural:** May 2009
Arts League of Michigan; Detroit, Michigan
- **Osborn Youth Mural:** August 2008
Community+Public Art : DETROIT, College for Creative Studies; Detroit, Michigan
- **Participatory Installation Sculpture:** May 2008
Detroit Asian Youth Project; Detroit, Michigan
- **Detroit Chinatown Mural:** August 2003

Detroit Summer; Detroit, Michigan