

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

ACTION REQUESTED

It is recommended that the Board of Regents appoint Larry Berg to a three-year term on the Board of Directors of the Ann Arbor Learning Community. It is also recommended that the Board of Regents appoint the following individuals to three-year terms on the Board of Directors of New School High: Samuel Barresi, Joanne Lamar and Briana Sprague; and Carey Gary and Richard McCoy to two-year terms.

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

Larry Berg is the Founder and CEO of Smart Precision Marketing in Pinckney, Michigan. He earned a Bachelor of Science Degree in Management & Communication from Western Michigan University in Kalamazoo, Michigan. This is a new appointment.

New School High

Samuel Baressi is a retired Educator and Superintendent from Frankfort-Elberta Area Schools in Frankfort, Michigan. He earned a Doctorate of Education from Western Michigan University in Kalamazoo, Michigan; a Specialist and a Master of Arts Degrees in Educational Leadership from Eastern Michigan University in Ypsilanti, Michigan; and a Bachelor of Arts Degree in History from the University of Detroit in Detroit, Michigan. He is a member of the American Association of School Administrators and United States Department of Education Elementary School Recognition Review Panel. This is a new appointment.

Carey Gary is a retired Educator from Salem High School in Canton, Michigan. She earned a Master of Science Degree in Vocational Education from the University of Michigan in Ann Arbor, Michigan; and a Bachelor of Science Degree in Teacher Education from Northern Michigan University in Marquette, Michigan. This is a new appointment.

Joanne Lamar employed as a Case Manager at the University of Michigan Health System in Ann Arbor, Michigan. She earned a Master of Public Policy Degree from Michigan State University in Lansing, Michigan; a Master of Science in Nursing Administration and Business Administration from Madonna University in Detroit, Michigan; and a Bachelor of Science in Nursing from Michigan State University in Lansing, Michigan. She is a member of Sigma Theta Tau-National Honor Society of Nursing and Gamma Pi Sorority. This is a new appointment.

Richard McCoy is a retired Educator from Plymouth-Canton Community Schools. He earned a Master of Arts in Special Education of the Emotionally Impaired from Eastern Michigan University in Ypsilanti, Michigan; and a Bachelor of Arts in Psychology from Albion College in Albion, Michigan. This is a new appointment.


Briana Sprague is the Owner and Management Consultant at Sprague Systems, LLC in Plymouth, Michigan. She earned a Master of Science Degree in Industrial Hygiene from Wayne State University in Detroit, Michigan; and a Bachelor of Science Degree in Mechanical Engineering from Penn State University in State College, Pennsylvania. She is a mentor for the New School High Robotics Team. This is a new appointment.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer
Rhonda Longworth, Ph.D.

4/2/2019

Date



Larry Berg

Chief Executive Officer | President

Sales & Profitability Increases • Business Development • Revenue Growth • Cost Optimization
Creating New Growth Products & Generating Organic Growth within Existing Product Offerings

An innovative business executive with extensive experience in media, marketing, direct mail, and printing industries with the versatility to achieve success within any business sector. Expertise in purchasing, sales, and general management.

Executing Business Plans & Building Teams to Cultivate Business & Drive Performance

Background in conceiving sales divisions that generated \$14 million in first year revenue, propelling sales to more than \$250 million, and assuming complete responsibility for \$1.7 billion in annual revenues.

CORE COMPETENCIES

- Budget Management
- M&A Due Diligence & Reporting
- Product Line Management
- Team & Sales Leadership
- Vision / Mission Development
- Recruitment / Development
- JV / Partnerships
- Cost Controls
- Market Share Growth
- P&L Management

PROFESSIONAL EXPERIENCE



- \$1.7 Billion in Revenue Generated
- \$225 Million in Additional Sales Garnered
- \$20 Million in Yearly Savings Attained

SMART PRECISION MARKETING

A consumer-marketing firm focused on B2C media.

Pinckney, MI

PRINCIPLE / CEO

Originate and introduce solutions to meet client needs.

2018 - Present

- Drove sales and profitability within ten months by creating and implementing a business plan.
- Sourced two client opportunities within 60 days of incorporation to propel revenue and profits.

VALASSIS COMMUNICATIONS, INC.

A consumer marketing corporation providing media and marketing services in the US, Europe, Mexico, and Canada.

Livonia, MI

SENIOR VICE PRESIDENT OF VALASSIS SOLUTIONS

Provided general management of all print marketing products valued at \$1.7 billion in annual sales and 80% of company gross profits. Oversaw profit and loss management, product launches, sales, M&A, training and development, change management, client services, negotiations, recruiting and hiring.

2015 - 2018

- \$1.7 billion in revenue attained, representing 80% of the firm's gross profit, by overseeing multiple product lines.
- \$20 million in annual savings achieved by navigating and negotiating a refined rate structure with the USPS.
- Identified and recommended the marketplace and opportunity resulting in acquisition of 13 advertising magazines.
- \$14+ million in revenue accomplished in year one by hiring and developing two new vertical internal and external sales teams comprised of ten people.
- 20% to 30% YOY growth within the variable printing division earned by focusing on personalization marketing, streamlining processes, enhancing product offerings, hiring sales personnel, and renegotiating expectations.

VICE PRESIDENT & GENERAL MANAGER

Led the shared mail, neighborhood targeted, media, print, and rapid response areas.

2014 - 2015

- 51.5% decrease in the \$600 million media spend reached by establishing vision and negotiating an outsourcing contract to extend the brand offering.

[REDACTED]

"Larry (is) exemplary in his approach to drive the business forward and to look under every rock for new opportunities. He is very driven to find solutions and then implement them."

-Grant Fitz, CFO, Valassis

VALASSIS COMMUNICATIONS, INC. EXPERIENCE CONTINUED...

VICE PRESIDENT & GENERAL MANAGER OF VALASSIS SOLUTIONS

2012 - 2014

Managed the direct response, in-store, neighborhood-targeted solutions, pricing, and rapid response divisions. Supervised sales teams and oversaw P&L of business units.

- 2% to 4% growth realized by restructuring the direct response sales team, hiring, and realigning to optimize talent.
- Eliminated mid-high digit media costs from neighborhood targeted business.

SENIOR VICE PRESIDENT OF RETAIL & SERVICES SALES

2007 - 2012

Directed sales to quick serve restaurants, retailers, direct response, telecom, cable, and financial clients.

- Single to double digit increases gained while managing approximately 40% of company sales revenue.
- Four-year recipient of the annual sales excellence awards.

VICE PRESIDENT & GENERAL MANAGER OF RAPID RESPONSE

2000 - 2007

Responsible for selling the run-of-press business.

- \$225 million escalation in sales obtained organically and with new client wins within four years by building the sales organization and introducing a new go-to-market strategy.
- \$8 million in sales revenue generated in less than three years by forming a new sales channel and product offering.

EDUCATION

**Bachelor of Science
in Management & Communications**

Western Michigan University



Diversity & Inclusion for Business Growth Training

Samuel L. Barresi

EDUCATION:

Doctor of Education Degree, Western Michigan University
Major: Educational Leadership

Specialist of Arts Degree, Eastern Michigan University
Major: Educational Leadership

Master of Arts Degree, Eastern Michigan University
Major: Educational Leadership

Bachelor of Arts Degree, University of Detroit
Major: History; Minor: Natural Sciences

CERTIFICATES:

Superintendent, State of Michigan
Elementary Administrator, State of Michigan
Elementary Continuing Teacher, State of Michigan

EXPERIENCE:

S.L. Barresi Consulting LLC, President

Educational Consultant focusing on various aspects of School Administration, including School Improvement, Curriculum Development and Alignment, Federal and State Compliance, and Grant Writing as well as Municipal Planning Recreation and Grant Writing.

Interim Superintendent of Schools

Frankfort-Elberta Area Schools

Frankfort, Michigan

550 students 2 school buildings

Responsibilities included management and oversight of total school district operations including budgets, instructional programming, school improvement, and compliance with all state and federal requirements

Major Accomplishments:

- Corrected teacher certification issues to be compliant with Michigan School Code
- Addressed high school evaluations to meet school code requirements
- Strengthened high school Mathematics and Foreign Language offerings
- Implemented course offerings and supports for struggling students

- Addressed Pupil Accounting Practices to ensure district was compliant with State of Michigan Pupil Accounting Procedures
- Balanced District Food Service Budget - First time in 10 years
- Initiated conversations with Board to address several contractual concerns
- Initiated an active public relations campaign to seek community and staff support. (ie. Implemented "thank you" letters to staff for jobs well done. Presentations regarding state of school district to local civic organizations)
- Worked with Benzie County Sheriff, Traverse Bay Area Intermediate School District and neighboring school district to address student truancy and drop out issues for at-risk students.
- Passed a ten year 18 Mill Non-Homestead Tax Increase

**Assistant Superintendent of Instruction
Wayne-Westland Community Schools
Westland, Michigan**

14,000 students, 25 school buildings

Responsibilities included oversight, supervision and evaluation of all K-12 Curriculum Practices and Instructional Programming, Compliance with *No Child Left Behind*, and the Michigan Department of Education Consolidated Grant.

Major Accomplishments:

- Implemented comprehensive professional development program focusing on enhancing student achievement through the use of research and best practice
- Significantly improved student achievement as demonstrated through District and Individual MEAP Results and Metropolitan Achievement Scores.
- Development and implementation of articulated, aligned K-12 curriculums based on national and state standards.
- Successful recipient of \$5.2 million competitive federal literacy grant for six of school district's highest At-Risk Title I Elementary Schools
- Every elementary, middle and high school received Performance Outcomes Accreditation through the North Central Association - Commission on Accreditation and School Improvement - AdvancED
(17 elementary, 4 middle, 2 high schools, the career/vocational center, and alternative high school)

**Assistant Superintendent of Schools
School District of the City of Harper Woods
Harper Woods, Michigan
1,115 students, 3 school buildings**

Major Accomplishments:

- Implemented a process for development of an articulated and aligned K-12 Curriculum reflecting state benchmarks and standards of state model core curriculum.
- Developed comprehensive professional development program including but not

limited to teacher/mentor, and instructional practices based on best practice and sound educational research.

- Streamlined the personnel, special education, maintenance and transportation departments in order to be more cost effective and reduced the district's potential liability through compliance with federal and state statutes.

Principal, Plymouth-Canton Community Schools, Plymouth, Michigan

**Miller Elementary School
630 students, 43 staff**

**Nellie E. Bird Elementary School
670 students, 48 staff**

**Assistant Principal, Plymouth-Canton Community Schools
Mildred Field Elementary School
Year Round School, 1,000 students, 70 staff**

**Assistant Principal, Westwood Community Schools, Dearborn Heights, Michigan
William Thorne Elementary School
1,000 students, 70 staff**

**Teacher, Fraser Public Schools, Fraser, Michigan
Thomas Edison Elementary, Grade 4**

**Teacher, St. Clare School, Grosse Pointe Park, Michigan
Grade 5**

ADMINISTRATIVE/INSTRUCTIONAL LEADERSHIP:

Superintendent's Cabinet & Strategic Planning Committee
Administrative Chair - District Language Arts, Mathematics, Science, Technology and Business Curriculum Committees
Steering Committees - Wayne RESA Administrative Academy, Staff Development Council, Learning & Leadership Forum

PERSONNEL EXPERIENCES

Represented Board of Education in contract negotiations with Teacher, Principal, Central Office and Non-Certified Bargaining Units
Chaired District Teacher Evaluation Instrument Committee

PROFESSIONAL ORGANIZATIONS:

American Association of School Administrators/ Michigan Association of School Administrators
Association for Supervision of & Curriculum Development/Michigan Association for

for Supervision & Curriculum Development
State President, Executive Committee, Board of Directors
National Association of Elementary Principals/Michigan Elementary & Middle School
Principals Association
State President, Executive Committee, Board of Directors, Chair Fall Conference,
Chair Summer Leadership Conference

ADDITIONAL MEMBERSHIPS/ACTIVITIES:

United States Department of Education Elementary School Recognition Review Panel/
Michigan Department of Education School Review Panel
North Central Association Visiting Chair
Rotary International
Frankfort Rotary
Canton Community Foundation Board of Directors
Plymouth Community Fund Educational Division Liaison
Michigan Foundation for the Improvement of Elementary & Middle School
Education, Board of Directors & Vice President
City of Frankfort Planning Commission, Chair Person
New School High, Treasurer, Trustee

JOANNE LAMAR

PROFESSIONAL Goals

HEALTHCARE PROFESSIONAL-looking to transition to **NON-PROFIT** position- -----

-Having more than **15 years** of lead-by-example professional experience, demonstrating strong **leadership abilities** while managing **cross-functional teams** desires a change in career direction due to completion of a Master's Degree in Public Policy.

-Motivated leader utilizing **problem-resolution techniques** and **strategic planning** dedicated to passion for health equity.

- Professional infusing passion and motivation to make a positive impact in community wellness with **significant contributions** to the community through **devotion** and exceptional **communication skills**.

EDUCATION

Master of Public Policy: Michigan State University (*Degree Completed May 2015*)

Master of Science in Nursing Administration and Business Administration: Madonna University

Bachelor of Science in Nursing: Michigan State University

PUBLICATIONS

Lamar, Joanne. *Relationship of respiratory care bundle with incentive spirometry to reduce pulmonary complications and transfers to medical intensive care in a medical general practice unit*, 2012.

MEDSURG Nursing: The Journal of Adult Health

PROFESSIONAL AFFILIATIONS & ORGANIZATIONS

Member of the Plymouth-Canton Educational Park-Career and Technical Education Programs, Health Occupations Program Advisory Committee (current)

Volunteer member of The Parade Company- present

Member of the Detroit Greenways Coalition-

Member- Detroit A.M Rotary

Member- Tour de Ford annual biking fundraiser committee- 2013 and 2014

Engaged with MODESHIFT- In biking survey at intersections in Detroit (October, 2013)

Presenter at Career Day, Oakman Elementary /Orthopedic School, May 9 2013

Elected to – Plymouth-Canton Community School Board- 2002-2006

Member – Beyond Basics reading mentor – Sampson Academy-Detroit Public Schools

Member-Newly CMU chartered- grades 9-12 high school

Member- Hospitality Ministry St. Kenneth Church

Member – Michigan State University Alumni Association

Member- Michigan Political Science Association and American Public Health Association.

CERTIFICATIONS

Member – Sigma Theta Tau- National Honor Society of Nursing

Member – Gamma Pi Sorority

PROFESSIONAL EXPERIENCE & ACCOMPLISHMENTS

University of Michigan Health System Nurse Case Manager- August, 2014-present

Managed up to 25 case files at a time, working consistently with the most "devastated" patients, ensuring appropriate health care resources were utilized.

Collaborated with multi-disciplinary teams to develop, apply, and assess patient's medical care, eliminating the gaps in care that led to patient's readmission.

Educated and consulted patients on issues regarding available resources and created discharge plans, monitoring its execution.

Supported patients, their families, and caregivers who were adjusting and coping with illness, diagnosis, treatment options, and prognosis.

Reviewed the utilization of healthcare resources and the quality of patient care provided in compliance to federal, state, and third party payer requirements with thorough understanding of Medicare and Medicaid provisions

Henry Ford Health System – Detroit, MI 2000-2014 Case Manager 2011-2014

Managed up to 25 case files at a time, working consistently with the most "devastated" patients, ensuring appropriate health care resources were utilized.

Collaborated with multi-disciplinary teams to develop, apply, and assess patient's medical care, eliminating the gaps in care that led to patient's readmission.

Educated and consulted patients on issues regarding available resources and created discharge plans, monitoring its execution.

Supported patients, their families, and caregivers who were adjusting and coping with illness, diagnosis, treatment options, and prognosis.

Reviewed the utilization of healthcare resources and the quality of patient care provided in compliance to federal, state, and third party payer requirements with thorough understanding of Medicare and Medicaid provisions

Nurse Manager 2000-2011

Managed a designated caseload with up to 31 patients, developing strategies to effectively meet patient needs, managing the length of stay, and promoting the utilization of resources.

Collaborated with a diverse staff of up to 60, and a large team of healthcare providers, including a wide array of disciplines.

Developed and implemented a research project to address an increase in patient transfers to the intensive care unit due to respiratory distress, resulting in the decrease of respiratory complications and ICU transfers in patients over the course of 12 months, and saving the hospital \$500,000 annually. Research article was published in MEDSURG Nursing: The Journal of Adult Health.

Mentored, coached, and developed employees, resulting in the best unit staff retention in the hospital.

Reduced readmissions of patients by 8% by conducting post-discharge call backs, ensuring patients picked up prescriptions and attended follow-up appointments.

Supported an interdisciplinary team to ensure operational efficiency, enhancing the quality of clinical outcomes, increasing patient satisfaction, and managing the cost of care.

Established **priorities, goals, and action plans** for patients to promote independence.
Wrote and updated **policies and procedures** in order to maintain nursing guidelines.
Hired, trained, and **evaluated clinical nurses** on established performance standards, developing action plans for improvements.
Ensured staff compliance with **Infection control practices** and mandatory **educational requirements**.

ADJUNCT INSTRUCTOR-Davenport University
Part- Time

Lecture and develop activities, tests and classroom engagement plans for a "blended" class taught both online and in person- at Davenport University in Livonia, Michigan
Degree in Case Management
Curriculum –classes taught:-Health Care Organizations and Systems- reviewing insurance and the Affordable Care Act.

Previous Positions:
Oakwood Hospital-Annapolls – Nurse Educator
Wayne State University – Clinical Nursing Instructor
Madonna University – Clinical Nursing Instructor

PUBLIC HEALTH STRATEGIES & COMMUNITY ENGAGEMENT

BUS-STOP BENCH LIBRARIES-SPONSORED BY DETROIT A.M. ROTARY

Initiated and facilitated project by partnering with Randolph Career Technical School in Detroit to build integrated Bus Stop Libraries in Detroit (link to news coverage:
<http://www.clickondetroit.com/news/detroit-bus-stop-benches-promote-reading/33384780>

ALTERNATIVE TRANSPORTATION PROJECT

Final project for Master's in Public Policy at Michigan State University on **alternative transportation options to improve health.**

Increasing physical activity in distressed areas of Detroit by reviewing city-wide biking plans.

Incorporating residents of the most distressed areas of the west-side with midtown and downtown initiatives.

Significant outcomes in communities with Community Development and Smart Growth Strategies with reduced hospitalizations and length of hospital stay

FOOD INSECURITY PROJECT

Conducted a project on **food insecurity in distressed areas of Detroit** (while pursuing Master of Public Policy degree at Michigan State University).

Increased awareness on the **healthy food deficiencies** in the city of Detroit.

Attended **Detroit Food Policy Committee meetings**, improving knowledge of healthy food strategies on the horizon.

Engaged a large suburban church organization to construct **raised gardens** for early education students to plant seeds, in order to realize the "fruits" of their project, as well as learn about **healthy food choices.**

COMMUNITY READER WITH DETROIT PUBLIC SCHOOLS

Local radio personality assisted with **delivery of books to Detroit Public School students** at Christmastime to promote reading after gathering books from personal networks.

Briana Sprague

COMPETENCY

Lead EMS Auditor Exemplar Global #129710
current certification and NSF

Lead Quality Auditor NSF

Lead Auditor Competency Training Including Exemplar Global Transition Certificates for both standards, 2015, OMNEX requirements course, March 2016.

Lead Auditor Course, ISO 45001 Exemplar Global Certificate, 2018

MS Industrial Hygiene Wayne State University 1998

BS Mech. Engineering Penn State University 1992

VOLUNTEER & SCHOOL EXPERIENCE

Trustee | New School High
2018-present, President
Board member since 2017

Mentor | NSH Robotics Team
2016-present
Successful launch of FIRST Robotics rookie team 6583.
Assisted with budgeting, fabrication, project management and booster activities

VP of Administration | UU Farmington
2010 – 2012
Executive board for church of 150 members. Oversaw construction contract for large capital project and administered during significant HR changes and budget crises

Adjunct Instructor | Mohave Community College
2005-2006
3 semesters of basic Math and GED Math
Tutor: various subjects

Parent Volunteer | K-12 Public School System
2005-2006, 2 days per week, Kindergarten

Instructor | Homeschool for Son, grades 3-7
2008-2013

Substitute Teacher | Lake Havasu City Unified
2006 assignments, grades 2-7

SKILLS AND STRENGTHS

- ✓ Identifying system strengths and weaknesses
- ✓ Developing effective processes
- ✓ Coaching others to improve
- ✓ Getting things done
- ✓ Building consensus

EMPLOYMENT

Owner | Sprague Systems LLC
2002 – Present

ISO Mgmt. System Consultant, Auditor and Trainer

Consulting Goal setting, continual improvement programs, management systems implementation, technical review services for NSF and private clients in the automotive sector

Auditing Lead Auditor for various registrars including NSF-ISR and Orion

Training Deliver instruction and internal auditor competency programs

Implementing Systems Assist companies with programs to conform with specifications, including ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, sustainability standards for green buildings, label manufacturing and electronics recycling

Project Manager | MMTC
1997 – 2002

Environmental management systems trainer and consultant

Environmental Engineer | McNamee
1995 – 1997

Compliance consultant for manufacturing plants

Service Representative | EQ -Belleville
1992 – 1995

Hazardous waste shipping coordinator and technical service representative

Carey Elizabeth Gary

WORK EXPERIENCE:

September 1971 - 2006

CULINARY ARTS TEACHER: Salem High School - Retired
46181 Joy Rd. Canton, Mi

- > Taught 11th-12th grade Hospitality/ Culinary Arts Skills
- > Create real-life work experience through operation of a 54-seat restaurant.
- > Food Service Occupations Co-op Coordinator- network with local community to find student employment opportunities
- > Supervisor for Culinary Arts Student Teachers, 1978, 1979, 1985, 1998, 2002
- > Co-authored Michigan Food Service Curriculum Guide, 1983

Awards:

Michigan Restaurant Association Teacher of the Year, 1986
Extra-Miler Award Plymouth-Canton Schools, 1987

National Pro-Start Student Culinary Competition:

- > Michigan 1st Place winner, March 2002
- > National 4th Place Winner, April 2002
- > Michigan 2nd Place Winner, March 2003
- > Michigan 1st Place Winner, March 2004
- > National 1st Place Winner, April 2004
- > Michigan 3rd Place Winner, March 2005
- > Michigan 2nd Place Winner, March 2006

September 1995 - 2013

INNKEEPER: 932 Penniman- A Bed and Breakfast
932 Penniman Ave. Plymouth, Mi. 48170

- > Owner
- > Operate all facets of the bed and breakfast industry

February 1981 - 2013

CATERER: Culinary Consultants
Northville, Mi. 48167

- > private off-site catering for weddings, showers, parties
- > restaurant consulting

September 1969 - February 1971

TEACHER: Marquette High School
Marquette, Mi. 49855

- > home economics instructor- cooking/ home economics
- > developed new wage-earning program in Food

Production and Service

EDUCATION:

University of Michigan, Ann Arbor, Mi.
Master's Degree in Vocational Education, 1978

Northern Michigan University, Marquette, Mi.
Bachelor's Degree in Teacher Education, 1969

VOLUNTEER WORK:

New School High, Plymouth, Mi. 2012-present

Charter School Board Member

New Hope Center for Grief Support, Northville, Mi 2017- present

Richard (Rick) McCoy



Retired educator with 50 years of experience developing and delivering programs for at-risk students and families as well as staff development for teachers and businesses. Continuing to explore opportunities to improve education and to serve my community.

Professional Experience

Plymouth-Canton Community Schools, Plymouth, MI

- Implemented first self-contained, elementary classroom for emotionally impaired
- Initiated first resource room at Salem High School for special education students
- Provided training and consultation to support mainstreaming practices for high school staff at Plymouth-Canton Educational Park
- Developed and facilitated a model for Student Service Centers (affective support groups) for middle schools
- Collaborated in development of District Substance Abuse Policy
- Provided training for Middle and High School Staff in substance abuse intervention
- Implemented a middle school substance abuse intervention program
- Provided team-building workshops for district accounting staff and high school maintenance staff
- Created and delivered parenting program for parents of high school students
- Created and facilitated Journey Program to provide academic and affective support for at-risk 9th grade students
- Created and Supervised Bridge Program to support failing 8th grade students in successfully making the transition to high school

Cooper, McCoy & Associates, Canton, MI

- Provided therapy for individuals, couples and groups
- Facilitated Stage II Recovery Groups (support for adults who were impacted by chemical dependence)
- Developed and delivered training and consultation to school districts in the areas of substance abuse intervention, team-building, and conflict resolution
- Presented at National Conferences on strategies for effective conflict resolution
- Co-Authored **How to Keep Being a Parent When Your Child Stops Being a Child - A Practical Guide to Parenting Adolescents**, Willow Creek Publishing, 1999

Growth Works, Plymouth, MI

- Assisted in development of substance abuse aftercare program for youth and families
- Co-Facilitated support groups for recovering adolescents and parents
- Consulted to Growth Works staff and assisted with Learning Options Program

Hemophilia Foundation of Michigan, Ann Arbor, MI

- Developed and directed traveling camp experience for Hemophilic adolescents
- Directed residential camp for children with hemophilia
- Provided in-service training for Foundation staff

Eastern Michigan University, Ypsilanti, MI

- Taught *The Training Function in Business*, a graduate course in the Business School, as a visiting lecturer
- Made informal presentations to students in School of Education at staff request

University of Michigan Children's Psychiatric Hospital, Ann Arbor, MI

- Supported teachers and students as a crisis teacher in inpatient school
- Supervised emotionally impaired inpatients
- Developed treatment plans in conjunction with professional staff
- Participated in role-play training with social work staff
- Served as President-Elect on state board of MATEDC (Michigan Association of Teachers of Emotionally Disturbed Children)

Starr Commonwealth, Albion, MI

- Supervised delinquent adolescents in residential setting
- Served as a substitute teacher in residential school
- Supervised waterfront and staffed infirmary

Education

Albion College, Albion, MI

Bachelor of Arts in Psychology, 1970

Eastern Michigan University, Ypsilanti, MI

Master of Arts in Special Education of the Emotionally Impaired, 1975

Credentials

Michigan Teacher Certification

- K-8 All Subjects
- K-12 Special Education of Emotionally Impaired
- 9-12 English and Social Studies

Licensed Master Social Worker, State of Michigan