

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

APPOINTMENT/REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

ACTION REQUESTED

It is recommended that the Board of Regents re-appoint Tammy Smith to a three-year term on the Board of Directors of the Academy for Business and Technology; appoint Michelle Raube to a two year term, and Markeen Baker and Reginald Williams to three-year terms on the Board of Directors of Woodley Leadership Academy.

STAFF SUMMARY

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

Academy for Business and Technology

Tammy Smith has been employed with the Ford Motor Company in Dearborn, Michigan since 1996 and is currently a Forward Planning Analyst. She earned a Bachelor of Arts degree in Business Administration from Davenport University, Dearborn, Michigan. This is a re-appointment.

Woodley Leadership Academy

Michelle Raube has been employed with Delta College in University Center, Michigan since 2008 and is currently the Associate Dean of Retention. She earned both a Bachelor of Arts degree in Exercise and Sports Science at Carthage College in Kenosha, Wisconsin and a Master of Science in Health Physical Education and Recreation at Illinois State University in Normal, Illinois. This is a new appointment.

Markeen Baker has been employed with PCMI Services in Saginaw, Michigan since 2016 and is currently a Substitute Teacher. He earned a Bachelor of Arts in Social Work at Saginaw Valley State University in Saginaw, Michigan. He is a Veteran of the United States Army. This is a new appointment.

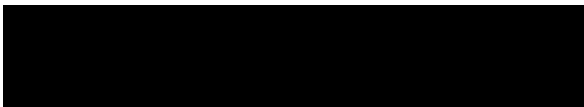
Reginald Williams has been a law enforcement professional since 1998 and is currently the Public Safety Director & Police Chief for Buena Vista Charter Township in Saginaw, Michigan. He is a graduate of the Police Academy and earned an Associate degree at Delta Community College in University Center, Michigan. He is a Certified Prevention Specialist through Michigan Certification Board of Addiction Professionals. 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.

1/20/2020
Date

Tammy A. Smith

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

EMPLOYMENT 2004 – Current Ford Motor Company. Dearborn, Michigan

Forward Planning Analyst

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

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

WERS (World Wide Engineering Release Systems) Financial Coordinator

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

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

PCA Assistant/Change Specialist/ Administrative Assistant

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

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

Office Manager/School Leader

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

EDUCATION June 2003

Bachelor of Arts, Business Administration- General Business

- Davenport University, Dearborn, MI

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

References Available Upon Request

Michelle L. Raube, MS ATC AT PES

SUMMARY

A highly trained, personable and accomplished Associate Dean of Retention with exceptional breadth and depth of expertise and experience supporting students in higher education, combined with business and entrepreneurial skills. As a member of the Board for the Woodley Leadership Academy, I will bring a combination of management experience, business, teaching, people management and motivational skill, while providing leadership to have a transformational impact on the growing diverse and robust challenges facing Saginaw County and educational institutions today. A positive personality to lead and inspire anyone, combined with a passion for helping students realize their goals and dreams, brings a differentiated and compelling value proposition to the Board of Woodley Leadership Academy who is searching for Board Members to positively impact and grow the children of today.

SKILLS

- Strong Collaborator
- Strategic Planner, Data Driven
- Recruitment & Retention
- Organized and Detailed
- Leadership Development
- Interpersonal Skills
- Motivating Team Builder
- Respect
- Inspires Trust
- Work Ethic

RELATED EXPERIENCE

DELTA COLLEGE – University Center, Michigan

Associate Dean of Retention

2018-Present

I provide leadership in the planning, development, and evaluation of college-wide retention programs and services as the Associate Dean of Retention. My responsibilities include, but are not limited to supervising and directing the Center for Counseling, Advising and Career Development Office. Serve as a leader for the Enrollment Management Directors Counsel, the Student and Educational Services Division leadership team, and participate in the overall enrollment management planning process of the college. Administer student programming to assist students in identifying academic programs, choosing courses, completing programs, timely graduation, seamless transfers, and gainful employment.

I have developed and improved programs, communications and services in response to the changing needs of our students while evolving institutional priorities for Delta College's prospective, new and returning students, with an emphasis on student success initiatives that lead to enrollment and retention. The following programs have been implemented, while developing baselines to set future benchmarks; Retention Communication Plan, Retention Council, Transition Program (College 101: Becoming a Pioneer), and Student Success Teams.

Athletic Director

2011 – 2018

My primary responsibility as the Director of Athletics at Delta College is to provide our student-athletes with excellent opportunities to participate in an intercollegiate athletics experience of the highest quality, with the result that their understanding becomes an integral and valued part of their total educational experience at the College. The academic pursuits of the student-athlete, beginning with the recruiting process through the fulfillment of graduation requirements, is given the highest priority in concert with the mission of the college. My responsibilities include but are not limited to planning, organizing, and implementing the day-to-day operation of the Department of Intercollegiate Athletics; establishing and maintaining effective working relationships and communications with faculty, administrators, staff, student body, student clubs and organizations, alumni, friends, and the local community; providing leadership which adheres to the highest standards of integrity and ethics in all athletic, academic, and business matters; developed a strategic plan with implementation steps that ensures the department has a competitive advantage in fundraising, facilities development and the recruitment, retention, and promotion of student-athletes and athletic personnel; foster a commitment to diversity and inclusiveness throughout all levels of the organization; and develop plans, policies, procedures and programs compliant with the college, applicable state and federal laws, NJCAA rules and regulations, the Michigan Community College Athletic Association (MCCAA), as well as promote the mission of the department, the college's high standard of academic excellence, and the general welfare of student-athletes.

E3 For Success Coordinator

2017 – Present

The E3 for Success program was scaled up from the athletic initiative Aspire to Succeed program. I created programming which was implemented in 2014 specifically for student-athletes that now became the foundation of the E3 for Success program. My responsibilities include development and implementation of workshops focused on reducing student's barriers to college success including challenges related to academic achievement such as study skills/habits, attendance decision making, problem solving, goal setting and transitions/adjustments to new situations; evaluation of data to rate the effectiveness of this program while providing insight for development of success initiatives which positively impact Delta College's Retention goals.

Processed Base Management Coach

May 2017 –

Present

Learned fundamentals of processed based management ideals in order to coach departments across Delta College to improve efficiency of their overall performance. This knowledge provides me valuable experience to be successful as the Associate Dean of Retention, to solve complex challenges through the process of structured design thinking, analytical decision making, while developing new ways to collaborate across departments of Delta College to bring forth success initiatives focused on retention and degree completion.

Other Experience

Head Athletic Trainer/Strength & Conditioning Coach – Delta College

2008 – 2012

As the Head Athletic Trainer and Strength & Conditioning Coach I was responsible for providing leadership, management and oversight of the student-athlete performance program for Delta College intercollegiate sports. While in this position I provided administrative management services in the areas of strength and conditioning, nutrition, athletic training and sports medicine to optimize student-athlete performance, health and safety. I was the primary contact for Saginaw Valley State University student athletic training program and McLaren Residency program. Under my leadership, a culture, that still exists today within the entire athletic program, was created that celebrates and honors differences, engages students of all backgrounds and strives to ensure accessible services for all student-athletes. With an increasingly racially and culturally diverse student body, our ideal candidate will view their work through a lens of support, equity and inclusion.

Adjunct Professor Saginaw Valley State University/Delta College

2008-2012

My primary responsibilities included teaching undergraduate students at Saginaw Valley State University within the Exercise Science Department and in Life Long Wellness classes at Delta College. I was able to implement hands-on learning experiences that engaged students, increasing their success in the classroom. Through innovation, experimentation and creativity, I created learning strategies for students which provided students a type of field-work experience in the classroom, preparing them for their career.

TWIN PEAK PERFORMANCE – Saginaw, Michigan

2006 to 2012I have

experience as an entrepreneur, as co-owner and founder of Twin Peak Performance, a successful business that assists aspiring young athletes to improve their capabilities and maximize their potential. While it started as a small venture with my twin sister, it grew to be a sizable business. The commercial acumen, business skills and customer focus I gained as an entrepreneur are assets I find useful in managing the business and financial responsibilities of serving as the Associate Dean of Retention, such as balancing budget and providing leadership to ensure high quality and effectiveness in the day-to-day operation of the Counseling and Advising Center.

Student and Staff Leadership Development Experiences

Student Success Teams

2019 – Present

I developed and implemented the largest Student Success Initiative at Delta College to improve our student experiences. Student Success Teams are comprised of staff from Admissions, Counseling and Advising, Career Development, Financial Aid, Student and Civic Engagement, and Teaching and Learning Center, each with a significant contribution to ensure our students not only succeed, but also thrive. We support students as they transition to college, throughout their academic journey to finding a career. These teams will lead students from their first day through graduation or transfer from Delta College.

College 101(Becoming a Pioneer)

2018 – Present

This program provide students with valuable information such as: the purpose of higher education, goal setting, time management, study and test taking skills, critical thinking, stress management, academic advisement, career and major exploration, using campus resources, and understanding student responsibilities. This learning effects the

persistence, engagement and success of first-year students while providing students a guide for the kinds of knowledge, skills, and dispositions needed to reach their goals.

Student Athlete Advisory Committee

2015 to Present

I established the Student Athlete Advisory Committee in 2015 to provide a voice to student-athletes within the campus community while promoting communication between student-athletes and the athletic administration. Under my leadership, this committee has promoted a positive student-athlete image on campus and within the community; provided opportunities to enhance leadership skills through campus and community leadership opportunities, while representing diverse views and backgrounds as it relates to rules and regulations, student-athlete welfare and community service.

Champions in Leadership Program

2013 – Present

As the Athletic Director, I implemented the Champions in Leadership program five years ago with the belief that excellence is a result of a balanced life that encompasses academic excellence, athletic achievement, and personal well-being. Student-athletes who have been a part of this program have gained knowledge of basic leadership principles and skills; have taken ownership of their leadership experience to cultivate the leadership potential in others; value taking responsibility for their actions while holding others accountable; continual development of increased self-awareness which synergistically impact team performance; they demonstrate a sense of integrity, a commitment to core values and the ability to act equal amongst their peers; promote peer motivation and the benefits of collaboration to inspire positive change within a community; and recognize the value of diversity in every situation. Through collaboration with the Student and Civic Engagement office, this program became the foundation of Delta College's Pioneer Pyramid of Leadership Program.

Pioneer Pyramid of Leadership

2017 – Present

The Student and Civic Engagement Office has organized a new leadership development program for students called Pioneers Pyramid of Leadership. Research shows that students involved in leadership skills development, as well as engagement with other students in team activities, increases the level of academic achievement and completion. As the Athletic Director, I built a highly effective model within its Athletics department, called the Champions in Leadership program. After 5 years, that program model is being expanded and extended into opportunities for all student's campus-wide.

Delta Pioneer Ambassador Program

January 2016 – Present

I along with three other faculty and staff created the Delta College Pioneer Ambassador program. A program that empowers employees through increasing self-awareness while fostering an appreciation for diverse perspectives with the intent to increase collaboration and leadership.

EDUCATION

ILLINOIS STATE UNIVERSITY - Normal, Illinois
MASTERS OF SCIENCE - May 1999
MAJOR: Health Physical Education and Recreation

CARTHAGE COLLEGE – Kenosha, Wisconsin
BACHELOR OF ARTS – May 1997
MAJOR: Exercise and Sports Science, emphasis in Athletic Training
ACTIVITIES: Two-time All-American and Conference Champion in track & field

VOLUNTEER EXPERIENCE

Secretary, LaMarr Woodley Foundation

September 2017 – 2018

My responsibilities include but are not limited to supporting the executive members of the foundation in all duties that are needed, communicating goals, meeting notes and board direction

Committees

DAAPP, VAWA, ECAPS, +One Connection, Creating a Culture of Inclusion, United to Lead, Achieving the Dream Core Team, the Default Prevention Committee at Delta College, Diversity and Inclusion Council, and the Retention Council,

Markeen A. Baker



Objectives

My objective is to seek employment with your establishment; so that I might be able have an impact through demonstration of strong leadership skills and experience to your organization.

Education

2014-2017

Saginaw Valley State University
Bachelor of Arts in Social Work
Minor: Interdisciplinary

Field Experience

Arenac County DHHS	Deb Bonnau, Services Supervisor	(August, 2014-December, 2014)
Saginaw Public School District	Adrian Green, School Social Worker	(January 2017-May, 2017)

Work Experience

Substitute Teacher PCMI services	Saginaw, MI	(April, 2016-Present)
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- Responsibilities Work with students in the absence of a regular teacher.
- Duties: Aid students in understanding a subject matter, as well as to provide skills required for programmed lessons and purposeful training for the classroom he/she is assigned

Truancy Abatement Clerk Saginaw Public School District	Saginaw, MI	(October, 2017-June, 2019)
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- Responsibilities: Monitor and document the attendance of all enrolled students.
- Duties: Contact and meet with Families of students with attendance concerns.

Life Skills Coach Holy Cross Children Services	Saginaw, MI	(September, 2013-May, 2016)
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- Responsibilities: Guide youth toward becoming independent through equipping them with essential life skill tools. Assist and support youth in goal-setting, personal growth, and behavior modification.
- Duties: Assist youth to achieve their life skill goals through life skills such as grocery shopping, job searching, school enrollment, etc.

Automated Logistics Specialist United States Army	Saginaw, MI	(January, 2008- December, 2015)
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- Responsibilities: Supervise and perform management or warehouse functions in order to maintain equipment records and parts.
- Duties: Establish and maintain stock records and other documents such as inventory, material control, accounting and supply reports.

Youth Care Worker Wolverine Human Services	Saginaw, MI	(August, 2012- May 2013)
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- Responsibilities: Daily care of youth and assuring that the child's safety and security needs are met.
- Duties: Ensuring proper line of sight and physical supervision

Reginald L. Williams II

Professional Summary

Dedicated law enforcement officer currently serving as Public Safety Director/Chief of Police since 2017. Demonstrated the leadership, skill, and integrity necessary to reduce crime, build community trust, and forge lasting partnerships as a 25-year veteran within Saginaw County.

Work Experience

Public Safety Director/Chief of Police

October 2017 - Present

- Manage my department which includes hiring, assessing, disciplining and firing my personnel.
- Coordinate and implement training for personnel.
- Maintain a healthy working environment for personnel.
- Develop and revise policies, procedures, and department general orders.
- Lead and manage day-to-day operations.
- Work closely with Township Superintendent for planning the budget and other duties that may be asked.
- Perform public relations duties and attend board meetings once a month.
- Consistently monitor crime analysis data.

Detective Sergeant/Public Information Officer

December 2012 – October 2017

- Assist the Chief of Police with the management and administration of the Detective Bureau as a Detective Sergeant. Responsible for the supervision of 8 detectives, review and assign police reports, managing payroll, field public complaints, and manage crime scenes.
- Responsible for the dissemination of information to the community as the Public Information Officer. Responsibilities include and are not limited to preparation of news releases to the public and media, coordination press conferences, maintaining a social media presence via the department Facebook account, TV and MLive interviews, and attending public meetings and forums.
- Oversee and supervise two Youth Initiative Officers. Overall responsibilities are organizing and implementing class sessions, inputting data into the MPDS system, and assisting officers with continued education towards their Prevention certification.
- As a Recruiter and Background Investigator participated in the hiring of new officers.

Other Law Enforcement Positions

January 1998 – December 2012

- Served as Community Police Officer (CPO) in the Sheridan Park District and the Old Town Hamilton Street Business District. Developed strategic plans to help reduce crime in both areas. Formed Neighborhood Watch groups and partnered with the businesses to help install a working camera security system.
- Served as a Youth Prevention Specialist for 17 years in Saginaw County's Family Youth Initiative Program. Assisted thousands of youth and families using evidence based prevention programming. Instructed and participated in youth camps, college tours across the country, parenting classes, youth prevention classes, sports programming, and explorer programs.

- Organized and instructed Drugs Awareness Resistance Education (DARE) classes and graduations in the City of Saginaw.

Community Service

- Executive Board Member for Lamarr Woodley Foundation
- Executive Board Member for Ojibway Region Boys Scouts of America
- Executive Board Member for Saginaw Salvation Army
- President of the Arthur Hill High School Parent Teacher Organization
- Volunteer coach for travel basketball
- 14 years of coaching at Arthur Hill High School with 7 years as the head Coach of the Girls Varsity Program.
- Former Board Member of the Saginaw Optimist Club

Awards

Police Department

- May 2016 – Meritorious Unit Citation
- May 2016 – Community Relations Citation
- May 2014 – Chief of Police Special Recognition Award
- May 2013 – Meritorious Unit Citation
- May 2012 – Meritorious Unit Citation
- August 2003 – Unit Citation
- May 2001 – Meritorious Service Award
- May 1999 – Commendation Award for Designing and Implementing the Operation ACE (Appreciate Children Everyday) program. Children received tickets for doing good deeds.

Community

- April 2017 – Multicultural Community Service Award presented by Delta College
- May 2014 – Law Enforcement Award presented by Optimist Club of Saginaw
- January 2014 – Outstanding Service to the Saginaw Community presented by the Phi Delta Kappa, Inc. Gamma Kappa Chapter, Saginaw, MI.
- 2009-2010 – Saginaw Valley Conference Coach of the Year
- October 2007 – Muenda Ministries Community Service Award

State

- September 2014 – Honorary Tribute for Community Service presented by Michigan House of Representatives
- May 2014 – Chief of Police Personal Citation for Esteemed Service presented by Governor Rick Snyder

Education and Certifications

- Continued education at Central Michigan University pursuing a Bachelor of Science degree in Public Administration within the next 4 years.
- Graduate of Delta Community College Police Academy and Associates Program in April of 1996.
- Graduate of Delta College with an Associate Degree in 1999.
- Certified Prevention Specialist through Michigan Certification Board of Addiction Professionals in May 2014.

REFERENCES AVAILABLE UPON REQUEST