

**SECTION: 12**  
**DATE:**  
December 7, 2023

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**

**APPOINTMENTS / REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS**

**ACTION REQUESTED**

It is recommended that the Board of Regents appoint the candidates listed below to serve three-year terms on the Board of Directors for the following public school academies (charter schools) authorized by Eastern Michigan University:

<b>Charter School</b>	<b>Board Candidate(s)</b>	<b>Action</b>
Global Tech Academy	Adam Alobaidy	New Appointment
Great Lakes Academy	Steven Carlson	New Appointment
Great Lakes Academy	Sonia Jackson	Reappointment

**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.

**Global Tech Academy**

Adam Alobaidy is the Associate Director of Systems Management at the University Of Michigan-Ann Arbor Campus in Ann Arbor, Michigan. He studied HVAC Mechanical at Northwestern Technological Institute in Southfield, Michigan. This is a new appointment.

**Great Lakes Academy**

Steven Carlson is the Administrative Pastor at Christ Community Church in Roseville, Michigan. He has an Associate Degree in Pastoral Ministries from Destiny School of Ministry in Roseville, Michigan. This is a new appointment.

Sonia Jackson is the Principal of Levey (STEAM) Middle School in Southfield, Michigan. She earned an Education Administration Certificate from the University of Detroit Mercy in Detroit, Michigan; a Master of Business Administration Degree in Business Administration from Davenport University in Warren, Michigan; a Master of Arts Degree in Special Education from

the University of Detroit Mercy in Detroit, Michigan and a Bachelor of Arts Degree in Psychology from Wayne State University in Detroit, Michigan. This is a reappointment.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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

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**University Executive Officer**  
**Rhonda Longworth, Ph.D.**

11/13/23  
Date

# ADAM ALOBAIDY

Ypsilanti, MI

M: [REDACTED] | E: [REDACTED]

Strategic and performance-focused professional with over a decade of expertise in facilities building operation, area maintenance, and project management. Boasts an in-depth specialization in HVAC mechanical systems integration and optimization. Demonstrated proficiency in streamlining operational procedures, advancing building automated systems, and ensuring rigorous equipment maintenance standards. This technical acumen is underscored by my tenure as the Facilities Associate Director at the University of Michigan. Equipped with robust budgetary expertise, I excel in financial oversight and prudent resource allocation. An adept leader, I thrive in collaborating with multidisciplinary teams, extracting value from KPI-driven strategies, and consistently delivering outcomes both on schedule and within budgetary constraints.

## CORE COMPETENCIES

- ❖ Client Relationship Management
- ❖ Business Development
- ❖ Area Maintenance
- ❖ HVAC Quality Control
- ❖ Facilities Project Management
- ❖ Staff Development
- ❖ Building Automation Controls (BAS)
- ❖ Computerized Maintenance Management (CMMS)
- ❖ Direct Digital Controls (DDC)
- ❖ Capital Planning
- ❖ Budgetary Planning
- ❖ Heating, Cooling, Ventilation, & Refrigeration

## PROFESSIONAL EXPERIENCE

### **UNIVERSITY OF MICHIGAN – ANN ARBOR CAMPUS | ANN ARBOR, MI | 2016 – PRESENT**

#### **Associate Director of Systems Management (12/2021-PRESENT)**

- Directly supervises Trades Operations, Warehouse operations, Systems Admins, and Area Maintenance Coordinators who are responsible for creating, budgeting, and administering approximately \$10.5M of operational and capital projects throughout the portfolio.
- Responsible for Budget/Expense oversight in areas of responsibility including salary/benefits, overtime, contracted services, procurement of supplies and equipment, and prioritization of operational projects / capital projects.
- Address strategic planning, best practices, performance and service standards, work methods, technical support, administration of policies and procedures, and periodic inspections to audit success and conformance to standards.
- Responsible for creating and maintaining the data architecture within the CMMS to allow for: timely and accurate reporting of the equipment status within Student Life managed buildings; work order, maintenance, and capital projects backlog and execution; facility condition reporting; and inventory management.

- Provide leadership for daily operations of all activities related to the CMMS and Building Automated Systems. Establish work management and controls in order to: optimize use of staffing, equipment, and materials; improve facilities and equipment maintenance procedures; schedule work activities; and dispatch personnel.
- Responsible for leading, teaching and developing managers and staff to maximize potential.

#### **Area Maintenance Coordinator (2018 – 2021)**

- Entrusted as Area Maintenance Coordinator, managing 18+ facilities regional project repairs including Structural, Electrical, Mechanical and Building Envelope to ensure proper operations.
- Leveraged industry expertise to support and assist in enhancing Maintenance Mechanic's skill level and work productivity resulting with an increased operational efficiency.
- Collaborated with University of Michigan's AEC and ACP engineering groups, coordinating and managing countless building projects to improve work environments for 9500+ students.
- Utilized technical skills to advise Student-Life Dining teams on ordering and installation of various dining hall new kitchen equipment, successfully improving student experience.
- Maintained public safety through initiating and implementing many new preventive maintenance standards and methods and integrated safe work practices by working directly with UM Environmental Health and Safety. These procedures led to a 100% increase of safety practices on campus.
- Fostered a growth mindset, developing and leading regional Maintenance Mechanic training and new innovation facilities methods to improve campus conditions.
- Responsible for all external contractor management and project scope overview responsibilities, ensuring 100% of tasks are completed on time and under budget.

#### **Maintenance Mechanic III (2016 – 2018)**

- Chiefly oversaw building maintenance needs for 18 student facility halls, responding to any issues that arose and generating sustainable solutions to ensure high student satisfaction.
- Developed strong knowledge of University of Michigan policies and Student-Life culture to develop tailored solutions that improve campus culture.
- Facilitated routine maintenance of building facilities mechanical equipment to ensure smooth operations.

### **COMFORT MECHANICAL HEATING AND COOLING | ANN ARBOR, MI | 2020**

#### **- PRESENT**

#### **Founder & Director of Operations & Quality Control**

- Commercial & Industrial Heating and Cooling, providing service and installations to clients in Ann Arbor, and the greater Metro Detroit area. During tenure, successfully maintained 100% customer satisfaction.
- Oversaw the Computerized Maintenance Management System (CMMS), initiating the selection of the software (FieldEdge), and implementation to maintain 100% productivity.
- Provided corrective and preventative maintenance services, along with mechanical, electrical, and plumbing consultation services, achieving a 100% issue-resolution rate during tenure.
- Worked closely with clients to help select, implement and facilitate process improvements, integrating advance level tracking, and monitoring regional work orders through Fluke E-Maint (CMMS), increasing efficiency by 82%.

## **METRO TECH | SCHAUMBURG, IL | 2017 - 2018**

### **HVAC Regional Lead Team Member**

- As Regional Lead Team Member, chiefly coordinated countless HVAC commercial installation projects, delivering excellent client service.
- Leveraged technical expertise to diagnose and maintain BAS controlled systems including heating, ventilation, and air conditioning to maintain 100% client satisfaction.
- Prioritized client and employee safety, implementing and developing safe work practices for installation and service departments.
- Responded to technical issues, proactively documenting ongoing preventative maintenance scope of work and track data, maintaining 100% accuracy.
- Facilitated staff development, training and assisting in promoting 7+ new HVAC technicians to maintain staff performance rate of 100%.

## **CONTINUUM SERVICES | SOUTHFIELD, MI | 2014 - 2017**

### **HVAC Technician**

- Responsible for the installation and service of 100+ commercial and industrial HVAC mechanical equipment, implementing best industry practices to achieve a 100% customer review.
- Utilized technical acumen to provide boiler equipment service, installation and maintenance including CSD1 testing to over 30 customers per year.
- Service and maintenance of commercial pumps, motors, chillers, VAVs, VFDs and cooling towers on a quarterly basis resulting in over \$2,000,000.00 in annual profit.
- Identified opportunities for improvement, building automation controls service and repair to improve productivity by 50%.

## **EDUCATION**

**Northwestern Technological Institute, Southfield, MI 2013**  
HVAC Mechanical Studies

## **ADDITIONAL CREDENTIALS**

### **OTHER SKILLS**

Microsoft Office (Word, Excel, PowerPoint, Outlook, Access, Publisher) / Microsoft Visio / Adobe Photoshop / Google Docs  
/ Google Drive / Google Calendar / QuickBooks / Dropbox / Salesforce/ AIM

### **LANGUAGES**

Proficient in both English & Arabic

### **PROFESSIONAL DEVELOPMENT**

- Michigan Mechanical Refrigeration and Air Conditioning Service - License Number: 7118353
- Michigan Mechanical Heating & Service - License Number: 7118353
- Michigan Mechanical Equipment Installation - License Number: 7118353
- EPA Universal - Certification Number: P308511D7ECBB9731
- Aerial Equipment Platform Permit
- AC&R 410A - Certification Number: 724429087428
- Commercial Building Energy Standard Certified
- Cooling Towers Operation & Maintenance Certified
- TracPipe Gas Pipe - Certification Number: 1485260

# Steven Carlson



## EXPERIENCE

### **Christ Community Church, Roseville, MI** *Administrative Pastor*

November 2004 - PRESENT

Vision Implementation, Leader Development, Ministry Synergy

### **THRIVENT FINANCIAL, Sterling Heights, MI** *Associate*

June 2019 - June 2023

Financial Planning, Presentation Coordinator, Social Media Director

### **Independent Consultant, Residential & Commercial Doors, Frames & Hardware**

January 2002 - PRESENT

## EDUCATION

### **Destiny School of Ministry, Roseville, MI** *Pastoral Ministries*

September 2018 - May 2020

### **Macomb Community College, Warren, MI** *Credits towards Business Degree*

September 2018 - May 2020

## VOLUNTEER

### **INTERNATIONAL FELLOWSHIP OF CHRISTIAN ASSEMBLIES — NATIONAL YOUTH DIRECTOR**

September 2014 - PRESENT

## SKILLS & HOBBIES

Project Management

Playing Bass Guitar

Volunteer Management

## MEMBERSHIPS & LICENSES

Ordained Minister with the  
International Fellowship of  
Christian Assemblies

Series 7 & 66 Finra License

# Sonia Jackson

Phone: [REDACTED]  
Email: [REDACTED]

## PROFESSIONAL PROFILE

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### Administrator/Teacher/Education Consultant

Over 15 years of experience as a classroom teacher for both general education and special education students. Experienced in public, private, and charter schools. Four years high school Principal and Assistant Principal and four years as a Middle School Principal. Providing in school management, staff training and development. Extensive school leadership experience. Contributor to the Michigan Model Health Curriculum. Experience includes:

- Curriculum Development
- School Leader and Coach
- Special Needs Populations
- Academic Benchmarks/Standards
- Faculty Training, Mentoring & Coaching
- Approve payroll
- Manage School Budget
- Positive Learning Environment
- Workshop Presenter/Facilitator
- Program Development/Facilitation
- Individual Education Plans (IEP)
- Parent Training
- Van Andel Institute Advisory
- Consulting

## EDUCATION & CERTIFICATION

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**Educational Administration Certificate - (2014- 2016)**  
University of Detroit Mercy ▪ Detroit, Michigan

**Master of Business Administration (MBA) - Business of Administration (2011- 2014)**  
Davenport University ▪ Warren, Michigan

**Master of Arts (MA) - Special Education (2000)**  
University of Detroit Mercy ▪ Detroit, Michigan

- Studied abroad in Siena, Italy in 1997

**Bachelor of Arts (BA) - Psychology (1994)**  
Wayne State University ▪ Detroit, Michigan

**Certification:** Professional Education Certificate, Elementary K-5, All Subjects (K-8 Self Contained); Learning Disabilities (SM) K-12, Teacher Consultant/LD.

## CERTIFICATES

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Educational Administration  
Diversity, Equity and Inclusion in the Workplace

Inclusive and Ethical Leadership

## ADMINISTRATION EXPERIENCE

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**SOUTHFIELD PUBLIC SCHOOLS** ▪ Southfield, Michigan 2015-Present  
**High School Principal and Middle School Principal**

Provide strong leadership to staff; active in the community; available for parent consultations; ensure that every teacher has the resources they need to meet the state's curriculum requirements; evaluates student progress in the instructional program; develop and implement policies, programs, curriculum activities, and budgets in a manner that promotes the educational development of each student and the professional development of each staff member.



- Foster a positive school climate/rapport with all stakeholders
- Restorative Practicing Training
- Blueprint Training
- Standard for Success Platform Contributor
- Facilitator for AdvancED (School Improvement)
- Providing a safe and clean learning environment
- Manage School Budget
- Professional Development Facilitator
- Support professional development for staff
- Supervision of Instruction
- Student Discipline
- Evaluate teacher instruction, school management and operational systems
- Develop, Implement & Evaluate Programs
- Review Policies & Procedures
- Master Scheduling
- Online Learning Programs: Edmentum/PLATO

**SOUTHFIELD PUBLIC SCHOOLS** ▪ Southfield, Michigan

2013-2015

**High School Assistant Principal/Summer School Principal**

Provide support instruction to the instructional process with specific responsibility for directing assigned programs and services; providing information and serving as a resource to others; supervising assigned staff; coordinating school activities and addressing issues, situations and/or problems that arise on campus or with students.

- Facilitator for AdvancED
- Providing a safe and clean learning environment
- Professional Development Facilitator
- Supporting high-quality school instruction and student learning
- Evaluate teacher instruction, school management and operational systems
- Advocate for students and families
- Summer School Principal

## TEACHING EXPERIENCE

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**SOUTHFIELD PUBLIC SCHOOLS** ▪ Southfield, Michigan

2008-2015

**High School Resource Room Teacher**, Algebra and History, 2009-2013

**Middle School Resource Room Teacher**, Math and English, 2008-2009

Provide supplemental instruction for special education students (EI, LD, and OHI). Develop long and short-range curriculum objectives. Prepare daily lesson plans. Assess students' learning level and prepare individual education plans (IEPs) to help students reach their potential. Facilitate IEP meetings. Prepare and submit monthly Medicaid forms for special education funding.

- Achieved Annual Yearly Progress (AYP) goals for MEAP scores
- Developed Behavioral Intervention Plans
- Implement Differentiated Instruction
- Implement Common Core Standards
- Take One Participant

**DETROIT PUBLIC SCHOOLS** ▪ Detroit, Michigan

1998-2008

**Resource Room Teacher, Middle School**, 2007-2008

**First Grade Teacher**, 1998-2007

Served as teacher in charge in the absent of Principal. Prepared daily lesson plans. Organized student learning assemblies and field trips. Facilitated IEP meetings. Prepared and submitted monthly Medicaid forms for special education funding. Key contact person for community agencies.

- Served as teacher in charge, managing entire school and 25 staff in the absence of the Principal.

- Worked with Principal to develop and allocate a \$500K budget.
- Selected to contribute to the Michigan Model Health Curriculum.
- Developed rubrics for sixth grade ELA class and first grade special science projects.
- Designed a scoring tool for first grade oral reading.
- Developed behavioral intervention plans.
- Coordinated and supervised field trips for entire school, including Science Center, rodeo ranch, Disney on Ice, skating, Upland Hills Farm, apple orchard, Detroit Zoo, and petting farm.

**METROPOLITAN ACADEMY OF DETROIT** ▪ Detroit Michigan 1996-1998  
*A private, nonsectarian school.*

**Third and Fourth Grade Teacher/Supervisor Teacher**

**THOMAS-GIST ACADEMY SOUTH** ▪ Westland, Michigan 1995-1996  
*A charter elementary school.*

**Counselor, Substitute Teacher**

## HONORS & AWARDS

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Member, Kappa Delta Pi international education honor society  
 Member, National Honor Society  
 Societa Dante Alighieri, Michigan Chapter  
*Thinking Outside the Bowl Award*, (building level), Detroit Public Schools, 2006  
*Outstanding Performance Award* (building level), 2004  
*You Make the Difference Award*, Detroit Public Schools, 2005-2006  
*Mentor Award*, Rutherford Academy, Detroit Public Schools, 2005-2006

## LEADERSHIP

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### Leadership at Detroit Public Schools

- First Grade Chair/Team Leader, 2004-2007
- Chairperson of the detention program, 2005-2008
- Chairperson of the Spelling Bee, 2006-2008
- Co-Chairperson of How to Make A Science Project/School wide Science Fair, 2004-2008
- B.E.S.T. Mentoring Program for new teachers, 2005-2008
- Designed discipline program and handbook, 2005
- Mentor for 4th and 5th Grade Girls, "Each One, Reach One" 2005-2008
- Book It Coordinator/Pizza Hut Reading Incentive Program, 1998-2008
- Reading Is Fundamental Coordinator (R.I.F.)/Federal Funded Book Program, 2003-2008
- Workshop Coordinator, 2004-2008
- Testing Coordinator, 1999-2003
- Chairperson for numerous fundraisers, including "Survivors of Katrina" fundraiser that raised \$2999, and Penny Drive that raised \$1200 to buy canned goods for the community.
- Thirst for Knowledge fundraiser, 2005.
- Chairperson of grant writing team. Wrote a Skillman Foundation grant that awarded \$25K in school improvement funds for new technology.
- Contributor to the State of Michigan Model Health Curriculum for 2nd & 3rd graders 10/2006
- Contributor to Michigan State University Expanded Food and Nutrition Education Program, 2003

### Leadership at Southfield Public Schools

- Principal
- Assistant Principal
- Academy Coordinator for Global Studies 2012-2013
- Class Sponsor
- Contributor to DAT (Department Assessment Test for math department)
- Contributor to Special Education Discipline (Manifestation Determination Review) Handbook
- Key Person on Task Force Merging High Schools
- Oakland County Administration Association Board Member 2013-2015
- COVID-19 Task Force Team Member Reentry
- Contributor to Standard for Success Evaluation Platform

## SCHOOL COMMITTEES

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### Southfield Public Schools Committees:

Graduating Committee, 2011-2017  
Resource Coordinator Team Committee, 2008-present

Prom Committee, 2011, 2013, 2015  
School Improvement Committee 2012-present

### Detroit Public Schools Committees:

School Improvement Committee, 1998-2008  
Election Committee, 2004-2007  
Open Enrollment Committee, 1999-2008  
Resource Coordinator Team Committee, 2006-2008  
Restructuring for Success, 2002-2008  
Family Math/Science Night Planning Committee, 1998-2008  
Career Day Committee, 2004-2008

Grant Writing Committee, 2004-2008  
Fun Day Committee, 2003-2008  
Interviewing Committee, 2000-2008  
Yearly Calendar Planning Committee, 2000-2008  
21st Century Tutoring Program, 2004-2008  
MEAP Super Saturday Planning Committee, 2000-2008

## PRESENTATIONS, PUBLIC SPEAKING & CONSULTING

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Presenter at the National Congress of Black Women on "Education Reform," 5/2010.  
Presenter at the 52nd Michigan Reading Association Conference, "Bound Together by Literacy," 3/2008.  
Presenter at the 2nd Annual Michigan Reading First Conference, "Sustainability/Instruction," 8/2007.  
Presenter at Metropolitan Academy of Detroit, "Effective Instructional Strategies," 9/2002.  
Presenter at Wayne RESA Summer Literacy Institute, 6/2001.  
Consultant for improving private schools; Assisted Metropolitan Academy of Detroit in establishing a preschool program in 2008, and facilitated workshops on "Effective Instructional Strategies."  
Consultant for improving private schools; facilitated workshops on "The Importance of Parental Involvement" 2/2019  
MASSP ED Con Conference Presenter "Overcoming Tragedy" 6/ 2019

## PROFESSIONAL AFFILIATIONS

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Michigan Association of Secondary School Principals (MASSP)

Michigan Education Association (MEA)  
Southfield Association of School Administrators (SASA)  
Vice President

Michigan Elementary and Middle School Principals Association (MEMSPA)

Council for Learning Disabilities

Council for Exceptional Children

Learning Disabilities Association

Association for Supervision and Curriculum Development (ASCD)

## PROFESSIONAL DEVELOPMENT

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Failure is Not an Option Summit: Courageous Leadership for School Success, 2006, 2007  
Keys to Success, 2008  
Erik Cork Rap, Rhythm, Rhyme, Writing, 2006-2007  
Smart Board Multimedia in the Classroom Training, 2011  
Transition Training for Special Education Middle/High School Students, 2007, 2010  
Differentiated Instruction in a Co-Taught Classroom, 2011  
Using Video to Differentiate Instruction, 2011  
High School Algebra for All, 2011  
Read & Write 9 Gold & 10 Gold for Windows, 2011  
Hear Our Cry: Boys in Crisis, 2007  
How School Culture Impacts Student Achievement, 2007  
Who Are Today's Students & How Do We Reach Them? 2007  
Special Ed Students in General Ed Classroom, 2011

Good Schools Getting Better-Rebuilding the Writing

Developing Behavior Intervention Plans, 2008  
IEP Process and Compliance Training, 2008, 2010  
Medicaid Billing Training, 2007-2011 (annually)  
Reading First Exemplary Grade One Master Teacher Certificate, 2007  
Differentiated Instruction for Inclusion Students and Co-Taught Classroom, 2011  
Assistive Technology for Students with IEPs, 2011  
Data Driven Decision Making, 2011  
Introduction to Differentiated Instruction, 2011  
"Do You Know Enough About Me To Teach Me?", 2007  
Introduction to Data Software, 2011  
School Improvement Plan Summer Planning and Writing the School Improvement Plan, 2000-2008  
Instructional Strategies for Diverse Learners, 2011  
EdCon Conference 2015, 2016, 2017

Instructional Implications of the Common Core for Secondary Teachers, 2011

Common Core State Standards in Middle and High School, 2011

Michigan Literacy Progress Profile (MLPP) Training, 2001

Leadership Assistant Principal Conference 2014, 2015, 2019, 2020

PLATO Training, 2012

MIExcell/Blueprint Training 2016-2017

Leadership Principal Conference (MASSP) 2016

MIExcell/Blueprint Training 2018-2019

Teachscape Evaluation Training 2013, 2015

MIExcel/Blueprint Training 2019-2022

Charlotte Danielson Training 2013, 2018, 2019

Standard for Success Teacher Evaluation Platform Training 2019-2022

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## COMPUTER SKILLS

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Microsoft Office (Word, Excel, PowerPoint), Smart Boards, LCD Projector, Promethean Board, MiStar, Schoology, Standard for Success.