



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, OCTOBER 3, 2023
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

Committee Members:

Meredith M. Turner, Chair – District 9
Michael J. Gallagher, Vice Chair – District 5
Dale Miller – District 2
Yvonne M. Conwell – District 7
Martin J. Sweeney – District 3

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE SEPTEMBER 19, 2023 MEETING [See Page 4]**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) **R2023-0263: A Resolution confirming the County Executive’s appointment of various individuals to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for the term 7/1/2023 – 6/30/2027, and declaring the necessity that this Resolution become immediately effective. [See Page 10]**

Appointments:

- 1) Michelle Curry
- 2) Rebekah Dorman, PhD
- 3) Molly Wimbiscus, MD

- b) R2023-0264: A Resolution confirming the County Executive's reappointment of Valerie Katz to serve on the Cuyahoga County Natural Resources Assistance Council for the term 10/14/2023 – 10/13/2026, and declaring the necessity that this Resolution become immediately effective. [See Page 29]
- c) R2023-0265: A Resolution confirming the County Executive's appointment of Adrian Maldonado to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for an unexpired term ending 7/31/2026, and declaring the necessity that this Resolution become immediately effective. [See Page 34]
- d) R2023-0266: A Resolution confirming the County Executive's appointment of Michael Schoop to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for an unexpired term ending 7/31/2026, and declaring the necessity that this Resolution become immediately effective. [See Page 39]
- e) R2023-0268: A Resolution confirming the County Executive's appointment of Airica Steed to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for an unexpired term ending 7/31/2026, and declaring the necessity that this Resolution become immediately effective. [See Page 44]
- f) R2023-0269: A Resolution confirming the County Executive's appointment of William Seelbach to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for an unexpired term ending 7/31/2026, and declaring the necessity that this Resolution become immediately effective. [See Page 54]
- g) R2023-0270: A Resolution confirming the County Executive's appointment of Stephan Love to serve on the Greater Cleveland Regional Transit Authority Board of Trustees for the term 3/4/2023 – 3/3/2026, and declaring the necessity that this Resolution become immediately effective. [See Page 58]

6. MISCELLANEOUS BUSINESS

7. ADJOURNMENT

**Complimentary parking for the public is available in the attached garage at 900 Prospect. A skywalk extends from the garage to provide additional entry to the Council Chambers from the 5th floor parking level of the garage. Please see the Clerk to obtain a complimentary parking pass.*

***Council Chambers is equipped with a hearing assistance system. If needed, please see the Clerk to obtain a receiver.*



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE MEETING

TUESDAY, SEPTEMBER 19, 2023

CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS

C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR

10:00 AM

1. CALL TO ORDER

Chairwoman Turner called the meeting to order at 10:05 a.m.

2. ROLL CALL

Ms. Turner asked Assistant Deputy Clerk Georgakopoulos to call the roll. Committee members Turner, Conwell and Sweeney were in attendance and a quorum was determined. Committee members Gallagher and Miller were absent.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE JULY 25, 2023 MEETING

A motion was made by Mr. Sweeney, seconded by Ms. Conwell and approved by unanimous vote to approve the minutes from the July 25, 2023 meeting.

5. MATTERS REFERRED TO COMMITTEE

[Clerk's Note: Item No. 5.c) was taken out of order and considered before Item No. 5.b)]

- a) R2023-0223: A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan and; and declaring the necessity that this Resolution become immediately effective.

Mr. Albert Bouchahine, Manager of Classification and Compensation for the Personnel Review Commission, addressed the Committee regarding Resolution No. R2023-0223. Discussion ensued.

Committee members asked questions of Mr. Bouchahine pertaining to the item, which he answered accordingly.

On a motion by Ms. Conwell with a second by Mr. Sweeney, Resolution No. R2023-0223 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- b) R2023-0226: A Resolution confirming the County Executive's appointment and reappointment of various individuals to serve on the Greater Cleveland Regional Transit Authority Board of Trustees for various terms; and declaring the necessity that this Resolution become immediately effective:

Appointments:

for the term 3/4/2023 – 3/3/2026

- 1) Stephen Love

for an unexpired term ending 3/3/2024

- 2) Deidre McPherson

Reappointment:

for the term 3/4/2023 – 3/3/2026

- 3) Karen Moss

Ms. Zoe Toscos, Special Projects Manager and Ms. Annie Pease, Senior Advisor of Transportation for the County Executive's Office; and Ms. India Birdsong Terry, Chief Executive Officer of the Greater Cleveland Regional Transit Authority, addressed the Committee regarding Resolution No. R2023-0226. Discussion ensued.

Committee members asked questions of Ms. Toscos, Ms. Pease and Ms. Birdsong Terry pertaining to the item, which they answered accordingly.

Ms. Turner introduced a proposed substitute to Resolution No. R2023-0226, to remove the appointment of Mr. Stephen Love, who was unable to attend the committee meeting; to amend the unexpired term for Ms. McPherson from 3/3/2024 to 4/30/2024; and to remove the reappointment of Karen Moss.

A motion was made by Mr. Sweeney, seconded by Ms. Conwell and approved by unanimous vote to accept the proposed substitute.

Ms. Deidre McPherson addressed the Committee regarding her nomination to serve on the Greater Cleveland Regional Transit Authority Board of Trustees. Discussion ensued.

Committee members asked questions of Ms. McPherson pertaining to her experience, expertise and qualifications, which she answered accordingly.

On a motion by Mr. Sweeney with a second by Ms. Conwell, Resolution No. R2023-0226 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules, as substituted.

- c) R2023-0235: A Resolution adopting various changes to the Cuyahoga County Non-Bargaining Classification Plan; and declaring the necessity that this Resolution become immediately effective.

Mr. Bouchahine addressed the Committee regarding Resolution No. R2023-0235. Discussion ensued.

Committee members asked questions of Mr. Bouchahine pertaining to the item, which he answered accordingly.

On a motion by Mr. Sweeney with a second by Ms. Conwell, Resolution No. R2023-0235 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- d) R2023-0236: A Resolution approving the appointment or reappointment of various individuals to serve on the Cuyahoga County Soldiers' and Sailors' Monument Commission Board of Trustees for various terms, and declaring the necessity that this Resolution become immediately effective:

1) Appointment:

for an unexpired term ending 11/5/2025:

a) Brigadier General Peter Collins

2) Reappointments:

for the term 11/16/2023 – 11/15/2028:

a) Donald N. Jaffe

b) Richard T. Prasse

c) Michael R. Sliwinski

Mr. Trevor McAleer, Legislative Budget Advisor for County Council addressed the Committee regarding Resolution No. R2023-0236. Discussion ensued.

Committee members asked questions of Mr. McAleer pertaining to the item, which he answered accordingly.

Brigadier General Peter Collins was unable to attend the meeting. Mr. Richard Prasse addressed the Committee regarding Brigadier General Collins's nomination to serve on the Cuyahoga County Soldiers' and Sailors' Monument Commission Board of Trustees. Discussion ensued.

Committee members asked questions of Mr. Prasse pertaining to Brigadier General Collins's experience, expertise and qualifications, which he answered accordingly.

Mr. Donald N. Jaffe, Mr. Prasse and Mr. Michael R. Sliwinski addressed the Committee regarding their nominations to serve on the Cuyahoga County Soldiers' and Sailors' Monument Commission Board of Trustees. Discussion ensued.

Committee members asked questions of Mr. Jaffe, Mr. Prasse and Mr. Sliwinski pertaining to their experience, expertise and qualifications, which they answered accordingly.

On a motion by Mr. Sweeney with a second by Ms. Conwell, Resolution No. R2023-0236 was considered and approved by unanimous vote to be referred to the full Council agenda for second reading.

- e) R2023-0253: A Resolution authorizing an amendment to Agreement No. 1175 with The MetroHealth System for the MetroHealth Select Network health benefit plan for County employees and their eligible dependents for the period 1/1/2016 – 12/31/2022 to extend the time

period to 6/30/2024 and for additional funds in the amount not-to-exceed \$1,645,000.00; authorizing the County Executive to execute the amendment and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Sarah Nemastil, Chief Human Resource Officer, addressed the Committee regarding Resolution No. R2023-0253. Discussion ensued.

Committee members asked questions of Ms. Nemastil pertaining to the item, which she answered accordingly.

On a motion by Mr. Sweeney with a second by Ms. Conwell, Resolution No. R2023-0253 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- f) R2023-0254: A Resolution authorizing a contract with Medical Mutual of Ohio in the amount not-to-exceed \$1,800,000.00 for stop loss insurance services for County employees and their eligible dependents and Cuyahoga County Benefits Regionalization Program participants' employees and their eligible dependents for the period 1/1/2023 – 12/31/2023; authorizing the County Executive to execute Contract No. 3403 and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Nemastil addressed the Committee regarding Resolution No. R2023-0254. Discussion ensued.

Committee members asked questions of Ms. Nemastil pertaining to the item, which she answered accordingly.

On a motion by Mr. Sweeney with a second by Ms. Conwell, Resolution No. R2023-0254 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- g) O2023-0014: An Ordinance providing for the adoption of a new Section 3.04 of the Cuyahoga County Employee Handbook; and declaring the necessity that this Ordinance become immediately effective.

Ms. Nemastil addressed the Committee regarding Ordinance No. O2023-0014. Discussion ensued.

Committee members asked questions of Ms. Nemastil pertaining to the item, which she answered accordingly.

On a motion by Ms. Conwell with a second by Mr. Sweeney, Ordinance No. O2023-0014 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for second reading.

Ms. Conwell requested to have her name added as a co-sponsor to the legislation.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

Chairwoman Turner adjourned the meeting at 11:34 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0263

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of various individuals to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for the term 7/1/2023 – 6/30/2027 and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, Ohio Revised Code Chapter 340 establishes the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County; and

WHEREAS, the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County is responsible for planning, funding and monitoring of public mental health and alcohol and other drug addiction services delivered to the residents of Cuyahoga County; and

WHEREAS, pursuant to the Ohio Revised Code Section 340.02, the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County shall consist of eighteen (18) appointed members; and

WHEREAS, members of the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County shall be appointed to serve a four-year term; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, the County Executive has nominated the following individuals to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for the term 7/1/2023 – 6/30/2027:

Appointments:

1. Michelle Curry (replacing Max Rodas)
2. Rebekah Dorman, PhD (replacing Erskine Cade)
3. Dr. Molly Wimbiscus, MD (replacing Daniel Kelly)

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of various individuals to serve on the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County for the term 7/1/2023 – 6/30/2027:

Appointments:

1. Michelle Curry (replacing Max Rodas)
2. Rebekah Dorman, PhD (replacing Erskine Cade)
3. Dr. Molly Wimbiscus, MD (replacing Daniel Kelly)

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: September 26, 2023
Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



September 5, 2023

Pernel Jones, Jr., President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: *Cuyahoga County Alcohol, Drug Addiction & Mental Health Services Board*

Dear President Jones:

I am pleased to nominate the following individuals for appointment to the Cuyahoga County Alcohol, Drug Addiction & Mental Health Services Board (ADAMHS) Board:

- **Dr. Molly Wimbiscus, MD**, 4-year term, 7/1/2023 – 6/30/2027
 - Replacing Daniel Kelly
 - Resides in Cleveland (Cuyahoga County)
 - Currently serves on the following boards/commissions: Youth Risk Behavior Survey Advisory Council (Better Health Partnership Youth Mental Health Subcommittee); Woodruff Foundation board; and the American Academy of Child and Adolescent Psychiatry Schools Committee
- **Rebekah Dorman, PhD**, 4-year term, 7/1/2023 – 6/30/2027
 - Replacing Erskine Cade
 - Resides in Beachwood (Cuyahoga County)
 - Currently serves on the following boards/commissions: Groundwork
- **Michelle Curry**, 4-year term, 7/1/2023 – 6/30/2027
 - Replacing Max Rodas
 - Resides in Bedford Heights (Cuyahoga County)
 - Currently serves on the following boards/commissions: Step Forward

The ADAMHS Board is authorized by Section 340.02 of the Ohio Revised Code. The Board consists of 18 members, 10 of whom are appointed by the Executive, subject to Council confirmation, and 8 of whom are appointed by the Ohio Department of Alcohol & Drug Addiction Services. The ADAMHS Board's mission is to promote and enhance the quality of life of Cuyahoga County residents through a commitment to excellence in mental health, alcohol, drug, and other addiction services.

There are no known conflicts of interest for which an advisory opinion has been requested. The nominee's resumes are attached for your review. There are 9 candidates on file for this

position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Zoe Toscos in my office at 216-443-8356.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ronayne". The signature is fluid and cursive, with a long horizontal stroke at the end.

Chris Ronayne
County Executive

MICHELLE R. CURRY

PROFESSIONAL SUMMARY

A leader with over 25 years' experience and a commitment to excellence in serving diverse populations. Adept at developing and maintaining a strategic workforce and budgetary plans to manage million-dollar budgets that are integrated from various funding sources. Grant writer who has obtained lucrative federal, state, and local funding. Proven problem-solver committed to identifying, assessing, and eliminating barriers. Outstanding communication, interpersonal skills, and the ability to multi-task within and across federal, state, and local organizational lines to achieve goals and objectives.

KEY SKILLS

Visionary
Grant Writing
Problem Solving
Workforce Planning

Board Level Reporting
Data Analysis
Human Resource Management
Strategic Thinking

Team Leadership
Budget Management
Multi-Level Collaboration
Adaptability to Change

PROFESSIONAL EXPERIENCE

Neighborhood Family Practice Community Health Centers

Vice President of Human Resources & Chief Diversity Officer • February 2021 – Present

Serve as the strategic business partner in developing and leading NFP's Human Resources department in the areas of talent acquisition, organizational and performance management, succession planning, change management, employee relations, total compensation approach including benefit offerings and alignment of current and anticipated employee needs. Focus on attracting and retaining top talent, employee and organizational development, compliance, coaching and counseling. Serve as the organization's Chief Diversity Officer, develops and oversees the overarching vision, strategic direction, implementation and monitoring of the diversity, equity, inclusion and intersectionality program.

Merrick House Neighborhood Center

Executive Director • May 2016 – January 2021

Responsible for the planning, implementation, and execution of all programs. Manage 24+ employees throughout four programs: MomsFirst, Early Childhood Education, Youth Leadership and Development and Adult Education and Career Preparation. Oversee the efficient and effective day-to-day operations of the agency and its facilities. Develop, manage, and assure financial integrity of the organizations \$1.4 million-dollar multi-funded budget. Manage fund development efforts including annual campaign, grant proposals, and cultivating relationships with potential funders. Work collaboratively with the Board on matters of policy, mission, and strategic planning. Identify opportunities for program capacity building and expansion of services to meet the changing needs of the community. Administer all aspects of human resources and labor relations including recruitment, selection, onboarding, union negotiations, grievance hearings and conflict resolution. Conduct ongoing performance management of staff. Foster a talented and diverse workforce.

Accomplishments:

- \$100,000 foundation funding awarded in 2020
- \$118,000 foundation funding awarded in 2019
- \$338,229 foundation funding awarded in 2018
- \$197,340 foundation funding awarded in 2017
- Fundraised \$114,784
- Oversaw \$35,000 in facilities repairs
- Administered \$10,000 in information technology upgrades
- Instituted organizational culture shift through accountability, alignment with our brand and measuring our efforts
- Implemented human resource and accounting procedures

Catholic Charities Corporation

Director of Early Learning Programs • August 2004 - February 2016

Managed 100+ employees across nine Early Learning Centers throughout the Greater Cleveland Community serving 716 children. Develop strategic workforce and budgetary planning for approximately \$5.7 million (4 million dollars in federal funds, \$983,703 in Universal Pre-Kindergarten-County funds, \$136,000 in Early Childhood-State funds, \$57,900 in Step Up To Quality-State funds and \$204,000 in voucher funding). Knowledgeable in the Head Start Enterprise System (HSES) which was used to input the Program Information Report (PIR).

Accomplishments:

Grants Obtained:

- \$983,703 Universal Pre-Kindergarten funding
- \$1.5 million State of Ohio Early Learning Initiative
- Administered over \$25,000 in technological infrastructure
- Brought the program out of a Federal Review deficient status for Early Prevention and Intervention
- Implemented \$52,000 in program improvements, \$75,000 in playground construction & \$24,000 in capital improvements.

Human Resources Administrator • April 2000 - August 2004

Primary human resource contact for Head Start and Day Care management and employees. Administered the collective bargaining agreement and provided support to management and employees. Recruited new Head Start and Day Care personnel as required to include, posting advertisements, interviewing, reference checks and recommendations for hire. Reviewed and updated job descriptions as needed to accurately reflect job responsibilities and assure compliance with ADA. Provided training to management staff on supervision, progressive discipline, conflict resolution, team building, and performance evaluation procedures. Hearing officer for grievances and conflict resolution. Responsible for handling employee and labor relations issues. Vital Member of the negotiating team for management. Wrote and revised Head Start Policies and procedures. Administered the pension plan. Responded to EEOC/OCRC complaints and Unemployment hearings.

State of Ohio, Office of the Auditor, Performance Audit Division – Cleveland Region

Assistant Auditor - Human Resources Team • January 1999 - November 1999

Conducted performance audits under the direction of Jim Petro for the 21 urban school district initiative. An associate on the human resources team, which performed audits on the school districts human resources departments based on performance measures along with the functionality’s typically performed by a human resources department. Obtained and documented the internal control structure of clients in a variety of audit environments. Developed audit findings and prepared a well-written draft for inclusion in audit reports and other communications. Prepared audit work that clearly provides evidence of the nature, timing and extent of the work performed and supports the results of the audit as presented in reports.

Cuyahoga Metropolitan Housing Authority

Personnel Specialist • April 1993 - April 1995 and February 1997 - November 1998

Position required contact at all levels within CMHA as well as a myriad of outside contacts. Responsible for primary personnel services for 50% of the agency approximately 550 employees. Actively recruited both exempt and non-exempt positions as well as union and non-union positions. Administered staffing and recruitment efforts for temporary grant projects not to exceed six months. Screened numerous applications and resumes to ensure candidates meet legal or contractual requirements. Examined pay scales and analyzed external comparable wages in accordance with CMHA and Housing and Urban Development policies. Conducted research on disciplinary actions and grievances. Participated in cases relating to EEOC, unfair labor practices and sexual harassment. Assisted with termination proceedings, layoffs and/or resignations. Responsible for resolving unemployment issues with the Bureau of Employment Services.

Budget Analyst • April 1995- February 1997

Performed budget analysis for all aspects of over \$250 million in modernization grant funds for assigned program areas. Prepared budget requests and justifications by consolidating statistical data. Examined budget requests for accuracy and conformance with procedures and regulations. Screened requests for allocations of approved budgets and recommended approval or modifications based on availability of funds. Analyzed operating reports to monitor program expenditures and obligations. Certified obligations and expenditures.

EDUCATION

Cleveland State University • Master of Public Administration • Bachelor of Arts - Communications

ASSOCIATIONS/BOARDS/AWARDS

- Step Forward Board of Directors
- LeadDiversity 2022
- Leadership Cleveland (LC2) 2015, 2019
- Leadership Cleveland 2014
- Neighborhood Leadership Cleveland 16th Class
- Catholic Charities Executive Leadership Program

References Available Upon Request

REBEKAH L. DORMAN, PhD



EDUCATION

1987	Ph.D.	Developmental Psychology	Cornell University Ithaca, NY
1981	Fellowship	Ecology of Human Development	Foundation for Child Development
1978	B.A. Cum Laude	Psychology	Brandeis University Waltham, MA

PROFESSIONAL EXPERIENCE

8/22-present **Founder/Principal**
Kadima Consulting LLC

Founder of this boutique consulting firm with a focus on strategic planning and leadership development in the human service sector.

7/22-6/23 **Mentor (part time)**
Ohio Department of Education
Early Childhood Inclusive Fellowship

Served as one-on-one mentor to an early childhood professional to help develop skills in leadership, human services, and community collaboration as part of an Ohio Department of Education initiative.

1/09-6/22 **Director**
Invest in Children
Cuyahoga County Office of Early Childhood

Directed this county-wide, multimillion dollar public/private partnership of programming, research, advocacy and public awareness focused on young children and families. Managed the Office of Early Childhood in county government with an annual budget of \$20 million. Worked closely with public and private sector leadership on strategic direction and community-wide initiatives. Direct research studies in collaboration with faculty of Case Western Reserve University. Served on Ohio Early Childhood Advisory Committee by gubernatorial appointment. Advocate with state and federal officials on key policy issues. Present at national conferences on research and best practices of Invest in Children.

9/07-1/09

Senior Program Director: Children and Families
United Way of Greater Cleveland

Managed the successful creation and implementation of new Investment Strategies aimed at child and family consumer populations as well as the operations of the Strong Families=Successful Children Vision Council. Created a measurement plan to assess programs' effectiveness at achieving desired outcomes. Directed the recruitment and training of new Investment Committee volunteers.

9/04-9/07

Program Director: Children and Families
United Way of Greater Cleveland

Managed the Children and Families Vision Council, Investment Committee and Mott Youth Fund Distribution Committee as they annually invested 12 million dollars in programs, agencies, and targeted interventions. Developed and maintained relationships with community leaders, other funders, volunteers, agencies and other organizations in order to work in collaborative efforts aimed towards solving community problems in the area of children and families.

3/98 – 7/04

Vice President
Applewood Centers, Inc.

Responsible for the planning, budgeting and overall operations of the Division of Family and Child Development with a staff of forty and a budget of approximately four million dollars. Programs in the Division included Foster Care, Adoption, Child Care, Home Visiting, Consultation/Training to Child Care Providers, and Early Childhood Mental Health Services.

6/89 – 3/98

Associate Director of Research
Applewood Centers, Inc.

Developed and implemented research, evaluation, and training projects on a wide range of topics related to parenting and children's mental health. Duties included: grant writing, project supervision, curriculum development, training and data analysis.

9/87 - 5/89

Senior Research Associate
Child Guidance Center of Greater Cleveland

Conducted research on abused children and other topics related to children's mental health. Developed a large, computerized research database using agency clinical records and conducted various outcomes studies related to diagnosis, demographic background, and treatment efficacy. Conducted training on various mental health related topics. Supervised research assistants in data entry and analysis.

9/87 – 9/92

Adjunct Assistant Professor
Department of Psychology
Cleveland State University

Teaching responsibilities included the undergraduate and graduate courses on child development as well as supervising independent study research projects.

10/85 - 8/87

1/83 - 9/85

Assistant Project Director
Project Specialist
Family Life Development Center
Cornell University

Directed the training, evaluation, and publication development components of a federally funded national child abuse prevention project aimed at migrant farmworker families. Developed comprehensive migrant child abuse prevention plans for the states of New Jersey, Florida, and Maryland. Coordinated three state interagency advisory groups. Trained over 2000 professionals on child abuse and neglect. Developed two publications on child abuse prevention.

PUBLICATIONS

BOOKS and BOOK CHAPTERS

Dorman, R.L., Anthony, E., Osborne-Fears, B., & Fischer, R.L. (2018) Investing in high quality preschool: lessons from an urban setting. In D. Volk, E. Booker et al. (Eds.) *Early Childhood Education in the United States: Contemporary and Critical Perspectives*. London: Routledge.

Dorman, R.L. & Shapiro, J.P. (2004) *Preventing burnout in your staff and yourself: A survival guide for human services supervisors*. Washington, DC: Child Welfare League of America.

Dorman, R.L., Moore, D.J., & Schaerfl, C.A. (1999). *Planning, funding and implementing a child abuse prevention project*. Washington, DC: Child Welfare League of America.

Dorman, R.L., & Rollo, K. (Eds.). (1985). *Preventing child abuse in the harvest: A handbook for migrant educators*. Albany, NY: Migrant Education Unit, Office of General Education, New York State Education Department.

Ricciuti, H.N., & Dorman, R.L. (1983). Interaction of multiple factors contributing to high-risk parenting. In R.A. Hoekelman (Ed.), *Minimizing high-risk parenting*. Media, PA: Harwal Publishing.

JOURNAL ARTICLES

Dorman, R.L., Anthony, E., Osborne-Fears, B., & Fischer, R.L. (2016) Investing in high quality preschool: lessons from an urban setting. *Early Years: An International Research Journal*. Published online September 23, 2016, 1-17.

Shapiro, J.P., Dorman, R.L., Burkey, W.M., & Welker, C.J. (1999). Predictors of job satisfaction and burnout in child abuse professionals: Coping, cognition, and victimization history. *Journal of Child Sexual Abuse*, 7(4), 23-42.

Shapiro, J.P., Dorman, R.L., Welker, C.J., & Clough, J.B. (1998). Youth attitudes toward guns and violence: Relations with sex, age, ethnic group, and firearm exposure. *Journal of Clinical Child Psychology*, 27, 98-108.

Shapiro, J.P., Dorman, R.L., Burkey, W.M., Welker, C.J., & Clough, J.B. (1997). Development and factor analysis of a measure of youth attitudes toward guns and violence. *Journal of Clinical Child Psychology*, 26, 311-320.

Shapiro, J.P., Burkey, W.M., Dorman, R.L., & Welker, C.J. (1996). Job satisfaction and burnout in child abuse professionals: Measure development, factor analysis, and job characteristics. *Journal of Child Sexual Abuse*, 5, 21-38.

Shapiro, J.P., Burkey, W.M., Dorman, R.D., Welker, C.J., & Clough, J.B. (1996). The Attitudes toward Guns and Violence Questionnaire. In National Center for Injury Prevention and Control (Ed.), *The measurement of violence-related attitudes, beliefs and behavior among youth: A compendium of instruments*. Atlanta, GA: Centers for Disease Control and Prevention.

SELECTED PRESENTATIONS

Fischer, R., Anthony, E & Dorman, R.L. (2015 January) *Big Data in Early Childhood: Using Integrated Data to Guide Impact*. Paper presented at Association of Maternal and Child Health Programs, Washington DC

Dorman, R.L. , Fischer, R. & Anthony, E. (2014 December) *Lessons Learned From 10 Years of an Early Childhood Mental Health System*. Paper presented at Zero to Three National Training Institute, Hollywood, FL

Dorman, R.L. & Fischer, R. (2013 January) *Invest in Children: An Overview*. Pediatric Grand Rounds, Rainbow Babies and Children's Hospital, Cleveland, OH.

Fischer, R. & Dorman, R.L. (2010 July) *The data influence-using evaluation research to inform policy and practice in early childhood*. Paper presented at 3rd National Research Conference on Child and Family Programs and Policy, Bridgewater, MA.

Fischer, R. & Dorman R.L. (2010, April) *The state of Ohio's children: Cuyahoga County well-being indicators*. Paper Presented at Sixty-eight Annual Human Services Institute, Westlake OH.

Dorman, R.L. (2009, December) *Having it both ways: Institutionalizing an early childhood system but keeping it "glowing."* Paper presented at Zero To Three National Training Institute, Dallas, TX.

Dorman, R.L. & Villarreal, J. (2006, June) *Community impact, life trajectories, and making change in Cleveland*. Paper presented at United Way Crossroads Conference, Columbus, OH.

Dorman, R.L. (2004, March) *Preventing burnout in your staff and yourself*. Paper presented at the Child Welfare League of America National Conference, Washington, D.C.

Dorman, R.L. & Dandareau, S. (2002, March) *Parenting plus: A program that really works*. Paper presented at the Child Welfare League of America National Conference, Washington, D.C.

Dorman, R.L., Szpylman, H. & Welker, C. (2001, November) *Mental health consultation in child care programs*. Paper presented at the CWLA National Child Day Care Conference, Cleveland, OH.

Dorman, R.L. & Lord, R.R. (1997, October) *Parenting plus at home: Life skills for parents of children with chronic illness*. Poster session presented at the Annual Pediatric Nursing Conference, Washington, D. C.

Dorman, R.L. (1996, September). *Preventing medical neglect: An interdisciplinary approach*. Paper presented at the Eleventh National Conference on Child Abuse, Washington, D.C.

Dorman, R.L. (1986, October). *Child abuse in Florida's migrant families: Research findings and prevention efforts*. Paper presented at Third Annual Statewide Child Abuse and Neglect Prevention Conference, Miami, FL.

Dorman, R.L., & Olds, D. (1983, August). *Antepartum worries as predictors of maternal caregiving and perceptions of infant temperament during the first year of life*. Poster session presented at the annual meeting of the American Psychological Association, Anaheim, CA.

CURRICULA

Dorman, R.L. & Shapiro, J.P. (2013) *3 for Me! A Maternal Stress Reduction Home Visiting Curriculum*. Curriculum content is delivered via a web-based application as well as traditional home visits.

Dorman, R.L. & Musick, K. (1998) *Cuyahoga County Early Start Curriculum*. A comprehensive home visiting curriculum for high risk families of children 0-3 years that was done under contract to the county and used annually with 4000 families.

Dorman, R.L. & Lord, R.R. (1998) *Kid Konnection*. A nurse home visiting program which teaches stress management to youth ages 6-17 who have a chronic medical condition.

Dorman, R.L. (1995). *Parenting Plus at Home*. A nurse home visiting program which teaches stress management to parents of children (ages 0-17 years) with chronic medical conditions.

Dorman, R.L., Knell, S.M., Moore, D.J., Spottsville, S.A., & Schmitz, N.L. (1991). *Parenting Plus*. A group based parenting curriculum for parents of children 0-12 years.

PROFESSIONAL AWARDS AND RECOGNITION

Selected as one of twenty emerging women leaders from the national United Way system to attend a leadership seminar at United Way of America. (2005)

Building Bridges Award, Help Me Grow Collaborative, for “leadership in completing revising the Code of Regulations” (2003).

National Aegis Awards for producing the videos, You’ll Be Okay, Telling Our Own Stories and The Constant Shadow. (2002)

First Prize in Research Division, Annual Pediatric Nursing Conference, for Parenting Plus at Home: Life Skills for Parents of Children with Chronic Medical Conditions. (1998)

Parenting Plus, a statewide program which I developed and directed, was named Outstanding Prevention Program for 1994 by the Ohio Department of Mental Health.

OTHER PROFESSIONAL ACTIVITIES

Reviewer, *Journal of Maternal and Child Health* (2012-present)

Appointed Member, Ohio Early Childhood Advisory Council (2006-2022)

Executive Committee Member, PRE4CLE (2013-2022)

Member, Groundwork Steering Committee (2009-2022)

Member, Zero to Three Early Childhood Policy Summit Planning Committee (2004-2006)

Federal Grant Reviewer, Department of Health and Human Services (2000-2002)

COMMUNITY ACTIVITIES

Board Member, Groundwork

Member, City Club Education Committee

Leadership Cleveland Class of 2011

Molly Wimbiscus, MD



EDUCATION/TRAINING

Kenyon College, Gambier, Ohio, USA 1995-1997

Science Honor Scholar, Jordan Environmental Scholar

The University of Aberdeen, Aberdeen, Scotland 1997-1999

Bachelors of Science (Plant and Soil Science), *Honors in Soil Science*

University of Tennessee College of Medicine, Memphis, Tennessee, USA 2002-2006

Doctorate of Medicine

Cleveland Clinic, Cleveland, Ohio, USA

Residency in Psychiatry 2006-2009

Fellowship in Child and Adolescent Psychiatry, *chief* 2009-2011

Professional Appointments

Cleveland Clinic

Staff, Child and Adolescent Psychiatry, 2011-present

School Mental Health Program, Director, 2019-present

Associate Training Director, 2018-2021

Fellowship Training Director, 2014-2018

Cleveland Clinic Lerner College of Medicine (CCLCM), Case Western Reserve University (CWRU)

Assistant Professor, 2014-present

Co-Director, Foundations of Medicine, 2011-2015

Neighborhood Family Practice (FQHC)

Staff, Child Psychiatrist, 2016-present

Beechbrook Community Mental Health Agency

Staff, Child Psychiatrist, 2011-2013

St. Vincent Charity Psychiatric Emergency Department

Staff, 2009-2011

Certification and Licensure

American Board of Psychiatry and Neurology: Psychiatry, 09/2011

Licensure State/Number: OH 63125

American Board of Psychiatry: Child and Adolescent Psychiatry 11/15/2013



Honors and Awards

Unsung Heros Community Leadership Award, Cleveland Public Library, 01/2020
Teacher of the Year Award, Cleveland Clinic, Child and Adolescent Psychiatry, 06/2019
Teacher of the Year Award, Cleveland Clinic, Child and Adolescent Psychiatry, 06/2017
Gender Equity Award for Pre-Clinical Faculty, CWRU School of Medicine, 05/2016
Scholarship in Teaching Award (CWRU), Development and Implementation of a Cohesive Health Care Systems Curricular Block for Year 1 and Year 2 Medical Students at CCLCM, 03/2014
Michener Leadership Award: Photography Perspective Project, Cleveland Clinic, 05/10/2010
Child and Adolescent Psychiatry Fellowship, Chief, 07/2010-06/2011
Hand Scholar: University of Tennessee College of Medicine, 05/2005
William Carlos Williams Poetry Award, First Place: NEOUCOM, 04/2004
Professionalism Committee, Elected Member, University of Tennessee COM, 2002-2004
Propper Prize in Poetry, First Place: Kenyon College, 05/1996

Membership in Professional Societies

Schools Committee Member, American Academy of Child and Adolescent Psychiatry, 2020-present
American Academy of Child and Adolescent Psychiatry, Member, 2013-present
American Academy of Psychiatry Residency Training Directors, Member, 2014-2020
American Psychiatry Academy, Member, 2016-present
Ohio Psychiatry Physicians' Association, Member, 2016-present

Community Leadership/Service

Better Health Partnership, Youth Mental Health Subcommittee, 2021-present
Woodruff Foundation, Trustee, 2020-present
Youth Risk Behavior Survey, Cuyahoga County, Advisory Board, 2016-present
Friends of Intergenerational Schools, 2018-2022 (chair, 2020-2022)
Near West Intergenerational School, Board of Directors and founding member: 2010-2022
Say Yes to Education Health Integration Task Force (Cleveland Metropolitan School District), 2019-present
Day to Liv: Transition Bridge Program, co-founder, 2017-present
Trainer, Youth Mental Health First Aid, 2017-present
Co-Founder, Near West Eating Cooperative(ly), 2017-2020
Cleveland Youth Suicide Taskforce, 2017-2019
Cleveland Education Compact, Special Education Committee, Member, 2016-2019
Project AWARE (Advancing Wellness and Resilience in Education), Cuyahoga County, Advisory Board, 2017-2019
Healthy Strides (formerly Walk with a Doc), Lutheran Hospital, 2014-2017, 2019

Professional Services

Women Professional Staff Association, executive council member-at-large, 2019-2022
Lakewood City Schools Mental Health and Wellness Task Force, 2018-present
Opioid Prevention and Education Committee, Cleveland Clinic: 2019-2021
Lutheran Hospital Ethics Committee, Cleveland Clinic: 2015-2021
Neurological Institute Education Committee, Cleveland Clinic: 2013-2018
Basic Science Education Committee, Cleveland Clinic Lerner College of Medicine: 2011-2015
Foundations of Clinical Medicine Committee, Cleveland Clinic Lerner College of Medicine, 2011-2015
Anxiety Carepath Development Group, Cleveland Clinic, Department of Child and Adolescent Psychiatry, 2013-2014

Professional Development

Women in Leadership, Neurologic Institute Cohort, Cleveland Clinic. 2020-2022
Program Director Certification Program, Cleveland Clinic Education Institute, 2016-2017
Essentials in Clinical and Classroom Teaching Certification, Cleveland Clinic Education Institute, 2013-2014

Teaching Activities & Administration

Residents/Fellows *Cleveland Clinic*

School Psychiatry Longitudinal Program, Clinical Director: 2014-present

Collaborative Care Clinic, Supervisor (located at Neighborhood Family Practice): 2016-present

Child and Adolescent Psychiatry Didactic Series: 2013-2018

Fellow Longitudinal Clinic, Supervisor: 2012-2017

Develop and teach seminars in psychopathology, clinical care, child development, risk and protective factors of mental health challenges, medical humanities, bioethics: 2012-present

Medical Students *Case Western Reserve University and Cleveland Clinic Lerner College of Medicine*

Mentor, First Generation Medical Student Group, CWRU, 2020-present

Foundations of Medicine Seminars 1 and 2, Co-Director: 2011-2015

Medical Student Longitudinal Clinic, Staff Supervisor: 2015-2016

Medical Students *Ohio University Heritage College of Osteopathic Medicine*

Mentorship and supervision of medical students rotating through psychiatry

Adjunct Clinical Assistant Professor, Department of Specialty Medicine, 2022-2025

Presentations

National

1. Shah L, Wimbiscus M, Carr M, Tucker C, Rappaport N. Helping Students Transition Back to School: Addressing School Avoidance and Absenteeism Through Collaboration. Podium Presentation, Clinical Perspectives. AACAP, October 23-28, 2023, NYC.
2. Sayal A, Grech O, Wimbiscus M. All Hands on Deck: Family Medicine Residency and Child Psychiatry Responding to the Youth Mental Health Crisis through School-Based Collaborative Care. Forum for Behavioral Science in Family Medicine, Milwaukee, WI. September 6-9, 2023.
3. Wimbiscus M, Ripperger-Suhler J, Feuer V, Waldman D, Phelps-Tschang J, Edwards S. Talking to Each Other: Opportunities and Challenges of Care Coordination Between Hospitals, Clinics and Schools. Accepted for Clinical Perspectives in-person presentation, AACAP, Toronto, Canada. October 19, 2022.
4. Alleyne S, Bostic J, Ordonez A, Hoover S, Johnson B, Hamoda H, Lemelle T, Potter M, McWilliams J, Wimbiscus M. Addressing the Child Mental Health Crisis and Mental Health Inequities Through School Consultation: 'Equipping' Child and Adolescent Psychiatrists with a School Consultation Toolbox. Accepted for Member Services Forum in-person presentation, AACAP, Toronto, Canada. October 18, 2022.
5. Wimbiscus M, Carr M, Morio K. Talking to Each Other: The Impact of Care Coordination. Advancing School Mental Health Conference (National Center for School Mental Health), online. October 15, 2021.
6. Hoover S, Bostic J, Joshi S, Ahn M, Ryst E, Ordoñez A, Wilkens K, Allyne S, Wimbiscus M. School Closures and Re-Opening During COVID-19: Considerations for a Child Psychiatrist. AACAP Member Forum, October 22, 2020.
7. Wimbiscus M, Carr M. Spanning Clinical and Educational Boundaries: The Patient Navigator. Advancing School Mental Health Conference (National Center for School Mental Health), online. October 29, 2020.
8. Barber S and Wimbiscus M. Day to Liv: Transition Bridge Program. Advancing School Mental Health Conference (National Center for School Mental Health), Austin, Texas. 11/7/2019.
9. Esplin B, Wimbiscus M, Ford P. Advocacy from the Inside/Out: Bioethics, Humanities, and Neurodiversity at American Society of Bioethics and Humanities: Washington DC. 10/6/2016
10. Ahuja V, Austerman J, Wimbiscus M. Exploring the Clinical Diagnosis of Autism, Anxiety, and ADHD. Milestones Autism Conference, Cleveland, Ohio. 6/18/2015
11. Cole C, Kodish R, Wimbiscus M. Interests at Odds. Patient Experience Summit, Cleveland Clinic: 5/18/2015

Ohio

1. Wimbiscus M, Lampl M, Shamblin S. Behavioral Health and School-Based Health Care, panel presentation. Ohio School Based Health Alliance, virtual, 12/13/22.
2. Palumbo C, Bruening L, Carr M, Wimbiscus M. Partnering for Progress: Collaborative Mental Healthcare in Lakewood City Schools. Podium presentation. Ohio School Board Association Conference. Columbus, Ohio. November 7, 2021.

3. Taylor J, Carr M, Wimbiscus M. Patient Navigation and Family Support in Schools: Presented at SUCCESS, Ohio school mental health conference. Hosted by Miami University, Oxford, Ohio. 6/24/20 (virtual).
4. Barber S, Richmond L, Wimbiscus M. Day to Liv: Transition Bridge Program. Presented at SUCCESS, Ohio state school mental health conference. Oxford, Ohio. 6/20/2019
5. Barber S, Richmond L, Wimbiscus M. Day to Liv: Transition Bridge Program. Presented to Ohio Mental Health Network for School Success, Columbus, Ohio. 8/27/2018.

Local

1. Wimbiscus M, Carr M. Spanning Boundaries: The Lakewood Patient Navigator Program. Department of Psychiatry Grand Rounds, Cleveland Clinic, 11/12/2020.
2. Wimbiscus M, Adams S, Khan Z, Larkin C. The Art and Science of Psychopharmacology. Cleveland Metropolitan School District, Department of School Psychology. 2/12/2021 (virtual).
3. Wimbiscus M and Carr M. Spanning Clinical and Ethical Boundaries: The Mental Health Patient Navigator. Grand Rounds, Department of Psychiatry, Cleveland Clinic, Cleveland, Ohio. 11/12/2020 (virtual).
4. Carr M and Wimbiscus M. Care Transition for Youth with Mental Illness in Schools: Lakewood City Schools, Professional Development, Lakewood, Ohio. 5/29/20 (virtual).
5. Penman A and Wimbiscus M. Anxiety Management in Schools: Lakewood City Schools, Professional Development, Lakewood, Ohio. 5/29/20 (virtual).
6. Richmond L and Wimbiscus, M. Adolescent Mental Health in Schools: teacher professional development, St. Ignatius High School, Cleveland, Ohio. 1/10/2020.
7. Barber S, Richmond L, Wimbiscus M. Angst: Panel Discussion. Berea City School District community event. Berea, Ohio. 4/23/19.
8. Richmond L and Wimbiscus M. Anxiety in schools. Teacher and staff Professional Development seminar. Lakewood City Schools, Ohio. 2/15/2019.
9. Wimbiscus M. Coordination with Schools in Healthcare. Neighborhood Family Practice Professional Development Series, Cleveland, Ohio. 1/17/2019.
10. Wimbiscus M et al. Mental Health in Youth, hosted by Lakewood *Alive!* Lakewood city-wide forum, moderator. 11/13/18.
11. Jensen V, Parsons H, Cartaya J, Wimbiscus M. Complexities in Care of Transgender and Gender non-conforming Youth. Grand Rounds, Department of Pediatrics, Cleveland Clinic. 9/11/2018. Presented by GUIDE care team.
12. Wimbiscus M. Mental Health Collaboration in Schools. Project IMPACTT learning collaborative webinar. Cleveland, Ohio. 8/23/2018.
13. Panelist, School Safety Panel: Community Discussion, City of Lakewood, Ohio. Panelist. Hosted by LakewoodALIVE. 4/12/2018.
14. Wimbiscus M. Clinical Strategies for Managing Depression in Primary Care Setting. Neighborhood Family Practice staff development seminar. Cleveland, Ohio. 5/31/2018.
15. Wimbiscus M. Mental Health in Schools: What We Learn from Listening. Presented to Brunswick City Schools psychological services. 12/12/2017.
16. Wimbiscus M, Ford P, Washington M. Advocacy from the Inside/Out. Bioethics Grand Rounds, Cleveland Clinic: Cleveland, Ohio. 10/10/2016.
17. Wimbiscus, M. Management of pediatric ADHD for primary care. Neighborhood Family Practice staff development seminar. Cleveland, Ohio. 3/23/2017.
18. Wimbiscus, M. Management of pediatric depression for primary care. Cleveland Clinic webinar. Cleveland, Ohio. 8/23/2016 and 9/8/2016.
19. Thomas S, Barrett L, Wimbiscus M. Bioethics and Social Media in Medical Training. Pediatrics Grand Rounds, Cleveland Clinic, Cleveland, Ohio. 5/26/2015
20. Wimbiscus M, Malone D. Panel Talk Back following *Johanna: Facing Forward*, Cleveland Public Theater, Cleveland, Ohio. 5/30/2015
21. Herrera M, Menefee L, Richmond L, Wimbiscus M. Building a school psychiatry longitudinal program. Psychiatry Grand Rounds, Cleveland Clinic, Cleveland, Ohio. 6/4/2015
22. Wimbiscus, M. Photography Perspective Project. Child and Adolescent Psychiatry Grand Rounds, Cleveland Clinic. Cleveland, Ohio. 5/26/2011.
23. Wimbiscus M. Environmental Roots of Childhood Mental Illness. Child and Adolescent Psychiatry Grand Rounds, Cleveland Clinic, Cleveland, Ohio. 06/23/2010.
24. Wimbiscus M. Environmental Roots of Mental Illness. Academic Initiative, Cleveland Clinic Department of Psychiatry. 02/04/2009.
25. Wimbiscus M. Duty to Warn. Case Conference, Cleveland Clinic Department of Psychiatry. 12/19/2008.

Poster Presentations

1. Cantu-Weinstein A, Wimbiscus M, Rome E. Perceptions from School Personnel on Adolescents with Parents Experiencing Addiction. AACAP, October 23-28, 2023, NYC
2. Cantu-Weinstein A, Wimbiscus M, Rome E. Perceptions from School Personnel on Adolescents with Parents Experiencing Addiction. Pediatric Research Day. Cleveland Clinic, Cleveland, Ohio. May 24, 2022.
3. Wimbiscus M, Kohn M, Menefee E, Burke K, McBratney J. The Story in Medicine: Dissecting Literature with Literary Experts. Innovations in Medical Education. 3/2/2017
4. Burke K, Menefee E, Wimbiscus M. The Fresh Face of Education: Verbatim Theatre as a Reflective Activity. Innovations in Medical Education. 3/2/2017
5. Wimbiscus M, Menefee E, Burke K. Contemporary Issues in Foundations of Medicine. Innovations in Medical Education. 3/2/2017.
6. Ahuja V, Wimbiscus M. Innovations in Medical Education: Two-year longitudinal interactive course in child and adolescent development. 3/3/2016
7. Richmond E, Wimbiscus M. Innovations in Medical Education poster: School Mental Health Longitudinal Learning Collaborative. 3/3/2016
8. Ford P, Wimbiscus M. Innovations in Medical Education poster: Moral Reasoning Seminar for Medical Trainees. 3/3/2016
9. Wimbiscus M; Falcone T. Psychosis and Violence. Presented at 2010 Annual AACAP Conference; NYC. 10/30/2010.
10. Wimbiscus M, Ikomi J, Falcone T. Once Psychogenic, Always Psychogenic? Presented at Cleveland Consultation Liaison Society Meeting; Cleveland, Ohio. 05/14/2008.
11. Wimbiscus M, Burns S, Pozuelo L. The Case of the Missing Toenails. Presented at Cleveland Consultation-Liaison Society Meeting; Cleveland, OH. 05/16/2007.

Research

1. Wimbiscus M, Carr M, Morio L, Slaughter A. Assessing the effectiveness of the Transition Bridge and Patient Navigator programs for youth with mental illness: a mixed methods analysis (IRB study 20-1334). In conjunction with Miami University, Oxford, Ohio, IRB study protocol ID 01915r. 11/2020-present.
2. Cantu-Weinberg A, Wimbiscus M, Rome E. Identification of Gaps in Teacher Support for Adolescents Affected by Parental Substance Use in Greater Cleveland. Case Western Reserve University (IRB 20210279), 5-2021-present. Publication pending.
3. Wimbiscus M, Adams S, Falcone T. Mental Wellness and School Health Responses During COVID-19 Quarantine (IRB study 21-451).
4. Herrera M, Menefee L, Kannali R, Wimbiscus M. Improving Collaboration between Schools and Mental Health Care Providers for Collaboration, 03/2015-present. IRB study number 15-358
5. Burke K, Rubin S, Kohn M, Wimbiscus M. Devising Healthy Communities: A Student Learning Experience, 10/2013-06/2014. IRB study number 13-1218
6. Wimbiscus M. Photography Perspective Project: a Longitudinal Arts-Based Program for Teens with Depression; 8/2010-6/2011. IRB study number 10-783

Grants

SAMHSA 4-year Award: Expanding Comprehensive School Mental Health Systems in Northeast Ohio, funded through NEO ESC. (NOFO) # SM-22-017. 12/2022-12/2026.

Peer Reviewed Articles

Cantu-Weinstein, A., Fischer, M., Garb, M. *et al.* Perceptions from School Personnel on the Impact of Disordered Parental Substance Use Among Adolescents. *School Mental Health* (2022).

<https://doi.org/10.1007/s12310-022-09544-z>

Mabel H, Morley G, Jensen VK, Sankary LR, Wimbiscus M, Cartaya J, Rome ES. Clinician and Ethicist Perspectives: Understanding Moral Distress in Gender-Affirming Care for Pediatric Patients. *J Pediatr.* 2022 Jan;240:265-271. doi: 10.1016/j.jpeds.2021.10.059. Epub 2021 Nov 14. PMID: 34788678.

Wimbiscus M, Kostenko O, Malone D. MAOIs: Evaluating their Risks, Benefits, and Lore. *Cleveland Clinic Journal.* January, 2011.

Invited, Non-Peer Reviewed

Barber S, Richmond L, Wimbiscus M. Talking to Each Other. AACAP News. Jan/Feb 2021, 14-17.

Wimbiscus M. 'Photography Perspective Project' Takes Fresh View of Interventions for Adolescent Mood Disorders. Insights, Publication for Behavioral Health: Cleveland Clinic, 2012-13, 14-16.

County Council of Cuyahoga County, Ohio
Resolution No. R2023-0264

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s reappointment of Valerie Katz to serve on the Cuyahoga County Natural Resources Assistance Council for the term 10/14/2023 – 10/13/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, pursuant to Ohio Revised Code Chapter 164.21, the former Cuyahoga County Board of Commissioners created a County Natural Resources Assistance Council; and

WHEREAS, the Cuyahoga County Natural Resources Assistance Council oversees the implementation of the Clean Ohio Conservation Program in Cuyahoga County by evaluating, ranking and prioritizing projects submitted by eligible County entities; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,”; and

WHEREAS, Chapter 114 of the Cuyahoga County Code provides the requirements for submission of appointments to County Council; and

WHEREAS, County Executive has nominated Valerie Katz to be reappointed to serve on the Cuyahoga County Natural Resources Assistance Council for the term 10/14/2023 – 10/13/2026.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s reappointment of Valerie Katz to serve on the Cuyahoga County Natural Resources Assistance Council for the term 10/14/2023 – 10/13/2026.

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President Date

Clerk of Council Date

First Reading/Referred to Committee: September 26, 2023

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



September 13, 2023

Pernel Jones, Jr., President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Dear President Jones

I am pleased to nominate the following to serve on the Cuyahoga County Natural Resources Assistance Council (NRAC) as an appointment as a Government – Municipal Representative on the NRAC:

- Valerie Katz, 3-year term ending October 15, 2026
 - Reappointment
 - Currently resides in Shaker Heights (Cuyahoga County)
 - Currently serves on the Cuyahoga County Solid Waste District Board

The NRAC evaluates and selects open space and riparian corridor protection and/or preservation project for funding from the Clean Ohio Green Space Conservation program. Cuyahoga County has (1) appointment to the NRAC.

There are no known conflicts of interest for which an advisory opinion has been requested. Ms. Katz's resume is attached for you to review. There is one candidate on file for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Zoe Toscos in my office at 216-443-8356.

Sincerely,

Chris Ronayne
County Executive

Valerie Katz, M.S.Ed.



Objective: To assist with the implementation of county-wide sustainability initiatives.

Education Master of Arts in Education with Ohio State Teacher's License in
Adolescent & Young Adult Life Sciences
Ursuline College, Pepper Pike, OH

Bachelor of Science
Cornell University, Ithaca, NY

Relevant Experience Solar Program Fellowship/Go Solar Specialist, February 2021 - present
Solar United Neighbors, Washington, D.C.

Provide technical assistance to prospective solar homeowners through the Solar United Neighbors co-op program. Perform roof evaluations, review solar proposals, review installer bid information, calculate pricing and financing information, calculate solar productivity information.

Volunteer, November 2020 – present

Cuyahoga County Department of Sustainability

Media outreach, drafting announcements, letter writing, promoting and scheduling information sessions and assisting with tabling events.

Volunteer, December 2020 – present

Energy Subcommittee to the Shaker Heights Sustainability Committee

Renewable energy and energy efficiency outreach. Promoted Cuyahoga County 2021 Solar Co-op to Shaker Heights residents. Organized 2021 Shaker Heights Solar Tour.

Biology & Environmental Science Teacher, August 2010 – June 2016

Montessori High School at University Circle, Cleveland, OH

Designed and implemented environmental science and life science lessons to meet the requirements of the International Baccalaureate curriculum. As advisor to the MHS Sustainability Club, worked with students to foster sustainable practices (including recycling, composting, the restoration of local wetlands, and the installation of rain barrels).

Biology & Environmental Science Teacher, August 2005 – June 2010
Hathaway Brown School, Shaker Heights, OH

Utilized cooperative inquiry and discovery-based methods in the teaching of 9th grade life science. Introduced and implemented the AP Environmental Science course curriculum for 11th and 12th grade students. Implemented school-wide conservation initiatives, including the expansion of existing recycling program and waste reduction measures in the cafeteria. Advisor to student environmental club.

Teacher Apprenticeship Program, August – December, 2004
Lakewood High School, Lakewood, OH

Teacher Apprenticeship Program, January – May, 2005
Gilmour Academy, Pepper Pike, OH

**Professional
Development
Coursework**

Ecology: Ecosystem Dynamics & Conservation, Summer 2020
American Museum of Nature History: Seminars on Science

Climate Change, September – November, 2019
American Museum of Nature History: Seminars on Science

Evolution: Modern Evolutionary Biology, July – August, 2009
American Museum of Nature History: Seminars on Science

The Ocean System: Integrated Science, June – August, 2008
American Museum of Nature History: Seminars on Science

Ecosystem Science 506, January – May, 2007
Cleveland State University, Cleveland, OH

Environmental Education in the Classroom, July – August, 2006
Cleveland Museum of Natural History, Cleveland, OH

EE Just Environmental Leadership Institute, July, 2006
National Summer Teacher Institute at Kimball Union Academy

**Additional
Experience**

Volunteer
South Euclid Humane Society, South Euclid, OH

Research Assistant
Department of Plant Pathology, Cornell University, Ithaca, NY

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0265

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of Adrian Maldonado to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, the City of Cleveland/Cuyahoga County Workforce Development Board, formerly known as Workforce Investment Board, was established to fulfill the functions outlines in the Federal Workforce Investment Act of 1998 and was created pursuant to the provisions of Ohio Revised Code Chapter 6301; and

WHEREAS, Chapter 114 of the Cuyahoga County Code provides the requirements for submission of appointments to County Council; and

WHEREAS, the joint operation between the City of Cleveland and Cuyahoga County provides public policy guidelines and exercises oversight of local programs of workforce activities; and

WHEREAS, County Executive Chris Ronayne has nominated Adrian Maldonado (replacing Grace Gallucci) to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of Adrian Maldonado (replacing Grace Gallucci) to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026.

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: September 26, 2023

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



March 24, 2023

Pernel Jones, Jr., President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: Cleveland/Cuyahoga County Workforce Development Board

Dear Council President Jones,

The Cleveland/Cuyahoga County Workforce Development Board fulfills the functions outlined in the Workforce Innovation and Opportunity Act of 2014. This joint operation between the City of Cleveland and Cuyahoga County provides public policy guidance and exercises oversight of local programs of workforce activities. For this Board, I am pleased to nominate the following individual for appointment:

- **Adrian Meldonado**, 3-year term ending 7/31/2026 (replacing Grace Gallucci)

Supporting documentation, including biographical information about the nominee are attached for your review.

There are five additional candidates on file that have applied for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Zoe Toscos in my office at 216-443-8356.

Sincerely,

A handwritten signature in black ink that reads "Chris Ronayne".

Chris Ronayne
County Executive

Adrian Maldonado

Executive Profile

A Cabinet level Executive with over 30 years experience in government, health industry and the private sector. My experience as a human resources professional for 5 years, 16 as a Business Manager and 11 years as Director of the 20th largest County Purchasing operation in the country, has allowed me to become a leader that knows how to understand and work with public and private budgets, build alliances with individuals, organizations and service providers.

I am a high-energy, results oriented team player who understands the importance of communications, diversity and accomplishing the objectives of the organization.

I also have spent 16 years as a member of a major health organization as a Board member sitting or chairing such committees as Finance, Government Relations, Risk Management, Strategic Planning, Diversity and Inclusion, Long Range Planning, Protective Services and Facilities and Construction.

Skill Highlights

- Project management
- Leadership/communication skills
- Business operations organization
- Human resources
- Budgeting expertise
- Negotiations expert
- Employee relations
- Self-motivated
- Customer-oriented
- Small business development
- Project Management
- Contract Negotiations
- Budget and Risk Management
- Start-up and acquisitions
- Diversity and Inclusion programs
- Bilingual
- Strategic Planning
- Supply Chain Management
- Facility Management

Core Accomplishments

As Director of Procurement & Diversity for Cuyahoga County, Ohio, my team initiated the first of its kind Small Business Enterprise program in the State of Ohio. This encompassed authoring a county-wide predicate study to determine the legal viability of the program to any challenges. The program was considered innovative and cutting edge because of the use of the Internet at the time, for registration and data collection. I made a presentation of our work in Washington, DC to the National Contract Compliance Association.

As Director, I worked with Ohio legislators for 5 years to adopt a law that would allow counties, municipalities and other government funded agencies to allow for the use of P-Cards (purchasing cards) for everyday purchases under \$25,000. This law immediately allowed counties to save thousands of dollars in purchasing expenditures by streamlining the buying process as well as allowing agencies to receive products and services immediately.

As a business owner and consultant, I have worked as both a Prime contractor and subcontractor for such agencies as NASA Glenn Research Ctr, Louis Stokes Medical Facility, the US Corp of Engineers, Cleveland Metropolitan School District, Cuyahoga Metropolitan Housing Authority, Department of Interior, Cuyahoga Community College, NEOCOM and Maple Heights Schools.

As Chairman of Finance at both Southwest Medical Center and St Vincent Charity Hospital, our committee worked to stabilize the hospitals budgets' during the economic crisis as well as a merger.

Professional Experience

January 2010 to March 2013
Adrian Maldonado & Associates
 Berea, OH
Owner/Consultant
 Sole proprietorship concentrating in the fields of Construction Management, Construction and Diversity Monitoring and Reporting.

April 1997 to August 2008
Cuyahoga County
 Cleveland, OH
Director of Procurement & Diversity
 Director of the 20th largest purchasing operation in the country. Responsible for purchasing of goods and services totaling \$225 million dollars a year. In addition, I was responsible for the administration and management of the County's Small Business Enterprise which had over 400 registered businesses.

January 1985 to March 1997
DAS Equal Opportunity Program
 Cleveland, OH
Manager
 Responsible for working with small and minority businesses in helping them become certified as MBE's for the State of Ohio EEO program. My duties required me to travel statewide and meet one on one with businesses. Reviewed company financials as well as history to determine ownership and control. I also worked with businesses offering technical and management assistance.

February 1981 to June 1985
Metro Health Medical Center
 Cleveland, OH
HR Interviewer
 Main responsibilities were to review applicants for positions within the health organization. My areas of specialty were Nursing, Dietary, Facilities, IT and Purchasing.

February 1980 to April 1981
US ARMY
 Cleveland, OH
Recruiter
 Main duties were recruitment and retention of US Army personnel. Served in the US Army National Guard from 1979-1990 Honorably Discharged.

Education

Bowling Green State University
 Bowling Green , OH, US
 Communications

Baldwin Wallace College
 Berea, OH, US
 Political Science

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0266

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of Michael Schoop to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, the City of Cleveland/Cuyahoga County Workforce Development Board, formerly known as Workforce Investment Board, was established to fulfill the functions outlines in the Federal Workforce Investment Act of 1998 and was created pursuant to the provisions of Ohio Revise Code Chapter 6301; and

WHEREAS, Chapter 114 of the Cuyahoga County Code provides the requirements for submission of appointments to County Council; and

WHEREAS, the joint operation between the City of Cleveland and Cuyahoga County provides public policy guidelines and exercises oversight of local programs of workforce activities; and

WHEREAS, County Executive Chris Ronayne has nominated Michael Schoop to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of Michael Schoop to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026.

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public

peace, health, or safety in the County; and any additional reasons set forth in the preamble. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: September 26, 2023

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



Cuyahoga County

Chris Ronayne
Cuyahoga County Executive

March 24, 2023

Pernel Jones, Jr., President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: Cleveland/Cuyahoga County Workforce Development Board

Dear Council President Jones,

The Cleveland/Cuyahoga County Workforce Development Board fulfills the functions outlined in the Workforce Innovation and Opportunity Act of 2014. This joint operation between the City of Cleveland and Cuyahoga County provides public policy guidance and exercises oversight of local programs of workforce activities. For this Board, I am pleased to nominate the following individual for appointment:

- **Michael Schoop**, 3-year term ending 7/31/2026

Supporting documentation, including biographical information about the nominee are attached for your review.

There are five additional candidates on file that have applied for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Zoe Toscos in my office at 216-443-8356.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ronayne".

Chris Ronayne
County Executive

Michael Schoop, Ph.D.

Servant Leadership | Community Engagement | Relationship Building | Strategic Planning

OVERVIEW

Successful Co-Founder and Managing Director with over 18 years of multifaceted experience in developing strategic partnerships, working with and leading effective teams, and driving community engagement. Expertise in displaying servant leadership, focusing on fundraising activities, and coordinating various projects to meet business needs. Skilled at DEI initiatives, urban planning and development, and continuously improving processes across the organization. In search of a role to cultivate long-lasting relationships, enhance business growth, and support reaching objectives.

CAREER HIGHLIGHTS

- Wrote a U.S. Department of Education Title III Strengthening Institutions Grant with \$2M for micro-mentoring and micro-interning to support first-year student retention and success.
- Worked with the Andrew M. Mellon Foundation with Case Western Reserve University. Received a \$1.5M award and \$2M continuing award for Cleveland Humanities Collaborative, part of a national network of university collaborations.
- Achieved a U.S. Department of Education Title III Cooperative Grant with Cleveland State University. Generated \$1.3M for the Cleveland Transfer Connection to design and implement learning communities supporting the transition from community college to university environments.
- Won a U.S. Department of Education Title V Hispanic Serving Institution Grant with St. Augustine College, including \$3.8M over five years to implement innovative studio classroom instruction and improve performance/retention for Hispanic and other students of color.
- Spearheaded the redesign of the college-wide First Year Experience Program at Cuyahoga Community College to provide ongoing feedback to more than 120 faculty on approximately 3.4K new students.
- Leveraged \$80M in renovations including the Center for Creative Arts and Metropolitan Campus Center at Cuyahoga Community College to redesign the instructional and social spaces for active learning.

EXPERTISE

Partnership Development | DEI Initiatives | Team Collaboration | Design Thinking | Fundraising | Budgeting | Project Management | Urban Planning | Reporting | Revenue Generation | Data Analysis | Continuous Improvement | Risk Assessment | Hiring & Onboarding | Business Development | Interdepartmental Communication | Problem Resolution

PROFESSIONAL EXPERIENCE

Greater Cleveland Partnership | Cleveland, OH | JAN 2023 – Present

Senior Vice President, Talent

Partner with business, government, and non-philanthropy to execute talent strategy to drive regional growth and prosperity.

Scope Unlimited | Cleveland, OH | JAN 2021 – JAN 2023

Co-Founder & Managing Director

Formulate virtual leadership experiences to develop individual decision-making skills, enhance team-building activities, and rehearse strategy. Lead business development, marketing, talent management, deal structuring, and strategic planning.

- Managed ideation, design, prototype, and deployment of a simulation for the Society for College and University Planning (SCUP) within three months.
- Partnered with SCUP to develop a \$250K Small Business Innovation Research Phase I grant to redesign and scale integrated planning technology.

Cuyahoga Community College (Tri-C) | Cleveland, OH | MAY 2006 – JAN 2021

College-Wide Vice President – Evidence, Inquiry, & Retention | JULY 2019 – JAN 2021

Worked at an Aspen Prize Top 150 community college with eleven sites across Northeast Ohio serving over 20K credential-seeking students annually. Oversaw a budget of \$1.9M and led an executive director, two program managers, and three research analysts through daily operations.

- Spearheaded the redesign of the college-wide First Year Experience Program to provide ongoing feedback to more than 120 faculty on approximately 3.4K new students.
- Designed a system and process for tracking and reporting non-credit workforce certificates.
- Built and implemented a pilot for A/B testing for nudge messages to students to enhance the usability of services and increase retention.

PROFESSIONAL EXPERIENCE CONTINUED

Metropolitan Campus President | MAY 2006 – JULY 2019

Directed a \$34M budget while ensuring increased profitability. Oversaw a workforce vice president, college-wide dean, two campus deans, community relations manager, marketing manager, campus scheduler, concierge, and an administrative coordinator.

-
- Developed campus Student Success Teams to increase campus graduation rates from 3.9% to 15%. Created an Inclusive Excellence Taskforce to improve graduation rates for students of color from 1.9% to 10%.
- Co-founded a Design Lab Early College High School with Cleveland Metropolitan School District, one of only two out of 20 Cleveland public high schools to achieve a "B" rating on a state report card in the first year.
- Created the College's first Transfer Center with support from a cooperative Title III grant from the U.S. Department of Education, enhancing transfers to Cleveland State University by more than 40 students per year.
- Leveraged \$80M in renovations including the Center for Creative Arts and Metropolitan Campus Center open to the campus and local community, to redesign the instructional and social spaces for active learning.
- Introduced design thinking into college and campus planning processes by developing a partnership with the Cleveland Institute of Arts to support reshaping of student experiences.
- Led a Collaborative Campus Project, a community planning effort with Cleveland State University, Cleveland Metropolitan School District, and Campus District to create a plan for the institutions. Partnered with the neighborhood to support commercial and cultural development.
- Formed the CLE Institute, an entrepreneurial consulting program engaging incoming college students in community projects supported by the Burton D. Morgan Foundation.

Harry S. Truman College – City Colleges of Chicago | Chicago, IL | FEB 2003 – APR 2006

Vice President – Academic & Student Affairs

Served as VP for two of seven independently accredited institutions of a single urban community college district. Managed a \$24M budget and supervised deans of instruction, student affairs, continuing education, adult education, and technical center director. Led credit enrollment of over 5K and 20K+ in non-credit ESL with students from 55 countries speaking 140 languages. Created a collective bargaining agreement with City College part-time faculty.

- Won a statewide award for Transitional Bilingual Learning Community Program that reduced time to college-level courses by 50%.
- Established a Contract Training division with revenue growth from \$50K to \$300K in two years.
- Awarded a \$689K cooperative Title III grant from the U.S. Department of Education with St. Augustine College to design and build studio classrooms in Math, English, Chemistry, and Biology.

EDUCATION

Ph.D.: English Language & Literature | University of Maryland

Master of Arts: English Language, Rhetoric, & Composition | University of Maryland

Bachelor of Arts: English Language & Literature | University of Chicago

COMMUNITY/BOARD ACTIVITIES & AWARDS

- Treasurer, Former Board President: Burten, Bell, Carr | 2010 – PRESENT
- Appointed by Ohio State Superintendent of Public Instruction: East Cleveland Academic Distress Commission | 2018 – PRESENT
- Summer on the Cuyahoga | 2010 – 2014, 2021 - PRESENT
- Former Board President: Campus District | 2006 – 2020
- One Community | 2009 – 2014
- Black American Council Humanitarian Award
- Innovation of the Year Award, League of Innovation in Community College
- Phi Theta Kappa Shirley B. Gordon Award

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0268

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of Airica Steed to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, the City of Cleveland/Cuyahoga County Workforce Development Board, formerly known as Workforce Investment Board, was established to fulfill the functions outlines in the Federal Workforce Investment Act of 1998 and was created pursuant to the provisions of Ohio Revise Code Chapter 6301; and

WHEREAS, Chapter 114 of the Cuyahoga County Code provides the requirements for submission of appointments to County Council; and

WHEREAS, the joint operation between the City of Cleveland and Cuyahoga County provides public policy guidelines and exercises oversight of local programs of workforce activities; and

WHEREAS, County Executive Chris Ronayne has nominated Airica Steed to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of Airica Steed to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026.

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public

peace, health, or safety in the County; and any additional reasons set forth in the preamble. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: September 26, 2023

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



March 24, 2023

Pernel Jones, Jr., President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: Cleveland/Cuyahoga County Workforce Development Board

Dear Council President Jones,

The Cleveland/Cuyahoga County Workforce Development Board fulfills the functions outlined in the Workforce Innovation and Opportunity Act of 2014. This joint operation between the City of Cleveland and Cuyahoga County provides public policy guidance and exercises oversight of local programs of workforce activities. For this Board, I am pleased to nominate the following individual for appointment:

- **Airica Steed**, 3-year term ending 7/31/2026

Supporting documentation, including biographical information about the nominee are attached for your review.

There are five additional candidates on file that have applied for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Zoe Toscos in my office at 216-443-8356.

Sincerely,

A handwritten signature in black ink that reads "Chris Ronayne".

Chris Ronayne
County Executive

Airica Steed, Ed.D, MBA, RN, CSSMBB, FACHE, IASSC

Transformational Healthcare Executive

Driving Results & Execution | Change Management | Continuous Improvement & Innovation

Highly accomplished and award winning transformational healthcare executive with over 20 years of exceptional leadership skills and proven track record of championing health equity, driving results, and leading large scale transformation of health organizations with greater than \$1B in net revenue. Recognized as a strategic and visionary change leader, cultural architect and international expert in Lean Six Sigma, Malcolm Baldrige framework, and "Big 4" management consulting across community and specialty hospitals, ambulatory clinics and network, academic medical centers, level 1 trauma centers, multi-site healthcare systems, Federally Qualified Health Centers (FQHCs) and private equity backed organizations. Results driven change agent with significant experience leading large-scale change initiatives to drive high quality care, health equity, operational efficiencies, customer satisfaction, workforce engagement, profitable growth, and value optimization.

BY THE NUMBERS

- \$300M+ Financial Improvements & Efficiencies
- Top Decile Customer & Workforce Satisfaction
- Top Quartile Productivity & Quality/Safety Results
- 20% - 30% Profitable Growth & Profit Margin

NOTEWORTHY EXECUTIVE HIGHLIGHTS

Board Leadership & Governance: Executive Liaison for Board of Directors, lead various board committees and serve as board member on several non-profit boards ensuring transparent communication, effective education and fostering diversity/inclusion.

Strategy Development & Execution: Spearhead strategic partnerships, joint ventures, mergers & acquisitions, clinical affiliations, innovation; lead/execute strategic planning process; and quarterback strategic growth efforts including healthcare system integration.

Philanthropy & External Affairs: Tripled philanthropic giving, including raised >\$100M+ funding through city/state partnerships and major donors/gifts; secured multi-million grant funding through federal programs; serve as policy advocate at state and federal level.

Population Health & Health Equity: Championed the execution of \$250M Health Equity/Population Health initiatives aimed at eradicating health disparities and improving life expectancy of vulnerable communities serving greater than 4M patient lives.

Transformation & Financial Excellence: Drove financial, clinical & operational transformation of multiple healthcare systems resulting in a combined impact of over \$300M in improvements, 30% increase in profit margin, > 100 days cash on hand, and top quartile quality.

AREAS OF EXPERTISE

- Strategy & Service Line Leadership
- "Big 4" Management Consulting
- Patient Centered Care & Customer Experience
- Project Management & Program Development
- Health Equity & Population Health
- Quality & Safety Improvement (Lean Six Sigma)
- Financial Turnarounds & Mergers/Acquisitions
- Change Management & Culture Transformation
- Physician Engagement & Alignment
- Board Governance

PROFESSIONAL EXPERIENCE

The MetroHealth System - Cleveland, OH, 2022 - Present

Chief Executive Officer & President

System Executive for an academic safety net health healthcare system comprised of 5 Hospitals, 20 Health Centers and 40 Ambulatory Locations, Level 1 Trauma Center, Adult & Pediatric Comprehensive Burn Center, 8,000 employees and physicians, and \$1.8B net revenue. Accountable for executive leadership and strategy of the system, as well as advancing the mission of MetroHealth to be the most admired public health system in the nation, renowned for innovation, community and health equity focus, high quality outcomes and service, and financial strength. Ensure the success of the health system's critical initiatives including growth of services into the newly-constructed MetroHealth Glick Center; completion and activation of a new comprehensive outpatient and administrative building known as the Apex Project, construction and activation of 26 acres of green space creating a "hospital in a park"; growth of services into the newly-constructed 110-bed behavioral health hospital at Cleveland Heights Medical Center; addressing the social determinants of health to achieve better health outcomes in concert with The Institute for H.O.P.E.; lead innovative approaches to transform patient care beyond traditional health care and champion MetroHealth's commitment to a healthier community.

Sinai Chicago Health System – Chicago, IL, 2019 – 2022

System Chief Operating Officer/EVP – Sinai Chicago

President – Mount Sinai & Sinai Children’s Hospital (Flagship Campus)

System Executive for an urban teaching healthcare system focused on health equity and eradicating healthcare disparities comprised of 4 acute care, post-acute and specialty hospitals, Level 1 Trauma Center, Level 3 NICU, 800 physicians, 4,000 caregivers serving 1.5 million lives and \$1B net revenue. Accountable for executive leadership and strategy of acute and post-acute hospital operations encompassing a \$1B operating budget, physician enterprise and Sinai Medical Group (Multi-specialty Physician Group), strategy/healthy growth/business development, service lines, population health/PHO, safety/quality, care management, Business Transformation Office, customer experience, and facilities/real estate. Direct reports include Presidents for Acute Care & Post Acute Hospitals, President Sinai Medical Group/Ambulatory Enterprise, System VP Facilities, Construction & Real Estate, Chief Population Health & Growth Officer, System Chief Nursing Officer, System Chief Medical Officer, System VP Women & Children’s/Surgical/Ancillary Services, System VP Ambulatory & Hospitality Services, System VP Behavior Health, and System VP Rehab & Post-Acute Care. Charged with leading large-scale operations and strategy and spearheading transformation to drive system level integration and alignment, high quality outcomes, profitable growth/retention, organizational excellence, customer loyalty & satisfaction, and value optimization leveraging lean six sigma continuous improvement, consumer centered care, and other leading approaches.

Accomplishments:

- Led multi-faceted \$200M+ cumulative financial/operational/clinical transformational turnaround across the system resulting in improved operating margin from a loss \$42M to a profitability and improved EBIDA performance, increased from less than 2 days cash on hand to over 80 days, reduced costs and labor efficiencies, top line revenue growth, and top quartile quality performance in less than 2 years
- Stabilized south campus at Holy Cross Hospital from nearly a decade long operating losses of over \$100M since 2014 to breakeven performance in FY21
- Radical transformation in publicly reported quality indicators including Leapfrog moving from “F” to “C” in less than a year, including top quartile readmissions and 40% reduction in hospital acquired infections and mortality rates
- Championed the execution of \$250M Health Equity/Population Health initiatives aimed at eradicating health disparities and improving life expectancy of vulnerable communities serving greater than 4M patient lives.
- Successfully right-sized and integrated acute care operations, including consolidation of inpatient services, elimination of low performing clinical services and programs, and driving “system-ness” and “coordinated care” across ambulatory and acute and post-acute hospitals
- Reduced overtime and premium labor to less than 2.5% across all operations and achieved 15%^{ile} labor productivity
- Led service line/healthy growth strategy, including network development, partnerships, and joint ventures
- Led efficiencies in Emergency Services, Surgical Services, Throughput/Capacity Management, and Care Transitions resulting in 75% reduction in Patient Walkouts (>10% baseline), 62% reduction in surgery cancellations, 70% reduction in no shows/cancellations (from 33% to 8%), and Inpatient LOS savings
- Spearheaded service line integration and rationalization initiatives across physician enterprise resulting in optimization of capital resources, consolidated employed clinics with more than \$20M in EBIDA improvements and 30% healthy growth
- Led execution of multi-million dollar strategic capital and growth projects, including \$30M Health Village - Ambulatory Surgery Center & Outpatient Care Center, \$10M Critical Care Renovation & Expansion, Wound Care/Comprehensive Diabetes Center, Sinai Chicago Express Care, \$15M Heart & Vascular Institute, Rehab Hospital Private Room Deployment, \$200M Campus Master Facility Plan
- Spearheaded multi-million dollar labor union campaign efforts and successfully negotiated bargain agreements

Presence Health (Acquired by Ascension Illinois) – Chicago, IL, 2016 - 2018

Senior Vice President, Operations

System Executive accountable for leading operations across 250 ambulatory locations, 12 acute and specialty hospitals, and senior housing communities with 7500K physicians, more than 30K employees and \$4.6B in net revenue. Responsible as system senior executive leader for operation, including corporate operations, ancillary services, strategic service lines - Neurosciences/Orthopedics, Cardiovascular Services, Oncology, Emergency & Trauma Services, Perioperative & Anesthesia Services, Lab, Pharmacy, Imaging. Deliver large-scale strategy and improvement initiatives that drive system-level integration and alignment, operational efficiencies & cost management, quality care, profitable growth and ensuring customer satisfaction and operational excellence. Responsible for diverse portfolio of service lines and operational programs with more

than 7K indirect FTEs.

Accomplishments:

- Key contributor in \$250M organizational and financial transformation across the system resulting in improved Cost Per Adjusted Discharge, Growth, Readmissions, Length of Stay/Throughput, and Productivity resulting in merger acquisition to AMITA Health and divestiture of acute care hospital assets
- Led service line strategy, including tertiary/academic partnerships, and joint venture affiliations, resulting in greater than 200,000 unique patient visits and 40% improvement in network retention
- Spearheaded service line integration and rationalization initiatives across all acute care operations and ambulatory practices resulting in optimization of capital resources, consolidated employed provider practices and clinics with more than \$15M in cost savings and 25% profitable growth/leakage reduction
- Improved Patient Satisfaction from the 25thile to >75thile across acute and ambulatory areas; reduced overtime and premium labor from 8% to less than 2.5% across all acute care ministries and achieved 15thile labor productivity against Truven benchmarks
- Led efficiencies in Emergency Services and Hospital Throughput resulting in <1.5% Left Without Treatment (>5% baseline), 30% improvement in ED Length of Stay from >6 hours to <4.5 hours, 50% Discharges by Noon (<10% baseline) and more than 1 day Inpatient LOS savings
- Led large scale strategic initiatives and uniformity of system level contracted/purchased services, including launch of 340B Clinics & Specialty Pharmacies, Lab/ED/Anesthesia/Radiology outsourcing resulting in >\$20M financial impact
- Led implementation of >\$250M in strategic capital projects, including \$15M Cardiology and Neuro-interventional Suite, \$20M Orthopedic Unit Expansion, and \$20M ED renovation, and \$30M ambulatory clinic consolidation

University of Illinois Health System (UI Health) – Chicago, IL, 2012 – Present (Faculty)

System Chief Administrative Officer/Enterprise Chief Experience Officer

Clinical Assistant Professor – School of Public Health/Medicine/Nursing – Health Policy & Administration

- **System Executive of academic health system comprised of tertiary/quaternary medical campus including acute care medical center, 26 outpatient clinics, 14 Federally Qualified Health Centers, 7 health sciences colleges and \$2.6B net revenue. Served as Executive Leader across hospital operations, including nursing, clinical service lines, ambulatory and clinic operations, facilities and support services. Accountable for strategic, operational leadership and managing operational budget with P&L responsibility of \$500M and 600 indirect FTEs (HR, Quality, Business Development/Physician Alignment, and Service Line Planning). Executed comprehensive customer-focused vision and strategy encompassing leadership and cultural engagement, retail hospitality principles and continuous quality improvement. Led large-scale strategic and transformation initiatives using Lean Six Sigma to streamline and standardize processes, reduce costs, maximize value and profitable growth, and enhance service delivery. Served as Executive Chair for Ambulatory Operations Senior Advisory Board overseeing day-to-day operations, profit and loss, operational efficiencies and revenue cycle, ACO/ACA integration and primary care/FQHC expansion.**

Accomplishments:

- Key executive leader in organizational turnaround resulting in a \$100M financial turnaround, 20% Ambulatory Growth, 75% improvement of operational/productivity benchmarks, and designation as Truven Top 100 Hospital and recipient of Press Ganey National Success Story Award and ACHE Service Excellence Award
- Achieved more than 45% improvement in Patient Experience across all care delivery settings, 30% increase in Value Based Purchasing indicators, exceeded Top 10% of improvers in Press Ganey database
- Led Readmission Improvement and Length of Stay Improvement Initiatives, including pre-discharge scheduling, post discharge follow up/coordination, and patient portal engagement resulting in a 40% reduction in All Cause Readmissions, 1 day improvement in Length of Stay, and 100% achievement of Meaningful Use
- Launched standardization and optimization of nursing care delivery model and bridged a patient experience partnership with INA Nursing Union to drive collaborative patient centered outcomes
- Led a cross campus Absence Management improvement effort accounting for a \$30M cost avoidance
- Served as the Executive Sponsor on the Cerner Patient Portal and TeleVox initiative, resulting in achievement of Meaningful Use standards, 50% Portal Activation, 50% reduction in patient no-shows/cancellations
- Spearheaded patient access/care transitions re-design and integration of Centralized Access Center across all ambulatory clinics and acute care operations resulting in \$20M NPV/ROI and 20% profitable growth/leakage reduction through integration of 90 ambulatory clinics into a standardized “one stop shop” access model

- Led Ambulatory, Acute Care, FQHC, and Emergency Services re-design initiatives across health system, leveraging lean six sigma achieving a 45% improvement in length of stay and clinic throughput, top decile patient experience, 40% reduction in patient walkouts and no-shows

Advocate Health System (now Advocate Aurora Health System) – Downers Grove, IL, 2007 - 2012

Vice President, Clinical Operations & Professional Services/Operations

System Executive Champion – Customer Experience, Operations Improvement, Service Lines

Executive in the largest integrated health system in Illinois comprised of 12 hospitals, 20,000 employees, 6300 physicians, nearly 400 sites of care, and \$12B in net revenue. Accountable for strategic, operational leadership and managing operational budget with P&L responsibility (HR, Quality, Business Development/Physician Alignment, and Service Line Planning). Led large-scale strategic and transformation initiatives linked to value-based care transformation. Drove operational business process improvements to enhance efficiencies, reduce costs, maximize value, and enhance service delivery. Oversight of the Advocate Performance Enhancement office responsible for leading lean continuous improvement and transformation efforts across the health system, including Ambulatory Clinics, ED and Urgent Care, Surgery, Revenue Cycle, Customer Access, EVS, Transport, Care Models, HR, Physician Services, Informatics/IT. Served as Executive Champion for the “Advocate Experience” effort, which is a system-wide organizational transformation and developed service excellence strategy integrating accountable leadership, cultural excellence, and process improvement.

Accomplishments:

- Key contributor in merger/acquisition team and organizational turnaround in less than 2 years resulting in a \$50M financial improvement, 10% Profitable Growth, 99%ile employee engagement, top quartile patient satisfaction and operational/productivity benchmarks, and designation as Truven Top 100 Hospital and nomination of Press Ganey National Success Story Award
- Achieved top decile in workforce satisfaction and engagement for organization (improved from 10th%ile baseline), better than the 25th%ile productivity benchmarks, and greater than \$5M in labor cost savings
- Spearheaded service line and professional services development and integration initiatives across all acute care and ambulatory operations, including Women’s Health, Oncology Services, Cardiovascular, Imaging Services, & Rehab
- Led Emergency Services, Perioperative Services, Clinical Operations, Ancillary Services, and Ambulatory Services/Physician Practice improvement efforts, resulting in top decile customer satisfaction, >40% improvement in length of stay/throughput, 50% no show/cancellation rate reduction, and >50% improvement in efficiencies
- Achieved 15% revenue and volume growth in ambulatory services through new business ventures, front-end revenue cycle enhancements, and patient-centered process improvement, while achieving 10% reduction in budgeted expenses, and best performance in Advocate system in total operating service line expenses
- Partnered with Nursing on continuous quality improvement efforts to drive standardization and optimize care delivery and responsible for the advancement of informatics throughout the organization leveraging Cerner platform, including the integration of CPOE and patient portal, standardizing nursing documentation practices for 13 hospitals

PricewaterhouseCoopers LLP – Chicago, IL, 2003 - 2007

Senior Management Consultant/Engagement Leader (Black Belt - Lean Six Sigma)

Accountable for leading large scale national and international transformation and organizational turnaround engagements, including interim senior management, process improvement, strategy development, and leading complex operational engagements spanning multiple market verticals. Led strategic planning; operations improvement & implementation (lean six sigma, change management, Malcolm Baldrige); customer experience strategies, interim executive leadership roles; project management; organizational and leadership development/training; service line development/optimization; mergers and acquisitions)

Accomplishments:

- Realized significant outcomes and organizational turnarounds: including \$50M - \$100M financial turnarounds, top decile customer experience and quality outcomes, efficiency optimization, profitable growth enhanced revenue, and cost reductions
- Led cross-functional business transformation projects leveraging lean and change management methods delivering savings through system consolidation, talent optimization, improved customer experience, and acceleration of business results
- Spearheaded operational analyses, process improvement, strategy development and implementation/training of Lean Six Sigma methodology and other performance improvement methods

- Led Clinical Operations, Ancillary Services, Emergency Services and Ambulatory Services/Physician Practice, and Customer Experience improvement initiatives, resulting in top decile customer satisfaction, >25% improvement in length of stay/throughput and no shows, productivity/premium labor, >50% improvement in efficiencies
- Specialties: ED Services, Throughput, Access, Revenue Cycle, HR, Ambulatory Services and Physician Practices, Imaging, Surgery, Clinical Operations Re-Design (Inpatient, Nursing Services, Patient Care Services, Support Services, EVS, Transport), Workforce and Productivity Models

ACADEMIC EXPERIENCE

GOVERNORS STATE UNIVERSITY – UNIVERSITY PARK, IL **2017 - 2020**
Faculty – School of Nursing & Health Sciences

OHIO UNIVERSITY HERITAGE COLLEGE OF OSTEOPATHIC MEDICINE – ATHENS, OH **2016 - 2020**
Group IV Faculty – Heritage College of Osteopathic Medicine

UNIVERSITY OF ILLINOIS AT CHICAGO - CHICAGO, ILLINOIS **2012 - Present**
Clinical Assistant Professor – School of Public Health/Medicine/Nursing – Health Policy & Administration

WALDEN UNIVERSITY - MINNEAPOLIS, MINNESOTA **2011 – 2019**
Contributing Faculty – School of Nursing & Health Sciences

LOYOLA UNIVERSITY – CHICAGO, ILLINOIS **2010 – Present**
Professor – Quinlan School of Business – Healthcare Management/Executive MBA/Executive Leadership Institute

BOARD MEMBERSHIPS & PROFESSIONAL AFFILIATIONS

South Side Healthy Community Organization Board | Wellness West Board | West Side United Board | Loyola Quinlan Business School Board | Women in Healthcare National Advisory Board | America’s Essential Hospitals Awards Committee | Midwest Asian Health Association (MAHA) Board | Beryl Institute Executive Board | NexGen Patient Experience Advisory Board | Black Directors Health Equity Agenda Member | American College of Healthcare Executives (ACHE) | Chicago Healthcare Executives Forum (CHEF) | American Organization of Nurse Executives (AONE) | Illinois Organization of Nurse Leaders | National Association for Health Services Executives (NAHSE) | CHIEF Member | The Leverage Network Member

EDUCATION, LICENSURE & CERTIFICATION

Harvard University Extension School | Master of Liberal Arts, Global Development Practice (Degree in Progress)

Olivet Nazarene University | Doctorate of Education – Ethical Leadership (Ed.D)
 “Recipient of the Doctoral Dissertation with Distinction Award – Lean Transformations in Healthcare” – (May 2011)

Governors State University | Masters of Business Administration (MBA)

Rush University| Bachelor of Science, Nursing (BSN)

 State of Illinois Registered Nurse [REDACTED]

Certified Master Black Belt – Lean Six Sigma (CSSMBB) – Expert Rating (An ISO 9001-2008 Company)

Certified Accredited Training Associate – International Association for Six Sigma Certification (IASSC)

Fellow (FACHE) – American College of Healthcare Executives (ACHE)

Malcolm Baldrige Award Examiner (2009 – Present)

HIGHLIGHTED NATIONAL/INTERNATIONAL SPEAKING ENGAGEMENTS

Becker’s Healthcare Podcast	HealthIMPACT Live Conference
Modern Healthcare Women Leaders Conference	Press Ganey Regional & National Conference Key Note
Modern Healthcare Best Places to Work Conference	Becker’s Hospital Review Annual Meeting
ACHE Congress on Healthcare Leadership	Association of Medical Facilities Professionals Conference
American Nursing Informatics Conference (ANIA)	Institute of Industrial Engineers Conference (IIE)

IHI Annual National Forum on Quality Improvement	The Conference Board of Canada
Patient Experience Summit – Sydney Australia	Transforming Healthcare Nursing Conference
American Hospital Associate HRET Webinar	Care Coordination Summit
National Black Nurses Association (NBNA) Conference	World Congress Patient Experience Summit

AWARDS & RECOGNITIONS

Modern Healthcare

“Top 25 Healthcare Innovators” (2020)

“Top 25 Minority Leaders” (2020)

“Up & Comers” Award” (2013)

Front Cover Feature (2015)

Illinois Organization of Nurse Leaders

“Influential Leader Award” (2018)

Crain’s Chicago Business

Crain’s Notable Black Leaders and Executives: (2022)

Front Cover Feature (2021)

“40 Under 40 Award” (Nomination 2017 & 2018)

Becker’s Hospital Review Recognition

“75 Black Healthcare Leaders to Know” (2022)

“Top 130 Women Hospital & Health System Leaders to Know” (2015)

“Rising Star Award: Top 25 Leaders Under 40” (2015)

Vytal Celebration of Healthcare Leadership Diversity

“35 Leaders of Color in the Healthcare Field” (2021)

Press Ganey National Success Story Award

“Press Ganey National Success Story Award” (2014)

Diversity MBA Magazine Leadership Award

“Top 100 under 50 Emerging and Executive Leaders Award” (2014)

Chicago Health Executives Forum

“Service Excellence Award” (2014)

NURSE.COM

Greater Chicago Nursing Excellence GEM Award | “Finalist: Nursing Excellence GEM Award (2014)

University of Illinois at Chicago (UIC) Chancellor’s Committee

“Black History Maker Award” (2013)



AIRICA STEED, Ed.D, MBA, RN, CSSMBB, FACHE

Dr. Airica Steed serves as the first woman, first Black person and first nurse to be appointed as the Chief Executive Officer and President for The MetroHealth System in Cleveland, Ohio, comprised of \$1.7B net revenue, five acute and specialty-care hospitals, 8,700 employees and providers, over 40 ambulatory care locations and one of the most highly regarded academic public health systems across the country. She is renowned for spearheading large scale transformations encompassing greater than \$300M in combined financial improvements, top decile quality/safety performance outcomes and healthy profitable growth, as well as making monumental groundbreaking advancements in health equity and eradicating health care disparities. As a proud fourth generation nurse, she is fighting passionately to zero out the death gap, to make sure that every person has an equal chance at living a long and healthy life and to simultaneously lift up the wealth in underserved communities.

Dr. Steed is a vastly accomplished and award-winning transformational health care executive with over 20 years of exceptional leadership experience and a proven track record of driving results, including recognition as:

- Modern Healthcare's "Top Women Leaders," "Top 25 Minority Leaders in Healthcare," "Top 25 Healthcare Innovators" and "Up & Comer"
- Diversity MBA magazine's "Top 100 Executive Leaders Under 50"
- Becker's Hospital Review's "Women Hospital Presidents and CEO's to Know," "Top 130 Female Healthcare Leaders to Know," "Black Healthcare Leaders to Know" and "Rising Star"

Dr. Steed is recognized as a strategic and visionary change leader, transformational architect and international expert in Lean Six Sigma, Malcolm Baldrige framework and "Big 4" management consulting across academic medical centers, community and specialty hospitals, safety net organizations, ambulatory clinics and networks, multi-site clinically integrated health care systems and Federally Qualified Health Centers (FQHCs).

Dr. Steed is an avid speaker on both a national and international level and published author as well as a board member and faculty member spanning several organizations. She received her Doctorate of Education in Ethical Leadership (Ed.D) with distinction, Masters of Business Administration (MBA), Bachelor of Science in Nursing (BSN) and numerous certifications, including Master Black Belt and International Trainer in Lean Six Sigma and Fellow of the American College of Healthcare Executives. She is currently pursuing a second Masters in Global Development from Harvard University. On top of her many accolades, her most prized accomplishment is being a devoted mother to four children and two dogs.

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0269

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of William Seelbach to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, the City of Cleveland/Cuyahoga County Workforce Development Board, formerly known as Workforce Investment Board, was established to fulfill the functions outlines in the Federal Workforce Investment Act of 1998 and was created pursuant to the provisions of Ohio Revise Code Chapter 6301; and

WHEREAS, Chapter 114 of the Cuyahoga County Code provides the requirements for submission of appointments to County Council; and

WHEREAS, the joint operation between the City of Cleveland and Cuyahoga County provides public policy guidelines and exercises oversight of local programs of workforce activities; and

WHEREAS, County Executive Chris Ronayne has nominated William Seelbach (replacing Sheila Wright) to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of William Seelbach (replacing Sheila Wright) to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for the term ending 7/31/2026.

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution receives the affirmative vote of a majority of members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: September 26, 2023

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



March 24, 2023

Pernel Jones, Jr., President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: Cleveland/Cuyahoga County Workforce Development Board

Dear Council President Jones,

The Cleveland/Cuyahoga County Workforce Development Board fulfills the functions outlined in the Workforce Innovation and Opportunity Act of 2014. This joint operation between the City of Cleveland and Cuyahoga County provides public policy guidance and exercises oversight of local programs of workforce activities. For this Board, I am pleased to nominate the following individual for appointment:

- **Bill Seelbach**, 3-year term ending 7/31/2026 (replacing Sheila Wright)

Supporting documentation, including biographical information about the nominee are attached for your review.

There are five additional candidates on file that have applied for this position.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Zoe Toscos in my office at 216-443-8356.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ronayne".

Chris Ronayne
County Executive

William R. Seelbach

Mr. Seelbach is currently a Senior Advisor with The Riverside Company, the country's largest private equity firm focusing on the smaller end of middle market companies. Mr. Seelbach joined Riverside on January 2, 2007, and previously served as an Operating Partner. During Mr. Seelbach's time with Riverside he assisted with numerous due diligence efforts, served on the Board of several portfolio companies, carried out a variety of consulting projects and functioned as an interim CEO.

From mid-2003 through 2006, Mr. Seelbach was the President and CEO of the Ohio Aerospace Institute (OAI). OAI is a non-profit organization whose mission is to build Ohio's aerospace economy through research and technology development partnerships, education and training programs, and networking and information exchange.

Prior to becoming OAI's President, Mr. Seelbach was the President and COO of Brush Engineered Materials Inc. (now named Materion). Materion is a NYSE company focused on high performance engineered materials. Within Materion, Mr. Seelbach had direct responsibility for all the company's beryllium performance alloy businesses and all of Materion's international operations. Materion's beryllium and performance alloy products serve a wide variety of industries, including telecommunications, computer equipment, automotive electronics, oil and gas exploration, aerospace, and defense.

Prior to joining Materion in 1998, Mr. Seelbach was the Chairman and CEO of Inverness Partners, a limited liability company whose purpose was to acquire midwestern manufacturing companies. Founded in 1987, Inverness Partners bought several companies and formed Inverness Castings Group (ICG), one of the largest independent die casting companies in North America. ICG served as a Tier 1 supplier to the automotive, office furniture and appliance industries. During his tenure as Chairman of Inverness Partners and ICG, Mr. Seelbach was active in acquisitions, strategic planning, and operations improvement.

Prior to founding Inverness Partners, Mr. Seelbach served as the Chief Operating Officer of a financial holding company for a large family office, where he oversaw a broad range of asset managers.

From 1975 to 1986, Mr. Seelbach was a member and then a partner with the international management consulting firm of McKinsey & Company. During his 11 years with McKinsey & Company, Mr. Seelbach assisted a wide range of industrial and consumer goods companies in strategy, organization and profit improvement. Typical assignments included development of corporate and division level business strategies for an electrical products manufacturer, an aerospace company and one of the country's largest brewers. In addition, Mr. Seelbach led reorganization efforts for several multi-billion-dollar including a major rubber products company and a major steel products company.

From 1982 to 1984 (while on leave from McKinsey & Company), Mr. Seelbach was the founding President of Cleveland Tomorrow, an economic development organization composed of the CEOs of Cleveland's 50 largest for-profit organizations. During his tenure as President, Mr. Seelbach and Cleveland Tomorrow created a major venture capital fund (Primus Capital Fund), started a major business university consortium to develop new manufacturing technologies (Cleveland Advanced Manufacturing Program) and set up an organization to provide consulting assistance and incubator space for high-growth new ventures (Enterprise Development, Inc.).

Mr. Seelbach continues to be actively involved in the Cleveland community. He is currently on the Board of Trustees at Playhouse Square Foundation, Team NEO, Jump Start, University School and University Circle, Inc. and is heavily involved in the Fund for Our Economic Future. Mr. Seelbach was also a member and Chairman of the Board of Directors at OMNOVA Solutions (a NYSE company) and currently serves on the Board of Advisors at two privately held companies (The NRP Group and Mazzella Companies). In 1992, Mr. Seelbach received the regional Entrepreneur of the Year Award from Ernst & Young, Merrill Lynch and Inc. Magazine.

Mr. Seelbach holds an M.B.A. from the Stanford Graduate School of Business and a B.S. degree in Electrical Engineering and Operations Research from Yale University.

County Council of Cuyahoga County, Ohio

Resolution No. R2023-0270

Sponsored by: County Executive Ronayne	A Resolution confirming the County Executive’s appointment of Stephan Love to serve on the Greater Cleveland Regional Transit Authority Board of Trustees for the term 3/4/2023 – 3/3/2026 and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, Ohio Revised Code Chapter 306 provides for the creation of Regional Transit Authority; and

WHEREAS, the Greater Cleveland Regional Transit Authority (“GCRTA”) Board of Trustees provides policy direction for the Regional Transit Authority and provides oversight of Agency management’s efforts to implement policy and run the day-to-day operations of the transit system; and

WHEREAS, the GCRTA Board of Trustees consists of ten members who are appointed by the City of Cleveland, Cuyahoga County Mayors and Managers Association and Cuyahoga County; and

WHEREAS, the members of the GCRTA Board of Trustees shall be appointed to serve a three (3) year term; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, the County Executive has nominated Stephan Love (replacing Terrance P. Joyce) to serve on the Greater Cleveland Regional Transit Authority Board of Trustees for the term 3/4/2023 – 3/3/2026; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s appointment of Stephan Love (replacing Terrance P. Joyce) to serve on the Greater Cleveland Regional Transit Authority Board of Trustees for the term 3/4/2023 – 3/3/2026.

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Pursuant to Cuyahoga County Charter Section 3.10(5), provided that this resolution received the affirmative vote of a majority of members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: September 26, 2023

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



Chris Ronayne
Cuyahoga County Executive

July 21, 2023

Pernel Jones, President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Greater Cleveland Regional Transit Authority Board of Trustees (GCRTA)

Dear President Jones,

Pursuant to Section 306 of the Ohio Revised Code and the 1974 joint County-City of Cleveland legislation enacting the GCRTA, I am pleased to nominate the following individual for appointment to the RTA Board of Trustees:

- **Stephan Love, 3-year term, 03/04/2023 – 03/03/2026 (Replacing Terrance P. Joyce)**

One of three County appointments must be a resident of the City of Cleveland. Nominees Stephan Love and Karen Moss fulfill this requirement. There are (24) other candidates on file for this position. There are (24) other candidates on file for this position. Trustees serve three-year terms until they resign or are replaced. There are no known conflicts of interest for which an advisory opinion has been requested. Board members are compensated \$4,800 annually.

Thank you for your consideration of this appointment. Should you or any of your colleagues have any questions, please feel free to contact Zoe Toscos in my office at 216-443-8356.

Sincerely,

Chris Ronayne
Cuyahoga County Executive

STEPHEN M. LOVE

PROGRAM DIRECTOR, ENVIRONMENTAL INITIATIVES, CLEVELAND FOUNDATION

EDUCATION

Master of Public Administration
concentration: Economic Development

Cleveland State University
Maxine Goodman Levin College of Urban Affairs

Graduated December 2011, GPA 3.96

- Leadership Certification
- Pi Alpha Alpha Honorary for Public Affairs and Administration
- Joseph S. Kreinberg Scholarship recipient

Bachelor of Arts: Political Science,
International Relations, Spanish

Baldwin-Wallace University

Graduated May 2010, GPA 4.0

- Summa Cum Laude
- Sigma Iota Rho Honorary, International Studies
- Sigma Delta Pi Spanish Language Honorary
- Pi Sigma Alpha Honorary for Political Science
- Study Abroad: ITESM Campus Cuernavaca, Xochitepec, Mexico (2008)

LANGUAGES

Bilingual in Spanish and English

COMPUTER SKILLS

- Microsoft Office 365 Products: Word, Excel, PowerPoint, OneNote, Outlook
- Adobe Acrobat
- MySQL database

SUMMARY OF QUALIFICATIONS

- **Field Experience** - Experienced with the dynamics and organizational needs of nonprofit and public sector organizations with an emphasis on environmental organizations and issue areas.
- **Project Leadership** - Proven leadership in the successful development, implementation, management and evaluation of long-range projects in the nonprofit and public sector.
- **Communication** - Possess excellent oral presentation and written communication skills with diverse groups of people through professional and volunteer experiences.
- **Event Planning** - Skilled in organizing, leading and facilitating large scale events and multi-stakeholder meetings through professional and volunteer experiences.

PROFESSIONAL EXPERIENCE

Program Director, Environmental Initiatives

Jan. 2022 - Present

CLEVELAND FOUNDATION

- Positioned the Cleveland Foundation as a regional and national leader among community foundations supporting environmental issues include climate and clean energy, environmental justice, and clean water.
- Partnered with The George Gund and US Energy Foundations with a \$1M funding commitment to strengthen Power A Clean Future Ohio; expanded supports and technical assistance to majority BIPOC cities committing to carbon emissions reductions.
- Supported the launch and staffing of the Cleveland Tree Coalition, a citywide effort to raise \$100M over the next decade to increase Cleveland's tree canopy from 19-40%.
- Partnered with the Gund and Joyce Foundations leveraging \$650,000 to launch the Ohio Water Partnership, a business coalition organized around protecting Ohio's water quality.
- Leveraged \$2.5M in social impact capital to support strategic land acquisition throughout our region for conversation, watershed protection, and public access.

Program Manager, Environmental Initiatives

Jan. 2020 - Dec. 2021

CLEVELAND FOUNDATION

- Presented an environmental grantmaking strategy adopted by the Foundation's Board of Directors organized around: Climate Resilient Cities, Climate and Environmental Justice, Protecting our Freshwater, Accessible Parks and Greenspace, and Equitable Mobility.
- Developed a \$3M Environment Program budget, positioning the Cleveland Foundation as the second largest environmental funder in Ohio, and a growing network of grantee partners in collaboration with local, regional, and national environmental funders.
- Supported the launch of the Ohio Environmental Council's Cleveland Field Office which served a critical role in convening a coalition of stakeholders to develop an Environmental Policy Platform for Cleveland's 2021 Mayoral Election.
- Partnered with the George Gund and Energy Foundations to support the launch of the Ohio Climate Justice Fund, a BIPOC advised fund to support BIPOC advocacy groups across Ohio organize around climate and environmental justice issues.

References Available Upon Request

LEADERSHIP

Cleveland Parks & Greenspace Coalition
member
2021 - Present

Greater Cleveland Water Equity Taskforce
member
2019 - Present

Great Lakes Funder Collaborative
steering committee member
2015 - 2021

Sustainable Cleveland's "Cuyahoga 50"
steering committee member
2018 - 2019

Cleveland Climate Action Fund Advisory Committee
member
2015 - 2019

Northeast Shores Development Corp.
board of directors
2013 - 2014

Cleveland Lakefront Parks Conservancy
board of directors
2012 - 2014

VOLUNTEERING

The Alliance for the Great Lakes
Euclid Beach Adopt-A-Beach Program
Founder
2009 - Present

- Recruited and managed 500+ volunteers for monthly beach and street cleanups.
- Received and managed over \$30,000.00 in grant funding and donations for lakefront park projects including litter awareness signage, a recycling project and a storm water management demonstration project.
- Developed a volunteer led Lakefront Park Ambassador program to be administered by Cleveland Metroparks with a \$15,000.00 startup grant from the Cleveland Foundation.
- Founded and coordinated an annual event at Euclid Beach, "The Euclid Beach Blast" attracting 3,000 people annually with live music and performances, sand castles, environmental stewardship and more.

The Cuyahoga Soil and Watershed Conservation District, Euclid Creek
Water Quality Monitor
2006 - 2011

PROFESSIONAL EXPERIENCE, CONTINUED

Program Officer, Environment Jan. 2018 - May 2020
CLEVELAND FOUNDATION

- Developed an emerging framework to guide the Foundation's environmental grantmaking.
- Advanced key environmental projects with significant Cleveland Foundation investment such as Project Icebreaker Wind and the Downtown Cleveland Microgrid initiative.
- Partnered with the George Gund Foundation, Cuyahoga County, and the Coalition for Green Capital to organize a local Green Bank working group and published a Cuyahoga Green Bank concept paper.
- Leveraged close to \$1 million in external funding resources to support advancement of the Foundation's environmental grantmaking.

Program Officer, Grant Making Sept. 2014 - Dec. 2017
CLEVELAND FOUNDATION

- Reviewed grant requests across a wide array of sectors and issues areas, deploying close to \$10 million in Foundation grant dollars as part of the Foundation's Community Responsive Grantmaking team.
- Developed and launched the inaugural cohort of the Cleveland Foundation Public Service Fellowship, a year-long public sector leadership development program for recent college graduates.
- Managed the Cleveland Foundation Summer Internship Program, placing college students into nonprofit and public sector organizations across Greater Cleveland and organized a professional development curriculum.
- Reviewed and revised the Cleveland Foundation's capital project guidelines for buildings to include comparable green building standards in addition to US Green Building Council LEED certification standards.
- Provided staff support to two supporting organizations of the Cleveland Foundation with an emphasized focus on environmental issues.

Information and Research Specialist Sept. 2011 - Sept. 2014
CUYAHOGA COUNTY LAND BANK

- Researched program initiatives and provided parcel data for the President's Special Projects Team to explore urban agriculture, storm water management and reuse opportunities.
- Responsible for external communication requests and inquiries with community stakeholders, project partners and government officials, county wide.
- Provided acquisition and location data analysis for hundreds of incoming residential and commercial tax foreclosed properties.
- Assisted the Director of Information Technology and Research with the development and management of database applications.

Sustainability and Neighborhoods AmeriCorps VISTA Nov. 2010 - Sept. 2011
CLEVELAND NEIGHBORHOOD PROGRESS

- Implemented a comprehensive property assessment survey tool for 15 citywide areas.
- Developed a bi-weekly series of 8 professional development learning sessions for Cleveland area community development interns and practitioners sessions for Cleveland area community development interns and practitioners.
- Oversaw implementation and disbursement of \$1 million dollars of federal Neighborhood Stabilization funding for a vacant land reuse grant program in partnership with the City.
- Assist with the development of community wealth building and education initiatives through best practices research, practitioner interviews and implementation recommendations