



MEMORANDUM

Agenda Item 15D1

TO: Honorable Dennis C. Moss, Chairman and
Members, Board of County Commissioners

DATE: June 15, 2010

FROM: Harvey Ruvin, Clerk
Clerk of the Board Division
Diane Collins
Diane Collins, Acting Division Chief
Clerk of the Board Division

SUBJECT: Appointments to the Compensation and
Benefits Review Committee

It is recommended that the Board consider the appointment of the initial members of the Compensation and Benefits Review Committee.

Ordinance 09-109 creating the Compensation and Benefits Review Committee was adopted by the Board of County Commissioners on December 1, 2009. The ordinance provides that the Compensation and Benefits Review Committee shall be comprised of nine (9) members selected by the Commission from persons nominated by the Compensation and Benefits Review Nominating Council.

The Nominating Council has unanimously voted to recommend the following candidates to fill the nine (9) vacancies on the Compensation and Benefits Review Committee:

Marjorie Adler
Reverend Franklyn M. Casale
O. Iliana Castillo-Frick
Scott B. Clark
Enrique C. Falla
J. Kenneth Lipner, Ph.D.
Raul Moncarz, Ph.D.
Ricardo Prida
Robert J. Shafer, Jr.

Additionally, the Nominating Council voted to recommend the following nine (9) alternates:

Rene Alvarez
Rosendo J. Castillo
Michael Garcia
Rafael E. Granado, J.D.
Meredith A. Newman, Ph.D.
Gabriel Paez
*Pedro F. Pellet, Ph.D. *(appointment requires 2/3 vote to waive residency requirements)
Sandra T. Thompson, Ph.D.
Eoline Watson

Attached for your information and review is the Nominating Council's memorandum, the resume and application of each nominee, and the ballot.

Memorandum



Date:

To: Honorable Chairman Dennis C. Moss
and Members, Board of County Commissioners

From: Honorable Natacha Seijas 
Chair, Nominating Council, Compensation & Benefits Review Committee

Subject: Appointment of Members to the Compensation & Benefits Review Committee

Recommendation

It is recommended that the Board of County Commissioners (Board) select and appoint nine (9) voting members to the Compensation and Benefits Review Committee from the lists of (9) nine recommended candidates and nine (9) alternates nominated by the Compensation and Benefits Review Nominating Council.

Background

The candidates and alternates were identified and selected by the Compensations and Benefit Review Committee Nominating Council. The Nominating Council members were Commissioner Jose "Pepe" Diaz; Commissioner Carlos A. Gimenez; Antonio Jorge, Ph. D. Chair, Social & Economic Development Council; and Mr. Fred Frost, President, South Florida AFL-CIO. The Nominating Council met on March 23, 2010 and April 20, 2010 to review the qualifications of the applicants. The Nominating Council unanimously voted to recommend the following candidates to fill the nine (9) vacancies on the CBR Committee (see attached Table 1):

1. Marjorie Adler, Human Resources Director, City of Coral Gables (Retired)
2. Franklyn M. Casale, Reverend, President, St. Thomas University
3. O. Iliana Castillo-Frick, Vice-Provost, Human Resources, Miami-Dade College
4. Scott B. Clark, Risk & Benefits Officer, School Board of Miami-Dade County
5. Enrique C. Falla, President, Falla, Smith & Associates (Retired)
6. J. Kenneth Lipner, Ph.D., Economics Professor, Florida International University (Retired)
7. Raul Moncarz, Ph.D., Professor & Vice-Provost Emeritus, Florida International University
8. Ricardo Prida (former human resources executive)
9. Robert J. Shafer, Jr., President, Robert J. Shafer & Associates, Inc.

The Council further voted to recommend the following nine (9) alternates, (also included in Table 1):

1. Rene Alvarez, Group Benefits Director, Keen Battle Mead & Co.
2. Rosendo J. Castillo, President, Castle Capital Finance (Retired)
3. Michael Garcia, Crew Chief, American Airlines
4. Rafael E. Granado, J.D., Acting Human Resources Director, City of Hialeah
5. Meredith A. Newman, Ph.D., Professor & Chair, Department of Public Administration, Florida International University
6. Gabriel Paez, Human Resources Generalist, UNIDAD
7. Pedro F. Pellet, Ph.D., Economics Professor, Nova Southeastern University
8. Sandra T. Thompson, Ph.D., Interim President, Florida Memorial University
9. Eoline Watson, Operations Manager, The Miami Herald Publishing Company

Honorable Chairman Dennis C. Moss
and Members, Board of County Commissioners
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The resumes and applications for the eighteen (18) volunteers are attached. The Board should note that one the alternate candidates, Pedro F. Pellet, Ph.D., is not a Miami-Dade County resident; consequently, in accordance with the requirements of Section 2-11.38 of the County Code, his appointment as a member of the CBR Committee would require a waiver of the residency requirement by a two-thirds (2/3) vote of the Board membership. The members appointed by the Board will serve a three-year term.

COUNTY ADVISORY BOARD BALLOT
Miami-Dade County, Florida
June 15, 2010

COMPENSATION AND BENEFITS REVIEW COMMITTEE

**CANDIDATES FOR APPOINTMENT
(VOTE FOR 9)**

Recommended Nominees submitted by the Nominating Council	
Adler, Marjorie	
Casale, Franklyn M., Reverend	
Castillo-Frick, O. Iliana	
Clark, Scott B.	
Falla, Enrique C.	
Lipner, J. Kenneth, Ph.D.	
Moncarz, Raul, Ph.D.	
Prida, Ricardo	
Shafer, Robert J., Jr.	
Alternate Nominees submitted by the Nominating Council	
Alvarez, Rene	
Castillo, Rosendo J.	
Garcia, Michael	
Granado, Rafael E., J.D.	
Newman, Meredith A., Ph.D.	
Paez, Gabriel	
*Pellet, Pedro F., Ph.D.	
Thompson, Sandra T., Ph.D.	
Watson, Eoline	

*Requires 2/3 vote to waive residency requirements

Commissioner: _____
(Please Sign Ballot)

Commission District Number: _____



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Adler Marjorie H.
Last First Middle

Employer: City of Coral Gables, CL (retiring 3/09)

Title/Occupation: Human Resources Director

Business Type: municipal government

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 7 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

Female

White Non-Hispanic

Black Non-Hispanic

Hispanic

Asian or Pacific Islander

American Indian or Alaskan Native

EDUCATION:

Degree/School:

A.B., Bryn Mawr College, Economics

M.A., University of Pennsylvania, Economics

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

More than thirty (30) years progressive experience in human resources in both public and private sectors including the full range of human resource functions, resume attached.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member.

Organization	Position Held
Womens Fund of Miami-Dade	Board member
Women's Studies Center, Florida Int'l Univ.	Advisory Board

List any Public Office held (Elected or Appointed):

Office	Date
Deputy Mayor, City of Philadelphia PA	1988-1990
(appointed)	

List activities reflecting community interest:

In my seven (7) years in Miami-Dade, I have endeavored to learn as much as possible about

the history and current needs of the community. Issues/organizations addressing the needs and

concerns of women and girls are very important to me.

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

NONE

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Elizabeth M. Hernandez	City Attorney of Coral Gables	305.460.5218
James C. Crosland	Attorney	305.374.7349
Brenda B. Shapiro	Attorney	305.577.3861

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

As a human resources professional and a tax payer, I will strive at all times to strike a balance between fairness and fiscal integrity. The multitude of forces at work in the determination of over all personnel costs must all be considered - needs of the county, the employees, the unions - and appropriate solutions to the problems raised by the interaction of the diverse and often competing needs.

Marjorie H. Adler

I, (candidate's name) _____
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

February 5, 2010

Date


Candidate's Signature

Nominated by (if not self):

Name

Telephone

City

State

Zip Code

Print or mail Fax to 305-375-2100

MARJORIE H. ADLER

SUMMARY

A skilled Human Resources professional with background in the private and public sector. Have managed both line and staff organizations. Most recent five-year focus has been on labor relations and recruitment strategies. Have the experience and ability to manage a wide variety of Human Resources functions and to consult directly with line management in issues to improve personal and organization performance. Have expertise in:

- Organization Development and Succession
- Organization Design and Effectiveness
- Management Development and Training
- Risk Management
- Human Resources Planning
- Employee/Labor Relations
- EEO and Affirmative Action
- Labor Negotiations/Contract Administration
- Health Safety and Environmental
- Compensation and Benefits

PROFESSIONAL EXPERIENCE

CITY OF CORAL GABLES, FL Coral Gables, FL

2004 - present

Director, Human Resources

Manage a full range of human resources functions, including risk management, compensation and benefits, recruitment and selection. Chief Negotiator for the City with three municipal labor unions including FOP and IAFF. Manage a department of 9 professionals serving over 800 employees.

- Reengineered and staffed the Department to improve effectiveness and service delivery.
- Revised City Personnel Rules and Regulations.
- Led protracted labor contract negotiations with three municipal Unions.

MIAMI-DADE COUNTY PUBLIC SCHOOLS, Miami, FL

2003 - 2004

Chief Personnel Officer, Human Resources

Responsible for assisting the Superintendent of Schools in planning, organizing, managing and directing the activities related to overall personnel services rendered to District personnel. Acted as Chief Negotiator for the District with its 5 unions plus 2 non-union associations. Chief Administrator for offices responsible for Compensation Administration, Employee Support Services, Labor Relations, Personnel Employment and Staffing, Operations and Records, and Training and Development. Direct department of 150 employees. Managed employment of 20,000 teachers and 350 principals.

- Conducted first ever Teacher Recruitment Fair.
- Facilitated changes in hiring practices to enhance teacher recruitment.
- Negotiated substantive scheduling changes in maintenance.
- Led design of competitive pay model for principals and other administrators.

SCHOOL DISTRICT OF PHILADELPHIA, Philadelphia, PA

1997 - 2002

Executive Director, Human Resources

Managed full range of human resources function for the District, including employment, recruitment, testing, certification, selection, placement, benefits, compensation, staff and labor relations, grievance and dispute resolution, and employee health services. Directed a department

of 125 employees, including 50 professionals. Served as member of the Superintendent's Executive Committee and Cabinet. Chief labor negotiator and oversaw administration of five labor agreements representing 98% of the District workforce. Managed the employment function for a workforce of 12,000 teachers and 260 principals.

- Negotiated landmark reform contract with Philadelphia Federation of Teachers.
- Directed re-engineering process within Human Resources.
- Designed and co-led performance appraisal process for principals and senior management.
- Enhanced recruitment strategies and materials, resulting in 400% reduction in teacher vacancies.
- Designed accountability provisions in labor contract in facilities, food services and transportation.
- Implemented reorganization in central and field office administration.

ROY F. WESTON, INC., West Chester, PA

1990 - 1997

Vice President, Organizational Development

Managed human resources consulting functions including succession planning, organizational development, team building, management development, training, diversity, employee relations, executive and professional recruiting and employment. Managed a department of 6 professionals. Consulted to Executive Management on all organization development, design and effectiveness issues. Implemented organization strategies consulting directly with line management nationwide. Designed and facilitated senior management meetings and conferences.

- Designed and implemented a highly effective Executive Succession Process.
- Developed a curriculum for management training.
- Introduced organization development and effectiveness concepts.
- Introduced professional assessment processes and executive coaching to the organization.
- Designed and implemented a company-wide client satisfaction and quality improvement program.

CITY OF PHILADELPHIA, Philadelphia, PA

1988 - 1990

Deputy Mayor, Operations

Appointed as one of two Deputy Mayors to serve in Mayor W. Wilson Goode's second administration. Responsible for managing projects including organization effectiveness, teambuilding, labor relations, and consulting to the Mayor on management and productivity issues.

- Conceived and planned the implementation of the Center City District concept.
- Selected to lead the project to build the City's first Resource Recovery Facility.
- Initiated streamlining of the City's construction contract document.

SUNOCO, Philadelphia, PA

1975 - 1988

Human Resources Manager, Fuels Division, Philadelphia, PA (1984 - 1988)

Consulted to line management on a full range of human resources services in over 50 locations in the U.S. and Puerto Rico. Managed three professionals and provided one-on-one human resources consulting expertise to 15 home office executives.

- Appointed Acting Director, Chemicals Marketing (1985).
- Led the effort for consistency of policies and procedures across the organization.
- Designed and managed the reorganization of the worldwide commodities Trading Company.
- Appointed Vice Chair of the committee on succession planning and management development.
- Provided staff guidance to labor negotiations, gaining major contract concessions and important expense savings without a work stoppage.

Manager, Human Resources & Plant Services, Marcus Hook, PA (1980 – 1984)

Responsible for managing a department of over 75 employees providing a full range of Human Resources and Risk Management services including labor relations, safety, security, employee relations, public relations, management development and training, compensation, payroll and benefits, retiree relations and industrial hygiene.

- Appointed Management spokesperson for 1982 and 1984 labor contract negotiations between the refinery and the Oil, Chemical, and Atomic Workers (OCAW). Obtained a successful, early contract settlement in 1982 and managed through a seventeen-week strike in 1984, obtaining major economic and work rule concessions.
- Given a six-month temporary assignment at Corporate Headquarters to redesign the Finance Department and create and implement a downsizing plan.
- Appointed to the task force to design the Sun Company 401K plan.

Manager, Refinery Materials Management, Marcus Hook, PA (1977 – 1980)

Managed a department of 37 employees in the procurement, control, storage, and distribution of \$90 million of spare parts and equipment (200,000 bbls per day refinery).

- Initiated automation of the company-wide Procurement and Tracking Process.

Planning and Development Associate, Philadelphia, PA (1975 – 1977)

Performed a wide range of strategic planning and business development responsibilities.

EDUCATION

MA Economics, University of Pennsylvania

AB Cum Laude with honors in Economics, Bryn Mawr College

ADDITIONAL TRAINING AND EDUCATION

LEVINSON INSTITUTE,	Cambridge, MA	Leadership, 1981
UNIVERSITY of MICHIGAN,	Ann Arbor, MI	Human Resources Executive Management Program, 1982
NATIONAL TRAINING LABORATORY		Myers-Briggs Qualifying Workshop, 1991
CENTER FOR CREATIVE LEADERSHIP		Tools for Developing Successful Executives and Benchmark Certification, 1992
HUMAN RESOURCES PLANNING SOCIETY		Succession Planning and Executive Development, 1995
THE PRESIDENT'S ASSOCIATION, AMA		Management Course, 1974

COMMUNITY INVOLVEMENT

Present

Member, Board of Women's Fund of Miami-Dade County 2008-
Member, Women's Studies Board of Advisors, Florida International University 2003-

Past

Corporate Secretary, Rittenhouse Plaza, Inc. 1990-1998
Women of Achievement Award, Freedom Valley Girl Scout Council 1994
Community Service Award, B'nai B'rith 1992
Trustee, Philadelphia Bar Foundation 1991-1995
Board Member, ActionAIDS 1992-1998
University of Pennsylvania, Economics Visiting Committee 1991-2000
Personnel Committee, Presbytery of Philadelphia (PCUSA) 1990-2003
Board Member, Fairmount Park Historic Preservation Trust 1989-1998
Vice Chair, Philadelphia Children's Network 1990-1996
Chair, WOMENS WAY 1982-1991
Trustee, Fund for Theological Education 1985-1995
Member, Mayor's Commission on Literacy 1991-1993
Advisory Board, Anti-Defamation League 1988-1991
Advisory Board, International Visitors Center 1989-1992
Board of Philadelphia Theater Company 1974-1977; 1987-1989
Member, Mayor's Commission for Women 1980-1983
Planning & Development Council, Sacred Heart Medical Center, Chester, PA 1985-1989
Trustee, United Way of Southeastern Pennsylvania 1985-1989
Board, Independence Blue Cross 1977-1979
Board, YWCA, Chester, PA 1977-1982
Chair, Council on Women and the Church, United Presbyterian Church, USA 1969-1980
Chair, Trustees of Philadelphia Presbytery 1973-1976
President, Christian Association, University of Pennsylvania 1975-1978
Board, The Philadelphia School 1982-1983
Industrial Advisory Committee, OIC, Chester, PA 1980-1983



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Casale Franklyn m
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 15 yrs.

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

Female

White Non-Hispanic

Black Non-Hispanic

Hispanic

Asian or Pacific Islander

American Indian or Alaskan Native

EDUCATION:

Degree/School:

BA Humanities - Seton Hall Univ.
STB Bachelor Sacred Theology - Catholic Univ.
M. Div Masters Divinity - Immaculate Conception
Seminary

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

Attached

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>Carrefour Corp.</u>	<u>SECRETARY</u>
<u>Palmito General Hospital</u>	<u>Board member.</u>
<u>GMCA</u>	<u>Board of Governors.</u>
<u>Orange Bowl Committee</u>	<u>Board Member.</u>

List any Public Office held (Elected or Appointed):

Office	Date
<u>Southern Assoc. of Colleges & Schools (SACS)</u>	<u>Exec. Council</u>
<u>Hispanic Assoc. of " & Universities</u>	<u>Governing Board</u>
<u>ICUF - INDEPENDENT COLLEGES & UNIVERSITIES OF FLORIDA</u>	<u>Chair</u>

List activities reflecting community interest:

see Bio

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

none

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
<u>David Lawrence</u>	<u>President - Early Childhood Initiative Fdn.</u>	<u>305-646-7229</u>
<u>Ron Krongold</u>	<u>Krongold & Singler</u>	<u>305-416-4545</u>
<u>Alex Penelas</u>	<u>Attorney</u>	<u>305-823-1719</u>

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

I, (candidate's name) Franklyn M. Casale,
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

2/16/10

Date

Franklyn M. Casale

Candidate's Signature

Nominated by (if not self):

Commissioner Natacha Seijas

Name

305-378-4831

Telephone

Miami

City

FLORIDA

State

33128

Zip Code



Rev. Monsignor Franklyn M. Casale

Rev. Monsignor Franklyn M. Casale became President of St. Thomas University in April 1994.

Prior to joining St. Thomas University, Msgr. Casale was the Vicar General, Chancellor and Moderator of the Curia of the Archdiocese of Newark, New Jersey, where he also served as a member of the Board of Trustees at Seton Hall University; Governing Board of Fair Oaks Hospital, Board of Trustees and executive committee at Bloomfield College.

He is active in a wide range of community organizations and has been a significant presence in Miami since his arrival. He serves on the Board of Directors for the Carrfour Corporation, an organization that establishes permanent housing for the homeless and Fonkoze USA, an organization to enable the economic development of Haiti's poor. His involvements also include Palmetto General Hospital, Catholic Community Foundation, Archdiocese of Miami, Board of Governors for the Greater Miami Chamber of Commerce, Holocaust Documentation & Education Center, Inc., Board Member of the Orange Bowl Committee and he was appointed by former Governor Jeb Bush to serve on the Governor's Haiti Advisory Group.

Msgr. Casale's leadership positions in higher education associations include Executive Council, Southern Association of Colleges and Schools, Commission on Colleges; Governing Board, Hispanic Association of Colleges and Universities; Chair, Presidents Council of Independent Colleges & Universities of Florida; Florida Association of Colleges & Universities; and Haiti-Tech, an organization he helped found that organizes and maintains a vocational/technical school in Haiti and educates over 700 students yearly.

He received his B.A. in Humanities with a concentration in Philosophy from Seton Hall University, a Bachelor in Sacred Theology (STB) from the Catholic University in Washington D.C., and his Masters of Divinity (M.Div.) from the Immaculate Conception Seminary in Darlington, New Jersey.

16401 NW 37th Avenue - Miami Gardens, FL 33054
Phone: 305.628.666 3 - Fax: 305.628.6511



CLERK OF THE BOARD
2010 FEB 16 PM 3:26
CLERK, CIRCUIT & COUNTY COURTS
MIAMI-DADE COUNTY, FLA.
#1

Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Castillo-Frick, O. Iliana
Last First Middle

Employer: Miami Dade College

Title/Occupation: _____

Business Type: Higher Education

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 39 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- | | | |
|--|--|--|
| <input type="checkbox"/> Male | <input type="checkbox"/> White Non-Hispanic | <input type="checkbox"/> Asian or Pacific Islander |
| <input checked="" type="checkbox"/> Female | <input type="checkbox"/> Black Non-Hispanic | <input type="checkbox"/> American Indian or Alaskan Native |
| | <input checked="" type="checkbox"/> Hispanic | |

EDUCATION:

Degree/School:

Bachelor of Arts, French - Florida International University.

Bachelor of Science, Hospitality Management - Florida International University.

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

Over 29 years of progressive experience across all disciplines of human resources including

compensation and benefits. Experienced in the financial services and manufacturing industries

as well as the public sector in the State of Florida for the past 8 1/2 years. See attached resume.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
Miami-Dade Business Leadership Network	Board member - Vice President/Outreach
GMCC/HR & Education Committee	Member
March of Dimes-Dade/Monroe Chapter	Board member

List any Public Office held (Elected or Appointed):

Office	Date
N/A	

List activities reflecting community interest:

> Active board member in the Miami-Dade BLN, an employer-to-employer organization that

promotes the employment of people with disabilities

> Active member of the GMCC/HR Committee that provides educational programs for all members

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

N/A

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Dr. Rolando Montoya	Provost/MDC	305-237-3336
Wifredo Gort	City of Miami Commissioner	305-347-6486
Bob Bromberg	Principal-Bromberg & Assoc	305-251-0832

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

To provide my expertise in the Compensation and Benefits disciplines to ensure fair compensation to those serving their community and Miami-Dade County's taxpayers.

O. Diana Castillo-Frick

I, (candidate's name) O. Diana Castillo-Frick
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

2/15/10
Date

O. Diana Castillo-Frick
Candidate's Signature

Nominated by (if not self):

Dr. Eduardo J. Padron

305-237-3316

Dr. Eduardo J. Padron
Name

305-237-3316
Telephone

Miami

FL

33132

Miami
City

FL
State

33132
Zip Code

Print Form and Fax to 305-375-7341

Iliana Castillo-Frick

Summary

Senior Level Human Resources Professional with expertise in management, staff development, recruiting, compensation and benefits. Bilingual in English and Spanish.

- ◆ Management style has consistently led to high level of employee participation in a diverse environment.
- ◆ Effective leadership demonstrated through sustained physical vitality, communication skills, motivational ability and professionalism.
- ◆ Regularly successful in assessing employee strengths and organizational needs to effect positive recruiting and career path.

Professional Experience

Miami Dade College, Miami-FL

2003-Present

Vice Provost, Human Resources (2007-Present)

Responsible for all functions of the Human Resources Division college-wide including employment, compensation, benefits, employee services, employee relations and HRIS. Manage a staff of 29 full-time and 3 part-time employees, and 3 student assistants.

Associate Vice Provost, Senior, Human Resources (2003-2006)

Responsible for managing the daily operations in the Human Resources Division for the College including employment, compensation, operations, benefits, employee relations, quality assurance and service excellence. Directly or indirectly supervise 40 employees.

BANKUNITED FSB, Miami-FL

2000-2002

Senior Executive Vice President, Corporate Resources

Responsible for managing Human Resources, Property Management, Corporate Supply Management, Real Estate Services and Corporate Communications.

- ◆ Successfully reorganized the organization to maximize talent.
- ◆ Restructured the Human Resources Department, Property Management and created a Corporate Communications Department to improve support to organization.
- ◆ Developed a more comprehensive Benefits Plan that included Health Insurance, Short Term Disability, Long Term Disability and Life Insurance that resulted in increased employee retention.
- ◆ Created a new Employee Orientation, Vision and Values, and Work Options program to assist employees with child care and elder care needs, increasing employee satisfaction and retention.
- ◆ Developed a Leadership Values Model, which benchmarked performance in organization.

BANK OF AMERICA, (Formerly Barnett Bank) Miami-FL

1992-2000

Vice President, Staffing Manager (1998-2000)

Managed recruiting of all exempt and non-exempt level positions for Florida Consumer and Small Business/Premier Banking groups. The recruiting team consisted of 21 recruiters and 20 recruiting coordinators.

- ◆ Successfully restructured the recruiting team, which reduced salary expenses by over \$150,000 a year.
- ◆ Led the recruiting team to become a Sales Organization versus a Cost Center.
- ◆ Developed Recruiter Performance Standards that improved the customer service and new hire experience during 1999.
- ◆ Increased internal transfers to 40% of all hires in Florida.
- ◆ Became a certified Behavioral Interviewing trainer and trained over 50 recruiters in Florida.
- ◆ Selected to represent the Staffing organization in Personnel's own Diversity Council to voice the division's issues.

Vice President / Senior Human Resources Manager (1995-1998)

Provided Human Resources support to Corporate Banking, Residential Real Estate, Consumer Lending, Commercial Real Estate, Private Banking and Credit Divisions. Served as internal consultant regarding employee relations issues, recruitment needs, career development and planning.

- ◆ Successfully coordinated Focus Group activities to achieve upgrade in growth, retention, benefits, training and quality of life issues.
- ◆ Worked directly with affiliate's COO to realize maximum effectiveness of employee Talent (succession) Planning Initiative.
- ◆ Coordinated staffing for the credit division's new credit process initiative successfully.

Human Resources Officer (1992-1994)

Recruited all exempt and non-exempt level employees for Retail Banking and Residential Real Estate Divisions. Provided employee relations support to include counseling, EEO compliance, terminations and career planning. Managed career progression program to ensure fairness and consistency. Conducted special projects as required in capacity as Human Resources Outreach Program Coordinator and Employee Survey Coordinator.

- ◆ Developed staffing strategies to hire and retain peak time employees bank-wide; turnover 33% lower than industry average.
- ◆ Directed Residential Real Estate Division reorganization in 1993 and successfully retained 80% of staff.
- ◆ Formulated ADA curriculum and presented information to management staff, which resulted in implementation.
- ◆ Promoted to Assistant Vice President and Senior Human Resources Generalist in 1994 due to significant accomplishments.

WACHOVIA (Formerly known as First Union/Flagler Federal Savings), Miami-FL 1984-1992

Regional Recruiter (1992)

Responsible for external and internal recruiting of all exempt and non-exempt level employees in Miami-Dade County.

- ◆ Reallocated employees to fill openings, reducing displacements by 35%.

FLAGLER FEDERAL SAVINGS AND LOAN ASSOCIATION, Miami-FL

Assistant Vice President, Employment /Employee Relations Manager (1984-1992)

Administered the selection and placement of all employees. Performed employee relations duties to ensure fair treatment, high morale and low turnover. Provided counseling related to career planning, skills and development, business and personal growth. Acted as consultant to managers; oversaw promotion program while supervising a staff of three recruiters.

- ◆ Developed and implemented Management/Technical Career Path Program for all positions and implemented successfully.
- ◆ Devised and executed Employee Involvement Program, company-wide, which resulted in company savings of \$15K.
- ◆ Maintained company EEO charge-free by providing fair treatment and consistent promotional opportunities for all employees for over five years.

NATIONAL GYPSUM COMPANY (NGC)

1976-1984

BINNINGS PAN AMERICAN, DIVISION OF NGC

Personnel and Safety Manager (1982-1984)

BISCAYNE DECORATIVE PRODUCTS, Division of NGC

Personnel Administrator (1980-1982)

Education

Florida International University, Miami-FL

College of Arts and Sciences, Bachelor of Arts in French

School of Hospitality Management, Bachelor of Science Hospitality Management

Successfully completed Barnett Bank's own Human Resources academy

Completed FIU's Human Resources Certification Program

Affiliations

Society for Human Resources Management, member since 1985

HR Florida Council board member 2004 - 2006, District Director for South Florida in 2005 and 2006

Greater Miami Society for Human Resource Management (GMSHRM), board member since 1986, Diversity Advocate, Community Affairs Director, Vice President/Foundation, President-Elect and, President in 2004

Florida League of Financial Institutions Personnel Society Chapter 1, member from 1985 to 1992, past president 1990-91

Miami Dade Business Leadership Network (BLN) founding board member since 2004, Vice President for Community Relations since 2008

GMCC Leadership Miami 1997-98 graduate

Greater Miami Chamber of Commerce/Human Resources Group since 1998

FIU MSHRM Advisory Board member since 2002

March of Dimes Dade/Monroe Chapter Board Member since 1994

Awards

GMSHRM Human Resources Lifetime Achievement Award 2001

HR Florida Council President of the Year - 2004

BLN Board Member of the Year - 2009



CLERK OF THE BOARD
2010 FEB 16 AM 11:18
CLERK, CIRCUIT COURT, COUNTY OF MIAMI-DADE

Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Clark Scott Burnett
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 25 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

Female

White Non-Hispanic

Black Non-Hispanic

Hispanic

Asian or Pacific Islander

American Indian or Alaskan Native

25

EDUCATION:

Degree/School:

Bachelor of Science, University of Illinois - Champaign-Urbana (1980)

Accredited Advisor of Insurance, Insurance Institute of America (1985)

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

As the primary staff person in charge of employee benefits for Miami-Dade County

for the past 24 years. I am uniquely qualified to provide input into what constitutes a reasonable benefit and compensation program. I also serve as the District staff person

for all collective bargaining sessions regarding employee benefits for our 5 union contracts.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>Risk and Insurance Management Society</u>	<u>Member, Board of Directors</u>
<u>Florida Educational Risk Managers Assoc.</u>	<u>Member, Past President</u>
<u>Public Risk and Insurance Mgt. Assoc.</u>	<u>Member</u>

List any Public Office held (Elected or Appointed):

Office	Date
<u>None</u>	<u></u>
<u></u>	<u></u>

List activities reflecting community interest:

President, Greater Miami Chapter, Risk and Insurance Management Society (RIMS) which provides monthly educational meeting to RIMS members and associates including annual

fund raising for community-wide interests

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

None identified

REFERENCES

Persons acquainted with candidate's activities/experience:

<u>Name</u>	<u>Title</u>	<u>Telephone</u>
<u>Richard H. Hinds, Ed.D</u>	<u>Chief Financial Officer MDCPS</u>	<u>305-995-1225</u>
<u>Tom A. Cerra</u>	<u>Officer, Florida School Services, Inc.</u>	<u>305-513-9995</u>
<u>John Erb</u>	<u>Senior Consultant, Deloitte</u>	<u>954-683-5818</u>

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

Being a Miami-Dade County resident for 25 years, and having the responsibility

to structure employee benefits and compensation packages recruit and retain quality employees for the School District, I am keenly aware of the struggle all public

entities are having with budgetary issues. I hope to use my technical background along with my work in the collective bargaining process to assist the committee to make

meaningful, affordable recommendations which can be successfully negotiated with unions.

I, (candidate's name) Scott B. Clark
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

2-12-10

Date


Candidate's Signature

Nominated by (if not self):

Alberto M. Carvalho, Superintendent of Schools

Name

305-995-1430

Telephone

Miami

City

Florida

State

33132

Zip Code

Scott B. Clark

SUMMARY OF QUALIFICATIONS

- Over 30 years direct experience in insurance management, claims administration, underwriting, loss prevention, account management, marketing and enterprise risk management
- Proven leader in employee benefits management for large employee groups
- Accomplished fiscal manager with direct budget responsibility in excess of \$300 million annually

PROFESSIONAL EXPERIENCE

Risk and Benefits Officer

The School Board of Miami-Dade County, Florida 1986 - Present
Miami, Florida

- Responsibility for all aspects of risk management programs including the creation and implementation of all insured and self insured risk management programs, including the administration of all claims management systems and litigation management for the fourth largest school system in the country employing in excess of 50,000 employees, educating 345,000 students at 350 locations.
- Directs staff of 45 consisting of district risk management employees and dedicated on-site vendor employees.
- Directs and administers a comprehensive employee benefits program for all district employees, retirees and their eligible dependents, including health insurance, life insurance, IRS 125 plan administration and flexible benefit products.
- Acts as Chief Negotiator for Risk and Benefits with five employee unions representing district employees.
- Directs all reimbursement of property claims from district insurers and Federal Emergency Management Agency (FEMA) for routine and catastrophic property damages incurred on district's \$8.0 billion property values.
- Manages all supplemental retirement programs for district employees including IRS 401(k), 403(b), 401(a), and 457 programs.

Sales Executive
Wausau Insurance Companies 1984 – 1986
Miami, Florida

- Responsibility for new and renewal business of all lines of coverage written by Wausau Insurance Companies.
- Worked with current and prospective insureds to determine risk and insurance needs through detailed risk analyses specific to client's operations.

Claims Manager
Alexsis Risk Management 1982-1984

- Directed administration of self insured claims for workers' compensation and general liability for established clients.
- Conducted detailed risk analyses for existing and prospective clients to determine risk financing alternatives.

Multi-Line Field Claims Adjuster
Crum and Forster Insurance Companies 1980 – 1982

- Adjusted field claims for all aspects of business and personal lines claims
- Participated in year long training programs in all areas of insurance including underwriting, claims, loss prevention, accounting and actuarial analysis.

EDUCATION

Accredited Advisor of Insurance (AAI) 1985
Insurance Institute of America
Philadelphia, Philadelphia

B.S. Business Administration 1980
University of Illinois
Urbana, Illinois

Associate in Risk Management
(ARM 54)

HONORS AND MEMBERSHIPS

Business Insurance Magazine Risk Manager of the Year Honor Roll - 2007

Florida Educational Risk Managers Association

President – 1991

Certified Educational Risk Manager - 1996

Lifetime Achievement Award – 2003

State and Local Government Benefits Association

Public Risk and Insurance Management Association

Risk and Insurance Management Society

Founded Greater Miami Chapter – 1994

Chapter President – 1994-1996; 2003-2004

Chair, Florida Joint Chapters Conference – 1997, 2004

Member, Chapter and Membership Services Committee – 1994-1996

Member, Safety and Health Committee – 1998-2000

Member, Board of Directors – 2000 – Present

Board Liaison, Audit Committee – 2005-2006

Board Liaison, Conference Programming Committee – 2006-2007

V.P. Treasurer 2007-2008

V.P. Secretary 2009-2010

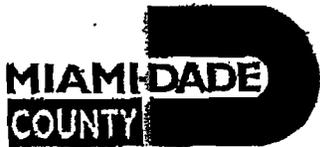
Director, External Affairs 2010

Florida Health Care Coalition

Member, Board of Directors – 2003-Present

Florida Property and Casualty

Agents License 220



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: FALLA ENRIQUE CRABB
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 15 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- Male
- Female
- White Non-Hispanic
- Black Non-Hispanic
- Hispanic
- Asian or Pacific Islander
- American Indian or Alaskan Native

EDUCATION:

Degree/School:

BBA - UNIVERSITY OF MIAMI
MASTER - ECONOMICS / FINANCE - UNIVERSITY OF MIAMI

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

AS DIRECTOR, EXECUTIVE V-P & CFO OF THE DOW CHEMICAL CO,
IT WAS A MEMBER OF THE SALARY COMMITTEE. AS DIRECTOR
OF 6 PUBLIC COMPANIES, I WAS A MEMBER OF THE
COMPENSATION COMMITTEES OF THOSE COMPANIES AND CHAIR
THE COMMITTEE IN GUIDANT CORPORATION. (TODAY BOSTON SCIENTIFIC)

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>UNIVERSITY OF MIAMI</u>	<u>MEMBER BOARD OF TRUSTEES</u>
_____	_____
_____	_____

List any Public Office held (Elected or Appointed):

Office	Date
<u>none</u>	_____
_____	_____

List activities reflecting community interest:

Member - Miami-Dade Social-Economic Development Council

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

NONE

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
<u>William Stavropoulos</u>	<u>(Past) Chairman + CEO The Dow Chemical Co</u>	<u>989-920-3339</u>
<u>Donna E. Schalala</u>	<u>President Univ. of Miami</u>	<u>305-284-5155</u>
<u>James Cornelius</u>	<u>Chairman + CEO Bristol-Myers Squibb</u>	<u>317-971-2034</u>

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

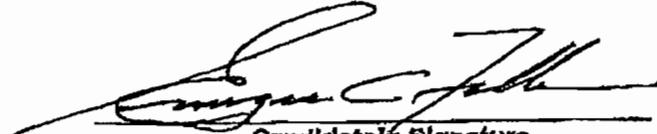
REVIEW CURRENT COUNTY'S PERSONNEL POLICIES AND PROCEDURES TO INSURE FAIRNESS, CONSISTENCY AND COMPETITIVENESS

ASSURE THAT THE COUNTY HAS AN EFFECTIVE JOB SIZE EVALUATION SYSTEM WHICH CAN BE APPLIED ACROSS DEPARTMENTS AND WHICH IS COMPARABLE TO THE ONES CURRENTLY APPLIED IN OTHER PUBLIC AND PRIVATE SECTOR

ASSURE THAT TOTAL COMPENSATION AND BENEFITS TO COUNTY EMPLOYEES ARE CONSISTENT WITH JOB EVALUATIONS AND COMPETITIVE WITH SIMILAR SIZE JOBS IN PUBLIC AND PRIVATE LABOR MARKETS.

I, (candidate's name) ENRIQUE C. FALLA,
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

2/15/10
Date


Candidate's Signature

Nominated by (if not self):

<hr/>		<hr/>	
Name		Telephone	
<hr/>		<hr/>	
City	State	Zip Code	



FAY 305-575-2907
ATTN. DIANE COLLINS
Acting Dir. of Office of the Board

Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms (To be MAILED)

BIOGRAPHICAL PROFILE

Name: LIPNER J. KENNETH
Last First Middle

Employer: RETIRO

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 37 yrs

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

Female

White Non-Hispanic

Black Non-Hispanic

Hispanic

Asian or Pacific Islander

American Indian or Alaskan Native

EDUCATION:

Degree/School:

Ph.D - Rutgers Univ, MCRP - Rutgers
MBA - U of Memphis
B.S. - Fla. State Univ.

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

Specialization - HUMAN RESOURCE Mgt (see resume)
(to be mailed)

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>Social & Econ Dev Council</u>	<u>Member 2002 - 2010</u>
<u>Downtown Bay Fava</u>	<u>Board member 2006 - 10</u>
<u>American Legion</u>	<u>member - 2006 - 10</u>

List any Public Office held (Elected or Appointed):

Office	Date
<u>NONE</u>	

List activities reflecting community interest:

SIDE - M-D county, FL
Downtown Bay Forum - Miami

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

MS - M-D employees 1973-1978

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Dr Antonio JORGE	Prof FIU (retired)	305 854-4956
Dr Raul MONCARE	Prof FIU (retired)	305-348-2000
Dr JORGE SALAZAR	Prof - FIU	305-348-2000

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

I would like to establish an equitable system which is consistent with fiscal responsibility and pay equity, within the confines and constraints of the Miami-Dade and the US economy

I, (candidate's name) J. KENNETH LIPNER
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

Jan 30, 2010
Date

[Signature]
Candidate's Signature

Nominated by (if not self):

Dr. Antonio Torres
Name

305 854-4456
Telephone

Miami
City

FLA
State

Zip Code

EDUCATION

Doctor of Philosophy (Ph.D.) 1977 - Rutgers University
Graduate School of Arts and Sciences
Department of Urban Planning and Policy Development
New Brunswick, New Jersey

Areas of Specialization include Urban Economics and Housing, Employment and Human Resource Economics, Social Policy Planning, Planning Theory, and Quantitative Methods and Analysis.
Dissertation - A comparison of five employment and training approaches for employing the disadvantaged.

Master of City and Regional Planning (MCRP) 1971 - Rutgers University
Graduate School of Arts and Sciences - New Brunswick, New Jersey

Master of Business Administration (MBA) 1966 - University of Memphis
School of Business, Memphis, Tennessee

Bachelor of Science (BS) 1964 - Florida State University
School of Business, Tallahassee, Florida

UNIVERSITY EXPERIENCE

Florida International University
Department of Economics
Miami, Florida
1981 - 2004

As a tenured faculty member of the Department of Economics, my teaching and research specializations were urban economics, human resource economics, and international economics. Additional teaching responsibilities included macro and microeconomics. Research interests and publications involved international trade, labor market issues, urban economic development, and environmental economics.

TECHNICAL REPORTS

"Miami Springs 36th Street Corridor" - New Economic Opportunities, for Miami Springs, Florida in cooperation with FIU Metropolitan Center, November 2003.

"The Economic Contribution of the Miami River" For the Miami River Commission, March 2002.

"Welfare to Work: Transportation Issues and Opportunities in Miami-Dade County".

Final Report. Chapter 4, "Facilitating Access to Employment Opportunities in Broward County." FIU Institute of Government, Metropolitan Center, Metropolitan Planning Organization, December 1998.

"The Historical Impacts of Transportation Projects on the Overtown Community"

Chapter 7 Mitigation Strategies: *Employment and Economic Development*.

for the Metropolitan Planning Organization prepared by the Institute of Government, Florida International University, March 1998.

"Alternate Economic Future for Florida: Thinking Strategically about the Future"

The Florida Department of Commerce, and the Institute of Government, FIU, May 1994.

"Miami World Trade Report": A prophetic look at Miami's position in the world economy. A joint project of the State of Florida, and Florida International University. June 1982

PUBLICATIONS AND CREATIVE OR OTHER SCHOLARLY ACTIVITIES: BOOK CHAPTERS

"Employment problems of the Homeless in South Florida" in Economic and Public Policy Factors Which Affect the Size of the Homeless Population of South Florida, Chapter 4, Volume 6, Barry University, Miami, Florida, 1990

"Past and Present Trade Activity" in External Debt and Development Strategies in Latin America, by Antonio Jorge, Jorge Salazar-Carrillo, and Frank Diaz Pou, Pergamon Press, New York, 1985, pp.161-164 (refereed by Pergamon Press Editorial Board)

"South Florida as a Gateway to Trade with Latin America" with A. Dutt in Trade, Debt and Growth in Latin America by Antonio Jorge, Jorge Salazar-Carrillo, and Enrique Sanchez; Pergamon Press, New York, 1984, pp.131-140.) Refereed by Pergamon Press Editorial Board)

"Analysis of Plainfield, New Jersey's Police and Fire Department Operation" in The Zone of Emergency by George S. Sternlieb and W. Patrick Beaton, Transaction Books, New Brunswick, N. J., 1972, pp.67-82

DISCUSSION PAPERS IN ECONOMICS

Discussion Papers in Economics- No 65 August 1987, "The Applicability of Utilization Microcomputer for the Analysis of International Trade Data" (with K.V. Ramani).

Discussion Papers in economics-No52, July 1986, "The Demand for Higher Education in Broward County."

Discussion Papers in Economics -No 9, December 1983, "*The Economic Impact of Bilingualism*" - A report for the National Council on Bilingual Education (with Antonio Jorge, Raul Moncarz and Jorge Salazar Carrillo), December 1983.

INVITED ARTICLES AND REPORTS

"Housing Market Report"- Invited to Submit a Forecast and Analysis as part of a national panel of economist in this quarterly national newsletter of Community Development Publications, Silver Springs, Maryland fall 1991, through winter 1993

Semiannual Economic Forecasts- Miami Review (every January and July, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991)

Invited Article "The Future of high Tech in the South Florida Economy" Business Monday, Miami Herald, July 1985.

"Latin America as Miami's Major Trade Partner" in Analysis and Projection Miami's Economic Growth, pp. 55-68. A report for the City of Miami, Department of International Trade Development, Florida, March 1984

"Black Economic Development in Miami" in a report for the Metro-Miami Action Plan, Metropolitan Dade County, Florida, July, 1983.

"Miami World Trade Report" July 1981. A report for Miami's Downtown Development Authority.

OTHER REPORTS AND PUBLICATIONS

"The Economy of Downtown" Miami Downtown Development Authority, June 1979.

"A Comparison of Five Manpower Planning Approaches for Employing the Disadvantaged." (Unpublished dissertation) Rutgers University, June 1977.

"Final Technical Report Describing and Evaluating the Research Study of Summer Foreign Tourist and Dade County". Metropolitan Dade County, March 1977.

"An Evaluation of Manpower Training Program in the Dade and Monroe County Manpower Consortium" for the U.S. Department of Labor, Office of Policy, Evaluation, and Research- Contract to Metro-Dade County, November 1975

"An Evaluation or the Model City Manpower Programs" Metropolitan Dade County, July 1974.

PRESENTATIONS AND PARTICIPATION IN AN INTERNATIONAL AND NATIONAL SCHOLAR AND PROFESSIONALS CONFERENCES

Scholarly Papers and Presentations

- June 2004 **"The Potential of Transfer Payments in the Caribbean"**, Caribbean Studies Association 29th Annual Conference, St. Kitts, West Indies.
- October 2003 **"Florida: A Changing Equation: The Economic costs of the Cuban Trade Embargo for Florida and the United States"**— World Policy Institute, National Summit on Cuba, Miami, Florida.
- August 2002 **"Macroeconomic Policy in the United States"** Invited lecture. Universidad de Especialidades, Guayaquil, Ecuador
- October 2001 **"Haitian Economic Mobility in South Florida"**, 13th Annual Conference of the Haitian Studies Association, Burlington, Vermont.
- June 2001 **"The Everglades and the redevelopment of the Homestead, Florida Air Force Base"**, Planners Network, Rochester, New York
- March 1999 **"Estimated Costs of the Cuban Embargo to the South Florida Economy."** Second Annual Conference of the Cuban Research Institute, Miami, Florida.
- May 1998 **"A Reliable Partner, Caribbean - Florida Trade."** Annual Conference, Caribbean Studies Association, Antigua, West Indies.
- April 1998 **"Using Interdisciplinary Methods to Answer Urban Policy Questions."** Urban Affairs Association Annual Conference, Fort Worth, Texas.
- March 1998 **"Diversity and Multiculturalism in the South Florida Economy."** Annual National Meeting of the Association of Collegiate Schools of Planning (ACSP), Fort Lauderdale, Florida.
- February 1997 **"Multiculturalism and the Global Economy."** Third Annual Conference on Urban Multicultural Education: Past, Present, and Future, Miami Beach, Florida.
- April 1996 **"The Evolution of the South Florida Economy from Tourism to International Trade."** South Eastern Conference of Latin American Studies (SECOLAS), Miami, Florida.
- September 1993 **"The North American Free Trade Agreement (NAFTA). Is it really Texas-Mexico Trade Agreement?—A Florida Perspective."** Seventh National Symposium on Hispanic Business and The Economy, Autonomous National University of Mexico, Mexico City, Mexico.
- August 1993 **"Demographic Change and Labor Market Stability in South Florida."** Eighth International Conference of the North American Economics and Finance Association, Montego Bay, Jamaica

- April 1991 *"The Impact of Recent Immigration to South Florida."* Annual Conference of the Urban Affairs Association, Vancouver, B.C., Canada.
Nominated for best paper of the conference.
- February 1991 *"Reconsidering the Sea Bridge Between Florida and the Yucatan."* Fifth Hispanic Symposium on Business and the Economy, South Padre Island, Texas.
- June 1988 *"An International Trade Data System."* Sixth Annual Entrepreneurship Education Forum, Boston, Massachusetts.
- November 1987 *"Linking the Caribbean with International Trade."* Fourth Hispanic Symposium on Business and the Economy, San Juan, Puerto Rico.
- August 1987 *"Economic Education in the United States."* Invited lectures at the University of Sao Paulo, Brazil.
- July 1987 *"International Trade and the South Florida Economy."* Western Economic Association, Vancouver, Canada.
- September 1984 *"Latin American and Caribbean Trade from South Florida—The Past, Present and Future."* The Annual Conference of the National Association of Business Economists, Atlanta, Georgia.
- March 1984 *"International Trade from South Florida."* Latin American Debt Conference, sponsored by FIU and the City of Miami, Miami, Florida.
- March 1983 *"South Florida as a Gateway to Trade with Latin America."* Latin American Trade and Economic Growth Conference, sponsored by FIU and Wharton Econometric Forecasting Associates, Miami, Florida.
- August 1981 *"Office and hotel construction in Miami."* Society of Real Estates Appraisers National Meeting, Hollywood, Florida.
- September 1978 *"Dirty Old Southern Cities Need Love Too."* Annual Conference of the American Planning Association, New Orleans, Louisiana.

ACTIVE PARTICIPATION

Chair, discussant, and participation at academic and professional meetings

- June 2003 *Participant*, New Economy Conference, London, England.
- March 2002 *Participant*, Critical Water Shortages Conference, Tel Aviv, Israel
- May 2001 *Discussant*, Caribbean Studies Association, St. Martin, West Indies
- August 2000 *Participant*, Cuban Embargo panel, University of Copenhagen, Denmark.

- January 1999 *Chair and discussant*, Urban Economic Development , Allied Social Sciences Association, New York.
- November 1998 *Chair and discussant*, "Economy of Haiti." Haitian Studies Association, Port-au-Prince, Haiti.
- June 1998 *Chair and discussant*, Health economics, Western Economics Association, Tahoe, Nevada.
- November 1997 *Chair*, Southeastern Economic Theory Conference, Miami, Florida.
- July 1996 *Participant*, Planners Network, Los Angeles, California.
- April 1996 *Participant*, American Planning Association Annual Meeting, Orlando, Florida.
- October 1994 *Participant*, Urban Growth, African Development Bank, Abidjan, Ivory Coast
- April 1993 *Participant*, "Economic Development in Industrial Communities." Conference at the University of Michigan, Flint, Michigan.
- April 1992 *Chair and discussant*, Economic Development Decision Making . Urban Affairs Association Annual Conference, Indianapolis, Indiana.
- January 1992 *Chair and discussant*, International Development, Allied Social Sciences Association, New Orleans, Louisiana.
- April 1991 *Discussant*, Southern Regional Science Association Annual Meeting, Miami, Florida.
- July 1990 *Discussant and session chair*, Economic Development, Western Economics Association, San Diego, California.
- April 1989 *Panel participant*, American Planning Association Annual Meeting, Atlanta, Georgia.
- April 1987 *Discussant*, Modeling and Simulation Annual University of Pittsburgh Conference, Pittsburgh, Pennsylvania.
- April 1987 *Panelist*, American Planning Association Annual Conference, New York, New York.
- March 1986 *Chair and discussant*, Eastern Economics Association, Boston, Massachusetts.
- April 1985 *Panelist*, "Planning in the 60's, Where Have All The Social Planners Gone?" Participant in session on Planning in the 80's, American Planning Association, Montreal, Quebec, Canada.
- May 1984 *Task force participation*, "National Planning in the United States." American Planning Association Annual Meeting, Minnesota, Minneapolis.

- April 1983 *National Task Force Participant*, "National Planning in the United States." American Planning Association Annual Conference, Seattle, Washington.
- October 1982 *Panelist*, "Economic Education." Joint Council on Economic Education Annual Conference, Kansas City, Missouri.
- May 1982 *Panelist*, "Economic Education Workshop on the Development Economic Education Program." Florida Council on Economic Education Conference, Orlando, Florida.
- February 1982 *Discussant*, "Women in Economics." Atlantic Economic Society Semiannual Conference, Montego Bay, Jamaica.

UNIVERSITY SERVICE

Students in Free Enterprise (SIFE) Fellowship
1998-2004

Sam Walton Fellow, faculty Mentor for FIU-SIFE. As the Sam Walton Fellow I recruited, organized and mentored students to participate in the annual SIFE International Competition. The team organized projects that involved tutoring students from a low-income middle school, assisting small businesses, fund raising, economic awareness, the use of responsible credit, and employing individuals with disabilities. The FIU-SIFE team competed annually at the Regional Conferences, 1998-2000-2001-2003.

Student Honor Mentors Program
1986-1991

I was a faculty mentor for the Student Honor Mentors Program. As part of this Mentors program, the Institute invited a select number of faculty and honor students to participate in a class, which met two to three hours per week throughout the semester. Working with the faculty mentor, the student had the opportunity, through discussion and assigned readings, to explore as a group, public policy issues chosen by the group. I was invited to lead six (6) student honor mentor groups.

<u>Semester</u>	<u>Public policy issues chosen by the group</u>
Spring 1986	Problems of the elderly, and homeless in the United States
Fall 1986	Drug, Addiction, Dropouts, and Crime
Spring 1988	Ethical Issues vs. Public Policy Decision Making
Spring 1989	Health Care for the Elderly
Spring 1990	Issues associated with illegal drug activity in South Florida
Spring 1991	The study of transportation as it related to energy consumption

Institute for Public Policy and Citizenships Studies
1986-1991

New Course Development- "The Economics of Racism" ECP 3143 (3 credits)

I was awarded a grant by the Institute's Faculty Advisory Board, through a competitive process, to develop and issues oriented course for the University. The course, Economics 3143 is in the University catalog: " Analysis and examination of the economic cost of racism to the individual and society. A perspective from mercantilism for the post industrial contemporary world, racial aspects of development, income distribution and wealth."

Center for Economic Education
Director
1982-1986

As Director for the Center for Economic Education, I established economic education programs and summer courses for university credit available to Miami Public School teachers and administrators. These courses had a different topic every summer and were taught by university economists.

Professional Associations

- American Planning Association, charter member & past committee chair, National and Gold Coast Chapter
- National Association of Business Economists, Past President of Miami Chapter, 1983
- Planners Network
- Urban Affairs Association

Service to Community

- Social and Economic Development Council Member, Miami-Dade County 2001 to Present.
- Biscayne Bay Partnership Initiative and Restoration Committee 2000 - 2004
- Advisory Council to State of Florida, Comprehensive Plan, 1985
- Board of Economists, *Miami Herald*, one of seven members, Miami 1984 to 1991
- Business Coalition for Americans with Disabilities, Vice President 1996-1998, Member 1985 to 1999, Miami

Interviews and comments, Media Relations

- Business Week
- CNN
- *Fort Lauderdale Sun Sentinel*
- *Miami Business Review*
- *Miami Herald*
- *Miami Today*
- *New York Times*
- PBS
- *South Florida Business Journal*,
- *This week in South Florida*.
- *Wall Street Journal*

Presentations about the economy to numerous local organizations at their request.

UNIVERSITY SERVICE

- African-New World Studies, advisory committee, 1994 to 2004
- Cuban Research Institute, member advisory committee, 1999-2004
- FIU Faculty Senate, senator 1982, 1994-1995
- Faculty Senate, Student Academic Grievance Committee, 1989
- Grievance Team, UFF, 1995
- Lehman Transportation Center, College of Engineering, appointed transportation economist, 1999
- Metropolitan Center, College of Urban and Public Affairs, Associate 1999-2004
- Political Action Committee, UFF, Chair, 1982 - 1985
- Traffic Committee, 1993
- College of Arts and Sciences, Economics Department
Budget Committee 1982
Library Committee, 1984, 1991
- Biscayne Bay 1991 to 2004

Grants Awarded in 1981

2003	Miami Springs Corridor Study	\$20,000
1984	Economic Literacy, from the Cordis Corporation	\$1,500
1984	Center for Economic Education, from the Florida Council on Economic Education	\$25,000
1983	Center for Economic Education from the Florida Council on Economic Education	\$28,000
1982	Center for Economic Education, from the Florida Council on Economic Education	\$6,000
1981	Analysis of trade in South Florida, from the State of Florida, Department of Labor	\$50,000

EMPLOYMENT EXPERIENCE

Economic Development Coordinator

1978 -1981

The City of Miami's Downtown Development Authority
Miami, Florida

As Economic Development Coordinator, I collected and analyzed economic and demographic data and formulated plans and strategies, which resulted in increased economic activity and the revitalization of downtown Miami. The types of data collected and analyzed pertained to office rentals, occupancy rates, land use, employment, construction, retail sales, tourism, hotel development, international banking, and trade. Coordination was accomplished through meetings with financial institutions, developers, public officials, and community organizations. Specific tasks involved forecasting demand for hotel, office and residential space. I developed, wrote, and received funding for a State of Florida grant to analyze the growth of international trade in the Caribbean and Latin America and economic development in South Florida.

The Government of Metropolitan Dade County, Florida

1973 -1978(employed in four positions with Dade County)

Director, Program Planning Division

1977-1978

Employment and Training Planning Consortium
Miami, Florida

As a Senior Planning Analyst, I supervised the Program Planning Division and was responsible for recommending a program planning allocation of \$64 million of Federal Emergency Public Service Employment funds for South Florida, (Dade and Monroe Counties), Miami, Miami Beach, Hialeah and the Florida Keys. I developed and implemented objective process to evaluate and prioritize over 500 annual Comprehensive Employment and Training Act (CETA) project-funding requests submitted by governmental and community organizations by utilizing a set of guidelines and criteria based on a index of community needs.

Planning Coordinator

1976-1977

Office of Economic Development

As Planning Coordinator for the Office of Economic Development, I supervised a planning staff which was responsible for planning and implementing economic development programs, economic analysis and data collection, and economic planning activities in accord with the guidelines of Dade County's Community Development Program and the federal Economic Development Administration.

Projects initiated for the county included the analysis of the economic impact international tourism, publication of a quarterly economic newsletter, film and motion picture recruitment and promotion, and

assisting small and minority business and building contractor operating in Dade County's low income areas.

Evaluation Director

1974-1976

Office of Manpower Planning

Metropolitan Dade County

Miami, Florida

I designed, directed, and implemented and 18 month longitudinal evaluation study which was one of twelve national federal grants from the U.S. Department of Labor, Office of Policy Evaluation and Research (OPER) to develop a pilot program for the evaluation of federally funded employment and training programs. This study utilized comparison groups, cost benefit analysis, direct observation of the programs, and one year personal follow up interviews with service users in a full range of employment and training programs. Cross tabulations were computed using variables such as age, race, gender, education, industry of employment, occupation, wage, duration of employment and other significant variables.

Chief Planner for Employment, Training and Economic Development

1973-1974

Model City Program

Miami, Florida

As Chief Planner in this target area antipoverty program, I planned, directed, assigned, and supervised work of planners and technical personnel; conducted community meetings, contacted potential operating agencies, and negotiated third party contract documents for Model Cities projects. I was directly responsible for the program planning, budget development, implementation, and evaluation of all Model Cities economic development, employment and training programs. I developed and implemented an affirmative action program to place Model Cities residents in departments and divisions of Dade County government.

Policy Research Analyst

1972-1973

Human Resource Administration

City of New York

In this position I planned, organized and conducted research for use in formulation of employment and training policies and for planning and implementing social welfare programs in New York. Specific subjects of the research included the New York Work Incentive Program (WIN) and the Manpower and Career Development Agency (MCDA). Research designs and methods of data collection were jointly developed and tested with analysts from New York City RAND Institute. Information was collected through the use of observation, follow-up interviews, review of official documents and data. The findings were published for use within the agency and within city government.

OTHER COLLEGE AND UNIVERSITY TEACHING EXPERIENCE

- Le Moyne Owen College, Memphis- Social Science (1966)
 - Nova Southeastern University, Ft. Lauderdale, Florida (1978-1980) (2005 to present)
 - Pepperdine University, Center for Innovative Education- Personnel Administration (1975-1976)
 - Rutgers University- Urban Planning, Economics, Sociology (1969-1972)
 - University of Maryland, European Division (Germany-Turkey) -Business (1966-67)
 - University of Nevada, Las Vegas- Management, Business Administration (1967-1969)
-

Analyst

1965

U.S. Department of Defense

Philadelphia, Pennsylvania

In this position I analyzed supply needs for the military, and directed requisite shipping and assembly of defense material.

U. S. Coast Guard

Active Duty 1963

Reserve Duty 1964-1971

Honorable Discharge- Petty Officer 3rd class- Port Security

Legal Consultant and Expert Witness

I have served as both a legal consultant and expert witness to South Florida lawyers and law firms on matters relating to international trade, employee compensation, pricing, restraint of trade, land use, and discrimination cases.

Recreation and Interests

Travel- Visited 50 states, over 100 countries

Baseball- As a life long baseball fan I have been to games in 50 major league baseball stadiums.



CLERK OF THE BOARD

2010 FEB -4 PM 33

CLERK, CIRCUIT & COUNTY COURTS
DADE COUNTY, FLA.
#1

Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Moncarz Raul
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 38 Years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- Male
- White Non-Hispanic
- Asian or Pacific Islander
- Female
- Black Non-Hispanic
- American Indian or Alaskan Native
- Hispanic

EDUCATION:

Degree/School:

Ph. D. Economics, The Florida State University, Tallahassee, Florida

MBA, The Florida State University

BS Production and Management, Florida Atlantic University

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

Vice Provost, Chief Executive Officer, FIU's Biscayne Bay-Campus

President of a number of Professional Organizations

Leadership positions with intermitio voluntary organizations— Attached Resume

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
International Trade and Finance Association	Past President
International Society for New Ideas	Past President
Collegium of Cuban Economists	Treasurer

List any Public Office held (Elected or Appointed):

Office	Date
None	

List activities reflecting community interest:

Board Member, Social & Economic Development Council, Miami Dade County

Appointed by FIU's President-Chairman of the Tender Love Brigade showing that FIU cares. Mia

Board Member, Temple Emanuel of Miami Beach. Director, Our Elder Brothers and Sisters Foon

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

Carlton Bober, nephew, worked as a Lawyer with the office of Attpmrey Genera:

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Dr. Mark Rosenberg	President, FIU	305-348-2121
Dr. Alfred Eokes	Executive Secretary-ITFA	740-590-8679
Dr. Edgar Ortiz	Founding Member of NAEFA	011-525-55-658-1949

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

~~Equity and affordability considerations are important over time. Expanding the time frame over which the likelihood of the
To stay focused on our mission and goals over time. Appreciate the findings of comd benefit stud
Appreciate the findings of compensation and benefit studies and the factors that influence perse
compensation perception and choice. The broadening of compensation and benefit to include lon
longer term impacts and indirect costs. Expanding the time frame over which the likelihood of the
Equity and affordability considerations are important over time. Then and benefit to include long~~

ATTACHMENT

Goals and Objectives you will seek to accomplish if you were selected as a Review Committee member

To stay focused on our mission and goals

Equity and affordability considerations are important over time

Appreciate the findings of compensation and benefit studies and the factors that influence compensation perception and choice

The broadening of compensation and benefit to include longer term impacts and indirect costs

Expanding the time frame over which the likelihood of the possible results of the actions to be undertaken

Understand people's behavioral biases when developing when developing compensation and benefits strategies

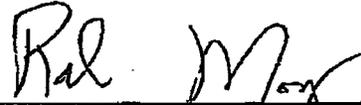
How we can best organize our capacities, our thinking, institutions, processes, and resources to cope with compensation and benefit issues over time.

Raul Moncarz

I, (candidate's name) _____,
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

February 3, 2010

Date



Candidate's Signature

Nominated by (if not self):

Name

Telephone

City

State

Zip Code

Print Form and Fax to 305-375-2484

Raul Moncarz., Ph.D.

EDUCATION

Department of Economics
Graduate School of Arts and Sciences
Florida State University
Ph.D.

School of Business Administration
Florida State University
MBA

Florida Atlantic University
B.S. in Business Administration

**PROFESSIONAL
EMPLOYMENT**

Primary Employment

Date

Position / Title

Location

2006-

Professor Emeritus and
Vice Provost Emeritus,
Consultant

Miami, Florida

1999-2006

Professor of Finance ,
Vice Provost and
Chief Operating Officer

Florida Int'l University
Biscayne Bay Campus
Miami, FL

1996-1999

Professor
Department of Finance

Florida International
Miami, FL

1994-1996

Professor
Department of Economics

Florida International
Miami, FL

1988-1994

Professor and Chairperson
Department of Economics

Florida International
Miami, FL

1982-1985	Dean of the Banking School, Central American Banking School/Honduras	Louisiana State Univ. New Orleans, Louisiana
1981-1988	Professor Department of Economics	Florida International Univ Miami, FL
1978-1979	Asst. Vice Pres. of Academic Affairs New World Center-FIU	Miami Dade Comm. College Miami, FL
1977-1978	Assistant to the Executive Vice President	Florida International Miami, FL
1981-1998	Professor, Latin American Banking Program	Banking Program Miami, FL
1971-1972	Associate Professor	Louisiana State Univ. New Orleans, LA
1970-1986	Visiting Professor in Banking and Finance For Central America and Panama	Escuela Bancaria Superior
1969-1971	Assistant Professor	Louisiana State Univ. New Orleans, Louisiana

**OTHER
PROFESSIONAL
WORK**

<u>Dates</u>	<u>Position or Title</u>	<u>Location</u>
2007-2010	Volunteer and Consultant for a number of Organizations	International
2008	Member, Advisory Board, Vade-Mecum, South Asian Journal of Tourism and Heritage	India
2007	President, the International Trade and Finance Association	
2007	Referee, U.S. Department of Housing and Urban Development, Office of University Partnerships, Peer Review	Washington, D.C

2004-2005	Chairperson, Board of Governors, Home School of America	Miramar, Florida
2000	Visiting Scholar Division de Estudios de Posgrado Universidad Nacional Autonoma de Mexico	Coyoacan, Mexico
1999	Seminar on World Banking, Fundacion Universitaria San Martin delayed	Barranquilla, Colombia
1996	Visiting Scholar Instituto de Investigaciones Economicas-UNAM	Mexico D.F., Mexico
1996	Roundtable Discussion on Economic Integration in the Americas, Invited Scholar	Mazatlan, Mexico
1995	Lecture on the World Economy, Latin American Journalism Program	Venezuela
1995	Brazilian Program, Course for Executives	FIU, Miami
1994	Mexican Program, Tecnologico de Monterrey Business Students	Miami
1993	Academic Expert Consultant to Economics Departments and Business Schools	Bolivia
1988	Visiting Professor - IPAN Graduate School of Busines	Ecuador
1977	Fulbright Scholar-- Conducted Graduate courses and seminars for professors at Universidad de Belgrano y Banco Central - The University of Belgrano B.A. Argentina and at the Central Bank (declined)	Argentina
1971	Fulbright Scholar, Teaching and Curriculum Development	El Salvador José Simeón Cañas University

1970-2010

Lecturer and Consultant

El Salvador, Honduras,
Colombia, Costa Rica,
Panamá, Guatemala, Ecuador,
Bolivia, Mexico, Venezuela,
República Dominicana

CONSULTING EXPERIENCE

2006-2010 Social Entrepreneurship
Our Elder Brothers and Sisters, Foundation, Inc.

2004-2005 Continental Academy, South Florida

1999 "Miami in the Year 2015, Canarian Encounter"- Lecture sponsored by
Ocean Bank

1998 Latin American Bank Monitor

1995 U.S. State Department, USIS Venezuela
Latin American Journalism Program

1994 CINDE- Costa Rica, Banking and Monetary Economics

1993 U.S. State Department, USIS, Bolivia

1992-1994 Dade County, Florida- Disparity study

1991-1992 AID/El Salvador- Delivered a series of lectures on banking and finance
to Ministry of Finance, the Central Bank, FUSADES, and other
institutions

1991 AID/Dominican Republic- Delivered a seminar series on private sector
financial management at UNIBE University

1988 AID/El Salvador- Advisory services and lectures on Development
Banking for a state development bank.

1988 AID/Honduras- Research on financial aspects of the cooperative
movement.

1988 Banco de Guatemala- Series of seminars on financial management for
senior technical staff of commercial banks.

1970-1987 Central American Banking School and Louisiana State University, Baton
Rouge- Professor of Banking and Finance; workshops on all aspects of
banking in Central America and Panama; Frequent and intermittent
advisory or consulting services in the different republics.

STATE, NATIONAL AND INTERNATIONAL AWARDS AND HONORS

Marquis, Who is Who. 2009

Member, Advisory Board, South Asian Journal of Tourism and Heritage, 2008

President, International Trade and Finance Association, 2006-2007

On-Site Coordinator for the Seventeenth International Conference, International Trade and Finance Association, North Miami, Florida, May 16-19, 2007

2007 Outstanding Africanist Award,

Dr. Raul Moncarz, Award of Excellence, 2006

Dr. Raul Moncarz, Award of Excellence, Permanent Award, 2006

Service Award, Scholarships Awarding Global Excellence, SAGE, 2006

Student Government Association, Biscayne Bay Campus, Leadership Medallion, 2006

Professor Emeritus, Department of Finance, 2006

First, Vice Provost Emeritus, Florida International University, 2006

Florida International University; Gregory Baker Wolfe, Student Center. Outstanding Service Award, 2006

Prominent Hispanics, Hispanic Almanac, 2005

Editorial Board, Global Economy Journal, Since 2005

Editorial Board, Frontiers in Finance and Economics, Since 2004

Member, Advisory Council of the Indian Institute of Finance Business School, 2003-2006
Editorial Board.

Who's Who in Business Higher Education, Since 2003

Member, Social and Economic Development Council for Miami-Dade County, 2002 to present

Manuscript Reviewer, Journal of Developmental Entrepreneurship, Since 2002

Advisory Board Member, Oleta State Park, Florida, 2002-2006

Editorial Board, Problemas del Desarrollo, Since 2002

Treasurer, The International Society for the Intercommunication of New Ideas, (ISIN)), 2001-2003. Reelected, 2003-2005

Director, International Trade and Finance Association, 2004-2008

Treasurer, Colegio de Economistas de Cuba, Miami, Since 2000

Vice Provost, Academic Affairs, Florida International University, Biscayne Bay, 1999-2006

President, The International Society for the Intercommunication of New Ideas, 1999-2001

Editorial Board, Ciencias Administrativas, since 1999

Distinguished Fellow, The International Society for the Intercommunication of New Ideas, 1999

Faculty member of the Honors College at Florida International University, 1998-1999

One of three academic papers accepted for the Western Hemispheric in the 21st Century Conference, 1999

Program Co-Chair, International Society for the Intercommunication of New Ideas. Fifth International Meeting, 1999, Mexico.

Center for International Business and Educational Research, CIBER. Travel and Research Award, 1998

Outside Expert in Promotion and Tenure Review applications, 1994-2008

External member on Ph.D. and Master's level committees, 1983-2008

The International Society for Intercommunication of New Ideas, elected Treasurer, 1995-1999

North American Economics and Finance Association, elected to Advisory Board, 1989-2004

International Trade and Finance Association, Director 1994-1996.

Sixth Symposium on Hispanic Business and Economy, National Steering Committee and Referee for Proceedings, September 1993, Mexico.

Program Chair, International Trade and Finance Association, Third International Meeting, 1993, Miami

Fifth Symposium on Hispanic Business and Economy, National Steering Committee and Referee for Proceedings, September 1993, Boulder, Colorado.

United States General Accounting Office, Program Evaluation and Methodology Division, Outreach Network Member, 1991.

Florida Economic Growth and International Development Commission, 1989-1991.

Contributing Editor, Hemisphere, 1988-1994.

Fourth Symposium on Hispanic Business and Economy, National Steering Committee and Referee for Proceedings, November 1987, San Juan, Puerto Rico.

Editorial Board, Empresa Pública, CIDE, México, 1987-1992.

Invited Lecturer, Pan American University, Tulane University, and Central Bank of Honduras, 1986.

Gold Medal, Consulate of Venezuela, Miami, 1984

Contributing Editor, Handbook of Latin American Studies, 1984-1988

National Steering Committee, Hispanic Professors of Business and Economics, 1983-1999.

Hispanic Advisory Panel, National Commission for Employment Policy, 1981, 1982.

National Advisory Committee, The Human Resources Management and Development Program, 1979, 1980, 1981, 1982, University of Texas-San Antonio, and U.S. Department of Labor.

National Symposium on Hispanic Business and Economy, Steering Committee, 1979-1980, sponsored by the U.S. Department of Commerce.

State of Florida, STAR Grant on International Banking, 1978.

Florida International University, Faculty Development Award: received yearly from 1972 to 1988.

Who's Who in the Southwest, 1971.

One of 37 nationally selected participants in the New Manpower Researchers Conference sponsored jointly by the Office of Manpower Research, Manpower Administration, and the National Manpower Task Force, 1969.

U.S. Department of Labor, Manpower Development Training Act (MDTA) Award, 1969.

Scholarships and academic honors while in graduate school, such as Beta Gamma Sigma (Business Honorary), and Omicron Delta Epsilon (Economic Honorary).

EDITED BOOKS

Raul Moncarz and Joseph King, Editors, The New Millennium and Its Technological, Economic, and Financial Issues: Paradigms, Models, and Analysis. "International Society for Intercommunication of New Ideas" database (ISINI, 6th International Congress, CD-ROM, 2001)

Contributing Editor, Wordmark Encyclopedia, Latin America, 1995

Raul Moncarz, editor, International Trade and the New Economic Order, England: Pergamon, 1995

Co-authored with Fadi Asroaui, Rudolph Daniels and Darryl Thorne, Eds. Current Regional Issues, . New York: The Dryden Press, 1994 Florida

Co-authored with William Renforth, editors, The New World Order and Trade and Finance, Volumes, Laredo: Laredo State University, 1993, pp. 1-1420.

PUBLICATIONS: ISSUES IN THE AMERICAS

The Obama Administration and Latin America. Global Economic Journal, Forthcoming, 2010

Co-Authored with Leonardo Rodriguez. "Small and Medium Businesses in Cuba's Future." The Future of the Cuban Economy. Coral Gables, FL: University of Miami, Institute of Cuban and Cuban American Studies, 2007, pp.305-328

Co-Authored with Elisa Moncarz, "Globalization and Central America." International Trade and Finance Association Conference Papers. ITFA. 16th International Conference. Working Papers, 26, 2006, <http://services.bepress.com/ITFA/16th/art26>

Co-Authored with Leonardo Rodriguez and Elisa Moncarz, "Cuba's Future Businesses-A First Approximation." International Trade and Finance Association Conference Papers. ITFA, 14th International Conference. Working Papers, 30, 2004 <http://services.bepress.com/ITFA/14th/art30>

Co-Authored with Antonio Jorge and others, "Privatization and Structural Economic Reform in Latin America, Russia and Eastern Europe." Moneda, Poder y Sociedad. Un enfoque multidisciplinario. PEKEA. Casa de las Humanidades, UNAM, Mexico, 2003

Co-Authored with Antonio Jorge and others, "Latin American Debt and Development," in Sir Hans Singer, Neelambar Hatti and Rameshwar Tandon (Eds.), Growth and Reforms in Latin America, Volume 18, Chapter 28, New Delhi, India: B.R. Publishing Cor., 2002, pp.1217-1219

Co-authored with Elisa Moncarz and Antonio Jorge, "Has the US Embargo Affected the Standard of Living of the Cuban People?." International Trade and Finance Association Conference Papers. ITFA, 11th International Conference. Working Paper 23, 2001 <http://services.bepress.com/ITFA/10th/art23>

Co-Authored with Arun Prakash and Gary Anderson, "An Empirical Investigation of the Stability of the Risk Measures of Latin American Common Stocks through their Underlying Return-Generating Process." Quarterly Journal of Business and Economics, Spring 2001

"Some Measures of Regionalism for Latin America, in Khosrow Fatemi, (Ed.), International Public Policy and Regionalism at the Turn of the Century, Oxford, UK: Elsevier Science, and New York: Pergamon, 2001, pp.170-187

Co-Authored with Arun Prakash and others, Abstract, "The Test of the Stability of the Parameters of the Characteristic Line Model for Latin American Countries," and "Is CAPM Applicable to the Latin American Capital Markets?" in Khosrow Fatemi and Susan W. Nichols (Eds.), International Business at the Turn of the Century, Volume III, Calexico, CA: International Trade and Finance Association, June 2000, p. A1015-1019

Co-authored with Roger Moncarz, "Regulacion y Legislacion Financiera en Estados Unidos., Comercio Exterior, Vol.50, No.6, Mexico, June, 2000, pp.505-509

"La dolarizacion, costo o beneficio?" Problemas del Desarrollo, Vol. 30, No.119, Oct/Dic, 1999, pp.119-132

Co-authored with Antonio Jorge, "Debt and Development in Latin America in the Global Economy," In Capital Markets, Growth, and Economic Policy in Latin America, in Jorge, Antonio, Salazar-Carrillo, Jorge and Bernadette West, (Eds.) Westport, Connecticut, 2000, pp.137-146

"Some Measures of Regionalism and Globalization for Latin America." In Globalization in the 21st Century in Khosrow Fatemi and Susan E W. Nichols, (Eds). Calexico, CA: International Trade and Finance Association, 1999, Volume I, pp.153-164

Co-authored with Antonio Jorge, "The Emerging System of Cuban Political Economy at the Close of the Nineties," in Economic Issues and Globalization: Theory and Evidence, in Edgar Ortiz and Alejandra Cabello, (Eds). Mexico, D.F.: Universidad Nacional Autonoma de Mexico, 1999, Volume I, pp.242-251

Co-authored with Antonio Jorge, "Regionalism versus Multilateralism in Latin America," in Western Hemispheric Trade in the 21st Century, in Khosrow Fatemi, (Ed). Laredo, TX: Texas A&M International University, 1999, pp.21-40

Co-authored with Antonio Jorge, "Latin American Debt and Development in the New Millennium," in Western Hemispheric Economies in the 21st Century, in Khosrow Fatemi, Editor. Laredo, TX: Texas A&M International University, 1999, pp.59-74

"Repercusion de la Crisis Asiatica en America Latina." Comercio Exterior. Vol.49, No.2, February 1999, pp.128-131

"Del Viejo Milenio al Nuevo Milenio en la America Latina," Internet. Latin American Bank Reporter, November 1998, Web

"Mercados de Capitales en America Latina," Carlos J. Maya Ambia, Editor. Mexico en America. Sinaloa, Mexico: Universidad Autonoma de Sinaloa, 1998, pp.93-118

Co-authored with Antonio Jorge and George Samuels, "Caribbean Migration," in The Global Economy at the Turn of the Century, Edited by Gulser Meric and Susan E.W. Nichols. Laredo, TX: International Trade and Finance Association, May 1998, Volume 1, pp.157-170

"La Innovacion Financiera: Pronostico para el Nuevo Milenio," in Alicia Giron and Eugenia Correa, Editors. Crisis Financiera. Mexico, D.F.: Universidad Nacional Autonoma de Mexico

(UNAM), Instituto de Investigaciones Economicas, 1998, pp.179-190

Crisis Bancarias en Estados Unidos in Problemas del Desarrollo, Vol.27, No.107, 1996, pp.217-230

Co-authored with Stanley Lawson, "Emerging Capital Markets in Latin America." 1997 Contemporary Working Papers in International Trade and Finance. Edited by Alfred E. Eckes. Laredo, TX: Texas A&M International University, 1997, pp.55-72

"Third Annual International Business Law Symposium: Cuban Legal Evolution Encouraging Foreign Trade and Investment." Transcript (with L. Rodriguez and others). Florida Journal of International Law. Dated Fall, 1994 but published in Spring 1997, Vol. IX, No.3

Co-authored with Leonardo Rodriguez, "Cuba: An Economy in Transition" in Florida Journal of International Law. Dated Fall, 1994 but published in Spring, 1997. Vol. IX, No.3

Co-authored with Antonio Jorge, Survival Strategies and Emerging Systemic Contours in Castro's Cuba in Denise Dimon, Irene Gutierrez, and Susan S.W. Nichols, (Eds). Competitiveness in International Business and Trade. Volume III, Laredo, TX: Texas A & M International University, May 1996, pp.885-904

Co-authored with Antonio Jorge, "The Impact of the External Debt on the Economic Development of Latin America" in Khosrow Fatemi, Editor. Western Hemispheric Economies in the 21st Century. San Jose, Costa Rica: Texas A&M International University, 1995, pp.29-44

Introductory Chapter, International Trade and the New Economic Order. England: Pergamon, 1995, pp.1-12

"Monetary Aspects of the Central American Common Market: 1960-1990," edited by Khosrow Fatemi and Susan E. W. Nichols, International Business in the 21st Century, Laredo: Texas A & M International University, May 1995, pp.1019-1034

Co-authored with Antonio Jorge, "A Post Castro Cuban Paradigm: Traveling the Road to Market," edited by Stanley J. Lawson and Charles H. Little, Caribbean and Latin American Economic Development, New York: St. John's University, 1995, pp.247-260

Co-authored with Alberto Benitez, "Mercados de Capital y el TLC: Retos para Centroamerica," edited by Alicia Giron, Edgar Ortiz and Eugenia Correa, Integracion Financiera y TLC: Retos y Perspectivas, Mexico: Siglo XXI, 1995, pp.421-447

Co-authored with Elisa Moncarz, "Achieving Financial Success in a Difficult Economic Environment in the Hospitality Industry", I Congreso Nacional de Investigacion en Turismo y la Hospitalidad, Universidad Simon Bolivar; Sede Litoral, Noviembre 1994, pp.1-29

Co-authored with Antonio Jorge, "Economic Prospects for Central America in the Decade of the 1990's," edited by Irma T. de Alonso, Trade, Industrialization and Integration in Twentieth Century Central America, Westport: Praeger, 1994

Co-authored with Antonio Jorge, "The Globalization of the Central American Economy: Implications for Trade and Finance," edited by Khosrow Fatemi, The Globalization of Business in the 1990s: Implications for Trade and Investment, Laredo: Texas A & M International University, Volume II, 1994, pp.429-445

Co-authored with Antonio Jorge, "Administrative and Rational Prices in the Marketization Process of Less Developed, Soviet-Type Economies," North American Economic and Finance Association Eighth International Congress, Conference Volume, Charles H. Little, Stanley J. Lawson, editors, Montego Bay, Jamaica, West Indies, 1993, pp. 127-136, 406.

Co-authored with Antonio Jorge, Central America, "Where to? The Lustrum Ahead," Economic Perspectives for the Americas: 1993-1997, edited by Khosrow Fatemi, Laredo State University and Universidad Internacional de las Americas, 1992, pp. 57-76.

"The Central American Common Market and Its Future", in International Trade and Finance in a Rapidly Changing Environment, edited by Khosrow Fatemi, International Trade and Finance Association, Laredo, Volume 3, 1992, pp. 671-684.

"Cuban Dynamics" in Cuba in a Changing World, Edited by Antonio Jorge, Jaime Suchlicki, and Adolfo Leyva de Varona, Miami: University of Miami, Research Institute for Cuban Studies, 1991, pp. 53-60.

Co-authored with Antonio Jorge, "Economic and Cultural Factors Influencing the Hispanic Entrepreneur in South Florida," in International Economic Integration: Lessons from the 1980s and Prospects for the 1990's, Edited by Barry W. Poulson, Charles M. Becker, and Allen Rappaport, Boulder, Colorado: The Economics Institute and the North American Economics and Finance Association, 1990, pp. 225-229.

"La Política Monetaria en Centroamérica," Revista del Banco Centroamericano de Integración Económica, Vol. 45-46, pp. 282-305.

Administración Financiera, Chicago, Ill.: Scott-Foresman, 1991.

"The Latin American Debt: An Overview," ed. Edgar Ortíz, Current Issues in the North American and Caribbean Countries, 1989, pp. 411-423.

"Socialist Cuba: Past Interpretations and Future Challenges," Book Review, Inter-American Review of Bibliography, Vol. XXXIX, No. 2, 1989, pp. 212.

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Evaluated manuscripts for the Journal of Developmental Entrepreneurship at the request of the Editor, 1996 to present

Evaluated manuscripts for the Journal of Developing Areas at the request of the Editor, 1974 to present

Evaluated manuscripts for Latin American Research Review at the request of the Editor, 1976.

Referee, Labor and Human Resource Economics, Southern Economic Journal, 1981 to present

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Recent Papers presented at Professional Association Meetings.

Refereed, Moncarz Raul. "The Obama Administration and Latin America, Paper presented at the Allied Social Science Associations Meeting, Atlanta, Ga., January 4, 2010

Refereed, Moncarz Elisa and Moncarz Raul. "Latin American and Financial Globalization. Paper presentad at the XII Congreso Internacional de Investigacion en Ciencias Administrativas, Tijuana, Mexico, May 14, 2008

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Refereed, Moncarz, Raul and Moncarz, Elisa. "The Central American, Dominican Republic, United States, Free Trade Agreement," Paper presented at the Allied Social Science Association Meetings, Chicago, Illinois, January 6, 2007

Refereed, Nimblett, Dwight, Moncarz Elisa and Moncarz Raul, "Toward a University System." 2006 CUMU Conference. Meeting of the Coalition of Urban and Metropolitan Universities, Miami, October 2006

Refereed, Moncarz, Elisa, King, Joseph and Moncarz, R. "FIU's Biscayne Bay Campus and its Impact on the Community," 18th Annual Meeting, International Trade and Finance Association. May 2005

Refereed, Moncarz, Elisa and Moncarz, Raul. "Miami, Florida, Progress and Challenges, 1960"
Refereed, Rodriguez, L, Moncarz, E. and Moncarz, R. "Cuba's Future Businesses" Paper presented at the 75th Annual Southwester Social Science Association, March, 2005

Refereed, Lawson, Stanley and Moncarz, R. "Caribbean Monetary Issues" Paper presented at the American Economic Association Meeting, January, 2005

Refereed, Moncarz, Elisa and Raul. "New Millenium Events in Cuba's Banking" Paper presented at the 74th Annual Conferece. Southern Economics Association, November 2004

Refereed, Moncarz Elisa and Raul, Cabello, Alejandra. "ENRON: An Example of Financial Innovation That Went Wrong," Paper Presented at the Academia de Ciencias Administrativas, Acapulco, MX, 2004

Refereed, Aburachis, Abe, Parhizgari, Ali and Moncarz, R., "U.S. Business Investments and Stock Returns," Paper presented at the Allied Social Science Association Meetings. San Diego, CA., January, 2004

"Políticas de Estabilizacion y Liberacion," Presented at the 6ta Conferencia Anual del Colegio de Economistas, Miami, Florida, October 2003

Refereed. Elisa Moncarz, Raul Moncarz and Antonio Jorge, "Economic and Financial Aspects of the ENRON Story," Presented at the Seventh International Congress, International Society for Intercommunication of New Ideas, Lille Graduate School of Management, Lille, France, August, 2003.

Invited Paper, Antonio Jorge, Leonardo Rodriguez and Raul Moncarz, "El Empresario Cubano y la Libre Empresa," Presented at the 5ta Conferencia Anual del Colegio de Economistas, Miami, Florida, November 23, 2002

Invited Paper, Antonio Jorge and Raul Moncarz. "Globalizacion y Sistemas Politicos." Paper presented at the Segundo Seminario Institucional de Economia Financiera, Universidad Nacional Autonoma de Mexico (UNAM) April, 2002

Refereed. Antonio Jorge, Leonardo Rodriguez and Raul Moncarz. "Trends in Hispanic Business Ownership." Paper presented at the Allied Social Science Association Meetings. Atlanta, Ga., January 2002.

Refereed. Arun Prakash and Raul Moncarz. "An International Beta Model for the Latin American Equity Markets." Paper presented at the Allied Social Science Association Meetings, Atlanta, Ga., January 2002

"La Economia de Miami-Dade desde Inicios del Siglo XX a 1959." Presented at the Cuarta Conferencia Anual del Colegio de Economistas de Cuba. Miami, Florida, October 27, 2001

Refereed Paper, Elisa Moncarz, Antonio Jorge and Raul Moncarz. "Has the Cuban Embargo Affected the Standard of Living of the Cuban People?" International Trade and Finance Meetings, Washington, D.C., May 2001

Refereed Paper, Joe King and Raul Moncarz. "Re-Engineering a University Using Design Build Teams." Paper presented at the American Association of State Colleges and Universities, Winter Meeting, New Orleans, LA, February 2001

Refereed Paper. Antonio Jorge and Raul Moncarz. "Causes and Results of the U.S. Embargo and the Failure of the Cuban Economy." Paper presented at the Allied Social Science Association, New Orleans, LA January 2001

Refereed Paper. Raul Moncarz, Antonio Jorge and Elisa Moncarz. Recent Income, Employment and Education of Hispanics in the U.S.A. Paper presented at the Allied Social Science Association, New Orleans, LA, January 2001

Refereed Paper. Maria E. de Boyrie, Arun J. Prakash, Raul Moncarz. "Test of the Stability of the Parameters of the Characteristic Line Model for Latin American Countries." Paper presented at the International Business at the Turn of the Century, Conference, Montpellier, France. June 2000

Refereed Paper. Maria E. de Boyrie, Arun J. Prakash, Raul Moncarz. Is CAPM Applicable to the Latin American Capital Markets? Paper presented at the International Business at the Turn of the Century. Montpellier, France, June 2000.

Invited Paper. "Aspectos Financieros de la Globalizacion." Paper presented at the Conference of the Colegio de Economistas de Cuba, Miami, May, 2000

Invited Paper. Stanley Lawson and Raul Moncarz. "A Marshall Plan Proposal for the Caribbean and Latin America." Paper presented at the Allied Social Science Association Meetings, Boston, January 2000.

Antonio Jorge and Raul Moncarz. "The Emerging System of Cuban Political Economy at the Close of the Nineties." Paper presented at the Fifth International Congress, International Society for the Intercommunication of New Ideas. Mexico, August 1999

Antonio Jorge, Raul Moncarz and Stanley Lawson. Caribbean Immigration in the 1990s. Paper presented at the Allied Social Science Association Meetings. New York, January 1999

Raul Moncarz and students - Honors Seminar. "Will Technology Defeat the Aging Process.?" 27th Southern Regional Honors Council Conference, Little Rock, Arkansas, March 1999

Raul Moncarz, Antonio Jorge, and Stanley Lawson. "Economic and Political Aspects of Caribbean Immigration into the United States Under the New Paradigm." Global Business and Technology Association, Montego Bay, Jamaica, April 1999

Antonio Jorge and Raul Moncarz and George Samuels, "Caribbean Migration." Eight International Conference of the International Trade and Finance Association, New Jersey, May 1998

Invited and presented. II Coloquio Internacional. "La Frontera: Una Nueva Concepcion Cultural." La Paz, Mexico, February 1998

Refereed paper presentation. Antonio Jorge and Raul Moncarz. "Cuban Immigration in the 1990's." Paper presented at the Allied Social Science Association Meeting. January 1998

Invited paper. "Regionalism versus Multilateralism in Latin America." Paper presented at the Allied Social Science Association Meetings, January 1998

Co-authored with A. Jorge, "Survival Strategies and Emerging Systemic Contours in Castro's Cuba," presented at the International Trade and Finance Association Meeting, San Diego, California, May 1996

Co-authored with A. Jorge, "Cuban Owned Businesses: Trends and Prospects," presented at the Allied Social Science Association Meetings, New Orleans, La., January, 1997

Co-authored with S. Lawson, "Capital Markets in the Caribbean and Central America," presented at the Allied Social Science Association Meetings, New Orleans, LA, January 1997

Co-authored with S. Lawson, "Emerging Capital Markets in Latin America," Allied Social Science Association Meetings, New Orleans, LA., January 1997

"Contagion in Mexico and Central America," presented at the Latin American Studies Association Meetings, Guadalajara, Mexico, April 1997

Antonio Jorge and Raul Moncarz. "Foreign Investments in Cuba: Problems and Prospects," Fourth Congress of the International Society for the Intercommunication of New Ideas, ISINI, Maastricht, The Netherlands, August 1997

Refereed paper presentation. Antonio Jorge and Raul Moncarz. "Entrepreneurship and the Cuban Experience in South Florida" Seventh International Conference of the International Trade and Finance Association. Porto, Portugal, May 1997

CITATIONS AND REFERENCES IN ACADEMIC / PROFESSIONAL WORKS

Paper #1

"The IMF, External Debt, and Latin America," in K. Fatemi, ed., North American Economics in the 1990's. Laredo, Texas: Laredo State University, 1987, pp. 291-306.

Quoted in:

1) Comparative Education, Volume 27, 1991, p. 35

Author: F. Reimers

Paper #2

Co-authored with Antonio Jorge, "International Factor Movement and Complementarity: Growth and Entrepreneurship Under Conditions of Cultural Variation," R.E.M.P. Bulletin, Supplement 14, September 1981, pp. 1.1-85.

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1) Latin American Research Review, Volume 26, 1991, p. 7

Author: J.F. Perez-Lopez

Paper #3

Dinero y Banca en Centro America, Tegucigalpa, Honduras, Escuela Superior Bancaria Centro Americana, 1978, p. 292.

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1) Journal of Policy Analysis and Management, Volume 6, 1987, p. 220

Author: F.L. Colburn

Paper #4

A study of the Effect of Environment Change on Human Capital-Among Selected Skilled Cubans, Springfield, Virginia: Clearinghouse for Federal Scientific and Technical Information, 1969. Issued by the Clearinghouse for Federal Scientific and Technical Information, U.S. Department of Commerce, National Bureau of Standards as Document PB 186,393, 323 pp.

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Author: B.E. Aguirre

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Studies, December 1973, pp. 196-204.

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Author: A. G. Malliari

Paper #6

"Cuban Architects and Engineers in the United States, International Migration, Volume XI, No. 4, 1973, pp. 184-191.

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Author: B.N. Stein

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Author: B.N. Stein

3) Annual Review of Sociology, Volume 4, 1978, p. 533

Author: W. Petersen

Paper #7

"Professional Adaptation of Cuban Physicians in the U.S. 1959 -1969", International Migration Review, 1970, pp. 80-86.

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1) International Migration Review, Volume 16, 1978, p. 160

Author: Raul Moncarz

Paper #8

Coauthored with Antonio Jorge and L. Rodriguez, "Cuban Entrepreneur in South Florida," Proceedings of meetings on Hispanics business in the U.S., University of Phoenix, 1982.

Quoted in:

1) Journal of the Southwest, Volume 36, No. 1, 1994.

Author: J. Thompson

Selected Invitations to Other Meetings

Trade Associations, Chambers of Commerce, Charitable Organizations, University functions, 1999-2010

Raul Moncarz, Presidential Address, 16th International Conference, The International Trade and Finance Association, Miami, Florida, May 19, 2007

Raul Moncarz, Keynote Speaker, 5th Hispanic Family Conference, Miami, Florida, October 12, 2001

Raul Moncarz, Presidential Address, 6th International Congress, The International Society for Intercommunication of New Ideas, Miami, Florida, August, 2001

Raul Moncarz, Panel Chair. External Sector. Association for the Study of the Cuban Economy, Coral Gables, Florida, August, 2001

Raul Moncarz, Panel Discussant: "Africa: Prospects and Challenges Ahead," Allied Social Science Association Meeting, New Orleans, Louisiana, January 2001

Raul Moncarz, Panel Discussant: "The Market Economy and Cuba." Miami, June 2000

Raul Moncarz. Book Reviewer. Cabello, Alejandra. Globalizacion y Liberalizacion Financiera y la Bolsa Mexicana de Valores. Del Auge a la Crisis. Programa de Posgrado en Ciencias Politicas y Sociales, Mexico, March 2000

Raul Moncarz, Panel Discussant: "The Caribbean in the New Millennium." Emerging Global Issues in the Next Millennium, Jamaica, April 14, 1999

Raul Moncarz, "The Economy of South Florida in the New Millennium," presented at Second World Canarian Encounter of Bankers, Businesspeople and Industrialists. Ocean Bank, Miami, Florida, March 1999

Services in the FTAA, presented at The FTAA Negotiations and Their Implications for Florida. Orlando, Florida, April 7, 1999, Summit of the Americas Program, 1998.

Gulf States Conference, Educational Committee, Tampa, Florida, February 1998

Gulf States Conference, Educational Committee, Veracruz, Mexico, 1998

"The Kennedys and Cuba: The New Documents and Testimony and Their Historical Significance." Colloquium, University of Miami, 1997

Invited paper at the International Symposium on "Mexico in America," Universidad Autonoma de

Sinaloa, Universidad de Sonora, Culiacan, Mexico, May 1996

Visiting Scholar, Instituto de Investigaciones Economicas, UNAM, Mexico, D.F., June, 1996

Invited for Roundtable Discussion on Economic Integration in the Americas, Mazatlan, Mexico, 1996

Invited paper at the International Meeting, "Deuda Externa, Innovacion y Deregulacion Financiera Crisis Bancaria," Universidad Nacional Autonoma de Mexico, October 1996

UNIVERSITY AND COMMUNITY SERVICE

Selected University Service

Appointed Chairperson, Tender Loving Care Brigade. Florida International University, October 2009 to present

Faculty Advisor, Social Science Club and Young Republicans, Student Organizations, Biscayne Bay Campus, 2007-2008

Worked with University colleagues and others in advertising and promoting the Caribbean Certificate as well as the Middle Eastern Certificate, Biscayne Bay Campus, 2006-2007

Assisted in the promotion and adoption of Entrepreneurship as a major at the Biscayne Bay Campus, 2006-2007

Full responsibilities as Chief Operating Officer, Biscayne Bay Campus, Florida International University, 1999 - 2006

Assisted in the organizing and implementation of the "Brown Bag Faculty Lunch Series, Biscayne Bay Campus, 2004 to 2006

Worked with Mike Collier in making a Caribbean Summer Program part of the offerings at the Biscayne Bay Campus, 2004-2006

Helped promote the Faculty Convocation, Biscayne Bay Campus, 2003 - 2006

Assisted in the Graduate Open House, Biscayne Bay Campus, 2003, 2004, 2005

Assisted in the Promotion of the First Job Fair, Biscayne Bay Campus. 2003

Promoted the Freshman Luau at the Biscayne Bay Campus during the First Week of Classes, 2003 to 2006

Organization and development of Jose Marti Birthday Celebration, Biscayne Bay Campus, 2001 to present

Coordinated and sponsored the First Haitian Independence Celebration at the BBC, 2003-2004

Organization and development of Cuban Centennial Independence Celebration, in collaboration with Miami Dade Community College and St. Thomas University, February 24, 2002

Organization and development of Student Diversity Awareness Day, Biscayne Bay Campus, 1999 to 2006.

Faculty Council of the College of Business Administration (CBA). Member of the highest elected body of CBA. 1998 - 1999

Faculty Development Committee of CBA. Review promotion and tenure applications for colleagues of CBA. 1998 - 1999 International Committee of CBA. 1997-1999

TIP committee of CBA. Dedicated time and effort in selecting those colleagues with outstanding teaching performance. 1998-1999.

PEP committee (CBA). Formed part of the process of recognizing some of CBA's best professors. Intensive reading of files, and meeting with colleagues. 1999.

Latin American and Caribbean Center (LACC). Member of the Advisory Board. Founding member.

Committee on Accreditation for the College of Business, summer 1997

Curriculum Committee, CBA, North Campus, 1997-99

Chairperson of the Economics Department, 1988-1994

Admission Committee to the Graduate Program in Economics. 1975-1994

Graduate Studies Committee, Economics Department, 1974-1994

Personnel Committee, Economics Department, 1981-1994

Coordinator of Graduate and Undergraduate Programs in Economics, 1988-1994

Search and Screen Committee, Economics Department, 1984-1994

Area faculty, Freshman experience, North Miami Campus, 1995-1997

Advisor to graduate and undergraduate Economic Student Association, 1977 to 1984

Advisor to the Islamic Student Association, 1994 to present

Founding Committee, Omicron Delta Epsilon, Economics Honors Society, 1992

Faculty representative at Honors Program, Award Ceremony, 1999.

Invited to attend the Educational Committee of the Gulf State Conference, Veracruz, 1998

Guest speaker, "Second World Canarian Encounter of Bankers, Businesspeople and Industrialists," Ocean Bank, Miami, FL. March 1999

Invited to participate in a panel of the Free Trade Area of the Americas, Orlando, April 1999

University Awards

Professor Emeritus, 2006

Vice-Provost Emeritus, 2006

Raul Monicarz, Award of Excellence, 2006

Center for International Business Education and Research. (CIBER) Research and Travel Award, 1996-1998

Faculty Member of the Honors College at the Biscayne Bay Campus. 1998 -1999

Latin American and Caribbean Center, Faculty Development Award, various dates.

Teaching Award. (TIP) ,1997

Other University Service

Advocate for University Concerns to date.

Chairperson, TLC Brigade. 2009 to date

Faculty Advisor, Social Science Club, Biscayne Bay Campus, 2007 to date

Chief Operating Officer, Biscayne Bay Campus, 1999-2006

Coordinating efforts in the establishment of the Middle East Certificate, Caribbean Certificate and Entrepreneurship Certificates, 2005 - 2006

Appointed member of the Graduate Faculty, FIU, 2004

Faculty Advisor, Islamic Student Association. 1994-2005

Independent Study courses, 1997 to date

Hispanic Professors of Business and Economics, organized one session at the Allied Social Science Association Meetings, have organized joint sessions since 1982

Doctoral student, Thesis supervision, fall 1998

Independent Study, spring 1999, graduate and undergraduate courses

Director, Ph.D. dissertation committee, Department of Finance., 1997-1999

Member, Ph.D. dissertation committee for Antonina Ivanova Boncheva, Universidad Nacional

Autonoma de Mexico, UNAM. 1998

Member, Ph.D. dissertation committee for Alejandra Cavello, Universidad Nacional Autonoma de Mexico, UNAM. 1997

Member, Ph.D. dissertation committee, Department of Economics, FIU, 1996

Member, Masters in International Relations committee for Vilma E. Hernandez, 1996

Freshman Experience, Advisor and Program Faculty at the North Miami Campus, 1994-1996

Selected Community Service

Member, Ph.D. committee, Alejandra Cabello Rosales, Instituto Tecnologico de Monterrey, 2008

Social Entrepreneurship, 2003- to present

Director of Education and Advisory Board member, Our Elder Brothers and Sisters Foundation, 2007-2008

Member, City of North Miami, University Relations Board, 2002-2005

Member, Social and Economic Development Council for Miami-Dade County, 2002 to present

Advisory Board Member, Oleta State Park, North Miami, Florida, 2002-2005

Advisory Council, Classic Residences by Hyatt in Aventura, 2001-2003

Aventura Marketing Council, 2000 to 2007

Career Day guest speaker at different public and private schools, 2000 to present

Serving the University as a member of the North Miami Beach Chamber of Commerce and the North Miami Chamber of Commerce, 2000-2001

Advisory Board, Alliance for Aging, 1996-2000

Television and Radio Commentary and Appearances. An average of twenty-five radio and fifteen TV Interviews, 1974 to present

National Parkinson Foundation Audit Subcommittee, 1995 to 1997

Radio Marathon for FIU Hispanic Scholarships, 1987-1988

Career Day guest speaker at North Beach Elementary, Nautilus Middle School and Miami Beach Senior High School, 1986 to 1998

Member of Miami Beach Senior High School Accreditation Board, 1992

Coordinator of the National Association of Hispanic Professors of Business and Economics Sessions at the Allied Social Science annual meetings. 1983-1993

Spanish American League against Discrimination (SALAD), 1976 to 1996.

Facilitator of official visit of Ian Carrington, Controller of Central Bank of Barbados to North Miami Campus, 1999.

Participated in several community activities of the Association of Cuban Economists in Exile, 1995 to present

FIELDS OF INTEREST

1. Financial Markets and Institutions

U.S., Latin American and Caribbean rim
Monetary Theory and Policy
Commercial Banking
Development Banking
Money and Capital Markets

2. Labor Market Issues

Human Capital
Immigration
Health, Education and Social Issues

3. Academic Administration

LANGUAGES

Fluency in English and Spanish (native language)

REFERENCES

Available upon request



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Prida Ricardo
Last First Middle

Employer: currently unemployed

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 40 + years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

Female

White Non-Hispanic

Black Non-Hispanic

Hispanic

Asian or Pacific Islander

American Indian or Alaskan Native

EDUCATION:

Degree/School:

Florida International University - BBA - Marketing and Management

Indiana University of Pa. - MA - Human Resource Management

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

I am a Human Resources Executive with over 20 years of experience. I have generalist

background but with expertise in Compensation and Benefits Design and Planning,

Pay for Performance Programs and Bonus / Incentive Programs which focus on driving and rewarding superior performance.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
Greater Miami Society for Human Resource Management	member
<hr/>	<hr/>
<hr/>	<hr/>

List any Public Office held (Elected or Appointed):

Office	Date
None	
<hr/>	<hr/>
<hr/>	<hr/>

List activities reflecting community interest:

Volunteer on a regular basis at the Missionaries of Charity - soup kitchen and shelter for the homeless.

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

No conflicts of interest exist.

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Terry Polistina	Chief Executive Officer	954-883-1000
Alison McGhee	VP - Business Development	305-264-7701
Sue Hagen	Sr. VP of Human Resources	800-873-3653 ext. 4694

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

As an HR professional with over 20 years of experience in the field, I seek to provide guidance and sound business recommendations in the C & B arena to the County. It is also a great opportunity to give back to the community which I have been a part of for over 40 + years.

Ricardo Prfda

I, (candidate's name) _____
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

1/21/10

Date

Ricardo Prfda

Candidate's Signature

Nominated by (if not self):

Name

Telephone

City

State

Zip Code

Submit by Email

Print Form

5

Rick Prida, SHRM

PROFESSIONAL SUMMARY

Strategic, results driven Human Resources Executive with core expertise in aligning HR strategies with business objectives. Strong leader in driving change by developing and championing corporate values, vision and mission.

- Business Strategy & Communications
- Workforce Design/Development
- Performance Management Programs
- Policy Development/Execution Delivery
- Results Oriented Problem Solver
- Employment Law Compliance U.S./L.A.
- Leadership Development/Coaching
- Compensation/Benefits Design & Planning
- Financial Budgetary Responsibility
- Succession Planning
- Recognition Programs
- Labor-Management Relations
- Communication/Organization
- Bilingual English/Spanish

EXPERIENCE

APPLICA CONSUMER PRODUCTS, INC., Miramar, Florida

2007 – 2009

Applca is a global marketer and distributor of a broad range of small household appliances with approximately 1,000 employees and \$1.4 billion in revenue. Among its products are Black & Decker®, George Foreman® and Farberware®.

Vice President of Human Resources

Responsible for corporate global Human Resources function, reporting directly to the President/CEO. Served as a strategic business partner and an active member of the senior leadership team.

- Successfully integrated Salton® acquisition by carefully analyzing each functional area through competency based analysis of over 400 employees throughout the U.S. and Asia resulting in an overall savings of \$3M and a successful merger of corporate cultures.
- Designed and implemented a consistent companywide annual bonus/incentive program for operating units across the globe (U.S., Latin America, Europe, Australia and Asia) which focused on driving and rewarding superior performance.
- Implemented confidentiality and non-compete agreements for the Senior Management team in Asia. Established and implemented HR policies and procedures for Asian operations reducing legal exposure and setting a common culture.
- Terminated a 401 (k) and Defined Benefit plan as a result of the Salton® U.S. acquisition.
- Negotiated renewal of the U.S. based Health and Welfare benefits with a flat overall increase for 2009.
- Initiated a Talent Management Program for Senior Managers in the Americas region.

SPANISH BROADCASTING SYSTEM, INC., Coconut Gove, Fl

2006 – 2007

The largest Hispanic radio broadcasting company in the U.S. SBS currently owns and/or operates 20 stations in seven of the top-ten U.S. Hispanic markets, including Los Angeles, New York, Puerto Rico, Miami, Chicago and San Francisco. Functional responsibility over Corporate Payroll Department.

Director of Human Resources

Start-up operations of the Human Resources function supporting multi-state offices, corporate headquarters and T.V. division with 750+ employees. Responsibilities included full HR spectrum from recruitment to policy and procedure development & implementation to benefits and compensation administration.

- Designed and implemented centralized employee health and welfare benefits program; generating a savings of approximately \$500,000 annually.
- Implemented centralized HR platform to support radio and television markets which included the formalization of HR policies and procedures, training managers and supervisors to align departments with corporate policies on hiring, interviewing, termination, etc. Streamlined HR processes to maximize efficiency and effectiveness within the department.
- Designed Company Employee Handbook for divisions.
- Supported T.V. division through growth mode including hiring and compensation/bonus initiatives.

- Analyzed/reviewed job titles companywide and appropriately classified position exemption status' to comply with FLSA standards.
- Implemented time and labor management system – eZLabor to improve efficiency and comply with record keeping requirements under FLSA.

DOLE FOOD COMPANY - Fresh Flowers Subsidiary, Miami, FL
World's largest grower, importer and distributor of fresh cut flowers.

2000 – 2006

Vice President, Human Resources – N.A & L.A. Operations [2002 – 2006]

Planned and directed all aspects of the Division's human resources policies, objectives, and initiatives for North America and Latin America operations with responsibility of over 11,000 employees. Responsible for employment, placement, orientation and training, labor relations, compensation, benefits, union contract negotiations (43 % of employee population is unionized) and employee services. Functional responsibility over Risk/Safety, Security and Facility Operations.

- Design and implementation of Division Bonus Program for Sales and Exempt Staff to drive sales and motivate/increase employee performance.
- Managed the implementation of Performance Development Program (MBO program) in Latin America division, providing recognition, motivation and reward performance.
- Led implementation of Progression Planning initiatives in Latin America, providing bench strength in harvesting and post-harvesting operations.
- Reduction of workers compensation claims by more than 60%; reduced reserves by more than \$700,000.
- Developed and implemented divisional emergency hurricane preparedness and business recovery plan.
- Implemented Trade Secret and Confidentiality Agreement for sister division in Asla (Dole Asla) – countries included China, Japan, South Korea, Philippines & Thailand.
- Participated in US Customs and Border Patrol C-TPAT (Customs Trade Partnership Act Against Terrorism) program requiring corporate-wide security measures to protect US borders. Passed validation audit and granted Level 3 (highest category for security purposes).

Director of Human Resources – North America Operations [2000 – 2002]

Provide all Human Resources services to 3 sites encompassing 400 + employees. Instituted human resource systems that supported the division's strategic business plan.

- Revamped and formalized HR policies and procedures, training managers and supervisors to align departments with corporate policies on hiring, interviewing, termination, etc.
- Controlled and maintained Health & Welfare costs by redesign of programs, resulting in no increase to company costs and minimal increase to employee contributions.
- Developed and implemented incentive pay program for warehouse distribution employees, reducing FTEs.
- Led the Recruitment Strategy, significantly improved talent base in the Sales and Marketing departments.

AVIATION SALES COMPANY, Miramar and Opa Locka, FL

1999 – 2000

Subsidiaries: Aviation Sales Distribution Co. and Aircraft Interior Design, Inc.

Largest redistributors of aircraft parts in the world with over 450 employees, with \$500 million annual revenue.

Director of Human Resources

Responsible for overseeing the Human Resources function for over 450 employees throughout the United States. Reported to Divisional President.

- Directed a process of organizational planning that evaluated structure, job design, and manpower forecasting throughout the organization to support the business objectives.
- Establishment of wage and salary structure, pay policies, and performance appraisal programs.
- Re-engineered the HR department to improve the effectiveness and performance of the HR department within the organization. Managed the exempt and non-exempt recruiting and placement practices and procedures.
- Managed the Health and Welfare programs for the division, including design and implementation, remaining competitive within the local market.

THE VINCAM GROUP, INC., Miami, FL

1997 – 1999

Professional Employer Organization (PEO) with 650 employees with offices throughout the United States.

Director of Human Resources

Development, implementation and coordination of policies and programs covering employment, employee relations, compensation, benefits and employee services for 650 employees with offices throughout the United States.

- Directed the interpretation and application of human resource policies and procedures throughout the organization. These policies were also used as a template for external customers on the PEO side of the business.
- Managed the implementation of the PeopleSoft Human Resource Information System/Payroll System for Corporate employees.
- Ensured appropriate compliance with corporate progressive disciplinary program, providing employee relations guidance to department managers and supervisors.
- Provided direction and assure compliance with State and Federal employment laws and regulations.

PUBLIC HEALTH TRUST/JACKSON MEMORIAL HOSPITAL, Miami, FL**1992 – 1997**

Jackson Memorial Hospital is an accredited, non-profit, tertiary care hospital and the major teaching facility for the University of Miami Leonard M. Miller School of Medicine. With more than 1,550 licensed beds and over 10,000 employees, Jackson Memorial Hospital is a referral center, a magnet for medical research, and home to Ryder Trauma Center - the only adult and pediatric Level 1 trauma center in Miami-Dade County.

Manager, Compensation and Benefits

Responsible for the administration of the hospitals Health and Welfare programs; including the development and implementation of new and revised compensation programs, policies and procedures. Reported to Vice President of Human Resources.

- Implemented section 125 Cafeteria Plan; responsibilities included plan design, offerings and communication strategy. Successful in obtaining consensus and buy-in from the three labor union organizations.
- Continually monitored pay plan by participating in local and national surveys to ensure market competitiveness to attract and retain key health care professionals. Analyzed results of surveys and developed specific recommendations for review by senior management.
- Assisted with the design and implementation of employee retirement plan (JMH opted-out of the Florida Retirement System).
- Conducted quarterly employee benefit meetings/seminars (hospital-wide) to maintain employees apprised of plan offerings to establish open communications with the various health care providers.
- Supervised and monitored health insurance inquiries from employee base to insure quick, equitable and courteous resolution of complaints and/or claims issues.

HIALEAH HOSPITAL, Hialeah, FL**1990 – 1992**

Hialeah Hospital, part of Tenet South Florida is a 378-bed general acute care facility. The hospital has been serving the health care needs of communities from central to north Miami-Dade since 1951. The hospital offers a broad range of health care services including 24-hour emergency care, cardiology, neurosurgery, outpatient services, laboratory and a complement of imaging services including interventional radiology, among others.

Manager, Compensation and Benefits

Responsible for the administration and design of employee health and welfare benefit programs for the facility including its compensation programs and practices.

- Developed and enhanced the hospital's health and welfare program; implemented section 125 Cafeteria Plan. Converted health care plan from fully insured to a self insured platform bringing significant savings to the table.
- Monitored the effectiveness of existing compensation policies, guidelines and procedures recommending plan revisions as well as new plans which were cost effective and consistent with compensation trends, market and corporate objectives.
- Supervised the participation of industry specific salary surveys to ensure market competitiveness.
- Developed and implemented bonus programs to attract and retain skilled nursing staff in light of the market shortage.
- Opened on-site child care facility.

EDUCATION

**Master of Arts In Industrial and Labor Relations, Indiana University of Pennsylvania, Indiana, Pennsylvania
(Concentration in Human Resource Management)**

Bachelor of Business In Marketing and Management, Florida International University, Miami, Florida



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Shafer, Jr. Robert James
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 40 yrs

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

Female

White Non-Hispanic

Black Non-Hispanic

Hispanic

Asian or Pacific Islander

American Indian or Alaskan Native

EDUCATION:

Degree/School:

Bachelor of Science in Risk Management & Insurance
From Florida State University

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

I have been working in the Employee Benefits
arena for the past 31 years, with all of that
time here in South Florida. At the same time
have worked with many local municipalities.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>Coral Gables Chamber of Commerce</u>	<u>Chairman 2002-2003</u>
<u>South Florida Golf Foundation</u>	<u>President 2004-2006</u>
<u>Orange Bowl Committee</u>	<u>Member</u>

List any Public Office held (Elected or Appointed):

Office	Date
<u>N/A</u>	

List activities reflecting community interest:

Involved in local Chamber of Commerce, PGA TOUR
Event at Doral, United Way F&A Committee, various
responsibilities with my church, MDCPS Athletic Advisory Committee

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

None that I'm aware of.

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
<u>Eddie DeMico</u>	<u>Risk Manager</u>	<u>305-983-8060</u>
<u>Marjorie Adler</u>	<u>Human Resources Dir</u>	<u>305-460-5530</u>
<u>James Bergmann</u>	<u>City Manager</u>	<u>305-805-5010</u>

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

My goal and objective would be to assist
the County in reviewing, analyzing and
recommending the proper benefit coverages
for today and in the coming years.
Complementing cost with employee requirements
and morale.

I, (candidate's name) Robert James Shafer, Jr.
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the compensation paid to County employees, if appointed, would be willing and able to discharge the responsibilities and functions of a Compensation and Benefits Review Committee member.

2-10-2010
Date

Robert J Shafer
Candidate's Signature

Nominated by (if not self):

Mark Trowbridge
Name

305-446-1657
Telephone

Coral Gables
City

FL
State

33134
Zip Code

Robert J. Shafer, Jr.

President of Robert J. Shafer & Associates, Inc., a firm involved in Employee Benefits & Executive Compensation for municipalities, businesses and corporations in South Florida.

College – Florida State University
Graduated 1977, BS in Risk Management & Insurance

Insurance Career –

1978 – 1983; Group Insurance Division of Insurance Company of North America (INA)
1983 – 1988; Assistant Vice President for Fred S. James & Co., an international insurance brokerage & consulting firm.
1988 – current; formed Robert J. Shafer & Associates, Inc.
Designation – Certified Employee Benefits Specialist (CEBS) from the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania.

Various Involvements:

Coral Gables Chamber of Commerce

Chairman, September 1, 2002 – August 31, 2003
Board of Directors Member 1995-1996, 1999-2007
Chaired various committees and events

South Florida Golf Foundation

Doral – Ryder Open, Genuity Championship & Ford Championship at Doral
President – South Florida Golf Foundation 06/2004 – 06/2006
Board of Directors Member, 2000 - 2008
General Chairman of Genuity Championship, for years 2001 & 2002
Chairman, Board of Governors for Doral - Ryder Open 1995-1996
Volunteer – 20+ years

University Baptist Church of Coral Gables

Past Chairman of Personnel Committee, Past Chairman of Deacons, Past Chairman of Long Range Planning Committee, Past Chairman of Capital Funds Campaign

Coral Gables Community Foundation

Board Member, 2000 – 2007

University of Miami

Community Board Member, 2006 – 2008

Orange Bowl Committee

Member, 2008 – current

Miami-Dade County Public Schools District Athletic Advisory Committee

Member, 02/2009 – current

South Miami Hospital

Board of Directors, 03/2010



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Alvarez Rene Enrique
Last First Middle

Employer: Keen Battle Mead & Company

Title/Occupation: Director Group Benefits - Team 2

Business Type: Insurance- Benefits

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 41 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

White Non-Hispanic

Asian or Pacific Islander

Female

Black Non-Hispanic

American Indian or Alaskan Native

Hispanic

EDUCATION:

Degree/School:

Bachelors Business Administration -Human Resources Management

FIU _ Florida International University

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

As a past Director of Operations for State Farm and Gables Financial and current Director for

Keen Battle Mead I have created and reviewed multiple compensation and benefits for all types

of employees. I have over 15 years creating new benefit programs for insurance companies.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
Kiwanis of Little Havana	Member
Florida Association of Insurance Agents	Member
ITC- Miami Dade County	Board Member

List any Public Office held (Elected or Appointed):

Office	Date

List activities reflecting community interest:

Multiple volunteering activities with various offices of the Miami Dade County Mayor and

Board of County Commissioners such as the Hurricane Katrina and Hurricane Charlie Relief

Efforts and Commissioner Joe Martinez Annual Health Fair.

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

None

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Mr. Joe Martinez	M. D. County Commissioner	305) 375-4343
Mr. Jose Pepe Diaz	M.D. County Commissioner	305) 375-4343
Mr. Javier Marques	F.I.U. Chief of Staff	(305) 348-5911

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

I will seek to provide an improved compensation and benefit program for all county employees

based on the review, feedback, findings, discussions of the current plan. In addition, based on

my years of compensation and benefit's experience, I will seek to provide options that will be

supported by the committee and the governing body of the County Board of Commissioners;

Office of the Mayor and the County's Managers office.

Rene Enrique Alvarez

I, (candidate's name) _____
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

1/14/10

Date



Candidate's Signature

Nominated by (if not self):

Name

Telephone

City

State

Zip Code

Mr. Rene Alvarez

OBJECTIVE: Seeking a position that will utilize my skills and experience where there is an opportunity for growth.

EXPERIENCE: 04/09 – Present KEEN BATTLE MEAD & CO Florida
Senior Account Executive

Responsible for the risk assessment, consultation and sales of insurance products and programs to new and existing businesses. Focus is marine products and commercial lines specializing in new and existing construction, buildings (apartments, condominium associations, hotels), BOP, hospitals, group or individual healthcare practices and governmental lines. Additionally target mid to large group benefits and workers compensation. Identify and analyze new areas for opportunity of growth and provide marketing strategies and solutions to increase sales. Trained on underwriting and actuary practices for improved customer analyzed risks methods and outcomes.

- *2008 New Premium Production \$4 million.
- *2009 New Premium Production total \$2,793,000 and renewal of \$4 million, 86% retention.

05/01-04/09 GABLES PROPERTY AND CASUALTY- INTEGRO CORP. Florida
V.P. Business Development

Responsible for new business development, agency and sales operations including budgeting, forecasting, commercial and personal lines underwriting and supervising of a sales manager which lead a team of 8 producers. Additional supervision includes transitioning of Integro's global integration with our agency, development of new carrier contracting, local agency contracting, sales commission structure and territorial expansions.

2/88 – 05/01 STATE FARM INSURANCE CO. Florida
Insurance Sales and Operations Manager

Managed the growth of our target market with results of increasing sales. Additionally responsible for managing, planning, obtaining leads, controls and coordination of the sales activities of an insurance agency. Hired, trained, and supervised insurance sales staff. Established sales goals and plans to assure that each agent contributes to the overall organization objectives. Ensured that all systems, procedures, and insurance company regulations are communicated to and complied with by all personnel. Developed and maintained a comprehensive sales training program to assure meeting the agency standards of performance. Conducted periodic reviews for organization employees to assure attainment of goals and proper compensation arrangements. Reviewed all activities relating to the public, customers, and organizations to avoid issues involving potential errors and omissions. Reviewed activity reports to ensure that personnel have achieved sales quotas, processed claims promptly, or credited collections to policyholders' accounts. Interpreted, implemented and enforced company policies. Prepared and submitted activity reports to the agent. Developed a sales budget to insure conformance to organization sales goals and objectives. Provided risk management for commercial and large wealth personal lines clients. Generated new business and increased growth yearly. Consistently exceeded all sales goals. South Florida catastrophe team leader, coordinating emergency operations for all Miami-Dade county agents. Unified 15 sales representatives into a well-organized sales team through implementation of effective managerial skills resulting in corporate recognition for outstanding sales performance. Supervised daily agency operations. Agent retired in 2001.

- *1988, 1991, 1992, 1994, 1996, 1999, 2000 Life and Health Agency of the Year Award
- *1987, 1989, 1990, 1991, 1993, 1994, 1995, 1997, 1999, 2000 Auto Agency of the Year Award.
- *1988, 1989, 1990, 1991 Commercial Lines Agency of the Year Award.
- *1987, 1989, 1991, 1992, 1993 Fire Lines Agency of the Year Award.

EDUCATION: 1995 Florida International University Miami, FL
B.B.A. International Marketing and Management

LANGUAGES: Fluent in English and Spanish.

LICENSES: Florida General Lines 2-20.
Florida Life, Health and Annuities 2-15.

BOARDS AND COMMITTEES APPOINTMENTS:

Chairman Coral Gables Public Health and Safety Board 2006 -- Present.

Miami Dade County International Trade Consortium Board Member 2009 -- Present.

Chairman Miami-Dade County Board of County Commissioners Health Task Force 2005 - 2007.

East West Corridor Business and Community Advisory Board 2007 -- 2009.

Public Health Trust 2000 -- 2002.

Campaign Director Miami Dade County Commissioner Joe Martinez 2007- 2008.



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: CASTILLO ROSENDO JORGE
Last First Middle

Employer: RETIRED

Title/Occupation: BANK EXECUTIVE

Business Type: BANKING AND FINANCE

Business Address:

Business Telephone: Fax:

Cellular Telephone:

Email Address:

Home Address:

Home Telephone:

Length of Residence in Miami-Dade County: 17 YEARS

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- Male, Female, White Non-Hispanic, Black Non-Hispanic, Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native

EDUCATION:

Degree/School:

B.A. U. OF CALIFORNIA, SANTA BARBARA
M.B.A. U.C. L.A.

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

AS EXECUTIVE OFFICER IN THE PRIVATE SECTOR
I HAD TO MAKE DECISION ON COMPENSATION
AND BENEFITS FOR THE WORKFORCE MEETING
BUDGET LIMITATIONS WITH COMPETITIVE LEVELS
IN THE MARKET.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>ROTARY CLUB OF CORAL GABLES</u>	<u>MEMBER</u>
<u>MUNICIPALITY OF CAMAGUEY</u>	<u>PRESIDENT</u>
<u>RESERVE OFFICERS ASSOCIATION</u>	<u>MEMBER</u>

List any Public Office held (Elected or Appointed):

Office	Date
<u>SOCIAL ECONOMIC DEVELOPMENT</u> <u>COUNCIL.</u>	<u>2009 TO PRESENT</u>
<u>NATIONAL ENERGY EXTENSION</u> <u>SERVICE ADVISORY BOARD</u>	<u>1984 TO 1990</u>

List activities reflecting community interest:

SEASON PATRON FLORIDA GRAND OPERA
EMPLOYER SUPPORT GUARD AND RESERVE
EUCCHARISTIC MINISTER, CHURCH OF THE EPIPHANY

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

NO MEMBER OF MY FAMILY WORKS OR HAS
WORKED FOR MIAMI-DADE COUNTY.

REFERENCES

Persons acquainted with candidate's activities/experience:

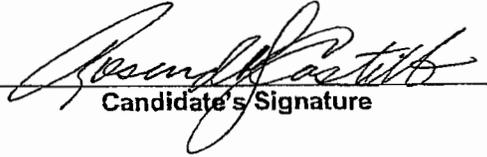
Name	Title	Telephone
<u>JUAN E. BELTRAN</u>	<u>PRESIDENT</u> <u>BELTRAN INS. CONSULTANT</u>	<u>305-971-4402</u>
<u>GUSTAVO ROIG</u>	<u>FIU</u> <u>SCHOOL OF ENGINEERING</u>	<u>305-348-3027</u> <u>305-798-6048</u>
<u>GONZALO DE QUESADA</u>	<u>MEDICAL DOCTOR</u>	<u>305-283-6163</u>

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

THE MEMBERS OF THE COMMITTEE SHOULD, AFTER CAREFUL STUDY AND
REVIEW, RECOMMEND COMPENSATION AND BENEFITS PLANS THAT ARE:
① COMPETITIVE WITH THE PRIVATE SECTOR; ② DO NOT EXCEED WHAT WORKERS
IN SIMILAR JOBS EARN IN THE COUNTY; ③ SUBJECT TO AND ABLE TO PASS
PUBLIC SCRUTINY; ④ MAINTAIN A STABLE AND PROFESSIONAL COUNTY
WORKFORCE; ⑤ CAN BE SUPPORTED BY THE COUNTY TAX BASE IN THE LONG
TERM WITHOUT UNDUE BURDEN ON TAXPAYERS; ⑥ ACKNOWLEDGE
THE BENEFITS THAT CIVIL SERVICE PROTECTION PROVIDE.

I, (candidate's name) ROSENDO J. CASTILLO,
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

2/15/2010
Date


Candidate's Signature

Nominated by (if not self):

ANTONIO JORGE, PH.D.
Name

Telephone

CHAIR, S. E. D. C.
City

State

Zip Code

ROSENDO J. CASTILLO

EDUCATION

MBA, University of California, Los Angeles
BA, University of California, Santa Barbara

PROFESSIONAL EXPERIENCE

CASTLE CAPITAL FINANCE, Licensed Mortgage Brokerage Business
Financial and Banking consultancy - President and principal owner. 1997- Present

FLORIDA INTERNATIONAL BANK 1996-1997
Senior Vice President – Senior Loan Officer – Miami, Florida

DEUTSCH-SUDAMERIKANISCHE BANK 1993-1996
Vice President- Head of Credit Administration – Miami, Florida

GREAT WESTERN BANK 1991-1993
Mortgage Loan Officer – Los Angeles, California

CALIFORNIA COMMERCE BANK 1990-1991
Senior Vice President – Los Angeles Banking Office – Los Angeles, California

FORGUES, CASTILLO, INC. 1986-1991
Self employed acting as consultant in banking and finance. – Los Angeles, California

BANK OF AMERICA, N.T. &S.A. 1969-1986
Vice President Manager, International Private Banking Office – Los Angeles, California

Vice President Area Manager, Bank of America Canada – Calgary, Alberta, Canada

Vice President Regional Commercial Loan Officer – Guatemala

Vice President Credit Administration, European Division – London, England

Assistant Vice President Latin America Division- San Francisco, California

TEACHING EXPERIENCE

MIAMI DADE COLLEGE

1995-Present

Adjunct Instructor in the Business Administration Department's Center for Financial Training.

Finance courses: *Principles of Banking, Analyzing Financial Statements, Money and Banking, Commercial Lending.*

Azusa Pacific University 1987-1988

Adjunct Professor – International Accounting, International Management

Pasadena Community College 1993

Instructor – Principles of Banking

In house seminars:

Analyzing Foreign Banks Financial Statements – American Express

Commercial Loan Documentation - Ocean Bank

Analyzing Bank Financial Statements – Bayview Financial

Problem Loan Solving

Fundamentals of Financial Statement Analysis

PUBLIC SERVICE

Miami-Dade County Social and Economic Development Council (SEDC) 2009

National Energy Extension Service Advisory Board

Appointed by the Secretary of Energy to successive terms from 1983 to 1990.

PUBLICATIONS

Privatization and Development ICS Press, San Francisco, CA, 1986

Contributor author

MILITARY SERVICE

U.S. Army 1961 to 1967

Service in the U.S., Germany and Vietnam, left active duty with rank of Captain

U.S. Army Reserve 1967 to 1993

Retired with the rank of Colonel



CLERK OF THE BOARD

2010 FEB -4 11:3 13

CLERK, CIRCUIT & COUNTY COURTS
DADE COUNTY, FLA.

Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: GARCIA MICHAEL IVAN
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 16 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Male | <input type="checkbox"/> White Non-Hispanic | <input type="checkbox"/> Asian or Pacific Islander |
| <input type="checkbox"/> Female | <input type="checkbox"/> Black Non-Hispanic | <input type="checkbox"/> American Indian or Alaskan Native |
| | <input checked="" type="checkbox"/> Hispanic | |

EDUCATION:

Degree/School:

MIAMI SENIOR HIGH

GEORGE T. BAKER AVIATION

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

- MIAMI DADE COUNTY LIVING WAGE COMMITTEE MEMBER

- UNITED WAY CAMPAIGN CABINET MEMBER

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>TRANSPORT WORKERS UNION</u>	<u>VICE PRESIDENT 15 years</u>
<u>NATIONAL ASSOCIATION OF REALTORS</u>	<u>MEMBER</u>

List any Public Office held (Elected or Appointed):

Office	Date
<u>NONE</u>	

List activities reflecting community interest:

- CHAIRMAN OF UTD "WINDOW OF HOPE"
- LIVING WAGE ORGANIZER
- JOBS WITH JUSTICE AND AFL-CIO DELEGATE

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

NONE

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
FRED FROST	PRESIDENT (AFL-CIO)	(305) 772-2313
MARK RICHARDS	ATTORNEY	(305) 972-0173
JOSE "PEPE" COLLADO	SOUTHERN DISTRICT V.P. CRAFTERS UNION	(305) 215-6681

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

TO HELP PRESERVE JOBS AND SALARIES
IN OUR COMMUNITY AND FOSTER SAFE
WORK ENVIRONMENT FOR ALL WORKING FAMILIES

I, (candidate's name) MICHAEL GARCIA,
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

1/31/10
Date

[Signature]
Candidate's Signature

Nominated by (if not self):

Name

Telephone

City

State

Zip Code

MICHAEL GARCIA

PROFILE: High-energy, professional with extensive labor relations background. Successful in producing positive business results by embracing a collaborative approach and utilizing interest-based bargaining with management personnel. Initiated many joint solutions and joint training programs to improve labor management relations at Miami International Airport.

WORK EXPERIENCE

American Airlines 1983-present Crew Chief Miami International Airport Miami, Florida

As an Elected Officer of Transport Workers Union, Local 568 in 1992, 1993, 1996-2002, and 2003-present, I was responsible for all grievance handling, case presentation

Selected contributions:

- Serve on a Joint Leadership Team with the Vice-President of the Miami hub in order to resolve problems and issues identified by the team
- Created joint Work Environment Training program with HR personnel for front-line employees
- Collaborated with management to develop an Expedited Arbitration format in order to reduce costs and reduce case backlog
- Created the charter and bylaws for TWU Local 568 in 1991
- Handled all financial statements, budgeting, and payroll issues for Local 568
- In 1993, worked with management to successfully lobby the County Commissioners to approve an expansion at Miami International Airport to accommodate more flights for American Airlines
- Worked with management to develop local policies for Overtime, Holiday Pay, Vacation, and a Hurricane Action Plan

Commodore Aviation 1989-1991 Flight Line Mechanic Miami International Airport

Performed engine changes, C and D checks, and aircraft run-ups and taxi on B-707, B-727, DC-10

Dyn Air Tech 1987 – 1988 Flight line Mechanic Miami International Airport

Performed aircraft run-ups, component changes on B-707, B-727, DC-10

Batch Air International 1986-1987 Overhaul Mechanic Miami International Airport

Performed "D" Checks "C" Checks. Worked on Hush Kit Conversions on DC-8
B-707 also worked on the engine change crews and flight control

rigging.

<i>Surreal Properties L.L.C.</i>	2001-Present	Broker/Owner
<i>Presto Realty L.L.C.</i>	2005-Present	Broker/Manager
<i>Loyalty Properties L.L.C.</i>	2003-2007	Broker/Manager
<i>City Realty L.L.C.</i>	2006-2007	Broker/Manager
<i>Select Properties of America</i>	1998-2001	Commercial Broker Associate
<i>The Keyes Co</i>	1991- 1998	Residential sales associate

LICENSES/CERTIFICATES:

U.S. Department of Transportation (DOT) - FAA Airframe and Power plant - Lic. # 3260287

U.S. Federal Communications Commission (FCC) – General Radiotelephone Certificate - Lic # PG-7-16649

George Meany Center For Labor Studies - Arbitration preparation and presentation –Certificate - 07/93

Florida International University - Grievance and Arbitration Seminar – Certificate- 08/93

George Meany Center for labor Studies – Advanced Arbitration presentation – Certificate - 06/99

The Keyes Company \$2,000,000.00 Cumulative Sales Volume Award – 1997

Florida Licensed Real Estate Broker – Lic # 0583240

Certified Commercial Investment Member (CCIM) CCIM Institute CI 101-Financial Analysis

COMMUNITY INVOLVEMENT/MEMBERSHIP:

Labor Council of Latin American Advancement (1998-Present)

American Federation of Labor-Congress of Industrial Unions (AFL-CIO) (1983-Present)

United Way of Miami Dade (1991-Present)

Transport Workers Union of America (1983 - present)

Miami-Dade County -- Living Wage Ordinance Oversight committee – Commissioner(Gwen Margolis)
Appointed Board Member 08/99- 08/01

United Way of Miami-Dade County – Campaign Cabinet Board Member 01/00 - 01/01

Education:

Miami Dade Community College - Associates Degree – 01/82 -04/82
Additional College 08/00 – 04/01

George T. Baker Aviation School – Airframe and Power plant - Graduated - 12/86

EDUCATION:

Degree/School:

Juris Doctorate, 1992 - University of Miami School of Law

Bachelor of Arts, 1988 - University of Miami

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

I am presently serving as Acting Human Resources Director for the City of Hialeah. As part of my duties, I advise the Mayor on issues of employee compensation, employee benefits and employee relations. Currently, I am heading the labor contract negotiations with the three unions that represent City employees. (See attached resume.)

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
Miami-Dade Municipal Clerks' Association	Vice President - 2008; Member since 2005

List any Public Office held (Elected or Appointed)

Office	Date
N/A	

List activities reflecting community interest:

City of Hialeah United Way Fund Raising Coordinator since July 2005

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

None.

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Mayor Julio Robaina	Mayor, City of Hialeah	(305) 883-5800
Armando Vidal	Director, Water & Sewers	(305) 556-3800
William Grodnick	City Attorney, Hialeah	(305) 883-5854

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

To ensure that Miami-Dade County's compensation and benefit plans are fair, competitive and properly funded, thus guaranteeing optimal service to the residents.

Rafael E. Granado

I, (candidate's name)

a resident of Miami-Dade County, having no financial interest, direct or indirect, in the compensation paid to County employees, if appointed, would be willing and able to discharge the responsibilities and functions of a Compensation and Benefits Review Committee member.

February 12, 2010

Date



Candidate's Signature

Nominated by (if not self)

Mayor Julio Robaina

(305) 883-5800

Name

Telephone

Hialeah

FL

33010

City

State

Zip Code

FILED 2010 FEB 12 10 30 AM '10

Rafael E. Granado

EXPERIENCE

CITY OF HIALEAH

Acting Human Resources Director

Hialeah, Florida

June 2006 to the present

- Responsible for providing courteous and efficient service to employees and the public relative to the recruitment, application and selection process.
- Negotiated labor contracts with the three unions representing City employees (AFSCME, PBA and IAFF).
- Responsible for all activities concerning unions representing City employees.
- Reviewed and analyzed major employment trends, fair employment practices and judicial and regulatory opinions relating to labor matters.
- Investigated and drafted disciplinary actions for the Mayor.
- Reviewed classification and pay of City employees.
- Advised the Mayor on issues of employee morale and employee relations.
- Implemented the monthly Employee of the Month Award Program.
- Coordinated Citywide employee assistance (EAP) and wellness education programs and services.
- Administered the City's education and training programs.
- Oversaw and audited the City's payroll.
- Developed, administered and scored valid examinations for entry level and promotional positions.
- Instituted paperless hiring system.
- Performed such other duties as the Mayor prescribed from time to time.

CITY OF HIALEAH

City Clerk

Hialeah, Florida

July 2005 to the present

- Served as municipal Supervisor of Elections.
- Conducted municipal elections jointly with the Miami-Dade County Elections Department.
- Monitored compliance of City, County and State regulations pertaining to municipal elections.
- Prepared the agenda for City Council meetings.
- Implemented paperless agenda packages for City Council Members that include staff reports, memoranda and other information necessary to enable the City Council to make informed decisions on individual items.
- Documented the proceedings of City Council meetings.
- Managed, on a Citywide basis, the retention, storage, retrieval and destruction of public records in accordance with State law.

- Responded to public records requests.
- Advertised bids and requests for proposals.
- Received invitations to bid and requests for proposals and qualifications.
- Provided information and referrals to City residents.
- Assisted with City Boards, including Historic Preservation Board and Cultural Affairs Council.
- Processed miscellaneous permits, including filming, carnivals, festivals, street closures and banners.
- Ensured that yearly Financial Disclosures Forms are completed.
- Attested contracts and legislation executed by the Mayor.
- Performed such other duties as the Mayor prescribed from time to time.

CITY OF HIALEAH
Litigation Attorney

Hialeah, Florida
May 1999 to July 2005

- Defended the City and its employees in personal injury litigations cases.
- Drafted and argued pretrial and discovery motions.
- Prepared legal memoranda and discovery documents.
- Conducted mediations and trials in State Court.
- Represented the Hialeah Police Department whenever the Department's actions were challenged in court.
- Advised the Hialeah Police Department regarding the legality of its programs and actions.
- Issued legal opinions when requested by the Mayor, the City Council and Department Heads on matters affecting the City.
- Reorganized the City's Forfeiture Unit. The primary purpose of the Forfeiture Unit is to deter crime by depriving criminals of the profits and proceeds of their illegal activities, and weaken criminal enterprises by removing the instrumentalities of crime. Under my supervision, the Forfeiture Unit collected over one million dollars in property and currency.
- Prosecuted, on behalf of the City, actions under the Florida Contraband Forfeiture Act.
- Negotiated contracts on behalf of the City.
- Drafted ordinances and resolutions to be considered by the City Council.
- Managed and supervised junior attorneys in personal injury cases.

CHOU & GRANADO, P.A.
Litigation Attorney

Coral Gables, Florida
October 1992 to May 1999

- Partner in firm specializing in civil trial litigation, primarily in the fields of personal injury defense and insurance subrogation.
- Responsible for own caseload, from inception through settlement/trial.
- Federal and State Court practice in employment discrimination actions, wrongful terminations and wage and hour disputes.
- Trial experience before the Eleventh Judicial Circuit.

OFFICE OF THE STATE ATTORNEY
Certified Legal Intern

Miami, Florida
January 1992 to May 1992

- Managed all aspects of misdemeanor criminal prosecutions, including motion hearings and trials.

BAR ADMISSIONS

- Member of the Florida Bar - 1992
- Admitted to practice before the United States District Court, Southern District of Florida - 1993

EDUCATION

UNIVERSITY OF MIAMI SCHOOL OF LAW
Juris Doctorate, 1992

Coral Gables, Florida

- Honors: National Hispanic Foundation Scholar
- Activities: Litigation Skills - Trial Advocacy Program
Phi Alpha Delta Law Fraternity, International

UNIVERSITY OF MIAMI
Bachelor of Arts, 1988

Coral Gables, Florida

- Major: Politics and Public Affairs
- Minor: History
- Honors: Dean's List (All semesters)
Graduated with General Honors
Henry K. Stanford Scholarship
Coca-Cola Hispanic Scholarship

CIVIC AND PROFESSIONAL ACTIVITIES

Miami-Dade County Municipal Clerks' Association

July 2005 to the present

- Elected Vice President - 2008

City of Hialeah United Way Fund Raising Coordinator

July 2005 to the present

LANGUAGE

Fluent in Spanish



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: NEWMAN MEREDITH ANN
Last First Middle

Employer:

Title/Occupation:

Business Type:

Business Address:

Business Telephone: Fax:

Cellular Telephone:

Email Address:

Home Address:

Home Telephone:

Length of Residence in Miami-Dade County: 4 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- Male, Female, White Non-Hispanic, Black Non-Hispanic, Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native

EDUCATION:

Degree/School:

Ph.D. in Policy Studies
Deakin University, Victoria, AUSTRALIA

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

My work as a practitioner (Australian Foreign Service, US Dept. of State, World Bank) and my academic credentials, and publication record in the area of HRM should serve me well.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>American Society for Public Administration</u>	<u>President-Elect</u>
_____	_____
_____	_____

List any Public Office held (Elected or Appointed):

Office	Date
<u>N/A</u>	_____
_____	_____

List activities reflecting community interest:

my work with FIU students
and the American Society for Public
Administration South Florida Chapter.

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

N/A

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Allan Rosenbaum	Professor + Institute Director	305-348-1271

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

To draw upon my professional experience
in order to make a positive contribution
to the work of the Committee.

I, (candidate's name) MEREDITH A. NEWMAN,
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

February 25, 2010
Date

Meredith Newman
Candidate's Signature

Nominated by (if not self):

Name

Telephone

City

State

Zip Code

Curriculum vitae
Meredith A. Newman, Ph.D.

ADDRESS

EDUCATION

Ph.D., Policy Studies, Deakin University, Australia, 1994
Master of Public Administration, University of Central Florida, Orlando, Florida, 1990
Bachelor of Arts, Political Science, Deakin University, Australia, 1989
General Certificate of Education, University of London at Paris, France, 1975

PROFESSIONAL EXPERIENCE

2006 – present	<u>Florida International University</u> Professor and Chair, Department of Public Administration, College of Arts & Sciences Professor and Director, School of Public Administration, College of Social Work, Justice, and Public Affairs Appointed to Dissertation Advisor Status
2003 - 2006	<u>University of Illinois at Springfield</u> Chair, Department of Public Administration Professor, 2005 Associate Professor, 2003-2005
1994 - 2003 1998 -	<u>Washington State University</u> Associate Professor Department of Political Science
1998 - 1999 1994 - 1998	Director, Master of Public Affairs and Associate Chair Assistant Professor, Department of Political Science
1991 - 1994	<u>University of Central Florida</u> Adjunct Instructor Department of Public Administration
1979 - 1987	<u>United States Department of State, Washington DC</u> Administrative Officer, American Embassy, Singapore, Republic of Singapore Administrative Officer, American Embassy, Kuala Lumpur, Malaysia Administrative Officer, American Embassy, Dakar, Senegal
1978 - 1979	<u>World Bank, Washington DC</u> Bilingual Administrative Officer (French/English)
1974 - 1977	<u>Australian Department of Foreign Affairs, Canberra</u> Assistant to Ambassador, Australian Embassy, Hanoi, Viet Nam

PROFESSIONAL ACHIEVEMENTS AND AWARDS

Elected, Fellow, National Academy of Public Administration, November 2009.
Recipient (with Mary Guy and Sharon Mastracci), ASPA Section on Public Administration Research Best Book Award, March, 2009.
Recipient (with Mary Guy and Sharon Mastracci), ASPA Section on Personnel and Labor Relations Best Public Sector HR Book Award, March, 2009.
Appointed, ASPA International Coordinator, 2009.
Elected, Vice President, American Society for Public Administration, March, 2008.
Recipient, Presidential Citation of Merit, American Society for Public Administration, March 26, 2007.
Appointed to Associate Editor for Special Features and International Outreach, *Review of Public Personnel Administration* (2007-).
Appointed to Editorial Advisory Board, *Public Administration Research Annual* (2006-).
Chair, Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration 2006-2007.
Appointed to Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration, 2004-2007.
Recipient, Editors' Choice Award, *Public Administration Review*, 2003.
Elected to Vice-Chair (then Chair), Executive Council, Section on Public Administration Research, American Society for Public Administration (2003-2005).
Elected to Executive Council, Section on Ethics, American Society for Public Administration (2003-).
Appointed to Executive Committee, Section on Public Administration Research, American Society for Public Administration (2002-2004).
Nominated, Excellence in Teaching Award, National Association of Schools of Public Affairs and Administration (2001).
Appointed to Executive Committee, Section on Public Administration Education, American Society for Public Administration (2001-2004).
Appointed to Editorial Board, *Public Performance & Management Review* (2000-).
Appointed to Special Features Editor, *Review of Public Personnel Administration* (2000-).
Nominated, Marian E. Smith Faculty Achievement Award (2000).
Chair, Section for Women in Public Administration, American Society for Public Administration (2000-2001).
Elected to Executive Council, Section on Ethics, American Society for Public Administration (1999-2002).
Appointed to Board of Editors, *Public Administration Review* (1998-2004).
Appointed to Book Review Editor, *Public Voices* (1998-2001).
Recipient, 1998 Distinguished Research Award, Section for Women in Public Administration, American Society for Public Administration.
Recipient, 1998 Research Excellence Award, Washington State University Vancouver.
Elected to National Council of the American Society for Public Administration, Region IX Representative (1995-1998).
Appointed to Executive Council of the Pacific Northwest Political Science Association (1995-1998).
Executive Board, Section on Women in Public Administration, American Society for Public Administration (1994-1997).
Nominated for Herbert Kaufman Award, American Political Science Association, Best Paper on public administration, 1992.
Best Paper Award, Southeastern Conference for Public Administration, 1992.

COMPETITIVE GRANT AWARDS FOR SUPPORT OF SCHOLARSHIP

Mastracci, Sharon H., Meredith A. Newman, and Mary E. Guy. Why Personnel Managers Must Understand Emotional Labor and How to Do So in Practice. IBM Innovation Grant Program. Submitted February, 2008. Not funded.

Co-Principal Investigator, Consortia of Washington State University, Oregon State University, and Krasnoyarsk State University, Russia. A Program for Public and Civic Affairs Research and Distance Education. Department of State. Submitted January, 2001 (\$302,381). Not funded.

Grant Award, American Society for Public Administration, Section for Women in Public Administration, 1997.

Grant Award, Washington State University Vancouver, Dean's Office, October, 1996.

Grant Award, Washington State University Vancouver, Dean's Office, October, 1994.

Grant Award, Washington State University, Directorate of International Programs, September, 1994.

Grant Award, American Society for Public Administration, Section for Women in Public Administration, 1993.

FORTHCOMING PUBLICATIONS

Guy, Mary E., Meredith A. Newman, and Sharon Mastracci. 2010. Are We There Yet? From Taylor's Triangle to Follett's Web; From Knowledge Work to Emotion Work, Chapter in Rosemary O'Leary, David Van Slyke, and Soon Hee Kim, Eds. *The Future of Public Administration, Public Management and Public Service Around the World: The Minnowbrook Perspective*.

Guy, Mary E. and Meredith A. Newman, Valuing Diversity: The Changing Workplace. 2010. Chapter in Stephen E. Condrey, Ed., *Handbook of Human Resource Management in Government*, 3rd edition, Jossey-Bass.

PUBLICATIONS

Book:

Guy, Mary E., Meredith A. Newman, and Sharon Mastracci. 2008. *Emotional Labor: Putting the Service in Public Service*, M.E. Sharpe.

Journal Articles:

Mastracci, Sharon, Meredith A. Newman, and Mary E. Guy. 2010. Emotional Labor: Why to Teach It; How to Teach It, *Journal of Public Affairs Education*, 16(2).

Newman, Meredith A., Mary E. Guy, and Sharon H. Mastracci. 2009. Beyond Cognition: Affective Leadership and Emotional Labor, *Public Administration Review*, lead article, 69(1): 6-20.

Pickerill, J. Mitchell, Robert Jackson, and Meredith A. Newman. 2006. Changing Perceptions of Sexual Harassment in the Federal Workplace, 1987-1994, *Law & Policy* 28(3): 368-394.

Mastracci, Sharon; Meredith A. Newman, and Mary E. Guy. 2006. Appraising Emotion Work: Determining Whether Emotional Labor is Valued in Government Jobs. *The American Review of Public Administration*, 36(2): 123-138.

Jackson, Robert A. and Meredith A. Newman. 2004. Sexual Harassment in the Federal Workplace Revisited: Influences on Sexual Harassment by Gender. *Public Administration Review*, 64(6): 663-675.

Katherine C. Naff and Meredith A. Newman. 2004. Prologue and Epilogue, Federal Civil Service Reform: Another Legacy of 9/11? Symposium, *Review of Public Personnel Administration*, 24(3): 191-201; 276-279.

Lovrich, Nicholas P., and Meredith A. Newman. 2004. Research Note. The Hearing of Local Government Interests in State Legislatures: The Effects of Prior Service in City or County Government. *State and Local Government Review*, 36(1): 67-77.

- Guy, Mary E. and Meredith A. Newman. 2004. Women's Jobs, Men's Jobs: Sex Segregation and Emotional Labor. *Public Administration Review*, 64(3): 289-298.
- Newman, Meredith A., Robert Jackson, and Douglas Baker. 2003. Sexual Harassment in the Federal Workplace. *Public Administration Review*, 63(4): 472-483.
- Holzer, Marc, Seok-Hwan Lee, and Meredith A. Newman. 2003. Best Practices in Managing Reductions-in-Force: Lessons Learned from the Australian Public Service Reform. *Review of Public Personnel Administration*, 23(1): 38-60.
- Newman, Meredith A. and Michael J. Gaffney. 2002. A Clash of Values: Public Ethics and the *Business of Government*. *International Review of Public Administration*, 7(1): 17-27. (An earlier version appears as Public Ethics and Reinventing Government. In Gregory Russell, Ed., *Reinventing Public Administration*, Wadsworth/International Thompson Publishing, forthcoming).
- Mills, Janet and Meredith A. Newman. 2002. What Are We Teaching about Gender Issues in Public Affairs Courses? *Journal of Public Affairs Education*, 8(1): 25-43.
- McCurdy, Arthur, Meredith A. Newman, and Nicholas P. Lovrich. 2002. Family-Friendly Workplace Policy Adoption in General and Special Purpose Local Governments: Learning from the Washington State Experience. *Review of Public Personnel Administration*, 22(1): 27-51.
- Frederickson, H. George and Meredith A. Newman. 2001. The Patriotism of Exit and Voice: The Case of Gloria Flora. *Public Integrity*, III(IV): 347-362.
- Pynes, Joan E. and Meredith A. Newman. 2001. Non-profit Sector Unionization and Gender Equity: Learning Lessons from a Case Study of Teacher Organization in the St. Louis Archdiocese. *Review of Public Personnel Administration*, 21(1): 5-26.
- Kelly, Rita M. and Meredith A. Newman. 2001. The Gendered Bureaucracy: Agency Mission, Equality of Opportunity, and Representative Bureaucracies. *Women & Politics*, 22(3): 1-33.
- Newman, Meredith A. and Kay Mathews. 1999. Federal Family-Friendly Workplace Policies: Barriers to Effective Implementation. *Review of Public Personnel Administration*, xix (3): 34-48.
- Newman, Meredith A. 1999. A Workforce Under Siege: A Gendered Perspective on Women in Military Service. Symposium on Violence in the Workplace, Kuotsai Tom Liou (Ed.), *Public Administration and Management: An Interactive Journal*, Vol.4(3).
- Newman, Meredith A. and Mary Ellen Guy. 1998. Taylor's Triangle, Follett's Web. *Administrative Theory and Praxis*, 20(3): 287-297.
- Newman, Meredith A. 1997. Sharpening Critical Thinking Skills in a Public Administration Class. Special Issues Section, *Journal of Public Administration Education*, 3(2): 263-267.
- Newman, Meredith A. 1997. Sex, Race, and Affirmative Action: An Uneasy Alliance. *Public Productivity and Management Review*, 20(3): 295-307.
- Newman, Meredith A. 1996. Practicing What We Teach: Beyond the Lecture in a Public Administration Class. *Journal of Public Administration Education*, 2(1): 16-29.
- Newman, Meredith A. 1996. Equal Employment Opportunity and Glass Ceilings: A Contradiction in Terms? *Public Administration Quarterly*, 19(4): 420-434.
- Newman, Meredith A. 1995. Sexual Harassment and Productivity: It's Not Just a U.S. Problem. Symposium on Gender Issues, *Public Productivity and Management Review*, 19(2): 172-186.

Newman, Meredith A. 1994. Lowi's Thesis and Gender: Implications for Career Advancement. *Public Administration Review*, 54(3): 277-284.

Newman, Meredith A. 1993. Career Advancement: Does Gender Make a Difference? *The American Review of Public Administration*, December, Volume 23, Number 4: 361-384.

Book Chapters:

Guy, Mary E., Meredith A. Newman, Sharon H. Mastracci, and Steven Maynard-Moody. 2010. Emotional Labor in the Human Service Organization. Chapter in Yeheskel Hasenfeld, Ed. *Human Services as Complex Organizations*, Thousand Oaks, CA: Sage Publications: 291-309.

Newman, Meredith A., Mary Guy, and Sharon H. Mastracci. 2009. Beyond Cognition: Affective Leadership and Emotional Labor. Chapter in Jeffrey A. Raffel, Peter Leisink, and Anthony E. Middlebrooks, Eds. *Public Sector Leadership: International Challenges and Perspectives*, Edward Elgar Publishing [reprint]: 231-256.

Guy, Mary Ellen and Meredith A. Newman. 2004. Valuing Diversity. The Changing Workplace. In Steven Condrey (Ed.), *Handbook of Human Resource Management in Government*, Second Edition, Jossey-Bass: 143-163.

Newman, Meredith A. Madame Secretary Frances Perkins. 2004. Chapter in Claire L. Felbinger and Wendy A. Haynes (Eds.), *Outstanding Women in Public Administration. Leaders, Mentors, and Pioneers*. M.E. Sharpe, Inc.: 83-102.

Newman, Meredith A. Broadening Workplace Participation. 2004. In Marc Holzer and Seok-Hwan Lee, Eds., *Public Productivity Handbook*, 2nd Edition, Marcel Dekker, Inc.: 481-497.

Newman, Meredith A. and Nicholas P. Lovrich. 2000. Washington. In Dale Krane, Platon N. Rigos, and Melvin Hill (Eds.), *Home Rule in America: A Fifty-State Handbook*, Washington DC: Congressional Quarterly Inc.: 436-444.

Newman, Meredith A. and Aynsley Kellow. 1999. Environmental Policy and Administration in Australia. In Dennis L. Soden and Brent S. Steel (Eds.), *Handbook of Global Environmental Policy and Administration*, New York, NY: Marcel Dekker, Inc.: 513-528.

Newman, Meredith A. and Mary Ellen Guy. 1999. Gender Issues in Health Care. In Anne Osborne Kilpatrick and James A. Johnson (Eds.), *Handbook of Health Administration and Policy*, New York, NY: Marcel Dekker, Inc.: 461-476.

Guy, Mary Ellen and Meredith A. Newman. 1998. Toward Diversity in the Workplace. In Steven Condrey (Ed.), *Handbook of Practical Human Resource Management in Government*, Jossey-Bass: 75-92.

Newman, Meredith A. and Ari Michelsen. 1998. Economic Development and Environmental Politics in Australia. In K. Tom Liou (Ed.), *Handbook of Economic Development*, Marcel Dekker: 355-373.

Newman, Meredith A. 1995. The Gendered Nature of Lowi's Typology: Or Who Would Guess You Could Find Gender Here? In Georgia Duerst-Lahti and Rita M. Kelly (Eds.), *Gender Power, Leadership, and Governance*, University of Michigan Press, 141-164. (An earlier version appeared as Lowi's Thesis and Gender, *Public Administration Review*, 1994, 54(3).

SELECTED MISCELLANEOUS/APPLIED PUBLICATIONS

Newman, Meredith A., Mary E. Guy, and Sharon H. Mastracci. Recognizing the Emotion Work of Public Service, *Public Management Magazine*.

Newman, Meredith A. 2005. Case 12 Comments: An Office Romance. What is Wrong and What Should be Done? In Kathe Callahan, Dorothy Olshfski, and Erwin Schwella (Eds.), *Global Public Management: Cases and Comments*, Thousand Oaks, CA: Sage Publications: 142-143.

Newman, Meredith A. 2003. What is the Problem and What Should be Done? Comments on the Case Study, *Public Performance & Management Review*, 26(3).

Newman, Meredith A. 2001. What is Wrong and What Should be Done? Comments on the Case Study, *Public Performance & Management Review*, 24(3): 289-291.

Newman, Meredith A. 1998. Sexual Harassment in the Federal Workplace: Implications for Training. Research Note. *Bridging The Gap*, American Society for Public Administration, Section for Women in Public Administration, Summer.

Newman, Meredith A. 1995. Restructure and Retreat: An Australian Experience. *Bridging The Gap*, American Society for Public Administration, Section for Women in Public Administration, Fall.

Newman, Meredith A. 1993. Equity of Outcome: The Next Frontier for Women. *Bridging The Gap*, American Society for Public Administration, Section for Women in Public Administration, Winter.

BOOK REVIEWS

Newman, Meredith A. 2000. Sexual Harassment at Work: Approaches to Prevention and Cure. *The American Review of Public Administration*, 30(3): 353-360.

Newman, Meredith A. 1995. New Paradigms for Government. *Administrative Theory & Praxis*, 17(1): 115-120.

Newman, Meredith A. 1994. Gender: The Silent Partner of Public Administration. *Public Productivity & Management Review*, xvii(4): 405-410.

UNPUBLISHED MANUSCRIPT

Dissertation, Equal Employment Opportunity and Glass Ceilings: A Contradiction in Terms, Deakin University, Australia (1994) (Australian Chair, Aynsley Kellow; United States Supervisor, Rita M. Kelly).

CONFERENCE PROCEEDINGS

Mills, Janet and Meredith A. Newman. 2001. What are we Teaching about Gender Issues in Public Administration Courses? *Proceedings of the 24th National Conference on Teaching Public Administration*, Tempe, AZ, February 4-5.

Newman, Meredith A. 1998. The X, Y, and Zs of Student Evaluation: How Management Theory Informs the Art and Science of Pedagogy. *Proceedings of the Twenty-First National Conference on Teaching Public Administration*, Colorado Springs, CO, March 21-23.

Mills, Janet, Meredith A. Newman, and Curtis Ventriss. 1997. Teacher Flicks: Pedagogy and Meta-Teaching Issues in Film. *Proceedings of the Twentieth National Conference on Teaching Public Administration*, Richmond VA, March 6-8.

Newman, Meredith A. 1996. Evaluating Students: Beyond the Carrot and Stick Approach. *Proceedings of the Nineteenth National Conference on Teaching Public Administration*, Savannah, GA, February 16-17.

Newman, Meredith A. 1995. The Lasting Benefits of Temporarily Losing Control of the Class.

Proceedings of the Eighteenth National Conference on Teaching Public Administration, Seattle, WA, March 23-25.

Newman, Meredith A. 1992. Project Management: A Class Act. *Proceedings of the Fifteenth National Conference on Teaching Public Administration*, Charleston, SC, February 6-8.

Rosell, Ellen and Meredith A. Newman. 1991. The Messages in Public Administration Textbooks: Where Are the Women? *Proceedings of the Fourteenth National Teaching Public Administration Conference*, Knoxville, TN, February 20-23.

RESEARCH IN PROGRESS/MANUSCRIPTS UNDER REVIEW

Mastracci, Sharon, Mary E. Guy, and Meredith A. Newman. *Emotional Labor and Crisis Response: Working on the Razor's Edge*. Book manuscript in progress, signed contract with M.E. Sharpe May 13, 2009.

Newman, Meredith A. and Marilyn Rubin. Towards Excellence in Public Sector Performance: The MPA Approach. Prepared for presentation at The Institute of Public Administration's International Conference on Administrative Development, Riyadh, Kingdom of Saudi Arabia, November 104, 2009.

Rubin, Marilyn and Meredith A. Newman. Master of Public Administration: Contributing to Sustainable Economic Development. Prepared for presentation at CLADEA, Guayaquil, Ecuador, November 4-7, 2009; to be submitted to *International Review of Public Administration*.

Knutsen, Wenjue, Mary E. Guy, Meredith A. Newman, and Sharon Mastracci, manuscript on analysis of interview data on emotional labor study.

COURSES TAUGHT

Graduate:

The Practice of Public Management
Advanced Seminar in Public Administration Theory and Organizational Analysis
Contemporary Issues: Seoul Case Study
Introduction to the Profession
Human Resources Management
Capstone Seminar
Gender, Politics, and Administration
Pro Seminar in Public Administration: Administrative Theory
Seminar in Public Administration: Intergovernmental Relations
Seminar in Public Administration: Gender Issues in Public Administration
Administrators in the Policy Process
Gender Diversity and Work Place Productivity in Public Organizations

Undergraduate:

Public Personnel Administration
Gender and Politics
Introduction to Public Administration
Comparative Public Administration
Intergovernmental Administration
Topics in Political Science – Administrative Ethics
Public Sector Project Administration
The History of Public Administration

Doctoral Student Committees:

(Florida International University)
Student: Catherine Raymond, Chair

Student: Patrick Bell, Chair
Student: Zhayda Garzon, Member

(University of Illinois at Springfield)
Student: John Phillips, Chair
Student: DiAna McCarter, Member
Student: Beverly Peters, Member
Student: Joy Syrcle, Member
Student: Marjorie Meier, Member

(Washington State University)
Student: Arthur McCurdy

(Portland State University)
Student: Sharon Friedman

Doctoral Supervised Readings:
(Florida International University)
Students: Mobraika Azud, Heidi Smith, Fall 2007

Doctoral Student Independent Studies:
(University of Illinois at Springfield)
Student: DiAna McCarter, Spring 2004

Masters Student Committees:
(The American University in Cairo, Egypt, School of Public Affairs)
Ola Gamil El-Taliawi, MA Thesis Committee Member (Fall 2009).

(University of Illinois at Springfield)
Student: Amanda Roccaforte, M.S. Degree in Environmental Studies. Dean's representative on the examining committee (Spring 2006).
Student: John Rogers, M.S. Degree in Environmental Studies. Dean's representative on the examining committee (Fall 2005).
Student: Muffadal Attarwalla, M.A. Degree in Environmental Studies. Dean's representative on the examining committee (Fall 2005).
Student: Emily Laverty, MPA (Community Arts Management) Thesis Committee (Summer 2005-).
Student: Nathan G. Myers, MPA Thesis Committee (Spring 2005)
Student: Bradley S. Mitchell, MPA Thesis Chair (Spring 2005-).
Student: Keith A. Taylor, MPA Thesis Chair (Spring 2005-).
Student: Greg Handy, M.A. Degree in Environmental Studies. Dean's representative on the examining committee.
Student: Ann Frescura, MPA Thesis Committee.

(Washington State University) An average of 8 committees each year

Masters Student Independent Studies:
(University of Illinois at Springfield)
Student: Bradley Mitchell, Summer 2005
Student: Angela Foster, Summer 2005
Student: Bradley Mitchell, Summer 2004

CONFERENCES AND PRESENTATIONS

Presenter, Improving the Quality of Local Governance: Accountability and Responsiveness on the Front-Lines, Seminar on Local Governance jointly sponsored by FIU, the Mexican Municipal Association and the Senate of Mexico, Mexico City, March 2010.

Presenter (Marilyn Rubin, co-author), *Towards Excellence in Public Sector Performance: the MPA Approach*, International Conference on Administrative Development: Towards Excellence in Public Sector Performance, Riyadh, Kingdom of Saudi Arabia, November 1-4, 2009.

Presenter, *Closing Remarks*, 5th International Conference on Public Administration, Chengdu, China, October 23-25, 2009.

Presenter, *Local Government Employee Section and Performance Evaluation Practices in the U.S. and Future Options for China*, Chinese City Performance Evaluation Association and Qingdao Municipal Government, Qingdao, China, October 21, 2009.

Presenter, *Winning Strategies for a Successful Career in Academia*, Southeastern Conference for Public Administration, Louisville, KY, September 30-October 3, 2009.

Presenter, *Learning from Editorial Board Members: Success with Peer Review*, Southeastern Conference for Public Administration, Louisville, KY, September 30-October 3, 2009.

Presenter, *How to Get Published in Public Administration*, Annual Conference of the International Association of Schools and Institutes of Administration, Rio de Janeiro, Brazil, August 3-8, 2009.

Speaker, *Special Presentation of the Report of the IASIA Committee on Next Steps regarding the UN/IASIA Standards of Excellence for Public Administration Education and Training*, Annual Conference of the International Association of Schools and Institutes of Administration, Rio de Janeiro, Brazil, August 3-8, 2009.

Chair, *Session on Excellence in Public Administration Education and Training*, Annual Conference of the International Association of Schools and Institutes of Administration, Rio de Janeiro, Brazil, August 3-8, 2009.

Co-Chair, *Workshop 3, Public Administration and Multidisciplinarity: The Contribution of Other Disciplines to the Dialogue on Governance* (with co-chair Wim van de Donk), Fifth TransAtlantic Dialogue, *The Future of Governance*, George Washington University, Washington, DC, June 11-13, 2009.

Keynote Speaker and Presenter (with Mary Guy and Sharon Mastracci), *Affective Leadership: Developing Constructive Relationships*, The 32nd Annual Teaching Public Administration 2009 Conference, Kentucky State University, Frankfort, Kentucky, May 27-28, 2009.

Convener and Panelist, *Human Resources and Public Management*, The 3rd Annual Best Practices Conference, University of Miami, Miami, FL, April 17, 2009.

Presenter, *Beyond Cognition: Affective Leadership and Emotional Labor*, Survey of Public Administration Tele-Conference, The Center of European Funds and International Relations, Stanislaw Staszic College of Public Administration, Bialystok, Poland, March 27, 2009.

Presenter, *Reciprocal Learning across Borders: Setting Global Standards of Excellence in Public Administration Education*, The Annual Conference of the American Society for Public Administration, Miami FL, March 20-24, 2009.

Presenter, *Symposium on International Exchanges: Challenges and Potential for Democratic Governance*, The Annual Conference of the American Society for Public Administration, Miami FL, March 20-24, 2009.

Participant, *Seoul Study Exchange Exhibition Trip*, Seoul Metropolitan Government, Seoul, South Korea, February 23-27, 2009.

Convener and Panelist, *Leading and Managing our Internal Stakeholders: Faculty, Students, Staff, and Other University Administrators*, NASPAA Annual Conference, Charleston, South Carolina, October 15-19, 2008.

Participant (ASPA representative), *Joint UNDESA-IASIA-SSPA Euro-Mediterranean Conference on Redesigning Public Administration Training to Deal with the Global Development Agenda*, Rome, Italy, October 13-14, 2008.

Moderator, *Americas Conference 2008: New Leadership – New Focus: Good Governance and Economic Development in the Hemisphere*, Panel on “Inequality, Race and Ethnicity in a Democratic Hemisphere,” Coral Gables, FL, October 1-3, 2008.

Panel Chair and Co-Presenter (with Mary Guy and Sharon Mastracci), *Are We There Yet? From Taylor’s Triangle to Follett’s Web; From Knowledge Work to Emotion Work*, Panel on “Managing Public Organizations,” Minnowbrook III Conference, Lake Placid, New York, September 5-7, 2008.

Presenter, “V” is for “Values:” *Public Administration and Democratic Governance* (Mary Guy and Sharon Mastracci, co-authors), *Political Parties Facing Current Challenges: Changes in Political Institutions in the Model of Development Seminar*, House of Representatives, Legislative Palace, Montevideo, Uruguay, July 29, 2008.

Presenter, “V” is for “Values:” *Public Administration and Democratic Governance* (Mary Guy and Sharon Mastracci, co-authors), *Governance and Democracy in Latin America: Challenges and Opportunities*, Getulio Vargas Foundation, Rio de Janeiro, Brazil, July 25, 2008.

Presenter, “P” is for “Public:” *Connecting the People, not the Dots* (Mary Guy and Sharon Mastracci, co-authors), *International Association of Schools and Institutes of Administration Annual Conference*, Kampala, Uganda, July 14-18, 2008.

Co-Chair, *Workshop 4, Policy Implementation across Levels of Government: Models and Perspectives of Analysis* (with co-chair Marc Holzer), *Fourth TransAtlantic Dialogue*, Bocconi University, Milan, Italy, June 12-14, 2008.

Presenter, “R” is for Relationship: *Affective Leadership and Good Governance*, *First Seminar on Governance and Democracy in the Hemisphere: Challenges and Opportunities*, National Assembly, San Jose, Costa Rica, March 14 2008.

Co-Presenter, *Emotional Labor in the Human Service Organization*, (Mary Guy and Sharon Mastracci, co-authors), *The Annual Conference of the American Society for Public Administration*, Dallas TX, March 7-11, 2008.

Presenter, *Beyond Cognition: Emotional Labor and Affective Leadership* (revised), *Oxford Round Table, Women’s Rights: Regaining the Momentum*, Lincoln College, University of Oxford, Oxford, England, August 5-10, 2007.

Presenter, *Beyond Cognition: Emotional Labor and Affective Leadership* (Mary Guy and Sharon Mastracci, co-authors), *Workshop 2, Diverse Leaders and Leading a Diverse Workforce*, *The Third TransAtlantic Dialogue*, Wilmington DE, May 31-June 2, 2007.

Co-chair (with Annie Hondeghem), *Workshop 2, Diverse Leaders and Leading a Diverse Workforce*, *The Third TransAtlantic Dialogue*, Wilmington DE, May 31-June 2, 2007.

Participant, *Institute for Academic Leadership Department Chairpersons Workshop*, Howey-in-the-Hills, FL, June 10-13, 2007.

Presenter (with Sharon Mastracci and Mary Guy), Gauging Emotional Labor: Quantitative Analysis with a Qualitative Construct, The Annual Conference of the American Society for Public Administration, Washington DC, March 23-27, 2007.

Presenter (with Sharon Mastracci and Mary Guy), Emotional Labor and Public Responsiveness, The Annual Conference of the American Political Science Association, Philadelphia PA, August 31-September 3, 2006.

Keynote Speaker, Public Administration: A Noble Profession, Pi Alpha Alpha Induction Ceremony, University of Illinois at Chicago, April 20, 2006.

Presenter, Pay Inequity: The Penalty of Emotion Work. Founders Forum, The Annual Conference of the American Society for Public Administration, Denver CO, April 1-4, 2006.

Presenter, How to Get Published. Presentation to doctoral students, The University of Texas at Dallas, January 26, 2006.

Presenter, Burnout versus Making a Difference: The Hidden Costs and Benefits of Emotion Work, The Annual Conference of the American Political Science Association, Washington DC, September 1-4, 2005.

Presenter, Theoretical Foundations of Emotional Labor: The Disconnect Between Public Administration Theory and Practice. Founders Forum, The Annual Conference of the American Society for Public Administration, Milwaukee, WI, April 2-5, 2005.

Participant, National Science Foundation Regional Grants Conference, Washington University, St. Louis, MO, October 3-5, 2004.

Presenter, Growing Pains. Lessons Learned in Starting a Doctoral Program Panel, NASPAA/APPAM Doctoral Program Workshop, The George Washington University, Washington DC, June 4-5, 2004.

Presenter (with Sharon Mastracci; Mary Guy, co-author), Appraising Emotion Work: Determining Whether Emotional Labor is Acknowledged in Public Service. The Annual Conference of the Midwest Political Science Association, Chicago, IL, April 15-18, 2004.

Co-convenor (with Kathy Naff) and Presenter, Human Resources Aspects of the Department of Homeland Security Panel. Track: Beyond 9/11: Protecting the Nation at Home. The Annual Conference of the American Society for Public Administration, Portland, OR, March 27-30, 2004.

Convenor, Work in the 21st Century Panel. Track: Demographics and Human Capital Development: Where will the People Come From? The Annual Conference of the American Society for Public Administration, Portland, OR, March 27-30, 2004.

Presenter (with Mary Ellen Guy), Women's Jobs, Men's Jobs: Sex Segregation and Emotional Labor. The Psychological Capacities of Human Capital Panel. The Annual Conference of the American Society for Public Administration, Portland, OR, March 27-30, 2004.

Discussant and Chair, Human Resource Policy, Public Management and Gender Panel. The Annual Conference of the Midwest Political Science Association, Chicago, IL, April 3-6, 2003.

Presenter, Workforce Diversity and Employee Partnership. Forum on The Implications of the Homeland Security Legislation on Public Sector Human Resources Management, Section on Personnel Administration and Labor Relations, ASPA, Brookings Institution, Washington DC, March 14, 2003.

Presenter, Family-Friendly Programs at the Municipal Level: The Washington State Experience. The Annual Conference of the American Society for Public Administration, Newark, NJ, March 10-13, 2001.

Presenter (with Jan Mills), What are we Teaching about Gender Issues in Public Administration Courses? The 24th National Conference on Teaching Public Administration, Tempe, AZ, February 4-5, 2001.

Presenter, The Adoption of Family-Friendly Workplace Policies in General and Special Purpose Local Governments: The Washington State Experience. The Southeastern Conference for Public Administration, Greensboro, NC, October 4-7, 2000.

Participant, Ethics 2000: Dimensions of Ethics in the New Millennium. Third Public Sector Ethics Conference, Portland State University, May 18-19, 2000.

Participant, New Technologies and Humanities Classrooms: Literacy in the 21st Century. New Media Classroom Summer Faculty Development Institute, WSU Vancouver, July 11-15, 1999.

Presenter (with Kay Mathews), Barriers to Effective Implementation of Family-Friendly Workplace Policies at the Federal Level. The Annual Conference of the American Society for Public Administration, Orlando, FL, April 10-14, 1999.

Discussant, Bumps and Jumps: Women's Paths to Political Careers. The Annual Conference of the Western Political Science Association, Seattle, WA, March 25-27, 1999.

Presenter, Federal Family-Friendly Workplace Policies. The Southeastern Conference for Public Administration, Pensacola, FL, January 21-23, 1999.

Presenter, The X, Y, and Zs of Student Evaluation. How Management Theory Informs the Art and Science of Pedagogy. The Twenty-First Annual Conference on Teaching Public Administration, Colorado Springs, CO, March 21-23, 1998.

Presenter, Taylor's Triangle, Follett's Web. (Guy, M.E., co-author). The Eleventh National Conference of the Public Administration Theory Network, Colorado Springs, CO, March 19-21, 1998.

Discussant, Multi/Cross-Cultural Female Leaders. The Annual Conference of the Western Political Science Association, Los Angeles, CA, March 19-21, 1998.

Presenter, A Workforce Under Siege: A Gendered Perspective. The Southeastern Conference for Public Administration, Knoxville, TN, September 24-27, 1997.

Discussant, The Future of Public Administration: Big Questions. The Annual Conference of the American Society for Public Administration, Philadelphia, PA, July 26-30, 1997.

Convener/Discussant, Intellectual Roots and Branches. The Tenth National Conference of the Public Administration Theory Network, Richmond, VA, March 8-10, 1997.

Moderator and Panel Proposer, Assessing Student Performance. The Twentieth Annual Conference on Teaching Public Administration, Richmond, VA, March 6-8, 1997.

Presenter, Teacher Flicks: Pedagogy and Meta-Teaching Issues in Film. The Twentieth Annual Conference on Teaching Public Administration, Richmond, VA, March 6-8, 1997.

Presenter (with Nicholas P. Lovrich), Attention Accorded to Local Government Issues by State Legislators: The Effects of Prior Service in City or County Government Among a Nationwide Sample of State Legislators, State and Local Politics Panel, The Annual Conference of the Pacific Northwest Political Science Association, Portland, OR, November 7-9, 1996.

Discussant, The Prospects for Models of Cooperation and Consensus in Public Administration, The Annual Conference of the American Political Science Association, San Francisco, CA, August 29-September 1, 1996.

Chair, *Before the Devolution: State Local Relations in Five States*. The Annual Conference of the American Society for Public Administration, Atlanta, GA, June 29-July 2, 1996.

Presenter (with Rita Kelly), *The Gendered Economy: Agency Mission, Equality of Opportunity, and Representative Bureaucracy*, The Annual Conference of the Western Political Science Association, San Francisco, CA, March 14-16, 1996. Considered for the Betty Nesvold Award.

Presenter (with Nicholas P. Lovrich), *State-Local Relations in Washington: Home Rule Prospects*, The Annual Conference of the Western Political Science Association, San Francisco, CA, March 14-16, 1996. A Division of Governmental Studies & Services Occasional Paper.

Presenter, *Evaluating Students: Beyond the Carrot and Stick Approach*, Evaluating Students Panel, The Nineteenth Annual Conference on Teaching Public Administration, Savannah, GA, February 16-17, 1996.

Chair, *New Values Panel*, The Ninth National Symposium on Public Administration Theory, Savannah, GA, February 18-19, 1996.

Presenter (with Nicholas P. Lovrich), *The Hearing of Local Government Interests in State Legislatures: The Effect of Prior Service Among State Legislators*, State and Local Politics Panel, The Annual Conference of the Pacific Northwest Political Science Association, Bellingham, WA October 19-21, 1995.

Presenter, *Reversal of Fortune: An Australian Case Study of Unequal Employment Opportunity*, Perspectives on Advancing Equality in Public Administration Panel, The Annual Conference of the American Political Science Association, Chicago, IL, August 31-September 3, 1995.

Moderator and Presenter, *Sexual Harassment and Productivity: The Limitations of Legalism from a Comparative Perspective*, The Status of Women Panel, The Annual Conference of the American Society for Public Administration, San Antonio, TX, July 21-26, 1995.

Discussant, *Gender in Urban State and Polity: A Century of Change Panel*, The Annual Conference of the Urban Affairs Association, Portland, OR, May 3-6, 1995.

Presenter, *The Lasting Benefits of Temporarily Losing Control of the Class*. The Eighteenth National Conference on Teaching Public Administration, Seattle, WA, March 24-26, 1995.

Presenter, *Sexual Harassment: The Limitations of Legalism from a Comparative Perspective*. The Annual Conference of the Western Political Science Association, Portland, OR, March 16-18, 1995.

Speaker, *Working for Victoria: Restructure and Retreat*. Address to the Royal Institute of Public Administration Australia, Melbourne, November 23, 1994.

Chair and Discussant, *Session on Public Policy*, The Annual Conference of the Pacific Northwest Political Science Association, Portland, OR, October 13-15, 1994.

Presenter, *Lowi's Typology Revisited: Or Are All Organizations Created Equal?* The Annual Conference of the Western Political Science Association, Albuquerque, NM, March 10-12, 1994.

Presenter, *Unequal Opportunity: Women in Local Government in Australia*. Panel on Women and their Relationship to the State, The Annual Conference of the Urban Affairs Association, New Orleans, LA, March 3-5, 1994.

Speaker, *Women in State Government: Halfway to Equal*. Address to the Royal Institute of Public Administration Australia, Melbourne, December 14, 1993.

Presenter, Gender Diversity in Public Organizations. Women's Issues Forum, sponsored by the Staff Development Board, Community Corrections Department, Orange County, Orlando, FL, November 10, 1993.

Discussant, Civil Rights and Bureaucratic Politics. The Annual Conference of the Southern Political Science Association, Savannah, GA, November 4-6, 1993.

Moderator, Women in Public Administration. The Southeastern Conference for Public Administration, Cocoa Beach, FL, October 6-8, 1993.

Leader, Section on Public Administration Education, Teaching Assessment Session. The Southeastern Conference for Public Administration, Cocoa Beach, FL, October 6-8, 1993.

Presenter, Family and Employment Policies for American Women: Developing a Women's Research Network. Women's Caucus Roundtable, The Annual Conference of the American Political Science Association, Washington, DC, September 2-5, 1993.

Moderator, Special Challenges of Managing a Diverse Work Force. Panel on Changing Work Place Demographics Section, The Annual Conference of the American Society for Public Administration, San Francisco, CA, July 17-21, 1993.

Conference Director, Career Advancement: Does Gender Make A Difference? First Annual Conference on Facilitating Careers in the Public Service: Gender Diversity and Work Place Productivity, sponsored by UCF Institute of Government, Orlando FL, June 10, 1993.

Presenter, On Tap but Not on Top: Women in Public Service. First Annual Conference on Facilitating Careers in the Public Service, Orlando, FL, June 10, 1993.

Presenter, Sexual Harassment: A Paradigm Shift from Legalism to Warfare. First Annual Conference on Facilitating Careers in the Public Service, Orlando, FL, June 10, 1993.

Presenter, Lowi's Thesis and Gender: Implications for Career Advancement. Panel on Administrative Behavior and Leadership Section, The Annual Conference of the Western Political Science Association, Pasadena, CA, March 18 - 20, 1993.

Presenter, Equal Employment Opportunity and Glass Ceilings: A Contradiction in Terms? Panel on Gender Issues and Productivity. The Annual Meeting of the Southeastern Conference for Public Administration, Montgomery, AL, October 7-9, 1992.

Presenter, Career Advancement: Does Gender Make a Difference? Panel on Exploring the Glass Ceiling for Women in Bureaucracies, Section on Public Administration, The Annual Conference of the American Political Science Association, Chicago, IL, September 3-6, 1992.

Presenter, Right-sizing State Government: The Implications for Career Advancement. Panel on Trickle Down Theories of Bureaucratic Bashing: Tacking Through the Deluge, The Annual Conference of the American Society for Public Administration, Chicago, IL, April 11-15, 1992.

Presenter, Management Issues. Panel on Administrative Issues, The Fifteenth National Conference on Teaching Public Administration, Charleston, SC, February, 1992.

Presenter, Equal Employment Opportunity? The Glass Ceiling Effect. A Literature Review. Panel on Women in Public Administration: Beyond the Glass Ceiling, The Annual Meeting of the Southeastern Conference for Public Administration, Charlotte, NC, October 16-18, 1991.

Presenter, The Messages in Public Administration Textbooks. Panel on Specific Client Groups, The Fourteenth National Conference on Teaching Public Administration, Knoxville, TN, February 20-23, 1991.

PROFESSIONAL SERVICE

Editorial Boards:

Public Administration Review
Public Performance and Management Review
Review of Public Personnel Administration

Associate Editor for Special Features and International Outreach (2007-):

Review of Public Personnel Administration

Symposium Issue, *The Civil Service Reform Act of 1978: A Thirty-Year Retrospective and a Look Ahead*. James Perry, Guest Editor (in progress).

Symposium Issue, *The Privatization of Public Services*. Douglas Watson, Guest Editor (in progress).

Symposium Issue, *Succession Planning* (in progress).

Special Features Editor (2003-2006):

Review of Public Personnel Administration

Symposium Issue, *Personnel Management Challenges in Government Information Technology*. David Coursey, Guest Editor. 2005, 25(3).

Guest Editor (with Katherine C. Naff), Symposium Issue, *Federal Civil Service Reform: Another Legacy of 9/11?* 2004, 24(3).

Symposium Issue, *Staff Participation in European Public Services*. David Farnham, Guest Editor. 2004, 24(4).

Point/Counterpoint, *New Public Management and Bureaucracy vs. Business Values and Bureaucracy*. Fred Thompson and Hugh T. Miller. 2003, 23(4): 328-343.

Symposium Issue, *Human Resource Management in Nonprofit Organizations*. Dahlia Bradshaw Lynn, Guest Editor. 2003, 23(2).

Reviewer:

Public Administration Review
Journal of Public Affairs Education
Review of Public Personnel Administration
Public Performance and Management Review
Journal of Public Administration Research and Theory
Women & Politics
Politics & Policy
Public Voices
Administrative Theory & Praxis
American Behavioral Scientist

Service to Professional Associations:

Member, Editorial Advisory Board, *Journal of Administrative Science*, 2010-.

Member, ASPA 2010 International Award Committee.

Co-Chair, (with Bernard Boucault), IASIA Standards of Excellence Implementation Committee, 2009-.

Member, Advisory Board, European Union Funded Research Project, The Public Sector of the Future, 2009-2012.

Member, Editorial Board, *Journal of Comparative Policy Analysis: Research & Practice*, 2009.

Member, NASPAA International Committee, 2009.

Co-chair, (with Ludmila Gajdosova), IASIA Clearinghouse of Regional and National Public Administration Associations, 2008-2009.

Member, NASPAA Eligibility Task Force Committee, 2009.

Member, ASPA James Webb Award Selection Committee, 2008.

Member, NASPAA Executive Council Selection Committee, 2007.

Member, NASPAA Data Task Force, 2006-2007.

Member, ASPA Board, South Florida Chapter, 2006-2008.

Program Co-Chair, American Society for Public Administration 2007 Conference.

Co-chair, Founders Forum Committee, American Society for Public Administration 2006 Conference.

Member, 2006 Paul P. Van Riper Award for Excellence and Service Selection Committee.

Member, American Political Science Association Gaus Award Committee, 2005-2006.

Member, Dimock Committee, American Society for Public Administration, Best Lead Article in *Public Administration Review*, 2006.

Member, National Association of Schools of Public Affairs and Administration 2005 Conference Program Committee.

Member, Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration, 2004-2007.

Chair, NASPAA Site Visit Team, New Mexico State University, Spring 2004.

Member, Core Group, American Society for Public Administration 2005 Conference Program Committee, 2003-2005.

Chair, Section for Public Administration Research, American Society for Public Administration, 2004.

Member, NASPAA Site Visit Team, California State University Chico, March 24-26, 2003.

Lead, Public Administration Theory, Research, Education and Organizational Development, 2003 Program Committee, American Society for Public Administration.

Member, Financial Planning Committee, Section for Women in Public Administration, ASPA, 2003.

Member, Action Team, Performance Steering Group (3), American Society for Public Administration, 2001-2002.

Member, Burchfield Award Committee, American Society for Public Administration, 2001.

Member, NASPAA Site Visit Team, University of Southern Illinois-Carbondale, February, 2001.

Member, Mosher Award Selection Committee, *Public Administration Review*, 2000.

Member, Dwight Waldo Award Selection Committee, American Society for Public Administration, 1998, 1999, 2000.

Member, Publications Committee, American Society for Public Administration (1999-2000).

Chair, Publications Committee, American Society for Public Administration (1998-1999).

Chair, National Campaign for Public Service, American Society for Public Administration, (1997-1998).

Member, Policy Issues Committee, American Society for Public Administration (1997-1999).

Member, 1997 Annual Conference Program Committee, American Society for Public Administration (1996-1997).

Member, James E. Webb Award Screening Committee, American Society for Public Administration (1996-1997).

Member, Task Force on Violence and Terrorism Against Public Employees, American Society for Public Administration (1996-1997).

Member, Dwight Waldo Award Committee, American Society for Public Administration, 1996.

Member, 1996 Annual Conference Program Committee, American Society for Public Administration (1995-1996).

Co-Editor, *IX Tales*, Regional Newsletter of the American Society for Public Administration.

Board of Directors, Central Florida Chapter, American Society for Public Administration (1992-1993).

Region V Liaison, Section for Women in Public Administration, American Society for Public

Administration (1992-1994).

Service to the University:

Florida International University:

Member, Center for Leadership Academic Advisory Board (2009-).

Participant, Center for Leadership Fellows meeting (May 2008).

Moderator, Women in Government, Politics, and Law panel, Women Who Lead Conference, FIU Graham Center Ballroom, February 20, 2007.

Member, SACS Quality Enhancement Plan: Civic Engagement Committee (2007).

Member, President's G-51 Committee (2007).

Member, Search and Screen Committee for Director of Social Work (2006).

University of Illinois at Springfield:

Chair, Department of Public Administration and the Center for State Policy and Leadership Joint Searches Committee (AY 2005-2006).

Member, UIS Tenure Review Committee (2005-2008).

Member, At-Large, Graduate Council (Spring 2005).

Member, UIS Personnel Policies Committee (2004-2007).

Member, Philosophy Search Committee (Fall 2004).

Member, Department of Public Administration Search Committee (Fall 2004).

Moderator, Center for State Policy and Leadership Luncheon Event, Women and Politics in Illinois: Challenges and Opportunities (September 27, 2004).

Presenter, Faculty Panel, New Faculty Orientation (August 17, 2004).

Member, Philosophy Advisory Committee, UIS (2004-).

Presenter, Careers in International Affairs, Brown Bag Lunch Discussion (November 25, 2003).

Member, Lincoln Presidential Center Cross Cutting Committee on Leadership Academies (Fall, 2003).

Member, Graduate Public Service Internship Program Advisory Committee (Fall, 2003).

Washington State University:

Faculty Advisor, Public Affairs Club, WSU Vancouver (2003).

Participant, Faculty Group, Gendering Research Across the Campus, WSU (2002-2003).

Member, Chair's Advisory Committee, WSU (2001-2002).

Chair and Member, 2 Search Committees, WSU Department of Political Science (Fall 2000).

Member, 2 Search Committees, WSU Department of Political Science (Spring 2000).

Member, WSU Vancouver Multimedia Electronic Classroom Building Committee (1998-2001).

Chair and Member, 2 Search Committees, WSU Department of Political Science (1998-1999).

Member, Commission on the Status of Women, WSU Pullman (1997-1999).

Member, WSU Vancouver Phase II Planning Committee (1995-1996).

Member, Search Committee, WSU Chair of Department of Political Science (1995).

Service to the Community:

Presenter, Beyond Cognition: Affective Leadership and Emotional Labor, Miami Rescue Mission and Broward Outreach Centers, Miami, FL, April 28, 2009.

Presenter, The "Human" Aspect of Doing Business. North Pacific Chapter of the International Association of Refrigerated Warehouses, Portland, OR, May 15, 2003.

Presenter, Clark County Board of Freeholders, Vancouver, WA, April-May, 2001.

Presenter, WSU Klickitat County Extension, Managing a Diverse Workforce, July, 2000.

Presenter, Woman and Politics, Panel on Women's Past, Present, and Future Political Status, WSU Vancouver, March 8, 2000.

Presenter, Managing Change, Clark County Management Forum, WSU Vancouver, November 8, 1996.

Presenter, Career Advancement, WSU Pullman Speakers Bureau, Soroptimist Club of Portland, Benson Hotel, Portland OR, October 3, 1996.

Moderator, School Initiatives Forum, League of Women Voters of Clark County and The Forum at the Library, Foster Hall at Clark College, October 1, 1996.

Chair, Steering Committee, The Forum at the Library, Vancouver, WA (1996-97).

Panelist, Democratization: Defining U.S. Goals. Forum on Contemporary World Problems, CTV production, Vancouver, WA, March 23, 1995.

Member, George C. Marshall Public Service Academy Task Force (1994-1995).

Testimony to Washington Senate Committee on Government Operations, and the Washington Senate Committee on Local Government, Program for Local Government Education, Olympia, WA, September 23, 1994.

PROFESSIONAL ORGANIZATIONS

American Society for Public Administration

American Political Science Association

Midwest Political Science Association

Pi Alpha Alpha National Honor Society in Public Administration



CLERK OF THE BOARD
2010 JAN 21 AM 8:08
CLERK: CIRCUIT & COUNTY COURTS
DADE COUNTY, FLA.
#1

Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Paez Gabriel Jose
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 36 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- Male
- White Non-Hispanic
- Asian or Pacific Islander
- Female
- Black Non-Hispanic
- American Indian or Alaskan Native
- Hispanic

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EDUCATION:

Degree/School:

Bachelors in Human Resources Management Saint Thomas University

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

Having working in HR for the past ten years and as a HRCI certified Human Resources

Professional (PHR), I possess the theoretical knowledge and practical experience in human resources management necessary to be on the Miami-Dade Compensation and Benefits Review Committee.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
MB Citizens' Police Academy Alumni Asso.	Vice Chairmen
SHRM Society of Human Resources Manag	Member
GMSHRM Greater Miami Society of Human	Member

List any Public Office held (Elected or Appointed):

Office	Date
N/A	N/A

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List activities reflecting community interest:

As the Vice Chairman of the MB Police Citizens' Police Academy Alumni Association I have raised over \$15,000 in three years. These proceeds benefit the annual MB Police Toy Give-a-way.

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

None

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Sherry Roberts	Realtor	305-205-2030
Barbra Rocha	Sr. Human Resources Manager	305-775-9804
Toni Pruitt	Sr. Recruiter	305-807-0623

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

I would like to conduct a comprehensive evaluation of the standing personnel policies of county.

I would also like to evaluate the pay structure for the county.

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Gabriel Jose Paez

I, (candidate's name) _____,
a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

01-20-2010

Date

Candidate's Signature

Nominated by (if not self):

Name

Telephone

City

State

Zip Code

Submit by Email

Print Form

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Gabriel J. Paez, PHR

Summary: Experienced and dynamic individual with a solid background in Human Resources, Equal Employment Opportunity and Affirmative Action Programs, policy development and implementation, benefits, community relations and communications.

Experience

UNIDAD/South Florida Workforce, Miami Beach, FL

2008 – present

HUMAN RESOURCES GENERALIST

South Florida Workforce developing communities that works.

Report to the Executive Director

- Manage employee investigations while recommending corrective actions to senior management.
- Resolve employee concerns while providing guidance regarding FMLA/FLSA/ADEA/EEO related issues.
- Assist with the development, implementation and communication of HR policies, programs and procedures.
- Counsel customers individually or in groups to assist in overcoming dependencies to life and making changes.
- Execute client training and communication requirements regarding training needs in areas such as Sexual Harassment, EEOC Compliance, Progressive Discipline, Worker's Compensation, etc).
- Conduct annual benefits enrollment campaign by informing clients of changes to benefits as well as conducting open enrollment meeting with associates as client location.
- Facilitate new hire orientation and diversity; ensured all new employees receive timely on boarding.
- Administer HR processes, including annual performance evaluations, pay equity analysis and benefit enrollment

Gevity HR, Miami, FL

2006 – 2008

HUMAN RESOURCES CONSULTANT - Generalist

Gevity is a professional employer organization (PEO) and publicly-held company specializing in human resources.

Reported to Professional Service Manager, served the function of a Human Resources Business Partner to 90 clients/1675 employees.

- As assigned, lead the on-boarding of new clients to implement, payroll, benefits and HR systems per contract specifications. Identify client requests for non-covered support and recommend appropriate and implement approved solutions and fees.
- Championed client issues and problems to final resolution with internal departments. Respond to client questions and issues and to internal company resources to solve or prevent problems from company administrative policies, practices, systems, or standards.
- Conducted client scorecard through survey of management and employees, compare results to industry standards and offer recommendations to client by developing 12 month implementation plan of offered services such as performance appraisals, employee rewards system, 401(K) implementation, company handbook, training, etc.
- Assisted clients with recruitment and retention needs by providing training for hiring managers on interviewing skills, helping implement recognition programs as well as background and drug testing and when requested, helping to implement a drug free workplace.
- Conducted workplace investigations for clients on a requested basis as well as help clients develop and implement policies and procedures and company handbook for employees.
- Executed client training and communication requirements regarding training needs in areas such as Sexual Harassment, Customer Service, EEOC Compliance, Progressive Discipline, Worker's Compensation, etc).
- Conducted annual benefits enrollment campaign by informing clients of changes to benefits as well as conducting open enrollment meeting with associates as client location.
- Investigated potential wage and hour violations and provide clients with recommended corrective actions to be in compliance with federal and state regulations
- Knowledge base expert on federal and state regulations including assisting client base with ADA, EEOC, Age Discrimination, Equal Pay Act, and other federal and state regulations.
- Participated in special research and development groups with other colleagues in support of client assessment, program design, and operating programs with partnership established with Cornell University in supporting small businesses.

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Ryder System, Inc., Miami, FL

HUMAN RESOURCES REPRESENTATIVE

Commercial Fleet management headquarters -- corporate finance division.

Reported to Senior HR Manager; served as Human Resources Generalist to 700+ corporate employees

- Major clients-Corporate Accounting, Tax, Strategic Planning, Finance, Marketing and IT.
- Assisted with recruiting and identifying qualified candidates for various internal divisions.
- Managed employee investigations while recommending corrective actions to senior management.
- Resolved employee concerns while providing guidance regarding FMLA/FLSA/ADEA/EEO related issues.
- Assisted with the development, implementation and communication of HR policies, programs and procedures.
- Conducted exit interviews; gathered and maintained database for disseminating HR metrics for turnover reports.
- Facilitated new hire orientation and diversity; ensured all new employees received proper and timely on boarding.
- Administered HR processes, including annual performance evaluations, pay equity analysis and benefit enrollment.
- Participated in the capacity of interviewer & assessor for the managerial assessment program & succession planning.
- Contingency Planner for the Ryder Employee Disaster Fund; distributed \$185k in grants while supporting Field staff post Hurricane Katrina in Louisiana & Mississippi. Responsible for manpower coverage of call center.

Hertz Rent-A-Car, Miami, FL

2002 to 2004

SENIOR STATION MANAGER-Human Resources

The leader in vehicle rental

Reported to Employee Relations Manager and assisted in leading and directing the HR department, as well as interpreting policies and procedures to management.

- Maintained all personnel records and ensured compliance to federal and state laws. Completed the selection, performance appraisal and termination of employees.
- Initiated employee relations investigations from initiation all the way through up to including arbitration.
- Administered benefit programs and assisted with the researching and resolution of complex benefits situations.
- Coordinated and attended job fairs, interviewed and made recommendations in the selection of employees to fill exempt and non-exempt positions and handled separation notices and exit interviews.
- Hertz Labor Agreement Bargaining Team member with the Teamsters Union Local 390.
- National Safety Council certified CPR and First Aid Instructor.

Swissport, International, Miami, FL

1999 to 2002

PASSENGER SERVICE TRAINER

The world's benchmark in ground handling services.

Reported to Passenger Service General Manager and ensured compliance with all federal, state & local agencies.

- Prescreened and interviewed candidates and made recommendations in the selection of employees to fill exempt and non-exempt positions and handled separation notices and exit interviews.
- Administered all new hire orientation and training.
- Task force member - established to achieve better efficiency in all aspects of the company.

Education

- B.A. Human Resources Management-St. Thomas University, Miami, FL.

Memberships and Community Service

- City of Miami Beach Personnel Board Member
- Member in good standing of SHRM & GMSHRM
- City of Miami Beach Neighborhood Leadership Service Academy Alumni
- City of Miami Beach Police Citizens' Police Academy Alumni Association Vice-Chairman

Awards

- City of Miami Beach Hispanic Heritage Month Public Service 2009

Computer Skills

- Command of current software for standard business applications: Microsoft Word, Excel, and PowerPoint
- SAP & ORACLE HRIS; ADP and Gevity payroll systems.

Languages

- Bilingual English/Spanish

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Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: PELLET PEDRO FERNANDO
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: TWENTY-TWO YEARS.

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

Male

Female

White Non-Hispanic

Black Non-Hispanic

Hispanic

Asian or Pacific Islander

American Indian or Alaskan Native

EDUCATION:

Degree/School: B.Sc. Biology, UNIVERSITY OF THE SACRED HEART.
B.A. ECONOMICS + POLITICAL SCIENCES, UNIVERSITY OF P. RICO
M.A. " " " "
PH.D. INTERNATIONAL AFFAIRS, UNIVERSITY OF MIAMI
CORAL GABLES.

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

TEACHING SUPERVISING DOCTORAL DISSERTATIONS
AND DOING ACADEMIC RESEARCH DURING
THE LAST TWENTY-SEVEN YEARS.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
<u>SEDC</u>	
<u>SOCIAL AND ECONOMIC DEVELOPMENT COUNCIL MIAMI-DADE</u>	<u>MEMBER.</u>
<u>ASSOCIATION FOR THE STUDY OF THE CUBAN ECONOMY.</u>	<u>MEMBER.</u>
<u>ASSOCIATION OF THE CUBAN ECONOMISTS</u>	<u>"</u>

List any Public Office held (Elected or Appointed):

Office	Date
<u>SEDC (APPOINTED)</u>	<u>OCTOBER 24th, 2006.</u>

List activities reflecting community interest:

SEDC; SEVERAL ACTIVITIES RELATED TO THE
UNIVERSITY WHERE I TEACH, CUBAN WITH
FAITH IN ACTION (CATHOLIC CHURCH) BRINGING
MEDICINES TO CUBA

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

NONE THAT I KNOW OF.

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
DR. ANTONIO TORGE	CHAIR, SEDC.	(305) 857-4456
DR. MANUEL J. CARVATAL	PROFESSOR (FIU)	(305) 253-5838
DR. RAÚL MONCARRZ	" "	(305) MONCARRZ@FIU.EDU

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

JUST TO SERVE WITH INTEGRITY TO THE
BEST OF MY ABILITIES OUR COMMUNITY.

BROWARD

I, (candidate's name) PEDRO F. PELLET,
a resident of ~~Miami-Dade~~ Broward County, having no financial interest, direct or indirect, in the
compensation paid to County employees, if appointed, would be willing and able to
discharge the responsibilities and functions of a Compensation and Benefits Review
Committee member.

2/15/10

Date

Pedro F. Pellet

Candidate's Signature

Nominated by (if not self):

SELF.

Name

(305) 310-8249

Telephone

DAVIE

City

FL

State

33314

Zip Code

**CURRICULUM VITAE
OF
PEDRO F. PELLET**

**Nova Southeastern University
H. Wayne Huizenga School of Business and Entrepreneurship**

Carl DeSantis Building, 3301 College Avenue, Ft. Lauderdale, Florida 33314-7721

(954) 262-5106 (Office) Facsimile: (954) 262-3974 (305) 310-8249 (Cellular)

pellet@.huizenga.nova.edu

www.huizenga.nova.edu

Education:

- | | | |
|------|--|---|
| 1986 | Ph.D. {International Affairs:
Economic Development} | University of Miami,
Coral Gables, Fla., U.S.A. |
| 1981 | B.Sc. {Biology} | University of the Sacred
Heart, Santurce, Puerto Rico. |
| 1977 | M.A. {Economics} | University of Puerto Rico,
Río Piedras, Puerto Rico. |
| 1971 | B.A. {Political Sciences} | University of Puerto Rico,
Río Piedras, Puerto Rico. |
| 1970 | B.A. {Economics} | University of Puerto Rico,
Río Piedras, Puerto Rico. |
| 1965 | Baccalaureate Superior | University Complutense of
Madrid, Spain. |

Experience:

Translator, Freight Forwarder and International Field Specialist for Mudanzas González y Delriéu (An International Moving and Storage Firm), Madrid, Spain; 1964-65.

Watchmaker, Bulova Watch Company, Jackson Heights, New York, USA, 1965-66.

Military Policeman (Intelligence, criminal investigation, patrolling highways, roads, streets, jailman, etc.); 1966-72.

Responsible for a Statistics Laboratory, at the University of Puerto Rico, Rio Piedras, Puerto Rico; 1970-71.

Consultant Economist, Tax Reform Commission, Treasury Department, San Juan, Puerto Rico; 1974.

Assistant Professor of Economics and Statistics, Department of Business Administration, University of the Sacred Heart, Santurce, Puerto Rico; 1974-81.

Visiting Professor of Economics, University of Puerto Rico, Rio Piedras, Puerto Rico; 1976-78.

Director of the Office of Academic Planning and Development, University of the Sacred Heart, Santurce, Puerto Rico; 1978-79.

Program Professor, Assistant Professor, Associate Professor and Full Professor of Economics and Statistics of the Center for the Study of Administration, the School of Business and Entrepreneurship and the H. Wayne Huizenga School of Business and Entrepreneurship, respectively, teaching Undergraduate, Master's and Doctoral Programs, Nova Southeastern University, Fort Lauderdale, Florida 33314; April 1, 1982 to present.

Adjunct Professor at the Foreign Modern Languages and Business Departments, Broward Community College, Pembroke Pines, Florida, USA; 1984-85.

Adjunct Professor at Florida International University's Economics and Public Administration Departments, North Campus/University Park, Florida, USA; 1990-94.

TEACHING {Economics and Statistics}

Interests: Economic Theory, History of Economic Thought and International Economics.

Courses

Taught: Business Economics Concepts, Economic Analysis, Microeconomics, Macroeconomics, Comparative Economic Systems, History of Economic Thought, Economic Development, International Economics, Managerial Economics, Quantitative Methods, Introductory Economics and Statistics.

DISSERTATION COMMITTEES:

ADEKOLA, ABEL (DBA, 1992, MIAMI, FLORIDA). CHAIR. The Characteristics of Small Expatriate Investors in Nigeria.

ADEYEMI, ADESINA OLAJIDE (DPA, 1999, MIAMI, FLORIDA). COMMITTEE MEMBER. A Study of the Relationship Between Influence Tactics, Gender, and Leadership Style in Manager-Subordinate Dyads.

AHMED, BETTY (DBA, 2001, MERRITT ISLAND, FLORIDA). COMMITTEE MEMBER. A Research Designed to Analyze the Effects of a Wellness Program in a Major Southeastern United States Public Utility.

AIYEKU, JOSEPH (DIBA, 1990, FLORIDA). CHAIR. Impact of Import Substitution and Export Expansion Industrialization Policy on Channels of Distribution of Non-Oil Export Commodities in Nigeria.

ALIAS, ADNAN (DIBA, 1990, MALAYSIA). COMMITTEE MEMBER. A Study of Entrepreneur Characteristics, Business Plans and Start-up Capital of Successful and Unsuccessful New Ventures: Case of a Venture Creation Program in a Developing Country.

AMNUCKMANEE, APIRADEE (DBA, 2002, BANGKOK, THAILAND). COMMITTEE MEMBER. Demographic Influences on the Leadership Practices of Chief Faculty Officers during the Period of Reform.

AVERY, MICHAEL L. (DBA, 2003, FLORIDA) COMMITTEE MEMBER. Analysis of the Relationship of Transportation Modality and U.S. Foreign Trade Zone Productivity.

BANDA, CHEMUTA (DBA, 1992 - THE NETHERLANDS). COMMITTEE MEMBER. Strategic Management in Diplomatic Representation: The Impact of Generic Alternative Practices.

BATTAGLIA, PAUL (DBA, 1994, VIRGINIA) COMMITTEE MEMBER. A Translog Analysis of the Effect of Region on the Substitution of Energy for other Non-energy Inputs in the Production of Corn in the United States.

BENOIT, WILLIAM (DBA, 1989, LACONIA, NEW HAMPSHIRE). COMMITTEE MEMBER. The Development of an Improved Total Annual Variable Cost Function and Economic Order Quantity Formula for the Inventory Lot Sizing Decision.

BLANKENSHIP, HAROLD T. (DBA, 2006, FORT LAUDERDALE, FL.) COMMITTEE MEMBER.

BOONTUE, USA (SAENGSOOK) (Ph.D., 2009, COPYRIGHTED BY RAMKHAMHAENG UNIVERSITY, BANGKOK, THAILAND). EXAMINATION COMMITTEE CHAIR. Culture, Marketing orientation and Innovation drive in Biotechnology Industry in Thailand.

BOONKWAN, THASANA (DBA, 2003, PHUKET-BANGKOK, THAILAND). CHAIR. Mode of Entry Decision and its Impact on Performance: A Country Risk Analysis of Foreign Investment in Thailand.

BOWERS, DAVID L. (DBA, 2005, NEW MEXICO). CHAIR. The Impact of Political Instability and Violence on Foreign Direct Investment in Columbia.

BOWLER, BRAND J. (DBA, 2001, FOXFIELD, COLORADO). COMMITTEE MEMBER. Teacher-Student Relationships and Leader-Member Exchange (LMX) Theory: Demographic Similarities, LMX Quality and Instructor Performance Evaluations.

BROWN, ERIC C. (DBA-FINANCE, 2002, FLORIDA). COMMITTEE MEMBER. Financial Determinants, Target Bank Size, Regional Effects and the Premium Paid in Bank Merger Situations.

BROWNE, SCOTT E. (DBA, 2003, FLORIDA). COMMITTEE MEMBER. Determinants of Corporate Social Performance: Top Teams, CEO Compensation, and CEO Power.

BUNGKRAI, KRITCHANONT (Ph.D., 2009, COPYRIGHTED BY RAMKHAMHAENG UNIVERSITY, BANGKOK, THAILAND). CHAIR OF EXAMINATION COMMITTEE. The Measurement of Market Orientation and Its Impact on Business Performance

CARLSON, MARJORIE F (DBA, 2005, CANTON, OHIO). COMMITTEE MEMBER. Agency Theory: The impact that rewards have on Organizational commitment for adjunct faculty teaching in adult degree completion programs at Christian colleges.

CARTER, LES W. (DBA, 2003, FLORIDA). COMMITTEE MEMBER. The Credit Supply Effect on Real Estate Loans in Commercial Banks.

CARRERAS, ÁLVARO (DBA, 2003, MIAMI, FLORIDA). COMMITTEE MEMBER. An Empirical Examination of the Performance of Value Line Rankings.

CHANG, CHANG-HSING (DBA, 2005, TAIPEI, TAIWAN). COMMITTEE MEMBER. Customer Expectations of the Taiwan Banking Industry.

CHANG, PAO-LING (DBA, 2004, TAIWAN). COMMITTEE MEMBER. An Analysis of Factors that Effect Organizational Citizenship Behavior in Taiwan.

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WEST, ALLEN T. (DBA, 2002, FLORIDA). COMMITTEE MEMBER. A Study to Determine if Six Sigma Methodologies Improve Semiconductor Manufacturing Cycle Time.

WILLIAMS, MARION BRYDI (DBA, 2004, FL.). COMMITTEE MEMBER. A Study of the Cognitive Moral Development Theory and Ethics in State Mental Health.

WOKUKWU, KINGSLEY CHIEDOZIE (DBA, 2000, LAUDERHILL, FLORIDA). COMMITTEE MEMBER. Life Cycle and Capital Structure: Some Empirical Evidence.

YANG, JYH-YUN (DBA, 2005, TAIWAN). The Effects of the Organizational Culture on Employees' Commitments to Change in an Era of Change.

YEOMANS, SYDNEY WAY (DBA, 2004, FLA.)
COMMITTEE MEMBER. Mergers, Acquisitions
and Systematic Financial Risk: Variables that
Impact the Acquirer's Success. An Empirical
Analysis.

YOSTHAI, PRAPAPORN (Ph.D., 2009,
COPYRIGHTED BY RAMKHAMHAENG
UNIVERSITY, BANGKOK, THAILAND).
EXAMINATION COMMITTEE CHAIR.
Economic Value Management (EVM) in Measuring
Performance: A Study of Implementation

LANGUAGES:

Spanish and English read, written and spoken
fluently. Relative command of French, Italian and
Portuguese.

SCHOLARSHIP:

Several articles, oral presentations, papers and two
dissertations on Labor Economics, International
Trade and Investment, Comparative Economic
Systems and Economic and Social Development. A
partial list and details of their particular
circumstances related to their public nature follows:

"The System of Labor Incentives in the Cuban
Economy from 1950 to 1970." M.A. Dissertation in
Economics, University of Puerto Rico, 1976.

Paper on INESPRES (Economic Study of the
Dominican Republic) to be used by the U.S. State
Department, 1985.

"Socio-Economic Models and the Impacts of a Small
Socialist Economy on an Industrialized Society: The
Cases of Cuba and the USSR in Historical
Perspective." Ph.D. Dissertation in Socio-Economic
Development, University of Miami, 1986.

Paper on "Consumption in Cuba" to be used by
USIAS, VOA, 1987.

"The Impacts of the Cuban Economy on the Soviet
Economy: An Input-Output Approach." Paper for

the Eighth International Conference on Input-Output Techniques, Sapporo, Japan, July, 1987.

Profiles on Cubans Traveling to Cuba. Consulting, with Dr. Manuel J. Carvajal, December, 1987 and May, 1988.

Guest Speaker at the Association of Translators, Miami International Airport Holiday Inn, August, 1988.

"Joint Ventures US-USSR: Evaluation and Analysis." With Dr. Al Raisters. Paper distributed at the World Trade Center Seminar, Ft. Lauderdale, Florida, October, 1989.

"Potential Benefits of Common Equity Market in the Asean Region." With Dr. Abdul Halim Nawawi and Dr. Edward Pierce. Paper Presented at the Annual Meeting, Academy of International Business, Singapore, November, 1989.

Visiting Professor at the Technical University of Riga, Latvia, USSR; lecturing on International Economics and Business topics, January, 1991.

Visiting Professor at Trisakti University, Jakarta, Indonesia; teaching a doctoral Economic Analysis course, February, 1993.

"Personnel Management and Technology Transfer: The Case of Foreign Investment in Jamaica.: With Dr. Itzhak Wirth. Paper presented at the Eighth International Congress of the North American Economic and Finance Association, Montego Bay, Jamaica, August, 1993.

Visiting Professor at Casa del Phoenix, Japan; teaching an MBA Managerial Economics course to students from Bulgaria, China, Denmark, Hong Kong, Japan, and the United States of America, November, 1993.

"Unlocking Your Future: Helping Shape a Better Tomorrow!" Presentation during the American

Education Week, sponsored by Camp Zama, Japan, November, 1993.

Visiting Professor at Schiller International University, Heidelberg, Germany, and London, England; teaching a doctoral Economic Analysis course, January to March, 1994.

Visiting Professor at Francisco Marroquin University, Guatemala; presenting a series of conferences on Latin American socioeconomic affairs, May, 1994.

“Negotiating International Business Transactions in Russia.” With Dr. Itzhak Wirth. Paper presented at the Fourth International Conference of the International Trade and Finance Association, Reading, England, July, 1994.

Visiting Professor at Shinjuku-ku Tokyo Hilton, Japan; teaching two MBA courses to students from Germany, Japan and the United States of America, December 1994 and February 1995.

Visiting Professor at Suan Bua Thani Hotel & Resort, Chiangmai, Thailand; teaching a Managerial Economics MBA course and a doctoral Economic Analysis course, October and November, 1995.

Visiting Professor at Southern Alberta Institute of Technology (SAIT), Calgary, Canada; teaching Managerial Economics, Quantitative Thinking and Economic Thinking courses, October, 1996 to September, 2000.

Visiting Professor at FAG Training Center (Schulungszentrum), Frankfurt Airport (Am Main), Germany: teaching a doctoral Economic Analysis course, January, 1997 and September-November, 1999.

Visiting Professor at Diamond Cliff Resort, Phuket, Thailand; teaching an MBA Economic Thinking course and a doctoral Economics for Administrators course, March and April, 1998.

"The Relationship Between Values Consistency and Productivity". With Dr. Robert C. Preziosi. Refereed paper Presented at the Seventh International Conference on Productivity and Quality Research, Miami, Florida, USA, April 26-29, 1998.

"Internal Management and Socioeconomic Environment of the Japanese Pharmaceutical Enterprise" With Dr. Itzhak Wirth. Refereed Paper Presented at the Seventh Annual Conference of the Global Awareness Society International, Istanbul, Turkey, May 29, 1998.

"A Case in Point: International Development Law Institute (IDLI)". With Dr. Itzhak Wirth and Stephanie Lettieri. Refereed paper Presented at the Seventh Annual Conference of the Global Awareness Society International, Istanbul, Turkey, May 30, 1998.

"Investment Performance of Multinationals in Relation to New Product Development" With Dr. Mohammed Ahmed, Betty E. Ahmed and Dr. Itzhak Wirth. Refereed paper Presented at the Meeting of the Association of the Egyptian-American Scholars, Cairo, Egypt, December 28, 1998.

"Multimedia Instruction: The Happy Medium" With Dr. Itzhak Wirth. Refereed paper Presented at the Meeting of the Association of the Egyptian-American Scholars, Cairo, Egypt, December 29, 1998.

"A Process Model for Sustaining Learning Improvement in Web-Based Finance Education" With Drs. Mohammed R. Ahmed and Edward M. Pierce. Refereed paper Presented at the Meeting of the Global Finance Association Conference, Istanbul, Turkey, April 9, 1999.

"Cuba's Transition from Dante's Inferno to Goethe's Paradise: The Road to be Free at Last" With Prof. Mario E. Delgado. Refereed Article Published in the Journal of Applied Management and Entrepreneurship, Volume 5, Number 1,

pp. 110-118, September, 1999.

Visiting Professor at the Institute of International Studies, Ramkhamhaeng University, Bangkok, Thailand; teaching BBA Microeconomics and Macroeconomics courses, 2001; teaching an MBA Business Economics course, October-November, 1999, August-September, 2000, September-October, 2001; September-October 2003, 2004, 2005, 2006, 2007, 2008 and 2009; and a Ph.D. Business Economics Concepts course, November, 2002, 2003, 2004, 2005, 2006, 2007, 2008 and 2009. Teaching MBA and Ph.D. courses in various areas of Economics, Investments, Marketing and Multinational Financial Management, in Korat (Nakhon Ratchasama), March, 2006 and August-September and December, 2007; Surat Thani, December, 2006, and Hat Yai, January, 2007, July, 2008 and December, 2009; Chiang Mai, September, 2009; for the same University in Thailand.

“Modern Economic Theory as it Relates to Unemployment: Lucent Truth or Statistical Fallacy? With Dr. Syrous K. Kooros and Vinay Halepet. Refereed Paper Presented at the Meeting of the Association for Global Business, Las Vegas, Nevada, November 20, 1999; and at the 2000 International Academy of Business Disciplines Conference, Las Vegas, Nevada, April 1, 2000. Voted the Best Theory Research Paper.

“The Role of Women in China” With Dr. Syrous K. Kooros and Ching-Mei Yeh. Refereed Paper Presented at the Meeting of the Association for Global Business, Las Vegas, Nevada, November 20, 1999.

“Global Vision: An Economist’s View” Presentation at the Jewish Federation of Broward County, Fort Lauderdale-Hollywood International Airport Sheraton Hotel, March 28, 2000.

“The Impact of Euro on International Economy” With Dr. Syrous K. Kooros and Aftab Ahmad. Refereed Paper Presented at the 2000 International

Academy of Business Disciplines Conference, Las Vegas, Nevada, March 30, 2000.

“The Socioeconomic Implications of Food Quality on Health” With Drs. Gloria Casal, Antonio A. Fernández and Syrous K. Kooros. Refereed Paper Presented at the Cuban Medical Convention, Miami, Florida, June 30, 2000.

Interview by the BBC (International Service for Latin America: www.bbc.co.uk/spanish “Fumando Espero”) on various economic topics and about online delivery of MBA programs by the Wayne Huizenga Graduate School of Business and Entrepreneurship, August, 2000.

Interview on film for the website terra.com regarding delivery of online academic services, October, 2000.

“Transforming Higher Educational Organizations into 21st Century Higher Educational Organizations: A Strategy Based on Cultural Change and Technology”. With Dr. Mohammed R. Ahmed. Refereed Paper Submitted to the Association of Egyptian-American Scholars, Cairo, Egypt, December 30, 2000.

“Altman’s (1993) revised Four-variable Model for Classifying Small Retail Firms”. With Dr. Moshe Levin and Pornwan Nunthaphad. Refereed Paper Submitted to the American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada, February 24, 2001.

Attended Statistical Methodologies in Business Research Conference, sponsored by the Department of Statistics of the Fox School of Business and Management, Temple University, Philadelphia, Pennsylvania, April 27, 2001.

Attended the Georgia State University Master Teaching Forum to implement teaching practices and to share pedagogical methods and techniques used in business administration curriculums with other professors. Atlanta, Georgia, May 7-11, 2001.

"Global Education and Microenterprise: Africa's Road into Global Village". With Dr. Akpe Mbaatyo. Refereed Paper Presented at the 13th Annual International Conference of Nigerian Affairs, Abuja, FCT Nigeria, July 19 - 21, 2001.

"Superfluous Consumption: The Income Multiplier and Inflation". With Professor Mario E. Delgado and Dr. Syrous K. Kooros. Refereed Paper Presented at the Southwestern Social Science Association Conference, New Orleans, Louisiana, March 27-30, 2002.

"Some Views About Poverty, Exploitation, Racism and Nepotism". With Dr. Syrous K. Kooros. Refereed Paper Presented at the Southwestern Social Sciences Association Conference, New Orleans, Louisiana, March 27-30, 2002.

"Comparative Study of Healthcare in Cuba and in the United States: Past, Present and Future". With Drs. Gloria Casal and Antonio A. Fernández. Refereed Paper Presented at the Cuban Medical Convention, Miami Beach, Florida, June 30, 2002.

"Health Care in Cuba and in the USA: An Eclectic Approach". With Drs. Gloria Casal, Antonio A. Fernández and Pedro Melchor González. Refereed Paper Presented at the Twelfth Annual Convention of the Association for the Study of the Cuban Economy, Coral Gables, Florida, August 2nd, 2002.

"An Examination of Relationships between Thai Work-related Cultural Values and Participative Management." With Drs. Barbara Dastoor and Monticha Khruasuwan. Refereed Paper Presented at Academy of International Business Southeast, Atlanta, Georgia, November, 2002.

"Regional Disfiguration." With Professor Mario E. Delgado, Refereed Paper Presented at the 2002 Meeting of the Academy of Business Disciplines, Diamond Head Convention Center, Fort Myers Beach, Florida, November 7th-9th, 2002.

"An Analysis of the Indeterminacy of Demand Functions and Theory of Consumer Behavior." With Professor Mario E. Delgado, Refereed Paper Presented at the 2002 Meeting of the Academy of Business Disciplines, Diamond Head Convention Center, Fort Myers Beach, Florida, November 7-9, 2002.

"The Relevance of Genetic Structure on Behavior: A Lesson for African Managers." With Drs. Gloria Casal, Antonio A. Fernández and Syrous K. Kooros. Refereed Paper Presented at the 4th Annual Conference of the International Academy of African Business and Development, University of Westminster, London, England, April 11th, 2003.

"Análisis de la Realidad Cubana." Analysis of the socioeconomic situation of Cuba today. Presented at the VIII Congress of the Christian Democracy Party of Cuba, Miami, Florida, September 13, 2003.

"The Other Catalonia: Beyond the Borders of Spain." Presented as part of the Activities of Centuries of Commerce, Law, Trade, Spain and the Americas; at the Alvin Sherman Library, Research an Information Technology Center, Nova Southeastern University, April 1, 2004.

"Policies and Strategies for the Re-Industrialization of Cuba in a Post-Revolutionary Period: An Input-Output Approach." With Professor Mario Delgado Refereed Paper Presented to the U.S. Congress for Discussion and Possible Implementation. April 7th, 2004.

"Alzheimer's Disease in 2004: A Cost-Benefit Approach". With Drs. Gloria Casal and Antonio A. Fernández. Refereed Paper Presented at the Cuban Medical Convention, Inter-Continental Hotel, Miami, Florida, June 30, 2004.

Attending Conference on Initiatives for Change (*Initiatives et Changement*). *Château de Caux*, Montreux, Switzerland, July 16th-21st, 2004.

"Política de Fomento Industrial en una Cuba Libre."

Refereed Paper Presented at the University of Miami's Symposium on Cuba, entitled *Transición Socioeconómica en una Cuba Libre*; Casa Bacardí, Coral Gables, Florida; December 10, 2004.

"Moneda y Banca en Cuba". Conference at the Paul A. Wolfe Memorial Chapel, Inter American University, San Germán Campus, Puerto Rico, March 28th, 2005.

Visiting Professor at the Inter American University, San Germán, Puerto Rico, teaching a Ph.D. Pure and Monetary Theories of International Trade course; March and April, 2005.

"The Influence of Political Corruption on Global Competitiveness: Dilemma of Business Ethics and Business Expansion." With Dr. Syrous K Kooros, Nicholls State University, Refereed Paper Presented at the 2005 International Academy of Business Disciplines Conference; Pittsburgh, Pennsylvania; April 7th, 2005.

"The Impact of an "Ethics across the Curriculum" Initiative on the Cognitive Moral Development of Business School Undergraduates." With Drs. F. Cavico, R. Hughes, K. Loescher and J. Mirabella. Refereed Paper Published in the August, 2005 Issue of *Teaching Ethics* 5(2), p. 31, by the Society for Ethics Across the Curriculum.

Attending a Conference on Spirituality in Business, Sponsored by the *Château de Caux Initiatives et Changement, in Panchgani*, Maharashtra, India, November 18-22, 2005.

"Privatization and Women in Economic Development: Conceptual and Definitional Problems." In Chapter No. 4 of *Privatization and Market-Based Leadership in Developing Economies: Capacity Building in Afghanistan*. Edited by Professor Bahaudin G. Mujtaba. Lumina Press and Publications, Tamarac, FL. ISBN: 1-59526-551-1. Website: www.lumina.com; 2006.

"The Impact of Culture and Work-Related Universal Values on Twenty-First Century's Global

Organizations” With Drs. Frank Cavico, Bahaudin Mujtaba and Robert Nieves. Refereed Best-Award Winning Paper, Presented at the Applied Business and Research Conference, Orlando, Florida; January 2nd to 6th, 2006.

“Policy and Technology Workshop”. Economics Teachers Encounter, Sponsored by McGraw-Hill Irwin Publishing Company. Fort Lauderdale, April 6th-7th, 2006.

Reporte y Plan de Trabajo del Taller del Consejo Consultivo de la Presidencia para los Dominicanos en el Exterior-Florida. Joint Workshop, General Report and Plan to be Implemented by the Presidency of the Government of the Dominican Republic. H. Wayne Huizenga School of Business & Entrepreneurship, Fort Lauderdale, Florida, May 13th, 2006.

Mad-Cow Disease Update: With Antonio A. Fernández, M.D. Refereed Paper. Presented at the Cuban-American Medical Convention, Inter-Continental Hotel, Miami, Florida, June 29th, 2006.

Politics and Metaphysics in Cuba: A Socioeconomic Approach. Referred Paper with Dr. Antonio A. Fernández to be Presented at the Annual Conference of the Association for the Study of the Cuban Economy. Miami-Dade College, Miami, Florida, August 4th, 2006.

Culture and Universal Professional Values in Global Organizations. With Drs. Robert Nieves, Frank Cavico and Bahaudin G. Mujtaba. Refereed Paper *Journal of Diversity Management*, Volumen 1, Number 1, 2006. ISSN: 1558-0121.

Trade Agreements and Anti-Globalization: The Experience of the Americas. Dialectics or Demagogic Contradictions? With Andrés Raúl Pérez Díaz, M.D. Escuela de Medicina de la Universidad Federada. Colegio Universitario San Judas Tadeo, San José. Costa Rica. Cavico, F. & Mujtaba, B. G., (2007). *Legal Challenges for the Global Manager and Entrepreneur*. Kendal Hunt

Publishing Company. United States. ISBN: 978-0-7575-4037-0.

“Políticas y Estrategias para la Reindustrialización de Cuba en el Período Post-Revolucionario.” Monografía Publicada con el Profesor Mario E. Delgado en el libro titulado El Futuro de la Economía Cubana: Ensayos e Investigaciones, que Recoge los Diferentes Trabajos de la Séptima Conferencia Annual del Colegio de Economistas Cubanos. Universidad de Miami, Instituto de Estudios Cubanos y Cubanoamericanos. Coral Gables, Florida. *Editora Corripio, C. por A.*, Santo Domingo, República Dominicana, Febrero, 2007. ISBN 978-1-4243-3350-9.

“The Morality of Information Technology Professionals: An Examination of Gender and Ethics Training on the Cognitive Development” .With Drs. W. Thomas Heron, Frank Cavico and Bahaudin G. Mujtaba. *Review of Business Information Journal*, 2007.

“Computer Ethics and the Cognitive Moral Development of Information Technology Professionals: Are the variables of gender, age, career stage, education level and ethics training important?” With Drs. W. Thomas Heron, Frank Cavico, and Bahaudin G. Mujtaba. To be presented to the Clute Institute Conference on Education and Business, Venice, Italy; June, 2007.

“Computer Ethics and the Cognitive Moral Development of Information Technology Professionals: Are the variables of gender, age, career stage, education level and ethics training important?” With Drs. W. Thomas Heron, Frank Cavico, Bahaudin G. Mujtaba in the *Journal of Business Ethics*, August, 2007.

“The Role of the Multinational Corporations (MNCs) in Economic Development for Countries with Limited Resources.” Referred Paper with Drs. Kader Mazouz and Nabeel Sawhalla. Presented at the International Academy of Business and Public Administration Disciplines

(IABPAD) Conference, October 25-28, 2007, at the Double Tree Hotel in New Orleans, Louisiana.

Attending a Conference on Spirituality in Business, Sponsored by the Jesuit Pastoral Center in São Paulo, Brazil, January-February, 2008.

“National Reform Strategic Plan: U.S.A. in the XXI Century”. With Professor Mario E. Delgado. Policy Paper Submitted to Various Publishers.

“Investment Performance of the U.S. Software Industry in Relation to its Growth.” Referred Paper with Dr. Mohammed R. Ahmed. Presented at the Fifteenth Annual Global Finance Association Conference, Hangzhou, People’s Republic of China, May 18th-20th. 2008.

Third International Conference on Global Research in Business & Economics, Hilton Walt Disney World Resort, Orlando, Florida, September 17th - 19th, 2008. Session Chair – Pedro F. Pellet; Nova Southeastern University, Florida. Session VI: Economics V; Thursday, September 18th, 2008; 2:50 PM–3:50 PM. Room Dogwood. 1)- Evaluation of the Informal Sector and its Potential Role of Addressing Poverty Situation in Rwanda. Francis Adu-Poku, Rowanda. 2)- The World Bank and IMF Programs: Some Aspects of Jordan’s Economy. Fuad M. Kreisham, Jordan; 3)- Implication of Poverty in the U.S. by State and Region. Fesseha Gebremikael and Tesshoae Gabre, Alabama Agricultural Mechanical University.

“Direct and Indirect Impact of Federal Transfers to Individuals and to the Government of Puerto Rico” Referred Paper with Dr. Angel L. Ruiz. Presented at the Third International Conference on Global Research in Business & Economics, Hilton Walt Disney World Resort, Orlando, Florida, September 18th, 2008. Also submitted to the *American Journal of Finance and Accounting* for publication. October, 2008.

“Practice Influences On The Generation X Employee Commitment in the Workplace” Referred Paper with Drs. James B. Artley, Blue Cross BlueShield of Florida; Bahaudin Mujtaba and Barry Barnes, Nova Southeastern University, Florida; Presented at the Third International Conference on Global Research in Business & Economics, Hilton Walt Disney World Resort, Orlando, Florida, September 19th, 2008. Best Paper Award.

“United States Transfer of Funds to Puerto Rico”. Referred Article. *RU International Journal* (Journal of the Institute of International Studies), Ramkhamhaeng University, Bangkok, Thailand. <http://www.iis.ru.ac.th>, December, 2008.

“Economic Impacts of the Tourism Activity and the Hotel Industry on the Economy of Puerto Rico: An Analysis Using the Input-Output Model” Referred Paper with Dr. Angel L. Ruiz. To be Presented at the Fourth International Conference on Global Research in Business & Economics; The Chaleena Hotel, Bangkok, Thailand. December 28th-30th, 2008. Sponsored by Florida A&M University, U.S.A. Also submitted to the *American Journal of Finance and Accounting* for publication. November, 2008.

“National Reform Strategic Plan: U.S.A. in the XXI Century”. With Prof. Mario E. Delgado. *Inter American University Journal*, Vol. 4, No. 1, pp. 1-13. December, 2008.

“Applying Moral Development Literature and Ethical Theories to the Administration of Taxes in Kosovo.” With William Campbell and Drs. Frank Cavico and Bahaudin Mujtaba. *International Business & Economic Research Journal*, March, 2009.

“Applying Moral Development Literature and Ethical Theories to the Administration of Taxes in Kosovo.” With William Campbell and Drs. Frank Cavico and Bahaudin Mujtaba. *Proceedings of the IABR and TLC. Conference*, San Antonio,

TX; March 16-19, 2009.

“Leadership Practice Influences On The Generation X Employee Commitment in the Workplace” With Drs. James B. Artley, Deerwood Campus Parkway Jacksonville; Bahaudin Mujtaba and Barry Barnes, Nova Southeastern University, Florida; *Global Review of Business and Economic Research Journal, Vol. 5, No.1 , (2009); pp. 67-87.*

International Academy of Business and Public Administration Disciplines. Memphis, Tennessee, Session Chair – Pedro F. Pellet; Nova Southeastern University, Florida. *Economics/International Economics Session* Location: Director’s Row 1. **8:00 AM to 9:15 AM Friday, October 23, 2009**

1)- **“Economic Interdependence and Input-Output Theory”.** Ángel Luis Ruiz, Inter American University, San Juan, Puerto Rico and Pedro F. Pellet, Nova Southeastern University, Fort Lauderdale, Florida.

2)- **“The Relationship between Spot and Futures Prices of Ribbed Smoked Sheet Traded on Agricultural Futures Exchange of Thailand.”** Wiyada Nittayagasetwat, Assumption University, Bangkok, Thailand and Aekkachai Nittayagasetwat, National Institute of Development Administration, Bangkok, Thailand

3)-**Keynes and the Keynesians: Some Historical Notes.** Richard W. Taylor, Arkansas State University and Jerry Crawford, Arkansas State University

DISCUSSANTS: Benjamin B. Boozer, Jr., Jacksonville State University, Jacksonville, AL
Wiyada Nittayagasetwat, Assumption University, Bangkok, Thailand

“Economic Interdependence and Input-Output Theory” Referred Paper with Dr. Angel Luis Ruiz, Inter American University, Puerto Rico. Presented at the *International Academy of Business and Public Administration Disciplines.* Memphis, Tennessee, October 23rd, 2009.

“The Quest for Logia Psyche in Business Leadership: An Empirical Study of Cognitive Moral Development in Construction Industry Dyads”.

Reischl, J. N., Cavico, F. J., Mujtaba, B. G., & Pellet, P. F. *Journal of Leadership Studies*, February, 2010.

“An Analysis of Financial Crisis in the U.S. Financial Service Industry”. Referred Paper with Dr. Mohammed Ahmed. 3rd International Conference Emerging Markets, January 4th-5th, 2010. Coimbatore, Tamil Nadu, India

“A Model for Formulating a New Product Development Strategy in a High-Intensity Industry,” Referred Paper with Drs., Mohammed Ahmed and Bahaudin Mujtaba. Presented at the International Academy of Business and Management, January 25-27, 2010, Las Vegas, Nevada.

COMMUNITY SERVICE:

Appointed Member of the *Social and Economic Development Council* (SEDC), Miami-Dade County Government, Representing myself as a Faculty member of the H. Wayne Huizenga School of Business and Entrepreneurship at Nova Southeastern University, Providing Pro-bono Expertise to the Mayor and the Board of Commissioners, October 24th, 2006.

UNIVERSITY SERVICE:

Member of the Administrative Board of the University of the Sacred Heart; 1975-78.

Member of the Academic Board of the University of the Sacred Heart; 1978-79.

Member of the Planning and Development Committee of the University of the Sacred Heart's Academic Board; 1978-80. (Invited).

Member of the Academic Board of the University of the Sacred Heart; 1979-80. (Elected by Colleagues).

Vice-President of the Auction Committee of the University of the Sacred Heart; 1979-80. (Invited by the President of the University of the Sacred Heart).

Member of the Committee on Religious Instruction and Chaplainship; 1979-80. (Invited by the Chaplain; University of the Sacred Heart).

Member of the Committee on Curricular Revision of the Department of Business Administration of the University of the Sacred Heart; 1979-80.

President of the Committee for Reviewing Periodicals and Professional Magazines of the Library of the University of the Sacred Heart; 1979-1980.

Member of Various Subcommittees of the Academic Board and Administrative Board of the University of the Sacred Heart (Invited by the President and the Faculty of the University of the Sacred Heart).

Member of the Admissions Committee to the Master's Program of the Center for the Study of Administration, Nova University; 1982-90.

Member of the Faculty Committee of Nova Southeastern University; 1982 to present.

Member of the Nova University Faculty Development Contact Groups, Nova College for Career Development, 1983 to 1986.

Member of the Affirmative Action Committee, Nova University, 1983 to 1989.

Member of the Multicultural Awareness Council, Nova University, March, 1990 to 1992.

Member of the Faculty Executive Committee and Faculty Review Team, H. Wayne Huizenga School of Business and Entrepreneurship, Nova Southeastern University, 1990 to present.

Member of the Employee Relations Committee, Nova Southeastern University, 1994 to present.

Member of the Doctoral Exploratory Committee, H. Wayne Huizenga School of Business and Entrepreneurship, Nova Southeastern University, 1999 to present.

MILITARY SERVICE:

Vietnam Veteran. 521st Military Police Company (SVC), First U.S. Army; 1966-72. Good Conduct Medal; National Defense Service Medal; Expert (M-14 & M-16 Rifles, Shotgun, M-50 Machinegun and .45 Pistol). GED. Honorable Discharge.



CLERK OF THE BOARD

2010 FEB 17 AM 7:58

CLERK, CIRCUIT & COUNTY COURTS
DADE COUNTY, FLA.
#1

Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Thompson, Ph.D. Sandra Taylor
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 35 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- Male
- Female
- White Non-Hispanic
- Black Non-Hispanic
- Hispanic
- Asian or Pacific Islander
- American Indian or Alaskan Native

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CLERK OF THE BOARD

2010 FEB 17 AM 7:58

CLERK, CIRCUIT & COUNTY COURTS
DADE COUNTY, FLA.
#1

EDUCATION:

Degree/School:

Ph.D., Sociology, University of Florida, Gainesville, FL

M.A., History, Fisk University, Nashville, TN

B.A., History, Voorhees College, Denmark, SC

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

In my previous role as Provost of Florida Memorial University and in my current role as the Interim President, I have been directly involved with our Human Resources Department which handles the insurance, benefits, and compensation of our employees. I also work very closely with our Vice President of Business and Fiscal Affairs, supervisor of the Human Resources Dept.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
Greater Miami Chamber of Commerce	Member of the Board of Governors
Beacon Council	Member
Complete Court Committee	Member

List any Public Office held (Elected or Appointed):

Office	Date
N/A	
N/A	

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List activities reflecting community interest:

A member of the 2010 Census Complete Count Committee.

Involvement with "high school to college" initiatives.

Involvement with Haitian relief efforts through the University, the church and the community.

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

N/A

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Dr. Barbara Edwards	Exec. to the Pres.	305-626-3607
Dr. Denise Callwood-Brathwaite	Interim Provost	305-623-1415
Mr. Sumner Hutcheson III	Vice President of Advancement	305-623-1443

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

I would like to serve as an advisor to the Mayor of Miami-Dade County and the Board of County Commissioners on issues related to the compensation and benefits of County employees

I, (candidate's name) Sandra T. Thompson, Ph.D.
 a resident of Miami-Dade County, having no financial interest, direct or indirect, in the
 compensation paid to County employees, if appointed, would be willing and able to
 discharge the responsibilities and functions of a Compensation and Benefits Review
 Committee member.

2/16/2010

 Date

Sandra T. Thompson

 Candidate's Signature

Nominated by (if not self):

 Name

 Telephone

 City

 State

 Zip Code

Print Form and Fax to 305-375-2484

RÉSUMÉ

SANDRA T. THOMPSON, PH.D.

ACADEMIC EXPERIENCE

Interim President, Florida Memorial University, Miami Gardens, FL

Provost, Florida Memorial University, Miami Gardens, FL

Associate Provost, Florida Memorial University, Miami Gardens, FL

Assistant Provost and Professor of Sociology (Tenured), Florida Memorial University, Miami Gardens, FL

Institutional Self- Study Director, Florida Memorial College, Miami Gardens, FL

Chairperson, Division of Social Sciences, Florida Memorial College, Miami Gardens, FL

ADDITIONAL WORK EXPERIENCE

Social Scientist, Department of Commerce, NOAA/Southeast Fisheries, Miami, FL, 1998-2000.

Adjunct Professor, Sociology, St. Thomas University, Miami, FL. 1997.

Social Scientist, National Institutes of Health, Washington, D.C., and Florence, SC., 1996.

EDUCATION

Certificate, Higher Education Leadership, Harvard University, Cambridge, MA.

Ph.D., Sociology, University of Florida, Gainesville, FL

M.A., African American History, Fisk University, Nashville, TN

B.A., History, Voorhees College, Denmark, SC

Certificate, French, University of Poitiers, La Rochelle, France

PAPERS AND PRESENTATIONS

"Uniting the African Diaspora in Miami-Dade County – Through Education,"- Panelist, Miami-Dade County's Black Affairs Advisory Board, Miami, FL, 2010.

"The Courage to Dream," – Speaker, Dr. Martin Luther King, Jr., Commemoration, Church of Incarnation, Miami, FL, 2010.

"Black Success: A Case for Organizational and Community Empowerment," African American Success Foundation's Summit, "Majesty of the Seas," Miami, FL to Nassau, Bahamas, 2009.

"South Florida's Diversity Summit, 2008," – Panelist, Nova-Southeastern University and the Broward County Diversity Advisory Council, Fort Lauderdale, FL, 2008.

"Combating Teen Smoking, Drug and Alcohol Consumption," The Florida Historically Black Colleges and Universities Consortium, Tampa, FL, 2001.

"A Comparative Study of Intra-Black Ethnic Attitudes of Students at a Private Black College and at a Public University, Dr. William Osborne, FIU, Co-author., Social Science Journal, 2000.

ORGANIZATIONS AND AFFILIATIONS

Beacon Council – Advisory Board of Trustees

Citi Postsecondary Success Program (CPSP) – Advisory Committee Member

Greater Miami Chamber of Commerce – Member of the Board of Governors

African American Success Foundation – Member of the Board of Trustees

Kinad Inc., - Member of the Board of Trustees

Institute of Black Family Life - Member of the Board of Trustees

American Sociological Association

National Association of Black Sociologists

Delta Sigma Theta Sorority, Inc.

Parents and Friends of Children with Autism

AWARDS AND RECOGNITIONS

“One of South Florida’s Most Powerful Black Professionals of 2010,” Success South Florida Magazine, 2010.

“Special Award to Florida’s HBCU Presidents,” The Broward Black Elected Officials, 2010.

“Educator of the Year,” Omega Psi Phi Fraternity, Inc., The Sigma Alpha Chapter, 2009.

“Certificate of Appreciation,” Lifting Young Lions Foundation of Excellence, Inc., 2009.

“Certificate of Recognition,” U.S. Customs and Border Protection, U. S. Department of Homeland Security, 2008.

“One of South Florida’s 25 Most Influential and Prominent Black Women of 2007,” Success South Florida Magazine, 2008.

“Top Hat Salute Award (in Education),” Alpha Kappa Alpha Sorority, Inc., Zeta Rho Omega Chapter, 2007.

REFERENCES

- (1) Dr. Albert E. Smith
1311 S.W. 97th Avenue
Pembroke Pines, FL 33025.
954- 433-4706.
- (2) Dr. Willie Robinson
3900 Estopna Avenue
Doral, FL 33178
305-498-8617
- (3) Dr. C. T. Wright
117420 East Dull Knife Drive

Fountain Hills, AZ 85268
602-617-4071

(4) Rev. Msgr. Franklyn Casale
16401 NW 84th Place
Miami Gardens, FL 33054
305-628-6663

(5) Commissioner Barbara Jordan
111 NW 1st Street
Miami, FL 33128
305-375-5694



Candidate for Nomination to Serve on the Miami-Dade County Compensation and Benefits Review Committee

Note: Background checks will be performed on all applicants selected for an interview. If selected, Review Committee members will be required to submit financial disclosure forms.

BIOGRAPHICAL PROFILE

Name: Watson Eoline M.
Last First Middle

Employer: _____

Title/Occupation: _____

Business Type: _____

Business Address: _____

Business Telephone: _____ Fax: _____

Cellular Telephone: _____

Email Address: _____

Home Address: _____

Home Telephone: _____

Length of Residence in Miami-Dade County: 45 years

PLEASE CHECK APPROPRIATE INFORMATION LISTED BELOW (Optional)

- Male
- Female
- White Non-Hispanic
- Black Non-Hispanic
- Hispanic
- Asian or Pacific Islander
- American Indian or Alaskan Native

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EDUCATION:

Degree/School:

AA / Maimi-Dade College

BA / Barry University

MBA / University of Miami

EXPERIENCE AND/OR QUALIFICATIONS:

Describe how your past experience and/or qualifications would support the mission of the Compensation and Benefits Review Committee? (Attach resume or curriculum vitae)

In my current position, I have the opportunity to work with a vast array of employees in different jobs. I completely understand that each job has a value and there is a need to group jobs together and develop an industry standard. It is equally important for employees to understand the level of potential compensation for that job so they can make qualified career decisions.

ORGANIZATIONS AND ACTIVITIES:

List community, civic, professional and other organizations of which you are a member:

Organization	Position Held
Delta Sigma Theta Sorority, Inc	Economic Development Chair
Jack and Jill of America, Inc	President; Associate Chair

List any Public Office held (Elected or Appointed):

Office	Date
None	

List activities reflecting community interest:

Work on several projects throughout the year for Hands On Miami

Recently helped to provide food and toys for the holidays for Kristi House

Conduct clothing drives for organizations to help females look professional for job interviews

List all potential conflicts of interest, including potential conflicts arising from your relationships or the relationships of any of your family members with respect to County compensation and benefits programs. Please list any family members that work or have worked for Miami-Dade County:

David Watson

REFERENCES

Persons acquainted with candidate's activities/experience:

Name	Title	Telephone
Patricia Williams	Mgr. Inclusion/Supp Diversity	305-378-7423
Craig Woischwill	VP of Operations -The Herald	305 376-3251
Bobbi Wald	The Kristi House	305 661-8313

Please describe the goals and objectives you will seek to accomplish if you are selected as a Review Committee member:

Overall fairness for the value of jobs within a job grade. I feel it is absolutely essential that jobs that are similar in nature should be grouped together and valued. This way all parties -the employer and the employee- can feel that the compensation is fair and energy can be devoted to the task at hand. Everyone would understand that more compensation comes with more responsibility and this growth is available.

EOLINE M. WATSON

- Objective** A career in the newspaper business with a preference for large metropolitan newspapers in competitive markets.
- Education**
- Jan 1991 - Jan 1993 University of Miami Miami, FL
Master of Business Administration - Management and Marketing
- Jan 1987 - Jun 1990 Barry University Miami, FL
Bachelor of Science - Management Major
- Miami-Dade Community College Miami, FL
AA Degree - Fashion Design Major
- Work experience** September 11, 1974 - Present The Miami Herald Publishing Co. Miami, FL
- Home Delivery Department** **March 2001 - Present**
- *Division Manager 3-01 to Present* Manage home delivery distribution of 90,000 morning subscribers and non-pay stop renewal efforts. Formulate and administer budget. Manage a work force of 23 full-time employees and 400 delivery agents.
- Direct Marketing** **September 1999 - March 2001**
- *Special Products Specialist - Advertising 9-99 to 3-01* Provided logistical support and customer relations revolving around sample delivery, specialty polybags, comic advertising, TV Week advertising, and Parade advertising. Work with in-house networks, Valassis, News America, and the Sunflower Group on scheduling and tracking their products.
- Advertising** **October 1996 - September 1999**
- *Advertising Distribution Manager - Advertising \ National 8-97 to 9-99* Work with National, Retail, and Classified Advertising Sales Managers to develop distribution plan for advertisers. Work with value added items to newspapers.
 - *Assistant Marketing Manager - Advertising \ Majors 10-96 to 8-97* Member of the Food & Health Team. Developed strategies geared toward consultative selling. Worked closely with Marketing Department.
- Single Copy Sales** **July 1996 - October 1996**
- *Operations Manager - Special Projects 7-96 to 10-96* Worked on projects to improve quality of distribution.
- Alternate Delivery** **August 1991 - July 1996**
- *Operations Manager - Distribution 4-93 to 7-96* Managed doorstep delivery of the non-subscriber product, address specific material, community newspapers, and product sample deliveries in Dade and Broward Counties. Work force of 29 full time employees and 450 delivery agents. Administered department budget of over \$5 million annually.
 - *Zone Manager - North 8-91 to 4-93* Managed doorstep delivery and verification of 130,000 non-subscriber products and delivery of 33 magazine titles. Managed a work force of 5 full time employees and 300 delivery agents.
- Dade Home Delivery** **February 1984 - August 1991**
- *Division Manager 1-88 to 8-91* Managed home delivery distribution of 88,000 morning subscribers and non-pay stop renewal efforts. Formulate and administer a budget of \$10.9 million. Managed a work force of 30 full-time employees and 400 delivery agents.
 - *Division Manager - The Herald and The Miami News 2-84 to 1-88* Responsible for home delivery of 60,000 morning and 11,000 evening subscribers. Managed a work force of 35 full-time employees and 500 employee-carriers. Formulate and administer annual budget of \$4.2M.

Renewals Department

January 1983 - February 1984

- *Assistant Renewals Manager 1-83 to 2-84* Primarily managed a telephone room operation consisting of 30 employees. Secondary responsibility for Crew operation.

Dade Home Delivery

November 1981 - January 1983

- *Renewal Phone Room Manager 2-82 to 1-83* Managed phone collections. 50 employees. Developed training programs.
- *District Manager 11-81 to 2-82* Managed the sales and service of 7,500 subscribers. Supervised 25 delivery agents.

Subscriber Service (AKA Regional Call Center)

September 1974 - November 1981

- *Supervisor 5-80 to 11-81* Supervised phone operation for in-bound home delivery service calls. 30 part-time employees.
- *Assistant Supervisor 3-77 to 5-80* Assisted Subscriber Service Supervisor. Monitored 60 PT employees and provided feedback.
- *Representative 9-74 to 3-77* Processed service requests for The Miami Herald and The Miami News customers.

Professional memberships

Black Executive Forum; National Association of Minority Media Executives; Jack and Jill of America, Inc., Delta Sigma Theta Sorority, Inc.