

Applicants with Municipal Senior Department Head Experience

Presented in Alphabetical Order

Applicant 7	Robert C. Baird Police Department Investigations Division Commander (former) City of Broken Arrow, Oklahoma
Applicant 8	Abul Hassan Director (former) Department of Public Administration Municipality of Anchorage, Alaska

Applicants with Municipal Staff Experience

Presented in Alphabetical Order

Applicant 9	Devon Cade License & Inspections (former) City of Philadelphia, Pennsylvania
Applicant 10	Yvonne Folck Planning Specialist / Grant Writer / Coastal Manager (former) Bristol Bay Borough, Alaska

Applicants with For Profit Experience

Presented in Alphabetical Order

Applicant 11	Theada Missick Buyer II Health First West Melbourne, Florida
Applicant 12	Robert Zartarian Project Manager ESS (former) Pogo Mine Cooper Landing, Alaska

Applicants with Nonprofit Experience

Presented in Alphabetical Order

Applicant 13	Daniel A. Brubaker Executive Director (former) Red Cross of Albany, Georgia
Applicant 14	Kevin P. Johnson Maintenance Manager Bristol Bay Area Health Corporation Dillingham, Alaska
Applicant 15	Brian K. Landrum Executive Director Alaska Brain Injury Network Wasilla, Alaska

Applicants with Project Management Experience

Presented in Alphabetical Order

Applicant 16	Roderick K. Donald, Ph.D. Tribal Archeologist / Wildland Fire Fighter / BAER Team Supervisor Coville Confederated Tribes / History and Archeological Program Grand Coulee, WA
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Applicant 7



ROBERT C. BAIRD

<p>OBJECTIVE</p>	<p>Earning a civilian placement with The city of Dillingham Alaska, continuing in service to this community, enabling innovation and delivery of the best possible service to our citizens.</p>
<p>SKILLS & ABILITIES</p>	<ul style="list-style-type: none">• Leading, mentoring, enabling interdisciplinary teams.• Progressive problem solver.• Designing innovative and collaborative environments, breaking down barriers between governmental partners, high emphasis w/ Emergency Management.• Governmental/military leadership and administration of complex organizations, public policy and resolving conflicts between jurisdictions.• National level exercise and planning, intergovernmental agreements, program management, budgeting, acquisitions, manpower/human resources, construction and resource management.• Executed high complexity exercises and responses.• Innovation cell (Spark) champion.• 2012-2015 USNORTHCOM J34, DCIP, homeland defense, continuity of government operations, DSCA Level II official, National Command Center, Future Operations Cell. Synced operations w/ USSTRATCOM, NORAD strategic relationships, including Tier 1 Exercises.• Mentorship, educating and developing future and next generation leaders, focus on developing and investing in our workforce while planning for leadership succession.
<p>EXPERIENCE</p>	<p>United States Air Force, Civilian Service, Nellis AFB NV March 2020 to present, GS 13- 0301 Mission Support Officer</p> <p>Senior leader/Strategic leader of the most skill-diverse division, including civil engineering, acquisitions, human resources, oversight of exercises, cyber infrastructure, logistics, and regional community development.</p> <p>Revitalized a stalled multi-facility construction program across three different Air Force bases, recovering \$25M in projects, earning the Air Force Meritorious Civilian Service Award.</p> <p>Lead senior administrator for physical civil infrastructure, cyber infrastructure, logistics and manpower, ensuring new mission is integrated into Nellis AFB portfolio, syncing three Air Force Wings, two major commands and two Numbered Air Forces' lines of effort.</p> <p>Oversight and leadership of human resources, eliminating unfilled FTEs by 60%, shortening recruiting and onboarding of human capital by 50% in 1st year. Ensure 100% compliance with regulations, collectively bargained agreements and labor relation board findings. Experienced negotiating labor bargaining agreements, and public administration of these agreements in the workplace.</p>

Educated subordinate organizations in yearly budget forecasting, agile execution and fiscal responsibility, executing 99.6% budget target in 2020, expertly carrying out public policy objectives.

Authored policies and procedures, ensuring compliance with Federal laws and regulations, human capital management, fiscal budgets, workplace and industrial safety programs.

United States Air Force, Active Duty, Travis AFB NV

July 2017-March 2020, Deputy Commander, 60th Mission Support Group

Cross domain leadership of a 2000 position organization, \$440M annual budget, including full public safety portfolio, engineering, planning/exercises, cyber infrastructure protection, logistics, acquisitions and human resources.

Led the intergovernmental and community partnerships program, securing 1800 acres of land trust, facilitating \$125M airport infrastructure improvement. Created business models and sustainable public policy for a multiyear major infrastructure investment.

Responsible for exercise planning, preparation and actual disaster response across all levels of governance; municipal, state, federal and tribal partners.

Led exercise planning and execution for a full spectrum of contingencies readiness, emergency response and support. Executed combined regional response w/ FEMA, HHS and private organizations during the 2017 Napa Fires, resulting in preserving water and power supply to keep fire crews on the line.

Reconciled conflicts between federal and local officials, ensuing actions of my organizations supported the strategic goals of our community partners and supported combined public policy.

Combined multiple innovation projects, secured +\$7M in funding, creating leading Unmanned Aerial Vehicle (UAV) detection, defense and "micro blue air" programs. Employed arcis security, infrastructure protection, safety programs, engineering and airfield management.

Exercise planning, execution and assessment. Organized, planned and exercised multiple 700 person plus full spectrum readiness, global mobility, non-combatant evacuation, and theater patient medical evacuation and distribution exercise.

Emergency Operations Center Director

City of Broken Arrow, Police Department, Broken Arrow OK

October 1999 to March 2020, Major, Investigations Division Commander

Completed a distinguished career, rising to the senior leader level, division supervisor responsibilities. Oversaw complex, high visibility criminal investigations leading to arrests and lawful prosecutions at the local, state and federal levels.

Led mishap and safety investigations, including fatalities and safety incidents, implemented risk mitigation policy for all departments of the municipality. Trained workforce in workplace safety protocols, reporting and mishap prevention.

Synced with regional partners, county, state, federal and tribal agencies. Resolved complex jurisdictional conflicts and collaborated with prosecutors at all levels of government.

Created cross domain programs, exercises and training programs between police and fire departments, resulting in new and effective service protocols, positively impacting our citizens and leading to multiple lifesaving awards for my department.

Senior training/educator - criminal investigations, safety mishaps, hazardous response/mitigation strategies, cross domain command and complex operational protocols.

Partnered with City executive leadership, City Council and community partners, leading to a successful creation of public policy and passage of an earmarked public safety sales tax, resulting in 25 new FTEs in the Police Department.

EDUCATION	<p>M.S. AMERICAN MILITARY UNIVERSITY B.S. OKLAHOMA STATE UNIVERSITY</p>
COMMUNICATION	<p>High level communications with Presidential Cabinet level officials and staff, elected federal legislators, senior military leaders.</p> <p>Adept at building bridges between military and local community leaders.</p> <p>International experience in high pressure environments with strategic impact, specifically Central and South West Asia, Middle East and South Korea.</p> <p>20 plus years working in and communicating with municipal, county, state and tribal community members as a senior government official, creating and syncing complex public policy.</p> <p>FEMA ICS and USAF Emergency Management education, DSCA level II certifications.</p>
LEADERSHIP	<p>Rose from entry level to senior leader positions in municipal government and the United States Air Force. Worked in multiple tours with NATO and other allied nations, USAF Air Force Air Advisor, Afghanistan 2008/2009, succeeded in USNORTHCOM/NORAD Continental Defense Networks.</p>
REFERENCES	<p>AVAILABLE UPON REQUEST</p>

Robert Baird -- Accomplishment

October 2017, the Napa Valley California natural disaster while serving as the EOC director for Travis AFB California. We received a phone call from the Green Valley Water District, stating they had been notified of a pending power grid cut off. This cut would cause one of their main pumping stations lose electrical power and go completely off line. This particular station directly fed the water infrastructure up to Napa valley and was a primary water supply for the ground efforts in Napa. We had three hours to remedy this problem.

We understood our legal authorities, knew assets on base, and had built agile lines of communication. Result was after two hours from the phone call, we trucked two large generators, and ensured support in personnel and fuel for multiple days. We delivered and wired these to the Vallejo water station, and ensured water continued flowing into Napa.

<https://www.af.mil/News/Article-Display/Article/1341747/travis-afb-supports-fema-in-california-wildfire-mission/>



Tim Pearson <timpearsonak@gmail.com>

CM Resume

Bobs [REDACTED]
To: timpearsonak@gmail.com

Fri, Jun 25, 2021 at 2:01 PM

Mr. Pearson,

Bringing you a bit of a different candidate. I completed successful careers in city government and the military. I am looking for the next step in my professional career, and working back to become part of a community.

Thank you in apace for your time and consideration.

v/r

Robert (Bob) Baird

2 attachments

 **Baird Civ short Resume Dillingham AK.docx**
26K

 **Baird Alaska CM question.docx**
13K

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ABUL

WORK EXPERIENCE

General Manager – Keolis, Reno NV (2019 > Present)

Served as a consultant for the bid process which included serving as the proposed GM if award was successful. Post contract award facilitated start-up from cradle to implementation which included management of the start-up budget, retaining 99% of incumbent operators, and, hiring an entire new management team in a 90-day period. Post start-up the GM has served to facilitate Keolis' ability to maintain its 8% profit margin on a \$267 million 10-year contract. Maintain an AFR rating of 0.5% or lower, an OTP of 90% or higher, and excellent client relations.

Administrator – DMV Oahu, Hawai'i (2018 > 2019)

Served as the head of the Department of Motor Vehicles for the City & County of Honolulu. Tenure oversaw the statewide implementation of mobile kiosks for registration renewal, opening of a \$35 million capital project that introduced the CDL office, introduction of 3rd party CDL testing, revision of the Real ID Act, and countless other statewide legislative policies.

Director – Anchorage Public Transit (2014 > 2018)

Through an executive appointment by the Mayor of Anchorage and subsequent confirmation by the City Assembly [orchestrated a turn-around](#) of the largest mass transit system in Alaska by aligning services to economic development during a recession. The shift to a frequency model led to avoidance of massive fiscal cuts to the organization while providing a net increase in value to the public whereby corridors with transit service are areas where people can Live, Work, and Play. My primary duties in this role are to innovate, advocate, educate, and incorporate transit solutions towards efficient city building. P&L of \$35 million, fleet of 200, with oversight of over 200 personnel, reporting to the Anchorage Assembly (6 districts w/ 11 members).

Chief of Transit - (2011 > 2014)

Managed a \$45 million local system and provided oversight to an additional \$220 million from the County to Washington Metro Transit Area Authority (WMATA). Provided direct input to the design of the [Purple Line](#), [65% design of the National Harbor Casino](#), and created the first ever [local bus service to Southern Prince Georges](#).

Capital Projects Manager - (2007 > 2011)

Hired as the youngest project manager in Maryland Motor Vehicle's history. Tenure oversaw the successful on-schedule implementation of a queuing system across 24 branch wide offices, a \$20 million upgrade to vehicle emissions inspection program statewide, and a BI platform for data qualification. All projects were delivered on time, within scope, and under budget per PMP guidelines from cradle to grave.

EDUCATION

University of Maryland Baltimore County (2000 > 2004)

- Management Science & Information Systems, B.A.
- English (Communications & Technology), B.A.

University of Baltimore (2006 > 2008)

- Public Administration (Project Management Core), M.A.

ABOUT ME

I am a career professional with humble beginnings that has allowed me to work through the management hierarchy of multi-million dollar organizations in order to become an executive that provides leadership through servitude.

I am a team oriented inclusive problem solver with dozens of news articles to my name proving my ability across multiple coasts (DC, Alaska, Hawaii, and Nevada).

I am presently seeking my next challenge and opportunity.

TRAITS

- Risk Taker ● ● ● ●
- Innovative ● ● ● ●
- Problem Solver ● ● ● ●
- KPI Driven ● ● ● ●
- Team Builder ● ● ● ●

Abul Hassan

Executive Leadership

Result-driven goal oriented professional with proven and tested skills in directing full cycles for complex, multi-agency, multi-million dollar operations and initiatives. With nearly two decades of information technology, transportation, and **executive management** experience. Bringing to the table a proven record for delivering innovative value based solutions through sound management, team building, and the ability to sell organizational visions as a core foundations of economic prosperity and efficient city building.

Core Competencies:

Risk Management ♦ Cost Reduction ♦ Client Relations ♦ Negotiations ♦ Quality Assurance
Transit Planning ♦ Performance Management ♦ Staff Training ♦ Team Building ♦
Project Management ♦ Fostering Relationships ♦ Media Savvy
Startup Experience ♦ RFP creation ♦ Six Sigma ♦ P&L

PROFESSIONAL EXPERIENCE

Keolis Transit America (KTA)

2019 — Present

General Manager, Washoe RTC – Reno, NV

The General Manager is responsible for KTA being awarded a ten (10) year \$275 million contract with Washoe County Regional Transportation Commission (RTC). Job tasks include full project implementation of a citywide transit system with 26 routes and a fleet size of 100 vehicles. The GM is responsible for assuring all KPI requirements to the client ranging from on-time performance to AFR assurances to customer experience index management. With an 8% margin of profit to KTA the GM must balance quality service to the client while maintaining profitability for KTA. The GM has oversight of 7 senior department managers and oversees a total union and non-unionized staff of 300 full time positions.

SELECTED ACCOMPLISHMENTS:

- **Successfully lead a startup** transition from MV Transportation to Keolis
- **Successfully maintained a 10% EBITDA** which is 2% over bid model
- **Successful in developing client relation(s)** across multiple tier(s) to include support from the local assembly members
- **Successful in avoiding LDs** through relationship management
- **Successful in managing various KPIs**
- **Successful in managing media expectations** around various events and news story's
- **Successfully built inroads to local community** through participation in charities

City & County of Honolulu

2018 — 2019

Administrator, Motor Vehicle Licensing & Permitting

As the Administrator for the Oahu Motor Vehicle Administration I served in a unique position where state statutory authority was given to the Island of Oahu by the State of Hawai'i. With oversight of a regulatory agency my position was tasked with creating, modifying, interpreting, and implementing laws governing driver's licenses, motor vehicle registration, and other shared mobility trends (bicycles, tncs, mopeds, etc.,).

With an annual revenue intake exceeding \$300 million my position oversaw six island wide branch-offices, 180 full-time positions, and operational tasks ranging from but not limited to the

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issuance of driver's licenses, motor vehicle registration, certification of annual safety check stations, car dealership programs, CDL certification, oversight of abandoned vehicles, and regulatory authority over the operational aspect of TNC's such as Uber/Lyft.

SELECTED ACCOMPLISHMENTS:

- **Successful implementation of DMV Kiosk** the first of its kind in Hawaii that allowed the general public to remotely renew their vehicle registration
- **Successful completion of multi-million dollar capital** project to open a stand-alone Commercial Driver License (CDL) office on the Island of Oahu. Project included site acquisition, implementation logistics, and public outreach.
- **Successful policy introduction at State Legislature** related to fee increases, oversight of TNCs, and, implementation of the federal Real ID Act.

Municipality of Anchorage, Alaska

2015 — 2018

Director, Dept. of Public Transportation

The Director of Public Transportation oversees three brand products; People Mover (Fixed Route), AnchorRIDES (ADA + Call Center Services), and RideShare. With direct oversight of senior managers and indirect oversight of over 200 personnel the Director sets the agency goals for the largest mass transportation organization within the State of Alaska with nearly \$6 million in revenues of which \$4 million is point of sale transactions, \$10 million in grants, \$22 million in taxes and an additional variable influx of \$5-10 million in referendum allocation for capital project(s).

Under my leadership the Public Transportation system in Anchorage managed to successfully obtain political buy-in as a means of converting this publically funded system into performing like a business entity. Of the thousands of agencies in the US the fixed route brand known as People Mover is among **less than a dozen** in the nation to have gone to a frequency based model from a route alignment standpoint. Subsequent results demonstrate my leadership ability to obtain political, local, and internal buy-in toward the success of what public transportation needs in the 21st century – innovation. This single word has now enabled this very agency to focus on integration of on-demand mobility as the next foray into updating transportation to meet head on the challenges presented by TNCs, nationwide decrease in ridership, and the impact to social equity in the absence of change.

SELECTED ACCOMPLISHMENTS:

- **Successfully negotiation w/ Teamsters Local 959** by enabling the union to sign a managed competition waiver in order to lower service costs during recession
- **Successful in building Public Private Partnership (PPP)** with an enterprise utility named Solid Waste Services in order to bring the first ever Electric Bus to Anchorage, Alaska and numerous service agreement(s) in order to reduce operational cost
- **Successful in lobbying for legislation** that favors funding to the organization
- **Successful in obtaining** millions in “new money,” by obtaining competitive award from federal grants
- **Successful in implementing** multi-million dollar engineering design and construction projects (facility rehab, infrastructure, and roadway) utilizing FHWA, FTA, and local funds
- **Successful in cost reduction** through negotiation and lowering of cost by contracted service provider (MV Transportation Inc.,)

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Municipality of Anchorage, Alaska
Manager of Operations, Dept. of Public Transportation

2014 — 2015

Providing direction to the largest transit organization within the State of Alaska this position sets the priorities for a direct staff of 110 individuals to include unionized bus operators, dispatchers, and supervisor.

The main focus of this position was to provide day to day management to all employees and functions of the Department of Transportation's operations section known as "**People Mover**," to which is allocated 60% of the departmental budget and is the most visible public transportation service in the State of Alaska.

SELECTED ACCOMPLISHMENTS:

- **Successfully fostered a healthy relationship** with the **Teamsters Local 959** whereby creating an environment of mutual respect where common goals are achieved.
- **Successful in developing driver morale** thereby shedding the 'glass wall,' division between bus operators and management.
- **Successful in creating additional positions** in the bus operator category through a clear statistical demonstration of overtime cost reduction by hiring FTE equivalents.
- **Successful in reducing absenteeism** among bus operators through cooperation and relationship building with employee relations to outline stricter policies on call-outs.
- **Successful in effectively building relationships** with internal and external stakeholders as a means of accomplishing mutual and competing tasks.

Prince George's County, Maryland
Chief of Transportation

2011 — 2014

Serving as the Transportation Chief for the Office of Transportation under the **Department of Public Works**; tasked with responsibility over the Planning, Finance, ParaTransit Operations, and Fixed Route Operations. The Transit Chief played a lead role in contract oversight as the fixed-route portion was operated by TransDev North America. All departments and contract operations combined, this position directly oversees roughly 100 employees and a transportation agency operating budget of \$30 million with a fleet size of 180 total vehicles.

Position also serves an oversight and advisory role whereby providing oversight of Washington Metro Area Transit Authority (WMATA) services within the confines of greater Prince George's County. The latter translates to management and oversight of an additional supplementary State budget varying between \$200 million and \$300 million depending on jurisdictional subsidy contribution by the Maryland Department of Transportation (MDOT).

SELECTED ACCOMPLISHMENTS:

- **Successful procurement, negotiation, and contract to NextBus** in an effort to streamline operating vendor accountability on OTP and various other KPIs.
- **Reduced excess costs** through attainment and internalization of tasks such as National Transit Database (NTD) yearly surveys, general customer surveys, and marketing.
- **Began route evaluations** to determine appropriate headways and adherences for a variety of routes including the preservation of WMATA service lines within County borders for future Transit Oriented Development (TOD).

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- **Successful grant application** for bi-county sub-urban JARC and CMAQ fund appropriation for countywide sidewalk/pedestrian improvement.
- **Successful completion of joint** study with MWCOG and MNCPPC related to the establishment of a county transit-way system with priority corridor routing.
- **Successful outreach** to county council members whereby procuring additional funds from MPO to expand operations in suburban areas of the County.
- **Successful route and service level planning** with implementation of 3 primary routes within a 1 year span. The total allocated cost for the three routes was the equivalent of \$2 million in revenue service hours.
- **Effectively managed** conflict through fostering of relationships.

University of Maryland
Transit Operations Manager

2007 — 2012

Managed a workforce of up to 150 unionized full-time and student employees who work as bus drivers, support staff, maintenance, and trainers. The fleet consists of over 60 vehicles including transit buses, cut-away vans, and luxury motor coaches. Directly supervised unionized full-time and student drivers and support staff. Responsible for the operations of the Shuttle-UM transit service which operates 24/7 providing paratransit, demand response, charter, and over 75,000 annual service hours of fixed route service. Responsible for assistance with policy creation, implementation and enforcement, compliance with collective bargaining agreements, shift-pick, route scheduling, route planning, dispatching, training, and customer service.

SELECTED ACCOMPLISHMENTS:

- **Successfully oversaw ridership increase to 2.5 million customers**
- **Met budget KPI by reducing overtime usage as a measure of financial goals**
- **Successful in negotiating labor reduction during recession period**
- **Performed beta testing on new fleet units** to ensure safety and regulatory compliance with federal regulations and consumer policies.
- **Performed beta testing on 1st generation AVL** for fleet to ensure accuracy of in-house data and to ensure consistency and accuracy of data provided to the public

Motor Vehicle Administration
Senior Project Manager

2007 — 2011

Selected to lead and deliver a multi-agency project to update the Vehicle Emissions Inspection Program (VEIP) as mandated by the EPA. Developed an RFP, lead the contract awarding process, and successfully implement a multi-million dollar contract without any legislative scrutiny. Per the MVA Administrator, *“VEIP is probably the biggest project the agency has seen in two decades in terms of its complexity and budget.”*

SELECTED ACCOMPLISHMENTS:

- **Led groups from various agencies to successful project launch**, steering several departments into production roll-out. Worked jointly with stakeholders to address business and technical issues over an array of internal and external projects.
- **Adopted an agile project methodology** in order to deliver projects within the triple scope (on-time, within budget, and within scope).

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- **Created and oversaw team building activities** that included focus groups as a measure of addressing various technical issues in relation to the overall system design and approval processes.
 - **Leveraged negotiation and communication skills** to guide contractor towards achieving project success.
 - **Successfully drafted a multitude of RFP, RFR, and RFI**
- * PRIOR RESEARCH ANALYST EXPERIENCE WITH MARYLAND MVA, 2003 — 2005
- Statistical analyst for the agency dealing with State STATS
- * PRIOR INFO TECH. EXPERIENCE WITH UNIVERSITY OF MD, 2003 — 2005
- Integrated TCP/IP network for the Department of Political Science
 - Oversaw a multitude of projects
- * PRIOR MOTOR COACH EXPERIENCE WITH GLOBE GROUND 2002 — 2003
- Transit bus driver for fixed airport routes
- * PRIOR MOTOR COACH EXPERIENCE WITH SHUTTLE-UM 2000 — 2003
- Transit bus driver for evening service routes and paratransit
- **Started driving buses (full-time) in order to put myself through college with a graduation date of 2004**

TECHNICAL SKILLS

HARDWARE & NETWORKING:

- IBM compatibles: Pentium and Clones, Mac (iMac, power PC), Network Interface Cards, Hubs, and Routers.
- TCP/IP, LAN/WAN, VPN, SQL Server, MS Site Server

OPERATING SYSTEMS:

- Microsoft Windows (NT 4.0, 3.1, 95, 98, 2000, ME, XP, VISTA, and Windows 7/10). Linux Operating Systems, Unix, Android SDK, and DOS.

LANGUAGES:

- HTML, SQL, and XML

APPLICATIONS:

- **MS Project**, SAP ERP, Visio, MS Office Suites, Crystal Reports, PeopleSoft, Adobe Indesign, Dream Weave, MS Publisher, NextBus, Sched21, Trapeze, AVAIL products, HASTUS, Optibus, and various other FMIS.

EDUCATION

English (Communications & Technology Track), Bachelors (2004)

University of Maryland, Baltimore County

Management Science & Information Systems, Bachelors (2004)

University of Maryland, Baltimore County

Public Administration, Masters (2008)

University of Baltimore



Tim Pearson <timpearsonak@gmail.com>

City Manager: City of Dillingham

A Hassan [REDACTED]
To: timpearsonak@gmail.com

Fri, Feb 26, 2021 at 10:45 AM

Dear Tim,

I hope my email finds you well. Please find my resume attached and per your request I was able to manage 148 words:

Statement

In Anchorage as the head for the Public Transportation Department I was faced with Alaska's challenge: Recession.

At my disposal was instituting layoffs, cutting services, and reducing costs. I thought outside the box, secured federal loans to increase service. This led to the largest network change in agency history and increased employment by 22 FTEs.

In Reno, NV during the pandemic the option for everyone was the same, "reduce services by 60%, shut down, furlough staff, and use emergency funds to keep people home." I bucked the trend, our location was the sole location under Keolis Transit America's worldwide portfolio to keep its doors open at 100% providing critical and essential services to the public. Through innovation, determination, and dedication we mitigated covid-19 challenges. YTD count of positive infections sat at roughly 6% out of a workforce 300 strong; the lowest rate of any employer in Reno, NV.

Sincerely,
Abul Hassan

 **Combined Resume.pdf**
329K

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EDUCATION/CERTIFICATION

Gwynedd-Mercy University: Bachelor's degree Business Administration
Master's Business Administration

SUMMARY

OBD July- 2016 – January 2018

Title: Vice president of Corporate Strategy Planning and Business Development

Oversaw HR regulations and compliance, oversees the Business office including proposals, planning with fund development. Manage office clerical staff, Superintendent, project managers, and laborers. –
-Respond to RFQ's, RFP's and draft meeting agendas.
-Recruited, trained, and supervised staff.
-Fostered an environment in which customers received high levels of service and employees were motivated to deliver top performance.
-Planned and prepared work schedules according to budgets and workloads.
-Submitted budgets, justifications, attended FEMA training for natural disasters and major flooding planning.
- Handle safety program for jobsites, and office settings. Enforced inspections of hard hat requirements, logs of incidents of unsafe or unhealthy working conditions.

City of Philadelphia

License and Inspections - August 2015 – June 2018

Audits and Investigations

TDY with federal agencies with law enforcement and investigations

Conducted major Audits and Investigations into contractors, permits, piers, facades and licenses.

Maritime Academy Charter School November – 2014 – June 2015 (Substitute Teacher)

WAKISHA CHARTER SCHOOL November – June 2014 (Substitute Teacher)

RECORD CLEAR, LLC September (part-time) 2010-2017

Title: Owner

-Create annual budgets and manage HR, and managed employees, provides advice on governance matters, and supports the Board of Directors in its fiduciary responsibilities.
- Handled contracts management and building maintenance operations and office allocation.

GERMANTOWN MEDICAL CENTER AND MUSEUM

Title: Business and Educational Consultant

- Developed various business projects for grants, corporate partnerships.
- Developed community education curriculum and created a turn-around plan to
- ACES Museum to stabilize funding.

PHILADELPHIA SCHOOL DISTRICT November 2008 to March 2012 –

Title: School Improvement Student Advisor & Truancy Director

-Helped School earned Adequate Yearly Progress (AYP) established by the 'No Child Left Behind' mandate. Academic gains were made in the areas of reading, writing, & mathematics for all grades.
· Works with Students and family for support. Analyzes student attendance, and truancy.
-Teen Pregnancy Program Prevention, help teen parents gain part time employment while going to school.
· Assists in developing and implementing programs, to promote positive relationships between parents, community representatives and school personnel.

PHILADELPHIA TEEN COURT INC January 2005 to 2013

Title: Chairman and CEO

- Managed the nonprofit organization's resources and ensure fiscal responsibility and security programs.
- Managed business office, grants office, and office of HR.
- Making recommendations on projects for operating and capital budget to Board of Directors.
- Conducts board of director's meetings and set hours, interviews for hiring and schedules for staff
- Developed annual budgets.
- Also supported fellow Board of Directors as we handled our fiduciary responsibilities for the corporation.
- Developed a youth development program for students to learn business relations, and government development.
- Heard and Adjudicated over 1,000 cases issued over 5,000 hours of community service.

PHILADELPHIA CITY COUNCIL Councilmember Blondell R Brown May 2006 to June 2007

Title: Personal Executive Assistant/Driver

- Setup materials and Q&A for Town Hall meetings
- Drafted follow up emails, letters, and calls of constituents.
- Drafted letters, newsletters, answered telephone calls, Primary duties include: researching, drafting, and editing messages and letters; answering phones and greeting visitors to the office; and additional administrative functions.

PHILADELPHIA TEEN COURT INC. September 2001 to January 2005

Title: Executive Director of Operations, Facilities, and Administration

- Plans, organizes, directs and coordinates the work of the Philadelphia Teen Court's education programs; provides liaison between the assigned division and other community agencies.
- Supervises trains and evaluates subordinate supervisors; participates in and recommends staff selection, promotions and disciplinary actions; evaluates needs for requests for specialized training for supervisors and staff.
- Establish departmental policy and procedures to managers; participating in Divisional and cabinet executive staff meetings Analyzes work flows; coordinates data processing needs.

SCHOOL DISTRICT OF PHILADELPHIA January 2004 to February 2005

Title: School Police Officer-

- Responsible for maintaining high visibility on school campus to enforce regulations and procedures, insure the safety of students and personnel and safeguard district property.
- Writes serious incident reports and search bags with an x-ray machine.
- Ensures and promotes positive communications between district staff, students, and parents.
- Responded to silent alarm calls and fire alarm calls to determine cause.



C I T Y O F P H I L A D E L P H I A

DEPARTMENT OF LICENSES & INSPECTIONS
1130 Municipal Services Building
1401 John F. Kennedy Boulevard
Philadelphia, PA 19102-1687

DAVID J. PERRI, P.E.
COMMISSIONER

I have worked closely with Devon Cade since his employment with City of Philadelphia and in Licenses and Inspections, including Permit Services, Licenses, Audits, and Investigations. .

I have been consistently impressed by both Devon's attitude towards his work and his performance on the job. His interpersonal and communication skills have allowed him to develop strong working relationships with both our customers and his colleagues.

Devon possesses solid writing skills which have enabled him to compose quality correspondence and publications. He also has the analytical skills to diagnose problems and devise viable solutions. His ability to remain calm during stressful periods like the end of the year proves his ability to work well under pressure.

Even though Devon is a tremendous asset to our office, his expertise, the experience he has gained on the job, and his education makes him a prime candidate for this position as Assistant Business Manager.

I recommend him for this position without reservation. Please let me know if you need further information.

Respectfully yours,
Joseph Diorio Jr.
Licenses and Inspections
Chief of Audits and Investigations



Tim Pearson <timpearsonak@gmail.com>

Re City Manager

Devon Cade [REDACTED]
To: "timpearsonak@gmail.com" <timpearsonak@gmail.com>

Tue, Jul 13, 2021 at 3:15 PM

City of Dillingham Manager Search
Dear City of Dillingham City Council :

This cover letter is in response to your advertisement for the position of City Manager. I seek to fill this position with my great capabilities and experience, and have included my resume.

My key career qualifications, I have a B.S. in Business, completing an MBA program, 12+ years in business as an CEO, Director of Operations, Vice President for a small business, and in Government for Licenses and Inspections, which oversaw dwarves, piers, bridges, private bridges, and rivers, in Philadelphia. My office handled administrative hearings, code enforcement, annual budgets, procurement, meetings, conferences, legislative hearings, and other events. Managed 12 department head office. I have been a part of a number of significant projects. I am highly competent in all abilities listed in your announcement. We needed to get 300 piers, and 1400 high rises inspected within 9 months and entered into the citywide database.

Thank you,

Devon Cade

Devon Cade

2 attachments

 devon cade letter of recommendation joe-converted.pdf
55K

 Cade Devon Resume.pdf
188K

Applicant 10

Yvonne Folck



Summary of Qualifications

- Proven business development skills through grant writing & partnership development
- Excellent communicator with strong negotiating, crisis intervention and consensus building skills

Professional Experience

- *Tax Preparer, Jackson Hewitt, Winter Park FL 10/2019 – 05/2021*

This was seasonal work. A one on one direct customer contact position to discuss, plan and prepare their tax returns, as well as, respond to all customer queries and complaints.

- *Founder Wild Women Unite, Crystal River, FL 8/2002 – 10/2019*

Developed international network for women to learn outdoor skills by providing a safe, fun place, where to try several activities at once, women become engaged in the network; Designed and executed weekend workshops for 200 women

- *Grant Writer/Alumni Coordinator, Cardinal O'Hara High School, 39 O'Hara Drive, Tonawanda, NY 14150 10/2011 – 9/2013*

Developed and maintained corporate partnerships; Research local, regional and national funding opportunities; Coordinated and participated in the annual fund drive; Wrote the copy for and edited the annual report and alumni magazine

- *Planning Specialist/Grant Writer/Coastal Manager, Bristol Bay Borough, Naknek, AK 8/2005 – 4/2009*

Research, write and administer grants for funding special projects; Prepares and administers annual Departmental budget; Manage all aspects of the Planning & Zoning Commission meetings: develop agenda and complete tasks as assigned including issuing permits and analyzing, interpreting and summarizing research for the Commission; Acts as local Coastal Management Coordinator reviewing and commenting on all permitting applications

- *Partner, Little John's Guide Service & Salmon King Lodge 10/1989 – 8/2009*

Planned and implemented the expansion to Alaska; Developed marketing plan to obtain a "niche" while in competition with industry giants for marketshare; Managed daily operations of Salmon King Lodge including: visitor services, budgets, staff, and maintenance

- *Student Assistance Counselor, Watertown High School, NY* 1990 – 1998

Prepared all prevention education programs in the school for faculty, staff and students; organized ongoing groups to prevent relapse; resolved conflicts and crisis among the students; daily intervention and assessment of faculty and staff as needed; acted as liaison for administration, faculty, staff and addicted families; Organized the 1st Multicultural Community Event to educate students, faculty, staff, administrators and the community about the cultures of the world and their community – the event included partnerships with two school districts, twenty eight outside community agencies, fifty volunteers and attendance of over 1500 members of the community

Education

- Leaders Institute, New York State Tug Hill Commission, Watertown, NY
- BA Ithaca College, Ithaca, NY

Professional Organizations & Committees

- Toastmasters International, Certified Competent Communicator
- San Antonio Stock Show & Rodeo, Calf Scramble Volunteer 2010
- Fire Standards Council, State of Alaska
- NYS Attorney General Committee “ Community Education for Non Discrimination Practice”

Yvonne Folck
Dillingham Manager Search
c/o Pearson Consulting
P.O. Box 190694
Anchorage, AK 99519

MY GREATEST ACCOMPLISHMENT

In only 4 years with Bristol Bay Borough (BBB) I secured grants totaling \$7,566,943. The Port expansion received \$6,000,000 of this bringing federal, state and regional agencies together with the State Legislature and private foundations to kick-start the momentum necessary for this huge project. Additionally, \$14,000,000 was committed from the private sector in brick and mortar improvements, thus proving BBB was a community that was ready and able to become the economic driver it was situated to be.

Considering the Port is the home to the largest red salmon fishery in the world, it was expected by engineers and funders that the project would sustain delays in the permitting process. My most significant accomplishment was obtaining a construction permit through the Army Corps of Engineers in 3 months. Once the permit was issued, I negotiated expanding the timeline to double what they had offered.

Following the start of the expansion, a tragic life event caused me to leave the Bay. But, the Bay never left me. The people, the values, the community in became part of my soul and I want to come home.

Applicant 11



Theada H. Missick

Worked as A Manager, Supervisor and Department Head

Professional Summary

Successful at presenting business concepts in an organized and persuasive manner. Deadline-driven and highly motivated. personable and self-motivated team player with strong attention to detail. Maintains a high level of professionalism while providing consistent and quality service. Collaborative, passionate, motivating leader in everything I put my mind to, and have been officially commended by colleagues and superiors for ingenuity and a high degree of professionalism. Management professional effective at building highly motivated groups, as well as leading cross-functional personnel in a fast-paced environment. Dynamic Customer Service Manager who leads diverse teams to achieve company goals. Ambitious Customer Service Manager experienced with managing complex projects and driving productivity improvement. Management professional effective at building highly motivated employee teams, who serve company goals while enhancing the company name, reputation, and bottom line.

Education

1993

High School Diploma:

Hawksbill High School - Hawksbill Freeport Bahamas

Top 5 of class

Student government representative

Coursework in Human Anatomy, Physiology and Organic Biochemistry

Coursework in Business Management

Coursework in Healthcare Administration

Coursework in Human Resources Management and Accounting

1998

Bachelor of Arts: BUSINESS MANAGEMENT

COLLEGE OF THE BAHAMAS - NASSAU BAHAMAS

Student government representative

Top 3 of class

Recipient of Honors Scholarship

Bachelor of Science: PharmD Program

BROWARD COLLEGE - Coconut Creek, FL Currently Attending

Top 5 of class

Student government representative

Coursework in Economics

Coursework in Fundamentals of Communication, Strategic Sales and Retail Marketing

Coursework in Healthcare Management

Coursework in Molecular Genetics, Statistics and Immunology

Neurological Disorders CEU

Core Competences

- **Customer-oriented**
- **Point of Sale (POS) system operation.**
- **Quick learner**
- **Organized multi-tasker.**
- **Able to lift 50 pounds or more.**
- **Valid Florida driver's license**
- **Late-night shift availability**
- **Good with numbers and math**
- **Skilled up seller**
- **Accustomed to shift work**
- **Dedicated team player**
- **Account management**
- **Traffic analysis**

- Natural leader
- Exceptional attention to detail
- Calm under pressure
- Crisis communication
- Superior verbal and written communication skills

Skills and Accomplishments

Billing -

- Cooperated with Medicare, Medicaid, and private insurance providers to set up relationships and resolve billing issues.
- Monthly Reporting -
- Organized billing and invoice data and prepared accounts receivable and expected revenue reports for controllers.
- Scheduling -
- Organized technician schedule for customer jobs.

Technological Proficiency -

- Developed a strong knowledge of hardware and software while keeping abreast of new applications that increased efficiency and productivity for management and clients.

Professional Experiences

01/2005 to 01/2006

ASSISTANT MANAGER

WENDYS RESTAURANT – Pembroke Pines, Florida

- Reported to all shifts wearing a neat, clean and unwrinkled uniform.
- Reported to each shift on time and ready to work.
- Performed all position responsibilities accurately and in a timely manner.
- Communicated openly and honestly with the management team during each shift to ensure it ran smoothly.
- Routinely moved and stocked food products weighing up to [50] pounds.
- Strictly followed all cash, security, inventory and labor policies and procedures.
- Handled currency and credit transactions quickly and accurately.

- Placed food trays over food warmers for immediate service or stored them in refrigerated storage cabinets.
- Prepared a variety of foods according to customers' orders or supervisors' instructions, following approved procedures.
- Prepared a variety of foods according to customers' orders or supervisors' instructions, following approved procedures.
- Cross-trained and coordinated scheduling with team members to ensure seamless service.
- Operated the drive-through window and sales register quickly and efficiently.
- Consistently provided friendly guest service and heartfelt hospitality.

01/2008 to 01/2010

RETAIL/STOCK MANAGER

TARGET – Dania, Florida

- Consistently provided friendly guest service and heartfelt hospitality.
- Promptly and empathetically handled guest concerns and complaint.
- Demonstrated integrity and honesty while interacting with guests, team members and managers.
- Built loyal clientele through friendly interactions and consistent appreciation.
- Reported to each shift on time and ready to work.
- Performed all position responsibilities accurately and in a timely manner.

01/2006 to 01/2018

CPHT PHARMACY TECHNICIAN

CVS PHARMACY – 5501 West Oakland Park Blvd. Florida

- Maintained accurate records of patient care, condition, progress and concerns.
- Continually maintained and improved the company's reputation and positive image in the markets served.
- Reviewed customer survey information to prioritize areas of improvement.

- **Strategically planned methods to achieve operational goals and targets.**
- **Greeted customers entering the store to ascertain what each customer wanted or needed.**
- **Politely assisted customers in person and via telephone.**
- **Managed wide variety of customer service and administrative tasks to resolve customer issues quickly and efficiently.**
- **Organized store merchandise racks by size, style and color to promote visually appealing environment.**

2018-2019

HEALTH FIRST Melbourne Florida

PHARMACY TECHNICIAN

- **Maintained correct records of patient care, condition, progress and concerns.**
- **Continually supported and improved the company's reputation and positive image in the markets served.**
- **Reviewed customer survey information to prioritize areas of improvement.**
- **Strategically planned methods to achieve operational goals and targets.**
- **Greeted customers entering the store to find what each customer wanted or needed.**
- **Politely assisted customers in person and via telephone.**
- **Managed wide variety of customer service and administrative tasks to resolve customer issues quickly and efficiently.**
- **Organized store merchandise racks by size, style, and color to promote visually appealing environment.**

2019-2021

HEALTH FIRST Melbourne Florida

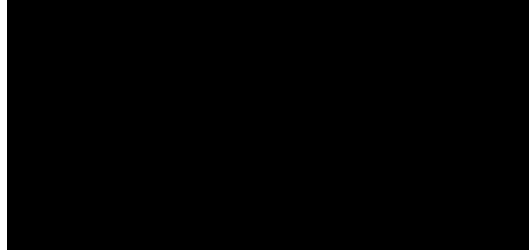
BUYER II

- **Works in a non-intrusive manner with customers to support the adoption of product formularies based upon proved best clinical practice.**

- Follows established Health First policies, procedures, aims, performance improvement, attendance, safety, environmental, and infection control guidelines.
- Supplies clerical support for the creation of purchase orders, including potentially complex orders for capital equipment or projects.
- Proactively develops and keeps product catalogs (e.g., e-Procurement) to simplify requisitioning process for customers and promote Health First standards.
- Actively listens and interviews customer(s) to determine their needs and requirements.
- Supports sourcing activities including acquiring information necessary to fulfill customer requirements (e.g., product specifications, equipment cut sheets, scope of work for services)
- Correctly reports in good faith any violation of the compliance policies or ethics violations.
- Finds product substitutions as proper for savings or to avoidance of supply shortages.
- Ensure alignment of purchases with Health First standards, including that products meet Federal and State requirements such as FDA market clearance for intended application.

Applicant 12

Robert Zartarian



PROFILE

My collective experience from living on three continents has given me a unique background to draw from when relating to different people and different circumstances. I have lived in large cities and the remote Alaskan bush, as such I am comfortable in a wide range of environments. My greatest strength would be my ability to see what can go wrong before it does and plan accordingly.

EXPERIENCE

Project Manager - ESS - Pogo Mine, AK - 2020

Managing the surface support services for a 500 person work camp with an annual budget of six million dollars. Direct staff supervision over 45 associates. Departments included culinary, housekeeping, maintenance, and janitorial. Under my direction our account was brought in under budget while improving client services.

General Manager - Alpine Inn Motel - Cooper Landing, AK - 2018-2020

A seasonal motel located in the heart of Cooper Landing, along the Kenai River. The general manager position is responsible for all business operations along with maintaining the infrastructure of the buildings and grounds. In two seasons I lowered operating costs by greater than 20% and increased sales by greater than 15%.

Owner/Operator - Zartarian Custom Contracting - 1995-2020

ZCC covers all aspects of both Residential and Commercial building and remodeling; specializing in custom tile and Master Bath installations.

Owner/Operator - Go Tango Argentino - Buenos Aires, Argentina - 2009-2012

Private and group classes, performing onstage and for private events, DJing, planning, and catering for Argentine Tango events. Based in Buenos Aires, Argentina while also traveling and working in North America and Europe.

Private Chef - French Embassy - Reykjavík, Iceland - 2008-2009

Planning and preparing the daily meals for the Ambassador while also planning and preparing all formal meals held by the Embassy.

Executive Chef - Black Lantern Inn - Montgomery, VT - 2007-2008

A small inn and restaurant providing a fine dining experience in the mountains of Vermont, serving 12-120 people nightly.

Head Coach - John Bapst Memorial High School - Bangor, ME - 2000-2003

Head Varsity Wrestling Coach, Head Varsity Football Coach, and part-time substitute teacher.

Head of Maintenance/Personal Trainer - Gold's Gym - Bangor, ME - 2000-2002

Maintaining the building's infrastructure, repairing gym equipment, instructing members on proper exercise techniques, and designing fitness programs to meet their goals.

Executive Sushi Chef - The Matterhorn Restaurant - Stowe, VT - 1999-2000

SKI magazine's #1 Après-Ski Restaurant in North America 1995. An eclectic venue with a wood fired oven for pizza and wings, a kitchen for the tapas menu and a Sushi Bar. We would serve 50-500 people nightly.

Restaurant Manager/Chef - Geraldo's Restaurant - Fairbanks, AK - 1996-1997

A small Italian restaurant serving dinner to 50-125 people nightly.

Assistant General Manager - The Resort at Circle Hot Springs, AK - 1994

The resort consisted of a 4 story hotel, 8 cabins, 10 motor inn style rooms, a geothermally heated pool, an airstrip, a full service restaurant, and a bar.

EDUCATION & CERTIFICATIONS

Governor Dummer Academy - Byfield, MA

Cum Laude 1989
President of the Senior Class
Student Center Director

University of New Hampshire - Durham, NH

Honors Program
Restaurant/Hotel Administration
Resident Hall Assistant 3 semesters

Kenai River Guide Academy 2019 - Kenai, AK

Tied for the highest score in the class with one other student

TAP - Training for Alcohol Professionals

Expires April 2021

SKILLS

Professional Photographer
Skilled Outdoorsman
Singer/Songwriter/Acoustic Guitar
Martial Arts Instructor
Former EMT (Emergency Medical Technician)
Raised Huskies and worked with sled dogs in Alaska

HONORS & OFFICES

Francis Parkman Scholarship winner 1988
United States Coast Guard Academy appointment Class of 1993
B.U.R.N. New England Division Vice President 2013
- An International volunteer organization working directly with State
Officials and Law Enforcement to bring missing children home safe.

City Manager Vacancy

Robert Zartarian [REDACTED]
To: timpearsonak@gmail.com

Wed, Feb 10, 2021 at 10:53 PM

Hello Tim,


I would like to submit my resume for consideration regarding the Dillingham City Manager position..

My most significant accomplishment in management was turning around the Support Services provided by ESS at the Pogo Gold Mine. The project was running over budget and all departments were in disarray due to a lack of knowledgeable onsite leadership. By connecting with the staff to create a team atmosphere the services improved and the client's view of our services went from poor to pleasant. By focussing on our finances, streamlining work hours and efficiently utilizing monetary expenditures, the \$6 million account was brought in under budget. Unfortunately the corporation and my views of acceptable business ethics clashed and I was asked to leave the position.

Though I have not been in the municipal sector the principles of good management are the same. Care about what you are doing, who you are doing it with, and all the while understanding your budget.

Thank you for any consideration.

Sincerely,
Robert Zartarian

 **Resume_2021.pdf**
39K

Applicant 13

DANIEL A. BRUBAKER

PROFILE

Organized, mission-focused **Servant Leader** with over 20 years of success leading organizations and teams to exceed their strategic goals. Highly motivated to leverage expertise in leadership development, strategic planning and relationship building that augments a vision for transformation.

EXPERIENCE

MASON PREP FOUNDATION (CHARLESTON, SC W/368 STUDENTS)

Part-time Executive Director

August 2020 – Present

- Advising an 11-member Foundation Board on the execution of annual, planned, and restricted giving programs in support of the Mason Preparatory School (\$125,000 Goal)
 - Surpassed the 19-20 December 31 Annual Fund giving total by 46% and all forms of giving by 59%
 - Increased the 19-20 December 31 Annual Fund donors from 55 to 177
- Managing 0.5 FTE advancement services coordinator
- Supported the accounting firm Glasser and Company on the development of the annual audit (\$400,000 in net assets) and I-990
- Supporting the Head of School's strategic planning process and Diversity, Equity, and Inclusiveness initiative by interviewing and bringing final recommendations of consultants to lead projects for the campus

THE HERITAGE SCHOOL (NEWNAN, GA W/460 STUDENTS)

Director of Development

August 2019 – June 2020

- Collaborated with the Head of School and other division team leaders to develop protocols and procedures for new operational requirements to assure healthy philanthropic growth and financial soundness
- Developed protocols and procedures for new administrative and operational requirements for the *Think Beyond*, a \$7.5MM Capital Campaign including oversight of campaign and development budget (\$150,000)
- Developed and trained team of leaders to work across campus divisions for Georgia GOAL (\$200,000), Faculty Giving, Founders Day, Hawkton (\$125,000), and The Heritage Fund (\$350,000)
 - Achieved 100% Faculty/Staff Giving in Heritage Fund support
 - Increased 2020 GA GOAL giving by 49% and donors by 45% over 2019 (without matching gifts)
 - Increased 2020 Hawkton revenue by 21% over previous event

AMERICAN RED CROSS (ALBANY, GA W/ POP. 450,000 & 7,166 MI²)

Executive Director

2016 – 2019

- Managed 200+ volunteers who respond to emergencies and disasters in a 19-county region of Southwest Georgia in support of multiple tornado relief operations and multiple hurricane evacuations and relief operations
- Supervised 2 FTE: Business Coordinator and Disaster Program Manager
- Supported a regional development team, utilizing donor identification and cultivation strategies to contribute to an annual fundraising goal of \$14MM
- Leveraged community relations to diversify board leadership from 0% members of color to 20%, as well as diversifying all levels of volunteer leadership
- Initiated strategies to enhance donor and stakeholder involvement, especially with those bridging volunteer partners and engagement

ANDREW COLLEGE (CUTHBERT, GA W/ 314 STUDENTS)

Vice President for Advancement

2014 – 2016

- Managed 5 FTE and then an additional 7 FTE for a period of nine months during a transition period
- Collaborated with the college president and other president's cabinet members to develop and promote the school's institutional advancement strategy
- Raised an average of \$2MM in restricted and unrestricted funds raised annually
 - Secured two \$1MM unrestricted grants through the solicitation and reporting process
 - Identified and solicited \$1MM restricted gift that resulted in the launch of an Associate of Nursing degree program

DANIEL A. BRUBAKER

Page 2 of 4

- Provided strategic leadership to three departments resulting in four years of continued growth in unrestricted annual giving, increased foundational giving by \$99,939 from FY14 to FY15, and increased restricted and unrestricted giving by \$166,542 from FY13 to FY14
- Supported the accounting firm Maulden and Jenkins on the development of the annual audit (\$24MM in net assets) and I-990
- Advised the RFP process to procure and award a new food service contractor (SAGE) valued at \$800,000
- Developed new policies and implementation plan due to revised Wages and Fair Labor Standards Act regulations with HR in concert with outside counsel (Baker Donelson)

ANDREW COLLEGE CONT.

Director of Development

2012 – 2014

- Grew staff of 1 FTE to 3 FTE
- Collaborated with the college president and other president's cabinet members, leading an efficient and successful search for a new Chief Financial Officer
- Secured two \$1MM unrestricted grants through the solicitation and reporting process
- Leveraged expertise in fundraising principles, operations, and strategies to exceed annual giving goals of \$1.7MM by over 25% for FY13
- Orchestrated a \$16MM comprehensive capital fund drive, exceeding goal by \$845,000
- Designed and initiated a three year \$7.5MM comprehensive capital fund drive in FY14
- Directed the development of a \$12MM Bond RFP for a \$7MM resident hall and \$5MM in current bonds
- Supported the accounting firm Maulden and Jenkins on the development of the annual audit (\$22MM in net assets) and I-990
- Oversaw campus public relations, community outreach and partnerships, and served as the campus contact for media interaction

LAGRANGE COLLEGE (LAGRANGE, GA W/1,100 STUDENTS)

Coordinator of the LaGrange College Fund

2010 – 2011

- Managed 2 FTE, 20 part-time employees, and an intern
- Collaborated with a development team to raise \$2.6MM in annual giving
- Provided strategic leadership and vision for advancement in expanding the intercollegiate and community donor base for annual giving under \$5,000
 - Increased Faculty/Staff Giving participation from 45% to 82%
 - Increased Senior Class Giving from 31% to 57%
 - Increased phonathon participation by 9% and giving by 14%

LAGRANGE COLLEGE CONT.

Director of Alumni and Family Relations

2008 – 2010

- Managed 1 FTE
- Collaborated closely with the development team during a \$65MM Defining Moments capital fund drive to engage donors in multi-year commitments
- Advised the Alumni Association Executive Committee in the development and implementation of multi-year strategies for engaging 8,000+ alumni, resulting in an 11% increased giving rate, increased alumni loyalty fund class scholarships by 28 new scholarships, and improved alumni relations
- Directed a 20-member family council representing all families of LaGrange College in collaboration with admissions, student life, and the career center
- Orchestrated activities including, but not limited to Homecoming, regional alumni gatherings, Family Weekend, and Freshman Orientation Parent Welcome
- Provided guidance to alumni clubs such as Alliance of Black Alumni, Atlanta Alumnae, and the LaGrange College Alumni Garden Club
- Contributed to the development of a campus mentoring center in conjunction with the Offices of Student Life & Academic Life in order to generate a network aiding in student transformation

DANIEL A. BRUBAKER

Page 3 of 4

NORTH WEST GEORGIA COUNCIL, BOY SCOUTS OF AMERICA (ROME, GA)

District Executive

2007

- Oversaw all aspects of Scouting for 1,900 youth and 800 adult volunteers who ran weekly programs in 61 units in a Whitfield and Murray Counties (pop. 142,000 & 638 mi²)
- Recruited, organized, trained, and managed 2 volunteer leadership boards who provided volunteer leadership at the unit, district, and local headquarter levels of our organization
- Organized district fundraising activities with a 11% increase and a with 7% increase in product sales over 2006
- Planned, budgeted, and managed 30 different annual activities and training events for a variety of age groups ranging from 6-years old to adult

PANASONIC AUTOMOTIVE, FIVE STAR FOODSERVICE (PEACHTREE CITY, GA)

Foodservice Director

2006 – 2007

- Managed a team of 7 FTE preparing and serving 2,500 employees' breakfast and lunch during the work week
- Oversaw a profit/loss budget of \$750,000

FLINT RIVER COUNCIL, BOY SCOUTS OF AMERICA (ROME, GA)

District Executive

2005 - 2006

- Oversaw all aspects of Scouting for 2,100 youth and 900 adult volunteers who ran weekly programs in 57 units within Fayette County (pop. 107,000 & 191 mi²)
- Planned, budgeted, and managed 30 different annual activities and training events for a variety of age groups ranging from 6-years old to adult
- Conducted year-round recruiting within Fayette County Schools and local Chartering Organizations

ALAPAHA AREA COUNCIL, BOY SCOUTS OF AMERICA (VALDOSTA, GA)

District Executive

2002 – 2005

- Oversaw all aspects of Scouting for 1,300 youth and 700 adult volunteers who ran weekly programs in 50 units within a seven-county district surrounding Lowndes County (pop. 158,000 & 2,945 mi²)
- Organized district fundraising activities with growth over two years that contributed to 25-30% of the total operating budget
- Planned, budgeted, and managed 25 different annual activities and training events
- Supervised 2 interns from Valdosta State University
- Started, trained, and maintained new Scouting units
- Obtained first National Camp School Accreditation for the Alapaha Area Council Day Camp and maintained that standard in consecutive years

ARAMARK, COLLEGE OF CHARLESTON (CHARLESTON, SC)

Catering Manager

2000 – 2002

- Managed non-college related events ranging (2-2,500 people) including 23 weddings, the Spoleto Festival opening Gala, and political fundraising dinners with \$4MM in annual sales
- Managed 1 FTE and 25 part-time catering employees
- Supervised on and off campus College of Charleston catering events and all sporting concessions for athletics
- Provided food service event planning and management to all Alumni Affairs events such as Alumni Weekend, Homecoming, Class Reunions, and Annual University Faculty Party

KEY PROFESSIONAL STRENGTHS & AWARDS

-
- Strategic Project Management
 - Profit and Loss Strategies
 - Community Outreach
 - Public and Media Relations
 - Team Leadership
 - Budget Forecasting
 - Eagle Scout
 - HR Policy Creation
 - Excellent Interpersonal Skills
 - Federal and State Grant Writing
 - Cross-Cultural Collaboration
 - Employee Supervision and Development

DANIEL A. BRUBAKER

EDUCATION

University of West Georgia

January 2006 – May 2011

M.P.A. in Public Administration

Thesis: *A Comparison of Six Year Graduation Rates of Children in Foster Care to Underrepresented Populations in the State of Georgia*

Western Carolina University

July 1996 – August 2000

B.S. in Pre-Professional Biology

Thesis: *Chemotaxonomy of the Trichomonas boshianium*

TEACHING EXPERIENCE

Andrew College

Three Semesters (2015 & 2016)

Adjunct Professor, U.S. Government (POS 111)

CONTINUING EDUCATION

Center for Creative Leadership

2013

Leadership Development Program

Vanderbilt University's Peabody College of Education and Human Development

2011

Summer Institute for Higher Education Management

Council for Advancement and Support of Education

2010

Summer Institute in Education Fundraising

Georgia Department of Community Affairs

2010

Georgia Academy for Economic Development

United Nations Institute for Training and Research

2008

Cities for Sustainable Growth Land Use and Regional Planning

Wilderness Education Association

1999

Steward Course (Two Week Outdoor Leadership Course)

COOL FACTS

Foster Parent and Foster-to-Adopt Parent (2009 – 2011)

Georgia Department of Family and Children Services

Professional Raft Guide (1996 – 2000)

Upper Arkansas River, Colorado

Nantahala River, North Carolina

Camp Counselor (1994 & 1995)

Woodruff Scout Reservation

Gardner Extraordinaire

Citrus, blueberries, blackberries, and sundries of seasonal vegetables

Mint Chocolate Chip Ice Cream Connoisseur

DANIEL A. BRUBAKER

ADDITIONAL EXPERIENCE

- American Red Cross of SW Georgia (19-Counties w/a pop. of 450,000 people & 7,166 mi²)
 - Elected Official Liaison and/or EOC Liaison
 - Hurricanes
 - Mathew, 2016 (DR-4284-GA)
 - \$2 Billion in Economic Damage Across Georgia
 - 400,00+ Loss Power in Georgia
 - Irma, 2017 (DR-4335-GA)
 - \$55 Million in Economic Damage Across Georgia
 - 1.5MM Loss Power in Georgia
 - Maria, 2017 (DR-4339-GA)
 - Prepositioned Sheltering
 - Michael, 2018 (DR-4400-GA)
 - \$2.5 Billion in just Agriculture Damage Across Georgia
 - 400,000+ Loss Power in Georgia
 - Personally, Without Power for 18 Days
 - Tornadic Events
 - Jan 2, 2017 - Albany, GA (DR-4294)
 - EF-O (Straight Line Winds)
 - Personally, Without Power for 6 Days
 - Jan 22, 2017 - Albany, GA (DR-4297)
 - EF-3 Resulting in 5 Local Deaths (16 Total Across GA)
 - \$1.3 Billion in Economic Damage Across Georgia
 - Personally, Without Power for 13 Days
 - March 4, 2019 - Cairo, GA (DR-?)
 - EF-2
 - Floods
 - 2019 Arkansas River (DR-4441-AR)
 - \$3 Billion in Economic Damage in Arkansas
- Hogansville Downtown Development Authority (pop. 3,060)
 - Former Board Chair (2008 – 2009)
 - Stepped down to run for Mayor
 - Better Hometown Manager Search Committee Chair
 - 2009 USDA Rural Business Enterprise Grant Recipient
 - Facilitated the City of Hogansville's first Better Hometown Accreditation
 - 2009 Georgia Downtown Development Authority Board Training
- Georgia Tech Regional Strategic Planning Commission for Troup County (pop. 67,000)
 - Workforce Development Committee Member (2009 – 2011)
- The Heritage School (Student pop. 460 students)
 - FEMA COVID-19 Public Assistance Liaison
- Andrew College (Student pop. 314 students)
 - Completed multi-year Federal Title III Strengthening Institutions Grant
 - Dean of Students Search Committee Chair
 - Campus Chaplain Search Committee Chair

DANIEL A. BRUBAKER

- FTEs Hired: Director of Communication, Advancement Services Coordinators, Financial Aid Coordinator, Administrative Assistants, Director of Enrollment, and Admission Officers
- Worked with the Board of Trustees to Develop New Governance Policies for the Southern Association of Colleges and Schools Commission on Colleges 10-yr Reaccreditation
- Member of Campus Emergency and Disaster Response Team
- LaGrange College
 - Administrative Council Member
 - Vice President for Advancement Search Committee Member
 - Mentoring Program Development Team Member
 - Mentoring Center Director Search Committee Member

CIVIC PARTICIPATION

- LaGrange-Troup County Chamber of Commerce
 - 2009 Leadership Troup Participant
 - 2009 and 2010 Leadership Troup Facilitator
 - Board Member (2010 – 2011)
- National Eagle Scout Association
 - Lifetime Member
- Newnan-Coweta County Chamber of Commerce
 - 2019 Prospective Candidate Forum Moderator
 - Voice of Business Committee Member (2019 – 2020)
- Troup-Harris Regional Library Board
 - Board Member (2010 – 2011)

ADDITIONAL TRAINING

- Boy Scouts of America
 - National Camp School
 - Day Camp Management
 - Advanced Outdoor Leadership Skills (Facilitated Six Courses over a 3-yr Period)
- CPR/First Aid/AED (Expired)
- FEMA
 - IS-2200 Basic Emergency Response Operations Center Functions
- Swiftwater International
 - Swiftwater Rescue Technician, SRT-1 (Expired)

SELECT MEDIA INTERVIEWS

- <https://www.walb.com/2018/12/15/dozens-receive-donated-smoke-alarms/>
- <https://www.walb.com/2018/10/25/red-cross-sees-progress-hurricane-michael-recovery/>
- https://www.albanyherald.com/news/local/american-red-cross-briefs-officials-on-disaster-relief/article_dc625266-ba22-5d9a-bb4d-3ce4d3b358fb.html
- <https://www.walb.com/2018/10/25/red-cross-sees-progress-hurricane-michael-recovery/>

DANIEL A. BRUBAKER



MANAGEMENT ACCOMPLISHMENT

Urgency was key as the Arkansas River waters rose in Ft. Smith, AR. I led a team of six Red Cross Executive Directors from around the country to work with elected officials at every level of government. Organizing the team geographically by disaster experience along the 320-mile river, I provided them with a plan of action to assure the resources of the Red Cross were maximized and directed to those in need. Team members worked independently within their assigned areas identifying needs while I engaged the Red Cross's center of operations to secure and direct the requested resources.

Their real-time intel resulted in our opening shelters, assigning feeding routes, supporting residential damage assessments, identifying a need for interpreters, giving briefings and media interviews, advising relief supply distribution locations, and coordinating with partners to reduce duplicated efforts.

Quick Facts

- June 1, 2019
 - River crested at 40.79ft (18.79ft above flood stage) w/a flow of 570,000cfs in Ft. Smith, AR
 - Broke all-time flooding record of 38.1ft from 1945 in Ft. Smith, AR
- June 6, 2019
 - River crested at 50.68ft (9ft above flood stage) in Pendleton, AR
- 17 Counties were declared Federal Disaster Areas
- The Arkansas River flooding was estimated to cost the State of Arkansas roughly \$23 million a day in lost gross domestic product alone



February 4, 2021

City of Dillingham
Attn: The Honorable Alice Ruby, Mayor of Dillingham
Council Members: Chris Napoli, Bill Rodawalt, Aksel Buholm,
Curt Armstrong, Andy Anderson, and Gregg Marxmiller
141 Main St.
Dillingham, AK 99576

Dear Mayor Ruby and City Council,

The posting for a new City Manager is one I am highly interested in learning to see if there is a mutual fit. A review of the job description aligns with my personal and professional activities, and it seems as though I've been preparing for a role such as this one for the past 20+ years. While my background is a bit unorthodox, I know I can meet your goals to strengthen Dillingham's vision to support a sustainable, diversified, and growing economy.

Looking at the job description, I know I can bring about a positive culture for those individuals who are on the front lines working to shape the community. I'm a firm believer in servant leadership and see myself standing at the bottom of an inverted pyramid supporting those above me. I've led a team who brought relief following a natural disaster across a state to managing a staff who were each doing the work typically done by two or three people. As we move forward in this new year, I recognize COVID-19 has changed the landscape.

Last August, I was delighted to accept a position in Newnan, Georgia at The Heritage School as their new Director of Development. I'd accepted the role and launched the silent phase of a \$7.5MM capital campaign to build a new middle school and performing arts center. With the intention of being at The Heritage School for the foreseeable future, I placed a contract on a small farm. During the middle of the closing inspection, my Head of School called to inform me that my position would not be renewed for the coming school year due to enrollment uncertainties surrounding COVID-19.

Some of my greatest attributes are a drive for excellence and the ability to work with a diverse cross-section of the community. In Albany, Georgia, I built relationships with the African American community who felt disenfranchised by national nonprofits. By the time I left the American Red Cross of Southwest Georgia, I'd diversified the local Red Cross volunteer leadership at every level to assure there was representation of the community served. I also spent a considerable amount of time working with government and elected officials of all stripes and political affiliation. There have been days that included driving around lower Little Rock, AR with U.S. Senator Tom Cotton looking at flood damage to briefing U.S. Congressman Sanford Bishop on relief operations following Hurricane Michael.

I am attuned to the needs of those vertical and horizontal in an organizational chart and how they impact others. During my career, I have served at the pleasure of four college presidents and a head of school as a staff advisor for boards of trustees, leadership councils, and various volunteer leadership groups. Working with a CFO, I have supported the development of operating budgets, annual financial reports, and advised on facility projects. One college president asked me to drive the implementation and compliance of Wages and Fair Labor Standards Act regulations with HR in concert with counsel. This was after he asked me to lead the development of a \$12.5MM bond to restructure existing debt and finance building a new dorm.

I believe the City Manager must be the nonpartisan voice in the community. It has the clout and ability to bring together a diverse cross-section of the community to work together for the greater good of all. As an example, I've had the opportunity to successfully solicit and/or work with teams on a handful of government funding programs. These have ranged from a U.S. Department of Education Title III Strengthening Institutions Grant, a USDA Community Development Block Grant, and FEMA's Public Assistance.

Lastly, I'm also attracted to this position for its remoteness and access to nature. As a child, I could be found playing in the woods or on a lake fishing (It was not uncommon to wake up before 5 a.m. to fish before going to school.) In high school, I spent two summers living in a canvas wall tent working as a camp counselor for 10 weeks and would later become a raft guide. Eventually, I chose my undergraduate alma mater due to its remote location in the Southern Appalachian Mountains so that I could pursue outdoor activities year-round. Whether it was canoeing the Nantahala River while it was snowing, or sitting next to a fire as the sun set enjoying a cup of coffee after backpacking for 10 miles to fish a trout stream, I cherish the solitude one finds in nature.

Based on the job description, I am confident I can provide the leadership, vision, and creativeness to strengthen your mission. I am intrigued by this position, ready to learn more and eager to explore whether there is a strong mutual fit. Serving the City of Dillingham would be an incredible opportunity to share my servant leadership skills and serve as its community steward.

Sincerely,

Daniel A. Brubaker

Dillingham City Manager Search

Daniel Brubaker [REDACTED]
To: Tim Pearson <timpearsonak@gmail.com>

Fri, Feb 5, 2021 at 7:05 AM

Tim,

The search for a new City Manager for the City of Dillingham is of great interest to me. Attached are several documents for consideration in this search:

1. Resume
2. Cover Letter
3. Management Accomplishment
4. Additional Background to accompany my resume
5. Signed Waiver

If you need additional information, please give me a call at [REDACTED] or shoot me an email at [REDACTED]

Sincerely,

Andy B.

--

Andy Brubaker


[REDACTED]

5 attachments



Brubaker Dillingham Waiver .jpg
719K

 **D Brubaker Added Resume Materials.docx**
30K

 **D Brubaker Management Accomplishment (Dillingham).docx**
23K

 **D. Brubaker Cover Letter (Dillingham).docx**
22K

D Brubaker Resume (Dillingham).docx

Applicant 14



PROFESSIONAL SUMMARY

Highly skilled Maintenance Manager able to perform work of each trade satisfactorily. Verify work conformance with specifications, code requirements, and best industry practices. Expertise in troubleshooting equipment and systems, as well as training subordinates on complex repairs.

Willing to learn more.

SKILLS

- Employee training For CPI, and other trainings related to Maintenance Department for Hospital.
- Contractor oversight on big projects that the Corporation qualifies for.
- Preventive maintenance-implemented a new PM and Work order system for Hospital. WorX hub dude solution's. Went from Cogz to Worx hub.
- Continuous improvement and working with the Projects department identifying deficiencies. Sit on MIRAC board"Maintenance Improvement Reallocation Committee as a back up voting member. Also identify BEMAR back log of Maintenance and improvement projects, so that we can put together a project that resolves the diffidence.
- Worked with CMS and Joint Commission surveyors to conduct a thrall survey for Hospital facilities.
- Closed out findings from CMS and Joint Commission, to help get accreditation for Hospital Facilities
- Maintenance recordkeeping
- Team supervision
- Staff scheduling
- Inspect completed work
- Develop policies
- Improve employee performance
- Coordinate work
- Resolve grievances
- Train workers

EXPERIENCE

Maintenance Manager, Bristol Bay Area Health Preparation, Oct 2016 - Current,
Dillingham , Alaska
Emergency Management Institute FEMA ICS 100 HC, ICS 200 HC, ICS 700b

ICS 800c.

Certified instructor for Nonviolent Crisis intervention instructor ID # 1557996.

Class 5 fork lift classification training.

Refrigeration Technician Universal Technician as required by 40, CFR part 82 subpart E. OSHA 000020652 Construction Safety & Health.

Siemens Building Technologies Building Automation APOGEE Advanced Operations, Also working on implementing new building automation system DISAGO.

Safety Presentation on the proper storage and handling cylinders, proper use of regulators and the safe use of oxygen. AIR LIQUIDE.

NFPA 101 Life Safety Code, NFPA 99 Standards for Healthcare.

Emergency Response Operations Awareness, NIEHS 304.

First Aid CPR AED renewal date 05-2021

- Oversaw work of technical maintenance staff, contractors, and subcontractors maintaining Hospital system's.
- Prepared and administered annual maintenance budget of 514,214 dollars with good expense control and planning abilities.
- Maintained records and documentation of equipment and manpower usage and reviewed regularly to spot important trends.
- Worked with production planning staff to coordinate preventive maintenance around critical timelines.
- Inspected equipment regularly to identify current and potential maintenance needs, as well as ideal upgrades and performance modifications.
- Supervised activities of construction contractors handling HVAC, carpentry, and other skilled work.
- Monitored worker safety and kept operations in line with OSHA requirements and local regulations.
- Hired and trained knowledgeable employees to improve overall team performance.
- Responded to emergency calls by being on-call 24/7 and assembling emergency work crews.
- Identified mechanical and electrical problems with thorough inspections and tests, and developed project scopes for repairs.

Remote Maintenance Worker , Bristol Bay Area Health Corporation , Aug 2006 - Oct 2016, Dillingham, Ala

- Maintained and updated files and records to support efficient Village based water/sewer plant operations.
- Worked with Village Tribal administration on training of operators for that village's infrastructure.
- Reviewed activities regularly to identify opportunities for improvement.
- Followed established guidelines and procedures.
- Travel to all 28 villages to see and understand how operations work in bush Alaska. Water and Sewer operations for each village BBAHC has a clinic in.
- Managed daily tasks consistently and sought out opportunities to go beyond requirements and support business targets.
- Completed assigned tasks with little or no supervision.
- Handled issues such as loss of water PSI below 20 psi in water system, cleaning and

shock chlorinating of water holding tanks.

EDUCATION

HVAC/R Tech., HVAC/R

May 2003

AVTEC - Seward

- Graduated with honors.

Refrigeration Technician Universal Technician.



Tim Pearson <timpearsonak@gmail.com>

Dillingham City Manager application

Kevin P. Johnson [REDACTED]
To: "timpearsonak@gmail.com" <timpearsonak@gmail.com>

Thu, Mar 18, 2021 at 10:04 AM

Kevin P. Johnson Resume.

150 word not there, but resume cover's it all. As I am still employed with BBAHC as Maint. dept. manager.

Thank you

Kevin P. Johnson

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 **Resume.pdf**
256K

Applicant 15

Professional Summary

Forward-thinking senior executive with proven record of accomplishment in both the private and non-profit sector during 20 plus year career. Driven and ambitious change manager dedicated to continuous business improvement focused on enhancing revenue and streamlining business operations. Focused on profit maximization and customer/stakeholder satisfaction.

Skills

- Policy and procedure adherence
- Media relations
- Marketing
- Business planning
- Grant writing
- Negotiation
- Business Management
- Team oversight
- Budgeting
- Fundraising
- Strategic planning
- Financial management
- Project management
- Social media
- Operations management

Work History

Executive Director

06/2019 to Current

Alaska Brain Injury Network – Anchorage, AK.

- Advocates for those who suffer from traumatic brain injury
- Create campaigns to enhance awareness about this condition as well as offer clinics in rural areas to help community members and health care providers tools to assess brain injuries
- Facilitate mini-grant program offering financial assistance to those suffering to help with medicine, travel, housing and other short term needs due to the diagnose of a TBI
- Work closely with organizational leadership, including board of directors, to strategically affect direction of operations
- Institute appropriate cost control to meet budget restrictions

General Manager/Executive Director

03/2013 to 06/2019

Big River Public Broadcasting – Galena, AK

- Oversaw technical, financial and content operations of network covering numerous Alaskan Interior villages
- In charge of financial management, regulatory oversight, fund raising development including procuring underwriting, grants and other funding , on-air and technical duties
- Position called for corporate communications and working with numerous tribal, state and village officials on issues involving the communities including suicide, domestic abuse, alcoholism and drug abuse awareness
- Devised and deployed successful marketing strategies, dramatically boosting corporate and individual giving
- Was recognized by state and national leaders and organizations for excellence in community service

Retail Sales Consultant/Management

03/2010 to 03/2013

AT And T – Birmingham, AL

- Handle sales and customer needs at Birmingham market retail store offering solutions for cellular and home communications needs, giving each customer top-notch, personal service and polite support to boost sales and customer satisfaction
- Achieved strong sales in multiple categories as well as high customer satisfaction scores
- Coordinated efficient restocking of sales floor with current merchandise and accurate signage for current promotions
- Met and exceeded upsell goals by highlighting target merchandise with strategic promotional approaches
- Communicated accurate information about promotions, customer programs and products, providing exceptional customer service and driving retention

Operations Manager

09/2007 to 03/2010

Shoals Radio Group – Florence, AL.

- In charge of branding, imaging and managing team of sales and programming personnel of 6 radio stations
- Also instrumental in overseeing the development and management of promotional and programming budgets as well as creating marketing strategies that create ratings and revenue for the station(s) while increasing business for clients
- Directed day-to-day operations focusing on creating quality on-air and online content as well as developing campaigns for local and regional advertisers
- Created effective campaigns for marketing properties to gain and maintain audience participation

PROGRAM DIRECTOR

04/2005 to 09/2007

Cumulus Media

- Launched brand new Country formatted station in a highly competitive environment with duties including staff hiring and training, marketing, on-air and street level promotions, developing music and imaging strategy
- Achieved ratings success in first two rating periods after launch
- Developed and organized routine and special programming by factoring in slot timing, demographics and other important parameters
- Addressed and resolved technical, financial and operational concerns by working with team members and directors
- Checked programming logs and live broadcasts for conformance with FCC requirements to avoid legal issues

GENERAL MANAGER/ EXECUTIVE PRODUCER

04/2003 to 04/2005

Gaylord Entertainment, WSM-AM – Nashville, TN

- Overhauled legendary WSM-AM radio station's marketing, music and on-air line-up to bring the station into an updated sound while maintaining its heritage
- Ultimately saw tremendous ratings growth
- Held occasional Grand Ole Opry announcing duties as well as radio interviews with various dignitaries and stars
- Developed additional channel for Sirius Satellite Radio and handled content for free and subscription based www.WSMonline.com which had as many as 500,000 monthly hits
- Assisted in song selection for 5 CD set of Classic Country song CDs for Cracker Barrel Old Country Store
- Produced syndicated program for large radio network distributed on over 200 stations

Education

Associate of Arts: Communications

WKG Communications College - Baton Rouge, LA.

Accomplishments

Recognized and honored with several awards including Best Public Service program/event, on-air personality, and station of the year.

-Served on several non-profit boards and held membership as a city council member of Galena, Alaska.

-Previous owner of several small businesses.

Additional Information

- Professional and/or personal references available upon request

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RODERICK KEVIN DONALD**EMPLOYMENT HISTORY**

2017-2020 Colville Confederated Tribes/History and Archaeology Program
Tribal Archaeologist/ Wildland Fire Fighter-BAER Team Supervisor

Program Funding (2018-2020):

Outside Funds: BPA = \$186,000.00, Avista = \$15,000.00,
Chelan PUD = \$10,000.00, UCUT = \$18,000.00
WDNR/FFSA = \$98,000.00 Total = \$327,000.00

Internal Funds: CCT Environmental Trust

Owhi Lake Dam Project = \$14,312.00, Hall Creek Project = \$15,850.00

Upper San Poil Project = \$15,003.00

CCT Forestry

15 Timber Sales = \$150,000.00

Total = \$195,165.00

Burn Area Emergency Response (BAER) Team Leader and Wildland Firefighter

- a. Passed Classroom and Pack Fitness Test = Red Card/Moderate (2018-2019)
- b. Completed READ training at Colville National Forest/May 2018 – Present
- c. Completed FEMA training course IS-00700.b Intro to Nat. Incident Mang. Sys

WDNR Forest Practice Application (FPA) Review

- a. Secured \$58,000.00 for participation in DNR/Tribal/UCUT FPA discussion as well as the review and commenting period on FPA proposed projects.
- b. Created FPA case study/cost analysis DNR review, additional funding of FPAs.

Principal Investigator/Project Management/Field Team Supervisor on Federal, State and Municipal Project/Contracts

- a. BPA Projects on and off reservation
- b. ACOE Rufus Woods/Pac Aqua Project/Working Group
- c. DNR Land Exchange Project and FPAs/Working Group
- d. Chelan County PUD/Rocky Reach Working Group
- e. Other Counties: Okanogan, Ferry, Stevens, Lincoln, Chelan, Pend'oreille, Whatcom, Skagit, Methow District.

Principal Investigator and Project management/review and compliance of Tribal Code, NAGPRA, NEPA, NHPA, ARPA and state laws within the 1.4 million-acre boundary of the CCT an 38 million acres of traditional lands. Supervision of senior archaeology staff. Experience developing business relationships with federal agencies: ACOE, BIA, BOR, USFS, BLM, EPA, BPA, the Columbia River Initiative and the Columbia River Treaty. State agencies include: the WSDOT, WSDNR, WSDAHP, WSDFW, WSDOE.

2014-Present Duke University/Department of Cultural Anthropology

Visiting Scholar/ Visiting Instructor/Research Collaborator

Primary responsibilities: teaching, research, curriculum development, classroom management and mentoring undergraduate students.

EDUCATION

- 2018 Data Analytics/Statistical Programming Certification
2000 Ph.D. Applied Anthropology, University of Oregon.

PROFESSIONAL ANTHROPOLOGICAL CREDITIALS (current and previous)

- 2015-Present WISAARD-Washington Department of Archaeology and Historic Preservation
2003-Present Register of Professional Archaeologists (www.rpanet.org)
1992-Present Secretary of Interior Standards for Professional Ethnographer and Archaeologist

CURRENT REPORTS

- 2020 Friedlander Timber Sale Report/Principal Investigator/On file-Colville Confederated Tribes (CCT)
2019 Owhi Lake Dam Restoration Project/Principal Investigator/On file-CCT
2019 BPA Colville-Republic Transmission Line Project/Principal Investigator/On-File-CCT
2018 Harberd FPA Report/On file – CCT
2018 Upper SanPoil Restoration Project/Principal Investigator/On file-CCT
2017 Hall Creek Restoration Project/Principal Investigator/On File-CCT
2017 Tim Seaman/Leavenworth Report/ On file-CCT

PREVIOUS REPORTS

- 2003 Results of Phase I Pedestrian Survey/Cultural Resource Inventory of the Installation of a Protective Fence Around the Foley Creek Riparian Restoration Project Area. Cultural Resource Inventory report prepared for and on file with the Deschutes Resources Conservancy, Bend, Oregon.
- 2001 Results of Archaeological Phase I Sub-Surface Testing at AZ AA: 15:127[ASM] Near the City of Three Points in Pima County, Arizona. Cultural resource inventory report prepared for Tierra Realty and Development. Report on file with the Arizona State Historic Preservation Office/Arizona State Museum, Tucson, AZ.
- 1995-1996 An Archaeological Phase I Pedestrian Survey of the Ofu-Olosega Road Project. Cultural Resource Inventory report prepared for American Samoa Power Authority. Report on file at the American Samoa State Historic Preservation Office.
<http://www.ashpo.org/index.php/down3.html>
- 1995 Internal Evaluation for the Office of Archives and Records Management: Report prepared for the University of Oregon Planning, Public Policy and Management's (PPPM) Micronesia and South Pacific Program. Project funded by the Department of Interior and PPPM. Report on file with the Department of Administrative Services, Office of Archives and Records Management, American Samoa Government.
http://darkwing.uoregon.edu/~mspp/news_summer95/amsamoa.html

- 1992 Cultural Resource Monitoring Report for the Napili Gardens Townhouse Complex, Maui. Report prepared by Archaeological Consultants of the Pacific (formerly Archaeological Consultants of Hawaii) to satisfy NHPA Section 106/110 compliance. Report on file at the Hawaii State Historic Preservation Office, Honolulu.
- 1990 An Ethnographic Bibliography of the Ochoco National Forest and Surrounding Areas of Interest. Bibliography prepared for the Cultural Heritage Program, Ochoco and Deschutes National Forests. Report on file at the Ochoco National Forest, Supervisor's Office. Prineville, Oregon.
- 1990 Wild and Scenic River Corridor Study for the Chewaucan River. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon.
- 1989 Fitzcraft Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon (Brian E. Hemphill, R. Kevin Donald, Coleen M. Hemphill and Jean A. Nelson).
- 1989 Orchid Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon. (with Jean A. Nelson).
- 1989 Willow Hawk Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon. (with Jean A. Nelson).
- 1989 Blue Springs Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon. (with Jean A. Nelson).
- 1989 Pan Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest in Lakeview, Oregon. (Brian E. Hemphill, Coleen M. Hemphill, R. Kevin Donald and Jean A. Nelson).

PREVIOUS ARCHAEOLOGICAL EXPERIENCE

- 2002 Applied Archaeological Research. Portland, Oregon. Archaeologist. Assisted with field-testing and excavations at prehistoric sites along the Northern Columbia River.

- 2001 Tierra Realty and Development. Tucson, Arizona. Archaeologist. Field-testing, NHPA Section 106 review and compliance. Cultural Resource Inventory report writing.
- 2000 Public Works Department, City of Springfield. Springfield, Oregon. Project Manager and Ethnographer. Collected, analyzed and reported on oral histories relevant to the Army Corp of Engineer's ecological restoration of indigenous flora, fauna and water quality regarding the Springfield Millrace.
- 1997 – 1998 Gifford-Pinchot National Forest, Packwood/Randle Ranger District. Packwood, Washington. GS-11 District Archaeologist/Program Manager. Research experience as a full-time supervising archaeologist conducting field test and writing reports on the study of various archaeological data, including human remains.
- 1995 - 1996 Office of Archives and Records Management (OARM). Department of Administrative Services. American Samoa Government. Tutuila, American Samoa. Archival and Records Management Technical Assistant. Census Verification and Certified Statement Services. ASCA Title 4, Ch.12 and ASAC Title 2, Ch.3 and all applicable Federal laws.
- 1995 - 1996 Amerika Samoa Humanities Council (ASHC). Department of Administrative Services. American Samoa Government. Tutuila, American Samoa. Living Museum: Cultural Renaissance and Preservation Project. Principal Investigator/Museum Planning and Grant Writer. Grant Identification Number R-CR95-3-009. "The ASHC provided support for this proposal because the project's aim, to nurture and rekindle interest in and knowledge of the historical and philosophical traditions that originated from the various artwork of Samoa, is a worthy one. Its focus on the inclusion of the diverse ethnic backgrounds of the people now living in Amerika Samoa was highly favored by the Council."
- 1995 American Samoa Power Authority, American Samoa Government. Tutuila, American Samoa. Archaeologist and Principal Investigator. Experience in conducting archaeological field testing as part of the NHPA Section 106/110 review and compliance.
- 1993 Archaeological Investigations Northwest. Portland, Oregon. Bioarchaeologist. Experience in the supervision and monitoring of field excavations of human remains. Osteological identification and data synthesis of human remains. Experience in the supervision of field surveys, excavations, artifact identification and the analysis and synthesis of archaeological data.
- 1991 Applied Research Group (ARG), Bishop Museum. Honolulu, Hawaii. Ethnographic Specialist and Bioarchaeologist. Conducted research in the ethno-archaeological division of the Bishop Museum. Locations of archaeological fieldwork and laboratory work conducted with the ARG include Oahu, Maui and Moloka'i. Experience in museum studies, field testing, excavations, artifact identification and the synthesis of archaeological remains.
- 1989 – 1991 Fremont-Winema National Forest and Ochoco National Forest, Lakeview and Burns, Oregon. GS-7/9 Archaeologist – Experience in the supervision of field testing, site excavation,

artifact identification and the analysis of the field data. Experience in the supervision of the completion of Cultural Resource Inventory (CRI) Reports.

- 1989 Infotec Inc. Fresno, California. Archaeologist. Experience in the supervision of field testing, excavations, monitoring of ground-disturbing activities in right-of-way of natural gas pipeline corridor.
- 1988 PHRI, Inc. Hilo, Hawaii. Bioarchaeologist. Experience in supervising field excavations of human remains, the bioarchaeological lab analysis of human remains.
- 1987 Center for Folklife and Cultural Heritage. Smithsonian Institution. Washington, DC. Academic Award Recipient. Supervised ethnographic experience in the use of photography. Documented cultural preservation via the annual Folklife Festival on the Mall. Certification in Museum Studies and Preservation Techniques.

PROFESSIONAL CONFERENCE PRESENTATIONS

- 2019 Northwest Archaeology Conference, March 20-23, *Symposium: Colville Confederated Tribes History/Archaeology Program General Session: A confluence of traditions and resources.*
- 2018 Northwest Archaeology Conference, March 28-31, *The Mowitch Project- Traditional and Contemporary Methods of Hunting and Use Confederated Tribes of the Colville Reservation*

PROFESSIONAL DEVELOPMENT: TRAINING AND COURSEWORK

2017-Present **ESRI Training:**

- **Getting Started with the Geodatabase** 3.5hrs/Completed 3-14-20
- **Teaching with GIS: Filed Data Collection Using ArcGIS** 5hrs/Completed 3-4-20
- **Basics of Geographic Coordinate Systems** 1.25hrs/ Completed 2-5-20
- **Getting Started with GIS** 3.5hrs/Completed 1-19-20
- **Building Models for GIS Analysis Using ArcGIS** 3.75hrs/Completed 11-15-19
- **Working with Coordinate Systems in ArcGIS** 2.75hrs/Completed 10-23-19
- **GIS for Mining Action: Georeferencing and Digitizing** 3.25hrs/Completed 11-5-19
- **Georeferencing Raster Data Using ArcGIS** 3hrs/Completed 9-28-19

2017-2020 **Burn Area Emergency Response (BAER) Wildland Fire Fighter FEMA Training**

- FEMA IS-00700.b Intro to the National Incident Management System
- Certificate of Clearance for Work Capacity Test – Moderate
- National Wildfire Coord. Group – S-190 Intro to Fire Behavior
- National Wildfire Coord. Group – S-130 Firefighter Training
- National Wildfire Coord. Group – RT-130 Annual Refresher

2017-2020 Heartsaver First Aid CPR AED Training

2017 Data Science and Analytics. The Johns Hopkins Bloomberg School of Public Health.

SOFTWARE TOOLS AND APPLICATIONS

- **ESRI ArcGIS/ArcPro 10.5, Trimble GPS**
- **Statistical Analysis (BASE SAS)**
- **MS Windows and MS Office (Word, Excel, Access, Power Point)**
- **Re:discovery/Proficio Software-cataloguing, curatorial and collections management support.**

PROFESSIONAL MEMBERSHIPS

1997 – Present Society for Applied Anthropology. Fellow

2003 – Present Society of American Archaeology - Member

2003 – Present Register of Professional Archaeologists-Member (www.rpanet.org)

2017 – Present Association of Oregon Archaeologists

2017 – Present Association for Washington Archaeologist

2008 – 2013 North Carolina Archaeological Society – Executive Board Member

RODERICK KEVIN DONALD

Curriculum Vitae

**I. EDUCATION**

- 2017 Data Analytics Certification
- 2000 Ph.D. Cultural/Applied Anthropology, University of Oregon.
- 1995 International Studies 1995 Universidad de Catolica, Santiago, Chile- Oregon State University's Urban and Rural Development in Chile-Summer Session Overseas Program: Oregon State Univ.
- 1992 M.S. Anthropology, University of Oregon.
- 1987 B.S. Anthropology, University of Oregon
- 1987 Certificate in Folklore and Ethnic Studies, University of Oregon English Dept.

II. EMPLOYMENT HISTORY**2017-2020 Colville Confederated Tribes/History and Archaeology Program**
Tribal Archaeologist/ Wildland Fire Fighter-BAER Team Supervisor

Principal Investigator and Project management of review and compliance of tribal code, NAGPRA, NEPA, NHPA, ARPA and state laws within the 1.4 million-acre boundary of the Colville Reservation as well as their 38 million acres of traditional lands. Burn Area Emergency Response (BAER) Supervisor/Team Lead on all on-reservation fires. Qualitative and quantitative statistical analysis, ArcGIS/ArcPro, museology, osteology, contract negotiations, developing scopes of work, environmental review and compliance, development of business strategies, project management as a principal investigator or field director, technical writing; supervision of senior archaeology staff. Experience developing business relationships with federal agencies ranges from: the Army Corps of Engineers, the Bureau of Indian Affairs, the Department of Reclamations, the United States Forest Service, the Bureau of Land Management, the Environmental Protection Agency, the Bonneville Power Authority, the Columbia River Initiative and the Columbia River Treaty. State agencies include: the Washington State Department of Transportation, the Washington State Department of Natural Resources, the Washington State Department of Archaeology and Historic Preservation, Washington State Department of Fish and Wildlife, and Washington State Department of Ecology.

2014-Present Duke University/Department of Cultural Anthropology

Visiting Scholar/ Visiting Instructor/Research Collaborator

Primary responsibilities here are related to teaching a freshman seminar on world archaeology, human adaptation and sustainability. Other responsibilities include: research, curriculum development, classroom management and mentoring undergraduate students. Additional responsibilities and accomplishments include:

- Increasing student involvement by creating community-based fieldwork opportunities with the Gullah Geechee Cultural Heritage Corridor, a National Park Service Heritage Area. The research is focused on island and coastal ecology and sustainability.
- Reviewing NEPA, the Council on Environmental Quality and NHPA projects to ensure federal and local compliance to preserve cultural and natural resources. GGCHC
- Create, develop and disseminate NEPA and NHPA protocols to community members to promote awareness and clarity of the federal environmental review process.

2003-Present All-Terrain Ethno-Archaeological Consulting Services, Professional Consultant

Professional consultant and contract specialist providing services that emphasize NEPA EIS Review and NHPA Section 106 Compliance for ecological restoration and resource claims in Oregon, Arizona, Massachusetts, and North Carolina. Additional responsibilities and accomplishments:

- Principle Investigator - Foley Creek Riparian Restoration Project – NEPA environmental restoration project using the NHPA Section 106 process to evaluate and document the condition of Central Oregon’s Foley Creek’s riparian areas.
- Arizona DOE Technology Literacy Grant: \$15,000 for Visions Unlimited Academy
- Principal Investigator - The Jonahville Cemetery Project – NHPA Section 106 Review and Compliance – negotiated research contract on multi-million-dollar development project to develop a cultural resource inventory report aimed at land-use resource claims for a historical African-American Cemetery.
- Records Manager and Business Officer – Contract with the NC Dept. of Commerce’s Industrial Commission. Records and retention schedule specialist cataloguing paper and electronic records for the NC Industrial Commission. Oversaw the instillation of a new archives building.
- Contract Specialist – Hope Elementary Charter School – (K-5) Data analytics and data modeling to measure variables associated with student performance.
- Contract Specialist – Measurement Inc. – NJ ASK and New York DBQ Training.
- Conservator – Atlas Preservation

2012-Present University of Arizona/Bureau of Applied Research in Anthropology (BARA) [REDACTED], UIA Residential Scholar (Sept.-Dec. 2013)
Visiting Scholar

Applied anthropology/archaeology and ethnography were fundamental methods used to conduct research on the dynamics of the government-to-government consultation process as outlined in E.O 13175 and the Advisory Council of Historic Preservation's *'Consultation with Indian Tribes in the Section 106 Review Process: A Handbook*. I applied archaeological and architectural related Federal and State stewardship laws to protect the University Indian Ruins classic Hohokom archaeological site (AZ BB: 9:33). Additional responsibilities and accomplishments include:

- Awarded highly competitive positions as Visiting/Residential Scholar by professional peers
- Made significant contributions to the mission of the Anthropology department through scholarly lectures and interaction with faculty and graduate students
- Protected an historic property worth more than \$750,000.00 via federal and state statutes
- Published 3 book reviews in peer-reviewed journal *Transforming Anthropology*
- Submitted Wenner-Gren Foundation for Anthropological Research Grant
- Selected as a fellow of the Society for Applied Anthropology (www.sfaa.net)

2010-2012 North Carolina State University/Department of Sociology and Anthropology
Lecturer

My duties here ranged from course management, student mentoring, public service, and supervising qualitative and quantitative research with MOU between North Carolina State University (NCSU) and the NC State Historic Preservation Office Research Center. My status was as a dual employee between the NC State Historic Preservation Office (SHPO), Division of Historical Resources and NCSU. My primary responsibilities included teaching and research. Additional responsibilities and accomplishments include:

- Designed and implemented archaeological and osteological curriculum for graduate and undergraduate students
- Increased student participation by instituting a formal partnership between the university and the NC Division of Historical Resources/Research Center
- Appointed to two departmental committees to assess departmental performance and chair graduate student's Master's thesis
- Advanced educational excellence by supervising internships of undergraduate and graduate students in formal quantitative and qualitative research methods

2010-2011 NC SHPO, Division of Historical Resources/Research Center- Laboratory Scientist

I applied and regulated federal and state conservation laws of the NC Research Center, the archaeological lab for the state. I worked with various local and state museums, Historic Sites, and state universities providing technical assistance regarding: prehistoric and historic artifact lending, deeds of gifts, artifact identification, artifact processing, artifact preservation, and collections management. Additional responsibilities and accomplishments include:

- Managed state repository ARTCAT SQL server database with more than 11 million artifacts
- Amended Archaeological Curation Standards and Guidelines
- Oversaw more than 30 contracts with state museums and historic sites
- Wrote Memorandum of Understanding (MOU) to facilitate a formal partnership between NCSU and the Research Center

2009 Meredith College/Department of History and Political Science – Instructor

My primary responsibilities included teaching. Other responsibilities called for participation in curriculum development, classroom management, and mentoring students. Additional accomplishments include:

- Introduced and encouraged student participation in North Carolina's Historic Sites with visits to Town Creek, Stagville, and the NC Museum of History.
- Provided hands-on examples of ancient tool manufacturing, pottery-making and archaeological artifact identification.

2008-2011 NC SHPO, Division of Historical Resources/Cemetery Survey and Stewardship Program – Archaeologist/Program Management (full-time)

Program Coordinator who developed and implemented all facets of the Cemetery Survey and Stewardship Program (CSSP), a state-level program serving as a clearinghouse on issues related to cemetery law and preservation including NHPA Section 106 Review and Compliance. Applied federal and state conservation laws relevant to resource claims, Section 106 and historic preservation. Additional responsibilities and accomplishments include:

- Successfully built and managed education and conservation program from inception
- Created relational database from scratch: improved efficiency in program management
- Created electronic-based site form resulting in 9% cost saving of program budget
- Provided new resources of ArcGIS and geospatial analysis and predictive modeling
- Increased program awareness: 6 workshops and over 15 public speaking engagements

2004-2008 University of Arizona/Africana Studies Program – Adjunct Instructor

Participation in curriculum development, classroom management, mentoring students, serving on program, departmental, and faculty review committees. Additional responsibilities and accomplishments include:

- Taught undergraduate courses in Anthropology, Sociology, Religious Studies
- Set program standard for supplementing traditional curriculum with web-based course
- Increased student participation by providing community-based fieldwork opportunities
- Secured internal funds for national and international conferences
- Designed empirical student-based research project on student retention

2000-2004 Lewis and Clark College/Dept. of Sociology and Anthropology – Vis. Asst. Prof.

My primary responsibilities were teaching, research and mentoring students. I participated in curriculum development, classroom management, mentoring students, and served on program, departmental, and faculty review committees. Additional responsibilities and accomplishments include:

- Selected as a finalist out of 150 faculty members for Teacher of the Year Award
- Taught undergraduate anthropology and sociology courses
- Designed empirical community-based projects for student fieldwork opportunities

III. GRANTS, SCHOLARSHIPS, and AWARDS

- | | |
|--------------|---|
| Nov 2020 | Wenner-Gren Foundation for Anthropological Research (in revision) |
| July 2016 | Peace Corps Liberia Program – declined |
| 2013 | University of Arizona UIA Residential Scholar <i>(Sept.-Dec. 2013)</i> |
| 2013-Present | Society for Applied Anthropology – Fellow |
| 2007 | University of Arizona College of Humanities Honorarium - \$500.00 - Invited paper and presentation at the Association for the Study of African American Life and History Convention. Charlotte, North Carolina. |
| 2007 | University of Arizona Foreign Travel Grant - \$800.00 - Panel Chair and presenter at the Universiti Kebangsaan Malaysia Conference on Language and Nationhood, Kuala Lumpur, Malaysia. |

- 2006 University of Arizona College of Humanities Honorarium - \$900.00 – Panel chair and presenter at the Society for Applied Anthropology Conference, Vancouver, British Columbia.
- 2005 University of Arizona College of Humanities Honorarium - \$800.00 – Presenter at the Society for Applied Anthropology Conference, Santa Fe, New Mexico.
- 2003 Drug Policy Alliance Conference Scholarship - \$500.00 - (declined)
- 2001-2002 Finalist- Teacher of the Year - Lewis and Clark College
- 2001 Arizona DOE Technology Literacy Grant - \$15,000 – Visions Unlimited Academy
- 2001-2002 Travel Award - \$500.00 - Lewis and Clark College
- 1994-2000 Laurel Award/Academic Scholarship - \$60,000 – Univ. of Oregon
- 1995 Technical Assistant Award - \$6000.00 - Univ. of Oregon, Planning, Public Policy and Management Program (PPPM)
- 1997-1998 Graduate Student Research Award - \$2500.00 – Univ. of Oregon
- 1995 National Endowment for the Humanities Grant - \$3000.00 - American Samoa Cultural Renaissance Project
- 1993 Graduate Student Research Award - \$2500.00 – Univ. of Oregon
- 1987 Smithsonian Institution - \$3000.00 - Center for Folklife and Cultural Heritage

IV. **PROFESSIONAL SERVICE**

Co-Chair MA Thesis, Department of Sociology and Anthropology, NC State University
 2012 Garrett, Amy (2012). Osteological Analysis of a Late Woodland North Carolina Ossuary: The Piggot Site (31CR14), Carteret County, North Carolina.

Societies and Committees

- 2012 Anthropology Program Assessment, Department of Sociology and Anthropology, North Carolina State University
- 2008 – 2013 North Carolina Archaeology Society - Executive Board Member

- 2006-2007 Reviewer. High Plains Society for Applied Anthropology. Special Issue on Critical Hermeneutics.
- 2004 – 2008 Africana Studies Program, University of Arizona Program Awards Committee-Organizer, Grant Writing Organizer, Departmental and Curriculum Committee. Lecture and Film Series Committee.
- 2004 – 2008 University of Arizona Community Service
 (a). Student Retention Program Research
 (b). Daughters on Campus Day – Invited Guest Lecturer
 (c). C.A.T.S. Academics Student-Athlete Advisor
- 2000 – 2003 Sociology/Anthropology Department, Lewis and Clark College: Departmental and Curriculum Committee. Student Advisory Committee. Ethnic Studies Student Union Faculty Advisor

v. **PUBLICATIONS AND PROFESSIONAL WRITINGS** (* indicates peer-review)

- Forthcoming The NC Cemetery Survey and Stewardship Project: A Practical Guide to Establishing a State-Level Preservation and Conservation Program. Manuscript*
- Forthcoming 'Aftermath of Slavery: A Study of the Condition and Environment of the American Negro.' William Sinclair. *North Carolina Historical Review*.
- 2018 'The Origins of Collective Decision-Making.' Andy Blunden. *Transforming Anthropology*. Vol. 26, Issue 2, Pp. 207-208.
- 2015 'Our Historical Society and the Duwamish People: The Importance and Relevance of First-Contact Scenarios. In *Footprints: On the Sands of Time*. A publication of the Southwest Seattle Historical Society. Fall 2015, Issue XCII. p. 4-5.
- 2013 'Theories of Religion.' (ed.) Seth D. Kunin. *Transforming Anthropology*. Vol. 21, Issue 2, pp.207-208.
- 2013 'What Shall We Do with the Negro? Lincoln, White Racism, and Civil War America.' Paul D. Escott. *North Carolina Historical Review*, Volume XC, Number 2. pp. 223-224.
- 2012 Planning, Public Policy and Heritage Preservation: An Example of an Emergent Cemetery Project in North Carolina. Society for Applied Anthropology Newsletter, Feb. 2012 <http://sfaanews.sfaa.net/2012/02/01/planning-public-policy-and-heritagepreservation-an-example-of-an-emergent-cemetery-project-in-northcarolina/>
- 2011 'The St. Louis African American Community and the Exodusters.' Bryan Jack. *North Carolina Historical Review*, Vol. LXXXVIII, No. 1. pp. 109-111.

- 2010 "Melville J. Herskovits and the Racial Politics of Knowledge." Jerry Gershenhorn. *Transforming Anthropology*. Vol. 18 (1). p. 99-100.
- 2010 Historical Narratives and Truth. Sufism: An Inquiry. *Journal of the International Association of Sufism*. Vol. XV. No. 1, p.14-16. *
- 2009 "A New World: England's First View of America." Kim Sloan. *North Carolina Historical Review*. Vol. LXXXVI. Number 1. January 2009. pp. 101-102.
- 2009 Digging Deep: Primary Sources in Archaeology. *Tar Heel Junior Historian*, 48:2. pp. 26-27.
- 2008 Results of Phase I Pedestrian Survey/Cultural Resource Inventory of the Proposed Hampton Place Residential Construction Project. Jonahville Cemetery Site Report (31MK1080**). Report prepared for the Issac Group, Inc. to satisfy NHPA 106 compliance. On file at the North Carolina State Historic Preservation Office, Raleigh, North Carolina.
- 2008 'Soulside.' Ulf Hannertz. *Transforming Anthropology*. Vol.16 (1). pp. 89-90.
- 2008 North Carolina's New Cemetery Survey and Stewardship Program. In the *North Carolina Archaeological Society Newsletter* Vol. 18, No. 2.
[http://www.rla.unc.edu/Archives/NCAS/Newsletters/Volume 18 No 2.pdf](http://www.rla.unc.edu/Archives/NCAS/Newsletters/Volume%2018%20No%202.pdf)
- 2005 *Mainland Languages in the Pacific Region*. In the Greenwood Encyclopedia of American Regional Cultures: The Pacific Region. Goggans and Difranco (eds.), Westport, Conn., Greenwood Press. pp. 275-282.
- 2005 Cultural Resource Management and the Necessity of Cultural and Natural Resource Collaboration. Gottfiied, Gebow, Eskew and Edminster (eds.), Fort Collins, CO. Rocky Mountain Research Station. http://www.fs.fed.us/rm/pubs/rmrs_p036.html*
- 2004 Culture, Time and Interiority: Hermeneutics and the Process of Appropriation. *International Journal of Humanities and Peace*, Vol. 20, No. 1, pp. 79-83.*
- 2003 Results of Phase I Pedestrian Survey/Cultural Resource Inventory of the Installation of a Protective Fence Around the Foley Creek Riparian Restoration Project Area. Cultural Resource Inventory report prepared for and on file with the Deschutes Resources Conservancy, Bend, Oregon.
- 2001 Results of Archaeological Phase I Sub-Surface Testing at AZ AA: 15:127[ASM] Near the City of Three Points in Pima County, Arizona. Cultural resource inventory report prepared for Tierra Realty and Development. Report on file with the Arizona State Historic Preservation Office/Arizona State Museum, Tucson, AZ.

- 2000 Two Hundred Years of Art by Black People in the U.S. *El Helicoptero*, Vol. 3&4, No. 1 Eugene, Oregon. pp. 28-35.
- 1999 Springfield Millrace Oral History Project (an environmental restoration project). Report prepared for and funded by the City of Springfield's Public Works Department. Springfield, Oregon. <http://springfieldmillrace.files.wordpress.com/2009/08/oralhistb.pdf>
- 1995-1996 An Archaeological Phase I Pedestrian Survey of the Ofu-Olosega Road Project. Cultural Resource Inventory report prepared for American Samoa Power Authority. Report on file at the American Samoa State Historic Preservation Office. <http://www.ashpo.org/index.php/down3.html>
- 1996 Archival Planning and Policy Development. Report prepared for the University of Oregon Planning, Public Policy and Management's (PPPM) Micronesia and South Pacific Program. Project funded by the Department of Interior and PPPM. Report on file with the Department of Administrative Services, Office of Archives and Records Management, American Samoa Government. http://darkwing.uoregon.edu/~mspp/news_summer95/amsamoa.html
- 1995 Internal Evaluation for the Office of Archives and Records Management: Report prepared for the University of Oregon Planning, Public Policy and Management's (PPPM) Micronesia and South Pacific Program. Project funded by the Department of Interior and PPPM. Report on file with the Department of Administrative Services, Office of Archives and Records Management, American Samoa Government. http://darkwing.uoregon.edu/~mspp/news_summer95/amsamoa.html
- 1992 Cultural Resource Monitoring Report for the Napili Gardens Townhouse Complex, Maui. Report prepared by Archaeological Consultants of the Pacific (formerly Archaeological Consultants of Hawaii) to satisfy NHPA Section 106/110 compliance. Report on file at the Hawaii State Historic Preservation Office, Honolulu.
- 1990 An Ethnographic Bibliography of the Ochoco National Forest and Surrounding Areas of Interest. Bibliography prepared for the Cultural Heritage Program, Ochoco and Deschutes National Forests. Report on file at the Ochoco National Forest, Supervisor's Office. Prineville, Oregon.
- 1990 Wild and Scenic River Corridor Study for the Chewaucan River. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon.
- 1989 Fitzcraft Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon (Brian E. Hemphill, R. Kevin Donald, Coleen M. Hemphill and Jean A. Nelson).

- 1989 Orchid Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon. (with Jean A. Nelson).
- 1989 Willow Hawk Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon. (with Jean A. Nelson).
- 1989 Blue Springs Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106/110 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest, Lakeview, Oregon. (with Jean A. Nelson).
- 1989 Pan Timber Sale. Cultural Resource Inventory report prepared for the Fremont-Winema National Forest NHPA Section 106 compliance. Report on file at the Oregon State Historic Preservation Office (Salem, Oregon) and the Fremont-Winema National Forest in Lakeview, Oregon. (Brian E. Hemphill, Coleen M. Hemphill, R. Kevin Donald and Jean A. Nelson).

VI. RESEARCH-IN-PROGRESS

National Park Service – Reconstruction Theme Study Inquiry – location of Reconstruction sites in North Carolina.

National Park Service - Gullah-Geechee Cultural Heritage Corridor. Partnership between Duke University's Trinity College of Arts and Sciences, the University of Oregon's Island and Coastal Archaeology Dept. and the Gullah-Geechee Cultural Heritage Corridor Commission. Analysis of coastal environments and cultural resources along the east coast of North America.

The Cemetery Research Project. Manuscript. Cultural Resource Management and field-based project in collaboration with the Bureau of Applied Research in Anthropology.

The Navaho Nation Project. TCPs, Environmental Policy and Consultation. Field-based project in collaboration with the Bureau of Applied Research in Anthropology.

VII. AREAS OF INTERESTS

Cultural Anthropology
The African Diaspora
Museology

Applied Anthropology
Native North Americans
Applied Archaeology

Economic/Political Anth
Indigenous Populations
Environmental Anthropology

VIII. PROFESSIONAL CONFERENCE PRESENTATIONS and INVITED LECTURES

- 2019 Northwest Archaeology Conference, March 20-23, *Symposium: Colville Confederated Tribes History/Archaeology Program General Session: A confluence of traditions and resources. (Symposium and Panel Co-Organizer and Co-Chair).*
- 2018 Northwest Archaeology Conference, March 28-31, *The Mowitch Project- Traditional and Contemporary Methods of Hunting and Use Confederated Tribes of the Colville Reservation (Symposium and Panel Co-Organizer and Co-Chair).*
- 2017 National Genealogical Society, May10-13, Preservation and Conservation Representative.
- 2015 North Durham Rotary Club, Durham, NC. July 14. *The Relevance of Anthropology/Archaeology to the Modern Era.*
- 2015 Society for Applied Anthropology Annual Meeting, Pittsburgh, PA. March 24-28. *Applied and Environmental Anthropology within the Gullah Geechee Cultural Heritage Corridor*
- 2014 International Cemetery Conservation Summit. Niagara Falls, NY. April 8-10. *The North Carolina Cemetery Survey and Stewardship Program: A Practical Guide to Establishing a State-Level Cemetery Preservation Program.*
- 2014 Society for Applied Anthropology Annual Meeting, Albuquerque, NM. March 18-22. *Indigenous Human Rights: Ecological Policy, Consultation and Decision-Making among the Dine.*
- 2014 Society for Applied Anthropology Annual Meeting, Albuquerque, NM. March 18-22. *Paths and Destinations of Tribal Consultation in the Southwest.*
- 2013 School of Anthropology, University of Arizona. Oct. 31. *Planning, Public Policy and Heritage Preservation: An Example of an Emergent Cemetery Project in North Carolina.*
- 2013 Society for Applied Anthropology Annual Meeting. Denver, CO. March 19-23. *The Cemetery Research Project.*
- 2012 Society for Applied Anthropology Annual Meeting. Baltimore, MD. March 27-31. *Planning, Public Policy and Heritage Preservation: An Example of an Emergent Cemetery Project in North Carolina*
- 2011 South Eastern Archaeological Conference Annual Meeting. Jacksonville, FL. November 2-5. *Preserving Abandoned Cemeteries Hidden in Plain View: An Example of an Emergent Cemetery Program in North Carolina*

- 2011 North Carolina Central University, Department of History's Bishop Lecture Series-Invited Lecture. Durham, NC. April 26. *Historic Preservation and the Cemetery Survey Program*.
- 2009 Statewide Register of Deeds Conference Annual Meeting – Invited Presentation. Raleigh, NC. September 21-22. *Priorities for the New North Carolina Cemetery Survey and Stewardship Program*.
- 2009 Collegium of African American Research Annual Meeting. Bremen, Germany. March 25-29. *Gullah Cemeteries and Modernity: Interpretations of Culture and Ancestors*.
- 2009 Southern Anthropological Society Annual Meeting. Wilmington, NC. March 12-14. Panel Chair. *The Concept of Culture and the Construction of Cognitive Borders*.
- 2008 Southeastern Archaeology Conference Annual Meeting. Charlotte, NC. Nov. 12-15. Invited Presentation. *A Brief Discussion on the Legal History of Cemetery Legislation in North Carolina*.
- 2007 Association for the Study of African-American Life and History Annual Meeting. Charlotte, NC. Oct.3-7. Invited Presentation. *We're Still Here: The Cultural and Archaeological Significance of the Jonahville AME Zion Cemetery*.
- 2007 Language and Nationhood Conference Annual Meeting. Kuala Lumpur, Malaysia. May 15-18. Invited Panel Organizer and Presenter. *The Lived-Experience and the Critical Hermeneutical Tradition*.
- 2006 University of San Francisco, Department of Education. San Francisco, CA. Nov. 17-18. Invited Lecture. *Critical Hermeneutics and the Process of Appropriation*
- 2006 Society for Applied Anthropology Annual Meeting. Vancouver, Canada. March 28-April 2. Panel Organizer and Presenter (w/ Carla Montero). *Populations on the Edge: Towards Inclusive Policies for Afro-Latin Americans*.
- 2005 Western Humanities Alliance Conference Annual Meeting. Tucson, Arizona. Oct 20-22. *The Concept of Culture and the Construction of Cognitive Borders*.
- 2005 Society for Applied Anthropology Annual Meeting. Santa Fe, New Mexico. April 5-10. *Multiculturalism, the Moral Imperative and Interiority in the American Criminal Justice System*.
- 2004 University of Arizona, College of Humanities, Africana Studies Program Spring Lecture Series. Tucson, AZ. April 20. Invited Lecture. *African American Archaeology and the African Burial Ground Project*.
- 2004 The Nature Conservancy Madrean Archipelago II Conference. Tucson, Arizona. May 11-14. *Cultural Resource Management and the Necessity of Cultural and Natural Resource Collaboration*.

- 2003 Western Humanities Alliance Conference Annual Meeting. Salt Lake City, Utah. Oct. 16-18.
Culture, Time, and Interiority: Hermeneutics and the Process of Appropriation.
- 2002 American Anthropological Association Annual Meeting. New Orleans, Louisiana. Nov. 20-24.
The Secular Ritual of Incarceration as a Definitional Ceremony.
- 2000 University of Oregon, College of Humanities Work-in-Progress Lecture Series. Eugene, Oregon.
Spring. Invited Lecture. *A Crisis of Modernity- A Possibility of Hope: Anthropological Interpretations of Case Histories in the American Criminal Justice System.*
- 1999 University of Oregon, College of Humanities Work-in-Progress Lecture Series. Eugene, Oregon.
Spring. Invited Lecture. *The Secular Ritual of Incarceration as a Definitional Ceremony.*
- 1998 Society for the Anthropology of Consciousness Annual Meeting. Wilsonville, Oregon. March.
The Secular Ritual of Incarceration as a Definitional Ceremony.
- 1998 Society for Applied Anthropology Annual Meeting. San Juan, Puerto Rico. April 1998.
(w/Richard P. Chaney). *The Paradox of Incarceration as a Growth Industry in the Light of Hope.*
- 1997 Society for the Anthropology of Consciousness Annual Meeting. Berkeley, California. March. A
Crisis of Modernity- A Possibility of Hope: Anthropological Interpretations of Case Histories in the American Criminal Justice System.
- 1997 Society for Applied Anthropology Annual Meeting. Seattle, Washington. March. *A Crisis of Modernity-A Possibility of Hope: Anthropological Interpretations of Case Histories in the American Criminal Justice System.*

IX. **PROFESSIONAL ANTHROPOLOGICAL CREDITIALS (current and previous)**

Permits and Certifications

- 2015-Present WISAARD-Washington Department of Archaeology and Historic Preservation
- 2003-Present Register of Professional Archaeologists (www.rpanet.org)
- 1992-Present Secretary of Interior Standards for Professional Ethnographer and Archaeologist
- 2003-2005 Cultural Resource Use Permit (BLM) Oregon and Washington (Permit # OR-40533)
- 2003 Arizona Antiquities Act Blanket Permit (Permit # 2003-125bl)

x. PREVIOUS ANTHROPOLOGICAL AND ARCHAEOLOGICAL EXPERIENCE

- 2002 Applied Archaeological Research. Portland, Oregon. Archaeologist. Assisted with field-testing and excavations at prehistoric sites along the Northern Columbia River.
- 2001 Tierra Realty and Development. Tucson, Arizona. Archaeologist. Field-testing, NHPA Section 106 review and compliance. Cultural Resource Inventory report writing.
- 2000 Public Works Department, City of Springfield. Springfield, Oregon. Project Manager and Ethnographer. Collected, analyzed and reported on oral histories relevant to the Army Corp of Engineer's ecological restoration of indigenous flora, fauna and water quality regarding the Springfield Millrace.
- 1997 – 1998 Gifford-Pinchot National Forest, Packwood/Randle Ranger District. Packwood, Washington. GS-11 District Archaeologist/Program Manager. Research experience as a full-time supervising archaeologist conducting field test and writing reports on the study of various archaeological data, including human remains.
- 1995 - 1996 Office of Archives and Records Management (OARM). Department of Administrative Services. American Samoa Government. Tutuila, American Samoa. Archival and Records Management Technical Assistant. Census Verification and Certified Statement Services. ASCA Title 4, Ch.12 and ASAC Title 2, Ch.3 and all applicable Federal laws.
- 1995 - 1996 Amerika Samoa Humanities Council (ASHC). Department of Administrative Services. American Samoa Government. Tutuila, American Samoa. Living Museum: Cultural Renaissance and Preservation Project. Principal Investigator/Museum Planning and Grant Writer. Grant Identification Number R-CR95-3-009. "The ASHC provided support for this proposal because the project's aim, to nurture and rekindle interest in and knowledge of the historical and philosophical traditions that originated from the various artwork of Samoa, is a worthy one. Its focus on the inclusion of the diverse ethnic backgrounds of the people now living in Amerika Samoa was highly favored by the Council."
- 1995 American Samoa Power Authority, American Samoa Government. Tutuila, American Samoa. Archaeologist and Principal Investigator. Experience in conducting archaeological field testing as part of the NHPA Section 106/110 review and compliance.
- 1993 Archaeological Investigations Northwest. Portland, Oregon. Bioarchaeologist. Experience in the supervision and monitoring of field excavations of human remains. Osteological identification and data synthesis of human remains. Experience in the supervision of field surveys, excavations, artifact identification and the analysis and synthesis of archaeological data.
- 1991 Applied Research Group (ARG), Bishop Museum. Honolulu, Hawaii. Ethnographic Specialist and Bioarchaeologist. Conducted research in the ethno-archaeological division of the Bishop Museum. Locations of archaeological fieldwork and laboratory work conducted with the ARG

include Oahu, Maui and Moloka'i. Experience in museum studies, field testing, excavations, artifact identification and the synthesis of archaeological remains.

- 1989 – 1991 Fremont-Winema National Forest and Ochoco National Forest, Lakeview and Burns, Oregon. GS-7/9 Archaeologist – Experience in the supervision of field testing, site excavation, artifact identification and the analysis of the field data. Experience in the supervision of the completion of Cultural Resource Inventory (CRI) Reports.
- 1989 Infotec Inc. Fresno, California. Archaeologist. Experience in the supervision of field testing, excavations, monitoring of ground-disturbing activities in right-of-way of natural gas pipeline corridor.
- 1988 PHRI, Inc. Hilo, Hawaii. Bioarchaeologist. Experience in supervising field excavations of human remains, the bioarchaeological lab analysis of human remains.
- 1987 Center for Folklife and Cultural Heritage. Smithsonian Institution. Washington, DC. Academic Award Recipient. Supervised ethnographic experience in the use of photography. Documented cultural preservation via the annual Folklife Festival on the Mall. Certification in Museum Studies and Preservation Techniques.
- 1986 Microscopy Laboratory. Biology Department. University of Oregon. Eugene, Oregon. Microscopy Lab Technician– Supervised experience and training in the use of the electron scanning microscope (ESM) as well as camera use in microscopic photography and analysis.
- 1985 Dietz Project. Department of Anthropology. University of Oregon. Eugene, Oregon. Archaeological Field Technician. Field survey, artifact collections and training on an Electronic Distancing Machine (EDM) and Theodolite to map the circumference of a five-mile prehistoric lake.
- 1985 – 1987 Department of Anthropology Archaeology Laboratory. University of Oregon. Eugene, Oregon. Archaeological Lab Technician. Supervised experience in microscopy and artifact photography. Supervised experience in artifact identification, cataloging and the analysis.

XI. TEACHING EXPERIENCE

- 2014 – 2017 Visiting Scholar and Instructor. Trinity College of Arts and Sciences. Department of Cultural Anthropology. Duke University. Durham, North Carolina.
- 2010 – 2012 Lecturer. College of Humanities and Social Sciences. Department of Sociology and Anthropology. North Carolina State University. Raleigh, North Carolina.
- 2009 Instructor. School of Arts and Humanities. History and Political Science Program. Meredith College. Raleigh, North Carolina.

- 2004 – 2008 Adjunct Instructor. College of Humanities. Africana Studies Program, University of Arizona. Tucson, Arizona.
- 2000 – 2003 Visiting Assistant Professor. College of Arts and Sciences. Sociology and Anthropology Department. Lewis and Clark College. Portland, Oregon.
- 1998 Instructor. College of Arts and Sciences. Department of Anthropology. University of Oregon. Eugene, Oregon.
- 1992 – 1998 Graduate Teaching Fellow. College of Arts and Sciences. Department of Anthropology. University of Oregon. Eugene, Oregon.
- 1988 – 1989 Graduate Teaching Fellow. College of Arts and Sciences. American Studies Program. University of Oregon. Eugene, Oregon.
- 1988 Instructor. College of Arts and Sciences. Folklore and Ethnic Studies Program. University of Oregon. Eugene, Oregon.

XII. COURSES TAUGHT

Duke University. Department of Cultural Anthropology.

(89S) Relevance of the Ancient: Introduction to World Archaeology

North Carolina State University. Department of Sociology and Anthropology.

(ANT 252) Introduction to Cultural Anthropology
 (ANT 253) Unearthing the Past: Introduction to World Archaeology
 (ANT 310) Native Peoples and Cultures of North American
 (ANT 595) Special Topics in Bio-Archaeology and Anthropology

Meredith College. History and Political Science Program.

(HIS 250) Introduction to Archaeology

University of Arizona. Africana Studies Program.

(AFAS 220) Introduction to Africana Studies
 (AFAS 204) African Diaspora Religion and Culture
 (AFAS 344) African American Religion
 (AFAS 381) African/Indigenous Religion

Lewis and Clark College. Department of Sociology and Anthropology.

(SOAN 150) Introduction to Cultural Anthropology
 (SOAN 240) Family in Cross-Cultural Perspective
 (SOAN 224) Crime and Punishment
 (SOAN 225) Race and Ethnicity in Global Perspective
 (SOAN 245) Africa in Cross-Cultural Perspective

University of Oregon. Department of Anthropology.
(ANTH 413/513) Culture and Personality

University of Oregon. Folklore and Ethnic Studies Program.
(FES 407) Cultural Heritage

XIII. PROFESSIONAL DEVELOPMENT: TRAINING AND WORKSHOPS

(* indicates administered training/workshops)

2017-Present **ESRI Training:**

- **Getting Started with the Geodatabase** 3.5hrs/Completed 3-14-20
- **Teaching with GIS: Filed Data Collection Using ArcGIS** 5hrs/Completed 3-4-20
- **Basics of Geographic Coordinate Systems** 1.25hrs/ Completed 2-5-20
- **Getting Started with GIS** 3.5hrs/Completed 1-19-20
- **Building Models for GIS Analysis Using ArcGIS** 3.75hrs/Completed 11-15-19
- **Working with Coordinate Systems in ArcGIS** 2.75hrs/Completed 10-23-19
- **GIS for Mining Action: Georeferencing and Digitizing** 3.25hrs/Completed 11-5-19
- **Georeferencing Raster Data Using ArcGIS** 3hrs/Completed 9-28-19

2017-2020 Burn Area Emergency Response (BAER) Wildland Fire Fighter FEMA Training

- FEMA IS-00700.b Intro to the National Incident Management System
- Certificate of Clearance for Work Capacity Test – Moderate
- National Wildfire Coord. Group – S-190 Intro to Fire Behavior
- National Wildfire Coord. Group – S-130 Firefighter Training
- National Wildfire Coord. Group – RT-130 Annual Refresher

2017-2020 Heartsaver First Aid CPR AED Training

2017 Data Science and Analytics. The Johns Hopkins Bloomberg School of Public Health.

2013-2017 Collaborative Institutional Training Initiative – Human Subjects Protocol and Clearance. School of Anthropology. University of Arizona.

- Nov. 2013 American Indian Studies Symposium – American Indian Cultural and Sacred Properties. School of Anthropology. University of Arizona.
- 2013 – 2016 Indian Legal Studies Program Ethics Training – Legal Landscapes of Tribal Renewable Energy Development CLE Conference. CLE/ILP-DOE Indian Energy-Proceedings. Sandra Day O’Conner College of Law. Arizona State University.
- 2012 – 2016 Indian Legal Studies Program. Certificate in Professional Responsibility. Navajo Nation Law CLE Conference. State Bar of Arizona MCLE Regulation 101 (G)Rule 45(a) 2., Ariz.R.S.Ct. Sandra Day O’Conner College of Law. Arizona State University.
- August 2013 Gathering, Growing and Gleaning Vital Resources for our African American Museum Spaces/Pre-Conference Workshop. North Carolina African American Heritage Commission
- August 2013 Managing Public Records for Local Government Agencies. North Carolina Department of Cultural Resources. North Carolina Department of Commerce.
- July 2013 Managing Your Inbox: E-mail as a Public Record. North Carolina Department of Cultural Resources. North Carolina Department of Commerce.
- June 2013 Managing Electronic Public Records: Recognizing Perils and Avoiding Pitfalls. North Carolina Department of Cultural Resources. North Carolina Department of Commerce.
- May 2013 Social Media Usage in North Carolina State Government. North Carolina Department of Cultural Resources. North Carolina Department of Commerce.
- April 2013 Digital Preservation Tutorials. Digital Preservation Education for North Carolina State Government Employees. Naming Digital Files, Part 1-4. North Carolina Department of Cultural Resources. North Carolina Department of Commerce.
- June 2011 Cemetery Conservation Training and Workshop. North Carolina Division of Historical Resources. Asheville, North Carolina. *
- July 2011 Cemetery Conservation Training and Workshop. North Carolina Division of Historical Resources. Wilmington, NC*
- Nov. 2008 Cemetery Conservation Training and Workshop. North Carolina Division of Historical Resources. Wilmington, NC *
<http://www.starnewsonline.com/article/20081107/ARTICLES/811070274>

XIV. REGIONAL FIELDSITES AND LANGUAGES

Field sites: Southeast, Pacific Northwest, Southwest, Polynesia.

Languages: English (native speaker) fluent.
Spanish and French (non-native speaker) proficiency reading and writing
Hawaiian, Samoan, Navajo and Cherokee (non-native speaker) basic knowledge

XV. SOFTWARE TOOLS AND APPLICATIONS

- **ESRI ArcGIS/ArcPro 10.5, Trimble GPS**
- **Data Analytics Certification (BASE SAS 9.4)**
- **MS Windows and MS Office (Word, Excel, Access, Power Point)**
- **Virtual Course Management Systems: Sakai, Moodle, Blackboard**
- **Re:discovery/Proficio Software-cataloguing, curatorial and collections management support.**

XVI. PROFESSIONAL MEMBERSHIPS

1997 – Present Society for Applied Anthropology. Fellow

2003 – Present Society of American Archaeology - Member

2003 – Present Register of Professional Archaeologists-Member (www.rpanet.org)

2017 – Present Association of Oregon Archaeologists

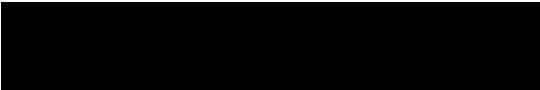
2017 – Present Association for Washington Archaeologist

2008 – 2013 North Carolina Archaeological Society – Executive Board Member

XVII. HONORARY ASSOCIATIONS

Pi Gamma Mu International Honor Society in the Social Sciences 1992-Present

Roderick Donald



March 2021

Dear City of Dillingham:

I'm an outdoor enthusiast. I spent 25+ days last winter cross country skiing in the northern Rockies and the Northern Cascades.

My most significant financial management experience: working groups, contract negotiations, project reviews, technical report writing in Federal, State and municipal roles. Federal level includes: the National Park Service, the Army Corps of Engineers, the Bureau of Indian Affairs, the Department of Reclamations, the United States Forest Service, the Bureau of Land Management, the Environmental Protection Agency, the Bonneville Power Authority, the Columbia River Initiative and the Columbia River Treaty. State level includes: the Washington State Department of Transportation, the Washington State Department of Natural Resources, the Washington State Department of Archaeology and Historic Preservation, Washington State Department of Fish and Wildlife, and Washington State Department of Ecology. Municipal level includes: Ferry, Stevens, Okanogan, Lincoln, Chelan, Spokane, Skagit, Whatcom, and Pend 'Oreille counties. These experiences involved public outreach, budget management, capital projects (05-05), project management and financial planning. From 2017-2020, I was a FEMA qualified Wildland Firefighter with supervisory experience.

These are some of the reasons you should seriously consider taking a look at me.

Thank you.

Sincerely,

Roderick Kevin Donald



Tim Pearson <timpearsonak@gmail.com>

City Manager Position

Roderick Kevin Donald [REDACTED]
To: timpearsonak@gmail.com

Mon, Mar 29, 2021 at 10:02 AM

Hello,

I've attached a resume and statement as part of the application requirements for the City of Dillingham City Manager position.


This job feels like a perfect fit for me based on a culmination of my skills and experience.

Thank you,

--

Roderick Kevin Donald, PhD and RPA

2 attachments

 **City of Dillingham Statement.pdf**
96K

 **Dillingham Resume.pdf**
388K