

William C. Harris-Wimsatt

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EDUCATION MA Human Resource Development – Webster University – 1993
BSBA – Finance – East Carolina University – 1988
U. S. Air Force Training: Squadron Officer School – 1989/1998
Academic Instructor School
Undergraduate Missile Training School (Top Performer)

Community Activity:

- Board Member, Lakeside Academy Youth & Family Services Program (2017 – Current)
- Moderator Elect, First Congregational Church (2018)
- Executive Board Member for the Boys and Girls Club of Kalamazoo (2009 – 2017)
- Out Front Pride Committee (2015 – 2017)
- Mentor for the SEITA Scholar Program at Western Michigan University (2010 – 2012)
- Certified Foster Parent in four states, fostering 20+ kids and adopting 3, in 23 year span

Awards:

Boys & Girls Clubs of America, Michigan Area Council Marketing Award (2018)

Association of Public & Land-Grant Universities (APLU) and the Coalition of Urban Serving Universities (USU), *Turning Points: Moving from Setback to Success* Award (2016)

Youth Thrive Award. This unit award recognizes the Center for Fostering Success as one of 15 programs in the United States that are making a critical difference in the lives of foster care youth. Awarded by the Center for the Study of Social Policy (CSSP), Washington, DC. (2014)

Inducted into Boy's and Girl's Club Hall of Fame (2006)

EMPLOYMENT HISTORY

2/17 – 8/19

Executive Director, Boys & Girls Clubs of Greater Kalamazoo: Responsible for the overall direction and leadership of the organization in pursuit of its stated mission and desired outcomes. Translate vision into strategies and actionable objectives across all segments of the organization ensuring long-term positive impact, growth and sustainability of Boys & Girls Clubs of Greater Kalamazoo.

- Facilitated development of 7 year strategic plan with Board of Directors and Staff
- Revamped budgeting process, creating itemized accounting system and the first 3-year budget forecast in the organizations 65 year history
 - 2018 – 2019 Year end budgeted revenue by 20%, with expenses more than 10% below budget
 - 2017 – 2018 Year-end expenses came in 19% below budget
 - Taken \$0 out of primary endowment for 23 months, allowing funds to grow for the first time in 8 years
- Upgraded Information Technology
 - Implemented the organizations first shared drive infrastructure
 - Created computer password protection system
 - Developed cyber security policies and procedures and purchased insurance
 - Upgraded security system at main unit and administration building
 - Switched the organization to fiber optics, speeding up internet performance
 - Replaced outdated phone system, bringing organization back into government compliance
- Improved Human Resources Program
 - Implemented documented annual review process
 - Revised employee handbook, increasing vacation and holiday allotments
 - Created pay scale for entry level employees
 - Revised 401(k) program to provide annual reviews and a portfolio of options
 - Raised the depth of background checks
 - Created and implemented a professional development structure & training, outlining ways for team members to advance within the organization

- Implemented new online system, allowing staff to clock in on their phone, update their personal information online, to receive and sign-off electronically on policies and procedures, and allows supervisors to review, change, and approve their employees information online
- Implemented a Board of Directors led Safety Committee, to address the internal and external challenges facing the organization
- Developed and implemented a marketing plan
 - Implemented the organizations first Client Relationship Management (CRM) system
 - Launched a new website
 - Created a social media presence on FaceBook and Instagram, quadrupling membership, resulting in a increase in community and youth engagement
 - Remodeled each unit, to enhance branding and member ownership
 - Developed annual programming brochure, financial report, and sponsorship opportunities, increasing annual appeal donations, and event engagement

1/12 – 1/17

Western Michigan University, Director, Seita Scholars Program: The Seita Scholars Program is a support program for Western Michigan University students who have aged out of the foster care system. More than providing an undergraduate education, WMU, through the Seita Scholars Program is developing strategies to help students from foster care transition into young adulthood and develop life skills to achieve their full academic and career potential.

- Grew program into the largest and most comprehensive college foster care support program in the country
- Established and maintained a system of internal controls to ensure transparency, protection, and accountability for the use of resources to support organization mission
 - Developed internal budget management and tracking system
 - Created new data tracking system, increasing data entry efficiency and ability to measure outcomes
- Consistently established and maintained positive external relationships with key organizational constituencies such as the media, public governance bodies, actual and potential donors, the business community, professional service organizations, and the public at large to ensure progress on organizational priorities
 - Partnered with the Department of Health & Human Services to double their program support staff, at no additional cost to the Seita Scholars team
 - Served as consultant for state and college programs around the country, seeking to implement and/or enhance similar programs on their campus to include:
 - Co-Hosting a Design Studio, sharing programming information with colleges and foster care professionals from 8 different states (2016)
 - Presenting to legislators and/or Staffers on the local, state, and national level
- Assessed and addressed client and community needs through working closely with staff to establish benchmarks to show alignment with vision, mission, philosophy, and goals; identifying and implementing strategies to correct potential organizational drift from vision, mission, philosophy
 - Instilled a foundation of diversity and equity, and created a staff that embraced and reflected these differences in all phases of the organization
 - Implemented a Summer Early Transition (SET Week) program, helping acclimate incoming scholars to college life and pare them with peer & professional mentors
 - Created Graduation Preparation Seminar (GPS) to help rising seniors transition beyond college

1/10 – 1/12

Stryker Medical, Senior Project Manager, Strategic Operations Management: Manage projects that involve mergers, acquisitions, and divestitures across North America.

- Manage a capital budget that exceeds 5 million dollars
- Oversee a project team of more than 60 people
- Regularly briefs executive staff on status of projects both orally and in writing

- Co-Founder of the “Inclusion Council” at Stryker Medical, focusing on bridging the gap between leadership and minorities.
 - One of 5 members that developed the bylaws for the Division
 - Organized and developed an Inclusion Awareness Survey for the Division
 - Worked with an outside consultant to develop and analyze data gathered
 - Worked with senior leadership to identify the key issues and develop a plan to improve them
 - Worked with leadership to incorporate Inclusion into the company’s core values
 - Selected as treasurer for 2 consecutive years
 - Responsible for educating a division of 1,200 personnel on diversity and inclusion
 - Brought in minority development agencies to help educate the organization on ways to improve minority recruitment
 - Completed 20 hours of Inclusion Awareness and Diversity training as a founding member of the Inclusion Council
 - Led several workshops on topics such as:
 - GenderSpeak...different ways men and women are motivated in the workplace
 - Bias Seminar...understanding how our preferences may negatively/positively impact our decisions and interactions
- Selected to represent Stryker’s Medical Division at the corporation’s first Inclusion Awareness Conference.
- Chaired Stryker’s Corporate 2nd Annual Inclusion Awareness Conference
 - Briefed over 150 senior leaders in the corporation on issues such as minority recruiting, mentoring, workplace diversity, perceptions versus reality, gender differences, and tolerance
- Served as consultant for the 3rd and 4th Stryker Inclusion Awareness Conferences
- Served as a consultant for Stryker Medical Human Resource Office as the analyzed system to better manage contract and temporary employees
- Co-Chair for the development of Stryker Medical’s first computer based training and education system and implementation

4/09 – 3/10

Stryker Medical, Project Manager, Material Flow: Analyze the Divisions material flow process, develop and implement improvements focusing on quality, cost, safety, and efficiency. In addition, design a just-in-time storage system that improves inventory controls, reduces cycle time for customer purchase and receipt of product.

- Capital Expenditure Request package identified as “best ever” for Division... approved by President in 20 minutes
- Responsible for a budget of \$650,000.00
- Project delivered on time and 10% under budget
- Increased floor space by 40%, allowing room for new Mergers and Acquisitions
- Improved production efficiency by 15%
- Nominated for Professional Excellence Award for 3rd time in 4 years
- Promoted to Senior Project Manager

1/07 – 3/09

Stryker Medical, Project Manager, Training: Oversee multiple projects, create and execute project work plans and revise as appropriate to meet changing needs and requirements. Identifies resources needed and assigns individual responsibilities. Manage day-to-day operational aspects of each project and scope. Reviews deliverables prepared by team before passing to Stakeholders. Ensures project documents are complete, current, and stored appropriately.

- Selected as a founding member of Stryker’s first Cultural Inclusion Council
- Assisted employees in understanding their rights and responsibilities when faced with perceived inequalities and how to utilize the EEO complaint system to voice grievances

- Implemented a computer system automating 50 years of training data, allowing interactive online courses, and providing “real time” status updates
- Revamped assembly certification system resulting in more than 30 key process improvements
- Reengineered production classroom training – enhanced personnel skill set by 20%, reduced training time, and captured areas previously omitted

2/05 – 1/07

Stryker Medical, Team Leader: Manage, organize, and produce the highest quality stretcher at the lowest possible cost. Directly supervised a team of 32 individuals. Responsible for hiring and developing staff, ensure the team is within budget standards, and increasing team efficiency and safety. Must ensure all areas meet Federal quality compliance guidelines.

- Surpassed unit quality objective 19 consecutive months, team record
- Increased production performance more than 15%
- Exceeded customer satisfaction goal 14 months in a row, team record

7/01 – 2/04:

Pfizer Pharmaceutical, Pharmaceutical Health Care Representative: Effectively analyze territory and promote products to targeted medical professionals through a needs based sales approach ensuring Pfizer medicines are prescribed when indicated. Accurate information must be presented at all times.

- #1 Rookie in region at midpoint of sales year
- Ranked in top 25% of company
- Over 100% of sale quota in 2 of 3 products and at 98.8% in the third – Increased dollar volume sales in all products

6/00 – 7/01

The Vanguard Group, Quality Control Manager: Design, develop, and implement a quality control system focusing on reducing cost and improving customer service. Responsible for ensuring department is in compliance with National Association of Securities Dealers regulations.

- Created first automated system which identified root cause of customer and Vanguard inefficiencies, reducing average problem resolution time 80%
- Quality control system “Dashboard” used as model for company
- Passed securities licensing test for Series 6 and 63 on first attempt

6/98 – 6/00

The Vanguard Group, Client Services Operations Manager: Manage the Budget, Training, Institutional Client Pricing, Presentation Development, and Support Group departments. Responsible for leading ad-hoc projects involving two or more of the 11 units and 600 employees that make up Client Services.

- Worked with Human Resources to develop ways to improve numbers of minorities in management and senior leadership
- Redesigned the Institutional pricing process, resulting in 98% of the more than 1100 clients signing contracts on time – highest rate ever
- Delivered first iteration of Account Manager Training program, allowing flexible approach to training new managers based on their background
- Renegotiated billing procedures with proxy vendor, reducing annual cost more than \$100,000 while increasing Account Manager efficiency

8/96 – 6/98

U. S. Air Force Academy/Air Force Reserve Officer Training Corps Liaison:
Personal Representative of the President for officer accessions. Ensure 60-person Admissions Office and the 2000+ Liaison Officer force throughout the world are fully informed on officer admission and scholarship standards. Assist in training Liaisons, travel extensively throughout the U. S. to brief personnel on team recruiting issues/policies.

- AFA Minority recruitment: Worked with AFROTC recruiters to increase African Americans selected for scholarships across the country by 900% in 1 year
- Educated recruiters on EEO policies and standards to ensure every effort was made to reduce bias in selection process
- Hand-picked by president to fill position which Regional Director identified as most critical mid-level officer position of 800+ available

- Increased volunteer Academy minority recruiters 900% resulting in largest qualified pool of minority applicants ever
- Developed six series lesson on AFROTC which was used as cornerstone for uniting three separate divisions under one command

7/94 – 8/96

Oregon State University, Assistant Professor of Aerospace Studies: Trained, motivated, and counseled highly qualified young men and women as prospective Air Force officers. Provided leadership training, military discipline, and career guidance to Air Force officer candidates. Directed all unit recruiting efforts, actively promoting Air Force career opportunities to university/high school students, faculty, administrators, counselors, and local community.

- In first year on the job, garnered a recruitment class that ranked #7 out of 144 national institutions and increased number of minorities by 24%.
- Increased number of cadets sent to summer training by 16% over previous year – top 20% of all universities
- Maintained 90% retention from freshmen to sophomore class, unit's best
- Produced record number of commissionees in 1995, ranking #6 out of 147

7/93 – 7/94

Executive Assistant: Planned, organized, coordinated, and directed executive support for the Air Force Installation Commander, plus 1276 military and civilian personnel from associated units. First line review for decisions impacting the military installation.

- First and only person promoted from missile duty with more than 12 months remaining on contract
- Selected by peers to serve as Vice President of Company Grade Officers Association, representing 500 members
- Increased participation 20% by revamping Quarterly Awards Ceremony

8/89 – 7/93

Missile Combat Crew Commander: Commanded a remote missile launch complex valued at over \$10 million. Controlled 10 missile facilities during 24-hour tours of duty; had auxiliary responsibility for 40 additional sites. Managed missile and auxiliary personnel and equipment status; coordinated with base agencies to maintain facility operation and security; and supervised eight support and armed security personnel.

- As one of the Senior African American missile officers on base during the Rodney King verdict announcement, represented all African Americans in education discussions on how to improve race relations on base and in a community that was a former regional headquarters for the KKK.
- Received consecutive organization Outstanding Crew Member of the Month Award, leading the way to selection as Air Force Outstanding Unit
- After nine months on the job selected to be an Evaluator, position reserved for top 9% of work force (245 officers)
- Leadership as evaluator led to unit's selection as best in Air Force