

Executive Director Profile

- **Results-driven public and nonprofit leader** with 21 years of experience directing workforce development programming. Proven ability to provide cross-functional team leadership driving performance, program improvement, and quality initiatives both internally and externally.
- **Proactive, visionary leader** known for ability to win community and legislative support, develop key coalitions, and build crucial relationships with a shared sense of purpose.
- **Nationally recognized for developing creative programs serving special populations.** Deeply committed to improving the lives of at-risk youth, and those who have had connections with the justice system.
- **Success in turnaround operations** – rightsizing programs, elevating morale and thinking outside the box.
- **Respected administrator with a reputation for top performance.** "... demonstrated strong leadership and thoughtful, innovative thinking... her efforts and ideas earned not only respect from professionals in her field, but also of elected leaders, both locally and statewide." – Ray Allen, Former Secretary for Wisconsin's Department of Workforce Development.

Summary of Qualifications

- Operations, Budgeting & Resource Allocation
- Multimillion-dollar Fiscal Accountability
- Conflict Resolution & Negotiation
- Board Relations
- Executive Leadership and Supervision
- Strategic Planning, Analysis & Reporting
- Community Outreach
- Talent Acquisition, Staff Training & Team Building
- Program & Policy Development & Implementation
- Turnaround Operations & Change Management

Career Progression

Employ Milwaukee (Milwaukee County Workforce Development Board) 2020 – Current
President & Chief Executive Officer

Wisconsin Department of Workforce Development (DWD) 2017 – 2020
Administrator, Employment and Training Division

Direct all aspects of DWD's Employment and Training Division which has over 20 state and federal workforce programs with budgets totaling over \$81 million across 72 counties with 300+ employees throughout the state including the federal Wisconsin Innovation and Opportunity Act (WIOA), the state's youth and registered Apprenticeship programs, Wisconsin Fast Forward grant program, labor market exchange and forecasting, and specialized services for veterans, migrant and seasonal farm workers, and other populations.

Key Contributions and Accomplishments:

- Worked with several major corporations and unions, including Rockwell Automation, Schneider National, Ashley Furniture, Gorman & Company, and Steamfitters Local 601, to develop successful, customized, public-private workforce development strategies
- Created a Mobile Career Center to go into communities and meet people where they are both in rural and urban areas across the state, as well as do out of state recruitment to veterans.
- Serves as lead workforce development official on state's team coordinating with Foxconn
- Helped to connect the dots between workforce development and corrections by bringing the first Job Centers into the Milwaukee County House of Corrections and the Department of Corrections Oakhill and Taycheedah Correction facilities.

Employ Milwaukee (formerly Milwaukee Area Workforce Investment Board) 2013 – 2017
Chief Program Office/Vice President of Compliance

Organized, lead and managed all aspects of the daily operations of the workforce development programs areas, which included adults, youth and dislocated workers. Overseen an annual program budget of \$18 million dollars to provide workforce services across Milwaukee County. Supervised managerial program staff and performed indirect supervision through subordinates. Hired, evaluated, and disciplined personnel. Provided site supervision of staff from partner organizations. Served as the department head for the Programs, Grants Compliance and Served as the primary liaison and leading program executive with state and federal agencies, workgroups, and committees on program matters including overseeing monitoring visits, quarterly report review, data validation process, and government initiatives, etc.

- Coordinated and participated with Business Services and Community Relations to build relationships between the supply side and demand side of workforce needs to enhance innovation and participation for better program outcomes.
- Engaged, maintained, and assisted the President/CEO in driving smooth and constructive relationships with people from all segments of the community, managers and staff.
- Supported the Employ Milwaukee Board and Served as the staff liaison to the Programming Committee.

Key Contributions and Accomplishments:

- Helped create and charter the Midwest Urban Strategies (MUS) group which is comprised of 13 urban workforce development boards in the Midwest region to create regional approaches to retaining and growing local talent and to generate greater return on investments for employer partners through sustainable, replicable programming.
- Worked with the fund development team and other workforce development members part of MUS to land \$9 million in federal grants to expand apprenticeship and IT initiatives.
- Led a team that received 1 of 11 DOL grants awarded across the country to provide summer and year-round career pathways to in-school and out-of-school youth.
- Requested by Secretary of Department of Workforce Development to serve as Administrator for the Division of Employment and Training.

Director of Planning/Programs and Fund Development

2013 - 2015

Coordinated with the Chief Operating Officer to ensure compliance with local, state and federal organizational planning requirements, including the development of the local Workforce Development Board plan, labor market information data, quarterly performance reports and develop impact/results information for various stakeholders. Led the fund development team to continue growth and diversification of the agency's budget.

- Developed smooth and constructive relationships at the local, federal, state and private levels to strengthen access and support for funding opportunities.
- Represented MAWIB on external public and private task forces and committees to advocate and ensure the interests of the organization.
- Collaborated with the Executive team to conduct Board strategic planning and implementation of goals and objectives.

Key Contributions and Accomplishments:

- Helped to reshape and expand the Mayor's Milwaukee Summer Earn & Learn Initiative to serve 2,300 youth placed with 90 community-based organizations.
- Promoted to Chief Program Officer/Vice President of Compliance.

Wisconsin Department of Workforce Development

2012 - 2013

Acting Director/Section Chief for Bureau of Workforce Training

Developed policy, analysis, design, implementation and ongoing administration of Wisconsin's Workforce Investment Act (WIA) programs and youth apprenticeships.

- Led team through re-designation process for a workforce development area.
- Tracked congressional developments on WIA Reauthorization/other related legislation.
- Successfully led the bureau through the annual performance negotiation process with the Department of Labor.
- Supervised a staff of 2 supervisors and 8 support staff; worked with human resources to resolve longstanding personnel issues.

- Recruited by the Administrator for Division of Employment and Training to serve as Acting Bureau Director for Workforce Training and requested by the CEO/President of Milwaukee Area Workforce Investment Board to help transition the new CEO/President after his retirement.

Milwaukee Area Workforce Investment Board
Director of Programs/ Manager Youth Services

1999 – 2012

Provided program implementation, oversight, monitoring and reporting for the Workforce Investment Act (WIA) Youth, Adult and Dislocated worker programs and three additional youth programs with budgets that totaled over \$14 million. Provide guidance and supervision to 14 support staff members.

- Appointed by the CEO/President to take over managing youth, adult and special population programs.
- Took a WIA youth program from failing performance measures to exceeding in all youth performance goals, resulting in being asked by Department of Workforce Development to sit on training committees to help other local youth workforce development boards.
- Assisted Milwaukee Public Schools (MPS) in securing a \$4.8 million grant to reduce gangs and violence in the school district.
- Requested to provide technical guidance to other states from the Department of Labor.
- Helped the agency expand program areas to include programming in offender reentry and adult transitional jobs.
- Coordinated and submitted innovative ideas to help the agency receive three juvenile workforce reentry grants to serve young people in the City of Milwaukee.

Education & Credentials

Doctor of Philosophy, Leadership for the Advancement of Learning and Service Cardinal Stritch University	Pending Milwaukee, WI
Doctor of Philosophy, Organizational Psychology Walden University	2009 – 2010 Baltimore, MD
Master of Science, Educational Psychology University of Wisconsin	2001 Milwaukee, WI
Bachelor of Liberal Arts, Psychology University of Mississippi	1997 Oxford, MS
Certification in Lean Management State of Wisconsin	2012 Madison, WI

Affiliations/Appointments

Member, Milwaukee Reentry Network
 Member, Wisconsin Workforce Development Association

References Furnished Upon Request