CITY OF LOS ANGELES
WORKFORCE DEVELOPMENT BOARD (WDB)
NOMINATIONS/MEMBERSHIP COMMITTEE MEETING

Tuesday, February 18, 2025

City Hall

Room 1513, 200 North Spring Street, Los Angeles, CA 90012

10:00 a.m. - 12:00 p.m.

AGENDA

1. Call to Order/Roll Call
2. Public Comment on Non-Agenda Items

ACTION ITEMS:

3.	Consideration of the Minutes of January 23, 2025	Garrett Gin
4.	Approval of Nomination Recommendations for Consideration by the Mayor for Appointments and Reappointments to the Workforce Development Board (WDB)	Hannah Lee

5. Next Meeting: TBA
6. Adjourn

Nominations/Membership Committee:

Chair: LaShondra Mercurius Members: Garrett Gin, Gabriel Pimentel

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Phone: 213-744-7164 www.wiblacity.org

3.

DATE: February 18, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **Consideration of the Minutes of January 23, 2025**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 3 - Draft_Minutes_WDB_Nominations_Membership_Comm_Mtg_01.23.2025

CITY OF LOS ANGELES
WORKFORCE DEVELOPMENT BOARD (WDB)
NOMINATIONS/MEMBERSHIP COMMITTEE MEETING
Thursday, January 23, 2025
12:00 P.M - 1:00 PM
Goodwill Southern California - Auditorium
342 N. San Fernando Rd. Los Ángeles, CA. 90031

DRAFT MINUTES

COMMITTEE MEMBERS PRESENT: La Shondra Mercurius, and Garrett Gin, Gabriel Pimentel

1. Call to Order: Chair La Shondra Mercurius called the meeting to order at 12:10 p.m., after the presence of a quorum was confirmed.

2. Public Comments on Non-Agenda Items - None

ACTION ITEMS:

3. Consideration of the Minutes of January 9¸2025
   Garrett Gin moved to approve the minutes and Gabriel Pimentel seconded the motion.
   The motion was approved unanimously.

4. Authorization for Workforce Development Board (WDB) staff to Issue Public Call for Nominations

Hannah Lee, Interim Executive Director for the WDB reported on the current vacancies on the WDB and requested authorization for WDB staff to issue a public call for nominations to fill the 8 vacancies (4 Labor and 4 Business). She cited the Workforce Development Board Local Elected Official (WDB/LEO) as the guiding document which outlines the requirements for the nominations process. The committee is required to meet twice annually and to present its recommendations to the Mayor and City Council for their consideration by March 1st. Hannah has already confirmed with the 15 current WDB members whose terms expire in June 2025 about their intention to continue to serve, and all 15 have confirmed interest.

Chair LaShondra Mercurius inquired about the methodology that will be used to seek nominations.

Hannah said that the standard practice is that the call goes to the current WDB members, the Mayor and the City Council

Chair LaShondra Mercurius asked if there is historical data that identifies where most of our nominations come from. Her hope is to spark interest for these coveted seats. She would like to create something new to streamline the process to develop a pipeline of potential nominees.

Hannah responded that this data is not collected, but that historically a lot of our nominees come from City Council offices.

Deputy City Attorney Chris Lee stated that recruitment does not have to be an annual event, it could happen throughout the year. This committee could initiate the creation of a pipeline of potential candidates to serve on the Board.

Gabriel Pimentel commented that using GIS to map data from within a region can help identify who the major employers are, and. where the heavy concentration of populations are; then tie the two together. This would be a targeted approach.

Chair La Shondra Mercurius asked Gabriel Pimentel if he would be open to working on this technology project.

Garrett Gin asked what is included in the call for nominations. Is it language about expectations, is it about capacity, or knowledge.

Hannah explained that it is a balance between providing enough information, but not too much information. Why the Board exists, what the requirements are, the meeting frequency, opportunities to join subcommittees, and to travel to attend conferences, policy development, and strategy development. Why they want them to join, including the work of the 5-year plan, and the opportunities to collaborate with their partners.

Chair LaShondra Mercurius said that as a businessperson a benefit to being on this Board is that it helps her to develop her business strategy. When you are approaching the business sector explaining the function of the Board, and how their participation can benefit them is important. When you ask people for their time, there must be a return on investment.

Gabriel Pimentel suggested that the demands on their time spent in the room should be provided. LaShondra feels that as a board member you should be recommending other nominees.

Hannah explained that she is re-writing, the vision of the Board. An attendance report can be provided at the next meeting.

The committee discussed asking Board members to participate in the process of nominating others to serve. La Shondra suggested that there needs to be some quality control, and perhaps a set of probing questions to get a temperature gage of the intent of the board members to see how they are feeling. An email, or a survey could be sent to the Board members to gather the data.

Hannah stated that she is meeting one on one with all of the Board members, and she will use this opportunity to see where people are.

Gabriel Pimentel moved that they authorize the WDB staff to issue a public call for nominations and in addition to measure the remarks of the nomination committee. Seconded by Garret Gin
Vote: Unanimous approval.

5. Discussion with possible action regarding development of outreach strategies to fill vacancies on the WDB

   Hannah identified blue and green economies as sectors that are not represented on the Board that are identified in the 5-Year Plan. This would be renewable energy, sustainable transportation and water management, entertainment, motion picture and sound recording, performing arts, spectator sports and related industries. She has reached out to a few folks to make recommendations. Transportation is the fourth sector; a representative from Metro would be of great benefit to this Board.

   Chair La Shondra Mercurius commended Hannah for the work that she is doing since her taking the reigns at the WDB. She is doing an awesome job!

   Hannah introduced Danielle Martinez, a newly appointed Management Analyst who will be joining the WDB staff.

6. Next Meeting – February 18, 2025

7. Adjourn: Chair LaShondra Mercurius adjourned the meeting at 12:38 p.m.

Workforce Development Board
City of Los Angeles

4.

DATE: February 18, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: **Approval of Nomination Recommendations for Consideration by the Mayor for Appointments and Reappointments to the Workforce Development Board (WDB)**

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 4 - Approval of Nomination Recommendations for Consideration by the Mayor for Appointments and Reappointments to the Workforce Development Board (WDB)
- Item 4 - Attachment 1 WDB_Bios_2025
- Item 4 -Attachment 2 Attendance for WDB Quarterly 2023 - 2025

Workforce **Development** Board
City of **Los Angeles**

MEMORANDUM

DATE: February 18, 2025

TO: LaShondra Mercurius, Chair
Nominations/Membership Committee

FROM: Hannah Lee, Interim Executive Director
Workforce Development Board

SUBJECT: Approval of Nomination Recommendations for Consideration by the Mayor for Appointments and Reappointments to the Workforce Development Board (WDB)

REQUESTED ACTION:

That the Nominations/Membership Committee review and approve the nomination recommendations submitted for appointment and reappointment to fill vacancies on the Workforce Development Board (WDB) and authorize them to be forwarded to the WDB.

BACKGROUND:

The Agreement Between the City of Los Angeles and Workforce Development Board of the City of Los Angeles (WDB-LEO) requires the Nominations/Membership Committee meet semi-annually to solicit and receive recommendations from business, labor, education, community-based service providers and other interested groups and individuals for membership on the WDB based on current vacancies. The WDB must then transmit any nominations for WDB members to the Mayor and City Council by March 1 of each year.

The Interim Executive Director inquired with 15 Board Members whose terms expire in June 2025 if they would like to be considered for reappointment. All 15 Board Members confirmed their interest.

On January 23, 2025, the Nominations/Membership Committee authorized issuing a public call for nominations to fill eight vacancies on the Workforce Development Board (WDB) in the Business and Labor categories. The WDB staff sent the call for nominations on the same day with a February 13, 2025 deadline to the Board, Mayor, City Council, and Chambers of Commerce. As of that date, 11 nominations were submitted. Four in the Business category, three in Economic & Community Development, and four in Education. The WDB currently has no vacancies in the Education category.

As required under WIOA Section 107(b)(2)(A), 50% + 1 of the WDB's voting membership shall consist of representatives of private industry recommended by local business organizations and business associations. At least 20% of the WDB's voting membership shall consist of labor organizations, including those affiliated with joint labor-management partnerships and registered apprenticeship programs.

The table below lists all nominees that would like to be considered, the organizations they represent, their respective membership category, and whether they are a new appointment or reappointment. The attached document includes resumes for all nominees and WDB quarterly meeting attendance records for Board Members who would like to be reappointed.

Name	Organization	Membership Category	New Appointment or Reappointment
Brian K. Rosenstein	Brookhill Corp.	Business	**New Appointment**
Carmen Rad	CR&A Custom, Inc.	Business	Reappointment
Casey O'Neill	Biocom	Business	Reappointment
Charles Woo	Mega Toys	Business	Reappointment
David Crippens	DLC & Associates	Business	Reappointment
Garrett Gin	Bank of America	Business	Reappointment
Kelly Nguyen	IDLogic	Business	Reappointment
La Shondra Mercurius	JLM Strategic Talent Partners	Business	Reappointment
Matthew Louchheim	Bobrick Washroom Equipment, Inc	Business	**New Appointment**
Nancy Hoffman Vanyek	Greater San Fernando Valley Chamber of Commerce	Business	Reappointment
Patricia Perez	VPE Public Relations	Business	Reappointment

Name	Organization	Membership Category	New Appointment or Reappointment
Sarah R. Harris	Black Business Association	Business	**New Appointment**
Teraylan Hollingsworth	Hospital Association of Southern Calif.	Business	Reappointment
Ty Ray	National Retail Systems	Business	**New Appointment**
Veronica Corona	CM Cleaning Solutions, Inc.	Business	Reappointment
Albert Edmund Lord III	Community Build Inc.	Economic & Community Dvlpmt.	**New Appointment**
Daisy Gonzalez	Garment Worker Center	Economic & Community Dvlpmt.	**New Appointment**
Gabriel Pimentel	Southern Calif. Indian Center	Economic & Community Dvlpmt.	Reappointment
Jesse Cuevas	State of Calif. Employment Dev. Dept.	Economic & Community Dvlpmt.	Reappointment
Maria Turrubiartes	State of Calif. Dept. of Rehabilitation	Economic & Community Dvlpmt.	Reappointment
Nayantara Banerjee	Garment Worker Center	Economic & Community Dvlpmt.	**New Appointment**
Alfred Ramirez	Glendale Community College	Education	**New Appointment**
Caprice Young	iLEAD California	Education	**New Appointment**
Howard Xu	California State University, Los Angeles	Education	**New Appointment**
Courtney A. McIntyre	California State University, Northridge	Education	**New Appointment**
Sergio Rascon	Laborers International Union of North America (LAUNA) - Local 300	Labor	Reappointment

TIMELINE:

- February 20th - Nominations/Membership Committee recommends nominees to WDB
- March 1st - WDB forwards vacancies, names, and qualifications of nominees for appointment to the Mayor

Veronica Corona

PROFILE

Focused individual with extensive professional and entrepreneurial experience; looking to further enhance expertise. Passionate about delivering expert guidance to propel leadership growth and achieve goals, all while making a lasting impact on diversity and community enrichment for the next generation of leaders. Success is based heavily on the ability to partner with business leaders while building relationships.

SKILLS

Bilingual (Spanish)	Multicultural	Managerial Skills	Project Management	Risk Management
Human Resources	Fund Raising	Accounting	Entrepreneurship	Leadership

EXPERIENCE:

CM Cleaning Solutions, Inc. 2009- 2023

Founder & President

- Handled day to day operations.
- Business Development
- Customer Service
- Managed all Public Relations, Marketing and Sales
- Operations and Training
- Accounts Payable, Receivable and payroll
- Human Resources

Environmental Service Concepts, LLC- Los Angeles, CA 2008-2009

General Manager

- Handled day to day operational support to the Managers, Building Supervisors and Employees for West Coast Operations
- Quality Assurance inspections and reports
- Safety training, monitoring, and reporting compliance of management operating systems and reports.
- Managed all Public Relations, Marketing and Sales
- Accomplished $350,000 in annual billing for 2009.

David L. Crippens

Profile

For more than 55 years community-based organizations, educational institutions, government agencies, and faith-based groups have relied on David's leadership. He helps bring people together to develop effective strategies to create positive systemic changes in their communities. His work supports intergenerational understanding, successful aging, lifelong learning, effective workforce development programs, affordable housing, and more.

Professional Experience

2001- Present

- Field Instructor, University of Southern California School of Social Work, September 2012 to 2019
- Interim Executive Director, Los Angeles Regional Crime Stoppers, October 2012 to February 2013
- Mentoring Consultant, Mayor's Office, City of Los Angeles, 2006 to 2007
- Interim Chief Operating Officer, TreePeople, August to October 2004
- Consultant, California State University, Dominguez Hills Advancement Department, 2004
- Interim Executive Director, California African American Museum, June 2002 to May 2003
- Interim Executive Director, Los Angeles Youth At Work, June 2001 to February 2002

KCET-TV, Los Angeles (PBS West Coast Flagship Station) **1973-2001**
Senior Vice President of Foundations and Education

- Developed, produced and acquired broadcast programs and educational outreach projects to support lifelong learning and enrichment
- Developed and delivered innovative educational telecommunications programs for educators, parents, and students of all ages
- Established effective broadcast and non-broadcast programs and interactive services
- Provided multimedia, website development, and videoconferencing workshops

- Supervised development and maintenance of KCET website and interactive program web pages
- Served as Station Manager, Producer, and Executive Producer

Major Accomplishments:

- Raised over $70 million for broadcast programs and educational services
- Helped pioneer the use of educational outreach in prime-time public television
- Produced award-winning public television series and related educational outreach programs
- Served as on-air talent for local and national public television broadcasts
- Received Public Broadcasting Service (PBS) award for best website for two consecutive years
- Accomplished public speaker and motivator, representing KCET in the community

Current Board Service

- Member, Executive Committee, City of Los Angeles Workforce Development Board
- Chair, City of Los Angeles Workforce Development Board Youth Council
- Founding Chair and current Board Member, UNITE-LA
- Member, Stovall Foundation
- Member, Social justice Learning Institute
- Volunteer, AARP

Previous Board Service

- Chair, Los Angeles Trade-Technical Community College Foundation Board
- Chair, Los Angeles Universal Preschool Board
- Chair, Los Angeles Unified School District Bond Oversight Committee
- Chair, Trustee Board, Second Baptist Church of Los Angeles
- Member, Antioch University Board of Trustees
- Member, State of California School to Career Advisory Committee
- Member, *Education Week* Board

Peace Corps

Volunteer in Nigeria—1964-66
Trainer—1966-1969

Education

Master of Social Work, San Diego State University
Bachelor of Arts, Antioch College, Yellow Springs, Ohio

Awards (selected)

- Los Angeles Chamber of Commerce Chairs Award
- John Mack Award, African-American Board Leadership Institute
- Martin Award, INROADS Inc., Los Angeles
- Rufus Putnam Visiting Professorship, Ohio University School of Telecommunications
- John Swett Award, California Teachers Association, for Outstanding Coverage of Educational Issues and Concerns
- National Citation Award, National Society of Phi Delta Kappa, Inc.
- Corporation for Public Broadcasting Fellow

Garrett Gin

PROFESSIONAL PROFILE

Marketing Communications professional with over 20 years of industry experience in marketing, government affairs, public relations, media relations, and program management – with a special emphasis on financial services and urban/emerging markets.

- Excellent track record of outstanding performance, promotions and ability to manage assignments and project deadlines in the areas of marketing communications, public relations, and corporate affairs.
- Leading a team of professionals that execute Bank of America's branding, communications, employee engagement, and business integration efforts in Greater Los Angeles, one of the bank's largest and most significant markets.
- Part of the leadership team that designed and implemented Merrill Lynch's marketing communications and community development programs targeting diverse markets in California
- Extensive experience in media relations, public speaking, and sales/marketing presentations
- Demonstrated success in working with business organizations, community advocates, regulators, elected officials, and policy makers

Bank of America **Los Angeles, CA** **2008 – Present**

Senior Vice President, Local Market Executive – Chief Administrative Office

Responsible for the development and execution of Bank of America's local market strategy for Greater Los Angeles, including corporate social responsibility, local branding and marketing, and integration of the bank's divisions and executive leadership.

- Partner with Bank of America's Market President to manage one of Bank of America's major markets, with 6,000 employees and five key geographic regions.
- Oversee a team of professionals that execute local marketing and corporate affairs strategies that help drive brand visibility, employee engagement, and revenue growth in Greater Los Angeles
- Manage community engagement, local philanthropy (over $10 million per year) and key sponsorships, including the Los Angeles Dodgers, University of Southern California, and the Getty Museum.
- Serve as a key market spokesperson with local influencers, elected officials, media, and non-profit organizations.

Merrill Lynch & Co. **Newport Beach, CA** **1996-2008**

Director, Community Development

Responsible for the oversight of Merrill Lynch's community development programs in California – particularly the California Partnership for Economic Achievement, a program designed to create economic opportunities in the state's Asian Pacific, Latino, and African American communities. Accomplishments and responsibilities include:

- Responsible for the design and negotiation of the three phases of the California Partnership program; Responsible for implementation of Partnership's small businesses, homeownership, education, and diversity initiatives – totaling $830 million in investments and commitments since 1996
- Responsible for local, community, government affairs, and media issues related to the ethnic communities in California
- Managed the activities of Merrill Lynch's California Community Development Group and ethnic marketing/public relations consultants

IW Group **Los Angeles, CA** **1992-1996**

Vice President

Served as Account Manager responsible for ethnic public affairs and public relations programs on behalf of clients in the private, public, and non-profit sectors

- Primary client contact and supervisor for numerous client relationships, including: AT&T, Anheuser-Busch, Merrill Lynch, Northwest Airlines, and the California Department of Consumer Affairs.
- Expertise included media relations, direct marketing, international public relations, and crisis management.
- Part of management team responsible for client acquisition and retention

EDUCATION

University of California, Berkeley **Berkeley, CA** **1982-1986**
Bachelor of Arts
Political Science

PROFESSIONAL AFFILIATIONS
Central City Association of Los Angeles, Executive Council/Board of Directors
City of Los Angeles Workforce Development Board, Executive Committee
Los Angeles Business Council, Board of Directors
Los Angeles Family Housing, Board of Directors
National Asian Chamber of Commerce and Entrepreneurship, Founding Board Member
Advancing Justice Southern California – Executive Advisory Council

PRESIDENT / CEO

Results-driven professional with experience in both the political and business arenas. Sharp, politically savvy, and skilled at uniting people and the business community toward a shared vision. Well-known and highly regarded in the community, gracefully connects with high-power political leaders, small business owners, struggling workers, and everyone in between. Consistently open, honest, and transparent communicator. Creative and able to offer and implement new ideas that benefit both the customer and the business. Recognizes the intrinsic value that everyone brings to the table, across differing cultures, generations, and values.

DEMONSTRATED ACHIEVEMENTS

- ✓ Transformed the Chamber from the Van Nuys Chamber into a regional business organization now recognized as the primary voice of business in the San Fernando Valley, building a solid regional presence, successfully forming coalitions, and providing leadership in representing business interests to federal, state, and local governments.
- ✓ Built a proven track record with state agencies to be sought out for workforce development grants and contracts earning the Chamber multiple funding sources to help businesses offset costs and provide training.
- ✓ Secured over 2M in funding to assist employers in upgrading the skills of their workers and help businesses remain viable and able to successfully compete in the global economy while providing workers with reasonable wages, secure employment, and opportunities for advancement.
- ✓ Successfully championed the independent craft brewing industry, lowering fees for small brewers and helping all those in the industry throughout the City of Los Angeles keep their costs low as they grow their businesses.
- ✓ Launched the Save Small Business Coalition (SSBC) to find relief funding for businesses closed due to COVID-19 mandates. Several SSBC recommendations were included in the Stage 4 stimulus package.

S AREAS OF EXPERTISE

- Visionary Leadership
- Building Strategic Alliances
- Partnership Development
- Problem Solving
- Strategic Planning
- Team Building
- Public & Media Relations
- Seasoned Public Speaker
- Effective Communicator
- Fundraising
- Legislative Advocacy
- Board Development

EXECUTIVE EXPERIENCE

Greater San Fernando Valley Chamber of Commerce | Van Nuys, CA **1987–Present**
President/CEO (1993-Present)

Provides high profile leadership, vision, guidance and strategic direction for the programs and personnel of the Greater San Fernando Valley Chamber of Commerce. Creates consensus and obtains big picture goals by breaking down complex concepts and uses individual, personalized relationships to create buy-in.

- Facilitates and leads staff and board efforts to achieve the mission and goals of the organization.
- Knowledge and expertise on economic development principles, the regional economy, political environment, marketing and branding concepts, membership sales, and the opportunities and challenges to the growth and prosperity of large and small employers in the region.
- Focuses on achieving "best in class" outcomes.
- Full budgeting and Profit and Loss (P& L) responsibility.
- Identifies and monitors essential issues and trends; establishes collaborative rapport and relationships with the media, business community, government officials, and community agencies; and, influences public opinion and legislative policy on issues and projects.
- Writes articles and opinion pieces for the organization's newsletter, media submission, and various local, regional, and state publications. Represents the Chamber in television, radio, and newspaper interviews.

EDUCATION & PROFESSIONAL DEVELOPMENT

Bachelor of Science, Management, *University of Phoenix*

Economic Essentials Certificate Program, *University of Oklahoma*

U.S. Chamber of Commerce, Institute for Organization Management, *Stanford University*

PROFESSIONAL AFFILIATIONS

City of Los Angeles Workforce Development Board
- Board of Directors, 2020 - present
- Chair, Business Services, Marketing, & Resource Development Committee

Western Association of Chamber Executives (WACE)
- Board of Directors, 2023-present; 1998–2004
- Presenter & Break-out Session Facilitator at various WACE Conferences
- Authored several articles for the WACE Insider newsletter

Western Association of Chamber Executives Educational Foundation
- Board of Directors, 2004–present
- Board Chair, 2011–2013
- Vice Chair, 2009–2010
- Auction Chair, 2003–2018

US Chamber Institute for Organization Management
- Member, Western Institute Board of Regents 2001–2002
- Class Advisor, Western Institute 2000 & 2001

Other Organizations
- Van Nuys Airport Advisory Board

NOTABLE ACHIEVEMENTS

- 20-year Accredited Chamber Executive (ACE), Western Association of Chamber Executives (WACE)
- Received 2023 Bizzi Award for Non-Profit Business of the Year from Los Angeles County Business Federation
- Received Executive of the Year, 2023, Western Association of Chamber Executives
- Received Woman of the Year, 2022, from Assemblymember Suzette Valladares, 38th District
- Received CEO of the Year, 2021, San Fernando Valley Business Journal Women's Business Council
- Received Russell E. Pettit Lifetime Achievement Award, 2012, WACE
- Named one of the Valley 200 most influential leaders in the San Fernando Valley, 2016-2023, San Fernando Valley Business Journal
- Honored by the CalChamber with the President's Circle Award of Excellence in 2009 -2013 and 2017-2019 for the Chamber's advocacy efforts
- Named one of the Valley's Women in Business, 2015, San Fernando Valley Business Journal
- Received Advocacy Award from Inland Empire Chambers of Commerce, 2021, for Save Small Business Coalition
- Received Program of the Year for Save Small Business Coalition, 2021, WACE
- Received Program of the Year for Clean Up Day, 2011, WACE
- Received Program of the Year for Latino Expo, 2012, WACE
- Honored by the San Fernando Valley Business Journal in 2009 – Best Chamber of Commerce

TERAYLAN HOLLINGSWORTH, MA

PROFESSIONAL SUMMARY

An experienced and proven trade association executive specializing in the development and delivery of innovative human resources solutions designed to advance and improve the operational performance of hospitals and healthcare facilities.

EDUCATION

Master of Arts in Management, University of Redlands (6/2000) Redlands, California

Bachelor of Arts in Organizational Management, Vanguard University (12/1998) Costa Mesa, California

CERTIFICATIONS

City of Los Angeles Workforce Development Board (7/1/2018 - Current)
Orange County Development Board (12/31/19 - 12/31/2023)

HONORS

Success in Business Award, Rising Star, San Fernando Valley Chamber of Commerce, 2024

PROFESSIONAL EXPERIENCE

HOSPITAL ASSOCIATION OF SOUTHERN CALIFORNIA - LOS ANGELES, CALIFORNIA
Vice President of Association and Human Resource Services and Education Services (2008 to Present)
Responsible for the design, development and the delivery of human resources programs, services and products to include human resources benchmark reports, educational programs and labor resources. Act as issue manager overseeing the work of volunteers serving on the human resources, nurse executive and employee wellness committees. Provide leadership on healthcare workforce issues and collaborate with stakeholders in the community on common issues. Collaborate with senior management on issues that have inter-department implications. Establish department's financial goals and strategies. Manage the Endorsed Business Partner program to generate non-dues revenue. Oversee human resources and association staff.

Director, Human Resources (1996 - 2008)
Manage the day-to-day operations of the department. Develop or identify services/resources to assist hospitals in making strategic and informed decisions on human resources issues. Track and report on labor unions in member organizations. Monitor and report on legislation affecting health care human resources. Manage all aspects of the association's compensation survey program. Interface with consultants on projects and special assignments. Establish business partnerships with external vendors

to provide member benefits. Assume the role of Vice President of Human Resources in his absence. Manage support staff ensuring members' needs are met.

Compensation Manager (1994 - 1996)
Manage all aspects of the association's compensation survey program. Work with consultants to ensure all data collection instruments and final reports are produced in a timely and accurate manner. Communicate with human resources executives to determine needs of compensation surveys and modify/revise as necessary. Consult with human resources executives on interpreting and applying survey data to their organization. Assume the Director of Human Resources role in his absence.

TRANSAMERICA FINANCE GROUP, LOS ANGELES, CALIFORNIA
Compensation Analyst (1992 – 1994)
Evaluate exempt and non-exempt positions. Review and approve employee salary transactions. Consult with line managers regarding compensation needs. Conduct and participated in salary surveys. Perform special compensation studies and analysis. Assist in the design of incentive plans.

SECURITY PACIFIC CORPORATION, LOS ANGELES, CALIFORNIA
Professional Recruiter (1991 - 1992)
Source, screen, interview, evaluate and refer candidates to line managers. Conduct new hire orientation. Consult with managers to determine hiring needs.

Compensation Professional (Various Roles) (1985 – 1991)
Evaluate exempt and non-exempt positions. Conduct/participate in salary surveys. Recommend changes to salary administration guidelines. Conduct salary administration training to line managers/supervisors. Supervise the activities requiring the Executive Human Resources Committee review and approval. Assist in coordination of payroll conversions for out-of-state locations and provide training to line managers on new procedures. Conduct internal and external equity studies. Conduct research and provide administrative support to Compensation Consultants. Participate and/or led special projects as part of developmental training. Participate in task force addressing internal personnel administrative procedures. Provide administrative support, maintain filing system and distribute mail. Respond to routine requests from managers. Provide user training on internal human resources information system.

AFFILIATIONS

Society for Human Resources Management (SHRM), American Society for Healthcare Human Resources Management (ASHHRA),

JLM
Strategic Talent Partners

LaShondra Mercurius

Education/Executive Boards

California State University, Fullerton, CA
Bachelor of Science: Concentration in Finance, Accounting, Human Resource Management

Mayor of Los Angeles Workforce Development Board - 2018 to Present

Executive Board Member; Chair of Business and Marketing Committee Co-Chair of WDB Redesign Committee

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Work Experience

JLM Strategic Talent Partners Long Beach, CA **2011 to Present**
Co-Founder and President

Provide strategic leadership and direction for JLM and project client departments which include; company and project administration, human resources management, accounting and finance, document control, project and program management, business development, contracts negotiations and administration, project controls, payroll management, and document control management.

Program Management

- Developed, managed, and implemented Cultural Competence and Inclusion and Diversity Programs for multi-billion dollar infrastructure projects in Los Angeles city and county.
- Conducted community outreach, and established partnerships with community organizations and workforce centers to provide training, resources, and living wage jobs to community members.
- Designed, implemented, and managed the Workforce Development Program Management for LACMTA East San Fernando Transit Corridor project.
- Designed, developed, implemented, and managed the first ever Cultural Competency Program on LACMTA East San Fernando Transit Corridor project.
- Established key performance indicators (KPIs) and metrics to evaluate project performance, track progress, and drive continuous improvement efforts.
- Represent the company in negotiations, contract discussions, and business development activities to secure new projects and expand market presence.
- Provided strategic leadership and direction for the division's program management and contracts administration functions.
- Oversee the management of multiple programs and projects concurrently, ensuring adherence to scope, schedule, and budget constraints.

- Conduct regular reviews and assessments of program performance, analyzing key metrics and indicators to identify areas for improvement and implement corrective actions.

Human Resources Management & Administration Management

- Developed and implemented human resource policies, procedures, and initiatives to direct organizational objectives and compliance with employment laws and regulations.
- Oversaw talent acquisition and recruitment efforts, ensuring the attraction, selection, and retention of top talent to meet business needs.
- Directed office management activities, including facilities management, procurement, and vendor relations, to support day-to-day operations.
- Led the development and execution of business continuity and disaster recovery plans to mitigate operational risks and ensure business resilience.
- Managed administrative staff, providing leadership, guidance, and professional development opportunities to maximize team performance and morale.
- Served as a key liaison with internal and external stakeholders, representing the company in negotiations, meetings, and industry forums.
- Represented the firm in HR-related matters, including negotiations with labor and regulatory compliance.
- Consulted and Implemented HR and Administrative process for client projects (from initial setup to project end).

Document Control

- Recruited, hired, and directed project and document control teams for client projects, collaborated with internal stakeholders, such as project managers, engineers, and legal teams, to facilitate document workflows, approvals, and revisions, directed the day-to-day activities of document and project control staff.
- Implemented quality control measures to verify the completeness, accuracy, and integrity of documents, adhering to regulatory requirements and industry standards.
- Managed document storage, retrieval, and archiving processes, utilizing electronic document management systems (EDMS) and physical filing systems as required.

Contract Management

- Managed contract negotiations, including the preparation, review, and approval of contract documents, amendments, and modifications.
- Ensured compliance with contractual obligations, regulatory requirements, and company policies and procedures throughout the contract lifecycle.
- Conducted regular reviews and assessments of program performance, analyzing key metrics and indicators to identify areas for improvement and implement corrective actions.
- Implemented project management methodologies and tools to monitor progress, identify risks, and develop mitigation strategies to ensure successful project delivery.

Career Excellence Academy **2014 - Present**
Co-Founder and COO

- Designed, implemented and oversaw professional development training seminars designed to address our clients' and industry needs for identifying and retaining quality workforce in the construction, infrastructure, and transportation industry.
- Designed, and implemented the first ever “Careers by Design LA” Program in partnership with the Los Angeles Mayor’s office and Los Angeles Trade Tech College to provide exposure to career pathways and living-wage jobs in the ACE arena for individuals in underserved communities.

Recruitment & Staff Augmentation

Robert Half International, Finance and Accounting **2003 to 2008**
Roth Staffing Companies **2008 to 2011**
Division Director

- Develop and implement an effective marketing strategy to increase client relationships and produce revenue.
- Maintain communication with established clients.
- Develop and implement an effective recruiting strategy.
- Communicate and coordinate all aspects of branch operations.
- Financial management of branch operations.
- Hire, train and develop a qualified staff according to company guidelines.
- Coach and counsel associates on behavioral and performance issues.
- Conduct performance reviews and staff meetings.
- Manage all staff for Multiple Branches.
- Recruit, interview and identify contract and contract to hire opportunities.
- Recruit, hire, and terminate for internal and consulting staff.
- Implemented project management methodologies and tools to monitor progress, identify risks, and develop mitigation strategies to ensure successful project delivery.
- Negotiate rates and fees with clients, as well as, conduct negotiations training seminars for new and tenured staffing managers.

Capital Group and American Funds Companies **2000 to 2003**
Corporate Accountant

- Managed all aspects of corporate accounting functions, including financial reporting, general ledger maintenance, and budgeting, in alignment with relevant industry codes.
- Prepared and analyzed monthly financial statements, including income statements, balance sheets, and cash flow statements, to provide accurate and timely financial information to management.
- Conducted variance analysis and identified key drivers of financial performance, providing insights and recommendations to improve profitability and operational efficiency.
- Assisted in the development and monitoring of annual budgets, forecasts, and financial plans, collaborating with department heads to ensure alignment with strategic objectives.
- Maintained the general ledger system, including journal entries, account reconciliations, and closing processes, to ensure the accuracy and integrity of financial data.
- Coordinated and supported internal and external audits, including the preparation of audit schedules, responses to auditor inquiries, and resolution of audit findings.
- Managed fixed asset accounting, including capitalization, depreciation, and disposal processes, ensuring compliance with accounting standards and regulatory requirements.
- Evaluated and implemented accounting policies, procedures, and controls to enhance internal controls and mitigate financial risks.
- Stayed updated on changes in accounting regulations, standards, and best practices, ensuring compliance and advising management on potential impacts to the organization.

Kelly Nguyen

Founder and CEO, DrKumo Inc. 2017 – Present

Dr. Nguyen co-founded and lead a high-performance technology team with proven track record to design, develop, and market the next generation telehealth industry which turns smartphones into a patient-centric, connected health platform to enable continuous, real time physiological data monitoring (RPM) for chronically ill, post-op and acute care patients by integrating access to IoMT (Internet of Medical Things) with Sensor Fusion, Intelligent Medication Management, Secure Communication & Engagement, and Intelligent Cloud Service with state of the art Artificial Intelligence and Machine Learning technology. Dr. Nguyen has the responsibilities to include making major corporate decisions, managing the overall operations and resources of a company, acting as the main point of communication between the board of directors (the board) and corporate.

Responsibilities and Duties:

- Communicating, on behalf of the organization, to the shareholders, government entities, and the public
- Strategizing high-level decisions that direct company's growth
- Envisioning, creating, and implementing the company's mission
- Evaluating and nominating the work of other executive leaders within the company, including directors, vice presidents, and presidents
- Maintaining awareness of the competitive market landscape, expansion opportunities, industry development
- Setting measurable and describable strategic goals
- Assessing risks to, strategies of, and growth of the company

Co-founder and CEO, Mission Road Pharmacy Inc. 2006 - 2012

Dr. Nguyen co-founded Mission Road Rx Pharmacy in 2006 and pioneered what is now called Specialty Pharmacy with $160M+ revenue and annual growth rate of 200% until merger in 2012.

Education

University of California, San Francisco	Doctor of Pharmacy (PharmD)
Stanford University	Cybersecurity
Santa Clara University	Biochemistry
CA & Nevada Pharmacist Licenses	Active

Patents

Dr. Nguyen holds 2 granted and 4 pending patents in the field of Telehealth/Digital Health, Blockchain, and Cryptographic Identity Authentication, Distributed Digital Ledger, Secure Serialization, Trusted online transaction processing/recording of transaction events, and Digital Signature and Anti-counterfeit Technology.

Affiliations

- 2019-Current - Board Director of ABA LA to represent the views of Asian American Businesses to promote and improve the climate for small businesses and increases diversity in Los Angeles
- 2020-Current – Sitting Board Member of Los Angeles Workforce Development Board
- 2019-Current – InfraGard Los Angeles Member at InfraGard National Members Alliance

Accolades

- **2024**: University of California San Francisco (UCSF) Alumni Achievement Award, Alumni Entrepreneur Award –recognizes an alum who demonstrates the highest caliber of innovation in science and/or health care through risk-taking actions and/or value-creating transformations
- **2023**: DrKumo Awarded the U.S. Veterans Affairs National Contract with three other vendors for $1.032 Billion contract for RPM-HT Tech Solutions
- **2023**: DrKumo Academy - Digital Training Platform - CalGrows Innovation Fund Grant Winner to provide DrKumo Certified Remote Patient Monitoring (RPM-HT) Digital HealthTechnology Program to CalGrows workforce training and development to the California State's caregivers
- **2022**: URAC-Certified for Telehealth Support Services 2.0
- **2022**: PACE Entrepreneur of the Year
- **2019-2024**: holds 2 granted and 4 pending patents in the field of Telehealth/Digital Health, Blockchain, and Cryptographic Anti-Counterfeit

Technology

- **2021**: First Place, "Eight That Innovate", Diversity Alliance for Science (DA4S)
- **2021**: Merck Drexel/DA4S Advanced Leadership Program for Diverse Suppliers
- **2021**: First Place, DA4S/AstraZeneca Leadership Program Pitch Competition
- **2020**: National Winner, US Department of Health and Human Services (HHS) OCS Grant providing DrKumo RPM-HT Technology Solutions
- **2020**: DrKumo Innovations Selected by FDA DSCSA Pilot Project Program to Address National Security of Drug Supply Chain
- **2020**: North America Fellowship Award, Cartier Women’s Initiative (CWI) - Kelly Nguyen, CEO
- **2019**: Magic Johnson Healthcare Award Nomination Finalist - This nomination is a recognition of our significant contributions and innovations in the healthcare industry



CASEY O'NEILL

Summary

Solutions-based and impassioned thinker with the goal to make every project, event, team, and outcome reach its highest possible potential and value using various perspectives and metrics of success. Encouraging unity through diversity of ages, races, backgrounds, educational attainment levels, industries, sub-sectors, and verticals to support the health and growth of the life sciences industry in the Greater LA region.

Experience

Biocom California | Los Angeles, CA
Policy & Workforce Development Manager
1/2024 – Present

- Speak to local elected officials and staffers to present economic impact data, and talent development efforts; testifying in support of industry at LA City Hall and Pasadena City Hall; providing insights to Economic Development and City Planning Departments

Business Federation of Los Angeles (BizFed)
Executive Committee |
Life Sciences & Health Care | Co-Chair
1/2024 - Present

- Act as a Co-Chair and support planning for BizFed's Life Science & Health Care Committee bringing pressing legislation to forefront of conversations; while also serving on their Executive Committee, Advocacy Committee, and AI Committee.
- Spreading awareness of student opportunities to local educators in the K-12 and higher education spaces; working in coalitions to encourage the exposure of the Biomanufacturing Technician Certification (BioTC).
- Solicit feedback and suggestions from industry CEOs, incubator site heads, workforce boards, academic institution leadership, industry consultants, and stakeholders.

Biocom California | Los Angeles, CA
Program Manager
1/2022 – 1/2024

- Plan and run BiocomCA's Greater LA Startup Resources Committee for local industry entrepreneurs, while supporting the planning and logistics of the Medical Device & Diagnostics Committee and Greater LA Policy Committee.
- Actively engaging with industry executives in-order to curate the highest value events and content with the intent to facilitate professional development and thought leadership.
- Consistently remind internal teams to be cognizant of diversity in event speakers and venue locations, Fellowship Program participants, committee co-chairs with the aim to build equity and unity within Biocom California and the industry at large.

LA Workforce Development Board
Biocom California | Member of Board
2020 - Present

- Serve on LA Workforce Development Board providing insight into latest life science industry reports, trends, opportunities, and challenges.
- Speak policy makers and their staff to present economic impact data, and talent development efforts.

Biocom California | Los Angeles, CA
Program Associate
10/2017 – 1/2023

- Act as the liaison for Biocom Institute efforts in the LA region; sit on the South Bay Workforce Investment Board's "Bio-Flex" Committee named City of STEM Ambassador; sit on LA Area Chamber's Health Care Committee; collaborate with LAEDC on bioscience efforts.

- Plan and execute all logistics of in-person and virtual events; scout venues, plan catering, set up and take down day-of, post-mortem takeaways and reports.
- Run all Los Angeles branch operations including office management, emergency preparedness, morale events, closing and reopening procedures due to COVID-19.

Stratis Risk Solutions | Encino, CA
Office Manager
06/2017 - 10/2017

- Complete and send contracts regarding agent lines of authority for insurance, intermediary contracts and third party foreign state agent contracts for state compliance.
- Record and manage office inventory; point of contact for vendors, building maintenance, insurance carriers, website developer and off-site tech-support.
- Manage all social media and marketing efforts, update company website, create and send monthly newsletter campaigns.
- Create content for all promotional presentations; edit, format and bind capabilities decks.
- Book travel for executive sales and renewal meetings, create detailed itineraries and schedule calendar reminders.

Zoic Studios, E.A | Culver City, CA
Office Manager
10/2014 - 06/2017

- Fielded incoming calls for the three companies existing within Zoic: Zoic Studios, Hyphen, and Zoic Labs.
- Coordinated domestic and international travel for both short-term and extended-stay trips for artists, directors and senior level leadership.
- Acted as the client services liaison during in-house visits; created a warm and inviting work space; developed professional working relationships with clients to become their point person.
- Scheduler for all internal and client involved meetings; organizing and assigning conference rooms, conference lines, as well as managing executives' and partners' calendars for all high priority meetings.
- Managed office inventory; purchased all office supplies and company schwag; point of contact for vendors; reviewed and authorized all vendor invoices.
- Planned, negotiated and executed all logistics for company events, including budgeting, scouting locations, booking caterers, and overseeing the event.
- Managed interns/PAs schedules and daily task assignments; managed on-boarding, off-boarding, background checks, reimbursement records and approved internship credits.

Massage Envy Spa | Studio City, CA
Assistant Manager
02/2014 - 10/2014

- Promoted to the position of General Manager shortly before moving onto position with Zoic Studios.
- Manage, organize and meet with front desk sales team to discuss growth and sales strategies; responsible for weekly schedules.
- Address and resolve conflicts; conduct interviews and reports regarding incidents.

Education and Training

BizFed
Advocacy Academy Graduate
2024

Franklin Covey
Project Management Certification
2023

Pepperdine University | Malibu, CA
Bachelor of Arts
2011

Interests

Interests: Performing Arts, Writing, Fine Arts, Community Service, and Non-Profit Organizations, Christian Church Ministry, Positive Psychology, Diversity, Equity and Inclusion efforts

Languages

Fluent English, ability to understand/speak small amount of Spanish and American Sign

Skills

- Decision-making
- Enthusiastic public speaker
- Initiative
- Attention to detail
- Integrity
- Adaptability
- Teamwork, Team management and conflict resolution
- Planning and organization
- Articulate communicator
- Innovative and creative problem-solving
- Operational management
- Event planning and execution

Experienced in:

- Microsoft Office
- Zoom Meetings and Zoom Webinar
- SalesForce and Pardot email blasts
- Graphic creation using Canva
- Social Media: LinkedIn, Twitter, and Instagram
- Executive presentation development
- Administrative support
- Shipping and receiving
- Venue searches for events
- Vendor / Partner relations and orders
- Interviewing candidates for potential hire; HireRight background checks

PATRICIA PÉREZ

SUMMARY

Social justice and advocacy communications specialist with extensive experience managing multicultural campaigns aimed at reaching marginalized audiences. A strong advocate for older workers, she aims to dismantle age discrimination and advance intergenerational policies in the workplace.

PROFESSIONAL EXPERIENCE

VPE Communications **1990- present**
CEO

- Helped build VPE into one of the nation's leading Latino-owned communications agencies representing organizations like the Los Angeles County Department of Public Health, Los Angeles County Dept of Parks & Recreation, The Housing Authority of the City of Los Angeles, among others.

- Creates strategies for clients incorporating media relations, social media engagement, and community outreach. Positions clients for maximum market and media impact as well as to diffuse challenging situations. Has managed integrated DEI and public awareness campaigns involving community stakeholders, foundations, business leaders, and policy makers as well as numerous crisis communications efforts for clients. Representative engagements:
    o Communications Strategy – Worked with local community organizations in producing comprehensive communications plans for The California Endowment's Building Health Communities initiatives in Boyle Heights and the Eastern Coachella Valley; helped clients with pandemic-related announcements including Disneyland and Vallarta Supermarkets; informed the public of Section 8 application availability for HACLA.
    o Community Outreach – Successfully implemented First 5 LA's Early Care and Education campaign in 16 cities in Los Angeles County. Activities included connecting with business and community organizations and elected officials, strategic evaluation, as well as developing websites and all relevant collateral materials.
    o Digital Campaigns – Worked with Verizon in identifying online influencers, creating an online contest, video content, boosted posts, and relationshipbuilding giveaways aimed at reaching millennial and youth markets; manages online content creation and postings for the Weingart Foundation, and others.

Ketchum Downtown YMCA **1987-1989**
Associate Public Relations Director
Part of senior leadership staff team hired to implement the successful opening and operations of the first YMCA in downtown Los Angeles. Helped coordinate all marketing and outreach efforts, including managing volunteers and connecting with community organizations and elected officials.

COMMUNITY SERVICE AFFILIATIONS

Current leadership positions include:

City of Los Angeles Workforce Development Board, Executive Committee;
Chair of the AdvantAGE LA committee for older workers
AARP California, State President Emeritus
Los Angeles River State Park Partners, board member

Former leadership positions include:
California State Parks Foundation, trustee; YWCA Los Angeles, board member; Chrystal Stairs, board member; Center for Nonprofit Management, board member; Latin Business Association, board member; AARP CA, State president; UCLA Latino Alumni, board chair;

RECOGNITIONS AND AWARDS (partial list)

- *Diversity, Equity & Inclusion Award* from the Public Relations Society of America
- *PRism Awards* for campaign excellence by the Public Relations Society of America for
- California Dept of Public Health, Verizon, Covered CA, McDonald's, and other campaigns.
- *PRemio Award* from the Hispanic Public Relations Association for professional excellence
- Women in Business Award presented by State Senate District 21, State Assembly District 43, and State Assembly District 44.
- *Outstanding Hispanic Business Leader Award* by KVEA-TV
- *Influential Women Leaders* by Business Life Magazine
- *Mujeres Destacadas Award* by La Opinión newspaper
- *Hispanic Business Salute Award* from Telemundo Network
- *Latina of Influence Award* from Hispanic Lifestyle Magazine
- *UCLA Alumna of the Year* from the UCLA Latino Alumni Association
- *Community Advocacy & Leadership Award* from the Executive Latino Leadership Assn

EDUCATION

Bachelor of Arts, English, University of California, Los Angeles

OTHER

Patricia resides in Eagle Rock with her husband, an Army veteran, and son, a Navy veteran.

Carmen Rad, CR&A Custom, Inc.
Founder & President

EDUCATION/PROFESSIONAL REGISTRATION

Associate's Degree, Fashion Institute of Design and Merchandising, 1987.
UCLA Management Development for Entrepreneurs, MDE, 2013.

VALUE

- A veteran of the apparel industry with over 25 years of experience.
- She served as a board member and President of NAWBO-LA and a board member of The Los Angeles Latino Chamber of Commerce.
- Currently serves on Mayor Garcetti's Economic Growth Committee to help oversee small business startups.



Ms. Rad has over 25 years of experience in the commercial printing industry. She plays a key role in developing relationships with clients and works closely with the design and operations team to ensure the success of projects.

Ms. Rad delivers excellent service to current clients and works to develop additional business opportunities with our current corporate and advertising industry partners as well as with new business partners.

Ms. Rad strongly believes in the Mission and Vision of CR&A. Our Mission: To bring marketing and branding objectives of our clients to life, using the most Sustainable, Efficient and Effective Creative Printing Solutions. Our goal is to exceed our client's expectations by providing the best customer service and expert advice to achieve their goals. Our Vision: To be known as an innovative leader in the digital printing industry by developing a diversely knowledgeable team and collaborative processes which allow us to learn, teach, and guide each other in order to create the best results for our clients' objectives.

Work History

1993 - Present
CR&A Custom Printing, Inc.
312 W. Pico Blvd.
Los Angeles, CA 90015

Manages daily operation of the office and the accounting department. Supervises the purchasing departments. Conducts marketing and business development. Manages the design and graphic departments. Develops new embroidery, promotional and large format items.

Awards

Green Firm of the Year, Mayor Garcetti's Office, Los Angeles, CA
USC Vendor of the Year
Minority Business Manufacturer of the Year, Minority Business Development Agency, Los Angeles, CA - 2007
Latina Owned Business of the Year, California Hispanic Chamber of Commerce, Long Beach, CA - 2007
Rising Star Award, NAWBO LA - 2009

1989 - 1993
Scope Imports
California Mart
110 E 9th street Suite C401
Los Angeles, ca 90079

Sales representative for young mens multi line showroom . Manages Western United States, Hawaii and Mexico clients. Attending marketing conventions in Las Vegas and Hawaii. Assisted in merchandising decisions when creating a new line per season in Houston Texas at the corporate office of Scope imports. Strategically place the collection in boutiques and department stores in the Western Regional states.

CHARLES WOO

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B U S I N E S S P R O F I L E

MEGATOYS, LLC.
Chief Executive Officer 1989-Present
Co-founder and CEO of this international manufacturing, importing, wholesale/retail company with facilities in China, Hong Kong, and Los Angeles.

California Costume Collections, Inc.
Corp Secretary/Treasure 1996 -**Present**
Co-Owner of this leading Halloween Costume manufacturing company headquartered in Downtown Los Angeles

The Garey Building
Owner/CEO 2022-Present
Co-Owner and major decision maker of this 320 unit mixed use apartment building in the Arts District of Downtown Los Angeles

ABC Toys
CEO 1979-1989
Founded this family toy business in Downtown Los Angeles, A pioneering business that led to the creating the Los Angeles Toy District

E D U C A T I O N

B.S. *Summa Cum Laude*	**U C L A**	Physics	1972
M.S.	**U C L A**	Physics	1975
Ph.D. Candidate	**U C L A**	Physics	1976

P E R S O N A L
First generation immigrant from Hong Kong and a resident of Los Angeles for 56 years.

PUBLIC & C O M M U N I T Y S E R V I C E S

City of Los Angeles:

1992- Present **WORKFORCE DEVELOPMENT BOARD, CITY OF LOS ANGELES (Previously known as WORFORCE INVESTMENT BOARD, and PRIVATE INDUSTRTY COUNCIL)**

2006-2010 LOS ANGELES JOB AND ECONOMIC COMMITTEE
Member, Board of Directors (Under Mayor Antonio Villaraigosa)

2002-2005 **MAYOR'S INTERNATIONAL TRADE AND INVESTMENTS ADVISORY COMMITTEE, LOS ANGELES**
Under Mayor Him Hahn

LOS ANGELES ARTS DISTRICT/LITTLE TOKYO NEIGHBORHOOD COUNCIL
2022- 2028 Business Representative
2004-2006 Council President

1997-2004 **LOS ANGELES COMMUNITY BANK**
Board of Directors

LA'S BEST (Better Educated Students for Tomorrow)
1997-2005 Board of Directors (Under Mayor Richard Riordan)

State of California

2003-2006 **STATE COMMISSION ON ECONOMIC DEVELOPMENT** Under Governor Gray Davis

2004-2009 **STATE COMMISSION ON ASIAN PACIFIC ISLANDERS AMERICAN AFFIARS**

Federal

1995 **WHITE HOUSE CONFERENCE ON SMALL BUSINESS**
Southern California Delegate. Committee Chair- International trade and Investment

Civic, Community& Charitable Organizations:

Current:

1995-Present **CAUSE, CENTER FOR ASIAN AMERICANS UNITED FOR SELF EMPOWERMENT**
Board Chair

2014-Presnt **PAT BROWN INSTITUTE FOR PUBLIC AFFAIRS AT CAL STATE UNIVERSITY LOS ANGELES**
Board of Advisors

Previous:

COMMITTEE OF 100
2014-2024 Board of Directors
2018-2021 Vice Chair

LOS ANGELES AREA CHAMBER OF COMMERCE
1994-2004 Board Of Directors
2001 Chairman, Board of Directors

2008-2018 **SOUTHERN CALIFORNIA PUBLIC RADIO (LAist)**
Board of Trustees

2005-2015 **PITZER COLLEGE**
Board of Trustees

2008-2014 **LOS ANGELES POLICE FOUNDATION**
Board of Directors

2003-2006 **AMERICAN RED CROSS LOS ANGELES CHAPTER**
Board of Directors

1997-1999 **CITY OF LOS ANGELES LIBRARY FOUNDATION**
Board of Directors

CENTRAL CITY EAST ASSOCIATION
1985- 2007 Board of Directors
1986 - 1998 Chair, Board of Directors

YMCA OF METROPOLITAN LOS ANGELES
1997-1999 Member, Board of Directors

ASIAN REHABILITATION SERVICES, INC.
1988-1998 Board of Directors

1993-1997 Chairman, Board of Directors

HONORS & AWARDS

2017 *Ellis Island Medal of Honor* Ellis Island Honors Society

2015 *Distinguished Business Leader Award ,* Los Angeles Area Chamber of Commerce

2008 *Lifetime Achievement Award*, Southern California Chinese Lawyers Assocation

2004 ***President's Volunteer Service Award***, President's Council on Service and Civic Participation

2003 ***Small Business Advocate Award***, California Chamber of Commerce

2002 ***Biography Community Hero***, A&E Network

2002 ***Stellar Leadership Award***, Los Angeles Area Chamber of Commerce

2001 ***UCLA Alumni Award for Excellence***, UCLA Alumni Association

2001 ***Outstanding Entrepreneur Award***, Asian Business League
2001 ***Community Service Award,*** League of Woman Voters of Los Angeles

2000 ***Business Leadership Award***, Asian Business Association

1999 ***Distinguished Community Service Award,*** Anti-Defamation League

1998 ***Public Service Award***, UCLA Asian American Studies Center

1997 ***Historymakers Award***, Los Angeles Chinese American Museum

1996 ***World Trade Hall of Fame Award***, Greater Los Angeles World Trade Center Association

JESSE CUEVAS

PROFILE

Over twenty years of diverse, extensive, and in-depth experience in the Workforce Development system with the Workforce Services and Unemployment Branch of the Employment Development Department.

EXPERIENCE

DIVISION CHIEF, EMPLOYMENT DEVELOPMENT DEPARTMENT; LOSANGELES, CA — 2020-PRESENT

Division oversight of the Wagner Peyser activities, programs, and projects in support of the the WorkforceInnovation and Opportunities Act (WIOA), Jobs for Veterans State Grant, Migrant Seasonal Farmworker program, Trade Act among the many programs administered by the State of California in Los Angles City/County and the Coastal Cities of California.

DEPUTY DIVISION CHIEF, EMPLOYMENT DEVELOPMENT DEPARTMENT; LOS ANGELES, CA — 2018-PRESENT

Regional oversight of the activities, programs, and projects in support of the the Workforce Innovation and Opportunities Act (WIOA), Wagner Peyser program, Jobs for Veterans State Grant, Migrant Seasonal Farmworker program, Trade Act among the many programs administered by the State of California in the Ventura, Santa Barbara, San Luis Obispo, Monterey, and Santa Cruz Counties.

CHIEF OF STAFF, EMPLOYMENT DEVELOPMENT DEPARTMENT; LOS ANGELES, CA2016-2018

Planned and directed all administrative, financial, and operational activities for the Los Angeles/Coastal Workforce Services Division. Acted as Point of Contact between theExecutive Leadership Team, Senior Management, and Stakeholders for the WorkforceService Brach and Division.

EMPLOYMENT PROGRAM MANAGER III, EMPLOYMENT DEVELOPMENT DEPARTMENT; LOS ANGELES, CA — 2014-2016

Managed Workforce Services programs and activities for the Los Angeles/Metro, East LosAngeles, Huntington Park and South Gate communities. Partnered with various mandatedco-located partners to administer job services in an Integrated Service Delivery environment.

TRAINING MANAGER, EMPLOYMENT DEVELOPMENT DEPARTMENT; LOS ANGELES,CA - 2014-2012

Developed and administered training programs for staff and management in the Los Angeles/Ventura Workforce Services Division.

SKILLS

Demonstrated competency in Business Acumen, Inspirational Leadership, Business Process Improvement, Strategic Planning, Active Listening and Strong CommunicationSkills, Conflict Resolution, and Negotiation.

Gabriel Pimentel

July 16, 2024

Executive Management

Accomplished professional with extensive years of experience developing successful programs and streamlining organizational operations to accomplish defined objectives.

Proven track record of developing and managing large-scale budgets, minimizing operational costs, and maximizing corporate profitability. Expertise in executing best practice organizational policies, providing high-quality customer service, and driving process improvement. History of cultivating long-term relationships with key stakeholders, corporate and government leadership in an effort to negotiate and finalize contracts or appropriations. Well-versed in ensuring compliance with administrative, legal, and regulatory requirements. Prudent at leveraging strong leadership skills to coach and mentor high-performance teams for optimum productivity. Articulate and refined communicator; known for cultivating long-term relationships with all levels of management to establish strategic alliances through cross-functional collaboration.

Areas of Expertise

- Organizational Leadership
- Budget Control
- Healthcare Administration
- Change Management
- Project Planning & Delivery
- Quality Assurance
- Contract Negotiation
- Employee Engagement
- Team Leadership

Career Experience

Southern California Indian Center, Los Angeles, CA **2018– Present**
Executive Director

Analyze and manage various local, state, and federal grants/contracts. Establish grant and contract measures in accordance with performance goals. Collaborate with local/national leaders to execute policies and programs for organizational advantages. Provide concrete support services to more than 2K families. Improve overall performance by providing coaching and mentoring to corporate staff.

- Ensured remarkable productivity growth and 42% reduction in operational costs.
- Implemented educational youth college program with more than 90% completion rate.
- Enhanced annual revenue by millions of dollars through establishment of responsive community-based programing.
- Developed youth higher educational program with more than 80% college acceptance rates.
- Implemented domestic violence prevention program impacting 11K individuals in Southern California.
- Executed multimillion-dollar workforce initiatives to address food insecurity, homelessness, and unemployment issues.
- Maximized organizational profitability via strategic and efficient restructuring.
- Initiated a comprehensive home-visiting program supporting first-time families.
- Coordinated the establishment of care plan protocols representing Native families with DCFS cases.
- Launched a comprehensive behavioral health program addressing the needs of parents with history of domestic violence, substance abuse or a history of behavioral health issues.
- Developed, maintained and utilized protocols supporting Native families with substance abuse or behavioral health issues.
- Implemented programs reducing employee burnout.
- Developed and implemented employee engagement practices that increased productivity and retention.
- Implemented practices that identified areas for employee and client engagement.

Pacific Union College, Angwin, CA 2023 – Present
Adjunct Professor

Adjunct Professor in history and political science. Instructing undergraduate students on World History as well as Native American History. Knowledgeable and experienced in various educational philosophies, which best promote the overall experience of a student.

- Active member of the college's Diversity, Equity and Inclusion committee.
- Delivered lectures to upper division undergraduate students on topics such as Native American history, postwar civilizations, and the history of third-world countries.
- Assessed individual strengths, weaknesses and opportunities of each student, addressing issues as needed.
- Delivered lectures to undergraduate students on topics such as political science and government, incorporating US vs global political systems.
- Facilitated classroom discussions and encouraged the participation of all students, incorporating relevant reading and current events.
- Assisted with undergraduate honors student program advising.

Friendship House, San Francisco, CA **2022 – 2023**
Executive Director

Managed and directed the operation of a in-patient substance abuse and behavioral health treatment center. Analyzed and managed various local, state, and federal behavioral health grants/contracts. Established policies and contracts with various local, state, and federal agencies for the development of an urban resource center. Improve overall performance and morale of staff by providing coaching, mentoring and training.

- Introduced policies increasing client and staff morale.
- Implemented a culturally specific educational program increasing employee retention.
- Implemented policies that increased productivity and fiscal growth.
- Managed culturally specific educational program reducing client recidivism
- Created a responsive community based cultural prevention program.
- Initiated Capital Campaign raising over 20 million dollars in the first year.
- Executed accounting practices which stabilized new funding sources including VA, Medicaid and Medicare.
- Maximized organizational profitability via strategic and efficient restructuring.
- Initiated the development of a tribally managed substance abuse center.
- Initiated the development of a transitional housing program facilitating state and county resources.
- Facilitated the development of a community social service program supporting post op clients.
- Spearheaded the development of a new urban based treatment center.
- Managed city, county and state exemptions for construction permits and EPA issues.

Hartland Institute, Rapidan, VA 2017 – 2018
Advancement & Development Director/Media & Publications Director

Delivered valuable recommendations for investment in foundation infrastructure and publication endeavors. Updated policies and ensured confidentiality/accuracy of current/prospective donor records. Enabled successful and on-time completion of all initiatives by providing strong leadership for targeted major gift initiatives, campaigns, and special projects, such as development of short- and long-range fundraising tactical plans. Led management of comprehensive development program, including foundation contributions, corporate sponsorships/partnerships, prospect research functions, volunteer engagement, active

media, and social media presence. Drove continuous improvement by contributing in learning and teaching organization. Performed multiple responsibilities assigned by president and college dean.

- Optimized revenue via the development of wellness programs.
- Implemented a data-based programming to increase publication revenue.
- Facilitated policies and procedure increasing alumni interaction and involvement.
- Enhanced web-based platforms increasing interaction by 5,000%.
- Created a profitable web-based and brick & mortar publishing department.
- Director of the wellness treatment center
- Managed all grants and contracts
- Managed all communications for the college including;
    - Social media
    - Publications including scholarly and editorial
    - News letters
    - Grant and contract reporting

National Congress of American Indians, Washington, DC 2016 – 2017
Health Legislative Associate

Developed policies and programs by coordinating with US government departments and agencies. Examined legislation about health (and its impact on US tribal communities), created reports, prepared statements, and wrote memoranda for legislative hearings. Rendered administrative support to department of Interior, CMS, SAMHSA, and HHS. Delivered educational assistance to government officials on issues related to tribal policies and treaties. Created and executed federal health policy. Implemented health fellowship program at graduate level. Wrote and distributed multimillion dollar grants from federal sources. Performed research/analysis and provided support for Tribal Behavioral Health Agenda, a working template for government agencies and internal/external stakeholders. Collaborated with government agencies regarding SNAP, CHIP, and Medicaid expansion.

- Managed multimillion-dollar IHS youth wellness and prevention program
    - Program supported 88 tribally based sites
    - Each with it's own staffing
    - Each with it's own budget
- Represented and supported Tribal Nations regarding healthcare issues in congress or with the US administration.
- Established strong professional relationships and partnerships with Tribal Nations, Native non-profit organizations/corporations with Congress, the White House and with various government agencies.
- Worked closely with CMS to enhance Medicaid expansion across the United States and Indian Country.
- Facilitated a robust graduate healthcare student internship in coordination with the Seventh Day Adventist Church.
- Led successful development of behavioral health agenda program.
- Evaluated program performance by analyzing and interpreting data and metrics and its impact on Indian Country.
- Collaborated with Congress on US budget and Indian Health Care needs.
- Helped to established formal and proposed policies for US government healthcare agencies including;
    - CMS
    - HHS
    - SAMHSA
- Developed comprehensive performance reports using GIS to strategize resource allocation and establish performance metrics for grants and contracts.

Southern California Indian Center, Los Angeles, CA 2013 – 2016
Operations Director

Delivered developmental feedback to team members, communicated difficult messages, and ensured performance improvement. Established set of metrics to manage grant performance about program development. Developed programs with focus on change management, talent development, and employee engagement. Organized training sessions for staff to ensure professional development and promotion of employees.

- Implemented successful workforce development program for employee and contractor.
- Fostered strong professional relationships, boosted employee morale, and enhanced productivity/retention.
- Created robust volunteer programs aiding local communities.
- Developed and Managed social service programs.
- Facilitated youth educational programs.
- Collaborated in the establishment of a college preparatory program with UCLA to aid disadvantaged youth, a program that has such expanded to UCI, UCSD, UCR, San Diego State and the University of Arizona.

Additional Experience

Guest Lecturer Exercise Science and Health Promotion, La Sierra University, Riverside CA

Guest Lecturer GIS, Loma Linda University, Loma Linda, CA

WDB Board Member, Los Angeles City Workforce Development Board, Los Angeles, CA

WDB Committee Chair, Disadvantaged and Under-represented Populations, Los Angeles City Workforce Development Board, Los Angeles, CA

UCLA School of Nursing Board Member, Los Angeles, CA

UCLA Graduate and Professional Student Alumni Vice President, Los Angeles, CA

Education

Master of Arts
University of California, Los Angeles, CA

Bachelor of Arts
University of California, Riverside, CA

Maria Ibarra Turrubiartes

Highlights

- Over 15 years of experience working with people from diverse backgrounds, emphasis on disability advocacy through direct service delivery and management/oversight
- Over 10 years of experience in placement services from providing direct services to coordination and oversight of employment services
- Over 12 years of experience in working in collaboration with specialized service division and vocational rehabilitation employment division.
- Over five years of experience developing cooperative contracts between DOR and community partners.

Professional Experience

Management, Oversight and Program Development

- Leading district operations of Department of Rehabilitation within the Greater Los Angeles District Region.
- Ensures that all offices within the Greater Los Angeles catchment area implement the VR programs in compliance with departmental regulations, policies, procedures and directives from Governor's Office and other state and federal agencies.
- Establish goals for the programs, including quality of services, production targets, and expansion of services.
- Leading and managing Staff Service Manager II, Staff Service Manager I -DOS, Psychologist, and assigned clerical support and analytical staff.
- Established partnership with LAUSD, LACOE, AJCC, Cal-State Los Angeles University, Regional Centers, California Conservation Corp, OYCR,
- Effectively leading staff development and adherence to policies and procedures.
- Responsible for comprehensive reviews outcomes, compliance, external and internal audits in accordance with RSA and D.O.R. standards.
- Representing the Department's vision and mission to public and private entities for the purpose of outreach, public relations and resource development.
- Collaborate with stakeholders such as Work Source Centers, EDD, Universities, Community Colleges, community partners, private employers and other external sources resulting in MOU's, Contracts, and fee for service programs.

Financial and Business Analysis

- Plan, review, monitor, and approve all relevant administrative budget information consistent with Department's fiscal management procedures to ensure efficient use of resources.

- Review and monitor case services monthly reports and applies information to provide continuous improvement for VR staff in service to consumers.
- Participates in providing analysis and recommendations in the development and or implementation of statues including WIOA, departmental regulations, policies, projects, and procedures.
- Assist in the development and implementation of VRED and district strategic plans; identifies, develops and supports activities to increase the quantity and quality of local and business engagement activities, and collaboration with job centers and the Workforce Innovation and Opportunity Act (WIOA) core partners

Employment History

Department of Rehabilitation (DOR) 2019-Present
Regional Director (SSMIII)
Greater Loas Angeles District

Department of Rehabilitation (DOR) 2018- 2019
District Administrator (SSMII)
Greater Los Angeles District

Department of Rehabilitation (DOR) 2015-2018
Team Manager (SSMI)
Van Nuys/Foothill District

Department of Rehabilitation (DOR) 2012-2015
Senior Vocational Rehabilitation Counselor-QRP
Van Nuys/Foothill District

Education

California State University, Los Angeles Los Angeles, CA
Master's Degree in Rehabilitation Counseling

California State University, Los Angeles Los Angeles, CA
Bachelor of Science in Rehabilitation Services

Professional Memberships/Service/Advisory Committees

City of Los Angeles Workforce Development Board (WDB) -Board Member 2018-Present

Honors and Awards

- **Certificate of Outstanding Leadership Award** (2017) SCRS- IL
  -In recognition of leadership and support to individuals with disabilities

- **Certificate of Partnership Award** (2016) SCRS- IL
  -In recognition of outstanding partnership

- **DOR** – **Excellence Award** (2014 and 2016)
  -In recognition of excellent contributions and services in meeting the mission and goals of the Department of Rehabilitation

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Sergio Rascon

Business Manager

Experience

1994 - Current

Business Manager LIUNA Local 300

Responsible for the management operations and growth of the Local. Represents all members of Local 300. Acts as the local union representative and liaison with employers. Participates in negotiations with signatory contractor associations. Oversees resolution of grievances and disputes. Maintains relationships with local elected officials in furtherance of membership issues. Protect the jurisdiction of the Laborers craft work within Los Angeles County. Has general jurisdiction over stewards. Oversees the enforcement of the collective bargaining agreement for the union.

2012 – Current

LIUNA International Vice-President at Large

Works under the direction and authority of the LIUNA General President. Responsible for the affairs of LIUNA within Southern California.

2012 - Current

President of the Southern California District Council of Laborers

He serves as the Chair for the Executive Board and the delegates meetings of the Southern California District Council of Laborers. The organization serves as the master collective bargaining agent for all of the Southern California district council locals. They negotiate all agreements covering Laborers craft work performed throughout Southern California. Oversee the operation of the Southern California Laborers Training School.

Boards

- 2014 – Present City of Los Angeles Workforce Development Board – Member
- 2019 – Present Safe Clean Water Program Upper Los Angeles River Watershed Committee – Alternate
- 2023 – Present Labor Council for Latin American Advancement – Secretary-Treasurer
- 2002 – 2005 City of Los Angeles Convention & Exhibition Center Bureau – Commissioner
- 1997 – 2001 Metropolitan Water District Board of Directors - Boardmember

BIOGRAPHY



Sarah R. Harris

President & CEO, Black Business Association
Founder & President, SuiteEvents
Publisher-in-Chief, Suite Life SoCal

In 2022, Sarah R. Harris embarked on an inspiring journey as she assumed the prestigious role of the first female President and Chief Executive Officer of the Black Business Association (BBA) in Los Angeles, California. Hailing from Riverside, California, Sarah brings with her over two decades of invaluable experience as a dedicated member of the BBA.

She leads the organization with unwavering determination amidst two significant challenges: carrying forward the remarkable 50+-year legacy established by former President and current Chairman and President Emeritus, Earl “Skip” Cooper, II, and navigating the ever-evolving landscape of the Black business community, vastly different from its origins in 1970.

Sarah's tenure as a creative and strategy consultant for the BBA has been nothing short of transformative. Her innovative approach has earned her the trust and admiration of the Board and community leaders alike. With her guidance, the BBA is embracing a new era that not only respects the foundation laid by previous leaders but also paves the way for an exciting evolution.

Beyond her role with the BBA, Sarah is a shining entrepreneur, having founded and presided over SuiteEvents, a dynamic design and marketing company since 1998 that has serviced more than one hundred clients in both public and private sectors. Her entrepreneurial spirit also extends to publishing, where she launched SAVE THE DATE in 2000 and later introduced Suite Life SoCal in 2019. Through these ventures, Sarah has provided invaluable services to over a hundred organizations, government agencies, elected officials, and small businesses.

As a celebrated publisher, Sarah has captivated audiences with Suite Life SoCal, delivering compelling content and stunning designs that set a new standard in the industry. Her magazine has featured exclusive interviews with renowned personalities such as Kadeem Hardison, Tavis Smiley, and Tammi Mac, alongside prominent community leaders and businesses.

In recognition of her expertise and leadership, Sarah was appointed as a Commissioner on the Los Angeles County Small Business Commission in 2022. Here, she joins a prestigious group of leaders and business owners tasked with representing and advocating for the interests of the small business community in Los Angeles County. Additionally, Sarah serves as a co-chair on the BizFed Institutes’ Arts, Entertainment, Sports & Olympics Committee.

Sarah's educational journey includes graduating from UCLA Anderson School of Management, where she earned a Management Development for Entrepreneurs (MDE) certificate. A proud alumna of Scripps College and a devoted resident of Los Angeles, Sarah is deeply committed to making a positive impact on the world around her. Her mission is to leave a legacy of service and empowerment, ensuring that she leaves the world better than she found it.

In addition to her professional accomplishments, Sarah takes immense pride in her role as a loving mother to her son, Xavier Harris, a graduate of Tuskegee University.

Short Bio (153 words)

Sarah R. Harris, the first female President and CEO of the Black Business Association (BBA) headquartered in Los Angeles, California, brings with her over two decades of invaluable experience as a dedicated member of the BBA. Harris navigates the organization through evolving challenges while honoring its 50-year legacy. Sarah's innovative consulting approach has earned her community trust, amplifying the BBA's impact. As founder of SuiteEvents and publisher of Suite Life SoCal, she has served over 100 public and private entities with top-quality design/marketing services and engaging publications. Appointed as a Commissioner on the Los Angeles County Small Business Commission, Sarah advocates for small business interests. A graduate of UCLA Anderson School of Management's Management Development for Entrepreneurs (MDE) program, she prioritizes service and empowerment, striving to leave a positive mark on her community. As a dedicated mother and proud alumna of Scripps College, Sarah is committed to creating a brighter future for all.

Mark Louchheim
[redacted]

WORK EXPERIENCE:

1981 to Present: BOBRICK WASHROOM EQUIPMENT, INC. NORTH HOLLYWOOD, CA

2020 Chairman & CEO.

1993 President. Accomplishments include introduction of Contura™ product line (1993); formation of Bobrick Washroom Equipment, Ltd. (UK) with distribution from Manchester (1993); completion of new Clifton Park, NY manufacturing and distribution facility (1995); move to expanded Scarborough, ON manufacturing and distribution facility (1996); completion of new Jackson, TN manufacturing and distribution facility (2000) and start-up of high-volume metal manufacturing (2003); and move to expanded Centennial, CO manufacturing and distribution facility for Koala Kare Products (2005). Acquisitions include of Twin-Cee (1999); the Convenience and Activity assets from the Koala Corporation (2004); the assets of General Accessory Manufacturing Company (GAMCO) from The Liberty Hardware Group of the Masco Corporation (2006); the youth seating line assets from Central Specialties Ltd. (2015), and Thrislington Cubicles Limited, based in Deeside, Wales, UK from Strata International Group Limited (2018).

1991 Executive Vice President. Chief Operating Officer. Accomplishments include acquisition of Thrislington Cubicles (U.S.) (1992).

1990 Vice President - Operations. Responsible for Bobrick Washroom Equipment Company (Scarborough, ON) and Bobrick's Eastern Division (Clifton Park, NY) manufacturing and distribution facilities; and, start-up (1990) and operation of Bobrick's Mid-Continent customer service and distribution center (Jackson, TN). Continued responsibility for Marketing.

1988 Vice President - Marketing. Responsible for product development, corporate pricing, and promotion.

1985 Director of Marketing. Managed Architectural Services, and Advertising and Sales Promotion departments. Chairman of Marketing Committee. Project Manager of new AirCraft Warm Air Dryer product line.

1984 Human Resources Manager. Responsible for developing Employee Relations Manual, Employee Handbooks, "Speak Out" meetings, and new performance evaluation system.

1983 Architectural Sales Representative. Worked as sales representative responsible for calling on architectural firms and distributors in the Los Angeles area.

1982 Project Manager - Marketing. In addition to new product development, coordinated sales training seminars, trade shows and international sales meetings.

1981 Project Manager - Manufacturing. Set-up new mirror assembly operation in North Hollywood facility.

1977 to 1979 PROCTER AND GAMBLE PAPER PRODUCTS COMPANY MEHOOPANY, PA

Production Team Manager. Managed a team of over 20 technicians operating Pampers' converters. Responsible for attaining results in safety, quality, scrap, production, cost improvements, and technician development.

Summers
1974 to 1976 SOUTHWESTERN COMPANY NASHVILLE, TN
Worked as salesman (1974), student manager (1975), and organizational manager (1976).

PROFESSIONAL ASSOCIATION BOARDS:

2017 to present LOS ANGELES AREA CHAMBER OF COMMERCE
2023 Immediate Past Chair
2022 Board Chair
2021 First Vice Chair
2017 to present Board member

2004 to 2006 YOUNG PRESIDENTS' ORGANIZATION, INC. DALLAS, TX
Pacific U. S. Regional Chair
Chair, Audit Committee (2005 – 2006)
Vice-Chair GLC Membership Officers Workshop (2005)
Co-Chair Hiring and Retaining Key Executive Seminar (2004)

1994 to 2006 YOUNG PRESIDENTS' ORGANIZATION – LOS ANGELES CHAPTER
2001 to 2002 Membership Co-Chairman and Immediate-Past Chapter Chairman
2000 to 2001 Chapter Chairman
1999 to 2000 Education Chairman
1998 to 1999 Chapter Vice Chairman
1997 to 1998 Membership Chairman
1996 to 1997 Communiqué Editor

FOR PROFIT BOARDS

2024 to Present WAREHOUSE EXCHANGE

2011 to 2018 FALCON WATERFREE TECHNOLOGIES

2005 to 2009 SCHNITZER INVESTMENT CORP.
2006 to 2009 Chair, Audit Committee

CHARITABLE ACTIVITIES:

2017 to Present WALLIS ANNENBERG CENTER FOR THE PERFORMING ARTS
Member, Board of Directors
2020 to Present Member, Executive Committee
2024 to Present Chair, Finance Committee

1995 to 2012, 2013 to 2023	UNITED WAY OF GREATER LOS ANGELES
2016	Recipient of the 2016 Alexis d 'Tocqueville Society Award
2014 to 2016	Board Chairperson
2013 to 2014	Board Vice-Chair
2008 to 2011, 2016 to 2019	Chair, Nominating Committee
2002 to 2008	Chair, San Fernando Valley Regional Board
1999 to 2012, 2013 to 2023	Member, Corporate Board
1995 to 2011	Member, San Fernando Valley Regional Board

2005 to 2018	LEADERSHIP COUNCIL of the MUSIC CENTER
2011 to 2016	Executive Vice President
2006 to 2009	Executive Vice President
2005 to 2006	Vice President

1982 to 2003	LOS ANGELES CHILD GUIDANCE CLINIC BOARD OF DIRECTORS
1994 to 1996	Chairman
1992 to 1994	Chairman-Elect
1987 to 1992	Vice-Chairman
1987 to 2003	Member, Executive Committee
1990 to 1995	Acting Chairman, Capital Campaign Steering Committee
1985 to 1990	Chairman, Development Committee
1984	Chairman, Sustaining Membership Drive

1990 to 1996	CENTER FOR EARLY EDUCATION, BOARD OF TRUSTEES
1995 to 1996	Chairman, Trustees Committee
1994 to 1995	Chairman, Strategic Long Range Plan Implementation Committee
1992 to 1993	Vice President Chairman, Annual Fund Drive
1991 to 1992	Secretary

1981 to 1984	HARVARD GRADUATE SCHOOL OF BUSINESS ADMINISTRATION Fund Agent for Section H, Class of 1981.

EDUCATION:

1979 to 1981 HARVARD GRADUATE SCHOOL OF BUSINESS ADMINISTRATION, BOSTON, MA
Received Master in Business Administration in June, 1981. Concentration in manufacturing and marketing. Vice President of the Small Business Club.

1975 to 1977 CORNELL UNIVERSITY, ITHACA, NY
Received Bachelor of Science (Operations Research/Industrial Engineering) in June, 1977. Vice President of Alpha Phi Omega service fraternity and Vice President of the AIIE Cornell Student Chapter.

1973 to 1975 TUFTS UNIVERSITY, MEDFORD, MA
Appointed student representative to the Tufts University Board of Trustees Resource Committee. Treasurer of Theta Chi social fraternity and Treasurer of Tufts Rugby Football Club. Varsity ski team for two years.

PRESENTATIONS:

October 22, 2024 – Moderator, "Shaping the Future: Workforce Trends", Los Angeles Area Chamber of Commerce, 2024 Education Summit, Loyola Marymount University.

January 11, 2024 – Panelist on "Forging the Future: How Manufacturing is Shaping the Valley", The Valley Economic Alliance, Our Future Regional Development Summit, The Orchard Conference Center, CSUN

April 21, 2022 – "Q&A on the California Economy", Cornell Club of Los Angeles and the Cornell Alumni Association, virtual presentation moderated by Josh Hamilton.

December 10, 2021 – Panelist on "YPO Live: Building a Family Business That Lasts", Young Presidents' Organization Global Family Network virtual presentation.

October 29, 2021 – Moderator, "California's Competitiveness" with Prof. Lee Ohanion, Lew Horne (President CBRE – Greater LA/Orange County), and Michael Rouse (VP Toyota (ret.) – Philanthropy and Community Affairs)

November 8, 2018 – Panelist on, "Global Strategy in Uncertainty & Euphoria", GetGlobal 2018, Los Angeles Theatre Center, Los Angeles, CA

October 6, 2016 – Panelist on "What the Louchheim Family Learned in Their 4 Generations of a Family Business", USC Marshall Family Business Forum, Town & Gown, USC Campus, Los Angeles, CA

April 12, 2016 – Panelist on "Make it in America", Young Presidents' Organization, Hollywood Chapter, California Club, Los Angeles, CA

March 17, 2016 – "Family Philanthropy and United Way", United Way Million Dollar Roundtable Tocqueville Leaders' Summit, Montage Hotel, Laguna Beach, CA

April 29, 2014 – Panelist on "Growing a Board's Philanthropic Culture", Association of Fundraising Professionals – Greater Los Angeles Chapter, Advanced Executive Forum, California Club, Los Angeles, CA

February 22, 2014 – Panelist on "What do Boards Want in a Director?" at Young Presidents Organization Board Boot Camp LA seminar, KPMG, Los Angeles, CA, February 21 – 23, 2014.

November 11, 2007 – "Making a Board at a Family Owned Company Effective" at Building a Board of Directors as a Strategic Weapon Young Presidents Organization Seminar at the Four Seasons Palo Alto, Palo Alto, CA, November 5 - 7, 2007.

PUBLICATIONS:

"Trump Is Right About China Trade", Wall Street Journal, Op-Ed, October 2, 2018.

PERSONAL: Married, two adult children.

Revised: 30Jan2024

NAYANTARA BANERJEE

she/her | [redacted] | LinkedIn | [redacted]

TAILORING RESPONSIBLE GARMENT ECOSYSTEMS

SUMMARY

I am a dedicated labor advocate with deep, firsthand experience in the garment industry, combining nearly 20 years of technical expertise with grassroots organizing to advance labor rights and workforce development. My background—from expert bridal gown tailoring to collaborating directly with immigrant garment workers on cooperative development and policy advocacy—gives me a unique, worker-centered perspective on low-wage industry challenges and solutions. I bring a strategic and collaborative approach to research, program development, and policy analysis, informed by direct engagement with workers and deep knowledge of workplace conditions. With a strong network and a proven track record of impactful work, I excel at building partnerships, facilitating popular education, and advocating for systemic change. My ability to navigate complex workforce issues while centering worker experiences allows me to effectively develop and support initiatives that create meaningful economic opportunities and space for workers to build collective power.

PROFESSIONAL EXPERIENCE

Garment Worker Center, Los Angeles, CA

WORKFORCE DEVELOPMENT MANAGER | DEC 2023 - PRESENT

- Designed and led an Introduction to Worker Cooperatives workshop series with L.A. Co-op Lab while establishing key partnerships, including the Democracy at Work Institute, to strengthen cooperative development and sustainability.
- Provide ongoing direct support and incubation of the worker-owned cooperative, facilitating governance training, financial literacy, and decision-making processes tailored to members' varying literacy levels and experiences.
- Worked with City Council offices and the Economic and Workforce Development Department (EWDD) as part of a task force to advocate for policies that support equitable workforce development and protect garment manufacturing jobs in Los Angeles. Engaged in policy discussions, provided worker-informed recommendations, and collaborated on strategies to ensure economic opportunities for immigrant and low-wage workers.
- Supported garment worker participation in the UCLA Astin Community-Engaged Scholars course, guiding research on policy recommendations and preliminary market analysis for a garment worker-owned staffing agency.
- Collaborate with local cooperatives and developers to advocate for worker ownership initiatives and push local governments to support and implement cooperative models.
- Leading the development of the Alliance for Responsible Apparel Manufacturing and Purchasing (ARAMP), a coalition uniting workers, advocates, and stakeholders to promote fair labor practices in institutional purchasing.
- Actively supporting the creation of practical, progressive labor standards and a worker-led monitoring body within ARAMP to ensure transparency and accountability in labor practices.

INDUSTRY RESEARCHER & STRATEGIST | OCT 2020 - NOV 2023

- Collaborated with the Campaigns Director, Executive Director, and team to develop strategic campaign plans, for local, state, and federal campaigns, leveraging industry relationships, research findings, and worker leadership.
- Effectively lobbied for the formation of the inclusive L.A. City Taskforce on the Garment Industry, featuring representation from workers and small business allies. Collaboratively strategized and coordinated with these stakeholders to propose recommendations.
- Conducted comprehensive industry research and collaborated with various UCLA stakeholders, resulting in influential reports such as the 2020 State of Industry Report and the 2021 UCLA Cut & Sew Sectoral Analysis. Produced compelling documents and materials supporting successful legislative campaigns, including SB62: Durazo (2021) and the FABRIC Act (Gillibrand-NY), to advance brand accountability and wage theft prevention.
- Researched the impacts of the DTLA 2040 Community Plan and developed recommendations and a campaign platform to resist displacement of urban manufacturing jobs and small businesses. Distilled research and recommendations into materials to educate workers, allies, and elected officials.
- Established a robust local business coalition with over 200 endorsements for worker-led initiatives, in collaboration with the Outreach Coordinator and coalition allies, amplifying advocacy efforts and promoting ethical practices.

ETHICAL PRODUCTION CONSULTANT | FEB 2020 - OCT 2020

- Collaborated with the Outreach Coordinator to garner industry support for GWC's 2020 state legislative campaign, utilizing my network and industry experience. Conducted roundtables to foster learning and relationship-building.
- Provided support during the onset of the Covid-19 pandemic, including coordinating food distribution and offering technical assistance for at-home cloth mask making to meet the evolving needs of members.

NAYANTARA BANERJEE

she/her | [redacted] | LinkedIn | [redacted]

TAILORING RESPONSIBLE GARMENT ECOSYSTEMS

PROFESSIONAL EXPERIENCE (CONTINUED)

The Williamsburg Seamster, Los Angeles, CA & Brooklyn, NY
FOUNDER/OWNER/CREATIVE DIRECTOR | JAN 2008 - JUL 2021
The Williamsburg Seamster, featured in The New York Times, Vogue Patternmaking, Brooklyn Based, Time Out New York, and numerous other publications, provided high-end tailoring, alterations, specialized bridal styling, and custom sewing services to clients for the first 8 years of operations in Brooklyn, and last 5 years in Los Angeles. My responsibilities included:

- Business Strategy & Operations: Developed and implemented all business strategies, managed client communications and fittings, and maintained workspace productivity, including overseeing a small staff of talented seamstresses. Managed the production calendar, workload, and turnaround times, while conducting all client fittings.
- Marketing & Customer Engagement: Handled all marketing efforts, social media management, brand reputation through reviews and business listings (Yelp!, WeddingWire), and customer service issues. Actively engaged with the community through social media to build brand presence.
- Expert Sewing: Designed, tailored, altered, and styled wedding dresses for approximately 250 brides annually using a combination of hand, couture, and machine sewing techniques, draping, cutting, and patterning, along side staff.

NYU Stern Center for Business and Human Rights, New York, NY
GRADUATE FELLOW | MAY 2014 - JUN 2015

- Conducted desk research and provided writing support for blogs, op-eds, academic papers, and white papers focusing on human rights issues in the garment sector in Bangladesh post-Rana Plaza collapse.
- Project managed a pilot factory mapping program in Bangladesh, coordinating logistics and ensuring milestones were met.
- Assisted with various tasks related to the Bangladeshi apparel industry research, contributing to the Center's mission of promoting high standards in business and human rights practices.

EDUCATION

Loyola Marymount University, Los Angeles, CA.
HUMAN RESOURCES MANAGEMENT CERTIFICATE | SEP 2019 - DEC 2019

NYU Gallatin School of Individualized Study, New York, NY
M.A. LABOR & SOCIAL RESPONSIBILITY IN THE GLOBAL GARMENT INDUSTRY (Independent study, incomplete) | 2013 - 2016
Self-designed M.A. program focusing on social responsibility in the garment industry. Coursework included: Corporate Social Responsibility, International Political Economy, Environmental Studies and History, Labor Studies and Compliance.

Syracuse University College of Visual and Performing Arts, Syracuse, NY
BACHELOR OF SCIENCE, FASHION DESIGN | 2002 - 2006
Graduated Magna Cum Laude, with a minor in Marketing from the Whitman School of Management.

ADDITIONAL EXPERIENCES & SKILLS

The Social Impact Center, Los Angeles, CA | 2023-Present
EXPUNGEMENT CLINIC VOLUNTEER
Assist in supporting justice-impacted community members to articulate their stories in compelling letters to judges to aid in expunging cannabis-related charges

Garment Worker Center, Los Angeles, CA | 2017-2019
SEWING SKILLS INSTRUCTOR, VOLUNTEER
Collaborated with the outreach coordinator to develop and teach a curriculum informed by garment workers' expressed desires for skill development. focused on sewing and pattern-making skills, complemented by education on worker rights.

Awamaki, Ollantaytambo, Cusco, Peru | 2011
SEWING SKILLS INSTRUCTOR, VOLUNTEER
Developed and implemented a curriculum for skill-building workshops, teaching local artisan women in Peru to use & understand industrial sewing machines and terms.

Labor411, Los Angeles, CA | MAR 2024-Present
BOARD MEMBER

SKILLS:

- Strong organizational and time-management skills
- Proficient in conversational Spanish
- Microsoft Office, QuickBooks, Adobe Creative Suite, Google Work Suite, Canva

DAISY GONZALEZ

[redacted]

Experience

Campaigns Director, Garment Worker Center, Los Angeles, CA Full Time
(7/ 2023 - Present)

- Participated in a taskforce spearheaded by Councilwoman Eunisses Hernandez (CD1) and the Economic Workforce Development Department (EWDD) to develop the Garment and Fashion Industry Program, which aims to support businesses and workers in the City of Los Angeles. Various city departments and stakeholders, including workers and small businesses, participated in creating the components of this program. The program is still in development.
- Led efforts with the Alliance for Responsible Apparel Manufacturers and Purchasers (ARAMP) to develop the Designated Factories Program to create more local production of apparel purchased by municipalities, universities, organizations, and unions. Production would be limited to ethical factories vetted and approved by ARAMP.
- Oversaw the creation of the Responsible Apparel Industry Collective, a group of small garment businesses that work to support policies supportive of the industry.
- Led the "Protect LA's Garment Jobs" campaign, which ensured that the Downtown Los Angeles Community Plan update preserved manufacturing jobs, allowed for new construction of manufacturing space, and limited conversions that displace jobs.
- Led our advocacy on the FABRIC Act, federal legislation to end piece rate pay for garment workers on the national level, to hold brands legally liable for wage theft in their supply chains, and to create a grant program of $50 million to support ethical manufacturers with improving or growing their businesses.
- Oversaw the work to grow our base of supportive businesses and organizations nationally.
- Worked with the organizer to prepare workers to make decisions about the campaigns.
- Supported and oversaw the effort to create a cooperative that would serve as a staffing agency in the garment industry.

Organizing Director, Garment Worker Center, Los Angeles, CA Full Time
(1/ 2021 - 8/ 2023)

- Co-led a two-year campaign with the Executive Director to pass the Garment Worker Protection Act, which passed in California in 2021.
- Coordinated the worker committee for the campaign, led trainings on the legislative process and prepared members to participate in advocacy with elected officials.
- Led coalition meetings and engaged statewide organizations in the campaign.
- Organized a lobby day in Sacramento with workers and allies.
- Developed campaign messaging and prepared workers for media interviews and public speaking.
- Collaborated with State and County agencies to enforce basic worker's rights and health and safety regulations in garment factories.
- Worked with the Executive Director to plan and set strategic direction for the organization.
- Supervised 4 organizers, coalition organizer, a researcher, and a youth organizer and supported them in creating work plans. Created base building plans with organizers and trained them on outreach and one to one's with garment workers.
- Supported organizers in building leadership teams, leading trainings, and organizing garment factory committees with the goal of ensuring that employer's pay the minimum wage and overtime and provide healthy and safe working conditions.
- Partnered with the State's Labor Agency as well to request workplace investigations and enforce the law.
- Trained and developed members to join our organization as organizing staff.
- Oversaw industry research and set research priorities for our campaigns.

Lead Organizer, Garment Worker Center, Los Angeles, CA Full Time
(10/ 2018 -1/ 2021)

- Designed base-building and leadership development plans for the organization.

- Recruited new members and supported growing the organization's base from less than 50 members to more than 1,500 contacts with almost 300 dues paying members.
- Supervised 2 organizers in their base building, leadership development work, and an organizing campaign.
- Led actions, mobilizations, member orientations, and monthly general membership meetings.
- Supported planning for the Garment Worker Protection Act with coalition partners.

Community Organizer, Community Voices Heard, New York, NY Full Time
(05/ 2015 -12/ 2017)

- Involved tenants in El Barrio/East Harlem to do outreach, lead actions, identify community development priorities, and build power for community benefits in a large-scale rezoning and affordable housing plan initiated by the City of New York.
- Worked with residents, elected officials, city staff, community leaders, and non-profit organizations to gain policies and funding for extremely low-income housing on public and private land. My advocacy work secured $50 million for repairs in public housing developments, funding for a community land trust, a local hiring program, and a certificate of no harassment pilot program.
- Managed a 15 person leadership committee to advance their housing and job priorities. Created leadership development trainings and prepared resident leaders to facilitate meetings with elected officials, as well as speak to the media.
- Represented the organization in a citywide coalition of housing organizations, labor unions, and attorneys working to create policy that mandated truly affordable housing development and union labor in city sponsored projects.

Community Organizer, The Kennedy Commission, Santa Ana, CA Full Time
(08/ 2011 - 04/ 2014)

- Led efforts with tenants to address substandard housing conditions, including vermin, rodent infestations and other factors that impact health & safety. Worked to increase coordination between the County Health Department and the City's property maintenance/code enforcement officers. Advocated for increased funding for the Proactive Rental Enforcement Program.
- Advocated for the construction of quality, affordable homes for low income families in neighborhoods in need of quality housing options.
- Organized with a coalition that was successful in passing the "Santa Ana Sunshine Ordinance" – a city ordinance to increase transparency, participation and accountability in citywide land use policy and decision making.
- Worked in partnership with the California Endowment and the Building Healthy Communities Initiative on outlining a process for extensive community participation in a 5 Year Strategic Plan and General Plan Update for the City of Santa Ana.
- Used popular education and translated documents from English to Spanish to engage low-income and under-represented residents in organizing for the Sunshine Ordinance, the 5 Year Strategic Plan, and the City's General Plan Update.

Intern, City of San Diego - City Planning & Community Investment Department Full Time
(06/ 2008 - 06/ 2010)

- Assisted with various projects and tasks regarding the Barrio Logan Community Plan Update Process, including a community survey process.

Education

Master in Urban Planning, Hunter College, New York, NY, June 2017
B.A., Urban Studies & Planning, Minor in Sociology, University of California San Diego, March 2009

Skills & Qualifications

- Passionate labor rights organizing for 6 years in Los Angeles.
- Fully bilingual in English and Spanish oral and written communication.
- Excellent simultaneous translation skills.
- Experienced with Nationbuilder, Powerbase, Van, GIS, Illustrator, Photoshop, InDesign, Canva, and Google Drive.

ALBERT EDMUND LORD III

[redacted] . [redacted]

SUMMARY

An award-winning creative with a proven track record of organizing, implementing and producing successful special events, city projects and community services. A committed and respected public servant who understands the inner workings of city government, constituent concerns and media/press relations. An adept project manager and creative thinker with demonstrated experience in working with a diverse team of professionals and encouraging teamwork with excellent written, verbal and organizational skills.

CAREER HIGHLIGHTS

- A seasoned and respected public servant in city government for 16 years, serving as Deputy for Council Los Angeles City Council President Emeritus Herb J. Wesson Jr, Council member District 10.
- Served as project manager for Council District 10 Movies in the Park summer series from 2010 to 2020, coordinating all project phases attracting 400 to 1,500 community members per screening.
- Served as writer and curator of the African American Heritage Month Exhibits from 2006 to 2020 for the City of Los Angeles, displayed in city hall every February during Black History Month. Produced AAHM city council presentations.
- A creative with more than 35 years of experience in the entertainment industry - i.e. radio, television and film - and the recipient of numerous awards, including one EMMY and 8 EMMY nominations.
- Associate Producer/Sound Supervisor for *34 South*, first feature film directed by a South African Black woman after 100 years of apartheid.
- Associate Producer/Sound editor of *The Fire This Time,* an award winning documentary about the 1992 LA Riots.

EXPERIENCE

VP, Government Relations and Art Programs February 2021 to present
Community Build Inc

- Implement and supervise community youth tours; LA ZOO, Grammy Museum
- Implement training/graduation program with LAFD: Command LA
- Produced special event for Summer Pool Program at Elgin Sutton Rec Center
- Curated 'pop up' exhibits in Leimert Park for 2021/2022 Juneteenth/Black Music Month
- Produced '1992 Civil Unrest 30 Years After' panel discussion with film screening: *The Fire This Time*
- Produced 2022 Juneteenth: A Classical Music and Dance Festival as a free community event

Deputy, Office of Herb Wesson Jr., November 2004 to December 2020
Los Angeles City Council President Emeritus, Council Member District 10

- Supervised city resources for constituent requests and city services responding to community emergencies with LAFD, LAPD, DWP, Urban Forestry, LASAN, Street Services and non-profit city partners LACC and KYCC.
- Coordinated logistics, briefing reports and staffing needs for the elected official attending special appearances and community events.
- Represented the council office at city hall, community meetings, public events and media appearances as needed.
- Managed and supervised Council District 10 weekly meals distribution to senior apartment complexes including logistics and distribution to individual senior constituents. Duties included coordinating with local restaurants and developing action plans to distribute food to targeted senior and family constituents.
- Selected by Council President Emeritus Herb Wesson as project manager and organizer for Council District 10 signature events – including the Movies in the Park summer series and "Camping and Fishing With Herb" summer camp program. The summer camp provided outreach each year to more than 150 at-risk youth.
- Served as writer and curator of the African American Heritage Month Exhibits for the City of Los Angeles, displayed every February during Black History Month at Los Angeles City Hall, attracting annually more than 5,000 visitors and city employees. Produced and supervised city council presentations.
- Worked on the campaign of the elected official for primary and general elections. Duties included field organizing, canvassing neighborhoods, voter engagement, voter registration, literature drops and fundraising events.

ALBERT EDMUND LORD III
[redacted] · 52alfaye@gmail.com

SUMMARY
An award-winning creative with a proven track record of organizing, implementing and producing successful special events, city projects and community services. A committed and respected public servant who understands the inner workings of city government, constituent concerns and media/press relations. An adept project manager and creative thinker with demonstrated experience in working with a diverse team of professionals and encouraging teamwork with excellent written, verbal and organizational skills.

BROADCAST EXPERIENCE

Supervising Producer, Poolside Post Productions; Los Angeles, Calif. January 1990 to 2004
Film, Television, Music Recording and Production

Bench Engineer, IBM/Warner Bros.; Los Angeles, Calif. May 1998 to October 1998
Set up and align digital up link equipment for program distribution

Sound Editor, TODD AO Studios; Los Angeles, Calif. November 1989 to May 1995
Dialogue, ADR, Foley and Music editing for film and television programming

Production Director, 101.3 KIOI FM, San Francisco, Calif. October 1987 to November 1989
Supervise, write and produce commercial, news and feature programming

Production Director/Trainee, 610 KFRC, San Francisco, Calif. March 1973 to August 1986
Mailroom duties, support staff for news, programming, public affairs, sales and engineering departments. Supervise, write and produce commercial, news and feature programming. Monitor and maintain radio station on-air sound

PROFESSIONAL AFFILIATIONS (past and present)

- International Alliance of Theatrical Stage Employees (IATSE 700)
- International Brotherhood of Electrical Workers (IBEW 42)
- Motion Picture Sound Editors (MPSE), Member Board of Directors
- Alliance of Black Entertainment Technicians. (ABET), Member Board of Directors
- Academy of Television Arts & Sciences (ATAS) Sound Editors Executive Committee Peer Group
- Howard University Radio, Film & Television Department, Advisory Council Member
- Board member, The World Stage, Legacy "High Art" Jazz Venue in Leimert Park

EDUCATION

- San Francisco State University, B.A. (double major) Broadcasting Communication Arts and Sociology; San Francisco, Calif.
- San Joaquin Junior Delta College, A.A. in Electronic Engineering; Stockton, Calif.

ADDITIONAL TRAINING & WORKSHOPS

- Radio Broadcast Engineer Trainee Program, 610 KFRC – RKO; San Francisco, Calif.
- John O'Connell Technical School; San Francisco, Calif. – FCC Radio First Class License
- American Conservatory Theater, Acting Workshop; San Francisco, Calif.
- Film Nuts and Bolts, American Film Institute (AFI); Los Angeles, Calif.
- 16mm Film Production, Film Arts Foundation; San Francisco, Calif.
- Sound Editor Trainee Program, TODD AO Studios; Los Angeles, Calif.
- Line Producer Role in Feature Film, UCLA Extension; Los Angeles, Calif.
- Community Emergency Response Team (CERT) Training, Council District 10

References available upon request

Courtney A. McIntyre

(she/her/hers)

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PROFESSIONAL EXPERIENCE

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE
Executive Director of Development and External Relations
David Nazarian College of Business and Economics September 2015 - present

Lead all aspects of development efforts and donor engagement at CSUN's Nazarian College of Business, the 9th largest business school in the country. Developed partnerships with multiple community organizations to elevate the Nazarian College's community impact and support, and its reputation and visibility in the San Fernando Valley.

- Collaborated with Dean in the development of new strategic priorities and initiatives.
- Engaged Dean, faculty, and staff in creating and executing successful fundraising and engagement strategies.
- Created new corporate funding program to yield more than $5M+ in five years.
- Partnered with San Fernando Valley community organizations to support low-income residents and small business owners.
- Led Nazarian College to its most successful fundraising years in its history (2020 and 2022).
- Evaluated ROI of Nazarian College engagement and outreach programs based on data and metrics and made changes to yield greater results and better serve constituents.
- Developed working knowledge and conversance in emerging technologies that are impacting workforce development priorities.
- Restructured Nazarian College Advisory Board, revised by-laws to reflect best practices in volunteer management, identified and recruited new Advisory Board members to assist in reaching the College's goals.
- Created and implemented new program to cultivate and steward donors.
- Created and implemented a semi-annual distinguished lecture series featuring internationally known speakers.

BEVERLY HILLS BAR ASSOCIATION May 2013 to May 2014
Campaign Consultant

Provided consultation in all aspects of campaign, including messaging, strategies, prospect identification, cultivation, solicitation and stewardship.

CALIFORNIA INSTITUTE OF THE ARTS
Director of Major and Planned Gifts September 2006 to May 2013

Identified, cultivated and solicited major and planned gifts from individuals to provide support to CalArts. Played pivotal role in the success of the $125 million Campaign for CalArts, the largest campaign ever launched by an independent art school.

- Closed complex estate gift, yielding largest estate gift ever received by CalArts (valued at $24 million).
- Increased giving within assigned prospect pool by more than 500% in first fiscal year.
- Secured 15 largest single alumni gifts ever received by CalArts.
- Successfully led development team to secure capital funding for first new building since CalArts' inception.
- Designed and implemented Institutes first formal planned giving program, including recognition society and stewardship program.
- Evaluated and analyzed Office of Alumni Relations' programs, administration and management. Provided recommendations regarding staffing, volunteer management, alumni programming, budgets, and partnership opportunities.

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE March 1993 - April 1998
College of Business Administration and Economics
Associate Director of Development and Alumni Relations

Created and implemented programs and strategies to enhance the College's development programs and capital campaign.

- Implemented College's first alumni relations program to identify and cultivate future and current alumni to support the College of Business and were adopted by the university for broader alumni engagement.
- Responsible for renewing and increasing membership in College's annual sponsorship programs and Minority Business Program for underrepresented business students.
- Provided support to volunteer leadership of Dean's Advisory Council.
- Responsible for writing, editing and producing newsletter mailed to all alumni, donors and prospects.
- Planned, implemented and managed all facets of public launch of first fundraising campaign in CSUN's history.

UCLA ALUMNI ASSOCIATION March 1991-February 1993
Regional Alumni Clubs Program Manager

Managed volunteer activities of 45 regional alumni clubs throughout United States and abroad. Provided support and consultation on membership recruitment and retention, succession management, volunteer training and event planning.

UCLA CHANCELLOR'S OFFICE October 1987-March 1991
Various Event Planning and Administrative Roles

INTERESTS AND VOLUNTEER EXPERIENCE

VOLUNTEER LEADERSHIP
Santa Clarita, CA May 1998 – June 2014
Saugus Union School District
William S. Hart High School District
Served in multiple leadership positions in both school districts to support students and faculty. Created and implemented volunteer-driven educational and financial support programs. Revised fundraising strategies to maximize efficiencies and impact.

REAL ESTATE INVESTING AND MANAGEMENT
Over 30 years of real estate investing and management experience of single-family residential and multifamily commercial property in multiple regions of the United States.

EDUCATION

B.A., English Literature
University of California, Los Angeles (UCLA)

Alfred Ramirez, Ed.D.

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PROFESSIONAL HISTORY

Glendale Community College: Glendale, California **July 1998 to Present**

7/13 to Present	Administrative Dean: Continuing and Community Education
7/11 to 7/13	Interim Administrative Dean: Continuing and Community Education
9/05 to 6/11	Associate Dean: Continuing and Community Education
8/04 to 8/05	Acting Associate Dean: Continuing and Community Education
8/02 to 6/08	Assistant Director CalWORKs
7/98 to 8/02	Student Services Technician and Senior Student Services Technician

Administrative Dean, Continuing and Community Education (and Interim Administrative Dean)

Leadership and Administration

- Responsible for instructional, administrative, and student service programs, serving over 8,000 students annually in continuing education and 6,000 through community services education.
- Ensure comprehensive educational services are provided at Glendale Community College's Garfield Campus and sites throughout the community consistent with the district's Institutional Master Plan goals.
- Lead a team including one administrator, five managers, two division chairs, two academic counselors, one mental health counselor, three adjunct counselors, 40 classified staff, and, in conjunction with division chairs, nine full-time faculty, and 113 adjunct instructors.
- Maintain processes and procedures adhering to federal, state, and district-mandated operational guidelines, policies, and procedures.
- Manage personnel issues, professional development, staff relocations, and assignment changes.

Instructional/Academic Services

- Provide leadership and oversight of enrollment management strategies and initiatives promoting quality instruction consistent with college mission and goals.
- Collaborate effectively with administrators and faculty in planning and coordinating instructional programs.
- Support and promote the role and use of technology in the instructional environment.
- Work with instructional staff in the development of educational programs, including the maintenance of standards and evaluation of instructors.
- Direct and coordinate appropriate curriculum development, along with oversight of assessment of student learning outcomes and assessments.
- Assure that strategic planning of facilities is based on instructional needs, enrollment projections, student services, personnel requirements and is aligned with college mission and goals.

Student Services

- Administer application, orientation, assessment, and counseling for Garfield Campus students.
- Supervise grant compliance, reporting, budgets, and implementation of the California Adult Education Program, Workforce Investment and Opportunities Act, and Adult Education and Family Literacy Act.
- Oversee career and counseling services, coordinating with community-based agencies to ensure complete wrap-around and holistic service provision to students.
- Maintain compliance to college policies and procedures as judicial officer for the campus.

Collaboration

- Serve as a Superintendent/President's Cabinet member and participate in shared governance, program review, student learning outcomes, accreditation, and collective bargaining.
- Deliver consistent and appropriate communication to Garfield Campus faculty, staff, and administration to ensure district goals are understood and met.
- Collaborate with regional agencies, school districts, businesses, and community partners to formulate educational and workforce strategies.

Associate Dean of Continuing and Community Education (and Acting Associate Dean)

- Responsible for administrative support to the Associate Vice President, Continuing and Community Education at the Garfield Campus.
- Carry out the comprehensive functions of the campus, special projects, personnel issues, planning, reporting, and organizational support.
- Organized and implemented all aspects of training and maintenance of the PeopleSoft student system for all continuing education programs.
- Managed the CalWORKs program, as well as several other grant-funded programs, including fiscal management, planning, accountability, and service delivery.
- Served as a lead administrative team member to plan, oversee, and organize the construction of a new building at the Garfield Campus.

Assistant Director of CalWORKs

- Coordinated the CalWORKs program, organized services, motivated personnel, and supervised staff.
- Formulated a cooperative teamwork approach to service delivery and led peers towards support for programs locally and statewide.
- Represented Glendale Community College locally and statewide in various committees and leadership roles.
- Recognized by the State Chancellor's Office for statewide CalWORKs services.

Senior Student Services Technician

- Assisted a diverse student population directly with case management services.
- Maintained and reported accountability data for the CalWORKs program.

California State University, Los Angeles **September 2007 to Present**

Adjunct Instructor
COUN 5187: Supervised Practicum in Rehabilitation Counseling 1/22
COUN 3010: Writing for Rehabilitation Service 1/22
COUN 4000: Case Management in Rehabilitation Services 8/21
COUN 3010: Writing for Rehabilitation Services 1/21
COUN 4000: Case Management in Rehabilitation Services 10/20
COUN 5000: Lifespan Human Development for the Counselor 9/16
COUN 200B: Introduction to Rehabilitation Services in Counseling 9/15
COUN 510: Counseling Students in Higher Education 3/10
COUN 510: Counseling Students in Higher Education 4/09
COUN 450: Counseling Theories 9/07

EDUCATION

California State University, Northridge **August 2014**
Ed.D. Educational Leadership

California State University, Los Angeles
Master of Science, Counseling - Rehabilitation Services **September 2004**
Bachelor of Science, Counseling - Rehabilitation Services **December 2002**

East Los Angeles Community College **June 1989**
Associate of Arts – Liberal Arts

LEADERSHIP ROLES AND COMMUNITY INVOLVEMENT

- National Hispanic Community College Hispanic Council Fellow 2019 to Present
- Project Director, AB86, AEBG, CAEP Glendale Regional Consortium 2013 to Present
- District Team for Negotiations with Faculty Guild 2010 to Present
- Faculty Association of California Community Colleges Member 2006 to Present
- California Basic Educational Skills Test (CBEST) 2004 to Present
- Association of Community & Continuing Education (ACCE) 2003 to Present
- CSULA Advisory Board: Rehabilitation Counseling Program 2001 to Present
- Adams Square Merchants Association Treasurer 2006 to 2018
- GED Chief Examiner 2004 to 2014
- District Team for Negotiations with the California School Employees Association 2005 to 2010

GOVERNANCE/COLLEGE COMMITTEES

- Academic Affairs
- Accreditation Steering Committee
- College Computer Coordinating Committee
- Enrollment Management
- Guided Pathways – Onboarding Taskforce
- Institutional Planning Coordination Committee
- Learning Environment Enhancement (LEE) Task Force
- Master Planning (Team A)
- Master Planning (Team B)
- Superintendent/President's Cabinet

Ty Ray

[redacted] Linkedin.com/in/rayty

Professional Experience

NRS, Inc. **Perris, CA**

SVP, Sales & Marketing – *February 2024-Present*

- Responsible for all sales and marketing products and personnel nationally
- Report directly to the CEO of the company
- Oversee a $500MM annual new business pipeline
- Responsible for 7 direct reports and 15 indirect reports
- Direct oversight for all tradeshows, conferences, and events nationally
- Responsibility for tender management function
- Lead contract negotiations with major customers
- Oversee all RFP's and rate requests
- Grew pipeline 5x YOY
- Built sales and marketing strategy for the division
- Commercial & Marketing ambassador for the company

A.P. Moller—Maersk **El Segundo, CA**

Head of Growth Enablement, First Mile- *April 2023 – February 2024*

- Responsible for all customer facing, new business development and account retention for the NAM First Mile product
- Oversee all First Mile RFP's and rate requests
- Preparing and leading quarterly business reviews with customers
- Manage 5 direct reports
- Leading contract negotiations with customers and legal department
- Participating in financial scrub calls to ensure account profitability
- Oversee Maersk First Mile sales pipeline of $1.7BN annually
- Implemented First Mile sales strategy and established new processes
- Participate in monthly MOS calls with executive team to represent First Mile Growth Enablement
- Commercial Electric Vehicle Ambassador
- Developed Electric Vehicle sales strategy for 426 new Class 8 EV's in North America
- Grew First Mile pipeline 3x in 2023 with a win rate of 37%

Head of Technical Sales, Transportation & Distribution- *January 2023 – April 2023*

- Responsible for North America asset-based transportation strategy, growth, and development
- Lead/oversaw all National Transportation RFP's including FTL, LTL, Store Delivery, Dedicated, Fleet, and Drayage
- Partnered with leadership and operations to evaluate expansion opportunities
- Managed 2 direct reports
- Oversaw Maersk WND Transportation sales pipeline of $500MM annually
- *Due to company reorganization accepted a new role in April 2023*

Director, Business Development- *February 2021 – January 2023*

- Responsible for customer facing, new business development
- National Transportation and Contract Logistics RFP's
- Preparing and leading quarterly business reviews with customers
- Utilizing outside carrier and 3PL relationships to support customer requests
- Leading contract negotiations with customers and legal department
- Participating in financial scrub calls to ensure account profitability
- Number 1 in Contract Logistics new sales revenue in 2021 and 2022

Sr. Manager, Business Development- *April 2020-February 2021*

- Responsible for customer facing new business development
- Managed national transportation RFP's
- Lead quarterly business reviews
- Responsible for customer growth, retention, and development
- Contracted $3MM in annual recurring new business within first 6 months of hire

Performance Team **El Segundo, CA**

Sr. Manager, Business Development- *September 2019-April 2020*

- Responsible for customer facing new business development
- Managed national transportation RFP's
- Lead quarterly business reviews
- Responsible for customer growth, retention, and development
- Contracted $3MM in annual recurring new business within first 6 months of hire
- *Performance Team was acquired by A.P. Moller-Maersk in April 2020*

Axis Global Logistics **Rancho Dominguez, CA**

Vice President of Sales- *October 2018 – September 2019*

- Managed western region sales team with 15 direct reports; and 55 indirect reports
- Responsible for $80MM P&L
- Recruited, trained, and hired all sales employees for Western Region
- Won two accounts that generated over 1300 loads weekly and $10.5M in annual revenue
- Continually improved efficiencies and methods of sales operations to increase profitability
- Built top performing sales team in the country

Champion Logistics Group **Pico Rivera, CA**

Business Development Manager- *August 2013 – October 2018*

- Managed and developed several high-volume, high-maintenance accounts including Nike, a Champion top 5 account
- Oversaw a team of three sales representatives, and conducted quarterly and annual reviews
- Implemented and managed successful customer onboardings in new markets

- Forecasted and generated yearly budgets for customer accounts, and composed yearly sales and marketing plans to develop business for upcoming year
- Oversaw all facets of customers' transportations needs including domestic, intermodal and less than truckload
- Cultivated and sustained accounts or leads by cold calling, site visits and conducting on-site presentations

Cintas Corporation **Pico Rivera, CA**

Facility Services Sales Representative*- August 2012 – June 2013*

- Responsible for driving growth across all facility service products for the western regional territory
- Accountable for 16 weekly customer facing meetings
- Trained new associates and assisted with sales onboarding
- Summit Club winner 3 consecutive quarters (Quarterly Top 10% of Company)
- President's Club winner (Top 10%)

DirecTV Corporation **Greensboro, NC /El Segundo, CA**

Outside Sales Representative- *September 2008 – August 2012*

- Responsible for driving sales growth while obtaining monthly sales quota
- Responsible for all customer facing activity
- Ensuring all new contracted customers were onboarded in a cohesive manner
- Regular maintenance of all sales data in CRM
- Train and onboard new team members
- Diamond level sales executive (Top 5%) in 2010, 2011, 2012

Education

University of North Carolina at Greensboro 2009-2012, **B.S., Business Administration**

Volunteer Service

(LATC) Los Angeles Transportation Club **President of the Board,** January 2024-Present

(LATC) Los Angeles Transportation Club **Officer,** January 2022-December 2023

(LATC) Los Angeles Transportation Club **Director,** January 2021-December 2021

La Habra Pop Warner **Associate Head Coach,** June 2019-August 2019

La Habra NJB **Head Coach,** September 2018-December 2018

BRIAN K. ROSENSTEIN

Experience

Brookhill Corp. - Santa Monica, CA. ***January 2018 - Present***

Chief Executive Officer & President for family real estate company. Oversee all aspects of real estate company including developments, acquisitions, dispositions, asset management, project management, repositioning, contracts, human resources, budgets and distributions. Represent best interests of ownership and make decisions on their behalf. Also travel to visit assets/properties located nationwide.

Wilbur May Foundation - Reno, NV. ***September 2004 - Present***

Board Member, Vice President & Treasurer of the Wilbur May Foundation. Oversee finances of the Foundation which amount to approximately Fifty Million Dollars, review all grant requests submitted to the Foundation and determine whether each charity qualifies for support. Also represent the Foundation at public events.

Reserve Police Officer – Culver City, Ca. ***March 17, 2022 - Present***

Reserve Police Officer for the Culver City Police Department serving as the Terrorism Liaison Officer to the Joint Regional Intelligence Center in addition to standard reserve police officer duties which include special events, training, and field work.

Keiler Holdings L.P. - Beverly Hills, CA. ***June 2008 - December 2018***

President of real estate investment and asset management company based in Beverly Hills, Ca. Oversee all aspects of corporation including managing assets, assessing & acquiring new investments, corporate filings, payroll, taxes, income and expenses.

Planning Commission - City of Beverly Hills ***December 2010 - January 2015***

Chair, Vice-Chair and Commissioner of the Planning Commission of the City of Beverly Hills. Oversaw and made decisions on long term planning for the City and real estate projects. Read and understand Environmental Impact Reports, contracts, plans and studies. As Chair, met with staff weekly to determine commission priorities and meeting agendas. Also ran commission meetings and was the public face and voice of the Planning Commission to the City Council, press and the Community.

Traffic & Parking Commission - City of Beverly Hills ***September 2009 - December 2010***

Commissioner on the Traffic & Parking Commission of the City of Beverly Hills. Oversaw traffic and parking related issues affecting the City. Established permit parking zones and regularly met with residents and staff to build consensus. Also studied traffic related issues and worked with engineers and police department to make the City safer and more traffic efficient.

New Pacific Realty - Beverly Hills, CA. ***January 2004 - May 2008***

Acquisitions & Marketing Director for high profile real estate investment and development company based in Beverly Hills, CA. In charge of acquiring large scale and high-end assets and developing marketing strategies for the sale or financing of assets and developments including the Five Hundred Million Dollar 9900 Wilshire Project.

Education

California State University – Northridge, CA. ***2001-2003***

Graduate with BA Degree in Liberal Arts and Minor in Geography.

University of Texas – Austin, TX. ***1997-2000***

Member - NCAA Division Golf Team

Harvard - Westlake School - Los Angeles, CA. ***1991-1997***

Diploma

Community and Volunteer Service

Leadership with the City of Beverly Hills

Former Chair & Vice Chair - Beverly Hills Planning Commission
Former Commissioner - Beverly Hills Planning Commission
Former Member, Planning Commission Subcommittee on Historic Preservation
Former Member, City Council Small Business Task Force
Former Member, Beverly Hills Chamber of Commerce
Former Member, Chamber Economic Development Council
Former Member, Chamber Government Affairs Committee
Former Commissioner, Beverly Hills Traffic & Parking Commission
Graduate, Team Beverly Hills

Service to the Community & Philanthropy

Advisory Board Member, Venice Family Clinic
Advisory Board Member, Jewish Vocational Services
Advisory Board Member, SCGA Junior Golf Foundation
Reserve Police Officer, Culver City Police Department
Volunteer, Beverly Hills Police Department
Former Board Member & Executive Committee Member, Los Angeles LGBT Center
Former Board Member, Temple Emanuel Beverly Hills
Former Board Member & Treasurer, Beverly Hills CPR
Former Member, Rotary Club of Beverly Hills
Founding Board Member, Beverly Hills 9/11 Memorial

Awards & Recognitions

President's Council on Service: President's Volunteer Service Award
Hillcrest Country Club: Edgar F. Magnin Award for Community Service
Rotary International: Paul Harris Fellow
Beverly Hills City Council Proclamation: 4 Times
Beverly Hills City Council Recognitions: 5 Times
Beverly Hills Police Department: Lawrence Shapiro Award for Meritorious Volunteer Service
Beverly Hills Police Department: Chief's Core Values Award
Beverly Hills Police Foundation: Hall of Fame

Licenses & Certifications

Public Safety:

POST – Reserve Police Officer
CA - DOJ Certified Firearm Instructor: 351705 Exp: 03/16/2026
FBI - Infragard Member #10053364
FCC – Amateur Radio License – Exp: 2030
LASD – C.E.R.T. (Community Emergency Response Team) Instructor
PADI - Rescue Scuba Diver: 18120G6273
PADI - Nitrox Diver: 18110V4343
PADI - CPR / AED / First Aid Certified

Real Estate:

CA - Real Estate License - 01416469 Exp: 04/06/23

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.” – Margaret Mead

CURRICULUM VITAE

H. Howard Xu, Ph.D., M.S.

California State Universit Los An eles

[redacted]

EDUCATION AND TRAINING

- **Postdoctoral fellow**, Molecular Microbiology — 1993 – 1996
  The Ohio State University, Columbus, OH
- **Ph. D**.: Microbial Genetics — Nov 1992
  University of Minnesota, Twin Cities, MN
- **M. S.**: Environmental Microbiology — Aug 1988
  Bowling Green State University, Bowling Green, OH
- **B. S.**: Microbiology — Aug 1982
  Wuhan University, Wuhan, P. R. China

HONORS AND AWARDS

- **President's Distinguished Professor Award** — 2023
  California State University, Los Angeles, Los Angeles, CA
- **Outstanding Professor Award** — 2018-2019 AY
  California State University, Los Angeles, Los Angeles, CA
- **Faculty Research Award** — 2018
  CSUPERB, California State University System
- **Wang Family Faculty Fellowship Award** — 2011-2012
  California State University System
- **Andreoli Faculty Service Award** — 2011
  CSUPERB, California State University System
- **NIH Individual National Research Service Award** (postdoctoral) — 1995-1997
- **Ohio Sea Grant Development Fund Award** — 1994-1995
- **DOE Global Change Distinguished Postdoctoral Fellowship** — 1993-1995

PROFESSIONAL AND ACADEMIC APPOINTMENTS

- **Director of LA BioSpace** — Dec 2023 – present
  California State University, Los Angeles, LA, CA
- **Director of Incubator Development and Programming** — Jan 2015 – Dec 2023
  Office of the President, California State University, Los Angeles, LA, CA

- **Director of LA BioStart Bioscience Entrepreneurs Boot Camp** Jan 2017 – present
  Office of the President, California State University, Los Angeles, LA, CA
- **Professor of Microbiology** Aug 2015 – present
  Department of Biological Sciences, California State University, Los Angeles, LA, CA
- **Director, Post-baccalaureate Biotech Certificate Program** Aug 2014 – present
  Department of Biological Sciences, California State University, Los Angeles, LA, CA
- **Member, Board of Directors Asian Youth Center** July 2024 – present
  Asian Youth Center, San Gabriel, CA
- **Member and Secretary, Board of Directors** Jan 2015 – present
  LA Bioscience Hub, Los Angeles, CA
- **Member, Steering Committee, Heal.LA** Dec 2021 – present
  LARTA INSTITUTE, Los Angeles, CA
- **Advisor, FAST Program** Aug 2022 – present
  California Life Sciences, South San Francisco, CA
- **Member, Steering Committee, LA BEST Conferences** Aug 2023 – present
  UCLA, Los Angeles, CA
- **Member, Organizing Committee, SoCal First Look** June 2017 – present
  LAVA and The Alliance for SoCal Innovation, Los Angeles, CA
- **Associate Professor of Microbiology** Aug 2010 – Aug 2015
  Department of Biological Sciences, California State University, Los Angeles, LA, CA
- **Founding Faculty, Leadership Team Member and Instructor** 2007 – 2016
  Master of Biotechnology (MBt) Consortium Program, Cal State LA, Cal Poly Pomona, and Cal State Fullerton
- **Member, Faculty Consensus Group** 2007 – 2018
  California State University Program in Education and Research in Biotechnology
- **Assistant Professor of Microbiology** Aug 2004 – Aug 2010
  Department of Biological Sciences, California State University, Los Angeles, LA, CA
- **Associate Director of Microbiology** 2003
  Adaptive Therapeutics, Inc. – San Diego, CA
- **Project Manager**, Merck-Elitra Collaboration 2001 – 2002
  Elitra Pharmaceuticals, Inc. – San Diego, CA
- **Senior Scientist**, Head of Assay Development 1999 – 2002
  Elitra Pharmaceuticals, Inc. – San Diego, CA
- **Research Scientist** 1997 – 1999
  Trega Biosciences, Inc. – San Diego, CA
- **Director of Research** 1996 – 1997
  MicroGenomics, Inc. – San Diego, CA
- **Visiting Scholar** 1985 – 1986
  Canada Centre for Inland Waters, Burlington, Canada
- **Research Associate** 1982 – 1985
  Institute of Hydrobiology, Chinese Academy of Sciences, Wuhan, China

LEADERSHIP AND PROGRAM DEVELOPMENT HIGHLIGHTS

- **Directof of LA BioSpace/Director of Incubator Development and Programming** (Special Assistant to the President of Cal State LA). https://www.calstatela.edu/labiospace

  Responsibilities

  ◊ Serve as the individual responsible for incubator development and integration of academic and community programs.

  ◊ Serve as a representative of Academic Affairs and the University with various external constituencies as needed.

  ◊ Identify ways to elevate the visibility of the incubator to the campus community and beyond.

  ◊ Conduct research on the best practices for a model project.

  ◊ Explore external funding opportunities and assist with developing proposals.

  ◊ Attend meetings with incubator management and Academic Affairs Administrators, faculty, staff, and students as necessary.

  Accomplishments

  ◊ Participated in the initial planning of a campus-based bioscience incubator facility at Cal State LA.

  ◊ Engaged Los Angeles County leaders, advocated for Cal State LA's bioscience initiative, and secured $3,500,000 in grant funding from Los Angeles County (LA County) to start building an incubator facility.

  ◊ Served as co-PI (co-Principal Investigator) of the LA County grant project to oversee incubator planning and construction.

  ◊ Serving as a co-PI and the lead writer, submitted the Public Works grant proposal and secured a $3,192,676 grant award from the Department of Commerce's Economic Development Administration (EDA) to help construct the incubator facility (LA BioSpace).

  ◊ Served as co-PI of the EDA Public Works (construction) grant project to provide oversight on incubator planning and construction.

  ◊ Worked with the advancement team and participated in fundraising efforts to secure a $10 million donation to Cal State LA by the Rongxiang Xu family. As a result, the building within which the LA BioSpace incubator is located was named "Rongxiang Xu Bioscience Innovation Center."

  ◊ Coordinated and helped manage incubator permitting, planning, and construction activities with a total construction budget of over $14,000,000 (including county and EDA grants, Xu family donation, and a CSU system revenue bond loan). The LA BioSpace incubator was opened in August 2021 to serve bioscience startup companies from the LA region.

  ◊ As a delegated project director, approved and submitted quarterly Public Works grant progress reports to EDA.

- ◊ As one of the four founding faculty members, developed Grifols' Microbiology and Pharmaceutical Summer Academy for high school students in collaboration with Grifols Biologicals, LLC. The summer academy was offered during the summers of 2015-2018, and approximately 80 diverse and motivated students from Roosevelt and Garfield High Schools participated.
- ◊ Effectively communicated to and engaged with deans and faculty at relevant colleges at Cal State LA about the campus-wide bioscience initiative.
- ◊ Engaged leaders of LA County's Workforce Development, Aging and Community Services to explore a partnership to sustain Microbiology and Pharmaceutical Summer Academy for high school students.
- ◊ Engaged administrators and faculty at East Los Angeles College and Citrus College to help develop biomanufacturing certificate programs for workforce development for the pharmaceutical industry in the region.
- ◊ Serve as a member and secretary of the Board of Directors for LA Bioscience Hub, a non-profit organization with a mission to support the growth and success of the bioscience industry in the LA Bioscience Corridor along Valley Boulevard in East LA.
- ◊ Serving as a co-PI and the lead writer, submitted a grant proposal in response to the i6 Challenge Grants program from EDA. Received the grant award (total $1,321,455 including cost share from Cal State LA, and two major partners Biocom and Los Angeles Cleantech Incubator [LACI]) from EDA to establish and implement LA BioStart project focusing on Bioscience Entrepreneurs boot camp.
- ◊ Formed a 20-partner consortium for the LA BioStart project (see below).
- ◊ Representing Cal State LA, attended multiple stakeholder meetings, including those convened by Los Angeles County, the City of Los Angeles, and the Los Angeles County Economic Development Corporation.
- ◊ As a coauthor, co-wrote and submitted an abstract for the Coalition of Urban and Metropolitan Universities (CUMU) Annual Conference. The abstract is entitled: "A Bioscience Initiative to Elevate Regional Innovation, Entrepreneurship and Economic Development: Cal State LA's Venture Incubation and Entrepreneur Training Programs." Presented an oral presentation based on an accepted abstract as a "Best Practice" presentation at the conference held Oct 22-24, 2018, in Chicago, IL.
- ◊ For my teaching, pedagogical innovation, research, student mentoring, and services to the university and the community, I was nominated for and received the Academic Year 2018-2019 Outstanding Professor Award at Cal State LA.
- ◊ Served as a critical member of a four-member Fundraising Team to raise funds from foundations and other partners to support LA BioSpace and LA BioStart operations. We have engaged USC, City of Hope, ThermoFisher, VWR, Eppendorf, Nixon-Peabody LLC, Amgen Foundation, UniHealth Foundation, Ballmer Foundation, and Ahmanson Foundation.
- ◊ Serving as the PI, collaborated with Terri Quenzer [Statewide Director, Office of Life Sciences/Biotech, California Community Colleges (CCC)], Charles Eason (Statewide Director, Office of Entrepreneurship of CCC), Wendie Johnston (Regional Director, Office of Biotechnology of California Community Colleges) and other community

college partners, and wrote a foundation grant (to Amgen Foundation) to diversify bioentrepreneurship pipeline by targeting community college students. The Amgen Foundation awarded a $100,000 grant to support us and community college partners (community college state-wide offices of biotechnology and entrepreneurship, Rio Hondo College, Los Angeles Trade Technical College, and Los Angeles Pierce College) to broaden the impact of the LA BioStart boot camp curriculum. We are developing seven bioentrepreneurship course modules to be integrated into classes at the three community colleges.

◊ Participated in writing a philanthropic grant proposal submitted to the UniHealth Foundation to develop an accelerator program for LA BioSpace. The $430,000 grant was awarded in Dec 2020.

- **Director of LA BioStart Bioscience Entrepreneurs Boot Camp Project** (initially funded by EDA i6 grant awarded). https://www.calstatela.edu/labiospace/la-biostart

  Responsibilities

  ◊ Engage government agencies, non-profits, academic institutions, and private industry firms to establish a partnership for the LA BioStart project.

  ◊ Develop curriculum for the Bioscience Entrepreneurs Boot Camp.

  ◊ Recruit instructors and mentors for boot camp.

  ◊ Outreach and recruit applicants for boot camp.

  ◊ Coordinate review and selections for final boot campus participants for five cohorts.

  ◊ Manage the project budget.

  ◊ Supervise one full-term project assistant and two part-time student assistants.

  ◊ Work with campus colleagues and external partners to achieve the goals of the project.

  ◊ Design, plan, and organize bioscience innovation showcases and networking events.

  ◊ Raise additional funding to sustain the LA BioStart project beyond EDA grant support.

  Accomplishments

  ◊ Chiefly conceived, developed (along with two major partners Biocom and LACI), and implemented a bioscience entrepreneurs boot camp (called LA BioStart) that spans five weeks, is composed of 28 different training sessions and involves over 30 biotechnology industry executives and subject matter experts as mentors and instructors.

  ◊ Successfully established a large consortium composed of 20 partners for the LA BioStart project. These partners include EDA, Los Angeles County, City of Los Angeles, Biocom (a major partner), Los Angeles Cleantech Incubator (a major partner), University of California, Los Angeles, University of Southern California, Caltech, City of Hope, Lundquist Institute, Cal Poly Pomona, Pasadena Bio Collaborative Incubator, LA Bioscience Hub, Biotech Collections LA, Grifols Biologicals, LabLaunch, Molecular GPS Technologies, C3J Therapeutics, Synova Life Sciences, and Hatch.

  ◊ Managed a review committee to review over 150 applications and selected 12-18 teams of entrepreneurs for each of the five boot camp cohorts.

- ◊ Successfully organized five cohorts of LA BioStart Bioscience Entrepreneurs Boot Camp between 2017 and 2019, having trained and mentored a total of 100 diverse biotechnology entrepreneurs from the Los Angeles region.
- ◊ Developed a Logic Model for program outcome assessment.
- ◊ Led program outcome assessment and improved programming between cohorts.
- ◊ Conceived the idea of creating an LA BioStar awards program to honor exceptional biotechnology pioneers and leaders in the Los Angeles region, following a similar branding format of LA BioSpace and LA BioStart.
- ◊ Served as the Master of Ceremony for ceremonies of LA BioStar Awards presentation/boot camp graduation with over 100 attendees after each boot camp cohort.
- ◊ Engaged governmental officials and their deputies, including LA County 1st District Supervisor Hilda Solis and 2nd District Supervisor Mark Ridley-Thomas, and Jasson Crockett, Director of Community Business & Economic Innovation in Los Angeles City Mayor's Office.
- ◊ Partnered with multiple external organizations in organizing a series of innovation showcases and networking receptions to promote the regional entrepreneurial ecosystem.
- ◊ Established additional partnerships with Cedar-Sinai Medical Center and the Los Angeles Venture Association.
- ◊ Coordinated with various campus departments to comply with EDA agency rules and regulations.
- ◊ Coordinated with University Auxiliary Services (Cal State LA's grant/contract management entity) colleagues in working out subcontracts with external partners.
- ◊ Participated in drafting and finalizing grant reports.
- ◊ Managed a $1,300,000 budget and supervised one full-time staff and two part-time student assistants.
- ◊ Serving as a co-PI, co-wrote another EDA grant proposal in response to EDA's CARES Act funding solicitation. We proposed to develop and implement a partner-centric accelerator program at LA BioSpace incubator for early-stage life science companies. We requested $2.6 million in EDA funds with a cost-share contribution of $0.7 million for a total cost of $3.3 million. This grant was not funded.
- ◊ Representing Cal State LA, served as a member of biotechnology advisory boards of several local community colleges, including Rio Hondo College, Cerritos College, and Los Angeles Southwest College, Los Angeles Pierce College and West Los Angeles College.
- ◊ Extensively engaged colleagues at other community colleges such as East Los Angeles College, Pasadena City College, Citrus College and Los Angeles Valley College.
- ◊ Serving as a member of Larta Institute's Heal.LA Accelerator Steering Committee.
- ◊ Serving as subcontract PI for a $40,000 subcontract to Larta Institute in a grant application entitled, "Heal.LA Inclusivee Innovation Hub (iHub2)", for State of California funding. The grant was awarded.
- ◊ Extensively engaged with existing and new partners to raise funds to sustain LA BioStart project. The partners include: UCLA, Lundquist Institute, BioscienceLA, Molecular

Express, Inc. Hatchspaces, Pasadena Bio Collaborative Incubator, Cedars-Sinai Medical Center, Jones Lang LaSalle, Kelly Scientific & Clinical, Graystone Morgan Stanley, USC, City of Hope, and Gilead Science. So far, a total of $37,000 has been committed by these partners.

- **Principal Investigator, Subcontract to Los Angeles Cleantech Incubator's (LACI) Regional Energy Innovation Cluster grant project funded by California Energy Commission.**

  Responsibilities

  ◊ Take a leadership role (appointed by AVP Research) on behalf of Cal State LA in partnership with LACI and CSU5, which is the five CSU campuses located within the County of Los Angeles (Cal State LA, Cal State Long Beach, Cal State Northridge, Cal State Dominguez Hills, and Cal Poly Pomona)

  ◊ Manage the subcontract project.

  ◊ Coordinate with campus faculty, students, and administrators in promoting energy innovation and energy efficiency.

  ◊ Engage innovators, entrepreneurs, students, community members, and technical specialists to brainstorm innovative ideas that benefit energy users.

  ◊ Identify and connect entrepreneurs, innovators, and sources of financing within the region.

  ◊ Work closely with faculty and students in Geographical Information System to identify underserved communities in the areas around Cal State LA and identify issues, problems, and opportunities associated with energy within these communities

  Accomplishments

  ◊ Partnered with LACI, CSU Water Resource Policy Institute, and other campuses of CSU5 (the five CSU campuses located in Los Angeles County) in implementing proposed activities.

  ◊ Recruited a junior GIS faculty who took the lead in mapping underserved communities around Cal State LA in energy-relevant issues.

  ◊ Engaged other campus entities and collaborated on issues important for energy innovation/efficiency and urban sustainability.

  ◊ Participated in monthly conference calls with CSU Water Resource Policy Institute staff, CSU5 subcontract PIs, and LACI staff.

  ◊ Coordinated with CSU staff and other CSU5 representatives in planning workshops.

  ◊ Managed budget and worked with post-award group staff to keep track of efforts and timelines (my subcontract PI role ended in 2019 after LACI made a strategic decision to hire an individual to manage relationships with CSU5 campuses).

- **Director, Post-baccalaureate Biotechnology Certificate Program**

  https://www.calstatela.edu/research/hxu3/biotech-certificate

  Responsibilities

  ◊ Seeking external grant to support revamping the program

◊ Redesign the biotechnology certificate program.
◊ Manage the program.
◊ Increase outreach and recruitment efforts to enhance the applicant pool.
◊ Coordinate campus departments to offer elective courses.
◊ Engage local biotechnology firms for internship sites and facilitate summer internship placement for program students.
◊ Work with campus colleagues and external partners to achieve the objectives of the program.

Accomplishments

◊ In collaboration with the chair of the Department of Biological Sciences (Dr. Robert Nissen), co-wrote a grant proposal (Title V-b), which was submitted to the Department of Education to establish a pre-health post-baccalaureate certificate program and revamp the post-baccalaureate biotechnology certificate program.
◊ Received the Title V-b grant award ($2,750,000 over five years) from the Department of Education.
◊ Revamped the curriculum and developed courses for the biotechnology certificate program.
◊ Submitted the program modification proposal and associated new course proposals for review and approval through various levels of the university.
◊ Hired and co-supervised a Ph.D.-level advanced instrumentation technician as part of the grant. This position was subsequently institutionalized as proposed by the grant.
◊ Coordinated with campus colleagues and external partners in implementing proposed plans for the biotechnology certificate program.
◊ Reviewed and selected seven cohorts of diverse program students, with 61% of admitted students from underrepresented minority groups.
◊ Developed policy and requirements for internship program.
◊ Co-managed a budget of $2,750,000 and processed scholarship stipend forms for eligible students.
◊ Taught relevant courses for the revamped biotechnology certificate program.
◊ Participated in drafting and finalizing grant reports.
◊ Established and maintained partnerships with 11 biotechnology firms/organizations for student internship placement. Partners include Grifols Biologicals, Gilead Sciences, Inc., Molecular Express, Inc. Pasadena Bio Collaborative Incubator, Synova Life Sciences, Verrix, LLC, BioVinc, LLC, PACE Diagnostics, Lundquist Institute, Poseidon Laboratory, and Nuanced Health.
◊ Coordinated biotechnology student job/career placements with a 93% placement rate within one year of receiving the biotechnology certificates.

- **Founding Faculty Member, Leadership Team Member, and Instructor**, PABS (Program for Applied Biotechnology Studies) Master of Biotechnology (MBt) consortium program involving Cal State LA, Cal State Fullerton, and Cal Poly Pomona

Responsibilities

◊ Collaborate with faculty and administrators of three campuses to develop MBt program to increase the pipelines of the California biotechnology workforce.

◊ Work with biotechnology industry experts to seek their input for the curriculum.

◊ Design and develop curriculum for the MBt program.

◊ Draft, finalize and submit a new program proposal for reviews at various levels at the university

◊ Hire program director.

◊ Participate in weekly conference calls for application reviews.

◊ Teach one of the core courses at Cal State LA.

Accomplishments

◊ Volunteered time collaborating with faculty and administrators of three CSU campuses to design and develop the MBt curriculum.

◊ Collaborated and engaged biotechnology industry experts to design an industry-responsive MBt curriculum.

◊ Coordinated the review and approval of the MBt program proposal and a new course proposal through departmental, college, and university levels.

◊ Interviewed applicants and hired a program director.

◊ Attended weekly conference calls to finalize MBt curriculum, reviewed and selected five cohorts between AY 2010-11 and AY 2015-16. A total of 71 MBt students have successfully gone through the program, became a vital biotechnology workforce in the state of California, and are currently working in 28 different biotechnology and pharmaceutical firms, including Amgen, Genentech, Allergan, Gilead Abbott, Pfizer, J & J, Grifols, BioMarin, Medtronic, and Takeda.

◊ Taught the core required lab course, Biotechnology Skills Laboratory I, five times.

◊ Was nominated for and awarded the Andreoli Faculty Service Award in 2011 by the California State University system-wide Biotechnology program (CSUPERB).

◊ Was nominated for and awarded the Faculty Research Award in 2018 by CSU system-wide Biotechnology program (CSUPERB).

◊ Applied for and was awarded a CSU Wang Family Faculty Fellowship, AY 2011-2012.

- **Senior Scientist/Project Manager,** Elitra Pharmaceuticals, Inc., San Diego, CA.

Responsibilities

◊ Lead the Assay Development group responsible for performing proof of concept experiments and developing miniaturized assays for high throughput screening.

◊ Collaborate with Gene Identification group to validate regulated antisense essential gene clones using cell-based assays.

◊ Help with high throughput screening campaigns.

◊ Help with filing patent applications.

◊ Wrote small business innovation grant proposals to bring in non-diluted funding.

◊ Participate in strategic collaborations with multiple pharmaceutical companies.

Accomplishments

◊ As a co-inventor of a regulated antisense drug target discovery platform, led the Assay Development Group in developing regulated antisense clones into target-specific drug screening assays for high throughput hit identification. US Patent No, 6,720,139.

◊ Serving as the Principal Investigator and the lead-writer, submitted a Small Business Innovation Research grant entitled, "Genetic arrays for antibiotic target identification," which was awarded by the National Institute of Allergy and Infectious Disease, National Institutes of Health.

◊ Invented the TargetArray platform (a separate platform technology). Patent application publication No. WO 02086097.

◊ Performed experimental proof of concept for the TargetArray platform, wrote parts of a patent application, which became a central foundation for collaboration with Merck Co, Inc. (Merck eventually acquired both the regulated antisense and the TargetArray platforms).

◊ Was appointed as Project Manager of Merck Collaboration Project Team, managing 18 FTEs (full-time equivalents) and budget. The platform was summarized in a report, Xu et al., 2010.

PROFESSIONAL DEVELOPMENT WORKSHOPS

- **From the Laboratory to Leadership** 2000
  Leadership Edge, San Diego, CA
- **Quality Education for Minorities Network Workshop** March 2007
  New Orleans Convention Center, New Orleans, LA
- **Amgen Biotechnology Experience Workshop** Summer 2016
  Huntington Library, San Marino, CA
- **Genomics Education Partnership** (virtual workshop) Summer 2020
  Washington University, St. Louis, MO
- **Alt-Instruction Summer Institute** (virtual workshop) Summer 2020
  Cal State LA. Los Angeles, CA
- **Inclusive Excellence and Equity Fellows Program** Fall 2020
  Cal State LA. Los Angeles, CA (virtual workshop)
- **U-RISE Mentorship Workshop** Spring 2023
  Cal State LA. Los Angeles, CA (hybrid workshop)

RESEARCH

Research Interest Areas - Applied Microbiology and Biotechnology with the projects:

- Novel antibiotic drug discovery employing bacterial functional genomics, chemical genomics, biochemistry, molecular biology, microbial genetics and physiology approaches.

- Mechanisms of antibiotic resistance and virulence and discovery of therapeutic agents targeting resistance or virulence processes.

Research Collaborators:

- Feimeng Zhou, Ph.D., Department of Chemistry & Biochemistry, Cal State LA. Projects: SPR analysis of inhibitor and target interactions; Pathogen detection using SPRi.
- Frank Gomez, Ph.D., Department of Chemistry & Biochemistry, Cal State LA. Project: Magnetic microspheres for detection of bacterial pathogens.
- Qizhuang Ye, Ph.D., Department of Biochemistry and Molecular Biology, Indiana University School of Medicine, IN. Project: Discovery of antibacterial compounds.
- Michael P. Groziak, Ph.D., Department of Chemistry and Biochemistry, Cal State Easy Bay. Project: Discovery of antibacterial compounds.
- Jessica Vey, Ph.D., Department of Chemistry and Biochemistry, Cal State Northridge. Project: Discovery of antibacterial compounds.
- Melanie Osby, M.D., LAC+USC General Hospital, Los Angeles. Project: Phenotypic and genetic profiling of nosocomial bacterial pathogens.
- Wangxue Chen, Ph.D., Institute of Biological Sciences, Research Council of Canada, Ottawa. Project: Virulence factors of Acinetobacter baumannii.
- Xinyi He, Ph.D., State Key Laboratory for Microbial Metabolism, Shanghai JiaoTong University, Shanghai, China. Project: Microbial Genomics and antibiotics.
- Hongyu Ou, Ph.D., State Key Laboratory for Microbial Metabolism, Shanghai JiaoTong University, Shanghai, China. Project: Microbial Genomics and antibiotics.
- Zixin Deng, Ph.D., State Key Laboratory for Microbial Metabolism, Shanghai JiaoTong University, Shanghai, China. Project: Microbial Genomics and antibiotics.
- Edith Porter, M.D., Department of Biological Sciences, Cal State LA. Project: Discovery of antibacterial compounds.
- Gary Fujii, Ph.D. President & CEO, Molecular Express, Inc. Project: Discovery of antibacterial compounds.
- David Sherman, Ph.D., Professor, Life Science Institute, University of Michigan, Ann Arbor, MI. Project: Discovery of antibacterial natural product compounds.
- Jill Adler-Moore, Ph.D., Department of Biological Sciences, Cal Poly Pomona. Project: Virulence factors of Acinetobacter baumannii.
- Rosemary She, M.D., Associate Professor of Clinical Pathology, Director of Microbiology, Keck Medical Center of USC. Project: Phenotypic and genomic analyses of Acinetobacter baumannii clinical isolates.
- Robert J. Clifford, Ph.D., Head of Bioinformatics, Multidrug-Resistant Organism Repository & Surveillance Network, Walter Reed Army Institute of Research. Project: Phenotypic and genomic analyses of *Acinetobacter baumannii* clinical isolates.

Research and Program Grants and Contracts (my roles in parentheses at the beginning of each award; grants/contracts are listed chronologically).

Since I began my academic career at Cal State LA in 2004, I have applied for numerous federal, state, and campus grants. I have received a total of 34 awards, grants, and contracts (below) with **an accumulated total amount of $13,230,351**. Currently, I have two active grants and one active contract.

1. (Principal Investigator, PI) **Ohio Sea Grant** Development Fund, 1994
2. (PI) U. S. **Department of Energy** Global Change Distinguished Postdoctoral Fellowship, 1993-1995
3. (PI) **NIH** Individual National Research Service Award (Postdoctoral), 1995-1996
4. (PI) **NIH** SBIR Grant, "Genetic arrays for antibiotic target identification" (NIH grant #1 R44 AI055172-01), 2003
5. (PI) **CSUPERB** CSU Faculty-Student Collaborative Research Seed Grant, "Construction of *Staphylococcus aureus* strains over-expressing essential genes for antibiotics discovery." 2005-2006. $10,000.
6. (Co-investigator) **Department of Health and Human Services NIH** Research Infrastructure in Minority Institutions (RIMI), Dr. Cardoza, PI. 1 P20 MD001824-01 "CSULA-RIMI: Faculty Career Development, Core Facility." 2005-2010. Total Cost: $4,563,000. direct cost support for H. Xu over five years: ~$350,000.
7. (Co-investigator) **CSUPERB**, CSU Entrepreneurial Joint Venture Matching Grant Program; PI, E. Porter. "Identification of novel lipid-based antimicrobials at the genomic and functional level." 6/1/2006-12/31/2007.
8. (Subproject PI) **Department of Health and Human Services NIH/NIGMS** MBRS-SCORE Subproject; PI, Carlos Gutierrez. S06 GM 8101-34 "An over-expression based assay system for novel antibiotic target identification." 7/1/2006-6/30/2008. Total Cost: $230,052.
9. (PI) **CSUPERB**, Travel Grant. For traveling to Toronto, Canada to present at American Society for Microbiology General Meeting, 2007. $1,000.
10. (PI) **Office of Graduate Studies and Research**, Cal State LA, Principal Investigator, "PSM (Professional Sciences Masters) Skills I Lab Course Development Grant." 7/1/2007 – 6/30/2008. $15,000.
11. (PI) **American Society for Microbiology**, Faculty Travel Grant was awarded to me to travel to ASM General Meeting in Boston, MA, June 2008. $1,500.
12. (PI) **Department of Health and Human Services NIH/NIGMS** SCORE SC3 grant; 1SC3GM083686-01 "Antibacterial target identification using expression of essential genes." 7/1/2008-6/30/2012. Total Cost: $433,500.
13. (PI) **Department of Homeland Security** Scientific Leadership Award For Minority Serving Institutions; 2009-ST-062-000018 "BioSecurity Research and Education Programs at Cal State LA." including budgets for student mentoring and research training, 5/1/2009-4/30/2013. Total Cost: $200,000.
14. (PI) **Department of Health and Human Services NIH/NIAID** R03 grant; 1R03AI0796699-01 "Label-free and simultaneous detection of multiple bacterial pathogens and virulent factors." 6/1/2009-5/31/2011. Total Cost: $144,500.

15. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant, "Contribution of a two-component system to the virulence of *Acinetobacter baumannii* in a mouse model." 7/1/2009 – 6/30/2010. Total Cost: $5,000.
16. (PI) **CSUPERB**, CSU Entrepreneurial Joint Venture Matching Grant Program, co-investigators, Drs. Ken Bradley and Robert Damoiseaux, UCLA. "Identification of antibacterial compounds and their cellular targets." 7/2/2009-12/15/2010. Total Cost: $20,800.
17. (PI) **Department of Health and Human Services NIH/NIGMS** SCORE SC3 grant administrative supplement; 3SC3GM083686-02S1 "Antibacterial target identification using expression of essential genes." 9/30/2009-9/29/2011. Total Cost: $106,194.
18. (PI) **CSU (California State University)** Wang Family Faculty Fellowship Award, 2011-2012. Total cost: $10,000
19. **CSUPERB** (California State University Program for Education and Research in Biotechnology), 2011 Andreoli Faculty Service Award. $1,000
20. (PI) **CSUPERB**, CSU Entrepreneurial Joint Venture Matching Grant Program, Principal Investigator; "Mechanism of pathogenesis of multidrug resistant *Acinetobacter baumannii*." 7/2/2011-12/15/2012. Total Cost: $24,500.
21. (PI) **Department of Defense** Research and Education Program for Minority Serving Institutions, "Discovery of antibacterial natural product compounds using target-specific sensitized *Acinetobacter baumannii* strains" including budgets for student mentoring and research training, 2/1/2012-1/30/2016. Total Cost: $609,074.
22. (PI) **Northrop Grumman Corp** (Contract); "Determination of the time of death for insects." 8/1/2012-12/30/2012. Total Cost: $18,850.
23. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant, Principal Investigator, "Detection and horizontal transfer mechanism of the *bla*$_{\text{NDM-1}}$ gene in clinical isolates of Gram negative bacteria from Southern California." 2/1/2013 – 6/30/2013. Total Cost: $5,000.
24. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant, "Role of surface polysaccharide biosynthesis in the hypervirulence of *Acinetobacter baumannii* LAC-4." 12/2/2014 – 6/30/2015. Total Cost: $5,000.
25. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, One Quarter Creative Leave (for Spring Quarter, 2015), "Role of surface polysaccharide biosynthesis in the hypervirulence of *Acinetobacter baumannii* LAC-4." 12/2/2014 – 6/30/2015.
26. (Co-PI) **Department of Education** Title V, Part B Promoting Postbaccalaureate Opportunities for Hispanic Americans (PPOHA) Program, PI, Robert Nissen; P031M140010 "Expanding opportunities for pre-health and life science professionals" including budgets for student mentoring and research training, 10/1/2014-9/30/2019. Total Cost: $2,750,000.
27. (Co-PI) **County of Los Angeles**, California, PI, Jose A. Gomez; "HUB and Tenant Improvements, Start-Up and Operation of BioSpace LA Incubator." 12/10/2014-11/30/2018. Total Cost: $3,500,000.
28. (PI) **CSUPERB**, Research Development Grant, "The role of *hemO* gene cluster in virulence of *Acinetobacter baumannii*." 7/1/2015-6/30/2017. Total Cost: $15,000.

29. (PI) **CSUPERB**, CSU Entrepreneurial Joint Venture Matching Grant Program, "Mining discovered natural products for high-value antibacterial inhibitor-target pairs." 6/1/2016-11/30/2017. Total Cost: $25,000.
30. (Co-PI) **Department of Commerce** Economic Development Administration, PI, Jose A. Gomez; 07-01-07254-Public Works; "BioSpaceLA: an East Los Angeles Bioscience Business Incubator." 08/01/2015-07/31/2019. Total Cost: $3,192,676.
31. (Subcontract PI) **California Energy Commission**, Lead Organization, Los Angeles Clean Tech Incubator (LACI), Principal Investigator, Neal Anderson; "Los Angeles Regional Energy Innovation Cluster." 8/17/2016-3/31/2022. Total Cost: $4,999,247. (Cal State LA campus total cost: $51,250).
32. (Co-PI) **Department of Commerce** Economic Development Administration (active), PI, Jose A. Gomez; ED17HDQ0200024, i6 Challenge Grant; "LA BioStart Boot Camp: a Boot Camp for Bioscience Entrepreneurs." 01/01/2017-12/31/2020 (with one-year no-cost extension). Major partners: Biocom and LACI. Total Cost from EDA: $499,087. Total Project Cost with match funds: $1,321,455
33. **CSUPERB** (California State University Program for Education and Research in Biotechnology), 2018 Biotechnology Faculty Research Award. $1,000.
34. (PI) **College of Natural and Social Sciences Dean's Office**, NSS Research Grant Application, "*In vivo* efficacy of novel antibacterial isothiazolone compounds in mice." 8/21/2018-12/15/2018. Total Cost: $3,000.
35. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant, "The roles of iron acquisition in virulence of *Acinetobacter baumannii*." 8/2018 – 6/2019. Total Cost: $5,000.
36. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant, "*In vivo* characterization of *entA* mutant and complementation strain." 8/2019 – 12/2020. Total Cost: $5,000.
37. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant, "Phenotypic characterization of a K-locus deletion mutant of LAC-4." 8/2020 – 06/2021. Total Cost: $5,000.
38. (PI) **Amgen Foundation**, "Bioentrepreneurship training to diversify pipeline of biotechnology leaders: targeting students from community colleges." 1/2021 – 12/2022. Total Cost: $100,000.
39. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant, "Potency evaluation of novel enoyl ACP reductase inhibitors." 7/2021 – 05/2022. Total Cost: $5,000.
40. (PI) **Office of the Provost**, Cal State LA Research, Scholarship, and Creative activity, Minigrant (active), "Characterization of Acinetobacter baumannii LAC-4 siderophore mutants." 7/2022 – 05/2023. Total Cost: $5,000.
41. (PI. subcontract) **California Office of Small Business Advocate**, Lead Organization, Larta Institute (active), "Heal LA Inclusive Innovation Hub (iHub2) subcontract to Cal State LA." 4/2022 – 3/2023. Total Cost: $40,000.
42. (PI) **CSUPERB**, Research Development Grant (active), "Molecular mechanisms of capsule biosynthesis in *Acinetobacter baumannii*." 11/1/2022-4/30/2024. Total Cost: $15,000.

Peer-reviewed Publications (in chronological order)**:**

Throughout my career, I have a total of **43 peer-reviewed manuscripts published**, with 30 published since I joined Cal State LA. Sixteen of these 30 papers had student coauthors from my lab (their names underlined).

1. **Xu H,** Dutka BJ. 1987. ATP-TOX system: a new rapid, sensitive bacterial toxicity screening system based on the determination of ATP. **Toxicity Assessment.** 2: 149-166.
2. **Xu H,** Dutka BJ. 1987. ATP-TOX system - a bacterial toxicity screening procedure. **Toxicity Assessment**. 2:357-365.
3. Dutka BJ, Jones K, **Xu H**, Kwan KK, McInnis R. 1987. Priority site selection for degraded areas in the aquatic environment. **Water Pollut Res J Can**. 22: 326-339.
4. **Xu H**, Dutka BJ, Kwan KK. 1987. Genotoxicity studies on sediments using a modified SOS Chromotest. Toxicity Assessment 2: 79-87.
5. **Xu H**, Dutka BJ, and Schurr KM. 1989. Microtitration SOS Chromotest: a new approach in genotoxicity testing. Toxicity Assessment 4: 105-114.
6. **Xu H,** Schurr K. 1989. The Microtitration SOS Chromotest Bioassay for pesticides. pp. 121-126. in D. L Weigmann (ed.) Pesticides in Terrestrial and Aquatic Environments, Virginia Polytechnic Institute and State University, Blacksburg. Virginia.
7. **Xu HH**, Viebahn M, Hanson RS. 1993. Identification of methanol regulated promoters from *Methylobacterium organophilum* XX. **J Gen Microbiol**. 139: 743-752.
8. **Xu HH**, Tabita F.R. 1994. Positive and negative regulation of sequences upstream of the form II cbb CO_2 fixation operon of *Rhodobacter sphaeroides***. J Bacteriol**. 176: 7299-7308.
9. **Xu HH**, Janka JJ, Viebahn M, Hanson RS 1995. Nucleotide sequence of *mxcQ* and *mxcE* genes, required for methanol dehydrogenase synthesis in *Methylobacterium organophilum* XX: a two component regulatory system. **Microbiol.** 141: 2543-2551.
10. **Xu HH**. 1998. ATP-TOX system - a review. pp153-159. in P. G. Wells, K. Lee and C. Blaise (eds.) Microscale Aquatic Toxicology - Advances, Techniques and Practice. CRC Lewis Publishers, Boca Raton, Florida.
11. Gibson JL, Qian Y, Paoli GC, Dubbs JM, **Xu HH**, Modak HV, Horken KM, Wahlund TM, Watson GMF, Tabita F.R. 1996. Molecular control and biochemistry of CO_2 fixation in photosynthetic bacteria. in M. E. Lidstrom and F. R. Tabita (eds.) The Proceedings of 8th International C1 Symposium. Kluwer Academic Publishers, The Netherlands.
12. **Xu HH,** Tabita F.R. 1996. Ribulose bisphosphate carboxylase/oxygenase gene expression and diversity in Lake Erie planktonic microorganisms**. Appl Environ Microbiol**. 62: 1913-1921.
13. Forsyth RA, Haselbeck RJ, Ohlsen KL, Yamamoto RT, **Xu H**, Trawick JD, Wall D, Wang L, Brown-Driver V, Froelich JM, C KG, King P, McCarthy M, Malone C, Misiner B, Robbins D, Tan Z, Zhu Zy ZY, Carr G, Mosca DA, Zamudio C, Foulkes JG, Zyskind JW. 2002. A genome-wide strategy for the identification of essential genes in *Staphylococcus aureus*. **Mol Microbiol**. 43:1387-1400.
14. **Xu HH**, Real L, Bailey MW. 2006. An array of *Escherichia coli* clones over-expressing essential proteins: a new strategy of identifying cellular targets of potent antibacterial compounds. **Biochem Biophys Res Commun**. 349: 1250-1257.
15. Valentine SC, Contreras D, Tan S, Real LJ, Chu S, **Xu HH**. 2008. Phenotypic and molecular

characterization of *Acinetobacter baumannii* clinical isolates from nosocomial outbreaks in Los Angeles County, California. **J Clin Microbiol**. 46: 2499-2507.

16. Piyasena ME, Real LJ, Diamond RA, **Xu HH**, Gomez FA. 2008. Magnetic microsphere-based methods to study the interaction of teicoplanin with peptides and bacteria. **Anal Bioanal Chem**. 392: 877-886.
17. **Xu HH**. Assay development for antimicrobial drug discovery. In A Practical Guide to Assay Development and High-Throughput Screening in Drug Discovery; Chen, T. Ed.; Taylor and Francis; Boca Raton, 2010.
18. Peng Y, Wang C, **Xu HH**, Liu YN, Zhou F. 2010. Binding of α-synuclein with Fe^{3+} and with Fe^{2+} and biological implications of the resultant complexes. **J Inorg Biochem**. 104:365-370.
19. **Xu HH**, Trawick JD, Haselbeck RJ, Forsyth RA, Yamamoto RT, Archer R, Patterson J, Allen M, Froelich JM, Taylor I, Nakaji D, Maile R, Kedar GC, Pilcher M, Brown-Driver V, McCarthy M, Files A, Robbins D, King P, Sillaots S, Malone C, Zamudio CS, Roemer T, Wang L, Youngman P.J., Wall D2010. *Staphylococcus aureus* TargetArray: Comprehensive differential essential gene expression as a mechanistic tool to profile antibacterials. **Antimicrob Agents Chemother.** 54: 3659-3670.
20. Golanbar GD, Lam CK, Chu YM, Cueva C, Tan SW, Silva I, **Xu HH**. 2011. Phenotypic and molecular characterization of *Acinetobacter* clinical isolates obtained from inmates of California correctional facilities. **J Clin Microbiol**. 49(6):2121-31.
21. Yuan H, Chai SC, Lam CK, **Xu HH,** Ye QZ. 2011. Two methionine aminopeptidases from *Acinetobacter baumannii* are functional enzymes. **Bioorg Med Chem Lett.** 21(11):3395-8.
22. Meng J, Kanzaki G, Meas D, Lam CK, Crummer H, Tain J, **Xu HH**. 2012. A genome-wide inducible phenotypic screen identifies antisense RNA constructs silencing *Escherichia coli* essential genes. **FEMS Microbiol Lett**. 329(1):45-53.
23. Zhang L, Yagnik G, Peng Y, Wang J, **Xu HH**, Hao Y, Liu YN, Zhou F. 2013. Kinetic studies of inhibition of the amyloid beta (1-42) aggregation using a ferrocene-tagged β-sheet breaker peptide. **Anal Biochem**. 434(2):292-9.
24. Cheng C, Gao TL, Zhao G, Deng ZX, Hu SC, **Xu HH**, He X.Y. 2013. Evidence from ^{18}O feeding studies for hydroxyl group donor in the reaction catalyzed by cytidylate hydroxymethylase MilA. **Chin Sci Bull**. 58(8):.864-868.
25. Harris G, Kuo Lee R, Lam CK, Kanzaki G, Patel GB, Xu HH, Chen W. 2013. A mouse model of *Acinetobacter baumannii*-associated pneumonia using a clinically isolated hypervirulent strain. **Antimicrob Agents Chemother**. 57 (8):3601-3613.
26. Feng J, Wu J, Dai N, Lin S, **Xu HH**, Deng Z, He X. 2013. Discovery and characterization of BlsE, a radical *S*-adenosyl-L-methionine decarboxylase involved in the blasticidin S biosynthetic pathway. **PLoS One**. 8(7):e68545.
27. de Leseleuc L, Harris G, KuoLee R, **Xu HH,** Chen W. 2014. Serum resistance, gallium nitrate tolerance and extrapulmonary dissemination are linked to heme consumption in a bacteremic strain of *Acinetobacter baumannii*. **Int. J Med Microbiol**. 304 (3-4):360-9.
28. Vinogradov E, MacLean L, **Xu HH**, Chen W. 2014. The structure of the LPS O-chain isolated from *Acinetobacter baumannii* strain LAC-4, a clinical isolate of hypervirulence in mice. **Carbohydrate Res**. 390:42-5.
29. Silva I, Real LJ, Ward MS, **Xu HH**. 2014. A disk-diffusion-based target identification

platform for antibacterials (TIPA): an inducible assay for profiling MOAs of antibacterial compounds. **Appl Microbiol Biotechnol**. 98(12):5551-66.

30. KuoLee R, Harris G, Yan H, **Xu HH**, Conlan WJ, Patel GB, Chen W. 2014. Intranasal vaccination against *Acinetobacter baumannii*-associated pneumonia in mice. **Vaccine**. pii: S0264-410X(14)00310-7. doi: 10.1016/j.vaccine.2014.02.083. [Epub ahead of print].
31. Kanichar D, Roppiyakuda L, Kosmowska E, Faust MA, Tran KP, Chow F, Buglo E, Groziak MP, Sarina EA, Olmstead MM, Silva I, **Xu HH**. 2014. Synthesis, characterization, and antibacterial activity of structurally complex 2-acylated 2,3,1-bezodiazaborines and related compounds. **Chem Biodivers**. 11 (9): 1381-1397.
32. Li J, Yao Y, **Xu HH**, Hao L, Deng Z, Rajakumar K, Ou H.Y. 2015. SecReT6: a web-based resource for type VI secretion systems found in bacteria. **Environ Microbiol**. Jan 30. doi: 10.1111/1462-2920.12794.
33. Ou HY, Kuang SN, He X, Molgora BM, Ewing PJ, Deng Z, Osby M, Chen W, **Xu HH**. 2015. Complete genome sequence of hypervirulent and outbreak-associated *Acinetobacter baumannii* strain LAC-4: epidemiology, resistance genetic determinants and potential virulence factors. **Sci Rep**. 5:8643.
34. Jordan CA, Sandoval BA, Serobyan MV, Gilling DH, Groziak MP, **Xu HH**, Vey JL. 2015. Crystallographic insights into the structure-activity relationships of diazaborine enoyl-ACP reductase inhibitors. **Acta Crystallogr F Struct Biol Commun**. 71(Pt 12):1521-30.
35. Warner WA, Kuang SN, Hernandez R, Chong MC, Ewing PJ, Fleischer J, Meng J, Chu S, Terashita D, English L, Chen W, **Xu HH**. 2016. Molecular characterization and antimicrobial susceptibility of *Acinetobacter baumannii* isolates obtained from two hospital outbreaks in Los Angeles County, California, USA. **BMC Infect Dis**. 4;16(1):194. doi: 10.1186/s12879-016-1526-y.
36. Qiu H, Li Z, KuoLee R, Harris G, Gao X, Yan H, **Xu HH**, Chen W. 2016. Host resistance to intranasal *Acinetobacter baumannii* reinfection in mice. **Pathog Dis**. 74(5). doi: 10.1093/femspd/ftw048. Epub 2016 May 17.
37. Ward MS, Silva I, Martinez W, Jefferson J, Rahman S, Garcia JM, Kanichar D, Roppiyakuda L, Kosmowska E, Faust MA, Tran KP, Chow F, Buglo E, Zhou F, Groziak MP, **Xu HH**. 2016. Identification of cellular targets of a series of boron heterocycles using TIPA II-A sensitive target identification platform. **Bioorg Med Chem**. 24(15):3267-75. doi: 10.1016/j.bmc.2016.05.058. [Epub ahead of print]
38. Cheung Lam, AH, Sandoval N, Wadhwa R, Gilkes J, Do TQ, Ernst W, Chiang SM, Kosina S, **Xu HH**, Fujii G, Porter E. 2016. Assessment of free fatty acids and cholesteryl esters delivered in liposomes as novel class of antibiotics. **BMC Research Notes**. 9:337.
39. Xu Z, Wang Y, Chater K.F., Ou HY, **Xu HH**, Deng Z, Tao M. 2017. Large-scale transposition mutagenesis of *Streptomyces coelicolor* identifies hundreds of genes influencing antibiotic biosynthesis. **Appl Environ Microbiol.** 83(6). pii: e02889-16. doi: 10.1128/AEM.02889-16. [Epub ahead of print]
40. Harris G, KuoLee R, **Xu HH**, Chen W. 2017. Mouse Models of *Acinetobacter baumannii* Infection. **Curr Protoc Microbiol**. 46:6G.3.23. doi: 10.1002/cpmc.36.
41. Luna BL, Garcia JA, Huang G, Ewing PJ, Valentine SC, Chu YM, Ye QZ, **Xu HH.** 2018. Identification and characterization of novel isothiazolones with potent bactericidal activity against multi-drug resistant *Acinetobacter baumannii* clinical isolates. **Int J Antimicrob**

Agents. Dec 26. pii: S0924-8579(18)30369-8. doi: 10.1016/j.ijantimicag.2018.12.007. [Epub ahead of print].

42. Harris G, KuoLee R, **Xu HH**, Chen W. 2019. Host innate immune response to acute intraperitoneal infection with a hypervirulent clinical *Acinetobacter baumannii* isolate in mice. **Sci Rep**, Apr 25:9(1):6538. Doi: 10.1038/s41598-019-43000-4.
43. Harris G, Holbein BE, Zhou H, **Xu HH**, Chen W. 2019. Potential mechanisms of mucin-enhanced *Acinetobacter baumannii* virulence in the mouse model of intraperitoneal infection. Infect Immun. Aug 12, 2019. pii: IAI.00591-19. doi: 10.1128/IAI.00591-19. [Epub ahead of print]

Patents and Patent Applications:

1. Genes identified as required for proliferation in *Escherichia coli*. 2000. Inventors: Zyskind, J. W., Ohlsen, K.L., Trawick, J.D., Forsyth, R. A., Froelich, J. M., Carr, G. J., Yamamoto, R. T., **Xu, H**. US Patent 6,720,139
2. Identification of essential genes in prokaryotes. 2001. Haselbeck, R., Ohlsen, K. L., Zyskind, J. W., Wall, D., Trawick, J. D., Carr, G. J., Yamamoto, R.T., **Xu, H. H**. Publication No. WO 0170955.
3. Methods for identifying the target of a compound which inhibits cellular proliferation. 2001. Carr, G., **Xu, H. H**., Foulkes, J. G., Zamudio, C., Haselbeck, R., Ohlsen, K. L., Zyskind, J. W., Wall, D., Trawick, J. D., Yamamoto, R. T., Roemer, T., Jiang, B., Boone, C., Bussey, H. Publication No. WO 02086097.
4. Identification of essential genes in microorganisms. 2002. Wang, L., Zamudio, C., Malone, C., Haselbeck, R., Ohlsen, K. L., Zyskind, J. W., Wall, D., Trawick, J. D., Carr, G. J., Yamamoto, R., Forsyth, R. A., **Xu, H. H.** Publication No. WO 02077183.

Poster Presentations

Over the years, my lab students and I have presented 72 posters at regional, national and international scientific conferences, averaging 4.5 posters per year.

Oral Presentations and Invited Talks

Since 2004, I have given a total of 24 oral conference presentations and invited seminars.

Grant Reviewer:

1. AAAS Research Competitiveness Program. Research Proposals for Laboratory Diagnostics, Feb 2011. Ad hoc member.
2. DHS. Scientific Leadership Award for Minority Serving Institutions (Bachelor). Ad hoc member.
3. Department of Defense. Peer-Reviewed Medical Research Program. Ad hoc member.
4. National Natural Science Foundation of China. Biosynthetic production of cellulose diesel. May 2011. Ad hoc member.
5. NIH. High throughput assays for probe and therapeutic discovery study section. Ad hoc member.
6. CSUPERB. Annual grants program. Regular reviewer.

Journal Manuscript Reviewer:

1. BMC Microbiology.
2. BMC Infectious Diseases.
3. Antimicrobial Agents and Chemotherapy.
4. Clinical Microbiology and Infection.
5. Journal of Infection.
6. Science Reviews
7. Letter in Applied Microbiology
8. Bioorganic and Medicinal Chemistry
9. Intl J Environ Res Public Health
10. Scientific Reports

Professional Societies:

Member, American Society for Microbiology	1990 – Present
Chinese American Association for Clinical Microbiology	2008 – Present
Overseas Chinese Society for Microbiology	2010 – Present

TEACHING AND STUDENT MENTORING

Courses Taught

Since I joined the university, I have prepared (some developed from scratch) and taught a total of 46 sections of 25 different courses, excluding guest lectures and assisting faculty members of several biotechnology-related classes (BIOL 4450 Bioscience Companies: from concept to market, and BIOL 4540, Fundamentals of Nanomedicine). Additionally, I developed and taught Biotechnology Research Academy (a non-traditional class not reflected in my WTUs) for students of the Post-baccalaureate Biotechnology Certificate Program as part of their required curriculum. These courses are listed below:

1. Principles of Gene Manipulation (BIOL 417) Fall 2004.
2. General Microbiology (MICR 200A) Fall 2004, Winter 2005.
3. Bacterial Structure and Function (MICR 331) Winter 2005.
4. Microbial Genetics (MICR 340) Spring 2005, Spring 2006, Spring 2010, Spring 2011.
5. Special Topic in Microbiology: Antibiotics (BIOL 503) Spring 2005.
6. General Microbiology (MICR 300 replacing MICR 200A, B) Lec Fall 2005 and Spring 2006;
7. General Microbiology (MICR 300) Lab Fall 2006, Fall 2007, and Fall 2008.
8. Bacterial Physiology (MICR 430) Fall 2005, Winter 2006, Winter 2007, Winter 2008, Winter 2009, and Fall 2013.

   As an integral faculty member of our Microbiology core, I actively participated in redesigning our microbiology major program during AY 2011-20212.

9. Seminar: Advanced Microbial Physiology (BIOL 530) Winter 2006.
10. Special Topic in Microbiology: Industrial Microbiology (BIOL 503) Fall 2006.
11. Biological Sciences Seminar (Biol-510) Fall 2007, Fall 2010, Fall 2011, Winter 2013.
12. Seminar: Microbial Genetics – Microbial Genomics (BIOL 516) Fall 2007.
13. Seminar: Special Topics in Microbiology: Chemical Genomics (BIOL 503) Fall 2008.
14. Biotechnology Skills Laboratory I (BIOL 518), Winter 2010, 2011, 2012, 2013, and 2015. New graduate-level lab course developed by me. This course was one of the core required courses for the PABS Master of Biotechnology (MBt) degree program jointly developed and run by three CSU campuses (Cal State LA, Cal State Fullerton, and Cal Poly Pomona).
15. Special Topics in Microbiology: Biology and Pathogenesis of Select Agents (MICR 454L), Spring 2011 and 2012. I developed this new upper-division elective course as one of the objectives for a grant program sponsored by the Department of Homeland Security.
16. Bacterial Physiology Lab (MICR 433) Fall 2013. A course developed and updated by me.
17. Molecular Diagnostics (BIOL 413), Winter, 2014.
18. General Microbiology (MICR 300B) Lab, Winter 2014.
19. Microbial Genetics (MICR 340, revised to include a lab session for the first time) Lecture and Lab, Spring 2014.
20. Seminar: Special Topics in Microbiology: Microbial Genomics (BIOL 544), Fall 2014.
21. General Microbiology (MICR 300A) Lab, Fall 2014.
22. Bioscience Companies: from concept to market (BIOL 445), Fall 2015, Fall 2020.
23. Biotech Applications of Mol and Cell Biology (BIOL 454P or BIOL 4541), Spring 2016, and Spring 2017.
24. Bacterial Physiology (MICR 3500, semester format course taught for the first time) Lecture, Fall 2016.
25. Applied and Environmental Microbiology (MICR 3900), Lecture section and one lab section, Spring, 2022
26. Biotechnology Research Academy (a non-traditional class as part of required activities for students of Post-baccalaureate Biotechnology Certificate Program; students enrolled in BIOL 5980). Every term since Fall 2015.

Mentoring and Student Training

I am passionate about one-on-one teaching activities. I take pride in my ability to inspire, mentor, and train a large number of graduate-level and undergraduate-level students. It has been gratifying to observe my research students' growth and maturation and send them on their journeys to fully realize their potential in the career paths of their passions! Since I joined Cal State LA in 2004, I have served as a major thesis advisor for 40 graduate students and as a member of graduate thesis committees for 24 graduate students. Among the 40 graduate students I mentored, five were awarded CSU system-wide Sally Casanova Pre-Doctoral Fellowship. Additionally, I have mentored and trained 34 undergraduate students and 21 high school or community college or post-baccalaureate students in my lab. Among these 119 students, 69% belong to underrepresented minority groups, while 84% are female.

SERVICES

Since I joined the faculty at Cal State LA in 2004, I have actively served the university at various organizational levels and the larger CSU system, and the community.

Department Level

RTP-A Committee
RTP-B Committee
Post-Tenure Committee
Assessment Committee
Graduate Affairs Committee
Student Outreach and Recruitment (SOAR)
Part-Time Faculty Review Committee
Facilities and Enrollment Management

College Level

NSS Graduate Studies Subcommittee
NSS Information Resources Committee
NSS Faculty Policy Committee (AY2014-15)
NSS RTP-A Committee (Spring 2019)
NSS RTP-B Committee (Fall 2021)

University Level

Radiation Safety Committee (multiple AY; ended Fall 2022)
Institutional Animal Care and Use Committee
Fiscal Policy Committee (AY2011-12; AY2012-13; AY2013-14)
External Awards Nominating Committee (AY2014-15)
California Forensic Science Institute Activities (CFSI) (2008-present). I serve on the CFSI's Coordinating Council Board (2008 – present)
Cal State LA Student RSCA Symposium judge (multiple times)

CSU System-wide and community

CSUPERB Faculty Consensus Group (FCG), from 2005-2018
CSUPERB Faculty Research Award Selection Committee Chair, 2018 and 2019
InterCampus Leadership Team member for the MBt program
Los Angeles Southwest College, Natural Sciences Advisory Committee.
Huntington Medical Research Institute Summer Program Diversity Committee
East Los Angeles College Biotechnology Program Advisory Board member
Member and Secretary, Board of Directors, LA Bioscience Hub, 2015-present
I have been engaging community partners on multiple projects, including the following organizations:

- Grifols Biologicals
- Biocom LA office
- Southern California Biomedical Council
- City of Los Angeles
- Los Angeles County
- Los Angeles Cleantech Incubator
- Biotech Connections Los Angeles
- East Los Angeles College
- Pasadena City College
- Citrus College
- Cerrito College
- Los Angeles Southwest College
- Rio Hondo College
- Los Angeles Trade Technical College
- Los Angeles Pierce College
- Los Angeles Valley College
- C3J Therapeutics
- Cal Poly Pomona
- Caltech
- City of Hope
- LA Bioscience Hub
- Lundquist Institute (formerly L.A. BioMed)
- Molecular GPS Technologies, Inc.
- Pasadena Bio Collaborative Incubator
- Hatch
- Synova Life Sciences
- UCLA
- USC
- Cedars Sinai Medical Center
- Los Angeles Venture Association
- Gilead Sciences, Inc.
- Verrix, LLC
- BioVinc, LLC
- PACE Diagnostics
- Poseidon Laboratory
- TCRcure Pharma

- LARTA Institute

Caprice Young, Ed.D.

[redacted]
www.linkedin.com/in/Caprice-Young-EdD

Summary: A servant leader and innovator with extensive experience supporting boards, increasing student achievement in diverse academic contexts, engaging the community, implementing instructional technology, building trauma-informed mental health support systems, and addressing operational and financial challenges

Education:

Ed.D., Educational Leadership, UCLA, 2008

M.P.A. USC, Ides of March Merit Scholarship, 1991

B.A. (History), Yale University, Robinson Humanitarian Achievement Award, 1988

- California Academic Partnership Program (UC/CSU), Equity Leadership Certification Program (2022)
- Broad Superintendents Academy, 2020
- Pahara Institute/Aspen Global Leaders Network, 2016
- IBM Certified Strategic Consultant, 1998
- Certificate in Management Effectiveness, 1989, University of Southern California
- Public Policy Fellow, Coro Foundation, Los Angeles, 1989

Major Awards:

National Charter School Hall of Fame, 2017

Distinguished K12 Educator of the Year, California State University Los Angeles, 2016

XQ Super School Prize $10m for RISE High, 2016.

School System Leadership:

Interim CEO/Superintendent, iLEAD California, 7/2022-ongoing, Santa Clarita, CA

Served the board by addressing leadership transition issues while maintaining the school site focus on student success and educator empowerment. Provided central services, academic support, and oversight to six schools serving 6,000 K-12 students in project-based learning programs emphasizing social-emotional learning in a variety of program contexts: facilities-based, hybrid, online, studio, and homeschool. Budget: $62 million

National Superintendent, Lifelong Learning and Learn4Life Schools, 8/2018-10/2021, Lancaster, CA

Achieved an 87 percent success rate and a 40 percent college-going rate among an at-promise alternative school population of 49,000 students on 85 school sites that offer accredited high school diploma programs, WIOA, job training, and flexible, personalized education for opportunity youth, especially those who have faced traumatic challenges like homeless, foster care, systemic injustice, incarceration, mental health issues, poverty, and human trafficking, barriers to learning English, special education, or unrecognized giftedness. Budget: $350 million

CEO and Superintendent, Magnolia Educational and Research Foundation Public Schools, 1/2015-6/2018, Los Angeles, CA

Led the non-profit charter management organization of ten STEAM (Science, Technology, Engineering, Arts, and Math) focused schools in three counties in California, serving 4,000 predominantly socio-economically disadvantaged students. Examples of achievements included:

- Integrating the Arts into our STEM programs
- Ending significant pending litigation amicably
- Implementing strategic operations reforms
- Successfully completing a review by the State Auditor
- Earning the highest WASC accreditations
- Raising student achievement across all socioeconomic subgroups
- Building three new school buildings for 1,770 students
- Representing the schools on the Executive Committee of the Special Education Local Planning Agency board
- Ensuring that all eligible Magnolia Science High School Academies received the *US News & World Report Best High Schools recognition and/or* the *Washington Post* designation as the *Most Challenging High Schools.*

Budget: $52 million

Court Appointed Special Advocates (CASA) Honoree, 2002

Coro Crystal Eagle for excellence in public service, 2002

Boards:

Larta Institute, 5/2021-Present, Los Angeles, CA: Larta fosters science and technology innovation for a sustainable world. https://www.larta.org/

EverDriven, (ESG Committee Chair) 7/2021-Present, Denver, CO: EverDriven is the North American leader in transportation, safety, and data solutions that serve the most vulnerable in our communities. https://www.everdriven.com/

Olivela, 1/2014-Present, London, UK: Olivela enables luxury brands the opportunity to transform inventory into measurable impact and consumers to fund important children's causes simply by buying what they love. https://www.olivela.com/

Thomas B. Fordham Foundation and Institute, 6/2009- present, Washington, DC https://fordhaminstitute.org/

Hollygrove Home for Abused and Neglected Children, Board Chair, 1994-1999

San Fernando Valley Mental Health Center, Board Member, 1992-1998

Public Service:

Los Angeles Unified School District, Board of Education, Member and President (elected public board), 1999-2003

Interim CEO and Superintendent, Inner City Education Fund (ICEF) Public Schools, 9/2010-5/2011, Los Angeles, CA

Raised $16 million and completely restructured the finances of a group of 17 academically high performing schools serving 4,500 predominantly Black TK-12th-grade students in Los Angeles. The effort required intensive community engagement and principal coaching to make the changes needed to ensure the survival of these schools. Ninety percent of seniors went on to matriculate into four-year colleges. Budget: $42 million

Not-for-Profit and Foundation Leadership:

Interim President/COO, Edge Foundation, 1/2022-ongoing, remote/Seattle

Interim Co-CEO, Parent Revolution, 12/2014-3/2015, Los Angeles, CA

CEO and President, EnCorps STEM Teachers Program, 6/2011-12/2011, Los Angeles/San Francisco, CA

Vice-President of Education, Laura and John Arnold Foundation, 1/2012-8/2013, Houston, TX: Managed a $110 million portfolio of education innovation grants concentrated on school development, innovation, teacher training, and principal support.

Founding CEO and President, California Charter Schools Association (CCSA), 7/2003-9/2008, Los Angeles, CA

Founder, CharterSafe, a not-for-profit Joint Powers Authority that provides insurance to schools, 2003

Technology Leadership:

President, Education Growth Group (EGG), 9/2010-12/2018, 11/2021-Present Los Angeles, CA: EGG's consulting projects focus on strategic planning for/with education technology and digital curricula developers.

CEO and President, KC Distance Learning, 3/2009-8/2010, Portland, OR; Interim CEO, KC Distance Learning and Vice President of Business Development and Alliances, Knowledge Universe, 10/2008-3/2009, Santa Monica, CA

Led the revitalization, growth, and sale of KC Distance Learning (acquired by K12, Inc. 7/2010, now Stride/FuelEd), a private education subsidiary of the publicly traded company Knowledge Universe Education serving traditional and charter public schools through its digital curriculum and technology service brands Aventa Learning and iQ Academies. Administered the international online secondary school Keystone Academies. In 2009-10, over 62,000 students took courses from KC Distance Learning (more than 170,000 enrollments).

Member, Governor's Advisory Committee on Education (CA), 2002

Teaching:

- **UCLA Graduate School of Education & Information Science**, Lecturer, 2011-12 and 2018-2019 (ELP 450 Education Leadership for third-year doctoral students)
- **UCLA School of Extension,** Lecturer, Charter School Operations, Governance and Finance, 2011-2012
- **University of Southern California,** School Business Officers Program, Lecturer, 2006-2009
- **Broad Institute for School Governance (CRSS)**, Faculty, 2005 and 2006

Earlier Roles:

- Director, Corporate and Foundation Relations, the UCLA Anderson School of Management, 2002-2003, Los Angeles, CA
- Independent Consultant, Parents in Charge, 2002, Los Angeles, CA
- Managing Director, PeopleLink, 2000-2001, Los Angeles, CA
- Senior Manager, IBM Global Service, 1997-2000, Los Angeles, CA
- Assistant Deputy Mayor, Budget and Infrastructure, City of Los Angeles, 1994-1997, Los Angeles, CA
- Acting Budget Director/Special Assistant to the CEO, Los Angeles County Metropolitan Transportation Authority (MTA), 1990-1994, Los Angeles, CA
- Teacher, Liaison Citizen (a JTPA program), 1989-1990, Los Angeles, CA *(youth leadership development and civic engagement program with students from Roosevelt, Jefferson, and Bell High Schools)*

Recent Publications and Interviews:

"Pluralistic Politics Lead to Improved Learning in L.A. Schools," Summer 2022, Vol. 22, No. 3, Education Next, https://www.educationnext.org/pluralistic-politics-lead-to-improved-learning-in-l-a-schools-book-review-when-schools-worked-bruce-fuller/

"Back to School Leader Q&A: Dr. Caprice Young on the Value of Building Relationships," August 31, 2021, Ahead of the Heard, https://aheadoftheheard.org/back-to-school-dr-caprice-young/

"Here's how a trauma-informed approach to remote teaching can help students succeed," May 6, 2020**,** Better Conversation, https://educationpost.org/heres-how-a-trauma-informed-approach-to-remote-teaching-can-help-students-succeed/

"Guidelines for teachers to avoid pitfalls teaching online," Learn4Life, April 22, 2020, https://learn4life.org/guidelines-for-teachers-to-avoid-pitfalls-teaching-online/

"Hey FCC, step up and make sure the internet reaches the families who need it most," April 21, 2020, Better Conversation, https://educationpost.org/hey-fcc-step-up-and-make-sure-internet-reaches-the-families-who-need-it-most/

"Ensuring responsiveness to student needs at Learn4Life," Elliot Levine, Aurora Institute, March 26, 2020, https://aurora-institute.org/cw_post/ensuring-responsiveness-to-student-needs-at-learn4life-schools/

"Lessons from inspirational women," Penny Bauder, Thrive Global, October 25, 2019, https://thriveglobal.com/stories/lessons-from-inspirational-women-in-stem-without-women-well-miss-out-on-at-least-half- of-the-perspective-and-talent-in-this-world-with-dr-caprice-young-and-penny-bauder/

References:

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2024 Attendance for WDB Quarterly

	2024			
Member Name	**Feb.**	**April**	**Aug.**	**Nov.**
Charles Woo – Chair	**Y**	**Y**	**Y**	**N**
Patricia Pérez – Secretary	**Y**	**Y**	**Y**	**N**
Garrett Gin – Treasurer	**Y**	**N**	**Y**	**Y**
Veronica Corona	**Y**	**Y**	**N**	**N**
David Crippens	**Y**	**Y**	**Y**	**Y**
Jesse Cuevas	**Y**	**Y**	**N**	**Y**
Nancy Hoffman Vanyek	**N**	**Y**	**Y**	**Y**
Teraylan (Terri) Hollingsworth	**Y**	**Y**	**Y**	**Y**
LaShondra Mercurius	**Y**	**N**	**Y**	**Y**
Kelly Nguyen	**Y**	**Y**	**N**	**Y**
Casey O'Neill	**Y**	**N**	**Y**	**Y**
Gabriel Pimental	**Y**	**Y**	**Y**	**Y**
Carmen Rad	**Y**	**Y**	**Y**	**Y**
Sergio Rascon	**Y**	**N**	**Y**	**Y**
Maria Turrubiartes	**Y**	**Y**	**Y**	**Y**

"Y" indicates attended by either member or alternate.

"N" indicates absence.					
Revised Oct. 17, 2024					