

MERCEDES BENDER

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<http://www.linkedin.com/in/mercedesbender>

Partner / Brand Strategist

Customer Insights / Consumer Intelligence / Brand Engagement

ABOUT

Senior Brand Strategist with 15+ years of experience, leadership and award-winning success in launching new brands, repositioning existing ones, solving business issues, and developing customer-centric brand cultures. Brings thought leadership and strategy to bridge the divide between insight, foresight and action. Deep experience in all facets of Branding across research, analytics, customer insights, digital products, messaging, engagement and activation. Uses a customer-focus lens to develop strategies that successfully launch products, create brand identities, and establish market position for industry-leading Global Consumer Product Brands. *Background in Retail, Food & Beverage, Digital Tools/Products, Lifestyle and Sports and Fitness.

SKILLS

Skill & Talent: Brand Development (Strategy, Architecture and Research) / Product Development (Management, Roadmaps, Adoption Growth Plans) / Digital Strategy (Web and Mobile app, User Experience (UX), Design Thinking, Content Strategy, Analytics) / Creative Strategy (Briefs, Presentations, Pitches) / Integrated Marketing (Channel Marketing, Brand/Product Launches, Social Media, Community Development) / Research and Analytical Tools (Google Analytics, YouGov, Forrester, Mintel, Kantar Futures, eMarketer, and WARC).

EXPERIENCE

KANTAR – CHICAGO, IL

2020 – Present

Data, insights and consulting company that provides actionable recommendations to clients, worldwide in over 90 markets. Offers a complete, unique and rounded understanding of people around the world: how they think, feel and act, globally and locally.

www.kantar.com

Partner, Client Engagement, Brand Strategy – The face of Kantar when meeting new client to build deeper relationships and uncover cross sell opportunities. Establishes a thought leadership presence with clients, driving satisfaction and oversee implementation while contributing to the development of mid-level staff.

IBM iX / RESOURCE AMMIRATI – CHICAGO, IL / COLUMBUS, OH

2015 – 2019

Resource/Ammirati (www-935.ibm.com/services/ibmix) - Digital marketing firm acquired by IBM (2016) and now operates as consultancy business with an emphasis on technological services in the digital marketing arena. Clients include *Atlanta Falcons, Knorr, Purina, DSW, 1-800-Flowers, FOX Sports, Masters Tournament, Sherwin-Williams, and more.*

Director, Brand Strategy

Part of the Columbus iX Design Studio team (working from Chicago, IL) on Digital and Social Innovation, and Omni Channel E Commerce Solutions. As Senior Brand Strategist, determines the “Who, What and Why” of a client project; Reports to Executive Director and works with senior team leaders across Client Services, Project Management, Research, Creative and Product Developers, and User Experience Designers/Strategists.

Key Client Project:

Sherwin-Williams – Brand Strategy Lead for brand architecture, social media content strategy, digital products for consumer (B2C) and professional (B2B) segments, and development of 2017 – 2019 roadmaps. Translated business objective into brand objectives and created digital products that delivered value to the brand’s key customers across the entire customer journey using experience maps, interviews, etc. and helps determine new and future website and app tools and features. *52% of digital customer engagement resulted in purchase within 2 weeks, *Recipient of 2017 CSCA Creative Best Award for Sherwin-Williams), *Company revenues increased from \$11.34B (2015) to 14.98B (2017), *Recognized by Retail Advertising Industry (in Forbes) for lowest advertising cost increase (6.6%) with fastest growth in revenues (34.4%).

Additional Projects – NV Energy, Kichler Lighting, Sally Beauty, Parker Pens, Libbey Glassware, United Airlines, Shaw Floors,

Westfield Insurance, JP Morgan Chase, White Castle, and DSW

BRADY CORPORATION – CHICAGO, IL

2013 - 2015

International B2B specialty manufacturer of identification and protection products such as high-performance labels, signs, and safety devices, and systems used in facilities, public buildings, transportation and technology. *Sold through distribution channels and E Commerce. (www.bradyid.com)

Product Manager – Manager for four (4) of Brady's largest B2B global Websites: Seton US, Seton UK, Seton FR and Emedco. Product Owner within SCRUM Agile process, working across global team and managed (7) offshore Developers (France and Philippines). Worked with individual Business Owners to understand/validate User needs utilizing analytics, customer behaviors, segmentation and user stories. *Key Projects: Managed 5-month migration and launch of Seton US to shared global platform; and Created unified branding and features across all (4) sites.

LIFE FITNESS – FRANKLIN PARK, IL

2011 - 2013

Global leader in Health, Wellness and Fitness market with a family of brands across a full-spectrum of lifestyles. Distributed over 120 countries. Brands include: Hammer Strength, Cybex, ICG, SCIFIT, PowerMill Climber, Halo Fitness, and more. (www.lifefitness.com)

Product Manager (2012 – 2013) – Developed business cases to define and develop consumer fitness equipment, including website and mobile application products. Led team of 12 marketers, engineers and developers. *Key Projects: Managed redesign of 5 consumer equipment products; Launched smart device console products; Redesign of eSeries elliptical cross-trainers; and white-label elliptical cross-trainer for the Costco market.

Ecommerce Lead (2011 – 2012) – Development of company's B2B website; Designed website UI and created content utilizing user experience and ecommerce best practices. Recruited and led a team of 5. *Developed website launch plan that led to a 15% adoption rate in the first 5 months.

EARLIER PROFESSIONAL ROLES

2004 - 2011

Web/Online Promotion Operations Manager / ENSERVIO (www.enservio.com) (2009 – 2011)

Business Operations Analyst / SEARS HOLDINGS CORPORATION (<http://www.searsholdings.com/about>) (2008 – 2009)

Sponsorship Sales Executive / AT&T WIRELESS (www.att.com/wireless) (2004)

ENTREPRENEURSHIP

Founder, Jeanotype (2005 – 2011) / Launched ecommerce website (www.Jean-O-Type.com), an online women's apparel boutique specializing in recommending premium denim jeans brands for different body types. [PR.com](#) (2008); [Chicago Tribune](#) (2008); Bloggers & Influencers: Wendy Donahue

CONSULTING

Community Partner, Brand Innovation & Digital Strategy – 18 Coffees (www.18coffees.com) (2018 – Present)

*Brand Experience book for *Restore Bronzeville* (Restorative Justice Hub) and growth strategy work session for *ShoppingGives* (funding platform).

Senior Planner, CPG Brand Consultant – Intersport (www.intersport.net) (2015)

*Experiential and sponsorship consultant, *Smithfield Foods*. *Resulted in growth of brand awareness, brand affinity and customer engagement.

Consultant - Kellogg Consulting Lab – Orbitz Rewards Visa Card / A.T. Kearney Firm Chicago, IL (<http://www.orbitz.com/rewards/>) (2015)

Consultant - Kellogg Marketing Research Lab – Waveland & Clark Furniture, Chicago, IL (www.wavelandandclark.com) (2015)

Consultant – Kellogg Corps – Sugarpie Ltd. – Nairobi, Kenya (www.sugarpiecupcakes.com) (2014)

EDUCATION

Master of Business Administration – Kellogg School of Management, Evanston, IL
Major(s) in Marketing, Innovation & Entrepreneurship, Management and Organizations

Bachelor of Science – Xavier University of Louisiana, New Orleans, LA
Major in Biology / Minor in Chemistry

Ken Dickerson

97agrat@earthlink.net

Education

BACHELOR SCIENCE | MAY 1986 | CHICAGO STATE UNIVERSITY

- Major: Marketing
- Minor: Finance

Skills & Abilities

MANAGEMENT

- 2.5 years account management experience as Lease Account Manager with Ryder Systems
- 13 years people management experience as Franchise owner with UPS and Seva Beauty Spa
- 8 years people management experience as District Manager with Sanofi Aventis and Daiichi Sankyo
- 9 years people management experience as Regional Director with Daiichi Sankyo

SALES

- 2.5 years sales experience as Sales Representative with Goodyear Tire & Rubber Co
- 7 years sales experience as Sales Representative with Sanofi Aventis

COMMUNICATION

- With 30 years combined experience selling to internal and external customers and leading people I've had the opportunity to develop strong communication skills. I've utilized my communication skills in one on one situations as well as presenting in front of 100's of people at national sales meeting. The most important use of these skills is when I partner with team members on personal developmental plans and marketing plans designed to exceed expectations.

LEADERSHIP

- As a District Sales Manager with Sanofi Aventis and Daiichi Sankyo I successfully lead Pharmaceutical Sales Reps by partnering with them to achieve goal 6 out of 8 years
- As a Regional Sales Director with Daiichi Sankyo I successfully lead 8 to 12 District Managers by partnering with them to win 3 Region of the Year Awards.

Experience

FRANCHISEE | CHRISTIAN BROTHERS AUTOMOTIVE SERVICE | 2021

FRANCHISEE | SEVA BEAUTY | APRIL 2016 TO PRESENT

- Successfully operated spa with offering eyebrow, eyelash, facials and waxing services to clients. One of the top performing locations in the system due to my hands-on approach to leading the team to execute their individual and team goals.

FRANCHISEE | THE UPS STORE | MAY 2004 TO JANUARY 2017

- Purchased existing location and as absentee owner worked through manager to turn around struggling location within 12 months to make it profitable.

REGIONAL SALES DIRECTOR | DAIICHI SANKYO | JUNE 2006 TO DECEMBER 2015

- Successfully led regions of 80 to 115 sales representatives and 8 to 11 managers to achieve annual goals. My regions won 3 national Gold Cup Awards and I promoted many representatives to various roles throughout the organization.

DISTRICT SALES MANAGER | SANOFI AVENTIS | AUGUST 1991 TO MAY 2006

- Successfully led districts of 8 to 13 sales representatives to achieve annual goals. My district exceeded goals 6 out of 8 years and I promoted many representatives to various roles throughout the organization.

LEASE ACCOUNT MANAGER | RYDER SYSTEMS | JUNE 1988 TO JULY 1991

- Won Rookie of the Year Award as top producing account manager. Managed over 25 accounts ranging in annual revenue of 150,000 to 150,000,000.

SALES REPRESENTATIVE | GOODYEAR TIRE & RUBBER | JUNE 1986 TO MAY 1988

- Covered the state of Indiana along with portions of Illinois and Ohio. Successfully partnered with 15 Goodyear Services Centers to achieve sales goals along with Car Quest Auto Parts stores.

VOLUNTEERING

Trinity United Church of Christ, Trustee 1995-2019

Trinity Oaks and Trinity Acres Senior Housing Board of Directors 2010 – Present, Chairman

Bronzeville Little League Board of Directors, 2015 - 2016

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Higher Education & Post-Secondary Strategy Professional

Dynamic professional with extensive experience in identifying, developing, and implementing innovative student services, and strategic learning initiatives in both higher education and K-12 settings. Highly skilled in engaging various stakeholders and fostering successful partnerships through intentional and strategic leadership.

Areas of Expertise Include:

- Higher Education & K-12
- Project Management
- Assessment Design
- Student & Academic Affairs
- Organizational Development
- Higher Ed. and K-12 Strategy
- Curriculum Design
- Program Development
- Leadership Training

Education

Certificate in Advanced Education and Executive Leadership

Harvard University, Cambridge, MA | Online Program | 2019

- CAEL Program: K-12 Policy, Driving Change

Doctor of Education in Higher Education Administration Leadership

University of Southern California, Los Angeles, CA | 2019

- Dean's List Student
- USC Rossier School of Education Continuing Student Academic Merit Scholarship

Master of Education in Postsecondary Administration Student Affairs

University of Southern California, Los Angeles, CA | 2013

Bachelor of Arts in Politics and Bachelor of Arts in Sociology (Double Major)

University of California, Santa Cruz, Santa Cruz, CA | 2006

- Dean's List Student
- College Honors in Leadership
- Graduated with Recognition in Outstanding Community Involvement

Teaching & Faculty Experience

California State University, Northridge, Northridge, CA

Aug 2012 – May 2015

- Instructor: Education and Psychology
EPC 499C, PSYCH 497C, EDUC 296B/C: Applications in Community Psychology, Student Advocacy.
Taught three different undergraduate-level courses in the areas of suicide depression awareness and prevention, eating disorder awareness and prevention, and sexual assault and sexual violence awareness and prevention.

University of Southern California, Los Angeles, CA

Dec 2012 – May 2013

- Assistant Instructor: USC Rossier School of Education | PASA Program
EDHP 657: Management of Student Services in Higher Education.
Graduate-level course that explored theories of college student development and application of developmental models for program design, interventions, outreach, and research programs.

University of Southern California: Upward Bound, Los Angeles, CA

July 2012 – Sept 2012

- Course Instructor
Sociology: "Social Justice and Leadership."
Emphasized intercultural and multicultural studies, power, privilege, and equity across social systems for high school students.

University of Southern California, Los Angeles, CA

Jan 2011 – May 2011

- Assistant Instructor: USC Rossier School of Education
EDHP 552: The Politics of Difference
Graduate-level course that examines issues of: power, identity, social justice, and equity in higher education.

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University of California, Santa Cruz, Santa Cruz, CA

Jan 2006 – April 2006

- Course Instructor
CLIE 85: “Exploring Social Justice Issues”
Leadership course for undergraduate students pursuing student leadership in college; course themes centered around social justice and community and taught as a dialogue-based course.

Professional Experience

Thrive Chicago, Chicago, IL

May 2019 – Present

Director, Postsecondary Strategies

Development, strategic oversight, and continuous innovative build of Thrive Chicago’s postsecondary portfolio.

Responsible for developing and maintaining key executive level relationships to ensure that collective strategies are successfully executed, ensuring that strategies are data- and research-informed, and for broadly communicating successes and challenges to continuously refine the collective strategies ecosystem of K-12 and higher education in Chicago.

City Colleges of Chicago, Chicago, IL

May 2017 – March 2019

Director, Post-Secondary Education Navigation (December 2017 – March 2019)

Development and strategic management of City Colleges of Chicago, Chicago Public School (CPS), and office of the Mayor’s collaborative student success initiative: Post Secondary Navigation. Programmatic development, design strategy, and management supporting post-secondary attainment of students in K-12 schools Citywide.

- Hiring, Training, and Management of 7 full time Post Secondary Navigators working in Chicago Public Schools.
- Development of Post Secondary advising strategy and framework for secondary and post-secondary stakeholders- 17 CPS (K-12) schools, 7 networks, and a 7-campus community college network.
- Interface with educational administrators, faculty, leadership, and staff from Chicago public schools (CPS), the City Colleges of Chicago, and the post secondary leadership team of the Office of the Mayor.
- Implementation of strategic, and national, best practices in academic, workforce, and professional learning for students in K-12 setting, life long learners, and post secondary settings.
- Development of programs and academic initiatives/policies conducive to student success and post secondary placement.
- Facilitation of secondary and post secondary programs and initiatives for students- with intentional service for low income, first generation, and historically underrepresented students from urban environments.
- Assessment, research strategy, and development of institutional best practices in K-12, and transition for under-resourced schools.
- Relationship management, interface, and institutional strategy within large and complex networks.
- Serve on citywide committees, professional network committees, mapping policy and assessment work across the CPS district.
- Development of strategic partnerships with leadership in private/public 4-year, community college, and K-12.

Director of Student Development (May 2017 – December 2017)

Education and organizational leadership strategy, programmatic development, design, learning outcomes and assessment in support of Wilbur Wright College’s Title V strategic initiatives for incoming and current students.

- Oversight of spend-down, utilization, and implementation efforts of Wilbur Wright College’s Title V grant budget: Approx. 3.5 Million Dollars for fixed 5-year term- 300k spend down oversight.
- Development of college-wide budgetary process and procedural efforts for Title V funding and acquisition.
- Capital Development, curricular, and co-curricular design of Wilbur Wright College’s new Cultural and Academic Center.
- Strategic Resource, planning, and development specific to Wright College Title V Efforts and budget.
- Cross Collaboration and multi-divisional wrap around Title V service development.
- Creation and Development of student programs and support services with focus on service for Hispanic and Latinx student populations.
- Supervision of staff and student support service efforts for the “Wright in Your Corner” academic support and student service center.

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- Implementation of Student support and service efforts for two-college campus system: Wright College and Wright College Humboldt Park Vocational Campus (HPVC).
- Committee work: Equity Committee, Title V steering committee, Cultural Month Committee/s.

National Association of Secondary School Principals (NASSP), Chicago, IL April 2016 – Present
Education Program and Leadership Curriculum Consultant

Provide education and organizational leadership strategy, development, and consultancy in curriculum development and design, learning outcomes and assessment, and staff training for leading organization of school principals, assistant principals, and school leaders from across the U.S. and in 35+ countries worldwide.

- Deliver professional/personal development presentations to educators, school administrators, and students at conferences across the U.S.
- Build conference curriculum and design engagement tools to support post secondary attainment (K-12).
- Develop and craft conference agendas and presentations.
- Prepare executive summaries with recommendations for program and curriculum design improvements.
- Interface with educational administrators, faculty, and staff from regional and national school districts, colleges, and universities.
- Organize leadership sessions, mock interview process, and panel moderation with university admissions representatives.
- Conference work includes:

- National Honor and Junior National Honor Society Summit/Conference:
Content and curriculum design. Professional speaker: "Effective and Persuasive Communication," "Strategies for Community Engagement," and keynote speaker for "Improving 21st Century Learning Environments."
Conferences attended by approximately 800 students.

April 2016: Albuquerque, NM

Oct 2016: Reston, VA

Nov 2016: San Diego, CA

Mar 2017: Dallas, TX

April 2017: Boston, MA

April 2017: Albuquerque, NM

Oct 2017: Minneapolis, MN

Nov 2017: Pittsburgh, PA

March 2018: Stamford, CT

April 2018: Huntsville, Maryland

September 2018: Stamford, CT

- R.S.V.P. (Raising Student Participation and Voice) National Conference:
Conference development and design/executive review consultation.
Attended by approximately 60 people.

Oct 2016: Huntsville, AL

- LEA.D. National Conference:

Professional speaker: "Becoming a LEADER: Exploring your leadership potential."

Conference organizational support and panel moderation consultation.

Conference attended by approximately 600 people.

Nov 2016: Denver, CO

February 2017: Washington, D.C.

February 2017: Chicago, IL

February 2018: Washington, D.C.

February 2018: Chicago, IL

November 2018: Orlando, FL

February 2019: Washington D.C.

January 2020: Washington D.C.

February 2020: Chicago, IL

- NASSP Virtual College Fair:

Professional Speaker: "A seat at the table: finding your voice in college academics and leadership."

May 2017: Chicago, IL

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Developed, managed, and organized university-wide Peer Education Programs and University Wellness Initiatives.

- Supervised professional staff of 7 graduate and undergraduate assistants and 100 peer educators.
- Increased student health and wellness initiatives from 7 programs to 57 programs annually.
- Managed \$20k grant budget and oversaw student-led fundraising efforts within the local community and cross-campus funding efforts with various campus groups.
- Conducted 10-15 trainings on peer mentorship, effective presentations, and graduate assistantship training.
- Identified and implemented program evaluation methods; built and modified evaluation tools and assessments.
- Performed counseling and trained students on peer mentor crisis intervention and referral procedures.
- Created and designed curriculum for 6 undergraduate courses.
- Led instruction for 3 undergraduate Education, Educational Psychology, and Psychology courses: EDUC 296B/C, EPC 499C, Psych 497C: Applications of Community Psychology and Student Advocacy (areas of: Disordered Eating, Depression and Suicide, and Sexual Assault awareness and prevention).

California State University, Monterey Bay, Monterey Bay, CA

Jan 2012 – July 2012

Advisor, Cross Cultural Center

Created and facilitated campus-wide mentor program. Integration of campus diversity, cultural competency, and cross-cultural training efforts.

- Managed and designed 15 programs and events within the cross-cultural center attended by approximately 200 students.
- Identified and implemented program evaluation methods; built and modified evaluation tools and assessments.
- Trained 10 student workers.
- Developed and managed campus-wide Peer Mentor Program consisting of 40 students.

University of Southern California, Los Angeles, CA

July 2009 – May 2011

USC Peer Mentor Program Coordinator, LGBT Resource Center (July 2010 – May 2011)

Managed LGBT Peer Mentoring Program serving 100 student mentees and mentors.

- Oversaw 35 student mentors and mentees.
- Collaborated with Center Director to match mentors and mentees; monitored progress and status of all mentors and mentee pairs.
- Integrated and coordinated 2 mentor trainings per semester; developed and presented training materials.
- Facilitated regularly scheduled monthly group meetings with mentors and mentees and coordinated 3+ programs and events per semester to develop mentor/mentee rapport.
- Aided student development efforts and identified crisis management and potential threat assessment.
- Conducted interviews with students interested in being paired with a mentor and students interested in becoming a mentor; developed mentor/mentee pairing based on assessment of students' developmental needs.

Residence Coordinator, Office for Residential Life (July 2009 – May 2012)

Oversaw community development efforts, student behavior, and crisis management for on-campus residential apartment communities of 475 upper-class students.

- Managed staffing, including training, supervision, committee work, and evaluation of 13 graduate and undergraduate Resident Advisors.
- Administered \$20K programming budget.
- Collaborated with Academic and Student Affairs division leaders on educational projects and programs designed to meet academic and developmental needs of students.
- Served as student conduct hearing officer for students who were allegedly involved in violation of department and/or university policies.

Academy of Art University, San Francisco, CA

Sept 2007 – July 2009

Area Coordinator, Office for Residential Life (Feb 2008 – July 2009)

Managed 4-building "First Year Experience" residential area consisting of 700 first-year students.

- Created and implemented first-year student development programming and conduct model.
- Oversaw staffing, training, supervision, and evaluation of 2 professional resident directors and 27 graduate and undergraduate residential life staff members.

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- Coordinated Pre-College Summer Art Program for approximately 700 high school students.
- Administered \$40K budget.

Resident Director, Office for Residential Life (Sept 2007 – Feb 2008)

Oversight of a traditional-style residence hall housing 400 students.

- Managed staffing, supervision, and evaluation of 10 resident advisors.
- Developed program initiatives and administered judicial and conduct processes.
- Promoted to Area Coordinator within 5 months of hiring date.

University of California, Santa Cruz, Santa Cruz, CA

June 2005 – Sept 2007

Housing Coordinator, Office for Residential Education (Oct 2006 – Sept 2007)

Coordinated housing process for 2 on-campus colleges encompassing 1,200 beds across 6 buildings, 3 apartment community buildings, and an international living center.

- Organized residential hall assignments, cancellations, modifications, and relocations for the International and Global Perspective and the Social Justice and Community on-campus colleges.
- Recruited, trained, and supervised 3 student office assistants.
- Developed informational programming and events on housing and roommate selection.
- Participated in projects, assignments, and university events, including staff and student-wide development activities and meetings.

Residential Life and Housing Office Manager (Sept 2006 – Oct 2006)

Organized student housing application, selection, and placement process.

- Served as primary administrative assistant within housing office.
- Collaborated directly with Assistant College Administrative Officer, Housing Coordinator, and Housing Office Manager.
- Oversaw 2 student staff office assistants.
- Facilitated scheduling of appointments for students, staff, and parents.

Fall Orientation Assistant and Community Programs Assistant (June 2005 – Sept 2006)

Managed student events and programs, including freshmen orientation.

- Planned and organized all orientation events for incoming freshmen class attended by 1000 students, including overseeing coordination of 100 student staff members.
- Served as assistant to College Programs Coordinator.
- Oversaw 30 student staff volunteers; interviewed and selected student volunteers and orientation leaders.

Professional Association and Committee Membership

- NASPA: Student Affairs Administrators in Higher Education | Member
- Post-Administrative Student Affairs Social Chair, University of Southern California | 2010 – 2011

Presentations

- LGBTQ Training: City Colleges of Chicago, Wilbur Wright College. Chicago IL November 2017.
- National Association for Secondary School Principals (NASPP): Virtual College Fair: "A Seat at the Table: Finding your Voice in College Academics and Leadership." Chicago, IL May 2017.
- National Honor Society/Junior National Honor Society (NHS/NJHS) Summit: "Strategies for Community Engagement." Albuquerque, NM April 2017.
- National Honor Society/Junior National Honor Society (NHS/NJHS) Summit: "Effective and Persuasive Communication." Boston, MA April 2017.
- National Honor Society/Junior National Honor Society (NHS/NJHS) Summit: "Effective and Persuasive Communication." Dallas, TX March 2017.
- National Association of Student Councils (NASC): "LEAD Conference: Becoming a LEADER: Exploring your Leadership Potential." Washington, D.C., Feb 2017.
- National Association of Student Councils (NASC): LEAD Conference: "Becoming a LEADER: Exploring your Leadership Potential." Chicago, IL, Feb 2017.
- National Honor Society/Junior National Honor Society (NHS/NJHS) Summit: "Effective and Persuasive Communication." Columbus, OH, Dec 2016.
- National Association of Student Councils (NASC): LEAD Conference: "Becoming a LEADER: Exploring your Leadership Potential." Denver, CO, Nov 2016.

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- National Honor Society/Junior National Honor Society (NHS/NJHS) Summit: “Effective and Persuasive Communication.” San Diego, CA, Oct 2016.
- National Association for Secondary School Principals (NASSP): “Strategy for Community Engagement: Creating a Culture of Inquiry.” Reston, VA, Oct 2016.
- National Honor Society/Junior National Honor Society (NHS/NJHS) Summit: “Effective and Persuasive Communication.” Albuquerque, NM, April 2016.
- University of Southern California: “Research to Practice: Making Assessment count in Higher Education.” Los Angeles, CA, Feb 2015.
- BACCHUS Network Peer Education Training. California State University, Northridge, CA, Aug 2013 and Aug 2014.
- University of California, Irvine: “University Programmatic Best Practices in the Areas of: Disordered Eating, Suicide and Depression, and Sexual Assault and Sexual Violence Awareness and Prevention.” Irvine, CA, April 2014.
- The Blues Project: “LGBT College Students and Mental Wellness.” California State University, Northridge, CA, Oct 2012.
- California State University, Northridge: “Joint Advocates on Disordered Eating: Peer Education Training.” Northridge, CA, Aug 2012.
- Keynote Speaker: Rainbow Graduation. California State University, Monterey Bay, CA, May 2012.
- Center for Student Success: “Mentoring LGBT Students.” California State University, Monterey Bay, CA, March 2012.
- Cross Cultural Center Peer Mentor Training: Facilitation/Creation. California State University, Monterey Bay, CA, Feb 2012.
- TRIO Programs: “Effective Mentoring and First Generation Students.” California State University, Monterey Bay, CA, Jan 2012.
- Residential Education Graduate Training: University of Southern California, Los Angeles, CA, 2009 – 2011.
- Residential Education Resident Advisor Training: Facilitation. University of Southern California, Los Angeles, CA, 2009 – 2011.
- Out to Innovate Conference: “Mentoring LGBT Students in the STEM Fields” University of Southern California, Los Angeles, CA, Nov 2010.
- Advanced Student Developmental Theory (EDUC 708). “LGBT Student Developmental Theory - From the Practitioner Lens.” University of Southern California, Los Angeles, CA, Nov 2010.
- LGBT Peer Mentor Training. Facilitation/Creation. University of Southern California, Los Angeles, CA, Oct 2010.
- University of Southern California: “Gender in the Workplace: Discussion on Masculinization of Women in the Workplace.” Los Angeles, CA, Oct 2010.
- Resident Advisor Training, Professionalism and Diversity Training: Facilitation, Academy of Art University, San Francisco, CA, 2007 – 2009.

Publications and Research Projects

- Southern California Institute of Architecture/ SCI-Arc: “National Science Foundation (NSF) STEM Grant”: April 2018.
- Advise Magazine: “The Power of National Leadership Experience: Exploring Leadership Development.” Published: April/May 2017.
- Advise Magazine: “The Middle Ground: Two Questions to Consider” Published: April/May 2020.
- National Association for Secondary School Principals (NASSP): “Making the Most of Your Scholarship Applications and Essays.” Published: Dec 2016.
- LGBT Resource Center: Programs Assessment Research Project: University of Southern California, 2010 – 2011, Published Feb 2010.

Awards

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- Advisor of the Month, National Residence Hall Honorary Association, Pacific Affiliate of College and University Residence Halls | Feb 2012
- Outstanding Graduate Student Award, University of Southern California | May 2011
- Order of Arête Service and Leadership Award, University of Southern California | May 2011
- Lavender LGBTQ Service Award, University of Southern California | May 2011
- Remarkable Woman of the Year, University of Southern California | March 2011

Brandon Lee Kimble

✉: bkimble@regenerationschools.org

EDUCATION

OHIO STATE UNIVERSITY, 2001 – 2004

Bachelor of Science in Early Childhood Education, 3.1 GPA in major

President of Phi Beta Sigma Fraternity, Inc., Delta Omicron Chapter, 2003 – 2004

Honors and Awards: recipient of a full merit-based tuition scholarship

Certifications and Programs:

- 2005 Teach For America Greater New Orleans Alum
- Texas Generalist 4-8 Standard Teaching Certificate
- Relay Graduate School of Education, National Principal Supervisors Academy, 2019

EXPERIENCE

REGENERATION SCHOOLS, CHICAGO

Superintendent

July 2017 - Present

Associate Managing Director

Chicago, IL

July 2015 – July 2017

- Manage three schools and coach three middle school principals, three DCIs, and two instructional leaders around analyzing data, giving teachers real-time feedback, facilitating effective observation feedback meetings using Relay GSE's "See It, Name It, Do It" protocol, creating and modifying instructional plans, developing leadership presence, planning professional development, and maintaining a warm-strict school culture
- **Led three schools to perform in the top 2% of schools in Illinois with similar demographics on the PARCC Assessment**
- Improved all three schools' ratings from *Underperforming* to *Commendable* on the Illinois School Report Card, which resulted in earning *Good Standing* for their school quality ratings
- Meet with school leaders and teachers weekly to ensure they are using exit ticket, quiz, and interim assessment data to drive instruction daily
- Set and communicate network-wide priorities to school leaders and gives feedback on deliverables weekly
- Collaborate with school leaders to ensure that curricula, rigor, and teaching methods are horizontally and vertically aligned within our schools and within our network
- Advise school-based leadership to ensure they make high quality staffing, master scheduling, and instructional decisions based on the shifts required by the Common Core State Standards
- Created a discipline and culture playbook for our network's dean of students and school leaders
- Coordinate and facilitate network-wide professional development sessions for middle school teachers and staff

CHICAGO INTERNATIONAL CHARTER SCHOOL – AVALON CAMPUS

Middle School Principal

Chicago, IL

May 2012 – July 2015

- **Ranked #1 in Illinois for PARCC Math and Reading results for schools with similar demographics**
- Achieved the 98th national school growth percentile on NWEA Math and the 99th national growth percentile on NWEA Reading
- Scored in the 87th national school attainment percentile on NWEA Math and the 90th national school attainment

percentile on NWEA Reading

- Improved CICS-Avalon's School Quality Rating Policy from the lowest possible rating (Level 3) to the highest possible rating (Level 1+) in two years. This rating takes into account not only academic performance, but also school culture, attendance, graduation, and college preparedness.
- Recognized by Mayor Rahm Emanuel for narrowing the achievement gap by bringing targeted groups at my school above the 70th national performance percentile
- Conduct observations, provide teachers with feedback, and facilitate coaching meetings weekly which resulted in students making an average of 2.58 years of growth in reading, 2.2 years of growth in math, and 3.1 years of growth in science in one school year as evidenced by NWEA assessments
- Facilitate weekly professional development sessions that target six levers of highly effective schools: data-driven instruction (DDI), observation and feedback, instructional planning, student culture, staff culture, and school leadership team management
- Increased academic rigor of school curriculum and assessments by rewriting and aligning objectives to the Common Core Standards
- Reduced student discipline rate by 80% by implementing an incentive-based paycheck system and a strict discipline code within a no-excuses model
- Revised the master schedule by increasing instructional minutes for all core content areas and including intervention and enrichment blocks at the end of the day
- Designed objective-driven after school and Saturday tutorial programs for students in need of interventions in mathematics, reading, writing, science, and social studies

ROCKETSHIP MATEO SHEEDY ELEMENTARY SCHOOL

Academic Dean & BTSA Coach

San Jose, CA

2011 – 2012

- Utilized innovative instructional coaching practices, such as Real Time Coaching (RTC) and videotaping lessons, to ensure that 100% of my teachers' students are on-track for 1.5 years of growth in mathematics and literacy, resulting in an increase of the API score from 892 to 925
- Served as the acting principal whenever the principal was off campus
- Designed and presented data-driven professional development sessions weekly that were aligned with the needs of our staff and desired student outcomes
- Collaborated with teachers to develop individualized professional growth plans and maximized teacher performance by frequently monitoring success towards quantitative and qualitative goals using a variety of results indicators
- Facilitated workshops and community meetings to parents and families, resulting in increased parental involvement and student attendance rates
- Ensured effective collection and analysis of student performance data to identify struggling students, curriculum shortfalls, and teacher quality issues

PERSHING MIDDLE SCHOOL

Mathematics Instructional Coach & Department Chair

Houston, TX

2008 – 2011

- Provided a wide variety of instructional coaching focused on data analysis, best practices, and targeted and

differentiated instruction, as well as high expectations for student achievement and behavior, resulting in our school ranking in the 1st quartile for student growth in mathematics in the Houston Independent School District

- Worked closely with the Principal to determine individualized professional development needs of staff members facilitate professional learning sessions to meet district and school related goals.
- Impacted 100% of my students' growth by at least two grade levels as measured by the Mathematics Stanford-10 assessment
- Revitalized the 6th – 8th grade levels' mathematics curriculum map by creating engaging hands-on activities and games that target each of the state's objectives
- Devised a Saturday data-driven intervention plan for mathematics which systematically addressed the deficiencies of our school's students
- Collaborated with Pershing's top educators and administration to create grading tenets and a strategic plan for each academic school year
- Mentored new teachers with the Houston Independent School District and University of Houston *teachHouston* program as well as lead content team learning sessions with Teach for America – Houston

HOLLAND MIDDLE SCHOOL
7th Grade Lead Math Teacher & Grade Level Chair
Houston, TX
2006 – 2008

- Designed and implemented a challenging supplemental curriculum resulting in 95% of students achieving 1.5 years of growth in Mathematics
- Inspired students to reach their maximum academic potential through use of innovative techniques such as singing, chanting, and movement which led students to attain the highest math scores in school as measured by national end-of-grade assessment
- Created and executed a consistent grade-level discipline plan with clear expectations and procedures which resulted in a 70% decrease in suspensions
- Ranked in the first-quartile for student growth in mathematics in the Houston Independent School District's ASPIRE program
- Supervised and refined the teaching practices of seven teachers. Facilitated four workshops which provided teachers with knowledge on data-driven instruction, motivating students, classroom management, and tracking student progress.

KIPP: NEW ORLEANS WEST COLLEGE PREP Founding 8th Grade Reading Teacher
Houston, TX
2005 – 2006

- Collaborated with the assistant principal to design individualized reading intervention plans for students resulting in an average of two grade levels of growth as measured by the Stanford-10 assessment
- Guided the learning process toward the achievement of curriculum goals and, in harmony with the goals, established clear objectives for all lessons, units, projects
- Administered DRA and reading inventories frequently to monitor student learning and growth
- Motivated traumatic students to attain a 75% passing rate on the Reading Texas Assessment of Knowledge and Skills Test
- Recruited students who lived in the Astrodome and other shelters around Houston as a result of Hurricane Katrina

AWARDS & ACHIEVEMENTS

2018 Chicago International Charter Schools Highest NWEA Attainment Award, CICS – Avalon
2018 Chicago International Charter Schools Highest NWEA Growth Award, CICS – Washington Park
2014 Principal Achievement Award for Exceptional School Growth
2013 Principal Achievement Award for Exceptional School Growth
2011 RESULTS Seeds of Hope Educator of the Year
2011 ASPIRE Award for Student Growth & Achievement, 2007 - 2011
2011 Houston West Chamber of Commerce Secondary Teacher of the Year
2010 State of Texas Teacher of the Year Regional Finalist
2010 Houston Independent School District Secondary Teacher of the Year
2010 Pershing Middle School Teacher of the Year
2010 Texas Middle School Association Outstanding Teacher of the Year
2008 Holland Middle School Teacher of the Year
2008 Houston Area Alliance of Black School Educators Teacher of the Year

Mitchell J. Newsome
mnews3@gmail.com

Experience:

Volunteer

Re:work's mission is to reshape hiring trends and empower Chicago's underrepresented communities by providing free career training to diverse, motivated individuals looking to jump start their career in tech sales. We invest in potential. Our 8-week job training and placement program has no minimum education requirements and professional experience isn't necessary. Re:work's corporate partners include top tech companies who understand the importance of an inclusive workforce for their bottom line and company culture. We're building the bridge between forward-thinking businesses and tech's future sales leaders.

Rework Training
Feb 2020-Present

Application Sales Manager- SLED & Healthcare

- Senior sales rep focused on SLED & Healthcare accounts in IL, WI, MN & IA
- Belong to Oracle Construction & Engineering Unit

Oracle
Dec 2019-Present

Strategic Account Executive- Enterprise

Infutor is the expert in data-driven Consumer Identity Management. We are 100% focused on enabling brands to know everything they need to about consumers, to instantly make informed marketing and risk decisions. Infutor's experience linking trusted data sources result in solutions that; identify, verify and score inbound consumers, on-demand, with as little as a single identifier, link customer data, update/add missing identifiers and enhanced attributes, and enable improved digital marketing performance through higher match rates and complete insights

Infutor
Apr 2019-Nov 2019

Account Executive- Midwest

OpenGov is the market leading Cloud-based platform used by over 2,000 S&L governments across the US. The Smart Government Platform® is the first Cloud-based tool that allows government employees and officials to securely and collaboratively build their budgets and strategic plans, create management reports and more. Additionally, capabilities in OpenGov can assist governments with performance metrics, dashboards, budget books and CAFR creation, personnel cost forecasting, mapping and budget projections

OpenGov
Dec 2017-Apr 2019

Analytics Embedded Solution Sales

- Recognized as a recipient of Best of IBM 2016 award in Maui (Achieved 186% of annual plan)
- Senior leader of newly formed CSP solution team
- Focus is to grow the existing OEM client base; this is the first digital team of its kind
- Use expertise of portfolio to create OEM/ESA opportunities for embedding analytics into client's offerings
- Work closely with ESA specialists and Client Execs to progress and close business
- Closed three-year IULA with Welltok in 1H, client will utilize Cognos Analytics to embed within their offering
- Also responsible for identifying, scoping and closing solutions such as PMQ, PCI and Weather

IBM
Feb 2016- Nov 2017

IBM

Enterprise Non-Select Solution Sales

Feb 2015- Feb 2016

- Member of **2015 100% Club**
- Responsible for selling the total ANALYTICS PORTFOLIO (SPSS, Cognos, TM1, Watson Analytics and C-Plex)
- Part of a newly formed team within the Business Analytics unit focused on re-engagement of Enterprise and Public Sector clients with low IBM investment.
- Territory consisted of a mixture of Public Sector (Education and Government) and Commercial Enterprise accounts (Retail, Healthcare, Life Sciences, etc.)
- Sold the FIRST SaaS application of IBM TM1 on Cloud

IBM

Business Analytics Solutions Sales Rep - Federal Gov.

Apr 2013- Feb 2015

- **Business Results: Closed \$3.84mil (\$2.85mil target) for FY2014**
- Member of **2014 100% Club**
- Responsible for selling the IBM SPSS Predictive Analytics software portfolio to – Federal Government clients (Civilian and Defense accounts)
- Lead sales tactics to identify, qualify and progress new lead engagements with clients leveraging technical sales
- Coordinated execution of campaigns and sales plays with field colleagues across multiple verticals of the Federal government
- Managed, up sold and restructured entitlements within existing client install base

IBM

Business Development Rep- SPSS

Jul 2012 – Apr 2013

- Responsible for prospecting, qualifying and passing leads to field sales reps
- Specialized in client care, assisting with customer satisfaction issues (i.e. download/installation issues, account management, etc.)
- Assisted reps in running campaigns within their accounts
- Acted as Sales Lead for an "open mid-market territory" in Western Canada
- Promoted to sales role within nine months of starting in the BDR role

USA Mortgage

Mar 2010- Jun 2012

Loan Origination Manager

- Established and lead an independent brokerage unit comprised of former MLD Loan Officers
- Designed and executed a streamlined, end-to-end loan business model including 100% conversion to electronic processing
- Purchased mortgage leads for the state of Illinois for team of Los
- Managed monthly loan portfolio valued at \$5mil; Approx. \$40,000.00 gross branch revenue income/mo.
- Managed and progressed all loan pipelines
- Directly engaged in solidifying sales opportunities and solving complex financing issues
- Responsible for external marketing
- Liaison to our corporate office in St. Louis
- Co-manage business financials

Mortgage Lending Direct

Jul 2009- Feb 2010

Loan Originator State of Indiana

- Managed all mortgage leads converting prospects to MLD clients
- Phone and face-to-face sales

- Managed a monthly portfolio of \$1mil which resulted in gross branch revenue of roughly \$10,000.00
- Developed expertise in mortgages, loan processing and systems
- Consistently ranked in the top 10% of closed revenue
- MLD local branch closed in February 2010

Loan Origination Trainee

- Pre-qualified applicants and completed all required mortgage documentation
- Prepared all loan files and scheduled closings
- Performed various office management functions
- Studied for State and Federal Loan Officer Exams

CNI & M

Jan 2008- Jun 2009

Education:

University of Michigan, Ann Arbor
-Bachelor of Arts in English Literature
-Varsity Baseball (2003-2004)

August 2003-December 2007

University of Chicago Laboratory High School

September 1999-June 2003

JACK PRITCHETT

jack.pritchett@gmail.com

EXPERIENCE

BUILDOUT

March 2018 – Present

VP Finance

- Accounting: I joined in March 2018 and the company was cash-based without chart of account maintenance (no revenue breakdown, COGS, or expense by department, etc..). Today, we're accrual-based and completed our first audit, resulting in a clean rep letter from a Big 4. Subscription and non-subscription revenue/COGS are well-defined, and expenses are properly allocated for reporting, benchmarking, and budgeting. We are also 606 compliant.
- Budgeting: The 2018 budget I inherited missed top-line by -11% and bottom-line by 11%. In 2019, we are tracking top-line (0% variance) and missing bottom-line by -2% due to an unforeseen discretionary expense.
- P&L Ownership: While I work closely with departments on planning and forecasting, I take ownership of P&L expenses. In a Rule of 40 world, uncontrolled discretionary spend can quickly destroy equity value.
- Reporting: I developed our reporting from scratch. On a monthly basis, I report key SaaS metrics by segment: Bookings, ARR, ARR bridge, CARR, logos, sales pipeline/funnel/marketing metrics, gross retention, net retention, churn detail, detailed financial statements, headcount, R&D resource allocation by project, business plan exploration status, new product rollout status. The real value is in what I call the State of the Union, a one-slide snapshot of highlights and lowlights
- LOC/Treasury: Put in an MRR-based line of credit, negotiated flexible top-line and bottom-line covenants while minimizing fees and not giving up warrants. I also worked with treasury partners to increase interest income by 25x.
- Carta: Implemented full integration with Carta for captable management (options, secondaries, etc..), annual 409A valuations, and comp expense reporting.
- HR & People: Setup the HR department in a way that would breeze through diligence (employment agreements, handbook, etc..) and hire, hire, hire. Currently, we are recruiting tech talent in less than 2 months, end-to-end. For People Operations, I brought in Ethos, Alida is a former HPA team member who led the Series A at my previous company. She is leading the team in DEI & management & level-up trainings, reviews/feedback, levels/bands.
- Legal: When I came on board, I performed an audit of and updated our customer contracts, employment agreements, T&C's, privacy policy, DMCA policy, and internal policies. Since that work, I have managed our IP strategy and lead contract negotiations with Enterprise prospects/customers.

MAX ANALYTICAL TECHNOLOGIES

April 2017 – December 2017

Interim Chief Executive Officer

- MAX, formerly Prism (below), is a Venture Capital-backed instrumentation company that builds disruptive gas analysis technology for the environmental, automotive, defense, and beverage markets. MAX has 27 employees/contractors and ~\$2M in revenue.
- Shopped and sold the assets after reaching revenue and business development milestones
- Hit ~\$2M in 2017 revenue, representing 175% YoY growth in the environmental and automotive markets
- Negotiated a government sponsored defense project representing \$20M in projected 3-year revenue
- Developed the sales channel for a new product in the beverage market by closing Coca-Cola and establishing partnerships with a global network of sales and service reps.
- Rebuilt the organization after divesting assets representing over 75% of LTM revenue
 - Restructured the budget and team to decrease the monthly burn rate
 - Aligned the sales, applications, and engineering teams with key milestones
 - Customized a CRM with native applications tailored to a complex enterprise sales process

PRISM ANALYTICAL TECHNOLOGIES

May 2014 – March 2017

Chief Financial Officer

- Before the divestiture, Prism was an environmental services company that performed air quality testing. Prism also invested in the R&D of a new, high growth instruments business. The company had 66 employees/contractors and ~\$4.5M in revenue.
- Managed the P&L of the profitable businesses and financed the R&D of a new, high-growth business
- Bootstrapped R&D by optimizing cash flow, establishing a \$500K credit line, and financing \$500K of equipment
- Accelerated R&D by raising a \$2M equity round from Hyde Park Angels, Grand Angels, Wintrust Ventures
- Capitalized on the high exit multiples resulting from an industry roll-up by individually executing the LOI, QOE, diligence, and closing processes to divest assets representing over 75% of LTM revenue
- Transformed a low-growth small business into a high-growth organization
 - Turned around a B2C services business from -7% to 10% direct EBITDA contribution
 - Expanded a B2B services business with 25% direct EBITDA contribution by adding 5 revenue-generating employees
 - Built a B2B hardware & software business to 27 employees/contractors and ~\$2M in revenue
 - Increased the valuation from \$2.3M in 2014 to \$10.4M in 2016

SENTE ADVISORY

September 2013 – August 2015

Associate

- Consulted over 50 international, growth-stage start-ups executing operational and fundraising strategies in the US
- Served as Interim CEO for 4 start-ups, reached term sheet negotiations with investors for all 4

UBS GLOBAL ASSET MANAGEMENT

July 2008 – June 2012

Associate

- Partnered with a product specialist and raised over \$750 million in assets for a fund-of-funds platform consisting of 33 institutional asset managers, 14 asset classes, and over \$8 billion in assets
 - 2009: Ranked 1st in sales out of 11 teams, only team to report net positive sales for the year
 - 2010: Switched partners, ranked 1st in sales out of 11 teams
 - 2011: Institutional wins - \$100M pension plan, \$80M foundation

EDUCATION

THE UNIVERSITY OF CHICAGO BOOTH SCHOOL OF BUSINESS

September 2011 – June 2013

Master of Business Administration with concentrations in Finance, Accounting, Entrepreneurship

VANDERBILT UNIVERSITY

August 2004 – May 2008

Bachelor of History, Spanish, Financial Economics (minor), cum laude

RUPA RAMADURAI
rupa.ramadurai@gmail.com

EDUCATION

University of Chicago, Booth School of Business and Rustandy Center, Executive Leadership Certificate December 2019
Loyola University Chicago School of Law J.D. School of Law May 2014
University of Miami, Florida M.S. in Education and Social Change June 2011
University of Michigan, Ann Arbor B.A. in Political Science and English May 2009

BAR ADMISSION

Admitted to the Illinois Bar November 2014

WORK EXPERIENCE

LEADERSHIP FOR EDUCATIONAL EQUITY, Director Policy Fellowships & Programs February 2019 – current

- Design and facilitate both virtual and in-person programming to 42 mid-level members.
- Create and implement a rolling model fellowship program that increased cohort size from 30 to 60 fellows.
- Build a portfolio of host partners for the Fellowship, which includes sustaining 17 historical partnerships and cultivating 15 new partnerships.
- Develop governance documents for LEE-Partner and LEE-Fellow relationships.
- Increase the cost-share sum by 13%, exceeding 19-20 budget targets, and create tiers for 20-21 cost-sharing.
- Exceed applicant recruitment goal of 150 by 10% and host partner recruitment goal of 33 by 40% for 19-20 Fellowship.
- Create an eight-week group coaching curriculum for 25 junior-level fellows and a six-month group coaching curriculum for 42 mid-level members.
- Provide 1:1 career coaching to 10 mid- to senior-level LEE members; and facilitate monthly group coaching sessions to 25 junior-level fellows.
- Oversaw a manager and coordinator in the delivery of high impact Fellowships.

OBAMA FOUNDATION, Success Coach for the Community Leadership Corps April 2019 – November 2019

- Served as a coach to 38 youths, facilitated weekly individual and group coaching calls, designed individual and group programming around community organizing and design thinking, and mentored group capstone presentations.

TEACH FOR AMERICA Manager Elevate Fellowship July 2019 – October 2019

- Supported in a part-time capacity the recruitment efforts for the 2020 Elevate Fellowship, engaging with Teach for America alumni regionally, and creating a strategy for improving diversity for the 2nd cohort.

LEADERSHIP FOR EDUCATIONAL EQUITY, Policy Advisor Fellow (PAF) Fall 2015 & 2017

- Admitted into a highly selective part-time policy fellowship on two separate occasions to serve as a policy advisor to an executive level member of a non-profit for six months.
 - Chicago United for Equity: Developed a strategic plan for engaging communities, gathering data, and developing the framework for a Racial Equity Impact Assessment report to be submitted to Chicago Public Schools Board of Education. Guided the development and expansion of the Fellowship and the Alumni Council by establishing selection criteria, launching grant-writing efforts, and advising board development.
 - Partnership for Resilience: Conducted a needs assessment with three schools in the Southland community on physical, mental and socioemotional health, to establish a cross-sector protocol for addressing health inequities.

ILLINOIS STATE BOARD OF EDUCATION (ISBE), Assistant General Counsel October 2015 – February 2019

- Managed projects on an investigative team for a six-month inquiry into Chicago Public Schools' (CPS) special

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education policies and procedures. Planned the development and execution of 15 citywide training sessions as part of implementing the Corrective Action Report that resulted from the inquiry.

- Led the investigation and development of responses on behalf of the State Superintendent to residency determination appeal requests made by families and school districts.
- Created and led an internal working group committed to providing professional development internally and initiatives externally on diversity, equity, and inclusion. One example was the cross-agency training of 300 staff members on the Superintendent's Equity Vision Statement.
- Mediated complaints against charter schools and arbitrated homeless dispute resolution meetings between CPS and families.
- Coordinated efforts between numerous divisions at the agency to implement a strategic plan to support districts in complying with discipline laws.
- Produced numerous support guidance documents for use by districts in the areas of suicide awareness, transgender students, homeless and foster care students, student discipline, and the use of nonpublic special education facilities.
- Created protocols to guide investigation of complaints between charter schools and charter authorizers.

HODGES, LOIZZI, EISENHAMMER, RODICK & KOHN, Associate

September 2014 – October 2015

- Represented the district in special education mediations, due process, suspension and expulsion hearings.
- Advised school district clients on implementing targeted and appropriate accommodations, modifications, and services necessary to create inclusive and supportive environments for students.
- Served as a neutral factfinder in a student-on-student bullying investigation, and a faculty- on-student harassment investigation and provided legal counsel to a district in a residency determination.

TEACHING EXPERIENCE

DEPAUL LAW SCHOOL, Adjunct Professor of Appellate Advocacy

August 2019 – current

- Teaching appellate advocacy writing to ten to 16 students building their competencies in contract drafting, legal research, and persuasive writing.

CONCORDIA GRADUATE SCHOOL OF EDUCATION, Adjunct Professor of School Law

August 2018 – current

- Teaching a school law course to 12 to 15 students pursuing a leadership role within a school system.
- MINORTIY LEGAL EDUCATION RESOURCE PROGRAM, Tutor May 2015 - current
- Serving as a legal writing tutor to five to ten J.D. applicants sitting for the Illinois bar examination.

TEACH FOR AMERICA, Corps Member

June 2009 – June 2011

- Served as a high school intensive reading teacher to 175 of the school's lowest quartile of learners, with a goal of gaining two grade levels of reading proficiency as measured by the annual administration of the Florida Comprehensive Assessment Test.

VOLUNTEER EXPERIENCE

CHICAGO PREPARATORY CHARTER MIDDLE SCHOOL

December 2019 – current

- *Founding Board Member.* Fostering community support for the charter application.

TEACH FOR AMERICA, Board Member

- *The National Collective Advisory Board.* Representing the interests of alumni of color and providing strategic advisement to executive leadership. October 2018 – current
- *The Regional Collective.* Leading initiatives that re-engage and mobilize local alumni and provide networking and professional development opportunities. March 2018 – current

CHICAGO PUBLIC SCHOOLS, Local School Council Member

July 2018 – current

- Representing the interests of Ogden-Jenner and Jones College Prep in budgeting, principal selection and evaluation.

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MINDS MATTER, Vice President

September 2014 – September 2019

- Oversaw an 18-member management team, provided strategic advisement to the President and Board of Directors, designed mentor trainings for over 150 volunteers, standardized processes for recruitment of volunteers and mentees, and supported the creation of a culturally responsive curriculum for 75 mentees.

PROFESSIONAL ASSOCIATIONS

NATIONAL SCHOOL BOARD ASSOCIATION, Member	2014-current
ILLINOIS COUNCIL OF SCHOOL ATTORNEYS, Member	2014-current
CHICAGO BAR ASSOCIATION, Young Lawyers Society Education Law Chair	2014-current
ILLINOIS STATE BAR ASSOCIATION, Education Law Committee Chair	2014-current

PERSONAL INTERESTS

TENNIS • ASHTANGA YOGA • VIOLIN • TRAVEL • INDIAN CLASSICAL DANCE (BHARATANATYAM)

Julia B. Strauch

jmbeien@gmail.com

EXPERIENCE

Teach For America, Chicago, IL 2016-Present
Director of Finance and Compliance

- Manage execution of \$10 million regional budget, oversee restricted grant draw-down, and lead annual budget planning.
- Facilitate vendor relationships, negotiate contracts, and oversee accounts payable.
- Create and implement staff policies for finance, compliance, talent, and operations.
- Develop financial planning and analysis tools to align programmatic priorities with fiscal objectives.

Teach For America, Chicago, IL 2013- 2016
Director of Institute Finance
Director of Institute Operations

- Oversaw strategy and execution of all institute university contracts (18 institutes), accounting for over \$7.5 million in spending.
- Consulted with institute operations leads regarding contract negotiation, spending priorities and projections, and legal and risk requirements.
- Developed, planned and led program operations for housing, dining, technology, communication, transportation, and special events for 500+ person summer teacher training program
- Analyzed previous year spending and implemented cost saving strategies which saved

Downs Law Offices, P.C., Chicago, IL 2010-2013
Associate Attorney
Law Clerk (March 2010-November 2011)

- Managed caseload of 15 to 20 family law cases, specializing in high asset and financial complex marital estates (estates exceeding \$2 million), and coordinating with external experts (e.g. business valuers and forensic accountants).
- Directed office support team, which included office manager and bookkeeper, and lead case strategy and management meetings for all office staff.

Latin School of Chicago, Chicago, IL 2007-2008

Lynwood Unified School District, Lynwood, CA 2004-2007
Elementary School Teacher

EDUCATION

Loyola University Chicago School of Law, Chicago, IL May 2011
Juris Doctor
GPA: 3.49

Loyola Marymount University, Los Angeles, CA August 2007
MA in Education
GPA: 3.9

Lawrence University, Appleton, WI June 2004
BA in Classics and Government
GPA: 3.6, *cum laude*

PROFESSIONAL ACCOMPLISHMENTS

Elevate: Executive Organizational Leadership Fellowship, Chicago, IL March 2019-
Competitive Fellowship focusing on developing Senior/Executive Organizational Leaders to December 2019
enhance in their ability to lead, programming delivered in partnership with Chicago Booth School of Business

COMMUNITY ORGANIZATIONS

Stone Scholastic Academy - Local School Council, Chicago, IL 2018-Present
Parent Representative