



COUNTY OF ERIE

MARK C. POLONCARZ

COUNTY EXECUTIVE

January 9, 2020

Erie County Legislature
92 Franklin Street – 4th Floor
Buffalo, NY 14202

Re: Appointments to Erie County Arts and Cultural Advisory Board

Dear Honorable Members:

Please be advised that, pursuant to Article 22, Section 2205 of the County charter, I hereby appoint the following individuals to the Erie County Arts and Cultural Advisory Board. Their terms will expire December 31, 2022.

Gina Emily Burkhardt
1119 Delaware Avenue #3
Buffalo, New York 14209

Margaret Kaiser
135 Washington Highway
Snyder, New York 14226

Desmond Rudd
175 North St., Apt 409
Buffalo, New York 14201

Glenn Spencer
248 Humboldt Parkway
Buffalo, New York 14214

Emily Winslow Tucker
24 Cleveburn Place
Buffalo, New York 14222

Should you have any questions regarding these appointments please feel free to contact my office at (716) 858-8500.

Sincerely yours,

Mark C. Poloncarz
Erie County Executive

MCP/ks

cc: Thomas Hersey, Commissioner of Environment and Planning
Appointees

Gina Emily Burkhardt
1119 Delaware Avenue #3 Buffalo, NY 14209
gburkhardt629@gmail.com

A life-long educator, committed to equity, opportunity, hope and success for all learners, most specifically those facing the challenges of generational poverty

Areas of Expertise

- Fundraising, Grant Writing, Donor Relations, Fee-for-Service Implementation
 - Organizational and Programmatic Leadership and Change Management
 - Talent Development
- Strategy, Growth and Quality Systems Design
Educational Policy, Practice, Evaluation and Research

Education

ABD	University of North Carolina, Educational Psychology
M.Ed.	University of North Carolina, Educational Psychology
B.S.	Rochester Institute of Technology, Biology

Additional Education

Executive Education Program at The University of Chicago Booth School of Business: Focused on Financial and Sales Strategy, Non-Profit Business Management, Negotiation and Team-Building

2017–Present President and CEO, Buffalo Center for Arts and Technology (BCAT)

Mission: BCAT provides resilient learners needing targeted supports with educational and career-centered opportunities in an environment of hope and discovery. We do this through two, high quality and tuition-free programs: the Youth Arts Program (YAP) and the Adult Workforce Program (AWP). www.buffaloartstechcenter.org

- Creating and expanding the financial/business model for sustainable funding, inclusive of grantwriting, earned revenue (sales), and donor relations; increased revenue by 50% and diversified the funding base
- Embracing a culture of equity, diversity/inclusion and responsive to needs of constituents served
- Leading all operational and management functions, including financial stewardship, human resources, strategy development, and external partnerships
- Fostering a mutually rewarding relationship with the Board of Directors; implementing rigorous governance practices
- Establishing strong foundational policies and practices related to talent development, marketing and communications, and risk management
- Building data systems to capture outcomes and impact, to implement quality assurance processes, and to conduct market and competitive analysis for growth and expansion

2016-2017 SVP, Council for the Accreditation of Teacher Preparation (CAEP)

Mission: CAEP advances equity and excellence in educator preparation through evidence-based accreditation that assures quality and supports continuous improvement to strengthen P-12 student learning. www.caepnet.org

- Built structures, systems, and policies related to a new process for national accreditation of teacher education programs
- Championed an organizational focus on diversity and inclusion within CAEP's uniform national accreditation process
- Developed and implemented business strategies that increased organizational revenue by securing multiple new memberships for accreditation from colleges/universities
- Led program reporting and board development
- Designed and implemented new fundraising practices that included fee-for-service technical assistance for evaluation, quality assurance practices and data management related to the new accreditation process

2014-2016 Chief Executive Officer, Jobs for the Future (JFF)

Mission: JFF accelerates the alignment and transformation of the American workforce and education systems to ensure access to economic advancement for all. www.jff.org

- Responsible for all leadership and strategic direction for the organization with a staff of 105 and an annual revenue of \$35 million
- Increased revenue by over \$6 million in the first year; diversified the portfolio of awards to include federal, foundation, state and business grants and contracts; and implemented a process for securing earned revenue
- Secured new strategic partners and national recognition for the education and workforce programs at JFF
- Led all operational and management functions, including financial stewardship, human resources, strategy development, and external partnerships
- Implemented new administrative/operational processes including a communication plan, new business development and fundraising procedures, and stronger internal communication mechanisms

2010- 2014 Executive Vice President and Director, Education Program, American Institutes for Research (AIR)

Mission: Conducting and applying the best behavioral and social science research, evaluation and technical assistance toward improving people's lives. www.air.org

Director of Education Program: Leadership and strategic direction for over 500 staff conducting research, evaluation and technical assistance for states, regions and local education agencies

- Increased annual funding from \$60 million to over \$120 million. Secured over 200 contracts and grants from federal, state, district, foundation, and business clients and diversified funding base to include earned revenue from fee-for service technical assistance offerings
- Led all operational and management functions, including human resources, financial stewardship, strategy development, and external partnerships
- Built business development, quality assurance, and communication systems and strategies
- Established a culture of respect, transparency and collaboration. Established an

internship program for researchers of color with George Washington University

AIR Executive Vice President: Member of AIR's organizational executive leadership team with oversight for strategic development and implementation of AIR's five programmatic units (Health and Social Development; International, Development, Evaluation and Research; ALDER; Workforce; Education), business development, external partnerships, communications, board development, fiscal stewardship, quality assurance, human capital, investments, and mergers and acquisitions

2002-2010 Learning Point Associates, Naperville, Illinois, Chief Executive Officer

Mission: Learning Point Associates (LPA) delivers the knowledge, strategies, and results to help educators make research-based decisions that produce sustained improvement.

www.learningpointassociates.com

Note: The North Central Regional Educational Laboratory re-branded as Learning Point Associates in 2005. LPA was acquired by the American Institutes for Research in 2010.

- Led the organization through a transformation from a single-sourced contract to an entrepreneurial grant/contract and fee-for service funded organization
- Increased revenue from \$8million to \$35million over five years
- Built a cultural of transparency, diversity/inclusion, and opportunity that retained and developed talent
- Secured a prestigious working Board to support the transformation
- Built seven successful fee-for service technical assistance offerings for states, districts and schools
- Secured several federally-funded research and development grants, including two cycles of the regional educational laboratory
- Led all operational and management functions, including financial stewardship, human resources, strategy development, and external partnerships
- Managed all aspects of the acquisition by AIR, ensuring job-security for the LPA staff for a minimum of two years

Other Professional Expertise

- SouthEastern Regional Vision for Education (SERVE), University of North Carolina at Greensboro, *Associate Director*
- Regional Laboratory for Educational Improvement of the Northeast and Islands, Andover, Massachusetts, *Program Associate*
- Southeastern Educational Improvement Laboratory, Research Triangle Park, North Carolina, *Program Associate*
- East Carolina University, School of Education, Greenville, North Carolina, *Lecturer*
- University of Rochester Cancer Center, Immunology Department, Rochester, New York, *Senior Laboratory Technician*
- St. Joseph's Elementary School, Wayland, New York, *Teacher Mathematics and Science Teacher in Grades 7 and 8*

Examples of Key Professional Appointments (current and past)

Board of Directors, Community Services for Every1, Buffalo, NY

Board of Directors, Explore and More Museum, Buffalo, NY

Board of Directors, JazzBuffalo, Buffalo, NY

Advisory Board Member, DreamBox Learning, Seattle, WA

Board of Directors, Editorial Projects in Education (EdWeek), Washington, DC

Board of Directors, Knowledge Alliance, Washington, DC
Board of Directors, Manufacturing Renaissance, Chicago, IL
Board Member, Consortium on Chicago School Research, University of Chicago,
Chicago, IL

Selected Publications and Presentations

- Multiple presentations on the integration of education and workforce at national and state conferences throughout 2015-2017
- Burkhardt, G. (2016). *Connecting education and workforce for the future*. Presentation given at the 2016 World Strategic Forum, Miami, FL
- Burkhardt, G. (2014). *The Common Core State Standards: Views From the Bridge Between Research and Implementation*. Presentation given at the AERA, Philadelphia, PA
- Burkhardt, G. (2009). *Starting to differentiate demand*. Presentation given at the American Enterprise Institute Conference: "More Than Just Schools, Rethinking the Demand for Educational Entrepreneurship," Washington, D.C.
- Burkhardt, G. (2008). *Towards 2014: Education research on the leading edge of school improvement*. Panelist at the Education Policy Forum, Washington, D.C.
- Burkhardt, G. (2008). *The evolving relationship between research and policy*. Discussant at the American Enterprise Institute event: "The Politics of Knowledge: Why Research Does (or Does Not) Influence Education Policy," Washington, D.C.
- Burkhardt, G. (2008). *Competing globally: Reforming America's education is priority number 1*. Panelist at the Aspen Ideas Institute, Aspen, CO
- Burkhardt, G., & Gerard, D. (2006). People: The lever for changing the business model at Learning Point Associates. *Journal of Organizational Excellence*, 25(4), 31–43.
- Burkhardt, G., & Gerard, D. (2006, May). *Driving change while staying true to your mission*. Presentation given at the WorldatWork Total Rewards Conference, Anaheim, CA
- Burkhardt, G. (2005, May). *Innovation and proven practice: They are not mutually exclusive*. Presentation given at NewSchools Venture Fund Summit, San Francisco, CA

Margaret L. Kaiser

135 Washington Highway, Snyder, NY 14226
margaretkaiser@mac.com | 716-310-3366

CAREER PATH

- | | |
|-----------|---|
| 1984-2008 | Executive Director
Arts in Education Institute of Western New York, Inc., Buffalo, NY |
| 1979-1984 | Planning/Staff Specialist
Erie #1 BOCES, Buffalo, NY |
| 1972-1979 | Secondary English Teacher
Camden Central School District, Camden, NY
Jordan-Elbridge Central School District, Jordan, NY
Beverly City School District, Beverly, MA |
| 1979 | Summer Facilities Manager for Young Artists
Boston Symphony Orchestra, Tanglewood Lennox, MA |

ACHIEVEMENTS

During my 24-year tenure as Executive Director of the Arts in Education Institute of Western New York, Inc.

Organizational Stability:

1. Provided passionate, mission-driven leadership that resulted in a loyal staff who effectively worked together to serve our diverse stakeholders;
2. Developed meaningful working relationship with Board of Directors by establishing sound fiscal direction and programmatic accountability;
3. Maintained an active presence in the community by taking on leadership roles in coalitions and arts advocacy groups.

Diverse Quality Artistic Programming:

Committed to an in-depth, multi-cultural focus for the Institute by

1. Maintaining a 5-year relationship with a theatre company in Durban, South Africa which resulted in newly commissioned works in collaboration with local artists and a locally televised production of one of those works that reached over 380,000 households (supported by PennPat in amount of \$20,000);
2. Co-producing and co-commissioning with Buffalo State College a Native American dance production, funded by the Lila Wallace Readers Digest Arts Partners Program (\$190,000), which toured the east and west coasts-The Maid of the Mist and the Thunderbeings;
3. Successfully collaborating with the African American Cultural Center to bring in a 15-member traditional West African dance troupe for the World University Games Cultural Festival in Buffalo (funding provided by USIA -United States Information Agency, various local and national foundations, and participating school districts to support additional extensive community outreach programming totaling \$50,000);
4. Creating a cultural consultant plan, funded by the New York State Council on the Arts, that supported artists from culturally-specific communities to assist me in developing authentic repertory offerings (multi-year support totaling \$30,000);
5. Commissioning a performance piece based upon the indigenous roots of Puerto Rico created by two Puerto Rican artists (dance & visual arts) and one historian with support provided by a newly arrived business establishing roots in Buffalo.

ATTN: Graham Smith, Chairperson
CC: Mariely Ortiz
Erie County Arts & Cultural Advisory Board (EACAB)
95 Franklin Street, 10th Floor
Buffalo, NY 14202

September 22, 2019

Dear Mr. Smith and Members of EACAB,

I am honored to share with you my professional resume in response to Ms. Connie Campanaro's kind invitation for your review and consideration as a new member of the Board for 2020-2023.

I was the Executive Director of the Arts in Education Institute of Western New York from 1984 to 2008. My institute benefited firsthand and for many years from your funding support. It strengthened our fiscal stability and served as an important endorsement of our services and significant contribution to diverse population groups, educational and cultural experiences, and quality of life in Erie County. We greatly appreciated the rigorous process we had to go through which, in turn, gave us credibility to leverage for additional support from federal and state agencies as well as the private sector.

Despite the complex challenges arts and education institutes routinely face, I was humbled by my colleagues' acknowledgement of my leadership and expertise with recognitions and appointments such as a panelist for the New York State Council on the Arts (both the Arts in Education Program and the Dance Program); the Arts Midwest Dance Program in St. Paul, Minnesota; and the Ontario Arts Council in Toronto, Canada. Experiences like these helped me to accumulate extensive knowledge about the grant review process and develop a deeper understanding of how external funding can help an organization achieve its goals.

Although retired from arts administration, I have continued my commitment to the diverse cultural life of Erie County in the past decade. I have been an active member of the New York State Dance Force, a NYSCA partner, serving on its Executive Committee. As an independent producer, I have collaborated with various cultural organizations (e.g., Torn Space Theater, Ujima Theatre Company, and Pick of the Crop Dance) to bring dance performances and residencies each year to Erie County.

I am a lifelong devotee to the arts and firmly believe I can make a significant contribution to my community by serving as a dedicated member of EACAB. Thank you for your consideration!

Sincerely,



Margaret L. Kaiser

Field Development:

Promoted the importance of aesthetic education by:

1. Collaborating on a 3-year Niagara Falls City School district-wide, federally funded project "Redefining Texts: Expanding Learning Through the Arts" (U.S. Dept. of Education Arts in Education Model Development and Dissemination Program) which resulted in new works of art and a Family/Community Performing Arts Series featuring international and national artists. Presenting major workshops at two of the Annual Meetings of the National School Board Association describing this successful art in education collaboration. Using data from research to create a national dissemination document;
2. Curating and coordinating an annual 1-week Summer Professional Development Session in the Arts for teachers throughout western New York (24 years) using local, national, and international artists as performers and teaching-artists;
3. Serving on the Board of Directors of the International Association of Aesthetic Education Institutes (Association) and acting as the primary mentor for a potential Institute site in South Africa (appointed by the Lincoln Center Institute for the Arts in Education);
4. Co-Chairing the Coalition of Arts Providers for Children;
5. Serving on the Steering Committee for the Association resulting in a nationally funded Teaching Artists Mentorship Training program.
6. Representing the Institute in the media: newspaper reports, radio interviews, and television "shorts" on arts in education;
7. Co-authoring with Dr. James Hoot, Director of Early Childhood Education at SUNY at Buffalo, an article published in the Early Childhood International Journal entitled "Promoting the Arts Through Ecological Responsibility."

Fundraising:

Successful grant writing resulted in support from state (New York State Council on the Arts), federal (National Endowment for the Arts), city (City of Buffalo, Grants in Aid), and county (Erie County Cultural Resources Board) levels. Also received support from local, state, and national foundations, as well as organized successful fundraisers.

CONSULTANCY

2001-Present Dance Activist/Producer
New York State Dance Force

- Collaborated with Torn Space Theater (TST) to present two dance pieces as part of the RESPONSE FESTIVAL—2018/19 TRUCK featuring New York City dancers Art Bridgman and Myrna Packer. Provided matching funds from the NYS DanceForce so that four performances could be presented free to the community at Torn Space Theater and on the Boardwalk at Canalside. 2016/2017 BASTARD, THE PAINTED BIRD featuring Bessie Award winners Pavel Zustiak and Jaro Vinarsky in a collaborative project with Ujima Theater Company and TST to include a diverse community cast in multiple performances at TST's Fillmore location. Provided matching funds from NYS DanceForce via NYSCA grant award and the Bessie Award grant funds to offset costs.
- Collaborated with Pick of the Crop Dance 2015/2016 to support a creative dance residency featuring H T Chen & Dancers for Erie County schools. Provided matching funds from the NYS DanceForce via NYSCA grant award.
- Collaborated with Pick of the Crop Dance 2014/2015 to co-produce "Burning Spirits" a free performance at the Ruins at Canalside. Provided matching funds from NYS DanceForce via NYSCA grant award.
- Collaborated with Torn Space Theater and Friends of the Buffalo Story (2012/2013) to create Silo performances of "American Grain" and Canalside Ruins performances of "Sighting Freedom." Both projects featured dancers from Buffalo, Rochester, and NYC with choreography by NYC/Tobago dancer/choreographer Makeda Thomas. Awarding funds from multiple source NYSCA (via NYSDF), Erie County Harbor Development Corporation, and Arts Services Initiative.

In addition to above mentioned projects, I received funding from the NYS Dance Force since 2001-2008 as an integral part of programming for the Arts in Education Institute of Western New York to support Erie County Dance performances and residencies which featured (and, thus, supported) a diverse cast of NYS dancers through carefully designed residences and performances. These grant writing efforts were funded through the NYS DanceForce (via NYSCA), as well as matched by local corporations and foundations.

1995 Contributed dance reviews for The Buffalo News

1994 Developed an effective arts in education strategic plan for the North Carolina Dance Theatre

COMMUNITY SERVICE

- Former Board member and VP for **Young Audiences of Western New York** (2016-2019). Chaired the Programming Committee.
- Former Founding Partner and VP Board member for **Friends of the Buffalo Story** (2014-2017). Co-wrote a funded National Endowment for the Arts grant that supported art activities in the Ferry Street Corridor.
- Board member for **Pick of the Crop Dance** (2008-present).
- Appointed Board member of the **Professional Standards and Practices (2009-2011)** by the New York State Education Department.
- Served as panelists for: **New York State Council on the Arts (NYSCA)** Dance Program (2000-2004) and NYSCA Arts in Education Program ((1988-1991); **Ontario Arts Council Dance Program in Toronto, Canada** (1996); and, the **Arts MidWest Dance on Tour Program in St.Paul/Minneapolis** (1994).
- Member of the 1990 Class of **Leadership Buffalo**, a group of 40 individuals with demonstrated leadership and commitment to community service.
- Served in various capacities for the former **Arts Council of Buffalo and Erie County** as committee chair, regant review committee member, and Buffalo First Program Committee.
- Served on the **Board of the International Association of Aesthetic Education Institutes** assuming various leadership roles, which included serving on the Steering Committee for the National Teaching Artist training model that received two years funding from the National Endowment for the Arts, as well as presenting at the Melbourne Australia Performing Arts Center regarding a West African Dance project I coordinated in collaboration with the African American Cultural Center funded in part by the World University Games, NYSCA, and PennPat.

EDUCATION & CONTINUING EDUCATION

1981 M.S. Education, State University of New York at Oswego

1972 B.A. Secondary Education/English, State University of New York at Oswego

2013 Harvard-Buffalo Not for Profit Program

2006-2018 Yoga Teacher Training:

- **Certificates of Completion:**
Essential Yoga (Iyengar based) 500 hrs.; Relax and Renew, Restorative Yoga (beginner and advanced) 40 hrs.; Warm Water Yoga (accredited by International Yoga Therapy Association) 40 hrs.; Himalayan Institute/Hatha Yoga 500 hrs.; Yin Yoga 75 hrs.

Desmond Rudd

175 North St –Apt 409 · Buffalo, New York 14201

334-737-8252 · dr Rudd@crimson.ua.edu**EDUCATION****Canisius College, Buffalo, New York (NY)**

2016-2018

*Masters of Science in Education, Childhood Urban Education/ Students With Disabilities***The University of Alabama, Tuscaloosa, Alabama (AL)**

2011-2016

*Bachelors of Science in Education, Music/ Music Education***CERTIFICATION***-NEW YORK STATE TEACHER TRANS B CERTIFICATE- STUDENTS WITH DISABILITIES/ CHILDHOOD(K-6)**-ALABAMA STATE TEACHER CLASS B CERTIFICATE- ELEMENTARY-SECONDARY, INSTRUMENTAL MUSIC (P-12)***EXPERIENCE****Teach for America-Buffalo, Buffalo, NY**

Summer 2018- Current

Manager, Development and Communications

- ensure all data is accurate so that the team can use it to inform strategy and track progress to goal
- Assist in stewarding and cultivating prospect and current donors, fundraising \$2MM
- conduct research and data analysis on donors and prospects to expand our base of support, upgrade gifts and identify motivations/ barriers to contributing to our cause
- create and maintain efficient systems to manage all development processes enabling the team to effectively manage donor relationships, activities, and communications
- Plan, develop and execute communications strategy, ensuring our network of staff, Board members, corps members, alumni and community partners are informed and inspired about our work.

Teach for America Summer National Institute, Philadelphia, PA

Spring 2018-Summer 2018

Corps Member Advisor

- Create and contribute to a welcoming, strong, and engaged culture by taking ownership for building relationships, recognizing the value in the differences people bring to the work (in identity and/or perspective), and fostering a community grounded in our shared goals.
- Catalyze the growth and development of others through execution of basic role responsibilities, differentiating and customizing support based on stakeholder need, maximizing and using time effectively, and leveraging existing resources and structures
- Leverage data, prior experience, and knowledge of the model and/or systems to make planned and in-the-moment judgments about strategic actions to take that move the work towards prioritized outcomes

Charter Middle School of Applied Technologies, Buffalo, NY

Fall 2017-Summer 2018

Seventh/ Eighth Grade General & Special Education Teacher/ Consultant

- Collected, analyzed and interpreted student data for the purpose of enhancing classroom instruction as well as school wide instruction and student achievement
- Collaborated with general education teachers to ensure that materials taught align with NYS Law and Common Core Standards
- Facilitated co Taught/ and stand-alone academic instruction, teaching 1/3 population of general education school students and showing progressing gradual growth within academic learning per individual/class
- Designed and differentiated instruction to students individually and in groups to promote academic success
- Planned, developed and implemented Individual Education Plans/ Behavior Intervention Plans/ 504 Plans, creating both achievable and measurable goals

Westminster Community Charter School-#68, Buffalo, NY

Fall 2016-Summer 2017

First and Sixth Grade Special Education Teacher

- Collected, analyzed and interpreted student data for the purpose of enhancing classroom instruction and student achievement
- Collaborated with general education teachers to ensure that materials taught align with NYS Law and Common Core Standards
- Differentiated instruction to students individually and in groups to promote academic success, resulting in 2 out of 10 students being declassified within 4 months

- Planned, developed and implemented Individual Education Plans, creating both achievable and measurable goals

Teach For America, New York, NY

Summer 2016

Corps Member

- Selected from nearly 60,000 applicants nationwide to join national teacher corps of recent college graduates and professionals who commit two years to teach in under-resourced public schools.
- Participate in intensive summer training program to develop the skills and knowledge needed to achieve significant gains in student achievement. Simultaneously teach in summer school program run by Teach For America for students in New York public and charter schools under the supervision of a faculty of experienced teachers.
- Engage in professional development activities, including seminars, discussion groups, workshops, readings, and 'learning teams' specific to my teaching license area.

Echols Middle/ Tuscaloosa County High School, Tuscaloosa, AL

Spring 2016

Student Intern-Elementary and High School

- Founded Tuscaloosa County High School's first percussion ensemble, providing high quality music instruction resulting in recognition from local districts and communities
- Assisted in creating and executing budget plans, fundraising opportunities and event and travel itineraries, yielding positive outcomes and success for TCHS' Band Program
- Improved efficiency within the classroom by creating a meaningful and purposeful space
- Conducted all musical ensembles, who performed and demonstrated extraordinary musicianship

The University of Alabama Office of FYE & Parent Programs, Tuscaloosa, AL

Fall 2012- Fall 2014

Parent Ambassador Student Coordinator

- Designed, selected and trained a team of 75 Orientation Leaders on skills such as Public Speaking, Interpersonal Communication, Conflict and Resolution, and Professionalism which aided in the success of Orientation

COMMUNITY

Alpha Phi Alpha Fraternity, Incorporated- Rho Lambda Chapter, Buffalo, NY

Fall 2018- current

Service and Community Partnerships Chair

- The Alpha Phi Alpha Education Foundation, Inc. is the non-profit charitable arm of the fraternity, which focuses on scholarship, programs and training and development of the membership. Education Foundation encompasses the implementation of Go-to-High School, Go-to-College; Project Alpha; First of All, We Vote; The Belford V. Lawson Oratorical Contest; The John Hope Franklin Collegiate Scholars Bowl; The Hobart Jarrett Debate Competition; Leadership Development Institutes and the professional and personal development thrusts of the fraternity—Alpha University.

Westminster's PRIDE Math Tutoring Program, Buffalo, NY

Spring 2016- Fall 2017

Lead Teacher/ Founder

- Created Math tutoring program to enhance and strengthen mathematical fluency and conceptual understanding
- Implemented NYS/ COMMON CORE Instruction and strategies to aid in student academic success within the classroom
- Analyzed and collected Mathematical Data to track student progress and growth

PERSONAL

- Musician; Percussionist/ Choral and Instrumental Experience
- Knowledge of Basic Spanish/ French
- Experience in Event Planning
- Minored in Communication Studies
- Founder of Kappa Kappa Psi Chapter at the University of Alabama

REFERENCES

Katie Campos
Executive Director
Teach For America- Buffalo
Phone: (716) 479 – 4124
Email: katie.campos@teachforamerica.org

Judith Harris
Professor
Buffalo State/ Canisius College
Phone: (716) 878 - 4334
Email: harrisja@buffalostate.edu

Amie Caster
Special Education Coordinator
Westminster Community Charter School
Phone: (716) 863 - 8573
Email: acaster@reachacademycharter.org

Glenn Spencer

Summary

Enthusiastic, results driven, proactive, highly organized, Change management, training professional with many years of experience in various sectors helping organizations perform, achieve, and exceed expected outcomes. Specialize in training for ERP, EHR, CRM, and HRIS implementations. Proficient in various applications to include Articulate Storyline, Various LMS, Microsoft office suite, and a host of proprietary software

Worked with various fortune 500 companies across the world. Highly skilled in leading change. Also specialize in presenting complex information to various levels of management to include union workers, senior level executives and CEO's

Areas of effectiveness

- | | | |
|------------------------------|-----------------------|-----------------------|
| ✦ EHR training Expert | ✦ Advanced Powerpoint | ✦ Microsoft Visio |
| ✦ Organizational Development | ✦ Project Management | ✦ HRIS Implementation |
| ✦ Adult learning principles | ✦ ADKAR proficient | ✦ MS Office Certified |
| ✦ ERP Training professional | ✦ Onboarding | ✦ ATD Member |

Education

University at Buffalo	Business Administration	MBA
Canisius College	Counselor Education	M.S
University at Buffalo	Psychology	BA
Buffalo State College	Adult Education / HR	Advanced certificate (Attending)

Related Experience

December 2017 – Present

Senior Technical Applications Trainer

Roswell Park Cancer Institute

- Project Lead for training efforts to support enterprise IT applications
- Meet with business leads and / or project managers to complete training needs analysis, design training plans on enterprise wide projects
- Create pre and post-assessments to evaluate effectiveness of learning programs
- Collaborate with HR to ensure successful Candidate Onboarding
- Oversee training efforts and content development to ensure the delivery of highly effective engaging training material
- Ensure required LMS training modules are assigned to users enterprise wide
- Develop and deliver enterprise learning both face-to-face and remote; train subject matter experts who will serve as trainers.
- Conduct train the trainer sessions with trainers, SME's and Super users
- Analyze data to determine effectiveness of learning and development programs

March 2003 - Present

Corporate Trainer \ Project Manager

Private Contracting

- Collaborate with project team members to include Product Engineering, Order and Distribution, IT, and Sales professionals in efforts of developing curriculum, training aids, leader guides and participant guides

- Project management across industries to include Pharmaceutical, Investment Banking, Brokers, Insurance Sales Professionals, Commercial Banking, Mental Health Organizations, and Government entities
- Assess training needs through surveys, interviews with employees, focus groups, or consultation with managers, instructors, or customer representatives
- Present information using a variety of instructional techniques or formats, such as role playing, simulations, team exercises, group discussions, videos, or lectures
- Design, plan, organize and direct orientation and training for employees or customers of industrial and commercial establishment.

January 2011 to Present

Instructional Services Unit Liaison \ Instructor

University at Buffalo EOC

- Use of DMAIC approach to improve process across units
- Curriculum Development
- Change Management instructor
- Develop documentation standards
- Provide direction and support to faculty, staff and team members concerning projects
- Content Development
- Instructor lead training
- Virtual instructor lead training

Other experience

September 2009 – September 2010

Southwest Key Programs

Clinical \ Program Director

- Lead planning and implementation of departmental projects
- Training and Development, Program development, Program Management, Project management
- Reports on program performance and effectiveness to stakeholders throughout the organization including funding sources, all levels of company staff, the governing body and the community at-large.
- Design, create and test custom reporting and other database tools in accordance to programmatic and staff needs. Develop and conduct related trainings and documentation including rollout plans.
- Develop policies and processes to ensure compliance with governmental, employee and client safety and health requirements

December 2005 – September 2009

Gateway-Longview

Wraparound Clinical Supervisor

- Program development and enhancement, coaching, training, monitoring of fiscal goals, and clinical supervision, quality assurance, fiscal management.
- Project management responsibilities
- Managed implementation of county wide change of care initiative
- Conducted Train the trainer program
- Managed project budgets.



Microsoft Office Excel 2007 Certified
Microsoft Office Word 2007 Certified

EMILY TUCKER

GALLERY DIRECTOR



PERSONAL

Name	Emily Winslow Tucker
Birthday	19th March 1982 (34)
Relationship	Married
Nationality	American
Languages	English, French

CONTACT

Mobile	+1 (716) 553-8483
Work	+1 (716) 886-0898
Email	emily@bcg-ny.com
Skype	emilywinslowj
Address	24 Cleveburn Pl Buffalo, NY 14222

REFERENCES

Available upon request

COMMUNITY SERVICE

YWCA of WNY

Board Member, Co-Chair Development

Hall Walls Contemporary Art Center

Board Member, Chair Marketing & Membership

Buffalo Center for Art & Technology

Advancement Committee Member

PROFILE

Emily Tucker, Director of Benjamin Gallery Group, grew up in the art gallery her parents founded in 1965. She has always been surrounded by fine art and has developed a keen eye for quality. After spending years working in the financial world of New York City, Tucker took a job at Macklowe Gallery on Madison Avenue. In 2010, at her parent's request, Tucker returned home to Buffalo to take over the family fine art gallery. She has used her vast and varied experiences in New York to expand the family business to an international market, including maintaining an office in New York City and launching a second Buffalo location, which will focus on contemporary art (scheduled to open in Winter of 2017).

WORK

2015-
Present

PRINCIPLE

RESOURCE:ART, BUFFALO, NY, USA

One of three partners in a fine art consulting company focused on public art

2010-
Present

DIRECTOR

BENJAMIN GALLERY, BUFFALO, NY, USA

Manager and curator of exhibitions at an investment quality fine art gallery

2009-
2010

ASSOCIATE

MACKLOWE GALLERY, NEW YORK, NY, USA

Sales and marketing associate at a high end fine art gallery on the upper east side

2008-
2009

CLIENT SERVICES REPRESENTATIVE

HIGH INVESTMENT GROUP, NEW YORK, NY, USA

Client services representative in a five person start up hedge fund

2005-
2008

GLOBAL SOURCING ANALYST

MORGAN STANLEY, NEW YORK, NY, USA

Purchasing analyst in charge of operational expenses for all of Morgan Stanley's

EDUCATION

2004

BA FINANCE AND MARKETING

A. B. FREEMAN SCHOOL OF BUSINESS, NEW ORLEANS, LA, USA

Graduated Cum Laude, Winner Burkenroad Award for Scholarship and Integrity

SOFTWARE

ADOBE PHOTOSHOP (CC)

ADOBE DREAMWEAVER (CC)

ADOBE INDESIGN (CC)

MICROSOFT EXCEL

QUICKBOOKS

FILEMAKER PRO

HOBBIES



TRAVEL



PAINTING



COOKING



PHOTOGRAPHY



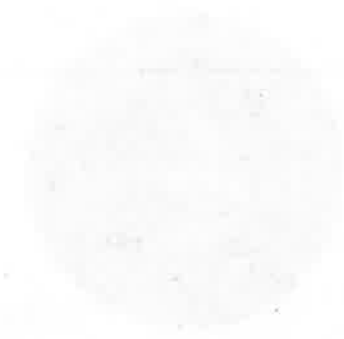
MOVIES



BOWLING



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