

By Legislators Barnhart and Hasman

Intro. No. ____

RESOLUTION NO. ____ OF 2024

CONFIRMING REAPPOINTMENTS TO MONROE COUNTY BOARD OF HEALTH

BE IT RESOLVED BY THE LEGISLATURE OF THE COUNTY OF MONROE, as follows:

Section 1. In accordance with Section C6-12(j) of the Monroe County Charter, the following reappointments to the Monroe County Board of Health, for a term to begin immediately and to expire on August 31, 2028, are hereby confirmed:

- Linda S. Clark, MD, MS, residing at 237 Red Hickory Drive, Rochester, New York 14626;
- Rochester City Councilmember Miguel A. Melendez, Jr.;
- Celia A. McIntosh, DNP, RN, FNP-C, PMHNP-BC, CHRN, CCRN, CEN, SCRNP, residing at 108 Merrill Street, Rochester, New York 14615; and
- Rashid Muhammad, EdD, residing at 1 Roby Drive, Rochester, New York 14618.

Section 2. This resolution shall take effect immediately.

Agenda/Charter Committee; July 29, 2024 – CV: 8-0
Human Services Committee; July 30, 2024 - CV: 7-0
File No. 24-0236

ADOPTION: Date: _____ Vote: _____

ACTION BY THE COUNTY EXECUTIVE

APPROVED: _____ VETOED: _____

SIGNATURE: _____ DATE: _____

EFFECTIVE DATE OF RESOLUTION: _____



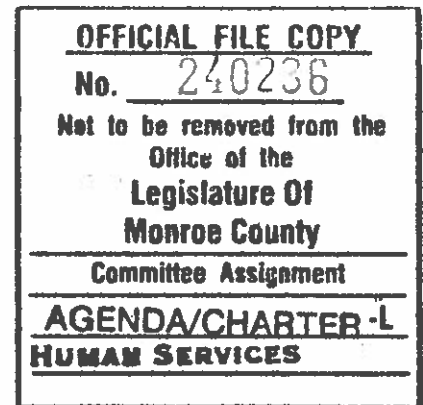
Office of the County Executive

Monroe County, New York

Adam J. Bello
County Executive

July 1, 2024

To The Honorable
Monroe County Legislature
407 County Office Building
Rochester, New York 14614



Subject: Confirmation of Reappointments to the Monroe County Board of Health

Honorable Legislators:

In accordance with § C6-12 (J) of the Monroe County Charter, I hereby submit to Your Honorable Body for your confirmation, the reappointments of the following individuals to serve on the Monroe County Board of Health, for a term to begin immediately and to expire on August 31, 2028.

- Linda S Clark, MD, MS residing at 237 Red Hickory Drive, Rochester, NY 14626
- Rochester City Councilmember Miguel A Melendez, Jr.
- Celia A McIntosh, DNP, RN, FNP-C, PMHNP-BC, CHRN, CCRN, CEN, SCRNP residing at 108 Merrill Street, Rochester, NY 14615
- Rashid Muhammad, EdD residing at 1 Roby Drive, Rochester, NY 14618

The specific legislative action required is to confirm the reappointments of Linda S Clark, Miguel Melendez Jr, Celia McIntosh and Rashid Muhammad to the Monroe County Board of Health, in accordance with § C6-12 (J) of the Monroe County Charter, for a term to begin immediately and to expire on August 31, 2028.

The legislative action requested in this referral is not an "Action," as that term is defined in 6 NYCRR § 617.2(b), and is not subject to review under the State Environmental Quality Review Act.

This action will have no impact on the revenues or expenditures of the current Monroe County budget.

I recommend that this matter receive favorable action by Your Honorable Body.

Sincerely,

Adam J. Bello
Monroe County Executive

AJB:db

LINDA L. CLARK, M.D., M.S.

Clark Occupational Medicine Services
1040 University Avenue
Building 1, First Floor (Suite 100)
Rochester, New York 14607
585) 227 0072 Phone
585) 227 9585 Fax

EDUCATION:	<i>A.B. Biology</i> - Brown University; Providence, Rhode Island	1982-1986
	<i>Medical Degree</i> - University of Virginia; Charlottesville, Virginia	1987-1991
	<i>M.S. Epidemiology</i> - SUNY Buffalo; Buffalo, New York Masters' Thesis: Increasing Provider Knowledge and Utilization of Influenza Immunization Practice Guidelines Using a Chart Reminder System	1993-1996
CERTIFICATIONS:	• <i>Board Certification in Occupational Medicine</i>	2000 - present
	• <i>Board Certification in General Preventive Medicine and Public Health</i>	1997 - present
	• <i>Medical Review Officer Certification by MROCC</i>	1997 - present
HONORS:	Fellow, American College of Preventive Medicine	2004
	Fellow, American College of Occupational and Environmental Medicine	2007
	Woman of Distinction (Girl Scouts of Western NY)	2019
	Raymond L. Graves Beloved Community Award	2020
EMPLOYMENT HISTORY:	Linda L. Clark, M.D., M.S., P.C.; Clark Occupational Medicine Services Rochester, New York <i>President/Owner</i>	2001-Present
	- Business oversight including staffing management, budget oversight, assessment and selection of practice software (Sis), responding to requests for quotes or proposals, purchasing equipment, supplies and services	
	- Marketing and needs assessments of potential clients	
	- Customer Service assessment, including designing and implementation of client and customer satisfaction	
	- Training and periodic staff assessment	
	- Drug and Alcohol Testing Programming <ul style="list-style-type: none">• Urine drug collection (certified collector and trainer)• Breath Alcohol Technician• Creation and management of consortia (DOT and Non)• Medical Review Officer services	
	- Institution of medical programming <ul style="list-style-type: none">• Respirator Medical Program• TB Surveillance Program• Health Care Worker Periodic Assessment• Audiometric Program Supervision	
	- Fitness for Duty Evaluations	
	- Return to Work Evaluations	

- Independent Medical Examinations (I.M.E.) and Disability Evaluations
- Injury and Illness Treatment and Management
- Opioid dependence treatment with Suboxone and other medication –assisted addiction treatment
- On-site occupational health care, including worksite evaluations, disability reviews and return to work assessments

Contractual work

- **General Motors– Rochester Components Plant Physician 1998– present**

- Collaborating with Labor Relations, Safety, Ergonomics and Management to create the safest and most productive working environment
- Interacting with community physicians to safely keep or return employees to work, and collaborate on effective management of occupational and non-occupational conditions;
- Hosting plant tours for community providers
- Support nursing and emergency medical functions
- Supervise various surveillance programs, including hearing conservation, respiratory protection, HAZMAT
- Conduct safety tours and assessments of various jobs in the plant for job accommodations and prevention measures, with safety and ergonomic teams
- Work with management around issues related to business continuity planning
- Collaborate with EAP for effective management of those with mental, emotional and behavioral concerns, including substance abuse
- Work with carrier and community practitioners to manage disability claims
- Serve as a resource to nursing and other staff in the plant

Common Ground Health – Senior Health Advisor 2019-present

2020 present

- African American Health Coalition and Latino Health Coalition
- Sage 2 Commission Support
- Health Literacy – Patient Self-Efficacy Project
- Speak Life! Annual health equity conference planning
- ROCCOVID Clinical Team
- Community representation of the agency

Anthony L. Jordan Health Center

2009 - 2014

Rochester, New York

P.I. Hepatitis C Testing Grant (2014)

Medical Director (2009-2012)

Medical Director of Specialty Programs and Services (2012-2014)

- Liaison between provider staff and administrative staff

- Creating, monitoring practice protocols and treatment guidelines in the Center, to improve quality of care
- Planning continuing education for provider staff and support staff
- Overseeing and monitoring study protocols in the Center
- Coordinating preceptorships for students and residents.
- Working on quality improvement processes, both in coordinating and support roles.
- Maintaining CLIA Waiver status and Operation Certificate in accordance of all applicable New York laws and regulations
- Supervising departmental chiefs and executive oversight of their clinical programming.
 - Pediatrics and Teen Center
 - OB/Gyn
 - Behavioral Health
 - Family Medicine
- Executive oversight of specific programs
 - Suboxone
 - Prevention and Primary Care (HIV, Hepatitis C programming)
 - WTC
 - Urgent Care
 - Behavioral Health
- Responding to grant/ RFP requests
- Monitoring and evaluating health services provided
- Working with various teams to achieve all Center quality improvement goals
 - Patient Centered Medical Home
 - HRS V health services goals
 - Meaningful Use
 - Diabetes Recognition
- Monitoring referrals and peer review processes
- Overseeing provider credentialing
- Employee Health
 - Disability reviews
 - Work-related incident reviews
 - Return to work assessments
 - Wellness projects
- Clinical duties
 - Clinical preventive medicine, including physical examination and counseling for tobacco cessation, weight management, etc.
 - Opioid dependence management with Suboxone
 - Urgent care
- Community outreach and partnerships
- Other duties as required or requested

Guthrie Clinic
 Sayre, Pennsylvania
Associate Physician

2008 – 2009

- Injury and Illness Treatment and Management
- Training and periodic staff assessment

- Drug and Alcohol Testing
 - * Medical Review Officer services
- Medical surveillance
 - * Respirator Medical Program
 - * TB Surveillance Program
 - * Audiometric Program Supervision
- Fitness for Duty Evaluations
- Return to Work Evaluations
- Independent Medical Examinations (I.M.E.) and Disability Evaluations

CHD Meridian – Eastman Kodak Medical Center
Rochester, New York

2005 - 2007

Site Medical Director

- Audiometric Program Supervisor
- Drug Testing Program Coordinator and Supervisor and MRO
- Injury and Illness Treatment and Management
- Travel Medicine Program Supervisor
- Case Management Medical Consultant
- Respirator Medical Program Supervision
- Review and implementation of multiple assessment and surveillance activities
- Liaison with Kodak Rochester Medical Service personnel
- Interfacing with Kodak supervisors and human resources personnel
- Medical supervision of mid-level providers, contract physicians, nursing and technical staff
- Medical Advisory Board for CHD Meridian
- Health and Wellness Committee for CHD Meridian
- Consultant on software implementation (OHM to Medgate)
- Implementation and Coordination of educational offerings for staff and medical supervisors of CHD Meridian staff and Kodak personnel

OH+R Inc (formerly Occupational Health Connection and Rochester Occupational Center)

1996 - 2001

Rochester, New York

Medical Director (1999-2001)

Center Director (1997-1999)

Associate Medical Director (1996-1997)

Partners In Occupational Health

1995-1996

North Tonawanda, New York

Associate Medical Director

Deaconess Immediate Treatment Center

1994-1996

Buffalo, New York

Urgent Care Physician (per diem)

TRAINING:

SUNY Buffalo – Department of Social and Preventive Medicine
Buffalo, New York

1993-1995

	<i>Preventive Medicine Resident</i>	
	University of Illinois - Department of Urology Chicago, Illinois <i>Surgery Resident</i>	1992-1993
	Long Island Jewish Medical Center - Department of Surgery New Hyde Park, New York <i>Surgery Intern</i>	1991-1992
MEDICAL LICENSURE:	New York	1993 - present
ACADEMIC APPOINTMENTS:	SUNY - Buffalo - Department of Social and Preventive Medicine <i>Research Assistant Professor</i> <i>Instructor: Occupational Medicine Symposium for residents</i>	2009 - present
	University of Rochester School of Medicine and Dentistry - Department of Public Health Sciences <i>Adjunct Assistant Professor</i>	2020 - present
PROFESSIONAL AFFILIATIONS:	Unity Hospital (Rochester Regional Health) - Department of Internal Medicine (Occupational Medicine) <i>Full Time Attending</i>	1996 - present
	Rochester General Hospital (Rochester Regional Health) - Primary Care and Ambulatory Specialty Institute <i>Full Time Attending</i>	2018 - present
PROFESSIONAL MEMBERSHIPS:	<ul style="list-style-type: none"> American College of Occupational and Environmental Medicine (ACOEM) New York College of Occupational and Environmental Medicine (NYOEMA) - President 2013-2014 and other offices American College of Preventive Medicine (ACPM) Monte County Medical Society (MCMS) <ul style="list-style-type: none"> Quality Collaborative Committee Committee on Equity and Diversity Chair Medical Society of the State of New York (MSSNY) <ul style="list-style-type: none"> Committee to Eliminate Health Disparities (Co Chair) Worker's Compensation and No Fault Injury Committee Women Physicians Committee 	
COMMUNITY ACTIVITIES:	<ul style="list-style-type: none"> Black Physicians Network of Greater Rochester <ul style="list-style-type: none"> President of Board of Directors and Co-founder (former Secretary and Vice President) Preventing health disparities through increase in Black physicians Community education around issues related to health equity Mentoring those in the pipeline to become physicians, including medical students and residents Networking with one another and with other professionals 	2015 present

- **Community Fighting COVID** 2020 present
 - Convened a collaboration of several organizations in the Rochester community to bring screening and education to the minority community throughout the city. This included the development of appropriate educational materials, soliciting donations and volunteers, marketing, and providing street level education.
- **African American Health Coalition (co chair 2018-2020) through Common Ground Health** 2003-2020
 - Reviewing data related to African American health
 - Setting priorities for community action related to African American health in the greater Rochester community
- **Trillium Health Care, Inc. Board of Directors** 2016-present
 - Vice-President, Legislative Affairs Committee (Chair, 2019-2020)
 - Chair Pro Temp (2019-2020)
 - Member of Executive Committee
 - Prior membership on Quality, Governance Committees
- **St. Joseph's Neighborhood Center, Board of Directors** 2019-present
- **URMC Community Advisory Council** 2018-present
- **Medical Committee (Vice-Chair), NBLCA Rochester Affiliate** 2008-2018
 - Increasing knowledge regarding HIV/AIDS and treatment
 - Conference planning (Faith and Medicine - Working Together to Eliminate Health Disparities)
 - Chair until 2017
- **Vertus Charter School for Boys** 2017-2018
 - Board of Trustees
- **Healthcare Disparities Work Group of FR=EE** 2015-2018
 - Member
- **CTAAB (Community Technology Assessment Advisory Board - Member** 2012-2018
- **University of Rochester Medical Center - Department of Community and Preventive Medicine Residency Advisor Committee** 2012-2015
- **Greece Girl Soccer League Board of Directors - Secretary** 2013-2015

Curriculum Vitae

Celia A. McIntosh, DNP, RN, FNP-C, PMHNP-BC, CNRN, CCRN, CEN, SCRNP

Phone: (585) 576-5936

Email: celia.mcintosh@rochesterregional.org or drnurse58@gmail.com

Strengths: *Futuristic, Learner, Strategic, Input, Deliberative*

Education

2018: St. John Fisher, Certificate, Nonprofit Management

2018: St. John Fisher, Wegmans School of Nursing, Certificate, psychiatric mental health nurse practitioner

2015: St. John Fisher, Wegmans School of Nursing, Doctor of Nursing Practice

2011: St. John Fisher, Wegmans School of Nursing, Masters of Science, family nurse practitioner

2008: University of Rochester, School of Nursing, Legal Nurse Consulting Certificate

2007: State University of New York at Brockport, Bachelors of Science

2003: Monroe Community College, Associate of Applied Science

Honors/ Awards/Scholarship

2021-Daisy Award for Nurses Advancing Health Equity, Rochester, NY

2020-Community Service Nurse Award recipient, GNYC BNA, Rochester, NY

2019-Nurses Have a Heart of Gold NP Award recipient, Rochester, NY

2019-Greece Regional Chamber Girlie Goodwin Citizen of the Year Award, Rochester, NY

2015-Doctor of Nursing Practice (DNP) Clinical Scholarship Award recipient

2014-St. John Fisher College, Thiem Nursing Scholarship. \$5,000.00 Awarded. Rochester, NY

2011-Shining Example: Certificate of Appreciation, Highland Hospital, Rochester, NY

2010-Sigma Theta Tau International Honor Society of Nursing, Delta Sigma Chapter

Leadership Development Programs

2021 African American Leadership Development Program, United Way Rochester, NY

2021 Leadership and Development, Rochester Regional Health, Rochester, NY

2020 Healthcare Business Academy (HBA) Fellowship Program, NorthStar Network, Rochester, NY

Licenses and certifications

Certified Critical Care Registered Nurse (CCRN)

Certified Emergency Nurse (CEN)

Stroke Certified Registered Nurse (SCRN)

Basic Life Support

Advanced Life Support

05/2019-05/2023-Nurse Practitioner- Board Certified (Psychiatric Mental Health)

05/2012 to present-Nurse Practitioner- Board Certified (Family Nurse Practitioner)

05/03 to present- Registered Nurse, New York Board of Nursing. License # 544915

Professional memberships

2020-Present Founding Member-Functional Neurological Society

2020-Present member Genesee Valley Nurses Association

2020-Present member Nurse Practitioner Association

2019-Present Founding member Rochester Black Nurses Association

2019-Present member American Psychiatric Nurses Association

2018-Present member. American Academy of Neurology

2014-Present member. American Association of Neuroscience Nurses

2012-Present member. American Association of Critical Care Nurses

2012-Present member. American Academy of Nurse Practitioners

2005-2018. Charter Member, Chi Eta Phi, Beta Chi Chi chapter

Professional experience

2019-2020 Psychiatric Mental Health Nurse Practitioner, Webster Psychiatry & Medicine, Webster, NY

2014-Present Adjunct Faculty (Clinical site visitor), St. John Fisher College, Rochester, NY

2012-Present Nurse Practitioner (Inpatient Neurology Department), Rochester Regional Health

2008-2019 Registered Nurse, Emergency department, Highland Hospital

2005-2010 Charge Nurse Long-term Ventilator Unit, Unity Hospital- St. Mary's Campus,

2004-2013 Registered Nurse, Cardiothoracic Intensive Care Unit, Rochester General Hospital

2003-2004 Registered Nurse, Cardiac step-down Unit, Rochester General Hospital

Publications-peer reviewed

2017-A Depression Screening Protocol for Acute Stroke Patients: A Quality Improvement project in the Journal of Neuroscience Nursing.

Service proposal & grant

Co-Author: Community Health Improvement Initiative: Project YUP Youth Uplift Program at Boys & Girls Clubs of Rochester on behalf of the Rochester Black Nurses Association

Submitted to Excellus BCBS. Rochester, NY December 2020

Funding Approved: \$65,580 over three years

Co-Author: "Rochester Black Nurses Association: Bridging the Youth Mental Health Gap." Mental Health First Aid Grant

Submitted to: The Greater Rochester Foundation, Rochester, NY, March, 2019

Funding Approved: \$12,540

Author: "Rochester Regional Coalition Against Human Trafficking Training Initiative: Human Trafficking and Social Justice".

Submitted to: The Greater Rochester Foundation, Rochester, NY, July, 2019

Funding Approved: \$14,141

Professional oral presentations

International

2015 February 18, 2015-*A Depression Screening Protocol for Acute Stroke Patients*. Presented at the 34th annual Royal College of Surgeons in Ireland International Nursing & Midwifery Research and Education Conference, Dublin, Ireland

National

February 22, 2017- International stroke conference, spoke on depression and stroke, Houston Texas

August 12, 2017- Depression and Stroke, Spoke at American Association of Neuroscience Nurses (AANN) Advances in Stroke Care Conference at Loews Chicago O'Hare Hotel, Rosemont, Illinois, United States Of America

October 19, 2017, Depression and Stroke. Spoke at, Helene Fuld Health Trust National Summit, Transforming Healthcare Through Evidence-based Practice, Columbus Ohio

December 1-2, 2017 Poster presentation on depression and stroke- Miami Neuro symposium 6th annual conference Coral Gables, Florida

April 24, 2018 -Poster presentation on depression and stroke- American Academy of Neurology (AAN), Los Angeles, California

Local, Regional and State

September 25, 2015-Depression and Stroke for Acute Stroke Patients. Presented at CNY/WNY Stroke Coordinators (CWSC) Meeting

November 6, 2015-Depression and Stroke for Acute Stroke Patients. Presented at Rochester General Stroke Conference Acute Stroke and Neuro-Endovascular Teaching Day "Priorities in Care"

April 7, 2016 -Look twice, save a life: Identifying Signs of Sex Trafficking in your Community. Open MIC Interview

January 17, 2017-Connections: The misconceptions and realities surrounding human trafficking in Rochester. WXXI news interview

January 25, 2017-Human Trafficking 101: For Emergency Medicine Providers. Presented Werner Medical Library at Rochester General Hospital

January 26, 2017- Human Trafficking: A Rochester Problem Too event at St. John Fisher College-spoke on the panel

March 6, 2017-"Yes, Here" campaign raises awareness about human trafficking locally. WXXI new interview

March 29, 2017- "What's in your food basket"? Health and Wellness Committee Conference call Presentation, Rochester, New York

April 26, 2017- Implementing a Depression Screening Protocol for patients with acute ischemic stroke, Spoke at the Buffalo General Medical Center, Buffalo, New York

May 3, 2017- Implementing a Depression Screening Protocol for patients with acute ischemic stroke, Spoke at the Buffalo General Medical Center, Buffalo, New York

May 8, 2017- Human Trafficking 101: For Emergency Medicine Providers. Spoke at the Genesee Valley Chapter Emergency Nurses Association meeting, Rochester, New York

May 10, 2017-Human Trafficking 101: For Emergency Medicine Providers. Presented at University of Rochester Emergency Nursing Conference, Rochester, New York

June 1, 2017- Human Trafficking: In the Greater Rochester Region. Spoke at RIT Osher Lifelong Learning Institute, Rochester, New York

July 18, 2017 -"The Who, What, When, Where & Why of Human Trafficking". Presented at Seneca Fall's Rotary Club meeting, Seneca Falls, New York

September 16, 2017 Human Trafficking 101. Presented at Genesee Baptist Church Family Health Forum, Rochester, New York

September 26, 2017- Who, What, When, Where & Why of Human Trafficking. Presented at Park Presbyterian Church, Newark, New York

December 16, 2017 Human Trafficking: The cycle of addiction, prostitution and human trafficking is a silent panel discussion. Presented at RIT Center for Urban Entrepreneurship, Rochester New York

January 24, 2018- Human Trafficking: It Does Happen Here Open Mic Interview

January 25, 2018- Human Trafficking: For healthcare professional. Presented at Highland Hospital Nursing grand rounds, Rochester, New York

January 27, 2018- Human Trafficking for Health Care Professionals. Presented at URM's Anti-Human Trafficking Conference, Rochester, NY.

February 20, 2018- Human Trafficking 101. Presented at Rochester NOW Meeting, Rochester, New York

March 6, 2018- Moral Resilience in Nursing. Health and Wellness Committee. Presented via Webinar, Rochester, New York

March 13, 2018- Human Trafficking 101: For schools Presented at East High School, Rochester, New York

March 15, 2018- Best Practices Seminar: Human Trafficking 101. Presented at Rochester General Hospital, Rochester, New York

March 30, 2018- Human Sex Trafficking & Sexual Reproductive Justice. Presented at Hillside 1 Mustard Street, Rochester, New York

April 14, 2018- Human Trafficking 101. Presented at the University of Rochester for the Student Association for Interfaith Cooperation, Spring Interfaith Banquet. Rochester, New York.

December 3, 2021 The Power of One. Presented at Youth Services Quality Council's, Rochester, New York

Volunteer Service

2021-Rochester Academy of Medicine, Board of Trustees-Secretary

2021-Nurse Practitioner Association (NPA), DEI Committee

2021-current Inaugural Food Policy Council

2021 -current Rochester Black Nurses Association, Vice President, Health Policy Chair, Black Maternal Health Chair (3/2021)

2020- current Inaugural Police Accountability Board, Immediate Past Vice Chair (2020-2021)

2019-current The Children's Agenda-co-chair antiracism committee (2021)

2014- current Rochester Regional Coalition Against Human Trafficking -President (2016-current)

RASHID MUHAMMAD, Ed.D

1 Roby Drive, Rochester, NY 14618 / 585-415-3630 / rashid3@aol.com

Offering 40 years of leadership expertise that includes building community partnerships, program management, and creating organizational strategies for community, government, and corporate agencies.

- **Distinct professional background and experiences** as a United States Air Force Officer, Aerospace Engineering Manager, Nonprofit Operations Director, Community Organization Board Member, and Interfaith Commission Chair.
- **Trusted leader that builds relationships** across academic, community, business, government, and nonprofit organizations. Entrusted by diverse constituencies in community, government, academic, and corporate environments.
- **Extensive portfolio of achievements** encompassing community dialogues, organizational leadership, strategic planning, teaching, and personnel mentoring with awards from government, academic, and business organizations.

PROFESSIONAL EXPERIENCE

Director of Community Partnerships, JustCause (formerly Volunteer Legal Services Project) 2019 – Present

JustCause offers free legal help to low-income residents facing civil legal issues. JustCause coordinates services that are provided by 1,600+ pro bono volunteers who donate their expertise to ensure equitable representation in the justice system.

- Educate legal community leaders on the historical context of issues informing current structures and inequities.
- Develop community partnerships and inter-organizational strategies to provide comprehensive legal services.
- Support organizational grant development, administrative, finance, HR, and IT functions and personnel.

Director of Operations, Rochester-Monroe Anti-Poverty Initiative (RMAPI) 2017 – 2019

RMAPI is a multi-sector community collaborative working to reduce local poverty. Using collective impact and systems-level change approaches, RMAPI is aligning and optimizing the Greater Rochester Area's community-driven anti-poverty efforts.

- Orchestrated execution of collective strategies for over 50 community, government, and private organizations.
- Supervised the RMAPI support staff and make connections with other collaborative community building efforts.

L3HARRIS Corporation, EXELIS Geospatial Systems, and ITT Space Systems Division – Rochester, NY

Led multi-functional teams comprised of engineering, project management, finance, competitive intelligence, and strategic planning personnel that designed and developed innovative technical solutions for government and commercial customers.

- Engineering Unit Manager and Business Unit Planner (2012-2017)
- Market Research and Competitive Intelligence Manager (2009-2012)
- Division Strategic Planning Manager (2008-2009)
- Program and Customer Requirements Manager (2003-2008)

United States Air Force 1982-2003

Operations Officer and Military Intelligence Superintendent with 20+-years of distinguished service and multiple domestic and overseas assignments. Led military personnel and defense contractors in providing critical information to combat forces. Advised U.S. government officials on national security matters. Developed innovative solutions to resolve priority needs.

- Led U.S. military personnel and defense contractors on crisis response teams during national emergencies; led the restructuring of a critical U.S. government agency; and resolved resource shortfalls and justified funding for systems and personnel by evaluating and restructuring key portions of the organizational budget.
- Envisioned then led the development and implementation of a first-of-its-kind prototype technical capability that provided groundbreaking information solutions. Directed multi-functional teams of military technical and contract support personnel in development, implementation, and operation of state-of-the-art technical capabilities.

COMMUNITY LEADERSHIP AND TEACHING EXPERIENCE

Community Leadership Activities 2005 – Present

- Co-Chair Town of Brighton Inclusion, Diversity, and Equity Advisory Board
- Member Town of Brighton Police Advisory Board
- Member SUNY Brockport Community Advisory Board
- Chair, Monroe County Bar Association Veterans Committee
- Advisor and Member 7th Judicial District's Justice for All Leadership and Community Committees
- Member and Past Co-Chair of the Commission on Jewish-Muslim Understanding
- Children's Institute Board of Directors Member and Strategic Planning Committee Co-Chair
- Advocate and Former Board Member for the M.K. Gandhi Institute for Nonviolence
- Served as Muslim Chaplain and Student Group Advisor, University of Rochester Interfaith Chapel

Adjunct Instructor and Lecturer, University of Rochester (UR) and St. John Fisher College (SJFC) 2014 – Present

- (SJFC AMST 1001-03) Instructed Course exploring individual, community, regional, and national identity development
- (SJFC DEXL 704) Co-Instructed the Doctoral Leadership and Cultural Change Course that examined leadership theory
- (SJFC GMGT 685) Presented views and benefits of organizational leadership diversity for the MBA Leadership Course
- (SJFC DEXL 718) Delineated diversity challenges in American society for the Doctoral Leadership and Diversity Course
- (SJFC 120 C-X1) Addressed organizational leadership diversity for the Leadership Through Self-Development Course
- (SJFC AFAM 450) Discussed the historical context and effects of disparities for the African American Studies Course
- (UR CAS 358) Co-Instructed the Leader-to-Leader Course that explored leadership theory and leadership complexities

EDUCATION & PROFESSIONAL CREDENTIALS

- **Diversity and Inclusion Certificate**, Cornell University, 2021
- **Ed.D. – Executive Leadership**, St. John Fisher College, Rochester, NY – 4.0 G.P.A., 2014
 - *Dissertation: "Recognizing the Voice of the Other Peacemakers: Leadership Authenticity Narratives from Women Interfaith Organizational Leaders."* St. John Fisher College Fisher Digital Publications (2014)
- **M.A. – Management**, Webster University, St. Louis, MO – 4.0 G.P.A., 2001
- **B.G.S. – Geography**, University of Nebraska Omaha, Omaha, NE – Magna Cum Laude, 1993
- **A.A.S. – Intelligence and Imagery Analysis**, Community College of the Air Force, Maxwell Air Force Base, AL, 1988
- Top Secret SCI with Polygraph Security Clearance (1982 – 2017)
- Six Sigma Green Belt Certification (2007) and Value Based Management Champion Certification (2009)
- Master of Military Intelligence Rating, U.S. Air Force (1993)

PROFESSIONAL AWARDS

- St. John Fisher School of Education's Arthur L. Walton Award for Community Executive Leadership (2018)
- Harris Corporation Building a Legacy Engineering Mentoring Award (2016)
- Dr. Karyl Mammano Service Award – St. John Fisher College Ed.D. Program (2015)
- Scholarship Award – St. John Fisher College Ed.D. Program (2015)
- Team Leadership Award – St. John Fisher College Ed.D. Program (2015)
- Kappa Delta Pi International Honor Society in Education Initiation (2013)
- Distinguished Graduate – United Way African American Leadership Development Program (2011)
- Officer of the Year – National Imagery and Mapping Agency (NIMA) Operations Group (2000)
- Honor Graduate – NIMA Mapping, Charting and Geodesy Officer's Course (1998)
- Honor Graduate and Academic Top Gun – U.S. Air Force Intelligence Officer Training Course (1997)
- Dick Scobee Leadership Award Winner – U.S. Air Force Officer Training School (1997)
- Senior Noncommissioned Officer of the Year – U.S. Space Command Intelligence Center (1995)
- Noncommissioned Officer of the Year – U.S. Space Command (1993)
- Leadership Award – U.S. Air Force Noncommissioned Officer Leadership School (1992)
- Intelligence Noncommissioned Officer of the Year – U.S. Air Force in Europe (1988)