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SUMMARY OF QUALIFICATIONS

Progressively challenging leadership experience delivering innovative services and developing unique solutions.
Recognized as a builder and leader of high-impact teams. Demonstrated strong communication skills with ability to move teams to implement organizational vision.
Solid skills in problem solving with a bias toward action. Customer focused advocate.

WORK EXPERIENCE

CENTRAL EDUCATIONAL CENTER, Newnan, GA **2000-2003, 2005-Present**
Director of Public Policy, Coweta County School System **2011-**

CEO

Responsible for developing a leadership organization and for implementing a unique partnership among local business, the Coweta County School System and West Georgia Technical College.

Director of Public Policy

Responsible for developing a new contractual form of freedom and accountability for the entire School System in its relationship with the State Board of Education.

Primary responsibilities include:

- developing the joint venture infrastructure to support the charter school;
- leading and developing strategic planning and funding efforts;
- selling the unique program to business, education, government and community-at-large;
- persuading national, state and local leaders to support this innovative educational model;
- coaching staff to develop the cross-organizational collaboration necessary for implementation;
- consulting with worldwide groups to assist in replication of the model;
- locating and hiring unique candidates for staff positions;
- managing budgets and budget processes;
- partnering with research universities to quantify and describe results of implementation;
- changing the impact of technical and career education at the secondary and post-secondary levels
- leading and supporting statewide efforts to build scale from the innovative CEC model.

Accomplishments include:

- Grew enrollment more than 100% during the initial three-year period.
- Developed an efficient new vertically integrated educational model now touted as a **national** model.
- **Consulted with more than 500 groups from across the US and from fifteen other nations.**
- **Saved more than $30 million in construction costs by combining the educational organizations.**
- **Increased high school completion rates to 98% from 71% in the unique model.**
- Created workforce “pipelines” for highly technical positions.
- **Led the community to gain more than $75 million in new business investment in initial two years.**

- **Chaired CEC Board of Directors 2003-5.**
- **Assisted in drafting, developing support and passage of HB 186 and SB 161 in 2011 Session.**
- **Assisted to develop framework for implementation of HB 186 and SB 161.**

Arizona State University, Phoenix, AZ **Evening part-time online 2004-2006**

Mentor

Responsible for collaborating with multiple M.Ed. students to facilitate their successful completion of the nation's first Master's in Education that combines Education and Business (MBA) courses.

Primary responsibilities include:

- leading protégés to practically apply classroom study to their current roles;
- facilitating three-four field experience internships during the 18-month program;
- developing focus on a final internship that provides an improvement plan for a high-needs school;
- ensuring communication connections among faculty, staff, protégé and field experience activities;
- assisting protégés with review of required written submissions;
- providing additional networking opportunities nationwide for protégés.

Accomplishments include:

- Selected as one of program's original seven nationwide mentors (national search).
- Coached protégé to develop and gain approval for a statewide improvement plan.
- Coached protégé to develop a field experience with national impact that led to new Academy design.
- One protégé received two promotions within his school district during his program of study.
- Introduced ASU to an opportunity to impact Georgia's educational leadership "best practices" study.
- Assisted ASU in reports to U.S. Department of Ed that led to additional funding.
- One of four (of original seven) mentors asked to assist additional protégés in Cohort 3.

F&M Bank, Newnan, GA **2003-2005**

Executive Vice President

Responsible for developing additional revenue streams and more strategic focus.

Primary responsibilities included:

- developing commercial (business banking) relationships;
- building breakthrough mortgage banking and asset-based lending structures;
- opening and developing a new office location;
- developing investment consulting and investment banking businesses;
- changing the organizational culture toward one more "sales-oriented";
- creating and developing a more strategic focus on the use of information technology.

Accomplishments included:

- Developed a new strategic plan, now implemented, that has led to significant capital and asset growth.
- Led the successful growth of commercial loans at a rate greater than that of two chief competitors.
- Opened the bank's first total start-up office and grew transactions by factor of three in first six months.
- Introduced a breakthrough structure for mortgage banking that was implemented in 2005.
- Created and developed a partnership with multi-national leasing organization to generate new revenue.
- Created opportunities for the bank to lead bond financings.
- Developed a solution that allows the bank to review its information technology focus annually.
- Developed and proposed solution allowing lines of credit for under-capitalized companies.

BANK OF AMERICA, Atlanta, GA **1981- 2000**

Vice President - Management Recruiter and Recruiting Manager, 1997-2000

Responsible for hiring middle managers and senior managers, in the Global Corporate and Investment Banking Division, across US and worldwide locations.

Primary responsibilities included:

- coaching up to 15 teammates, in multiple sites, to develop and implement a strategic staffing plan;
- influencing and leading relationships with senior managers of internal Bank clients and with other Bank partners;

consulting with hiring manager to specify position requirements and profiles of successful candidates;
sourcing externally and internally to locate attractive candidates;

- screening, interviewing, selecting, hiring and transitioning candidates.

Accomplishments included:

- Identified and developed new sources for Senior Bank Debt Specialists/Trade Finance Officers.
- **Led process implementation to secure positions for managers displaced in merger activity. Severance savings exceeded $2.7 million for Corporation in a five-month period.**
- **Drove change in my team's organizational structure.**
- **Executed staffing plan, while changing the teams, to hire 677 associates (in 1999).**

Vice President - Senior Account Executive, 1994-1997

Responsible for developing and profitably managing Domestic and International Receivables Management relationships with international correspondent banks, foreign and US suppliers, and US buyers.

Primary responsibilities included:
initiating, managing, servicing, and administering lending relationships;

developing new business and marketing processes;
designing, developing and enhancing new and existing products;
ensuring tailored, quality service delivery across several departments on behalf of clients;
teaming with and influencing a steering committee to strategically manage international initiatives and profitability;

- travelling and working directly with clients, particularly in the People's Republic of China, Hong Kong, Mexico, Taiwan, Germany, Singapore, Japan, Italy, United Kingdom, Guatemala and Slovak Republic.

Accomplishments included:

- Developed, enhanced and deployed new ImportEdge product used with international banks.
- Managed first direct lending relationships with a foreign industrial company (Mexico) and foreign bank (Slovak Republic).
- Key Leader on team that grew revenues 43%+ each year during a five year period. "E" Award.

Vice President - International Corporate Credit Manager, 1992-1994

Responsible for managing credit exposure to US corporate buyers on behalf of foreign suppliers.

Primary responsibilities included:
providing stellar client service to international correspondent banks;

- approving, managing, and administering credit exposures;

developing new management tools to ensure portfolio credit quality and service delivery to international correspondent banks;
training other credit managers to deliver the international product;
analyzing and implementing product enhancement strategies.

Accomplishments included:

- Achieved first "Top Five" (global competition) ranking for a Western Hemisphere bank.
- Initiated first "reverse marketing" efforts.
- Designed database management tool.

Vice President - Relationship Manager, 1985-1992

Responsible for developing and profitably managing relationships with commercial (up to $100 million annual sales) customers.

Primary responsibilities included:
credit analysis, marketing, loan structuring, loan approval, credit management;
marketing treasury management and international banking products;
analyzing target markets and developing market penetration strategies;

training Banking Center Managers and managing commercial lending within Banking Centers;
leading community development projects to enhance Bank's market penetration.

Accomplishments included:

- Introduced and sold treasury management solutions to a new market.
- Managed credit relationship with public-traded company that became a "case study" in the Corporation.
- Sought and selected by senior management to create and develop a Commercial Division in a newly targeted "System City."
- Sought and selected by International Division to transition and manage an international relationship within Commercial Division rather than in International Division.

Banking Officer - Retail Banking Center Management, 1981-1984

Responsible for delivering banking services through Atlanta Banking Centers.

Primary responsibilities included:
marketing deposit and loan products to retail and commercial customers;
managing service delivery, retail and commercial lending in the Banking Center;
leading community development projects to enhance Bank's market penetration.

Accomplishments included:

- Named "Outstanding Young Man in America" for developing five-year strategic economic plan.
- Managed retail loan portfolio of top-ranked Atlanta Banking Center.
- Selected by senior management to open new Banking Center and develop new commercial portfolio.

CRAWFORD REHABILITATION SERVICES, Macon, GA. **1980-1981**

Vocational Consultant

Manage consultancies to return injured workers to gainful employment. Clients included US and Georgia governments, insurance companies, industrial corporations and attorneys.

Primary responsibilities included:
analyzing and developing job potential for injured workers;
coordinating service delivery among doctors, attorneys, insurers and corporate employers;
delivering comprehensive job analysis for industrial strategic planning;
providing "Expert Witness" testimony.

Accomplishments included:

- Established profitable new lines of business in legal consulting and in industrial plant job analysis.
- Successfully completed first legal consulting and industrial plant job analysis assignments awarded to our team.

- Lobbying letter requested by senior management appeared in US "Congressional Record" at request of US Congressman. Letter was also utilized by President's Office of Management and Budget to set FY83 Federal Budget initiatives.
- **Achieved Certified Rehabilitation Counselor (C.R.C.) professional designation.**

EDUCATION

M.B.A. - Georgia State University, 1987.
M.Ed. - University of Georgia, 1979. (Graduate Assistant, College of Education, 1979-80.)
B.S.Ed. (Cum Laude) - University of Georgia, 1978. Golden Key National Honor Society.

Series 7 and Series 66, 2004
Additional graduate study in International Business, Law - Georgia State University, 1988
Corporate Credit School – Bank of America, 1984 –1986

RECENT INVOLVEMENT

Leader, CEC Replication/Dissemination Team (successfully assisting new "CEC's" to develop)
Board Member, Newnan-Coweta Chamber of Commerce (Chair, 2007)
Chair, Georgia Charter Advisory Committee (see SB 39)
2007 Chair, Technical College Foundation Association (Georgia)
Board of Trustees, ex-officio, West Georgia Technical College Foundation
Advisory Board, Georgia State University Center for International Business Education and Research
Board of Visitors, Mercer University College of Continuing and Professional Studies
Commission Chair, Commission for the Promotion of Higher Education in Coweta County
Board of Directors, Certified Literate is Coweta's Key (CLICK)
Board of Directors, Coweta Samaritan Clinic
Secretary-Treasurer, Newnan Hospital Authority
Board Member, Coweta County Hospital Authority