

Terry L. Howard

EDUCATION

D.B.A. with Information Systems Management concentration (December, 2017). Walden University, Minneapolis, MN. Dissertation: *Strategies for Entrepreneurs with Disabilities to Sustain a Successful Small Business*. (Copyrighted)

M.S. in Information Assurance with Certifications by Homeland Security, University of Detroit Mercy, Detroit, MI, June, 2007

M.S. in Computer Information Systems, University of Detroit Mercy, Detroit, MI, May, 2006

M.B.A., University of Detroit Mercy, Detroit, MI, May, 2005

B.S. with Computer Information Systems major and Business Administration minor, University of Detroit Mercy, Detroit, MI, May, 2003. Honors: Dean's List, Alpha Iota Delta Honor Society, Award: University President's Un-Sung Hero Award (Presented at Commencement)

EXPERIENCE

College of Business Administration, University of Detroit Mercy, Detroit, MI

Senior Lecturer (2019-present)

Award: Faculty Achievement Award (2019)

Lecturer (2013-2019)

Adjunct Professor (2009-2013)

Team Teacher in Management of Information Systems and E-Commerce Courses (2006-2011)

Graduate Assistant in Decision Sciences Discipline (2003-2007)

Hu Incorporated, Southfield, MI Owner: Consulting Services to Community Organizations, School Systems, and Businesses (2006 - present)

MI Business Leadership Network (2004 - present)

Leadership and Economic Program, Detroit, MI (1999-2006)

GL Center for Independent Living (1999 - 2000)

Independence Program Detroit Public Schools and/or YO!, Coordinator/Instructor (2000 - 2006)

Department of Labor/City of Detroit, DYOC Systems Change, Director/Trainer (2002 - 2004)

International Association of Jesuit Business Schools (IAJBS), Detroit, MI: Web

Developer/Administrator/Program Coordinator (1999-present)

Financial Executives International (FEI)

Detroit Chapter, Detroit, MI: Web Developer/Administrator (1999-2009)

Prior to 1999, industry experience and service in the United States Air Force

SCHOLARSHIP

Dissertation

- Howard, T. (2017). *Strategies for Entrepreneurs With Disabilities to Sustain a Successful Small Business*. Walden Dissertations and Doctoral Study Collection. Copyright. <https://scholarworks.waldenu.edu>

Refereed Articles

- Ulferts, G., Howard, T., White, M., Kohn-Parrott, K., and Srivatsan, V. (2023). "Health care: Emerging supply chain solutions." *Journal of Management and Marketing Research*, 28, pp. 1-18

- Howard, T., Peterson, E., and Ulferts, G.:(2023) “Fostering the Value of Diversity in Organizations During the Pandemic Period,” *International Journal of Management and Decision Making*, 22, 4
- Howard, T., Ulferts, G., White, M., Kohn-Parrott, K. Bhattacharya, M., Srivatsan, V. (March 2023). “The Importance of Data Accuracy and Management in Healthcare.” *Journal of Technology Research*, 11, 1-15
- Howard, T. & Ulferts, G. (2022). Role of technology in increasing productivity: As evidenced by the current pandemic” has been accepted for publication in the *Journal of Technology Research*, 11, 1-18
- Howard, T. & Ulferts, G. (2022). The supply chain: Before. During, and after covid-19. *Research in Business and Economics Journal*, 15, 1-20
- Howard, T., Ulferts, G., & Rashid, M. (2021). Currency in a changing technology environment. *Journal of Finance and Accountancy*, 29, 1-16
- Ulferts, G., Peterson, E., Howard, T. (2021). Human resource planning in education. *Journal of Organizational Psychology*, 21(1), 69-79
- Ulferts, G., Cannon, N., & Howard, T. (2021). The changing landscape for funding research and development. *Research in Higher Education Journal*, 40, 1-20, May
- Bhattacharya, M., Ulferts, G. W., & Howard, T. L. (2020). Radio-Frequency Identification Adoption Trends in Retail: A Delphi Study. *International Journal of Strategic Decision Sciences (IJSDS)*, 11(4), 49-64. <http://doi.org/10.4018/IJSDS.2020100104>
- Bhattacharya, M., Howard, T., Ulferts, G. (2020). A study of students’ perceptions about online versus traditional teaching. *Journal of Higher Education Theory and Practice*, 20(15), 117-125
- Howard, T. & Ulferts, G. (2020). Entrepreneurial financing based on (dis)ability. *Open Journal of Business and Management*, 2020, 8, 2178-2194 DOI: 10.4236/ojbm.2020.85133
- Howard, T., Ulferts, G., & Hannon, J. (2019). Leadership styles of small business owners: Linking theory to application, 16, 2, 47-55. *Journal of Leadership, Accountability and Ethics*. doi:10.33423/jlae.v16i2.2021
- Ulferts, G., Howard, T., & Cannon, N. (2018). Strategic impacts of advanced manufacturing technology on American textile industry, 9, 2, 54-69. *International Journal of Strategic Decision Sciences*. doi:10.4018/IJSDS.2018040104
- Howard, T., Peterson, E., & Ulferts, G. (2017). A note on the value of diversity in organizations, 16, 3,187-195. *International Journal of Management and Decision Making*. doi:10.1504/IJMDM.2017.085629
- Ulferts, G. & Howard, T. (2017). North Korean human rights abuses and their consequences, 13, 2, 66-74. *North Korean Review*
- Howard, T. & Ulferts, G. (2017). A note on the impact of leadership style on organizational culture, 16, 2, 97-106. *International Journal of Management and Decision Making*. doi:10.1504/IJMDM.2017.084197
- Tolksdorf, A., Howard, T., & Ulferts, G. (2016). Strategic perspectives on the genuine progress indicator and gross domestic product. *International Journal of Strategic Decision Sciences*, 7, 4, 53-57. doi:10.4018/IJSDS.2016100104
- Bhattacharya, M., Ulferts, G., & Howard T. (November, 2015). A Delphi study of RFID adoption trends in retail. *Decision Sciences Institute Proceedings*.
- Peterson, E., Griffin, C., Ulferts, G. & Howard, T. (2015). Law, business strategy, and social change in the global environment. *International Journal of Management & Information Systems* 19, 4, 123-128
- Cannon, N., Ulferts, G., & Howard, T. L. (2014). Research and development investment. *Journal of Business and Economic Research*, 12, 3, 291-94
- Maier, N., Ulferts, G., Howard, T. (2012). Organizational hiring practices of persons with disabilities. *Journal of Diversity Management*, 7, 2, 79-82
- Ulferts, G. & Howard, T. L. (2012). Transforming business and society: The impact of IT. *International Journal of Management and Information Systems*, 16, 4, 345-48
- Meier, W., Ulferts, G., & Howard, T. (2011). Transforming city governments through IT. *Review of Business Information Systems*, 15, 4, 1-3

Invited Articles

- Howard, T. & Ulferts G. (2017). *Universal access and design in the tourism and travel industry*. Retrieved from www.watterston.com/

Refereed Presentations

- Howard, T. and Ulferts, G. “Global Value of Human Resources” 28th IAJBS World Forum, Universidad Loyola, Seville, Spain
- Ulferts, G., Howard, T., Hightower, R. (July, 2023) “Integrating Alumni Into The Learning Environment and Developing Global Competence” 28th IAJBS World Forum, Universidad Loyola, Seville, Spain
- Ulferts, G., Howard, T., White, M., Kohn-Parrott, K., Srivatsani, V. (March, 2023). “Health care: Emerging supply chain solutions?” AABRI International Conference, San Antonio, Texas
- Ulferts, G., Howard, T., White, M., Kohn-Parrott, K., Srivatsani, V. (March, 2023). “Health care: Emerging supply chain solutions?” AABRI International Conference, San Antonio, Texas
- Howard, T., Ulferts, G., White, M., Kohn-Parrott, K. Bhattacharya, M., Srivatsan, V. (March 2023). “The Importance of Data Accuracy and Management in Healthcare.” AABRI International Conference, San Antonio, Texas
- Peterson, E. and Ulferts, G. (March, 2023). “The Sustainability Case Challenge: How Interdisciplinary Collaboration Meets Preparation for Real-World Business Practice.” AABRI International Conference, San Antonio, Texas
- Ulferts, G. and Howard, T. (November, 2022). “Supply chain for health care: what we have learned?” 2022 Annual Conference of the Decision Sciences Institute, Houston, Texas
- Ulferts, G. and Howard, T. (July, 2022). “DEI: What is Different?” 27th IAJBS World Forum, Georgetown University, Washington DC
- Howard, T. & Ulferts, G. (Fall, 2021). Role of technology in increasing productivity: As evidenced by the current pandemic. AABRI Fall 2021 Virtual Conference
- Howard, T. & Ulferts, G. (Fall, 2021). The supply chain: Before. During, and after covid-19. AABRI Fall 2021 Virtual Conference
- Howard, T., Ulferts, G., & Rashid, M. (2021). Currency in a changing technology environment. AABRI Spring 2021 Virtual Conference, March 23-25, 2021
- Ulferts, G. & Howard, T. (2021). Changing landscape for funding research and development. AABRI Spring 2021 Virtual Conference, March 23-25, 2021
- Ulferts, G. & Howard, T. (November, 2020). Technology and social relations. Presentation at the Decision Sciences Institute 2020 Annual Conference
- Howard, T. & Ulferts, G. (November, 2020). Technology and the relevance of currency. Presentation at the Decision Sciences Institute 2020 Annual Conference
- Howard, T. and Ulferts, G. (November, 2019). "Entrepreneurs with Disabilities and Financing Options." 50th Annual Conference Decision Sciences Institute, New Orleans, LA
- Howard, T. and Ulferts, G. (July 2019). “Impact of Technology on Social Relations.” 25th IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India
- Bhattacharya, M., Howard, T., Ulferts, G., & Fioritto, S. (July, 2019). "Changing Expectations in Online Classes." 25th IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India
- Ulferts, G., Howard, T., & Hightower, R. (July, 2019) "Integrating Alumni Mentors into the Study Abroad Course Component" 25th IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India
- Howard, T. and Ulferts, G. (July, 2019). "Impact of Technology on Social Relations." 25th IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India
- Howard, T. (January, 2019). “Leadership Styles of Small Business Owners” 2019 USASBE Conference, St. Pete Beach, Florida
- Howard, T. (23 July, 2018). *Entrepreneurs with disabilities can create and sustain successful small businesses*, 24th IAJBS World Forum, Seattle, WA, Poster Session. Retrieved from iajbs.org/
- Ulferts, G., Howard, T., & Hightower, R. (23 July, 2018). *International study abroad mentoring project*, 2018 IAJBS World Forum, Seattle, WA. Retrieved from iajbs.org/
- Howard, T. & Ulferts, G. (July, 2016). *The value of diversity*. 2016 IAJBS World Forum, Nairobi, Kenya. Retrieved from iajbs.org/
- Kloppenborg, T. & Howard, T. (July, 2016). *A case for community engagement*. 2016 CJBE Annual

- Conference, Syracuse, NY. Retrieved from cjbe.org/
- Howard, T. & Ulferts, G. (October, 2015). *Leadership and culture*. 2015 International Academic Business Conference, Las Vegas, NV
 - Ulferts, G., Howard, T., & Cannon, N. (October, 2015). *Project management practice*. 2015 International Academic Business Conference, Las Vegas, NV
 - Ulferts, G. & Howard, T., Cannon, N. (October, 2015). *Growth in American textile manufacturing*. Academic and Business Research Institute Conference, Las Vegas, NV
 - Howard, T. & Ulferts, G. (October, 2015). *Product harm crisis*. Academic and Business Research Institute Conference, Las Vegas, NV
 - Tolksdorf, A., Ulferts, G., & Howard, T. (October, 2014). *Economic sustainability: Perspectives on the Genuine Process Indicator (GPI) and conventional GDP*. Academy of Legal, Ethical and Regulatory Issues at the Allied Academies International Conference, Las Vegas, NV
 - Peterson, E., Howard, T., Ulferts, G., Oziem, J. (October, 2014). *Social media privacy rights: The good, the bad and the ugly*. Presented to the Academy of Legal, Ethical and Regulatory Issues at the Allied Academies International Conference, Las Vegas, NV
 - Ulferts, G., Howard, T., & Cannon, N. (October, 2013). *Offshore outsourcing: Future impact*. Academic and Business Research Institute, Las Vegas, NV
 - Ulferts, G., Cannon, N., & Howard, T. (October, 2013). *Managing sustainability in a rapidly changing environment*. Academic and Business Research Institute, Las Vegas, NV
 - Cannon, N., Ulferts, G., & Howard, T. (September, 2013). *Research and development investment*. International Academic Conference, Las Vegas, NV
 - Howard, T. & Ulferts, G. (March, 2013). *Change creating value*. Academy of Business Research Conference, New Orleans, LA
 - Ulferts, G. & Howard, T. (March 2013). *Changing social systems*. Academy of Business Research Conference, New Orleans, LA
 - Cannon, N., Ulferts, G., Howard, T. (October, 2012). *Governance and data quality*. Academy of Information and Management Sciences, Las Vegas, NV
 - Ulferts, G. & Howard, T. (October, 2012). *Who holds the future?* Academy of Educational Leadership, Las Vegas, NV
 - Howard, T., Cannon, N., & Ulferts, G. (October, 2012). *Data management in the United States*. International Academic conference, Las Vegas, NV
 - Ulferts, G. & Howard, T. (October, 2012). *Globalization, technology and the future*. International Academic Conference, Las Vegas, NV
 - Paryani, K., Ulferts, G., Howard, T., & Trabin, J. (July, 2012). *Online versus traditional teaching update: Jesuit context*. 2012 CJBE Conference, Los Angeles, CA
 - Howard, T. & Ulferts, G. (January, 2012). *Supplier diversity includes disability-owned businesses*. United States Association for Small Business and Entrepreneurship, New Orleans, LA
 - Ulferts, G. & Howard, T. (October, 2011). *Transforming business and society: The impact of IT*. International Academic Conference, Las Vegas, NV
 - Maier, N., Ulferts, G., Howard, T. (October, 2011). *Organizational hiring practices of persons with disabilities: A study and review of businesses, non-profit organizations, and government*. International Academic Conference, Las Vegas, NV, Best Paper Award
 - Paryani, K., Ulferts, G., Howard, T., & Trabin, J. (July, 2011). *Online versus traditional teaching: Jesuit context*. 2011 CJBE Annual Conference, Cincinnati, OH
 - Meier, W., Ulferts, G., & Howard, T. (March, 2011). *The internet of things*. International Academic Conference, New Orleans, LA
 - Meier, W., Ulferts, G. & Howard, T. (October, 2010). *IT strategy and medium sized governments*. Teaching and Learning Conference, Las Vegas, NV

Invited Presentations

- Howard, T. & Ulferts, G. (December, 2020). *Accessible and inclusive - The way forward for events*. International webinar sponsored by Event Associates LLP

- Howard, T. (15 May, 2017). *Global tourism and the disability market*. ICCA (International Congress & Convention Association) UK & Ireland Chapter, Frankfurt, Germany
- Ulferts, G. and Howard, T. (September, 2013). *What is governance and governance issues?* IMEX America Conference, Las Vegas, NV
- Ulferts, G. & Howard, T. (October, 2012). *Governance in international organizations*. IMEX-America, Las Vegas, NV
- Howard, T. & Ulferts, G. (20 April, 2012). *Strategy for a sustainable organization*. US Business Leadership Network

Prior Scholarship

Prior to 2010, over 50 publications and presentations on workforce development strategies, disability issues, and decision science topics. The organizations involved included:

Department of Labor, ODEP
 National Association of Manufacturers
 Jobs for the Future
 Workforce Innovation Networks
 Michigan Library Association
 Washtenaw County
 Oakland County Employment Diversity Council
 Greater Detroit Chamber of Commerce
 Greater Detroit Health Council
 City of Detroit
 Detroit Workforce Development Board
 Juvenile Assessment Center
 Various Academic Organizations

Awards and Honors for Scholarship

University Faculty Achievement Award (2019)
 Delta Mu Delta - International Honor Society in Business
 Golden Key - International Honor Society in Business
 Beta Gamma Sigma – International Business Honor Society
 University of Detroit Mercy - President's Un-Sung Hero Award (2003)

ACADEMIC SERVICE

Students

Participated in BUS 1600, providing an overview of decision science program/courses
 Participated in MBA 5680, discussing areas of diversity
 Assisted in BUS 4940 and MBA 5940 International Business class: Italy (2023), Germany (2022), Greece (2019), Costa Rica (2018), Spain (2017), Ireland (2016), Greece (2015), Italy (2014), Brazil (2013), Spain (2012), Taiwan (2011), Spain (2010)
 Assisted in e-Business class at Fu Jen University in Taiwan (2008-2012)
 Advised, counseled, and mentored students on personal issues, career options, and academic choices
 Wrote letters of reference for students and alumni
 Assisted Faculty Sponsor for Alpha Iota Delta - Delta Mu Chapter
 Served as Faculty Sponsor for Global Jesuit Business Student Association - St. Ignatius Chapter
 Participated in Student Advisory Board Activities

Decision Sciences Discipline

Participated in discipline meetings
 Participated in discipline curriculum development
 Participated in the production of materials for a new undergraduate concentration in business intelligence

Participated in online teacher training and University teacher training seminars
Participated in Faculty Recruitment

College of Business Administration

Faculty Advisor: Advised Undergraduate and Graduate Students (2009-present)
Strategic Planning/Assessment/Accreditation Committee, Member (2013-present) Chair (2022-present)
Curriculum and Standards Committee, Member (2013-present) and Chair (2017-21)
CBA Promotion and Tenure Committee, Member and Chair (2022-present)
Centennial Committee, Member (2014-2015)
Participated in the College's Board of Advisors Meeting (2013)
Served on Management Faculty Search and Screen Committee (2017-2019)
Served on the Accounting Search and Screen Committee (2013-2015)
Participated in College Meetings, Research Presentations, Accreditation Activities, Recruitment Activities, including potential students attending classes, and Alumni Activities
Assurance of Learning
Conducted AOL assessments (2010-present)
Served as Champion for "Teamwork" (2015-present)
College Honor Societies Induction Ceremony: Attendance and participation in ceremony activities

University of Detroit Mercy

Served as Panelist for Honors Symposium (2018)
Attended Convocations and Graduation Ceremonies (2013-present)
Participate in Faculty Development and Campus Ministry activities (2013-present)
Participated in International Studies Committee, Member (2013-present)
Participated in Information Technology Team, Member (2013- 2018)
Participated in Ad Hoc Committee for Course and Instructor Evaluation, Member (2014-2016)
Participated in McNichols Faculty Association (MFA), Member (2013-2017, 2018-2019)
Participated in Colleague Development Day workshops.
Assisted with the MFA Adjunct Committee (2011-2013)
Participated in New Faculty programs/activities
Knowledge Support Group, College Representative
Disability Training and Coaching: UDM Public Safety and UDM Faculty/Staff (2007-2018).
UDMPU Board Member (2022-present). National Education Association Representative (2022-present)
University ADA Committee, Member

Mission

Student-centered approach to teaching and learning
Service to those less fortunate, especially people with disabilities, veterans, and youth
Active involvement in the International Association of Jesuit Business Schools
Active involvement in the Colleagues in Jesuit Business Education
Active involvement in Church
Active involvement in campus mission effectiveness activities

PROFESSIONAL SERVICE

Decision Sciences Institute

National and Midwest Regional Membership
National Conferences: regular meeting attendance; Participant in workshops and sessions; and service as discussant (1999-present)

Alpha Iota Delta (International Honor Society in Decision, Information, and Operations Sciences)

Alpha Iota Delta. Member Recruitment and Retention (2008-present)
Treasurer (2009-2016)
Outstanding Service Awards (2010-2016)

Recognized by the Board in 2020 for Leadership and Service
President and International Executive Director (2022-present)
Launched an Academy with Certification Programs
Recognized by the Board in 2022 for ongoing Leadership and Service
Launched the development of a Professional Recognition Program
International Executive Director (2017-2022)
Opened new chapters in China and Qatar
Delta Mu Chapter
Founding student member (2003)
International Liaison to Alpha Iota Delta (2012-present)
Association of Collegiate Honor Societies (ACHS) – Alpha Iota Delta is an accredited member
Participated in annual conferences and monthly Zoom meetings
Serve on the Diversity, Equity, Inclusion, and Accessibility Committee (2023-2024)
Board Member (2024-present)

International Association of Jesuit Business Schools (IAJBS)

International Conferences
Regular meeting attendance; service as discussant and chair (1999-present)
Participated in workshops and sessions on teaching, research and service
Program coordination for 2001 (Detroit, MI) and 2016 (Nairobi, Kenya) World Forums
International Board Meetings: administrative activities including recording minutes (2001-present)
African Projects Committee, Member (2006-2016)
Web Site Development and maintenance (1999-2006)
Global Jesuit Business Student and Alumni Association, Steering Committee Member
Jesuit Online University Committee, Member (2014-2016)
Alpha Sigma Nu - Judge for Book Competition (2016-2018)
Colleagues in Jesuit Business Education, Member and Participant in Activities
Board Member (2021-present)
Serving on IAJBS-CJBE Governance Committee (2022-present)
St. Ignatius Chapter
Founding alumni member (2010)
Faculty Sponsor (2017-present)

Financial Executives International

International Member (2013-present)
Regular meeting attendance
Diversity and Inclusion Committee (2015-2020)
Detroit Chapter (1999-present)
Regular meeting attendance (2013-present)
Website development and maintenance, administrative activities, newsletter editor, and part-time administration (1999-2009)
CEU Credits for Continuing Education Programs International and Chapter
Participated in the Financial Executives International and Detroit Chapter continuing education programs on technology, cybersecurity, data management, supply chain, and others

Activities beyond the organizations cited above

National Association of Workforce Development Professionals, Member and Participant in Activities
U.S. Business Leadership Network - National and State Member and Participant in Activities
Participated in the United States Association for Small Business and Entrepreneurship (USASBE)
Management consultant for the American Society of Employers and the National Association of Manufacturers: responsible for strategic planning, grant writing, change management and technology planning

Management consultant for Greater Detroit Health Care Council: assisted in planning and implementation of HIPPA standards
Textbook reviewer for a publishing company
Lecturer and trainer for various workforce development initiatives
Beta Gamma Sigma, Participation in 2014 Initiation of Korean BGS Alumni Chapter
Participated in webinars on effective online teaching strategies, innovative teaching, and simulation of practice and assessment
Participated (virtual) in the “Higher Education: Business & Leadership Summer Edition: Enrollment, Policy, Curriculum, University Collaboration,” June 2022

Certifications

Certificate (Title IX) - Bridges: Building a Supportive Community
NAWDP Recertification – Certified Workforce Development Professional
National Institutes of Health (NIH) certificate "Protecting Human Research Participants"
Disability Navigator, Department of Labor (2005)
Certificate of Recognition for State of Michigan Career Clusters’ Initiative

Awards and Honors for Service

Best of Non-Profit Organizations to Alpha Iota Delta - presented to Executive Director
International Association of Jesuit Business Schools, Board of Directors Distinguished Service Award, 2020
Received Service Award from the International Association of Jesuit Business Schools presented by the Membership in July 2022
Alpha Iota Delta: Outstanding Service Awards as Treasurer (2013-2016) and Executive Director (2017-present)
Commitment and Service Award - Michigan Business Leadership Network (2012)
YMCA - Minority Achievers Award (2004-2005)

COMMUNITY SERVICE

Michigan Minority Business Development Council – Participant in Events
Michigan Hispanic Chamber of Commerce - Participant in Events and Member of the Board of Directors (2008-2010)
Mobilization of Disabled Youth Leadership – Member (1999-present), Vice Chair (2012-present)
Detroit Workforce Development Board – Disability Sub-Committee (2001-2003), Chair (2004-2006)
Disability Monitoring Committee – City Council of Detroit (2004-2005)
Oakland County Employment Diversity Council – Participant in Activities
Project Search: working with businesses and organizations to embrace the Project Search model (2006-present)
Business Leadership Network
National and local leadership and participation in activities (2004-present)
Member of the State Board of Directors (2004-present)
Detroit Public Schools: work with schools on issues related to students with disabilities (2000-present)
Presentations to various organizations: Detroit Public Schools, U.S. Veterans Administration Oakland County Employment Diversity Council, NAM Center for Workforce Success, U.S. Department of Labor, and U.S. Small Business Administration (2003-present)
Motivational Speaker for community organizations, churches, and parent groups (2003-present)
Detroit Public Library
CIO Search Committee, Member (2016-2017)
National Collaborative on Workforce and Disability, National Collaborative on Workforce and Disability - Committee Member (2006-2008)
United States Air Force Veteran (1990-present)

Participated in the webinar “The Purchasing Power of Working-Age Adults People with Disabilities” hosted by the American Institutes for Research (AIR) and Institute for Educational Leadership (IEL). <https://youtu.be/4jyaZQeJdTU>

Participated in Consortium for Citizens with Disabilities Briefing on October 28, 2021

Participated in a webinar on “Launching a Community School: Using Deep Engagement and Visioning to Understand Root Causes and Identify Shared Priorities,” Department of Education in partnership with the American Federation of Teachers, Coalition for Community Schools, Learning Policy Institute, National Center for Community Schools, National Education Association, and the Netter Center for Community Partnerships. June 23, 2022