



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, JANUARY 7, 2020
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE DECEMBER 3, 2019 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2019-0266: A Resolution confirming the County Executive's appointment of Teri A. Agosta to serve on the Gateway Economic Development Corporation of Greater Cleveland Board of Trustees for an unexpired term ending 5/31/2022, and declaring the necessity that this Resolution become immediately effective.
 - b) R2019-0287: A Resolution confirming the County Executive's reappointment of Edward H. Blakemore to serve on the Cuyahoga County Public Library Board of Trustees for the term 1/1/2020 - 12/31/2026, and declaring the necessity that this Resolution become immediately effective.
 - c) R2019-0288: A Resolution confirming the County Executive's appointment of Michele C. Scott Taylor to serve on the Cuyahoga Arts and Culture Board of Trustees for an unexpired term ending 3/31/2020, and declaring the necessity that this Resolution become immediately effective.

6. MISCELLANEOUS BUSINESS

7. ADJOURNMENT

**Complimentary parking for the public is available in the attached garage at 900 Prospect. A skywalk extends from the garage to provide additional entry to the Council Chambers from the 5th floor parking level of the garage. Please see the Clerk to obtain a complimentary parking pass.*

***Council Chambers is equipped with a hearing assistance system. If needed, please see the Clerk to obtain a receiver.*



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, DECEMBER 3, 2019
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

1. CALL TO ORDER

Chairwoman Brown called the meeting to order at 10:03 a.m.

2. ROLL CALL

Ms. Brown asked Assistant Deputy Clerk Johnson to call the roll. Committee members Brown, Gallagher, Miller and Conwell were in attendance and a quorum was determined. Committee member Jones entered the meeting after the roll-call was taken.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE NOVEMBER 4, 2019 MEETING

A motion was made by Ms. Brown, seconded by Ms. Conwell and approved by unanimous vote to approve the minutes from the November 4, 2019 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) R2019-0264: A Resolution confirming the County Executive's reappointment of various Mayors to serve on the Cuyahoga County Planning Commission representing various Regions for the term 1/1/2020 - 12/31/2022, and declaring the necessity that this Resolution become immediately effective:

- i. The Honorable Anthony J. DiCicco representing the Hillcrest Region.
- ii. The Honorable Pamela E. Bobst representing the West Shore Region.

Ms. Michele Pomerantz, Director of Regional Collaboration, addressed the Committee regarding Resolution No. R2019-0264. Discussion ensued.

Committee members asked questions of Ms. Pomerantz pertaining to the item, which she answered accordingly.

The Honorable Anthony J. DiCicco addressed the Committee regarding his nomination to serve on the Cuyahoga County Planning Commission. Discussion ensued.

Committee members asked questions of Mr. DiCicco pertaining to his experience, expertise and qualifications, which he answered accordingly.

On a motion by Ms. Brown with a second by Mr. Miller, Resolution No. R2019-0264 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- b) R2019-0265: A Resolution confirming the County Executive's reappointment of various individuals to serve on the Cuyahoga County Public Library Board of Trustees for various terms, and declaring the necessity that this Resolution become immediately effective:
 - i. Edward H. Blakemore for the term 1/1/2020 - 12/31/2026.
 - ii. Patricia A. Shlonsky for the term 2/1/2020 - 1/31/2027.

Ms. Pomerantz addressed the Committee regarding Resolution No. R2019-0265. Discussion ensued.

Committee members asked questions of Ms. Pomerantz pertaining to the item, which she answered accordingly.

Ms. Patricia A. Shlonsky addressed the Committee regarding her nomination to serve on the Cuyahoga County Public Library Board of Trustees. Discussion ensued.

Committee members asked questions of Ms. Shlonsky pertaining to her experience, expertise and qualifications, which she answered accordingly.

A motion was then made by Ms. Brown seconded by Mr. Gallagher and approved by unanimous vote to amend Resolution No. R2019-0265 by deleting “*Edward H. Blakemore for the term 1/1/2020 - 12/31/2026.*”

On a motion by Ms. Brown with a second by Ms. Conwell, Resolution No. R2019-0265 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules, as amended.

- c) R2019-0266: A Resolution confirming the County Executive’s appointment of Teri A. Agosta to serve on the Gateway Economic Development Corporation of Greater Cleveland Board of Trustees for an unexpired term ending 5/31/2022, and declaring the necessity that this Resolution become immediately effective.

Ms. Pomerantz addressed the Committee regarding Resolution No. R2019-0266. Discussion ensued.

Committee members asked questions of Ms. Pomerantz pertaining to the item, which she answered accordingly.

There was no further legislative action taken on Resolution No. R2019-0266.

- d) R2019-0279: A Resolution authorizing and ratifying the structure for payment of compensation to 33 County employees whose base salaries exceed the maximum for the applicable salary ranges for their respective positions, and declaring the necessity that this Resolution become immediately effective.

Ms. Holly Woods, Director of Human Resources Benefits & Compensation, addressed the Committee regarding Resolution No. R2019-0279. Discussion ensued.

Committee members asked questions of Ms. Woods pertaining to the item, which she answered accordingly.

On a motion by Ms. Brown with a second by Mr. Jones, Resolution No. R2019-0279 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- e) R2019-0280: A Resolution making an award on RQ45619 to MedMutual Life Insurance Company in the amount not-to-exceed \$5,400,368.00 for group life, voluntary life and accidental death insurance for County employees for the period 1/1/2020 - 12/31/2022; authorizing the County Executive to execute the contract and all other documents consistent with said award and this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Woods addressed the Committee regarding Resolution No. R2019-0280. Discussion ensued.

Committee members asked questions of Ms. Woods pertaining to the item, which she answered accordingly.

On a motion by Ms. Brown with a second by Mr. Jones, Resolution No. R2019-0280 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- f) R2019-0281: A Resolution making an award on RQ45619 to The Guardian Life Insurance Company of America in the amount not-to-exceed \$9,848,526.00 for dental insurance for County employees and their eligible dependents for the period 1/1/2020 - 12/31/2022; authorizing the County Executive to execute the contract and all other documents consistent with said award and this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Woods addressed the Committee regarding Resolution No. R2019-0281. Discussion ensued.

Committee members asked questions of Ms. Woods pertaining to the item, which she answered accordingly.

On a motion by Ms. Brown with a second by Mr. Miller, Resolution No. R2019-0281 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- g) R2019-0282: A Resolution making an award on RQ45619 to Vision Service Plan in the amount not-to-exceed \$1,823,399.00 for vision insurance for County employees and their eligible dependents for the period 1/1/2020 - 12/31/2022; authorizing the County Executive to execute the contract and all other documents consistent with said

award and this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Woods addressed the Committee regarding Resolution No. R2019-0282. Discussion ensued.

Committee members asked questions of Ms. Woods pertaining to the item, which she answered accordingly.

On a motion by Ms. Brown with a second by Mr. Jones, Resolution No. R2019-0282 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

With no further business to discuss, Chairwoman Brown adjourned the meeting at 10:41 a.m.

County Council of Cuyahoga County, Ohio

Resolution No. R2019-0266

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s appointment of Teri A. Agosta to serve on the Gateway Economic Development Corporation of Greater Cleveland Board of Trustees for an unexpired term ending 5/31/2022, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Gateway Economic Development Corporation of Greater Cleveland was established pursuant to the provisions of ORC Section 307.696; and

WHEREAS, the powers and duties for the Gateway Economic Development Corporation of Greater Cleveland Board of Trustees are to determine responsibilities affiliated with the construction and maintenance of facilities as well as property issues, financing obligations and capital repairs for the sports facilities; and

WHEREAS, the Gateway Economic Development Corporation of Greater Cleveland Board of Trustees shall consist of five members; two appointed by the City of Cleveland, two appointed by the County of Cuyahoga and one member jointly appointed; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, the County Executive has nominated Teri A. Agosta (replacing William J. Reidy) to be appointed to serve on the Gateway Economic Development Corporation of Greater Cleveland Board of Trustee for an unexpired term ending 5/31/2022; and

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provides by Cuyahoga County can continue and to provide for the usual, daily operation of a County Board.



November 19, 2019

Dan Brady, President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Gateway Economic Development Corporation of Greater Cleveland Board of Trustees

Dear President Brady,

I am pleased to nominate the following individual for appointment to the Gateway Economic Development Corporation of Greater Cleveland Board of Trustees:

- **Terri A. Agosta, unexpired term ending 05/31/2022 (replacing William J. Reidy)**

Gateway is an Ohio non-profit corporation established pursuant to Ohio Revised Code Section 307.696. The Board of Trustees of this corporation is composed of representatives from the City of Cleveland as well as Cuyahoga County.

There are no other candidates on file for these positions. I have attached Ms. Agosta's resume for your review.

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated.

Thank you for your consideration of this appointment. Should you or any of your colleagues have any questions, please feel free to contact Michele Pomerantz in my office at 216-443-7125.

Sincerely,

Armond Budish
Cuyahoga County Executive

TERI A. AGOSTA



Summary

Accomplished General Manager with over 20 years of leadership positions with Hilton Hotel Corporation in five different hotels and resorts. Demonstrated expertise in repositioning hotels and resorts and increasing profitability and market share. Prior hotel experience with independents and boutique four-star properties. Sales and Marketing leadership was entry point into the hotel industry. Leadership built on strong marketing and operational skills.

Demonstrated Accomplishments

Operational Effectiveness

- Increased market share by over 10 index points in all hotels; consistently rated as first or second in the market place.
- Focused on strong profit margins---in all departments, particularly food and beverage.
- Guest service scores above company average, and consistently in green status at year-end.
- All quality assurance, food and beverage and operational audits consistently above average.
- Team member scores increased in the high nineties percentile.
- Labor productivity standards achieved through focused scheduling review.
- Consistent team meetings to develop fun, team member morale, and creative and expanded revenue opportunities.
- Synchronized sight inspections to insure high conversions of tentative.

Achievements and Awards

- Past three properties achieved all green balance scorecards, during tenure as General Manager.
- Largest Rev-Par increase (2001 Doubletree-WDC).
- Hotelier of the Year-Delaware Hotel and Lodging Association (2003).
- General Manager of the Year-Hospitality Sales and Marketing Association International-Arizona Chapter (2010).
- Profitability Award-Pointe Hilton Squaw Peak (2012).
- Six of Six KPI's Green (2012).

Development and Promotion

- Mentored and promoted at numerous Executive Committee members to more advanced positions in new hotels at each property.
- Focused on promoting number twos to management positions and Executive Committee members.
- Identified one to two "leaders in training" a year to move up within the corporation.

Renovation and Construction

- Completed over 45 million dollars in renovation at Pointe Hilton Squaw Peak, to include new Spa and Health Club.
- Completed over six million dollars in cap-ex and facility improvements at Doubletree Hotel-Wilmington.
- Completed Room Design and Public Area Renovation of Doubletree WDC.

EXPERIENCE

HILTON WORLDWIDE, Cleveland, OH

2015-Present

General Manager, Hilton Cleveland Downtown

Manages a \$272 million new-build, county-owned, 600-room convention center hotel opening June 2016 and host hotel for the 2016 Republican National Convention.

Initiated and build Hilton's presence in Cleveland including corporate partnership and philanthropic opportunities.

HILTON WORLDWIDE, Phoenix, AZ	2006-2015
General Manager, Pointe Hilton Squaw Peak Resort	
<p>Manager daily operations of 24 acre resort to encompass 574 suites, three restaurants, spa and waterpark. Opened 2 million dollar Spa and Health Club. Managed 45 million dollar renovation of Resort. Increased RevPar Index by 11.5% in four years from 99.7 to 116.4. Rebranded and re-opened new neighborhood-style resort restaurant.</p>	
HILTON WORLDWIDE, Wilmington, DE	2000-2006
General Manager, Doubletree Hotel	
<p>Increased revenue by 28% and IBFC by 39% in four years. Increased yield by 23 points in four years. 10 out of 12 "Green" ratings in 2003; 9 out of 10 in 2004; and all "Green" ratings in 2005. Strong group marketer. Introduced complete meeting packages to hotel.</p>	
HILTON WORLDWIDE, Washington, DC	1998-2000
General Manager, Doubletree Hotel	
<p>Increased total revenues by 27.6% year over year. Increased GOP 62.7% year over year. Achieved 113.4 yield.</p>	
HILTON WORLDWIDE, Baltimore/Washington Airport	1995-1998
Director of Marketing, Doubletree Guest Suites	
<p>Achieved 103% of budgeted revenue Positioned hotel in training market, securing three new training accounts: Bell Atlantic, PDA and Goldwell. Motivated and trained new sales team managers to consistently exceed goals.</p>	
HILTON WORLDWIDE, Baltimore, MD	1993-1995
Director of Marketing, Doubletree Inn at the Colonnade	
<p>Transitioned hotel from independent to successful Doubletree. Exceeded budgeted revenue by 107%. Hotel awarded "General Manager of the Year" in response to increased revenues and yield penetration during my tenure.</p>	
MARKETING ENVIRONMENTS, Chicago, IL	1991-1993
Director of Marketing	
PRIME MANAGEMENT, Chicago, IL	1989-1991
Regional Director of Marketing	
CONGRESS HOTEL, Chicago, IL	1986-1988
Director of Marketing	
SHERATON HOTEL, Towson, MD	1986-1988
Director of Marketing	
POTOMAC HOTEL GROUP, Washington, DC	1981-1986
Director of Marketing	

EDUCATION

Bachelor's Degree in Business Administration/Marketing

Grand Valley University, Grand Rapids, MI

Studied abroad at L'Institute D'Tours, France

County Council of Cuyahoga County, Ohio

Resolution No. R2019-0287

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s reappointment of Edward H. Blakemore to serve on the Cuyahoga County Public Library Board of Trustees for the term 1/1/2020 - 12/31/2026, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, the Cuyahoga County Public Library Board of Trustees was created pursuant to the provisions of Ohio Revised Code Section 3375.22; and,

WHEREAS, the Cuyahoga County Public Library Board of Trustees is a separate political subdivision authorized by the State of Ohio to establish policies, and develop an annual budget while Board members represent the citizen’s interest, promoting the highest level of library service appropriate to the community, in accordance with state law; and,

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,”; and,

WHEREAS, members of the Cuyahoga County Public Library Board of Trustees shall be appointed to serve a seven-year term; and,

WHEREAS, the County Executive has nominated Edward H. Blakemore for reappointment to serve on the Cuyahoga County Public Library Board of Trustees for the term 1/1/2020 – 12/31/2026; and,

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a County Board.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:



Cuyahoga County
Together We Thrive

Armond Budish
Cuyahoga County Executive

November 15, 2019

Dan Brady, President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Public Library Board of Trustees

Dear President Brady,

Pursuant to Section 3375.22 of the Ohio Revised Code, I submit the following nominee for re-appointment to the Cuyahoga County Public Library Board of Trustees:

- **Edward H. Blakemore, 7-year term, 01/01/2020 - 12/31/2026**

The System serves 47 communities. Its mission is to be at the center of community life by creating an environment where reading, lifelong learning and civic engagement thrive. Functionally, the Board governs the Library's overall operations.

The Board is comprised of seven members. Four members are appointed by the County Executive, and three members are appointed by the judges of the Court of Common Pleas. Ohio Revised Code requires that Board members be qualified electors of the library district.

I have attached a copy of the nominee's resume for your review.

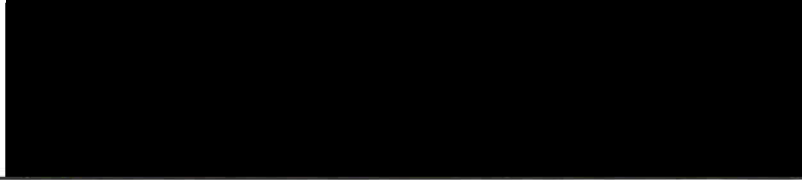
There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. There are four other candidates on file that applied for this position.

Thank you for your consideration of this appointment. Should you or any of your colleagues have any questions, please feel free to contact Michele Pomerantz in my office at 216-443-7125.

Sincerely,

Armond Budish
Cuyahoga County Executive

EDWARD H. BLAKEMORE



Accomplished, experienced, and collaborative legal and business Executive with 19 years of experience managing and efficiently delivering legal services in both corporate and law firm environments. Results-oriented business leader with a strong focus on the cost-effective and timely delivery of legal services and overall client satisfaction.

- Commercial Litigation and Disputes
- Product Liability & General Liability
- Internal Investigations
- Environmental, Health & Safety
- Outside Counsel Selection & Management
- Legal Spend Management
- Internal and External Training
- Management of Teams
- Contract Negotiation
- Employment Law

PROFESSIONAL EXPERIENCE

ROCKWELL AUTOMATION, Cleveland, OH **2016-Present**
Chief Litigation Counsel
Chief Investigative Counsel for the Ombudsman **2017-2019**

- Manage the Litigation function of the Law Department including all legal services associated with formal lawsuits and claims as well as providing proactive strategic counseling to several business units.
- Obtained dismissals or cost-effective business resolutions on numerous lawsuits and disputes.
 - Created multiple internal training programs that were deployed and continue to be used to reduce risk and promote best practices including: effective business communications, records retention strategies, and pre-litigation and litigation lessons learned.
 - Deploy external training to Rockwell Automation distributors and business partners.
 - Assumed responsibility for global records management and retention in 2019.
 - Investigated 47 employee complaints in 2 years as the Ombudsman's Chief Investigative Counsel.
 - Led a cross-functional team that created a new comprehensive policy for insider risk investigations.
 - Implemented a strategy for the selection and retention of diverse outside legal counsel.
 - Provide regular counseling to business stakeholders to limit risk and achieve desired outcomes.
 - Manage a team of paralegals and a records retention manager.
 - Recognized as Law Department "Value Champion" in 2018.

EATON CORPORATION, Cleveland, OH **2008-2015**
Counsel (2013-2015)
Senior Attorney (2008-2013)

- Managed and delivered legal services including: contract review and commercial, employment, and general liability litigation.
- Responsible for tracking the key litigation metrics reported to senior management including: total cases dismissed without payment, number and total value of cases defended without retaining outside counsel, cases resolved for <\$25,000, and total cases resolved versus incoming lawsuits annually.
 - Managed the workflow for a team of 4 litigation paralegals including: the assignment of lawsuits, subpoenas, and special projects, quarterly team meetings, and career development.
 - Managed and obtained favorable results for Eaton by working with outside defense counsel on several high exposure lawsuits and potential claims including:

- Defense verdict in a wrongful termination jury trial in Los Angeles, CA where the plaintiff's last settlement demand was \$2 million in a jurisdiction notorious for large plaintiff's verdicts.
- Defense verdict, after a jury trial, where an active employee alleged racial discrimination and hostile work environment claims and her last settlement demand was \$800,000.
- Summary judgment, affirmed on appeal, in a reverse discrimination employment lawsuit where the plaintiff's last settlement demand was \$1 million.
- Summary judgment, affirmed on appeal, in a lawsuit alleging wrongful termination of a distributor in California where the plaintiff's last settlement demand was \$2.5 million.
- Amicably resolved a 10-year property remediation dispute for <33% of total settlement reserve.
-
- Served as primary law department contact for corporate HR and provided guidance on potential terminations, reductions in force, EEOC claims, and employee relations matters.
- Supported corporate supply chain function by negotiating contracts with its primary suppliers.
- Partnered with Environmental, Health & Safety ("EHS") legal team on the collaborative management of litigation risk after serious workplace accidents and the defense and resolution of environmental regulatory and property remediation matters.
- Partnered with the corporate EHS team on the creation of a comprehensive "playbook" for all employee fatalities/severe injuries to ensure all applicable corporate functions worked in concert to mitigate overall risk, conduct a confidential internal investigation, interact with governmental entities and investigators, and provide support to the impacted employee and his/her family.
- Served as co-editor of *Law Notes* quarterly newsletter which provided practical guidance to senior leadership on emerging legal issues and changes in the law.
- Co-chaired Law Department's Inclusion and Diversity Committee.
- Promoted to Counsel in 2013.

MANNION & GRAY, Cleveland, OH

2006-2008

Of Counsel

Practice areas: commercial litigation, transportation litigation and appellate litigation.

Developed a client base of medical malpractice insurers, excess insurers, transportation insurance providers, and small to medium-sized businesses. First chair jury and bench trial experience included.

SUTTER, O'CONNELL, MANNION & FARCHIONE, Cleveland, OH

2003-2006

Litigation Associate

Practice areas: professional malpractice, product liability, general liability and toxic tort litigation.

Participated as 1st and 2nd chair litigator in jury trials involving birth trauma injuries, breach of patient informed consent, post-operative medical care liability, and injuries due to vehicle product defects.

BUCKLEY KING, Cleveland, OH

2003

Litigation Associate

Practice areas: commercial litigation and general liability defense litigation.

Counseled business owners and insurance companies on business disputes and negotiated settlements of personal injury lawsuits.

FREUND, FREEZE & ARNOLD, Dayton, OH

1998-2003

Litigation Associate (2000-2003)

Law Clerk (1998-1999)

Practice areas: public sector, professional malpractice, and commercial litigation.

Participated as 1st and 2nd chair litigator in trials involving police misconduct, improper maintenance of roadways, catastrophic personal injuries due to product defects, professional negligence, and breach of contract.

EDUCATION

- **The University of Dayton School of Law**, Dayton, OH, J.D.
- **Morehouse College**, Atlanta, GA – B.A. Sociology, Phi Beta Kappa, *magna cum laude*

COMMUNITY SERVICE, PUBLIC SPEAKING, AND AWARDS

- **Cuyahoga County Public Library**, Member, Board of Trustees, (2010-present), President, (2016-2018), Liaison, Foundation Board (2016-Present)
- **Applewood Centers, Inc.**, Member, Board of Trustees, (2012-Present), Co-Chair, Development Committee (2014-Present)
- **Norman S. Minor Bar Association**, Trailblazer Award Recipient, 2019
- **ALFA International**, Member, Client Advisory Board, (2018-Present)
 - “What Clients Want” webinar CLE presentation (February 2019)
 - “Financial Challenges Facing In-House Counsel” live CLE presentation (September 2019)
- **Cleveland Marshall College of Law**, Member, Visiting Committee, 2009-2016
- **Case Western Reserve University Summer Legal Academy**, Board of Trustees, 2006-2016
- **National Business Institute**, 2007-present & **Association of Corporate Counsel**, 2013-present Presented CLE programs on several subjects including the following topics: Mediation: Staying in Control to Achieve Business Driven Outcomes; Hot Topics in Employment Law; Dirty Litigation Tactics: How to Deal with “Rambo” Litigators; Advanced Personal Injury Strategies: Mastering Your Practice; Automobile Cases from Start to Finish; Civil Court Procedure and Strategy Boot Camp; The Effective Negotiation of Settlement Agreements; Ethical Considerations in Personal Injury Cases.
- **Cleveland Metropolitan Bar Association**, Member, Board of Trustees, (2009-2011), Chair, Certified Grievance Committee (2010-2011)
- **City Club of Cleveland**, Board of Trustees Member, 2007-2008
- Norman S. Minor Bar Association Annual Trailblazer Luncheon, Keynote Speaker, 2013

County Council of Cuyahoga County, Ohio

Resolution No. R2019-0288

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s appointment of Michele C. Scott Taylor to serve on the Cuyahoga Arts and Culture Board of Trustees for an unexpired term ending 3/31/2020, and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, pursuant to Ohio Revised Code Chapter 3381, a regional arts and cultural district was established in Cuyahoga County to provide programs and activities in areas directly concerned with the arts or cultural heritage; and

WHEREAS, such regional arts and cultural district is governed by a Board of Trustees called the Cuyahoga Arts and Culture Board of Trustees consisting of five (5) members having broad knowledge and experience in the arts or cultural heritage and shall have other qualifications as outlined in the by-laws; and

WHEREAS, pursuant to Ohio Revised Code Section 3381.05, the Board of Trustees shall be appointed to a three (3) year term; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,”; and

WHEREAS, the County Executive has nominated Michele C. Scott Taylor (replacing Ken Miller) for appointment to serve on the Cuyahoga Arts and Culture Board of Trustees for an unexpired term ending 3/31/2020; and

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a County Board.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:



Cuyahoga County
Together We Thrive

Armond Budish
Cuyahoga County Executive

December 3, 2019

Dan Brady, President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga Arts and Culture (CAC) Board of Trustees

Dear President Brady,

I submit the following nomination for appointment to the Cuyahoga Arts and Culture (CAC) Board of Trustees:

- **Dr. Michele C. Scott Taylor, unexpired term ending 3/31/2020 (replacing Ken Miller)**

Cuyahoga Arts & Culture (CAC) is authorized by Ohio Revised Code Chapter 3381. The CAC is the public funder for arts & culture events and, has awarded over 1,200 grants, to more than 300 organizations serving Cuyahoga County residents. The Board consists of five members appointed by the County Executive, subject to Council confirmation. ORC 3381.05 outlines the qualifications for trustees as a set of persons who:

- Have broad knowledge and experience in the arts or cultural heritage;
- At least two members...shall be persons who devote a major portion of their time to practicing, performing, or teaching any of the arts or who are professional administrators in any field of the arts or cultural heritage;
- Shall be qualified electors in Cuyahoga County.

A copy of Dr. Scott Taylor's resume is attached.

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Michele Pomerantz in my office at 216-443-7125.

Sincerely,

Armond Budish
County Executive

Michele C. Scott Taylor



Professional Profile

An educator, administrator, training and development specialist, and researcher with a broad range of experiences diversity, equity, and inclusion, cultural competency development, program development, student learning and development; organization development; project and program management; grant writing; as well as program assessment and evaluation. Expertise in designing, implementing, assessing, and evaluating student, educational, and organizational development programs—particularly those addressing issues of access, retention, diversity, cultural competency, and leadership development.

Education

Doctor of Education: Administrative and Policy Studies, University of Pittsburgh; Pittsburgh, Pennsylvania. April 2008.

Master of Education: Higher Education Administration, Emphasis-Student Affairs and Organization Development-Kent State University; Kent, Ohio. May 2000

Bachelor of Arts, Major: Sociology and French- University of Akron; Akron, Ohio. May 1998

Bachelor of Arts, Major: Political Science-University of Akron, Akron; Ohio. Aug. 1998

Le Catholique Universite de L'Ouest- Spent a semester in Angers, France studying the country's language, culture and political system-1997

Harvard School of Business- Summer Venture in Management Program participant-1996

Teaching Experience

Cleveland State University-Cleveland, Ohio (2014-present)

Faculty, Diversity Management Program, Graduate School of Psychology

Baldwin Wallace College-Berea, Ohio (Fall 2010, Fall 2012)

Assistant Professor (adjunct), Institutional Diversity in Higher Education

TUI University – Cypress, California (2009- 2011)

Core Faculty, Health Sciences, Education

Grantham University-Kansas City, Missouri (2009-2014)

Subject Matter Expert-Modern Organizations and Healthcare

Faculty- Modern Organizations and Healthcare

John Carroll University- University Heights, Ohio (2010) (2017-Present)

Faculty, Boler School of Business-Global Leadership

Administrative and Leadership Experience

COLLEGE NOW, Greater Cleveland- Cleveland, Ohio (2010-Present)

Chief Program Officer

- Supervises and evaluates college access programming, including Advisory Services, Talent Search and GEAR UP
- Ensures that College Now is developing cutting edge college access programming and is current on research and industry news in the field
- Works with a wide variety of community, educational, business and civic officials, employees and volunteers to obtain, build and maintain support for and implement College Now programs and objectives
- Seeks opportunities to partner with other non-profit organizations, foundations and government agencies to further College Now's mission
- Represents College Now in relevant community projects and committees
- Seeks opportunities to expand and enhance College Now's impact by planning, recommending, developing and implementing new or enhanced program initiatives
- Oversees and directs program administration including cost containment, budgeting, and use of federal dollars.
- Works with Chief Development Officer to address financial needs of programs and cultivate potential donors
- Ensures timely and accurate reporting of program information required for donor proposals and reports
- Drives continuous improvement by evaluating programs and procedures, identifying opportunities, and recommending changes to enhance effectiveness and efficiency of programs
- Serves as staff liaison for College Now's board of directors program committee
- Attends all board meetings and relevant board committee meetings

John Carroll University- University Heights, Ohio (2008-2010)

Coordinator of Access and Retention

- Responsible for training, development, and coordination of student retention programs and activities
- Interfaced, collaborates, and trains members of support services, academic programs and departments, and student affairs units areas across the university on issues of leadership, access, and retention
- Planned, implemented, and evaluated continuing and new programs to recruit and/or retain targeted groups of students
- Administered the Ohio Access Initiative program, which helps Ohio students from low-income families matriculate, persist, and graduate from John Carroll University through programming, financial aid, personal and career development, as well as community service placements
- Conducted community and business outreach regarding diversity and leadership development efforts to engage diverse stakeholders and educate the campus community on issues of professional development, cultural competency, first generation college students, and barriers facing underrepresented students, underserved students

COSMOS Corporation (Education Research and Evaluation Firm)-Bethesda, MD (2006-2008)

Senior Research Analyst

- Conducted applied research, policy analysis, and evaluations for federally-funded projects. Projects

- typically funded by Department of Education, National Science Foundation, and Department of Justice
- Managed and coordinated social science research and evaluation projects. Wrote detailed working papers and technical reports regarding education policy that result in briefing documents for Congress and other policymakers
 - Conducted in-depth field research in myriad communities, school districts, and colleges and universities throughout the United States for various projects. The field research required communicating and interacting with people from different social, economic, and ethnic backgrounds, such as at-risk youth, community leaders, teachers, parents, university administrators, and local, state, and federal policymakers. Also, collected and analyzed different data sets, organized and conducted interviews and focus groups, drafted and administered research instruments and protocols, as well as developed and conducted surveys.

University of Pittsburgh- Pittsburgh, PA (2001-2008)

Leadership Development Consultant, Chancellor's Office (2007-2008)

- Designed a 30-hour leadership training curriculum focusing on cultural competency and global leadership skills for college women in support of the Heinz Foundation.

Director, Office of Cross-Cultural and Civic Leadership (2006-2007)

- Developed the vision, mission, core values, competencies and learning outcomes for the Department
- Led all aspects of the organization's operation
- Oversaw budget planning, expenditures and reconciliation
- Designed and implemented leadership training and development workshops on cross-cultural education, civic leadership, personal development, etc.
- Supervised cadre of professional staff members
- Developed, implemented and evaluated social and cultural programming for international and domestic students
- Supervised the advising of organizations and students
- Developed and implemented mentoring programs

Assistant to the Provost for Academic Affairs (Enrollment Management) (October 2004-January 2006)

- Coordinated enrollment management initiatives
- Monitored \$2.5 million budget used for recruitment and retention of underrepresented students
- Coordinated, designed, implemented and assessed diversity training and programming
- Coordinated the academic planning proposal process
- Benchmarked enrollment programs and services with peer and aspiration institutions
- Conducted interviews and focus groups with students on campus climate and student satisfaction
- Guest Lecturer- Student Development Theory Course

Assistant to the Vice Provost and Dean of Student Affairs (April 2003-October 2004)

- Researched, designed, implemented and evaluated first year programs including New Student Orientation for the incoming first-year classes (3K+ students)
- Provided leadership development training for student organizations
- Advised students and student organizations (cultural groups and mentoring organizations)
- Facilitated focus groups sessions
- Developed satisfaction and needs analysis surveys
- Evaluated Student Life projects and programs

- Managed the Student Life office including supervision of staff and student employees along with budget oversight responsibilities
- Benchmarked programs and services with aspiration institutions

Advisor (July 2002-April 2003)

- Facilitated and evaluated leadership development training programs for four organizations
- Facilitated organization development activities
- Administered and analyzed student satisfaction surveys
- Oversaw organizations' accounts totaling approximately \$100,000

Collateral Assignments

- Instructor- Emerging Leaders Program
- Chair - Council for Graduate Students In Education Research Conference
- Member - Faculty/ Student Research Committee
- Member - Several departmental committees

Residence Hall Director – (June 1998 to May 2000)

- Coordinated the overall operation of a 1 co-educational residence facilities housing 435 students
- Supervised, trained, and evaluated paraprofessionals and administrative staff
- Designed staff development activities
- Coordinated holistic programming throughout the entire building
- Served on-call for duty weeknights and weekends
- Served as judicial officer
- Mediated and resolved conflict when appropriate
- Made appropriate referrals for students in need of university and off campus resources
- Responsible for facilities reservation
- Developed comprehensive reports for Central Staff
- Provided overall leadership for the hall

Collateral Assignments

- Actively advise the Resident Student Association Tower C Hall Council
- Chaired the Staff Development committee
- Served on search committees

Walsh University-North Canton Ohio (June 1998-July 2001)

Director of Multicultural Affairs (February 2000-July 2001)

- Provided individual and group support services (academic, financial, personal, social, etc.) to students of color and international students
- Developed, implement and assessed programs geared towards educating the Walsh community on issues of diversity and internationalization
- Conducted workshops for faculty, staff, and students regarding multiculturalism
- Administered the study abroad program
- Assisted the office of Admissions in recruiting students of color and international students (conducted focus groups and administered surveys to improve educational environment)
- Processed paperwork in accordance with the Immigration and Naturalization Service
- Developed and evaluated programs designed to increase levels of persistence for students of color and international students
- Advised organizations

- Created, implement, and evaluated community-wide programs related to urban issues and concerns
- Serve as the campus resource on issues regarding multiculturalism, diversity
- Created an internship and practicum program within the department for area college graduate students interested in any area of leadership and multicultural education
- Created a Student of Color Orientation Program held during the summer
- Responsible for efficient fiscal management of department budget

Collateral Assignments

- Chairwomen of the Professional Staff Constituency (2000-2001)
- Co-director of the First-Year Institute Program (2001)
- Instructor for the First-Year Institute (1998-2001)
- Co- partner in the Leadership Alliance Institute (2000-2001)
- Member of various departmental and university-wide committees (1998-2001)

Interim Director of Multicultural Affairs – (November 1999-February 2000)

- Served as a resource, contact, mentor and advocate for the student of color population

Residence Hall Director – (June 1998 to May 2000)

- Responsible for the overall operation of a 2 co-educational residence facilities housing 240 students
- Supervised, trained and evaluated paraprofessional staff and students
- Responsible for the operations, programming and student employment budgets
- Served as hall judicial officer and Chair of the student judicial board
- Responsible for facilities reservation and maintenance

Summer Housing Director and Coordinator of Summer Camps - (May 1999 to August 1999)

- Responsible for the overall operation of three residence facilities
- Managed the housing process for summer students as well as coordinated housing placements for over ten summer camps
- Supervised a paraprofessional staff and was responsible for timely distribution of payroll paper work
- Wrote assessment and evaluation reports for the Associate Dean on Student Affairs programs and services

Co-Coordinator of New Student Orientation – (May 1999 to August 1999)

- Recruited and trained the Cav's Crew, a leadership group of students who welcome and assist the freshmen class during the summer
- Planned, implemented, and evaluated the process in which the Cav's crew would move the entire freshmen class in the residence facility
- Supervised two administrative assistants who were integral in the success of the Cav's Crew

Activities and Student Union, Graduate Intern – (August 1999 to January 2000)

- Primary Advisor for the Black Student Union organization
- Trained and supervised an executive board in areas of leadership, teambuilding, community development, organizational and professional etiquette
- Supervised the group in both program planning, implementation, and evaluation
- Developed contractual agreements
- Gained knowledge and experience in auxiliary and facilities management including audio/visual equipment
- Conducted research for a university-wide co-curricular transcript to compliment the academic transcript

Collateral Assignments- (June 1998- Fall 1999)

- Coordinated paraprofessional training and development (Summer 1998, Summer 1999)
- Facilitated and implemented the two week long training program for Resident Advisors
- Created and published a resource guide for first year students as a way to integrate them into the Walsh Community
- Presented in-services throughout the year as professional development activities for the Residence Life Staff
- Instructed an orientation course for first-year students (Fall 1999)

Selected Publications and Presentations

Taylor, Nancy & **Scott Taylor, Michele** (2010). "*Why Work?*" Presented at the Celebration of Scholarship Conference, John Carroll University, University Heights, OH.

Scott Taylor, Michele. (2009). *Helping Underrepresented Students through the Vocational Discernment Process*. Presented to the STAD Council, John Carroll University: University Heights, OH.

Scott Taylor, Michele. (2009). *Working with Students from Diverse Populations: Cultural Competency Development 101*. Presented at the Ohio Access Initiative Mentoring Training, University Heights, OH.

Scott Taylor, Michele. (2009). *Facilitating Organizational Change to Build a Learning Organization*. Retreat Facilitator for the Enrollment Division, John Carroll University, University Heights, OH.

Scott Taylor, Michele. (2009). *Student Affairs Divisions as Learning Organizations: A Nexus for an Interdisciplinary Approach to Organizational Improvement*. Paper presented at the American Educational Research Association Conference, San Diego, CA, April 2009.

Marcos-Scanlon, Cynthia & **Scott Taylor, Michele.** (2009). *Learning-Centered Internships in Non-Profit Organizations*: Presenter to Center for Service and Social Action, John Carroll University, University Heights, OH.

Marcos-Scanlon, Cynthia & **Scott Taylor, Michele.** (2009). *Millennial Students as Interns in Non-Profit Organizations*: Panel Presenter at the Center of Pastoral Leadership, Wickliffe, OH.

Taylor, Nancy & **Scott Taylor, Michele.** (2009). *Creating and Facilitated Mentoring Communities in Higher Education*. Guest facilitator for semester-long professional development group, John Carroll University, University Heights, OH.

Scott Taylor, Michele & Dadlani, Sara. (2007). *Race and the Politics of Identity*. In O. Gilbert Brown, Kandace G. Hinton, & Mary Howard-Hamilton (Eds.), *Unleashing Suppressed Voices on College Campuses: Diversity Issues in Higher Education*. New York, NY: Peter Lang Publishing.

Scott Taylor, Michele (2010). *The learning organization as a conceptual framework for organizational improvement*. Poster presentation to the office of Diversity Equity and Inclusion at Kent State University.

Honorary and Organizational Memberships

American Education and Research Association, Program Reviewer

American College Personnel Association, Program Reviewer

Golden Key National Honor Society

Omicron Delta Kappa

Mortar Board (Leadership Honorary)

Phi Sigma Alpha (Political Science Honorary)

Delta Sigma Theta Sorority Inc.

Ohio College Personnel Association- Diversity Chair (2000-2001), Co-Chair for the Silver Anniversary Conference (2001)

Inroads, Inc.

Pittsburgh School District's Head Start Policy Council

Named one of Pittsburgh's "Top Rising Professional under 40"

Kaleidoscope's 40/40 Club

Woman of Professional Excellence (2016)

Leadership Cleveland (2017)

Cleveland Magazine's "One to Watch" (2018)