



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, JUNE 1, 2021
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

***Due to the COVID-19 pandemic, the Cuyahoga County Administration Building is closed for public meetings at this time. As this meeting is being conducted remotely, in accordance with HB 197, interested persons may access the meeting via livestream by using the following link:**
<https://www.youtube.com/CuyahogaCounty>

****Public comment for this meeting may be submitted in writing via email to the Assistant Deputy Clerk of Council at arjohnson@cuyahogacounty.us no later than 9:00 a.m. on Tuesday, June 1, 2021**

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE MAY 18, 2021 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2021-0133: A Resolution confirming the County Executive's reappointment of Geri Presti to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021 – 6/22/2026; and declaring the necessity that this Resolution become immediately effective.
 - b) R2021-0134: A Resolution confirming the County Executive's appointment of Glen Shumate to serve on the Cuyahoga County Citizens' Advisory Council on Equity for an unexpired term ending

7/14/2022; and declaring the necessity that this Resolution become immediately effective.

- c) R2021-0135: A Resolution confirming the County Executive's reappointment of various individuals to serve on the Cuyahoga County Monument Commission for the term 3/1/2021 – 2/29/2024; and declaring the necessity that this Resolution become immediately effective:
 - i) Jill Paulsen
 - ii) Jaun Quirarte

6. MISCELLANEOUS BUSINESS

7. ADJOURNMENT



MINUTES

**CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, MAY 18, 2021
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, Sweeney and Conwell were in attendance and a quorum was determined. Councilmembers Schron, Baker and Jones were also in attendance.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE MAY 4, 2021 MEETING

A motion was made by Mr. Brown, seconded by Mr. Miller, and approved by unanimous vote to approve the minutes from the May 4, 2021 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) O2021-0005: An Ordinance providing for modifications to and adoption of the Cuyahoga County Human Resources Personnel Policies and Procedures Manual (“Employee Handbook”) to recognize

Juneteenth as a paid County holiday, to be applicable to all County employees; and declaring the necessity that this Ordinance become immediately effective.

Ms. Michele Pomerantz, Director of Regional Collaboration; Mr. Jesse Drucker, Director of Human Resources; Mr. Trevor McAleer, Legislative Budget Advisor, Mr. Anthony Perlatti, Director of the Board of Elections; Mr. Gregory Huth, Law Director; and Mr. James Boyle, Policy Advisor, addressed the Committee regarding Ordinance No. O2021-0005. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Pomerantz, Mr. Drucker, Mr. McAleer, Mr. Perlatti, Mr. Huth and Mr. Boyle pertaining to the item, which they answered accordingly.

Ms. Brown introduced a proposed substitute to Ordinance No. O2021-0005. Discussion ensued.

A motion was made by Ms. Brown, seconded by Ms. Conwell and approved by unanimous vote to accept the proposed substitute.

On a motion by Ms. Brown with a second by Ms. Conwell Ordinance No. O2021-0005 was considered and approved by unanimous vote to be referred to the full Council agenda for passage under second reading suspension of the rules, as substituted.

Ms. Conwell, Ms. Brown and Mr. Miller requested to have their names added as co-sponsors to Ordinance No. O2021-0005.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

With no further business to discuss, Chairwoman Brown adjourned the meeting at 11:33 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2021-0133

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s reappointment of Geri Presti to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021 – 6/22/2026; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, pursuant to Ohio Revised Code Chapter 3354.05, the former Cuyahoga County Board of Commissioners created a board of trustees of a community college district; and

WHEREAS, the Cuyahoga Community College Board of Trustees in collaboration with the College President are charged with fulfilling the goals set forth in the College Mission Statement; and

WHEREAS, members of the Cuyahoga Community College Board of Trustees shall be appointed to serve a five (5) year term; and

WHEREAS, 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, County Executive Budish has nominated Geri Presti to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021 – 6/22/2026:

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:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive’s reappointment of Geri Presti to serve on the Cuyahoga Community College Board of Trustees for the term 6/23/2021- 6/22/2026:

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: May 25, 2021

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



Cuyahoga County
Together We Thrive

Armond Budish
Cuyahoga County Executive

May 14, 2021

Pernel Jones, Jr., President
Cuyahoga County Council
Cuyahoga County Administration Building
2079 E.9th, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga Community College (Tri-C) Board of Trustees

Dear President Jones:

Pursuant to Section 3354.05(A) of the Ohio Revised Code, I am pleased to submit the following appointment to the Cuyahoga Community College ("Tri-C") Board of Trustees:

Re-appointment

- **Geri Presti**, 5-year term, 06/23/2021-6/22/2026

The Tri-C Board is comprised of nine members – six appointed by the County Executive, and three appointed by the Governor of the State of Ohio [ORC 3354.05(A)]. Board members must be residents of the community college district. Ohio Revised Code stipulates that members shall serve a five-year term and permits members to continue serving beyond the expiration of term until a successor takes office, or for a period of sixty days – whichever occurs first. This board is uncompensated.

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. There are no other candidates on file that applied for this position.

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
Cuyahoga County Executive



The Music Settlement

UNIVERSITY CIRCLE - BOP STOP

GERALYN M. PRESTI, PRESIDENT & CEO



"I am thrilled by this new opportunity to partner with Cleveland's non-profit leadership, to support and inspire each other, to fulfill our missions, and provide genuine value to our stakeholders and communities."

When GERALYN "Geri" Presti became President and CEO of The Music Settlement in March 2017, she was not walking through the doors of our organization for the first time, but continuing her longstanding dedication to TMS and the arts. In fact, Geri has stated on many occasions that "this is truly like coming home."

Her enduring relationship with The Music Settlement began with her work as a Music Therapist. After receiving her Bachelor of Music (B Mus) from Ohio University, she used music at TMS as a way to bring life skills and improved quality of life to individuals with special needs and/or developmental disabilities.

Five years later, she embarked on her journey to earn a Master of Science in Social Administration (MSSA) from the Mandel School of Applied Social Sciences and a Juris Doctor (JD) from Case Western Reserve University School of Law (Law Review, Magna Cum Laude, and Order of the Coif). Her determination ultimately led to her distinguished career at Forest City Realty Trust, Inc. as Executive Vice President, General Counsel and Secretary.

Throughout her tenure at Forest City, Geri served on several Boards throughout the community. She served on The Music Settlement's Board of Directors for 13 years and as Board Chair from 2010-2014. She currently serves on the Boards for the Sisters of Charity Foundation, Cuyahoga Community College, and the Case Western Reserve University School of Law Alumni Association. She recently served on the Business Volunteers Unlimited for 15 years and the national board of The Society for Corporate Governance Professionals for three years, and is a founding member of the Women's Leadership Council of United Way of Greater Cleveland.

Her recent honors include the 2010 YWCA Women of Achievement Award, the 2013 ATHENA Award, and the 2015 Humanitarian of the Year from The Diversity Center of Northeast Ohio. She also was a member of the Crain's Cleveland Business 2016 Women of Note class and was recently recognized for her community service work by the Benjamin Rose Institute on Aging at their 2017 Annual Golden Achievement Awards.

Geri sees the arts as a necessity in our community, and believes engagement with the arts is critical for creative expression, education, healing, communication, and problem-solving: "We must engage in the arts if we are to attain the fulfillment of creative expression and live in a healthy and thriving community."



County Council of Cuyahoga County, Ohio

Resolution No. R2021-0134

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s appointment of Glen Shumate to serve on the Cuyahoga County Citizens’ Advisory Council on Equity for an unexpired term ending 7/14/2022; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, in 2012 Cuyahoga County Council enacted Ordinance No. O2012-0014 (the “Equity Ordinance”), which established the County Equity Commission and the Citizens’ Advisory Council on Equity to oversee and report on equity efforts undertaken by the County and in the delivery of County services, as well as the collection of relevant data and the issuance of an annual equity report; and

WHEREAS, in 2019 Cuyahoga County Council enacted Ordinance No. O2019-0002 to harmonize and align the efforts of the various public bodies established by the Equity Ordinance and the Anti-Discrimination Ordinance by providing that the Citizens’ Advisory Council on Equity be appointed once every five years to periodically report and recommend policies and programs to both the County Equity Commission and the Human Rights Commission; and

WHEREAS, on October 27, 2020, Cuyahoga County adopted Ordinance 2020-0018, amending Section 208.01 of the Cuyahoga County Code to provide for the appointment of members of the Citizens’ Advisory Council on Equity to three-year terms; and

WHEREAS, County Executive has nominated Glen Shumate (replacing Phyllis Harris) to serve on the Cuyahoga County Citizens’ Advisory Council on Equity, for the unexpired term ending 7/14/2022.

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, 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:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive's appointment of Glen Shumate (replacing Phyllis Harris) to serve on the Cuyahoga County Citizens' Advisory Council on Equity for the unexpired term ending 7/14/2022.

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____ seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President Date

Clerk of Council Date

First Reading/Referred to Committee: May 25, 2021
Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 2021



Cuyahoga County
Together We Thrive

Armond Budish
Cuyahoga County Executive

May 14, 2021

Pernel Jones, Jr., President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Citizens' Advisory Council on Equity

Dear President Jones:

The Cuyahoga County Citizens' Advisory Council on Equity was established to oversee and report on equity efforts undertaken by the County and in the delivery of County services, as well as the collection of relevant data and the issuance of an annual equity report.

Pursuant to Ordinance No. 2019-0002, I submit the following nomination for appointment to the Cuyahoga County Citizens' Advisory Council on Equity:

- **Glen Shumate**, unexpired term ending 7/14/2022 (replacing Phyllis Harris)

There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. There is one additional candidate on file for this position.

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
Cuyahoga County Executive



Glen Shumate

Executive Vice President - Construction Employers Association (CEA)

Oversees Education, Marketing, Inclusion, Workforce Programs and Public Affairs efforts for CEA.

Glen also serves as the Executive Director of Contractor Assistance Association and ACE Mentor Program of Cleveland.

Glen's focus the past several years in the Construction Industry, include: developing programs such as: ACE Mentoring /Construction Management Academy Program (providing education and internships for youth); Mentor Protégé programs (relationship, education, and business development for contractors) and legislative advocacy/government affairs.

Glen currently is involved with the following Construction Industry related programs:

- Cleveland Clinic Foundation, Kent State University, Cleveland State University, Cuyahoga Community College and Case Western Reserve University – Supplier Diversity & Inclusion Advisory Boards
- Ohio Department of Education, Ohio Construction Advisory Council - Career Technical Advisory Panel
- City of Cleveland – Fannie Lewis Resident Employment Board member
- City of Cleveland – Community Benefit Agreement/Construction Diversity & Inclusion, Executive Committee and Co-Chair, Data & Reporting Committee
- BuildOhio.org (construction career program) Founding member and Director
- Northeast Ohio Union Construction Industry Program – Apprenticeship Committee
- Greater Cleveland Quality Construction Program – Diversity Committee - Co chair
- ACE Mentoring Cleveland - Board of Directors
- Cuyahoga Community College – Construction Engineering Technology Advisory Council
- Cleveland Metropolitan School District, Max Hayes High School – Construction Advisory Board
- Travel Professionals of Color- National Board member/Treasurer
- Society for Marketing Professional Services – member/presenter
- Ohio Lobbying Association – member

Glen has distinguished himself as an innovator in communications & marketing, public affairs and business development. He is committed to developing programs to increase community engagement, program results and improved communications. Glen is experienced in engagement, small business capacity building, and facilitating solutions (with public officials, institutions and the public). These experiences provide Glen the foundation for advancement of Inclusion, Workforce and Youth programs for Greater Cleveland development projects including: Opportunity Corridor, the George V. Voinovich/Inner Belt Bridge, Cleveland Flats East Bank, and others.

Glen was a Marketing Logistics major at the University of Toledo and continued business education at Cleveland State University and Case Western Reserve University.

Glen is President, COMMASA, LLC.; and previously served as President of Call & Post Newspapers (Cleveland, Columbus and Cincinnati); Vice President of Greater Cleveland Convention & Visitors Bureau (Destination Cleveland); and Director of Community Relations, Cleveland Indians.

County Council of Cuyahoga County, Ohio

Resolution No. R2021-0135

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s reappointment of various individuals to serve on the Cuyahoga County Monument Commission of for the term 3/1/2021 – 2/29/2024; and declaring the necessity that this Resolution become immediately effective.
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WHEREAS, Article II, Section 2.03(2); and empowers the County Executive to create commissions and appoint members of such commissions, subject to confirmation by County Council; and

WHEREAS, the Cuyahoga County Monument Commission was established to encourage and promote a diverse and representative cultural environment for and on behalf of the citizens of Cuyahoga County and visitors to this region through appropriate memorialization of significant persons, communities and historic events, as well as to provide the opportunity to further enrich such citizenry through public monuments; and

WHEREAS, pursuant to provisions in County Code Section 206.10, the Cuyahoga County Monument Commission shall be composed of seven members; one representative from the Cuyahoga County Planning Commission, one representative from the Cuyahoga County Department of Public Works, a member of the Cuyahoga County Council selected by Council President and four (4) individuals who have demonstrated a significant interest in studying the arts or local history; and

WHEREAS, members of the Monument Commission of Cuyahoga County shall be appointed to serve a three-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 the following individuals to serve on the Monument Commission of Cuyahoga County for the term 3/1/2021 – 2/29/2024:

- a) Jill Paulsen

b) Juan Quirarte

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:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive's reappointments of following individuals to serve on the Monument Commission of Cuyahoga County for the term 3/1/2021 – 2/29/2024:

- a) Jill Paulsen
- b) Juan Quirarte

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: May 25, 2021
Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 20__



May 18, 2021

Pernel Jones, Jr., President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Monument Commission

Dear President Jones:

The Cuyahoga County Monument Commission was established to encourage and promote a diverse and representative cultural environment for and on behalf of the citizens of Cuyahoga County and visitors to this region through appropriate memorialization of significant persons, communities, and historic events. The Monument Commission will ensure that new monuments are erected on Cuyahoga County property and the restoration and renovation of existing monuments is performed in accordance with uniform procedures. The Monument Commission will establish appropriate guidelines for considering proposals, designs, locations and other aspects of maintenance of all monuments on County property.

Pursuant to provisions in County Code Section 206.10, the Cuyahoga County Monument Commission shall be composed of seven members. The membership of the Commission shall be:

- One representative from the Cuyahoga County Planning Commission;
- One representative from the Cuyahoga County Department of Public Works;
- A member of the Cuyahoga County Council, selected by the Council President; and
- Four (4) individuals who have demonstrated a significant interest in studying the arts or local history.

Pursuant to Chapter 206.10 of the Cuyahoga County Code, I submit the following nominations for reappointment to the Monument Commission:

- **Jill Paulsen**, 3-year term, 3/1/2021 – 2/29/2024
- **Juan Quirarte**, 3-year term, 3/1/2021 – 2/29/2024

Both nominees reside in Cuyahoga County. There are no known conflicts of interest for which an advisory opinion has been requested. This board is uncompensated. There are no other candidates on file 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,

A handwritten signature in black ink that reads "Armond Budish". The signature is written in a cursive style with a large, prominent initial "A" and "B".

Armond Budish
Cuyahoga County Executive

Jill Marie Paulsen is the executive director of Cuyahoga Arts & Culture, the local public funder of arts and culture organizations and activities in Cleveland, Ohio. Jill joined CAC in 2011 and has served in various roles, including interim director, deputy director, and director of grant programs.

Over the last nine years, Jill has overseen more than \$130 million in grantmaking to more than 400 organizations. Jill has taken a leadership role in defining and implementing the agency's commitment to racial equity. She led the expansion of the agency's resident engagement efforts, including the 2016 Voices and Vision project, which helped guide the agency's strategic plan, and a partnership with the Neighborhood Connections program to fund resident-led art in Cleveland and East Cleveland. She prides herself on working in coalitions and collaborating with other organizations to lift the voices of the underrepresented in the arts community.

Jill has more than 20 years of experience in nonprofit management and local philanthropy, having held positions at the Cleveland Foundation, the George Gund Foundation, and Minnesota AIDS Project (Minneapolis, MN), with additional consulting work at the National College Access Network (Cleveland, OH) and the Corporation for Community & National Service (Washington, DC).

Jill is an appointed board member of the newly-established Cuyahoga County Monuments Commission and chair of the Culture subcommittee for the 2020 Census and the Complete Count Committee. She is the past chair and 11-year board member of the AIDS Funding Collaborative, Cleveland's public-private funder and advocacy collective; she serves as the Gund Foundation's board designee. She is also on the board of Care Alliance Health Center, a multi-million-dollar Cleveland-based nonprofit employing more than 140 people and providing care to over 15,000 Cleveland residents annually; Jill served as board vice chair.

Jill earned a master's in nonprofit management from Case Western Reserve University. She is a Phi Beta Kappa graduate from Grinnell College with bachelor's degrees in French and sociology. Jill is a member of Leadership Cleveland (Class of 2017) and a graduate of the Wilder Foundation's James P. Shannon Leadership Institute, the Diversity Center's Lead Diversity program, and the YWCA's Momentum women's executive leadership program.



Juan Quirarte



PROFESSIONAL EXPERIENCE

Art Director, Print and Web Designer (Freelance, current), Cleveland, Ohio. Clients have included the Association for Manufacturing Excellence, The Manufacturing Performance Institute, Penton Custom Media, Save the Children, Congregation of St. Joseph, GuestWare, GreenLodgingNews.com, Qualis Automotive, WHO Collaborating Centre and the Arthritis Foundation.

Penton Custom Media, Inc. (1994 – 2009), Cleveland, Ohio. Design, Art Direction and project management. Clients included Altair's *Concept to Reality* magazine, Hewlett-Packard Corporation, Agilent Technologies, The Cleveland Cavaliers and *IndustryWeek Magazine*.

Penton Publishing (1992 – 1994), Cleveland, Ohio. Art Director, *Electronics* magazine, a global electronics management magazine that was the first Penton magazine to be produced digital-to-press. Responsible for all facets of design and illustration of each issue and collateral materials. Won the President's award for it's implementation.

Penton Publishing (1988 – 1991), Cleveland, Ohio. Illustrator, Mac desktop publishing and the Adobe Suite of programs (e.g., Photoshop, Illustrator and InDesign.)

A.F. Krainz Co. (Sept. 1986 –Oct. 1988), Cleveland, Ohio. Art Department. Layout, line illustrations and all facets of pre-press. A.F. Krainz Printing's clients include Society Bank and Cleveland Clinic Corporation.

Creative Art Designs (March 1985 – Sept. 1986), Beachwood, Ohio. Artist, acrylic on canvas.

FOCUS Magazine (1983 – 1984), Carnegie-Mellon University, Pittsburgh, PA. Faculty magazine. Illustrator.

EDUCATION

Cleveland Institute of Art (September, 1988 – April, 1989), Cleveland, Ohio. Courses in digital paint programs.

Carnegie-Mellon University (1981 – 1984), Pittsburgh, Pennsylvania. Bachelor of Fine Arts in Art. Illustration program with emphasis in design. Courses range from anatomy, printmaking, and art and the computer to graphic imaging processes, advertising graphics and graphic design fundamentals.

Kent State University (1980 – 1981), Kent, Ohio. Studio Art program, including: drawing, visual organization, psychology and sociology.

John Marshall High School (1977 – 1980), Cleveland, Ohio.

PROFESSIONAL ASSOCIATIONS

Drawn & Quartered I–XI (2009 – present). Drawing event. Creator and organizer.

The Murray Hill Life Drawing Group (1995 – present). Organizer.

Esperanza, Inc. (2013). 30th Anniversary Committee.

COSE Arts Network (2008 – 2012). Advisory Board.

Art House, Inc. (2005 – 2010). Advisory Board.

Recovery Resources, Inc. (2001 – 2009). Board member.

HONORS / AWARDS

Penton Media President's Award (1993), **American Greetings Scholar** (1981, 1982, 1983, 1984)

George Gund Scholar (1983 – 1984), **John Huntington Scholar** (1983 – 1984)

GALLERY SHOWS

Drawn & Quartered VII juried show (May/June 2015) HEDGE Gallery. **'Go Figure'** juried show (March/May 2015) Valley Arts, Chagrin Falls. **Murray Hill Artists Nature Show** (April–June 2015) West Woods in the Geauga Parks district. **'Evolving Landscape'** juried show (Feb. 2017) Summit Artspace. **'Soul of a City'** (August 2017) The Gallery at Old Stone.