

SPECIAL MEETING

BOARD PACKET

JULY 13, 2020 5:30pm

Virtual Meeting

Meeting link will be posted at dexterschools.org by 4pm 7/13/20



Our Vision:
Champion Learning –
Develop, Educate, and Inspire!



This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is time for public participation during the meeting as indicated in the agenda below (Bylaw 0166).

BOARD SPECIAL MEETING AGENDA

- A. ROLL CALL**
- B. APPROVAL OF AGENDA**
- C. SUSPEND BYLAW 0167.3 – PUBLIC PARTICIPATION**

~~PUBLIC PARTICIPATION~~ (up to 30 minutes/max 5 per person)

~~Per Policy 0167.3: Persons who wish to address the Board may complete a Public Comment Card to be presented to the Board president at the beginning of the meeting. Each speaker will be asked to announce his/her name and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting.~~

- D. DISCUSSION ITEMS**
 - 1. Board Candidate Interviews
 - 2. Board Candidate Selection
- E. PUBLIC PARTICIPATION** See Policy 0167.3 (time dependent on meeting length)

Book	Policy Manual
Section	0000 Bylaws
Title	PUBLIC PARTICIPATION AT BOARD MEETINGS
Code	po0167.3
Status	Active
Adopted	March 17, 2003
Last Revised	February 10, 2020

0167.3 - **PUBLIC PARTICIPATION AT BOARD MEETINGS**

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on District matters.

To permit fair and orderly public expression, the Board shall provide two periods for public participation at public meetings of the Board and publish rules to govern such participation in Board meetings and in Board committee meetings. The rules shall be administered and enforced by the presiding officer of the meeting.

The presiding officer shall be guided by the following rules:

- A. Public participation shall be permitted at a time as indicated on the meeting agenda and as determined by the presiding officer.
- B. Anyone with concerns related to the operation of the schools or to matters within the authority of the Board may participate during the public portion of a meeting.
- C. Participants shall direct all comments to the Board and not to staff or other participants.
- D. The presiding officer may:
 - 1. prohibit public comments which are frivolous, repetitive, or harassing;
 - 2. interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant;
 - 3. request any individual to leave the meeting when that person behaves in a manner that is disruptive of the orderly conduct of the meeting.

General Rules for Public Participation

- A. Individuals will be recognized by the Board President or presiding chair when it is their opportunity to address the Board.
- B. Each speaker will be asked to announce his/her name and affiliation before beginning to speak.
- C. One speaker may not yield his/her time to another. No person may speak more than once at either commentary opportunity. No person may speak more than once on the same subject during a single meeting.
- D. If a large group plans to attend, they are encouraged to select up to five (5) representatives to speak on their behalf.
- E. Persons who wish to address the Board at board meetings should complete a Public Comment Card. Cards are available on the District website, from the Superintendent's office, and at all meeting locations. This form should be presented to the Board President or presiding chair at the beginning of the meeting.

- F. Members of the Board and district employees will not answer questions or comments during public participation. Persons requesting an individual response shall note the request on the Public Comment Card and include appropriate contact information.
- G. Citizens with concerns or complaints about school employees should use the protocol outlined in board policy 9130: Citizen Complaints. Citizens are encouraged to utilize established channels before bringing the matter to the School Board. Employees have contractual and legal rights and may request a closed meeting if complaints reach the Board level.
- H. Speakers addressing the board shall take into consideration rules of common courtesy. Speakers who make attacks of a personal nature and/or who do not abide by rules of common courtesy will be reminded of such rules by the Board President or presiding chair. Such individuals may be asked to leave the meeting if their behavior is disruptive or interferes with the orderly progress of the meeting.
- I. Audio or video recordings are permitted subject to the following conditions:
1. No obstructions are created between the Board and the audience.
 2. No interviews are conducted in the meeting room while the Board is in session.
 3. No commentary, adjustment of equipment, or positioning of operators is made that would distract either the Board or members of the audience while the Board is in session.

The person operating the recording device should contact the Superintendent prior to the Board meeting to review possible placement of the equipment.

First Public Commentary

The first public commentary, scheduled near the beginning of all Board meetings, workshops, and committee meetings, shall be limited to an accumulated time of thirty (30) minutes. Time may be extended at the discretion of the Board President or presiding chair.

Individual speakers will be allotted a maximum of five (5) minutes, however, the time may be reduced if a large number of persons wishes to address the Board. In these instances, the number of speakers will be divided equally into the thirty (30)-minute time limit. For example, if ten (10) persons wish to address the Board, each individual will be given three (3) minutes.

Second Public Commentary

The second opportunity for public commentary, scheduled near the end of all Board meetings, shall be limited to an accumulated time of fifteen (15) minutes. Time may be extended at the discretion of the Board President or presiding chair.

Persons who wish to address the Board during the second opportunity for public participation shall form a line at a location to be designated and will be recognized by the Board President or presiding chair in the order of assembly.

Individuals will be allotted a maximum of three (3) minutes, however, the time may be reduced if a large number of persons wishes to address the Board. In these instances, the number of speakers will be divided equally into the fifteen (15)-minute time limit. For example, if fifteen (15) persons wish to address the Board, each individual will be given one minute.

Revised 10/20/03

Revised 3/7/05

Revised 7/6/10

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Legal

M.C.L. 15.263(4)(5)(6), 380.1808

**BOARD NOTES – SPECIAL MEETING
JULY 13, 2020 – VIRTUAL MEETING 5:30pm**

A. CALL TO ORDER

1. Roll Call.
2. Virtual Meeting Process. Virtual meeting procedures vary from typical meeting procedures in the following ways:
 - a. Board members will be asked to state their name when making motions and seconds for the benefit of the audience.
 - b. All votes will be roll call votes for clarity.
 - c. The chair will strive to recognize board members by name before they speak. In the event that this doesn't happen, trustees are encouraged to announce their own names or may be reminded to do so.
 - d. Audience members will be muted until recognized by the chair during the public participation periods.
 - e. People who speak during public participation will be asked to state their name, address, and topic before speaking.
 - f. Board members should refrain from using email, texting, instant messaging and other electronic forms to communicate with each other or members of the public during the meeting, and specifically refrain from using the chat box except to vote.
 - g. Board members should conduct themselves in a manner consistent with in-person school board meetings.

B. APPROVAL OF AGENDA

1. Approval of Agenda. Board policy provides that the Superintendent of Schools shall prepare an agenda for all Board meetings as directed by the President of the Board of Education.
- * An appropriate motion might be, "I, _____, move that the Board of Education approve the agenda as presented/amended."

C. SUSPEND BYLAW 0167.3

1. Public Participation. Board bylaw 0167.3 (Public Participation, attached) provides two opportunities for public participation at all board meetings. Because time for this Special Meeting is limited and community members wishing to address the board have the opportunity to do so at the regular meeting at 7:00pm this evening, it has been suggested that the board suspend bylaw 0167.3 for this special meeting only for the purpose of efficiency. A brief public participation opportunity can take place following the appointment deliberations. The length of time for speakers will depend on the amount of time remaining.
- * An appropriate motion would be, "I, _____, move that the Board of Education suspend bylaw 0167.3 for this Special Meeting and allow an abbreviated public participation period following deliberations.."

**BOARD NOTES – SPECIAL MEETING
JULY 13, 2020 – VIRTUAL MEETING 5:30pm**

D. DISCUSSION

1. Board Candidate Interviews. Each candidate will have 10-12 minutes to speak. Board members will take turns asking prepared questions which will not have been shared in advance of the meeting. If any time remains in their segment, candidates may speak on whatever topic they choose. Tonight's packet includes a letter of intent, resume, and references (if submitted) for each candidate.

As a courtesy, all candidates will be asked to exit the webinar during other candidates' interviews. We will stick to the time limits so candidates will know to re-enter the webinar at the correct time(s).

- a. Melanie Szawara. 5:35pm-5:47pm
 - b. Elise Bruderly. 5:50pm-6:02pm
 - c. Brian Arnold. 6:05pm-6:17pm
2. Board Candidate Selection. 6:20pm-6:45pm. All candidates may return for this portion of the meeting.

There will be two rounds of voting. Trustees will take turns offering positive comments only about the candidates. Comments should be succinct. After all trustees wishing to comment have the opportunity, voting will commence.

First Round Voting. Trustees will indicate their top two choices via private chat message to Dr. Timmis. Once complete, votes will be read aloud and tallied on screen. In the event of a tie, further discussion will take place to arrive at the two top candidates.

Trustees will again have the opportunity to make brief positive comments regarding the two finalists.

Second Round Voting. Trustees will indicate their top choice by sending a chat message to Dr. Timmis. Once complete, votes will be read aloud and tallied on screen. In the event of a tie, further discussion will take place to arrive at a decision.

Following deliberation and a final vote, an appointee will be named. That person will be sworn in at the 7:00pm regular board meeting.

- * An appropriate motion might be, "I, _____, move that the Board of Education appoint _____ to fill the board seat vacated by Ron Darr until the certification of the November 3, 2020 election is certified."

Melanie Klark Szawara

(contact info redacted)

July 6, 2020

Dexter Community Schools
Board of Education
2704 Baker Road
Dexter, MI 48130

Dear Board Members:

Thank you in advance for considering me for appointment to the Dexter Community Schools Board of Education. I am excited for this opportunity and believe that I would be able to provide a wide array of knowledge and experience to the Board of Education, should I be appointed to the Board.

I grew up in Dexter and was educated in Dexter from Kindergarten until graduation in 1996. The superior education I received at Dexter provided me a solid foundation for my higher education and throughout my career as an attorney. The support of our small community afforded opportunities for me, which is I want for the current and future students of Dexter Community Schools, including my children Kolton (8) and Kazimiera (5).

I understand that we are now facing many unique complex and difficult issues that will impact the students, teachers, administrators and community. I believe I have the tools to assist in making these difficult decisions as a board member. As an attorney, I have legal knowledge which I believe will assist the Board when legal issues present. Many in my family are educators. As a parent and community member, I bring the understanding of multiple perspectives towards education in Dexter. But most importantly, I have a strong commitment to the quality of education our children receive, as that is where I found my roots.

My enclosed resume provides you with more detailed information pertaining to my abilities and experience. I look forward to having the opportunity to work with other school board members to make important decisions which support and develop our community and schools. I look forward to share more of what I can bring to the Board of Education.

Respectfully,

A handwritten signature in black ink, appearing to read 'MK Szawara', written in a cursive style.

Melanie Klark Szawara

Melanie Klark Szawara

(contact info redacted)

Work and Professional EXPERIENCE

ATTORNEY, Harris & Literski

Brighton, MI

September 2008- present

- Practiced law in areas of Family Law, Juvenile and Probate Law
- Trial lawyer
- Trained Domestic Mediator (certified 2008)
- Draft, review, revise settlement agreements

ASSOCIATE ATTORNEY, RizzoBryan, P.C.

Grand Rapids, MI

November 2003- September 2008

- Practiced law in areas of Family Law, Insurance Defense, and General Civil Litigation
- Motion practice in several Michigan counties
- Conducted discovery, including depositions of lay and expert witnesses
- Tried civil jury trials and divorce trials

EDUCATION

Michigan State University-Detroit College of Law

East Lansing, MI

Juris Doctorate, May 2003

- Moot Court Board.
- Family Law Society
- Women's Law Caucus

Western Michigan University

Kalamazoo, MI

Bachelor of Arts, Public Law Curriculum- Cum Laude, December 1999

- Academic: Political Science Senior Honors; Howard Wolpe Scholarship; Golden Key Honor Society; Dean's List
- Sole undergraduate member of Strategic Planning Committee, appointed by the University President
- Residence Hall Association, Michigan Organization Communications Coordinator of the Year 1999
- Resident Advisor and Assistant Director of Hoekje Hall

Dexter High School

Dexter, MI

Cum Laude, May 1996

- Dexter High School, Student Council and Senior class president, 1996
- Cross Country captain; Track and Field captain. MHSAA Scholar Athlete, 1995-1996
- Color Guard Captain in Marching Band, 1995
- Principal's Award- Graduation Speech 1996
- Alumni Association Scholarship Recipient, 1996

PROFESSIONAL AFFILIATIONS

- American Bar Association.
- State Bar of Michigan, Family Law Section
- Women Lawyer Association of Michigan
- Grand Rapids Bar Association, Family Law Section. Trustee, 2007-2008
- Livingston County Bar Association, 2008-present
- American Inns of Court, 2004-2007

COMMUNITY ACTIVITIES

- Dexter Wrestling Club, Vice President, 2018-present
- Dexter Little League, Parent Volunteer
- Parent volunteer at Anchor Elementary and Tuesday Lunch Reader
- Member of First United Methodist Church
- Lifelong Dexter family ties

Elise L. Bruderly
(contact info redacted)
June 30, 2020

Dear Board of Education:

My name is Elise Bruderly and I am interested in the open position on Dexter's Board of Education (BOE). I am a candidate on the November 3rd ballot because I believe that I have the background, temperament, and dedication required to honorably represent the children and families of Dexter Community Schools.

I first applied for an open position on Dexter's BOE in 2014. At the time, I was new to participating in the world of education and I was excited to explore ways to contribute to the community. I felt clear that a good education was one of the greatest gifts I could give my children and I wanted to be a part of the process that would bring that to all of Dexter's children. While I was not selected for the position, the application process introduced me to people and opportunities that I have been invested in ever since.

I am a parent of boy/girl twins, entering the high school in the fall, and a strong believer in public education. I am a social worker by training, graduating from the University of Michigan with a Bachelor's in Psychology and a Master's in Social Work. My work and volunteer life have wound together through the years. I have worked as a medical social worker in both inpatient and outpatient settings, written a book, *Parenting Twins*, and have been both a member and President of two local organizations - Excellence 4 Dexter Students (E4DS) and Huron Valley Parents of Multiples.

While my social work training has informed my professional life, over the last five years I have also utilized key social work skills such as leadership, knowledge of group dynamics, advocacy, collaboration, and community organizing in my work with the non-profit E4DS. As a founding member, I participated in building the organization from the ground up. In the last four years our efforts have allowed us to donate \$182,000 to DCS. Through this work, I have gained a clear understanding of the complexity of educational budgets, the diverse range of issues that come before the BOE, and the value of an engaged community supporting its public school system. As President of E4DS for the last three years, I have established solid relationships with school personnel and community members. I have demonstrated the ability to motivate a volunteer workforce, inspire participation and commitment, and generate consensus among parties with different goals.

My educational background has taught me to value research and evaluation, and to make decisions after careful thought and consideration. I recognize the responsibility involved in representing the families of Dexter and would consider it an honor to serve as a member of the Board of Education.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Elise Bruderly". The script is cursive and fluid, with the first name "Elise" and last name "Bruderly" clearly legible.

Elise Bruderly

ELISE L. BRUDERLY, LMSW

(contact info redacted)

EDUCATION	University of Michigan, School of Social Work <i>Master of Social Work</i> <i>Specialist in Aging Certificate</i> <ul style="list-style-type: none">• Concentration: Interpersonal Practice with Adults and Elderly	April, 2002
	University of Michigan, Ann Arbor <i>Bachelor of Arts in Psychology, with Distinction</i>	April, 2000
CREDENTIALS	State of Michigan, Board of Social Work <i>Licensed Master Social Worker, Clinical and Macro License</i>	Valid through: 4/30/2022
PUBLICATION	<i>Parenting Twins (Book)</i> <i>Author</i> <ul style="list-style-type: none">• “The Handbook for Containing Chaos and Preserving Memories in the First Year”	Oct., 2014
COMMUNITY	Educational Foundation of Dexter (EFD) <i>Executive Committee Advisor</i> <ul style="list-style-type: none">• Advisor to the Executive Board of the EFD: supporting current leadership as well as making recommendations on policy, communications, and fundraising approach to promote the transition into a single non-profit as well as to retain donors and enhance future contributions.	May 2020- Present
	Excellence 4 Dexter Students (E4DS) <i>Board President (2017-May 2020)</i> <i>Secretary & Communications Director (2016-2017)</i> <i>Trustee (2015-2016)</i> <ul style="list-style-type: none">• Founding member of non-profit formed to generate revenue for Dexter Community Schools.• Participated in all aspects of group functioning and process- leadership, budgeting, fundraising campaign design, event planning, individual outreach to donors and corporate sponsors, community education about school funding, collaboration with school administration.• Donated \$182,000 to Dexter Community Schools.• Coordinated the merger of E4DS and EFD to better serve the Dexter Community.	May 2015- May 2020
	Huron Valley Parents of Multiples, member <i>Board Chair (2007-2009)</i> <i>Board Member (2009-2012)</i> <ul style="list-style-type: none">• Revitalized a family support group for Ann Arbor and surrounding communities; improved group process and functioning.• Utilized group leadership skills to manage and motivate a volunteer workforce, budget for an organization, develop informational materials, and coach non-social workers to provide appropriate levels of support for member families.	Sept. 2005- present
PROFESSIONAL	Fresenius Medical Care (Dialysis) <i>Clinical Social Worker</i> <ul style="list-style-type: none">• Completed psychosocial assessments and managed regulatory requirements for social work in a dialysis unit.	Feb. 2015- May 2018

- Provided adjustment-to-illness and end-of-life counseling for patients and families.
- Implemented continuous quality improvement projects
- Worked effectively with an interdisciplinary team
- Provided staff and patient education regarding emotional wellness
- Assisted with tangible resource needs and continuum of care changes throughout the disease process
- Managed mental health and criminal background concerns on the unit, coordinating with state services as appropriate.

Social Work Case Management

June 2014- Feb. 2015

- Provided individual case management services to a private client with a complicated medical, social, emotional, and financial situation.

Ambulatory Care Social Work, Outpatient- Adult, UMHS

Jan. 2004- Aug. 2005

Clinical Social Worker

- Collaborated to establish systems, routines, expectations for new Ambulatory Care Social Work program; demonstrated effectiveness of program.
- Worked with outpatient teams to provide psychological support, tangible resources, referral to outpatient services, and ongoing monitoring of complex patients during times of high need.
- Presented “Outpatient Clinics: Innovative Approaches” at the SSWLHC Annual Meeting in Houston, Texas, April 2005.

Medical-Surgical Social Work, Inpatient-Adult, UMHS

June 2002- Dec. 2003

Clinical Social Worker

- Managed large caseload among multiple inpatient services; worked as a member of an interdisciplinary team to facilitate discharges; obtained medical, psychological, and tangible resources for patients, facilitated communication with patient families; provided crisis intervention and grief support.

Turner Geriatric Clinic, University of Michigan

Sept. 2001- April 2002

MSW Intern

Botsford General Hospital

Sept. 2000- April 2001

MSW Intern, Inpatient Geropsychiatry Unit

Introduction to Personality Psychology 390

Fall Semester 2000

Graduate Student Instructor, Department of Psychology University of Michigan

CE

Relevant Continuing Education Programs in the last year

May 2019 - June 2020

45 hours/3 years required for ongoing LMSW licensure in the State of Michigan

- Autism Spectrum Disorders Across the Lifespan (1.5 hrs)
- Coronavirus (COVID-19) 101 For Healthcare Professionals (1 hr)
- A Clinician’s Guide to DSM-5, 2nd Edition (3 hrs)
- Navigating Difficult Conversations (1.5 hrs)
- Best Practices with Lesbian, Gay & Bisexual Youth and Their Families (3 hrs)
- Promoting Mental Health in Schools (4 hrs)

February 13, 2020

To Whom It May Concern:

I highly recommend Elise Bruderly to the Dexter Board of Education. Elise and I have worked closely together since July 2017 as Executive Board Members of Excellence 4 Dexter Students (E4DS), a non-profit that raises money for DCS. Our board truly functions as a full-time organization throughout the school year thanks to the sense of urgency and devotion with which Elise leads E4DS.

Elise portrays the essential leadership skills of both listening to and helping to guide board members' volunteer interests. She affirms people by delegating to them tasks associated with their passion to serve: be it planning events, publishing on social media, or contacting businesses. This helps our board to be very fluid and respond as quickly as board members are able to act. This has allowed our community to incorporate and maximize multiple volunteer efforts for our students' greater good.

Elise is able to see the larger picture within our organization and identify next steps needed. She helped grow our organization at a time when we were in dire need of more volunteers by contacting school principals to see if there were parents who might be good potential board members. This led to several new board members and a fresh wave of energy within our board.

Elise provided structure within our organization by creating welcome packets that helped provide essential information for new members so that they could quickly learn about our organization and learn how they could start helping within our organization.

One of the characteristics that I value most in Elise is that she empowers people to make decisions. She trusts that people will do their best and are capable of making good decisions. She follows up with people, when appropriate, to see if any help is needed. Elise is always ready and willing to do whatever it takes to see any tasks through to completion. This empowerment reflects the trust that she has in us and encourages our trust of each other.

As a leader, she has excellent communication skills. She discerns what board ideas may not have the right timing to ensure proper success and will politely suggest when a better time might be. She is transparent with sharing opinions expressed by donors and board members to Superintendent Dr. Timmis about what donations should fund. She is able to transform ideas into writing as she composed several press releases, fliers, monthly newsletters, and annual campaign donation requests. Elise has been able to clearly communicate the financial need of Dexter Community Schools, and schools in general, to raise awareness about school finance within the Dexter community.

Throughout the years, Elise has kept a positive attitude and a sense of humor. This is most essential on a 100% volunteer board. Our volunteer base is strong because people enjoy working under Elise's leadership. She is able to meet with key players within education funding, be it Dexter's Superintendent, school principals, or the President of the Educational Foundation of Dexter, to listen to, address concerns, and see how we may better understand each other and work together.

Our community would greatly benefit from Elise's wisdom, leadership, positive demeanor, transparency, and hard work ethic to strengthen our community's bond with each other.

Sincerely,

Amy Thursam
E4DS Board Secretary

BRIAN J. ARNOLD

(contact info redacted)

CANDIDATE FOR SCHOOL BOARD MEMBER

July 7, 2020

To Whom It May Concern:

This letter re-confirms my intent to be considered as a replacement member of the Board of Education in Dexter Community Schools. I have submitted my paperwork with the Board of Elections to run for an open seat in November. I desire to serve on the Board to help guide the education of all children within the district. All children deserve an outstanding education and educational environment in which to thrive and prepare for their future. I believe that my background and qualifications would provide value to the Board and community.

My family and I moved to Dexter in July, 2016 from Chicago and have been proud to make Dexter our home for the last four years. One of the primary reasons for selecting Dexter was the outstanding school system. We were looking for a small town with a great community and educational resources. We found both in Dexter. We have two children in the school system. Our son Alex is will be entering high school this fall, and our daughter Emmy will be going into 3rd grade. We have been through Mill Creek, Creekside, Anchor, and Jenkins and are looking forward to our children attending Dexter High School and Wylie next fall. We have gotten to know hundreds of great people in town over the last four years, through coaching little league baseball and t-ball teams, attending school meetings and events, and frequenting the local businesses. We have made many great friends in Dexter, nearly all with children in the school system.

I believe that I would bring a unique background to serve on the Board. I was born in Flint and raised in Durand, MI, a community similar in size to Dexter about 45 miles north. I attended undergrad at Mott Community College and the University of Michigan in Flint and law school in Chicago. I am currently in the middle of a Master of Business Administration program at Indiana University. I have been a practicing attorney for 15 years; prior to that, a software developer for 10 years. I currently work at Henry Ford Health System in Detroit, where I specialize in healthcare, regulatory, technology, and data privacy law. As such, I am familiar with many of the legal issues that the Board must navigate. Prior to that, I was a partner at a large firm in Ann Arbor and one in Chicago. My legal background provides me with the experience and skillset to navigate policies, procedures, rules, and regulations. As a former litigator, I am experienced in thoroughly evaluating issues from all angles, considering all viewpoints, and making informed and rational decisions without being intimidated or swayed by emotion over substance. Therefore, I believe that my educational and work experience would be an asset to the Board.

I appreciate the consideration of the Board for this position.

Best,

/s/ Brian J Arnold

Brian J. Arnold

Encl.: Resume

BRIAN J. ARNOLD

(contact info redacted)

CANDIDATE FOR SCHOOL BOARD MEMBER

- Accomplished and results-driven Attorney with broad based in-house and Am Law 50 firm experience leading effective business and legal strategy for corporations and organizations of varying sizes and industries.
- Currently a candidate for a Master of Business Administration at Kelley School of Business, Indiana University.

CORE COMPETENCIES

- | | |
|---|--|
| <i>Seasoned Organization and Legal Leadership</i> | <i>Skilled in Data Privacy and Cybersecurity Law</i> |
| <i>Expertise in Legal Risk Analysis</i> | <i>Expertise in Corporate Matters</i> |
| <i>- Expertise in Healthcare and Regulatory Matters</i> | <i>Skilled in Organizational Governance</i> |

LEGAL EXPERIENCE

Advise organizations on general corporate issues, including contracts, data privacy and cybersecurity, intellectual property (IP), governance, policies and procedures, antitrust, employment, regulatory, healthcare, and real estate, among others.

Serve on various Committees at Henry Ford Health System in the Detroit and Jackson markets, including Information Technology Management, IP, Cybersecurity, Litigation, and Social Media.

Prepare system-wide policies and procedures, including those related to IP, Information Technology, Social Media, Data Privacy, and eDiscovery / Litigation.

Structure, negotiate, and draft numerous types of contracts, including master services agreements, non-disclosure agreements, vendor and consultant agreements, statements of work, software licenses, data security agreements, and IP acquisition agreements, among many others.

Provide guidance and direction to clients on data privacy and security issues, including Health Insurance Portability and Accountability Act (HIPAA), Family Educational Rights and Privacy Act (FERPA), General Data Protection Regulation (GDPR), and Michigan and other state Data Privacy Laws and Regulations.

Provide guidance and direction to clients in the areas of patent, trademark, copyright, and trade secret law, influencing development pathways for new technologies.

Represented national and international leaders in technology focused matters, such as Amazon, Google, Ford Motor Company, ZF TRW Automotive, and T-Mobile, among others.

Managed and led teams in dozens of large litigations both as trial counsel and in-house counsel, including the budgeting, investigation, pleading, discovery, and trial phases; managed electronic discovery; taken and defended hundreds of depositions; extensive jury and bench trial experience.

Served as a key strategic partner to clients involved in assessing valuation and monetization strategies for IP portfolios, leading due diligence and valuations of the IP portfolios of clients and acquisition candidates; reviewed the validity and enforceability of IP, identified potential licensees, and assessed royalty streams.

CAREER HISTORY

2020 – Present: Virtual Music Ensemble Technologies, Ann Arbor, MI

- Advisory Board Member

Board Advisor to start-up software company developing online music education and synchronous audio platform.

March, 2018 - Present: Henry Ford Health System, Detroit, MI

- Senior Counsel – Innovation, Data Privacy, Cybersecurity, Telemedicine, and Information Technology

Responsible for IP, IT, telemedicine, data privacy / cybersecurity, and international issues for 35,000 employee system.

Manage and negotiate all software, SaaS, hardware, and IT services contracts; negotiated over 500 agreements.

Responsible for data privacy and cybersecurity legal issues, including compliance with various privacy rules and regulations, such as HIPAA and GDPR, and cybersecurity frameworks.

Advise on health law, regulatory, employment, real estate, operations, and governance issues.

Serve on the IT Management Committee, IP Committee, Cybersecurity Committee, and Social Media Committee.

Manage all large corporate litigation matters.

Responsible for managing IP portfolio and outside counsel selection and management.

2015 to 2018: Honigman LLP, Chicago, IL and Ann Arbor, MI

– **Partner**

Fulfilled a critical leadership role at this Am Law 200 firm that has 300 attorneys in seven offices, overseeing the representation of clients with respect to technology based and intellectual property issues.

- Represented an international tech company in numerous software disputes.
- Represented various automotive suppliers in patent litigations.
- Represented clients in technology transactions and intellectual property matters.

2009 to 2015: K & L Gates LLP, Chicago, IL

– **Partner (2014 to 2015)**

Advanced from an initial role as an Associate to Partner at this Am Law 50 international law firm.

- Assumed a lead role in business development, contributing to the acquisition of key clients, including major smartphone manufacturers and Internet technology companies.
- Served as a trusted advisor and mentor to junior attorneys in the Intellectual Property Group, providing guidance and direction on best practices and standards governing client service and the representation of client interests.

2004 to 2009: Bell, Boyd & Lloyd LLP, Chicago, IL

– **Full-time law clerk (2004-05); Associate (2005+)**

Represented clients in Intellectual Property and Corporate matters at this large Chicago firm that engaged in intellectual property, corporate, litigation, and securities law legal matters. Firm merged with K & L Gates LLP in 2009.

Early Career

Judicial Extern, Honorable Martin C. Ashman, U.S. Magistrate Judge, Northern District of Illinois, Chicago, IL (2004)

Summer Associate, Brinks, Hofer, Gilson & Lione, Chicago, IL (2004)

Lead Software Developer / Systems Architect, Acxiom Inc. / Jobsonline.com, Chicago, IL (2000 to 2005)

Software Consultant, NuTechs Inc., Bloomfield Hills, MI (1998 to 2000)

- Worked on large projects for DaimlerChrysler, General Motors, and various automotive suppliers.

Software Application Developer / Network Administrator, Frankenmuth Mutual Insurance, Frankenmuth, MI (1996 to 1998)

EDUCATION

INDIANA UNIVERSITY, KELLEY SCHOOL OF BUSINESS

Candidate for Master of Business Administration, Expected 2021

ILLINOIS INSTITUTE OF TECHNOLOGY, CHICAGO-KENT COLLEGE OF LAW

Juris Doctor, Certificate in Intellectual Property, 2005

THE UNIVERSITY OF MICHIGAN, FLINT, MI

Bachelor of Science in Computer Science, 1999

MOTT COMMUNITY COLLEGE, FLINT, MI

Associate in Science, 1995
