

Christopher “Chris” J. Glover (He/Him/His)

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Objective Statement

Ambitious and results-driven leader with years of experience in higher education, program development, implementation, management, and evaluation, administrative, managerial, and governmental duties. Skilled in networking and developing partnerships with stakeholders, community partners, elected officials, and key decision-makers. Excels in dynamic, demanding situations while remaining practical and focused. Proven to be a critical thinker and problem-solver when posed with challenging issues.

Education

Degree: Doctoral Candidate, Doctor of Education

School: Mary Lou Fulton Teachers College at Arizona State University, Tempe, AZ

Graduation Date: Expected Graduation 12/2026

Degree: Master of Science in Management

School: W.P. Carey School of Business at Arizona State University, Tempe, AZ

Graduation Date: 05/2013

Degree: Bachelor of Arts, Political Science

Minors: Spanish and History, emphasis on Latin American History

Certificates: International Studies and Latin American Studies

School: School of Politics and Global Studies at Arizona State University, Tempe, AZ

Graduation Date: 05/2010

Professional Qualifications

- Bilingual Spanish/English
- Visionary Leadership in Public Service and Nonprofit Organizations
- Strategic Planning for Nonprofits, Education, and Municipalities
- Supervisory Skills
- Extensive experience in high-profile searches for municipal and nonprofit including CEOs, executive and other top-tier leadership talent
- Negotiation/Deal Structuring
- Program Design, Development, Management, Administration, and Evaluation
- Management
- Customer Relations
- Government Relations
- Planning, Analyzing, and Coordinating Activities
- Public Relations
- Written/Oral Communication
- Fundraising and Donor Relations
- Public Policy and Policy Formulation

Employment

Employer: Arizona State University

Dates: 8/20 – Present

Job Title: Instructor – Organizational Leadership and Project Management Faculty, School of Applied Professional Studies

Job Duties

As an instructor in the Organizational Leadership and Project Management programs, I am dedicated to facilitating student success through personalized engagement, real-world applications, and innovative teaching strategies. My focus is on facilitating learning rather than simply delivering content, ensuring

students can think critically, solve problems, and apply knowledge to their careers. I continuously develop and implement engaging curriculum, integrate emerging technologies, and support diverse learning modalities to enhance student experience. My approach emphasizes critical thinking, problem-solving, and personalized learning experiences while maintaining currency in course content and teaching technologies.

Key Actions:

Facilitate Learning

- Encourage critical thinking and problem-solving
- Connect disciplinary knowledge to real-world situations
- Implement strategies for practical application of concepts

Personalized Instruction

- Engage with students individually to understand their motivations and needs
- Adapt curriculum to meet diverse student needs
- Provide timely interventions based on student progress

Design and Develop Curriculum

- Create innovative learning experiences for adult learners
- Collaborate with colleagues on course development and revision
- Stay current on industry trends and best practices

Communicate Effectively

- Engage students and colleagues through visual, verbal, and written communication
- Facilitate class discussions and collaborative learning
- Build and maintain relationships within ASU and external communities

Continuous Improvement

- Research and resolve technology issues
- Stay updated on project management and leadership development, and leadership trends
- Continuously update curriculum and teaching methods

Monitor and Support Student Progress

- Proactively check in on students and review grades
- Support students through multiple communication channels
- Offer opportunities for assignment completion and improvement

Leverage Technology

- Utilize learning management systems (Canvas, Blackboard)
- Evaluate and implement emerging educational technologies
- Develop online tutorials and multimedia materials

Support Diverse Learning Modalities

- Teach in synchronous, asynchronous, and hybrid formats
- Utilize multiple content distribution channels
- Provide technological support for online learning

Promote Inclusive Learning Environments

- Encourage diverse viewpoints and respectful discussions
- Enable a culture of lifelong learning and professional development
- Integrate real-world examples and case studies
- Promote public policy and service careers through guest speakers in classes and opportunity fairs

Community and Professional Engagement

- Build and maintain relationships within ASU and external communities
- Engage with industry professionals to enrich course content and relevance
- Participate in professional development activities to enhance teaching skills and subject matter expertise

Support Student Clubs

- Founding Faculty Advisor for the Government & Public Policy Club and Digital Devils.
- The Government & Public Policy Club is for students interested in public policy, international relations, and social issues. The club provides opportunities to learn from government, business, and NGO leaders.
- Digital Devils is a club for ASU online students, near and far, to meet virtually with fellow online students. It includes a diverse group of ASU students from various walks of life connected by ASU.

Study Abroad Programs

Digital Culture, Technology and Innovation in the Baltics Study Abroad Program

- In the summer of 2022, I helped lead the Digital Culture, Technology and Innovation in the Baltics study abroad program. For two weeks, students traveled through the Baltic states of Lithuania, Estonia, and Latvia and had an unparalleled adventure through medieval towns, spectacular natural landscapes, and deep insight into the future of digital culture, technology, entrepreneurship, and

innovation. Students had first-hand experience in digital culture, leading-edge technology and innovation, entrepreneurship and the start-up scene, and venture capital. They also explored exotic cultures, wandered medieval towns, or explored magnificent natural landscapes.

ASU Sun Devils in New Zealand Spring 2024

- Students gained professional and global experience in New Zealand's capital city on a seven-week program, including an internship that was custom-designed for them and was based on their unique background, skills, and career goals. They took a deep dive into the global workplace and developed critical professional skills.

OGL 350 Diversity and Organizations New Zealand Spring 2024

- This course developed students' understanding of the importance and diversity of cultures across the world and within New Zealand. The goal was to provide students with models and tools they can apply to appreciate culture, discuss cross-cultural issues as they apply to human behavior and interaction in various settings, and develop cultural competence in dealing with people from different cultures in an increasingly global and interconnected world. The course approached diversity from local and global perspectives and addressed issues of cultural pluralism and multiculturalism, cross-cultural communication, interpersonal and small group interactions, and the impact of diversity on informal and formal organizations.

Courses Taught:

- OGL 200 | Introduction to Organizational Leadership
- OGL 340 | Digital Citizenship
- OGL 345 | Organizational Ethics
- OGL 350 | Diversity and Organizations
- OGL 357 | Assessments in Organizations
- OGL 492 | Honors Directed Stud
- OGL 493 | Honors Thesis
- OGL 498 | Pro – Seminar
- PMG 320 | Foundations of Project Management
- PMG 321 | Project Leadership Management
- PMG 322 | Project Time Management
- PMG 323 | Project Cost Management
- PMG 324 | Resources Project Management
- PMG 421 | Project Risk Management
- PMG 422 | Project Control Management

Employer: Arizona State University

Dates: 01/15-08/20

Job Title: Faculty Associate, CISA Organizational Leadership and Interdisciplinary Studies

Job Duties

As a Faculty Associate, I taught OGL 345 Organizational Ethics, OGL 200 Introduction to Organizational Leadership, and OGL 357 Assessments in Organizations. In the online course, I had my students connect disciplinary knowledge to real- world problems and so the motivation to solve a problem becomes the motivation to learn. I help to stimulate class discussions and foster and encourage an online culture of learning that values mutual responsibility, life-long learning, diversity and ethics as well as personal and professional development. I am responsible for curriculum development for courses which include lesson plans, selecting and compiling tests, assignments, online discussion exercises and other online material that help facilitate student instruction. I prepare and deliver competency-based online education and deliver online class instruction, providing theory and practice education. I instruct and facilitate a meaningful learning experience of the course competencies in each course. I provide actionable feedback to help the student experience. I was responsible for teaching the assigned class in accordance with learning objectives.

Employer: Arizona Anti-Trafficking Network

Dates: 10/19-10/22

Job Title: SAFE Action Project Program Director

Job Duties

Under the direction of the Arizona Anti-Trafficking Network (AATN), the SAFE Action Project is a travel, tourism, and hospitality training program designed to elevate awareness and action within the industry to combat human trafficking. SAFE stands for Safeguarding All From Exploitation. The SAFE Action Project is operated by AATN and has partnered with the Arizona Attorney General's Office and Homeland Security Investigations – Phoenix. SAFE offers a wide variety of human trafficking training resources to help recognize the warning signs of human trafficking and how to report suspicious behavior, with a “see something, say something” approach. Through the SAFE Action Project, I improved the industry's understanding of commercial sexual exploitation and expanded the industry's investment in the movement. As the Program Director for the SAFE Action Project, I was able to:

- **Program Vision & Strategy:**
 - Set the vision of the SAFE Action Project and worked with the AATN Board to facilitate the strategic priorities to meet the goals and objectives.
 - Positioned the program to grow strategically and sustainably across Arizona and other participating states.
 - Successfully designed, implemented, and evaluated the program and its training programs to advance the AATN's mission and SAFE's objectives.
 - Extensive experience in designing and implementing programs.
- **Program Development & Implementation:**
 - Designed, developed, implemented the SAFE Action Project and reintroduced and relaunched the initiative successfully in Arizona, expanding its reach across the travel, tourism, and hospitality industry to identify potential human trafficking victims.
 - Created a curriculum for a training program for in-person, virtual, and online training sessions that is well developed for all sectors of the industry to identify and respond appropriately to potential situations of human trafficking.
 - Engaged with a production company and industry-specific advisors to make training videos.
 - Assisted in the production of training videos to assist with in-person and on-demand training sessions.
 - Maintained and expanded face-to-face and online training, workshops, and seminars to trainers of the program.
 - Created training materials and training content geared towards college age students interested in the hospitality industry.
 - Liaised with faculty and staff within hospitality management programs at ASU and Grand Canyon University to provide training opportunities for students.
 - Provided training programs, workshops, and conference presentations on behalf of the organization.
 - Provided technological support for online participants.
 - Tracked outputs and outcomes ensuring program operations were being implemented at a high standard.
 - Held plus/delta reviews of events and training sessions throughout the grant cycle.
 - Used problem solving and critical thinking for decision-making in planning, analyzing and coordinating activities by the established AATN Board priorities.
 - Demonstrated the ability to adapt to ambiguity, pivoted priorities, and managed multiple projects going simultaneously in a fast-paced environment.
- **Leadership & Management:**
 - Provided leadership, oversight, and direction of the day-to-day operations of the program.
 - Hired, provided an orientation, supervised, supported, and evaluated the SAFE Program Coordinator.
 - Trained and managed the direct reports of their budget responsibilities to their work.
 - Held weekly staff meetings and conducted 1-1 check-ins with staff.

- Provided professional development opportunities for the SAFE team members.
 - This included webinars, conferences, and professional training opportunities.
- Met monthly with Board Treasurer for budget and account reconciliation meetings.
- Directed and ran the SAFE Action Project Advisory Board.
- **Collaboration & Partnerships:**
 - Oversaw the program's community partnerships both internally and externally, helping raise awareness, training opportunities, and connection to engagement opportunities that benefited stakeholders.
 - Grew the program's engagement with partners in the hospitality industry and promoted its success.
 - Engaged with the travel, tourism, and hospitality industry to initiate SAFE training sessions.
 - Established and maintained effective working relationships within the industry.
 - Worked effectively with community leaders and stakeholders.
 - Collaborated with other program directors at AATN to develop and implement appropriate promotion strategies for AATN and SAFE to gain new funders for the programs and organizations.
 - Built positive relations with donors, sponsors, and stakeholders.
- **Communication & Outreach:**
 - Served as the spokesperson for the SAFE Project Program to internal and external audiences regarding combatting human trafficking within the hospitality industry.
 - Communicated effectively in visual, verbal, and written forms as well as persuaded and motivated others while being aware of responsive to their needs and concerns.
 - Created a newsletter, social media posts, annual reports, website updates to connect with partners, stakeholders, and the community.
 - Worked with the AATN board and marketing specialists to organize stories, social posts, and photos of training events positioning AATN and its employees as subject matter experts.
 - Participated in organizing news conferences for the program.
 - Traveled all over the state of Arizona, visited Nevada, New Mexico, Colorado, and Washington, D.C., on behalf of the program and AATN.
 - Attended major tourist and awareness events in Arizona and provide information to attendees that would encourage them to reach out to the National Human Trafficking Hotline in the event of conserving suspicious activity.
 - Effectively communicated with internal and external stakeholders with various modes of communication.
- **Fundraising & Financial Management:**
 - Implemented a strategic fundraising plan to meet program and organizational development goals, cultivated sponsors, and community sponsorships.
 - Sent monthly 'thank you' notes to donors, partners, supporters, and sponsors.
 - Managed the program's revenue and expense projections based upon grant cycle approved goals.
- **Reporting & Evaluation:**
 - Prepared program activity reports which included outputs from trainings, outcomes, and financial awards received.
 - Prepared monthly program activity reports that would include the number of training sessions held, the types of training sessions held, and the program's financial status.
 - Prepared similar reports for the SAFE advisory board and major program donors.

- Created a biannual report for the largest funder and its Board of Directors tracking the objectives outlined in the grant and a final report that recorded how the project's goals were met.
 - The report included reviews of events and training sessions, conferences, program data such as number of trainings and number of people trained, social media highlights, program accomplishments, photos and stories of impact throughout the grant cycle.
- Paid close attention to detail in adhering to guidelines, structure, and established policies of the organization.

Employer: Maricopa Community College District

Dates: 08/13-8/20

Job Title: Adjunct Faculty – Business Department, Mesa Community College

Job Duties

Under the direction of the Business Department Chair, I developed and managed online courses and syllabus materials. I have taught multiple courses in various subjects within the Business Department. I was responsible for curriculum development for courses which included lesson plans, selecting and compiling tests, assignments, online discussion exercises and other online material that help facilitate student instruction. I worked collaboratively with my colleagues to plan, design, develop, and revise high-quality for-credit online courses and course materials to meet MCC and Business department standards. I strove to pay precise attention to detail in adhering to guidelines, structure, and established policies of the college and department. I prepared and delivered competency-based online education and delivered online class instruction, providing theory and practice education. I designed, developed, and implemented evaluation procedures to assess the effectiveness of technology use in teaching and learning processes for my courses. I instructed and facilitated a meaningful learning experience of the course competencies in each course. I provide actionable feedback to help the student experience. I was responsible for teaching the assigned class in accordance with learning objectives.

- Belgium Study Abroad Assistant Program Director | Business Department 2015-Summer Session
 - The program offered students and life-long learners in the community a stimulating academic and cultural platform to enhance global competence in any career, exposing participants to a unique transnational perspective. The focus of the program was to examine the interconnectedness amongst cultural values, globalization and its impact on the world economic systems. It closely explored how the European Union functions and its impact not only in the world economic system at large but specifically how it affects the economic system in the USA.

Courses Taught:

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| ● IBS 101 Introduction to Global Business | ● MKT 101 Introduction to Public Relations |
| ● IBS 109 International Management | ● GBS 233 Business Communication |
| ● IBS 116 Export/Import Management | ● MGT 101 Techniques for Supervision |
| ● IBS 118 International Marketing Management | ● MGT 175 Business Organization and Management |
| ● IBS 123 US Customs Export and Licensing Regulations | ● MGT 251 Human Relations in Organizations |

Employer: Northern Arizona University

Dates: 01/15-08/20

Job Title: Adjunct Faculty, Business Department and Masters of Organizational Leadership Program

Job Duties:

I taught for the Undergraduate Strategic Leadership Program and for the Master's in Organizational Leadership Program. In the online and the in-person courses, I had my students connect disciplinary knowledge to real-world problems and so the motivation to solve a problem became the motivation to learn. I would recommend effective and creative use of technologies to enhance instruction and create new learning environments. I helped to stimulate class discussions and foster and encourage an online culture of learning that values mutual responsibility, life-long learning, diversity and ethics as well as personal and professional development. I am responsible for curriculum development for courses which include lesson plans, selecting and compiling tests, assignments, online discussion exercises and other online material that help facilitate student instruction. I prepare and deliver competency-based online education and deliver online class instruction, providing theory and practice education. I instruct and facilitate a meaningful learning experience of the course competencies in each course. I provide actionable feedback to help the student experience. I am responsible for teaching the assigned class in accordance with learning objectives.

Courses Taught:

- BBA-305W | Business Communications
- NAUY-310 | Leadership in the 21st Century
- LEA-305W | Leadership Communication
- LEA-310 | Leadership in the 21st Century
- MOL 515 | Principles of Leadership
- MOL 581 | Introduction to Project Management

Employer: City of Mesa

Dates: 01/11 to 01/19

Job Title: City Councilmember – District 4, Vice-Mayor

Job Duties

Mesa operates under a charter form of government with citizens electing a mayor and six councilmembers to set policy for the City. Mesa's councilmembers serve terms of four-years, with three members being elected every two years. The council is elected on a nonpartisan basis. As a member of the Mesa City Council, I believe that its people, not leaders, are what make a city great. I actively worked to encourage citizen participation in the decision-making process. Whether it is through neighborhood meetings, advisory boards and committees, telephone calls and letters, email programs, or informational forums, the other members and I on the Mesa City Council set policies based on the input and needs of its citizens. I represented District 4, the majority-minority district, in the City of Mesa and did extensive outreach in both Spanish and English to understand the residents' needs. I listened to and wrote to community members and citizens, addressing their concerns in Spanish and English. I actively worked to encourage citizen participation in the decision-making process and engaged in constituency services for residents and stakeholders. In addition, I have demonstrated strength in writing, as evidenced by my work being published in the Arizona Republic, Mesa Tribune, and Phoenix Business Journal. I have often presented to students at Arizona State University, Maricopa Community Colleges, Benedictine University, and conferences around the United States. I presented on public service, civic engagement, and leadership to students and community members. I spoke to various community groups, including Valle del Sol's Hispanic Leadership Institute (HLI) -East Valley, MCCC Student Public Policy Forum, and Benedictine University at Mesa Jo Wilson Leadership students. I responded to the changing needs and priorities of citizens and community partners in Mesa, working with and overseeing staff and city departments.

Leadership & Vision

- Directed and developed a clear vision and strategy consistent with the city's mission and best practices that shaped the city's policies and future priorities.
- Led strategic plans for the city and worked with over 4,000 employees of the City of Mesa to implement the plans.
- Used data in decision-making and set specific and attainable goals.
- Responsible for setting the City of Mesa's \$1.3 billion budget and overseeing its expenses.
- Delivered presentations on the goals and priorities of the city in Spanish and English

- Created a monthly council district newsletter for residents to share events and news in the district and city.
- Set policies and made decisions that shaped the city's future priorities.
- Youngest Councilmember ever elected in the history of Mesa.
- Youngest Vice Mayor ever selected in the history of Mesa.

Governance & Administration

- Represented District 4 (includes Downtown Mesa and the surrounding residential neighborhoods), a Majority-Minority District of the city.
- Supervised, managed, evaluated, and hired the City Manager, City Auditor, City Attorney, City Clerk, Chief Magistrate, Council Assistant, and Council Public Information Officer.
- Conducted bimonthly staff meetings with city charter positions and 1-1 check-ins with professional staff, i.e., Council Assistant and Council Public Information Officer.
- Set the City of Mesa's budget and oversaw the expense of it – Possess a strong knowledge of budget management.
- Established and implemented short and long-range strategies for the city focusing on council priorities as well as emerging public policy issues that resulted in the production of high-quality services and exceptional standards for residents.
- Lobbied and monitored federal issues and legislation affecting municipal issues and engaged in constituency services for residents and stakeholders.
- Worked with stakeholders to help influence policy at the federal, state, and local levels of government.
- Know the organizational leadership and structure of municipal, county, state, and federal governments.
- Collaborated and developed relationships with various organizations and their leadership, from professional sports teams to local businesses and industries in Arizona, nonprofits, and educational partners.
- Developed contacts in all levels of government in the State of Arizona.
- Coordinated meetings with interest groups, Arizona's congressional delegation, and their staff.
- National League of Cities Board of Director member – The National League of Cities (NLC) is dedicated to helping city leaders build better communities. Working in partnership with the 49 state municipal leagues, NLC serves as a resource to and an advocate for the more than 19,000 cities, villages, and towns it represents.
- Worked with the Arizona League of Cities and Towns to lobby the Arizona State Legislature to help pass legislation beneficial to cities.
 - Lobbied key officials in Governor Ducey's administration to help remove expenditure limitations on community college districts in Arizona to allow the creation of an innovative system without using state funds.

Civic Engagement & Community Relations

- Facilitated public participation in governance through community engagement projects in District 4 and Mesa.
- Worked with community leaders and organizations effectively.
- Developed cohesive, cooperative working relationships within the community
 - Interfaced with diverse student and community groups – some examples include Hispanic Leadership Institute panel member multiple times, countless Boy and Girl Scout Groups, Arizona State University student groups, Student Public Policy Forum for Maricopa Community College District annually.
- Assisted in organizing and orchestrating nonpartisan engagement events in the community.
- Coordinated awareness campaigns and listening sessions on public policy and community issues.

- Developed and implemented voter education and election issue awareness materials for city elections and issues for residents of the district.
- Collaborated with the City Clerk to promote civic engagement by encouraging residents to register to vote in the district.
 - Teamed up with the City Clerk to spearhead voter registration and turnout initiatives in the district and city.
 - Assisted with public deliberation forums and civil discourse workshops in coordination with the City Clerk's office.
- Worked with the Salt River Pima Maricopa Indian Community and Fort McDowell Yavapai Tribal Communities to enhance and strengthen relationships through outreach and collaboration.

Economic Development & Infrastructure

- Established a Foreign Trade Zone in the City of Mesa at Phoenix Mesa Gateway Airport.
- Aided business and civic organizations in building, promoting, and planning for future growth.
- Attracted developers into Downtown Mesa and facilitated the development of the first new buildings in 30 years
- Collaborated with Save the Family and Gorman Construction to redevelop city owned section 8 housing into affordable housing.
- Expanded educational opportunities by recruiting universities, Benedictine University and Arizona State University, to come to Downtown Mesa.
- Negotiated to keep the Chicago Cubs in Mesa for Spring Training and the building a new Chicago Cubs Spring Training facility and helped recruit and bring the Oakland A's to Mesa for Spring Training and reuse the Hohokam Stadium.

Community Initiatives & Programs

- Co-Chair of Housing Mesa's Heroes Taskforce - A task force to help end veteran's homelessness in Mesa, Arizona.
- Designed, promoted, and led student civic leadership and advocacy skills development workshops with students at Benedictine University at Mesa in the Jo Wilson Leadership Program.
- Found sponsorships for community events and fundraising for various boards.
 - 2013-15 Child Crisis Center Annual Gala Chairman – raised over \$500,000 over three years.

Communication & Interpersonal Skills

- Fluent in both Spanish and English
- Skills in verbal, nonverbal, written, and interpersonal communication.
- Conduct extensive outreach in both Spanish and English to understand the residents' needs.

Employer: Flinn Foundation

Dates: 08/16-Present

Job Title: Fellow, Flinn-Brown Civic Leadership Academy

Job Duties

- Was selected to join as a Fellow to the 2016 Flinn-Brown Leadership Academy. The Flinn-Brown Civic Leadership Academy is sponsored by the Flinn Foundation and the Thomas R. Brown Foundation to help expand the cadre of Arizonans in state leadership positions with the knowledge, skills, and commitment to address critical long-term issues.

Employer: Day Kavanaugh

Dates: 08/11-08/12

Job Title: Executive/Legal Assistant

Job Duties

As a member of Day Kavanaugh PC, I played an integral part in the operations of the firm, which specializes in Social Security Claims and Worker Compensation Claims. I received training as a legal assistant to assist the attorneys and clients with their Social Security and Worker Compensation claims.

- Greeted clients in a friendly and professional manner
- Guided clients in completing their Social Security claims
- Composed correspondence between the firm and the Social Security Administration, the Industrial Commission of Arizona, and the various worker compensation carriers

Employer: Udall, Shumway, & Lyons, PLC

Dates: 02/08 -01/10

Job Title: Administrative Assistant

Job Duties

Experienced in the duties of an administrative professional, my work was considered dependable and highly organized. I was distinguished in the office by my business maturity, discretion, enthusiasm, and positive attitude toward all assigned tasks. My professional support experience and self-motivation aided me in my ability to successfully create and/or modify traditional processes into efficient modern-day methods in a fast-paced environment. Excellent communication was imperative.

- Managed varied administrative duties for the firm: processed correspondence, organized paperwork, maintained files, and performed an extensive array of other special assignments
- Implement and oversaw a paperless scan system for office wide utilization
- Complied and delivered vital documents to the courts in an accurate and timely manner
- Coordinated duties for multiple offices: built efficiency and effective responsiveness into new and existing operations, anticipated the needs of the different departments and set up or modified the systems, accordingly, acted as a crucial link between the staff and management

Employer: United States Senate, Office of Senator John Ensign, R – Nevada

Dates: 05/09 -07/09

Job Title: Intern

Job Duties

The internship was an excellent way to get a firsthand look at how the United States Senate operates. At the time Senator Ensign was the fourth ranking Republican in the United States Senate. The internship was challenging, educational, and enjoyable. Serving as an intern in Senator John Ensign's office enabled me to work closely with Senate staff who were involved with all levels of the legislative process and responsible for constituent services. The program was intended to provide an overview of how a congressional office operates and of the legislative process. I was assigned to work with Senate staff who were responsible for Senator Ensign's legislative, administrative, and press operations. My time was divided between substantive projects and support work. I was assigned to staff members depending on their interests and academic background.

- Managed administrative duties: handled correspondence, greeted constituents, answered and returned phone calls, assisted with online legislative research, organized and maintained files, handled constituent work
- Recorded all information for constituents in the records system by way of 10-key; strong knowledge of MS Office
- Assisted on projects for the legislative, administrative, and press operations in the Senate office.

Employer: Arizona Republican Party

Dates: 05/08 -01/09

Job Title: Financial Intern & Volunteer

Job Duties

The Department of Political Science encouraged participation in internships as part of the course of study for majors. While not a requirement for graduating with a degree in political science, the financial internship with the Arizona Republican Party offered valuable experience in the field and provided me with social network contacts that were useful in my quest to become a councilman after graduation. It facilitated my decision to create a career path in local government.

- Composed and handled correspondence, organized and maintained files
- Processed all contributions, made daily deposits, processed all credit card transactions for the State Party
- Recorded all information for donors in the records system
- Oversaw and ran the organization of the AZGOP Store

Volunteer Service & Community Organizations Involvement

Organization: Association of Mesa Sister Cities, Member

About the Organization

The Association of Mesa Sister Cities is a non-profit organization that promotes cultural understanding and international friendship by fostering partnerships between the city of Mesa, Arizona, and its sister cities worldwide. Through various cultural, educational, and economic exchange programs, the association promotes mutual respect, appreciation, and cooperation between Mesa and its sister cities. The association organizes cultural exchange programs that allow residents of Mesa and its sister cities to share their customs, traditions, and ways of life. The association promotes economic development and trade between Mesa and its sister cities by facilitating business partnerships, promoting tourism, and encouraging investment in local industries. It provides educational programs that promote cross-cultural understanding and awareness. The association engages with the local community through various outreach initiatives, including cultural festivals, community events, and volunteer opportunities. It works to maintain strong relationships with Mesa's sister cities around the world, including Guaymas, Mexico; Upper Hutt, New Zealand; Caraz, Peru; Burnaby, Canada; and Kiaping, China. Through its various programs and initiatives, the association helps to build bridges of friendship and understanding between people of different cultures and promotes a more peaceful and connected world.

Dates: 1/11– Present

Leadership Positions: Burnaby, Canada Committee Chair 7/2019–6/2022, Board President 6/2022–6/2024

Organization: Community Bridges, Inc., Board member

Dates: 07/2016– Present

Leadership Positions: Secretary 2017–2019, Treasurer 2020–2021, Board Vice-President 2021-2023, and Board President January 2023 – Present. As Board President, I work with the CBI Executive Team and the Board to oversee program accountability, create policy for the organization, and draft procedures for board members, employees, and volunteers.

About the Organization

Community Bridges, Inc. (CBI) is Arizona's largest behavioral health nonprofit provider. CBI uses a holistic—or integrated—approach to addiction treatment and behavioral health concerns. They consider each person's unique traits and issues to design a treatment plan. CBI uses a combination of education, therapy, housing, medications, peer support, inspiration, hope, and other supportive services to meet clients' needs. People are unique, and their treatment plans should be too.

Operational Board of Directors – The Operational Board of Directors of Community Bridges, Inc. governs the organization, ensuring its long-term success and sustainability. The board establishes the organization's mission, vision, and strategic goals. It oversees the development and implementation of

strategies to achieve those goals. The board ensures the organization has the financial resources to accomplish its mission. It includes overseeing the budget, approving major expenditures, and ensuring the organization complies with all relevant financial regulations. The board ensures CBI has the necessary resources to accomplish its mission. It includes identifying potential funding sources, building relationships with donors and supporters, and overseeing fundraising efforts. The board ensures that the organization complies with all relevant laws and regulations. It includes ensuring that the organization's activities align with its mission and operate ethically and transparently. The board is responsible for hiring and overseeing the CEO of Community Bridges, Inc. It sets performance expectations, provides feedback, and evaluates performance. The Operational Board of Directors plays a crucial role in ensuring the success and sustainability of the organization.

Community Bridges, Inc. Children and Adolescent Advisory Board | Board Member – The role of the advisory board will be to provide guidance, policy recommendations, community needs recommendations, fidelity reviews/oversight, and act as a community ambassador on behalf of CBI and the related services.

Community Bridges, Inc. Foundation Board | Board Member – The board of directors of the CBI Foundation Board is responsible for the governance and oversight of the foundation, ensuring that it fulfills its mission of supporting Community Bridges, Inc. and operates in compliance with applicable laws and regulations. The board establishes the foundation's mission, vision, and values and sets the strategic direction to guide activities. Foundation board members play a key role in fundraising, cultivating relationships with donors, and ensuring the organization has the resources it needs to achieve its goals. The board of directors is responsible for ensuring that the foundation operates financially sound and responsibly and that its resources are used effectively to support its mission. Foundation board members are responsible for ensuring that the organization complies with applicable laws and regulations and maintains the proper tax-exempt status. Board members represent the foundation publicly to promote its mission and goals and to build relationships with key stakeholders and partners.

Organization: Visit Mesa, Board member

Dates: 01/2017– Present

Leadership Positions: Board Development & Inclusion Board Sub-Committee Chair, Executive Committee Member

About the Organization

Visit Mesa is a destination marketing organization whose vision is to elevate Mesa as a must experience destination in Arizona. Our mission is to promote the value and vitality of our visitor economy to create a better community.

Board of Directors | The Board of Directors of Visit Mesa governs the organization, ensuring its long-term success and sustainability. The board establishes the organization's mission, vision, and strategic goals and oversees the developing and implementation of strategies to achieve those goals. The board ensures Visit Mesa has the financial resources to accomplish its mission by managing the budget and ensuring Visit Mesa complies with all relevant financial regulations. The board is responsible for hiring and supervising the CEO of Visit Mesa. It sets performance expectations, provides feedback, and evaluates performance. The board plays an essential role in ensuring the success and sustainability of Visit Mesa.

Strategic Development & Advocacy Sub-Committee | Committee Member

The Strategic Development & Advocacy Sub-Committee develops and advocates for Visit Mesa's strategic goals and initiatives. The sub-committee works to develop a strategic plan that aligns with Visit Mesa's overall mission and goals. The sub-committee promotes Visit Mesa and its initiatives to external stakeholders, such as customers, partners, and policymakers. It includes developing marketing and communication strategies, attending events and conferences, and building relationships with key

influencers. It tracks progress toward meeting the organization's strategic goals and makes adjustments to ensure that objectives are met. The sub-committee is responsible for identifying new opportunities for the organization, whether expanding into new markets or developing new products and services. The Strategic Development & Advocacy Sub-Committee is critical in helping the organization achieve its long-term goals and ensuring that it remains competitive and successful over time.

Board Development & Inclusion Board Sub-Committee | Chair

The Board Development & Inclusion Board Sub-Committee focuses on enhancing the board's effectiveness and promoting diversity, equity, and inclusion within Visit Mesa. The sub-committee works to develop and implement board governance policies that promote transparency, accountability, and ethical behavior within the organization. The sub-committee works to create and implement EDI initiatives that promote diversity, equity, and inclusion within Visit Mesa, such as recruiting and retaining diverse board members and employees. The sub-committee provides training and support to board members and employees on issues related to EDI, board governance, and related topics. As Chair, I organized monthly ‘thank you’ notes to send to partners of Visit Mesa. The sub-committee builds relationships with stakeholders, including employees, customers, and community members, to ensure that the organization is responsive to their needs and concerns.

Mesa Forward 2033 - Steering Committee | Committee Member

The Mesa Forward 2033 Steering Committee is responsible for guiding and overseeing the implementation of the Mesa Forward 2033 initiative. Mesa Forward 2033 is a long-term strategic plan developed by Visit Mesa, aiming to promote economic development and tourism, enhance the quality of life for residents, and create a sustainable future for the community. It is responsible for providing strategic direction and oversight for implementing the Mesa Forward 2033 plan. The Steering Committee works to build partnerships and collaborations with stakeholders from government, business, and community organizations to achieve the goals of Mesa Forward 2033. It communicates regularly with the community to keep residents informed about the progress of Mesa Forward 2033 and to solicit feedback and input on how to improve the plan.

Organization: Keys to Change, Board member

Dates: 01/2021– Present

Leadership Positions: Governance Committee Chair, Keys to Change Racial Equity Workgroup Committee Member, ATLAS Leadership Committee Member

About the Organization

Keys to Change is a collaborative force of 16 partner organizations with the shared outcome of ending homelessness for people every day. The collaboration of all the social services on one Campus allows Keys to Change to uniquely help individuals experiencing homelessness in Maricopa County. Located in downtown Phoenix on 13 acres with seven buildings hosting its partners, nearly half of the services on the Campus are housed within the Lodestar Day Resource Center.

Board of Directors | The Board of Directors of Keys to Change governs the campus and works to ensure its long-term success and sustainability. The board sets the vision of the organization and works with staff to facilitate the strategic priorities to meet the goals and objectives. It ensures that Keys to Change has the financial resources to accomplish its mission. Board members identify potential funding sources, build relationships with donors and supporters, and oversee fundraising efforts. The board ensures that the organization complies with all relevant laws and regulations. It includes ensuring that the organization’s activities align with its mission and operating ethically and transparently. The board is responsible for hiring and overseeing the Chief Executive Officer. It sets performance expectations, provides feedback, and evaluates performance. The board ensures Keys to Change has the necessary resources to achieve its

mission. As a board member, I participate in sending “thank you” calls and sending “thank you” notes to send to donors and supporters.

ATLAS Leadership Committee | Committee Member

The Virginia G. Piper Trust chose Keys to Change to be an ATLAS participant. ATLAS is a stage-based approach to building capacity and developing organizational resilience. The ATLAS framework considers that organizations at various stages of development have different capacity needs—this is known as the “lifecycle approach” to capacity building. ATLAS assesses organizational operating capacity, addresses current critical challenges, and facilitates the development of a plan to move forward. Participating organizations assemble a leadership team assisted by a specially trained organizational lifecycles consultant supported by Piper Trust. The consultant guides the team through a highly individualized program to strengthen the organization. Selection for the program does not imply the need for capacity building but reflects the Trust’s confidence in an organization and its team.

Governance Committee | Committee Chair

The Governance Committee is responsible for overseeing and improving the governance structure and processes of the Keys to Change Board. It reviews and updates governing documents such as bylaws, charters, and policies to ensure they are consistent with best practices and relevant laws and regulations. The committee develops and maintains board and committee operations guidelines, such as codes of ethics, conflict of interest policies, and whistleblower policies. The committee evaluates the performance of individual board members and the board and recommends changes or improvements as needed. The committee promotes diversity and independence on the board by recruiting and nominating qualified candidates from various backgrounds and perspectives. The committee educates board members on governance best practices, trends, and emerging issues.

Audit Committee | Committee Member

The Audit Committee oversees the financial reporting, auditing, and risk management processes of Keys to Change. It oversees the financial reporting process to ensure that financial statements are accurate, complete, and compliant with relevant laws and regulations. The committee selects and oversees external auditors to ensure they are independent, objective, and qualified to perform the audit. It reviews the Keys to Change’s internal controls to ensure they are adequate to prevent fraud, mismanagement, or other financial irregularities. It monitors the organization's risk management processes to identify, assess, and mitigate risks appropriately. The committee ensures that the organization complies with relevant laws and regulations related to financial reporting and auditing. The committee helps to ensure that the organization's financial statements are accurate, reliable, and transparent.

Keys to Change Racial Equity Workgroup | Committee Member

I was asked to serve on the Keys to Change Racial Equity Workgroup by the CEO. The role of the workgroup is to identify and address racial disparities and inequities at the Keys to Change. The workgroup conducts research and analysis to identify racial disparities and inequities within Keys to Change. It involves collecting and analyzing data, reviewing policies and procedures, and conducting surveys or interviews with staff members. The workgroup develops policies and practices that promote racial equity and dismantle systems of discrimination within the organization. The role of this workgroup is to promote understanding and awareness of issues related to racial equity and to work collaboratively with board members, executive staff, staff members, campus partners, and community members to develop policies and practices that promote equity and address systemic disparities.

Organization: Phoenix Committee on Foreign Relations

Dates: 3/2022 – Present

About the Organization

The Phoenix Committee on Foreign Relations (PCFR) is dedicated to growing Arizona's global prominence by providing forums that explore critical foreign policy issues and build enduring international connections. The committee brings together individuals from diverse backgrounds, including business, academia, government, and non-profit organizations, to share knowledge and perspectives on issues related to international affairs. The committee hosts speaker events and discussions on a wide range of foreign policy issues, featuring experts and leaders from academia, government, and the private sector. The committee organizes study groups and roundtables to explore specific topics in-depth, allowing members to engage in detailed discussions and exchange ideas.

Past Community Organizations Involvement

- Valley Metro Rail, Chairman and Vice Chairman
- Regional Public Transport Authority, Board Member
- Metropolitan Youth Symphony, Board Member
- Downtown Mesa Association, Board Member
- Mesa Community Action Network, Board Member
- National League of Cities Council on Youth, Education and Families, Committee member
- National League of Cities, Finance, Administration and Intergovernmental Relations Steering Committee, Committee member
- City of Mesa Audit, Finance and Enterprise, Chair and Committee Member
- City of Mesa Public Safety Committee, Chair and Committee Member
- Maricopa Association of Governments Human Services and Community Initiatives Committee, Member
- City of Mesa Employee Benefits Advisory Committee, Member
- City of Mesa Sustainability and Transportation, Chair and Committee Member
- Arizona Anti-Trafficking Network, Board Member
- Arizona Museum for Youth, Board Member
- Arizona LD 18 Precinct Committeeman and Arizona LD 18 State Committeeman
- City of Mesa Community & Cultural Development Committee, Member
- Barry and Peggy Goldwater Center for Democracy
- Paz de Cristo, Board Member and Secretary
 - CEO Search Committee Member
- City of Mesa Government Affairs Committee, Chair and Committee Member
- Human Services and Community Initiatives Committee, Member
- Benedictine University at Mesa Academic Advisory Council, Member
- Child Crisis Center, Board Member
 - 2013-15 Child Crisis Center Annual Gala Chairman
 - Merger Committee Member
 - CEO Search Committee Member

Awards/Honors

- Dean's List at Arizona State University, 2005, 2008-10
- Junior Fellow at Arizona State University
- Capitol Scholar at Arizona State University
- Arizona Golden Rule Citizen Certificate, nominated by Arizona Governor Janice K. Brewer
- Arizona State University Presidential Scholarship
- Arizona State University Junior Medallion of Merit
- Boy Scouts: Eagle Scout Award
- Beta Gamma Sigma-International Business Honor Society, Member

- Mesa Prevention Alliance Leadership Award
- Hearts of Gold Save the Family Leadership award
- 2016 Up and Coming Leader by Arizona Capitol Times
- CISA Faculty Service Award 2024