State of Rhode Island and Providence Plantations
DEPARTMENT OF EDUCATION
Shepard Building
255 Westminster Street
Providence, Rhode Island 02903-3400

Angélica Infante-Green
Commissioner

Enclosure 5a
October 22, 2019

October 22, 2019

TO: Members of the Council on Elementary and Secondary Education

FROM: Angélica Infante-Green, Commissioner a. Infante

RE: Recommendation of Chair and Nominees to the William M. Davies, Jr. Career and Technical High School

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The Rhode Island Department of Education is recommending the following nominee as Chair of the William M. Davies, Jr. Career and Technical High School Board of Trustees:

- **Paul Ouellette**

And furthermore, the following nominees to fill five vacancies:

- **Nora Crowley**
- **Kelly Doern**
- **Megan Herne**
- **Douglas Sherman**

RIDE has spoken with all candidates on their background, qualifications, and goals, and I am confident that they possess the experience and commitment to advance the goals and mission of the William M. Davies, Jr. Career and Technical High School.

RECOMMENDATION: That, the Council on Elementary and Secondary Education approve the recommendation of Paul Ouellette as Chair and Nora Crowley, Kelly Doern, Megan Herne, and Douglas Sherman, as Members of the William M. Davies, Jr. Career and Technical High School Board of Trustees, as presented.

The Board of Education does not discriminate on the basis of age, sex, sexual orientation, gender identity/expression, race, color, religion, national origin, or disability.

Paul Oullette
Senior Vice President
Northern RI Chamber of Commerce

Re: Davies Board of Trustees

To Members of the Council on Elementary and Secondary Education:

I have been a member of the Davies Board of Trustees for many years and currently serve as 1st Vice Chair. In my role as the Senior Vice President of the Northern Rhode Island Chamber of Commerce, I understand the need for quality technical education to provide members of the business community the qualified workforce they need to be successful. I believe that Davies is fulfilling that need.

Over the years, I've witnessed Davies evolve into the topnotch career and technical center that it is today. With the addition of the new advanced manufacturing and biotech center, and the increased offering of AP classes, Davies is recognized as the model for both technical and academic excellence and it is with pride that I serve on the board of trustees.

As Chair, I will advocate that Davies continues to provide a challenging academic and technical environment in a modern facility that prepares students for the future workforce and/or higher education opportunities.

In working with the board, I will push for accountability of the Director and the staff to ensure that Davies continues to grow by addressing priorities as it relates to the School Improvement plan.

Sincerely,

Paul Ouellette

Candidate to the Davies Board of Trustees

Name: Nora Crowley

1. ***Background:***

What led you to be interested in serving on the Board of Trustees?

The mission of the Governor's Workforce Board is to connect Rhode Islander's to in-demand careers and to meet the evolving talent needs of our state's business community, and Davies is a critical asset in that effort. Serving on the school's board would offer an invaluable vantage point to see what is working – as well as what can be improved – in our collective work to expose young people to industries and career options, prepare students to succeed in the workplace, and build clear pathways from the K-12 system to postsecondary training and/or employment.

I hope that I can contribute in a meaningful way to the experience students have during and after their time at Davies, while also learning how the GWB can build an even stronger network among educators, students and employers.

2. ***Qualifications:***

What qualities and strengths from your background and experience will you bring to the Board if you are chosen to serve?

While my more-recent role at the GWB offers a wide view of workforce development needs, promising practices and opportunities across Rhode Island, most of my career has been laser-focused on building strategic partnerships with schools and school districts, working alongside teachers, administrators and families to ensure students had targeted resources they need to be successful.

Perhaps most importantly, to the Davies Board, I would bring a personal commitment to giving students every opportunity to thrive, as well as a deep appreciation for the daily work teachers and administrators do.

Additionally, I hope that my background in organizational leadership, program design/evaluation and building strategic, public-private partnerships will be helpful to the Davies community. On any team, I try to think critically, analyze challenges from every angle and problem solve.

Finally, I think my day-to-day work with the Governor's Workforce Board will align with and support the work happening at Davies, and I'm confident having a ground-level view of the work happening in classrooms will strengthen the GWB's effort in return.

3. Goals:

Is there any particular area or initiative that you would like to focus on as a new member of the Board of Trustees?

I am especially interested in expanding work-based learning opportunities to students at Davies and throughout the state. I would love to explore what is working well at Davies to introduce students to job/internship experiences with employers or industry-driven projects in the classroom.

I would also be interested in exploring how the incredible facilities at Davies are – or could be – leveraged to support learners outside the normal school day. Davies has been a very willing partner to some GWB-supported programs, and I think there could be additional collaboration to consider.

Finally, the GWB is committed to ensuring that our workforce development efforts are responsive to employer needs, which obviously evolve over time. I hope this experience will offer me insight on how the education system can build robust programs while remaining nimble and responsive.

Nora C. Crowley

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crowley.nora@gmail.com

Education

Harvard Graduate School of Education – Ed.M., Education Policy & Management, June 2009

Brandeis University – B.A., Politics, May 2006

Related Work Experience

Governor's Workforce Board of RI, February 2019 – Present
Executive Director
Partners with 23-member, Governor-appointed board to direct federal and state investments to demand-driven, sector-based workforce development strategies; engages external stakeholders including businesses, schools and policymakers; leverages participant- and system-level data to monitor progress and inform investments.

RI Department of Labor and Training, May 2018 – January 2019
Chief Public Affairs Officer
Led marketing and communications efforts for the agency, including brand strategy and management, media relations, digital marketing, and internal communications.

City Year Providence, Providence, RI, September 2010-April 2018
Managing Director of Impact
Strategy & Leadership: Integral to development and execution of strategic growth plan. During tenure, annual school district investment increased from $300k to $600k; Impact Department grew from 3 to 10 full-time staff, with $500k federal grant for 60 AmeriCorps members in six Providence schools and a department budget of ~$2M.
Development & Communications: Key role in stakeholder engagement and strategic communication: board and donor engagement, government relations, crafting/delivering external messages about impact in Providence; storytelling, speechwriting and coaching staff to communicate effectively to external audiences.
Service Impact: Responsible for implementation and evaluation of comprehensive support services provided to 1,000+ students in grades 3-9. Strong experience with program design, continuous improvement practices, impact analytics, grant management/compliance, and leading teams to set and achieve clear, ambitious outcomes.

(add)ventures, Providence, RI, July 2009-September 2010
Manager, social impact/branding
Implemented the strategic direction of (add)ventures' community giving program; managed comprehensive communications campaigns – including public relations, marketing, social media and branding - for client partners in the nonprofit sector; managed the social media strategy and tactics for the (add)ventures brand

City Year Rhode Island, Providence, RI, July 2007-June 2008
School-based Service Leader; Recipient, *Greatness Award*, for outstanding service
Completed 2100 hours of national service; managed a team of nine AmeriCorps members, ages 17-24; mentored middle school youth; wrote lesson plans for weekly mentoring sessions and hour-long after school programs; developed and facilitated a science-based, 17-week after school program funded by the Providence After School Alliance.

Office of U.S. Senator Edward M. Kennedy, Washington, DC, June 2006-June 2007
Staff Assistant, Education Policy Office
Assisted seven education policy advisors with research, speech writing, and preparation of materials for briefings, committee meetings, and floor proceedings; hired and supervised interns; staffed Senator Kennedy at education-related events.

Leadership Development Experience

Rhode Island Foundation Emerging Leaders Program - September 2015 – June 2016

LEAD City Year – July 2015 – October 2016

Comcast Foundations of Organizational Leadership Program – January 2014-December 2014

Candidate for Davies Board of Trustees

Name: **Kelly M Doern**

1. ***Background:***

What led you to be interested in serving on the Board of Trustees?

When I moved to Rhode Island 8 years ago, I became aware of the students, curriculum, instructors and graduates of Davies Career and Technical High School. As a recruiter, the need for qualified, energized and reliable new hires is a huge concern to the Rhode Island employers.
Over the past few years I have attended a number of events at the school and each time left enthused at the idea that new talent would come directly from Davies.
Dave Chenevert and Karen Paolucci have both invited me to get to know Davies better and its successes preparing young people for a variety of careers.

2. ***Qualifications:***

What qualities and strengths from your background and experience will you bring to the Board if you are chosen to serve?

I have been a recruiter for my entire career, and the last 8 years with a concentration on Rhode Island's Manufacturing industry. With a clear understanding of what these teams are searching for in new hires, I would be able to help introduce opportunities for the students, possible funding sources to the school and additional assistance for the instructors to help reinforce the school's mission.

3. ***Goals:***

Is there any particular area or initiative that you would like to focus on as a new member of the Board of Trustees?

My access through my professional contacts to various statewide hiring managers would be an excellent help to the team. Providing a pipeline to the school for mentors, internships, lectures, and ultimately careers for the student body. My 25 year recruiting career has had me on both the candidate as well as on the client side, therefore I am flexible as to where the Board of Trustees feels my energy can be the most beneficial.

Kelly M. Doern
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Summary

Experienced professional who is able to identify, attract and obtain trust of appropriate employers, candidates, clients or donors. Successful in promoting company or not-for-profit awareness by participating in sophisticated networking at business, civic, community, political and fund raising events. Comfortable and effective in both public and one-on-one speaking before senior corporate individuals, parents, community organizations and at college and high school venues. Skilled and comfortable at developing new clients and committed through persistent follow up programs in maintaining longstanding relationships throughout my career.

Experience

Senior Director of Employer Engagement
Skills For Rhode Island's Future
2019- present

- Solicited and developed new client base through Rhode Island.
- Effectively worked with Department of Labor and Training, Quonset Development Corporation and statewide Chambers of Commerce to ensure new RI employers had a recruiting advantage.
- Role as the extension of the employer's HR department; locating, pre-screening and successfully placing appropriate candidates.
- Host individual employer hiring events for 20-200 job seekers.
- Facilitator for college and high school boot camps, and industry specific trainings.
- Developed and executed trainings based upon hiring needs.

VP Employer Relations
We Make RI
2016- 2019

Recruited candidates statewide for 15 week manufacturing skills training classes. Developed strong relationships with Rhode Island organizations connected with job seeking candidates- from area high schools, to community serving non profits, to statewide Housing Authorities and beyond.

- Provided vital job-ready skills in the classrooms every six weeks for each new class. This included job search, extensive interview prep and commitment to career path.
- Daily contact with manufacturers statewide to learn their individual hiring needs, requirements and hurdles. Each one becoming an Employer Partner of We Make RI.
- Constant canvassing throughout Rhode Island's Manufacturing Industry.
- Bi-weekly tours of manufactures with students.
- Bi-weekly in-house presentations from manufacturers.
- One-on-one job coaching with each student, ultimately resulting in one or more job offers for the student from our Manufacturing Employer Partners.

Job Developer
Crossroads Rhode Island 2012-2016

- Partnered with local and statewide employers (Lowe's, Petco, Enterprise, AAA, Providence Hilton, Warwick Crowne Plaza, Providence Biltmore, Hotel Viking, Dunkin' Donuts, Greencore, General Dynamics/Electric Boat), introducing our job ready students and streamlining the interview/hiring process.
- Developed Alumni Job Club for graduates of our programs (assembled once a month) to take advantage of mock interviews, motivational presentations, employer outreach for open jobs, mini job fairs, etc…
- Established internship sites throughout the state for our students to complete the required 40 hours to graduate, gain the self confidence, fully participate in real life work experience. (many resulted in hires)
- Successfully placed 100+ candidates in part, full or temp positions each year.
- Maintained contact with candidate and employer throughout the work history.
- Constant canvassing local and statewide.
- Active participation in Greater Providence Chamber of Commerce, North Kingstown Chamber of Commerce. RI Foundation Economic Development events.

Executive Recruiter
Hipp Waters, Gambrill & Associates, ResponseCompanies
1998-2002, 2007-2009

- Successfully developed qualified candidate pool throughout US, recruiting from corporations, colleges, referrals, social media, cold/direct calls.
- Solicited and developed new client base throughout Westchester and Fairfield Counties and New York City.
- Successfully recruited, interviewed and placed candidates throughout territory.

Additional Experience

Salvation Army, Newport, RI
Volunteer
2011-2012
Designed and implemented "Life Skills" workshops for Salvation Army clients. Topics include: Job Search, Community Resources, Healthy Cooking, Budgeting/Finances, Computer 101, Goal Setting, Household and Time Management.

Blue Tulip Corporation, Fairfield, CT
Associate Manager
2005-2007

As Associate Manager at retail gift store led team to achieving $2million mark before any of the other 20+ stores in chain.

AvalonBay Communities, Inc., Stamford and Darien, CT
Leasing Consultant
2002-2005
Member of two successful leasing teams for townhouse and highrise luxury apartments.

Education and Interests

Salve Regina University, BA in Photojournalism and Art History
Butler Hospital Foundation Executive Board Member (Gala co-chair 2018, 2019)
Butler Hospital Community Development Committee Member
Dr. Martin Luther King Jr. Community Center Board of Trustee
Rhode Island Career Development Association Board Member
Skiing (guide in Santa Fe, NM), travel, sailing (member of Wickford YC Race Committee).

Candidate for Davies Board of Trustees

Name:

Megan Herne, PHR, SHRM-CP

HR Manager, North America – AstroNova, Inc.

1. *Background:*

What led you to be interested in serving on the Board of Trustees?

My involvement with Davies Career & Technical High School began approximately seven years ago. This time represents my work with Howley Bread Group (Panera Bread) and AstroNova. During this time I have seen first-hand the benefits of a partnership between Industry and Education. Serving on the Board of Trustees will allow me to strengthen this Industry/Education partnership, with the ultimate goal of preparing high school students for both higher education and the workforce.

2. *Qualifications:*

What qualities and strengths from your background and experience will you bring to the Board if you are chosen to serve?

My work experience includes fifteen years in the hospitality industry and almost four years in the manufacturing industry. This background gives me a strong understanding of both environments, and I will use this experience to assist me in serving on the Board. This combination of experience is particularly beneficial for Davies as the school has both hospitality and pre-engineering programs that I have been involved in already.

My experience in Human Resources, specifically in the areas of recruiting and workforce development, will benefit Davies as the school aspires to develop industry-certified students.

I also serve as the Director of Programming / Professional Development for the RI Society of Human Resouces (RI SHRM) and a member of the 2019 Leadership RI class, so I am accustomed to collaborating with other professionals outside of my daily workplace.

3. *Goals:*

Is there any particular area or initiative that you would like to focus on as a new member of the Board of Trustees?

I am interested in sharing my human resources expertise as appropriate, as well as driving further development of higher education and career pathways for students.

My company, AstroNova, was named "Business Partner of the Year" by Davies in 2018. This award was a direct result of the work I have put into building internship programs with the school, and I hope to be able to influence both the school and other companies to continue this initiative.

Megan M. Herne, PHR, SHRM-CP
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Education & Certifications

Southern New Hampshire University – Manchester, NH (online) 3.71 GPA
Master of Business Administration in Human Resources Management, Spring 2020
University of Rhode Island – Kingston, RI 3.52 GPA
Bachelor of Science in Business Administration, December 2011
HR Certification Institute – Alexandria, VA
Professional in Human Resources Certification, 2015 – Present
Society of Human Resources Management – Alexandria, VA
SHRM-CP, 2015 – Present
Leadership Rhode Island – Omicron II, 2019

Recognitions

Emerging Leader Under 30 2015, Rhode Island Hospitality Association
Operations Support Person of the Year 2015, Howley Bread Group, Ltd.

Related Experience

AstroNova, Inc. – West Warwick, RI
Human Resources Manager – North America April 2019 – Present
Human Resources Business Partner May 2016 – April 2019

- Develops and administers various human resources plan and procedures.
- Participates in developing department goals, objectives and systems.
- Identifies legal requirements and government reporting regulations affecting human resources functions and ensures policies, procedures, and reporting are in compliance. Studies legislation, arbitration decisions, and collective bargaining contracts to assess industry trends.
- Manages talent acquisition process, including sourcing, testing, interviewing, hiring and onboarding
- Recommends and implements updates to the compensation program; maintains job descriptions as necessary; conducts salary surveys and recommends merit pool (salary budget); analyzes compensation
- Develops training and performance management program that ensures all employees are familiar with their job responsibilities, as well as relevant legal and safety requirements
- Handles investigation and resolution of employee issues, concerns and conflicts
- Ensures all employment practices comply with federal, state and local regulations
- Evaluates reports, decisions and results of department initiatives in relation to established goals. Recommends new approaches, policies and procedures to effect continual improvements in efficiency of department and services performed.
- Participates in benefit strategy initiatives and oversees benefits administration
- Participates in safety committee and oversees accident investigations, including worker's compensation process
- Perform various duties related to employee engagement process and initiatives

Howley Bread Group, Ltd. a franchisee of Panera Bread – Lincoln, RI
Talent Acquisition Manager October 2015 – April 2016
Talent Acquisition Specialist October 2012 – October 2015

- Responsible for selecting, managing and developing Recruiting Coordinator, hired September 2015
- Provide management of full lifecycle recruiting including sourcing, qualifying, prescreening of candidates, coordination of interviews, selection, offer and administrative components
- Maintain effective communications with hiring managers, HR Director and Executives regarding staffing requirements and staffing metrics
- Build and maintain strong internal and external networks to proactively identify leads/candidates
- Maintain multiple applicant tracking systems & internal HR websites
- Work with hiring manager to perform detailed reference checks on selected candidates and manage background check process
- Conduct orientations, including benefits orientations, for selected employees based on position
- Conduct HR related training initiatives including but not limited to classroom and webinar training sessions
- Prepare and conduct HR audits for employment file compliance, including Company policies and state and federal required forms
- Compose Job Descriptions and additional HR policies and procedures based on determined needs; leader for employee handbook revision
- Handle multiple project related assignments as assigned by HR Director

Forensic Risk Alliance – Providence, RI
HR/Accounting Business Support Administrator (Temp) June 2012 – October 2012

- Provide business support for combined HR & Accounting department
- Assist in creation and maintenance of office manuals & HR files
- Lead in development of new employee handbook
- Organize travel arrangements (flight and vehicle)
- Update electronic files with accurate data entry adhering to document retention guidelines
- Assist with AP, AR & Payroll functions
- Maintain vendor files
- Reconcile monthly expense reports

Hasbro, Inc. – East Providence, RI
Human Resources Intern June 2011 – August 2011

- Coordinate updates to Organization Charts
- Assist in organization of Job Description library
- Data Validation / Data Entry
- Review resumes and organize candidate interview schedules as needed
- Assist in preparation and distribution of HR materials for New Hire and Offer Packets

Other Work Experience

The Mooring Seafood Kitchen & Bar – Newport, RI
Server/Trainer April 2008 – October 2012, Summers 2016 - 2018

- Provide exceptional food & beverage service to upscale clientele
- Assist in onboarding and training of 10-15 seasonal servers

Technology Skills

Proficient in: Outlook, Excel, Word, Power Point, LinkedIn, Facebook, Twitter, Newton ATS, ADP Workforce Now
Experience with: Taleo, Microsoft Visio, SAP, Ceridian, Equifax Electronic I-9, iCIMS ATS, Cornerstone Learning Management System

Volunteer Experience

RI SHRM – Director of Programs & Professional Development, January 2017 – Present
Children's Friend – Annual Luncheon Fundraiser Sub-Committee Member 2015

Candidate for Davies Board of Trustees

Name: Doug Sherman

1. *Background:*

What led you to be interested in serving on the Board of Trustees?

I have been involved in technical education since 1995, as both a faculty member and administrator at New England Tech. I am a firm believer that technical education offers pathways to successful careers and have committed most of my career to helping students to prepare for those careers. I believe that my experiences and contacts can assist Davies in strengthening their programs offerings and building stronger relationships with local employers.

2. *Qualifications:*

What qualities and strengths from your background and experience will you bring to the Board if you are chosen to serve?

My educational background includes both a bachelor's and master's degree in electrical engineering as well as a doctorate in education, this coupled with my 20+ years at New England Tech will bring experience in technical education to the Board. I also have a strong background in strategic planning that I will bring to the Board to assist Davies in planning for the future.

3. *Goals:*

Is there any particular area or initiative that you would like to focus on as a new member of the Board of Trustees?

I have a very collaborative approach to planning and problem solving. I am open to helping in whatever way I can. I know that Davies' current strategic plan completes in 2020, so I look forward to assisting Davies in the development of their new strategic plan.

Douglas H Sherman, Ed.D
Curriculum Vitae

Contact information:

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EDUCATION

2015 Ed.D. Degree, concentration - Higher Education Administration, Northeastern University

1994 M.S. Degree in Electrical Engineering, University of Rhode Island

1986 B.S. Degree in Electrical Engineering, University of Rhode Island

Professional Experience:

New England Institute of Technology, Warwick, RI **April 1996 – Present**

Sr. Vice President & Provost: July 2013 – Present
Primary duties include: As Chief Academic Officer, work with the President to set the strategic vision of the academic program, communicate the vision to all internal and external constituencies, and set priorities and manage the implementation of the vision. As administrative head of the academic programs, responsible for the operation and oversight of all academic programs, academic department chairs, faculty and academic staff, offices of registrar, academic skills center, online learning department, and library; approximately 150 full-time and 150 part-time personnel. Responsible for the fiscal performance ($30M+ budget) of all academic departments, the registrar's office, academic skills center, online learning department and the library. Responsible for the development of the university's long range plan as well as coordinating periodic updates to the plan from all campus constituents.

Accomplishments include:

- The establishment of the College of Graduate and Professional studies. This included the development of five new master's level programs as well as the universities first doctoral program. Achieved general approval from NEASC to confer degrees at the next level (master's). Also, achieved approval from NEASC to offer our first doctoral level program.

- In addition to NEASC accreditation (achieved a full 10-year accreditation in 2013), maintain thirteen specialized accreditations:

Accrediting Agency	Last Visit/Next Visit
ACEN (AS Nursing)	2016/2024
ACEN (RN to BSN)	2013/2018 (awaiting Commission decision)
ACEN (MSN-FNP)	2018 (candidacy status)
CAPTE (AS PTA)	2014/2024
ACOTE (AS OTA)	2015/2025
ACOTE (MSOT)	2012/2019
ARC/STSA (AS ST)	2016/2026
CoARC (AS RC)	2012/2017 (awaiting Commission decision)
NAACLS (AS MLT)	2016/2021
AVMA/CVTEA (AS VT)	2013/2018 (awaiting Commission decision)
ABET (BS EET, MET)	2014/2020
CEPH (MPH)	2018 (candidacy status)
CoAEMSP (AS PAR)	2018 (candidacy status)

- Coordinated the development of NEIT's 2017 Long Range Plan using a collaborative and inclusive approach to ensure all campus constituents (Faculty, students, staff, administration, Board of Trustees, technical advisory committee members) had input. Developed a one-page summary of the plan to share with all campus constituents.

- Worked closely with faculty to gain consensus in the development of a strategic academic plan to increase program offerings, as a result 15 new academic programs were developed between 2013 and 2018.

Associate Provost & Special Assistant to the President: July 2008 – June 2013

Primary duties included: Reporting directly to the President, responsible for the oversight of the design and development of the college's new main campus in East Greenwich, RI. Acted as the single-point-of-contact for the architects and construction manager and was responsible for managing and monitoring the $35M budget. Also reporting to the Provost, responsible for the management of student retention (working closely with the VP of Student Support Services), new program development (working closely with the Provost) and other special projects as assigned by the President.

Accomplishments include:

- The successful completion of the two and a half year project of creating an new main campus, including the complete renovation of our 280,000 sq ft main administrative and academic building and the successful move from our previous main campus to our new main campus, all within the established budget and timeline.
- In collaboration with faculty, enrollment management, marketing, finance and the business community, developed a new program development process to designed to ensure that new program offerings will meet the needs of the business community, the university, students and the accreditation process (if applicable).

- Secured equipment donations, totaling over $300k, from local and regional companies in support of the redesign of our engineering technology programs.
- Implemented retention strategies resulting in a term-to-term retention increase from 90% to 92%. These strategies result in increasing our graduation rate by more than 3%.

Adjunct Professor: June 2000 – July 2008
Primary duties included: Responsible for teaching basic electronics theory, including DC Principles, AC Principles, Digital Systems, Solid State Devices and Microprocessors. Also responsible for teaching various math courses including Intro to College Math, Trigonometry and Calculus.

Assistant Professor: April 1996 – June 2000
Primary duties included: Responsible for teaching basic electronic theory, including DC Principles, AC Principles, Digital Systems, Solid State Devices and Microprocessors. Also made major contributions in the development of courses in Microprocessors, Computer Applications and Technical Skills in the Laboratory.

Accomplishments include:
- After receiving over 400+ hours of training at EMC Corporation in Franklin, MA preparation for the development of an accelerated 9-month Associate Degree program, developed and administered this 9-month Associate in Science degree in Electronic Engineering Technology curriculum. The curriculum included the creation of two new courses specifically designed to train students in Enterprise Data Storage Technology.
- Secured equipment donation from EMC for over $500k in hardware and software to support the design of a new lab for this unique, accelerated curriculum.
- Presented the structure of this accelerated program and the preliminary results at the Frontiers in Education Conference in 1998.

Narragansett Imaging, North Smithfield, RI

Director of Engineering: November 2006 – July 2008
Primary duties included: Responsible for the management of a multi-disciplinary engineering group, in a small engineering startup, tasked to design and develop digital camera technologies for digital x-ray and high speed video capture applications. The technical management of all projects was achieved using a structured, Product Lifecycle Management process. Responsible for the technical and personnel management of a 10-person engineering group with an operational budget of $1M.

Zebra Technologies, Warwick, RI

Electrical Engineering Manager: June 2005 – November 2006
Primary duties included: Responsible for the management of an electrical engineering group tasked to design and develop control electronics for thermal printers. The technical management of all projects was achieved using a structured, six step process, starting with customer specification alignment and completing with a Ready-To-Manufacture documentation package.

KVH Industries, Inc., Middletown, RI

Program/Project Manager: June 2003 – June 2005
Primary duties included: Responsible for the project management of a multi-disciplinary engineering group tasked to design and develop tactical navigation and fiber optic gyroscope products. Acted as primary technical interface, with military customers, responsible for specification alignment, scheduling and status reporting processes. Acted as primary interface with our sales and manufacturing groups to ensure product/project acceptance and release to manufacturing processes are implemented successfully. Responsible for providing program briefings to our customers, both external and internal.

Optigain, Inc., Peace Dale/Warwick, RI

Consultant/Engineering Manager: June 1997 – June 2003
Primary duties included: Responsible for the management of a multi-disciplinary engineering group tasked to design and develop optical fiber amplifiers, fiber lasers, Raman pump modules and ASE broadband light sources. The technical management of all projects was achieved using a structured, six step process, starting with customer specification alignment and ending with a Ready-To-Manufacture documentation package.

Responsible for the project management and all activities associated with the rapid prototyping of new optical fiber products for delivery to our customers for evaluation and qualification testing.

Analysis and Technology, Inc, Middletown, RI

Program/Project Manager: August 1989 - September 1996

Primary duties included: Responsible for a multi-disciplinary engineering group involved in various torpedo related projects. Responsibilities include both technical leadership and personnel administration for all group members, as well as the marketing of group capabilities.

Responsible for the program management of a large scale test set development program for the Naval Undersea Warfare Center, Code 813. Defined the hardware required to satisfy the functional testing of three torpedo sections using system specifications and test requirement documents. The hardware consists of VXI (3 chassis') and GPIB controlled instruments as well as an RS-422 PC card. Was issued patent # 5,991,537 for the software developed.

Spent two and a half years with General Systems Solutions (GSS), an A&T subsidiary, and was technically responsible for the design and development of an underwater mine sweeping system for the Naval Air Systems Center, PMO 210 in Washington, DC. Responsible for the project management of all activities required to design, manufacture, and test the depth control electronics. Also was responsible for the coordination of the end item testing activities of the mine sweeping system that included a full range of environmental as well as shock, vibration and at-sea testing.

General Dynamics, Electric Boat Division, Groton, CT

Systems Engineer: November 1988 - August 1989
Primary duties included: Coordinated and conducted design verification testing and factory acceptance testing for the TRIDENT Signal Data Converter (TSDC) following a major redesign. Developed technical manuals for the redesigned TSDC, which included operation, corrective and preventative maintenance, and functional procedures. Provided training to Naval instructors as well as several ship's crews in both the classroom as well as laboratory environments.

Analysis and Technology, Inc., Middletown, RI

Electrical Engineer: September 1986 - November 1988
Primary duties included: Performed analysis of TRIDENT submarine patrol data to ensure conformance with patrol objectives. Was responsible for the generation of white papers detailing any nonconformance found, the potential reasons for the occurrence and recommendations on how to avoid the situation in the future. This required a detailed understanding of how the major submarine subsystems interfaced and communicated with one another.

Presentations

"An accelerated associates degree program in electronics technology: a case study," 28th Annual Frontiers in Education Conference, Tempe, AZ, November 1998.

"Beyond IPEDs, How Do We Get There?" NEASC Annual Conference, Boston, MA, December 2014.

Patent

VXI Test Executive, Douglas Sherman, Brian McKeon, Mark Larson, November 23, 1999
#5,991,537

Boards/Community Activities and Awards

College Crusade: Board member (2018 – present)

Cranston, RI Public School System: District Leadership Committee (2017 – present)

Cranston, RI Hall of Fame Inductee Class of 2017: Award given to graduates of the Cranston Public School System who have had success in their chosen careers

Family

Wife: Judy Sherman
Children: Amanda (25) and Alison (21)