

Phoebe Haberkorn

From: Stow MA via Stow MA <cmsmailer@civicplus.com>
Sent: Sunday, January 29, 2023 8:41 PM
To: selectboard
Subject: Form submission from: Board and Committee Volunteer Application

Submitted on Sunday, January 29, 2023 - 8:41pm

Submitted by anonymous user:

Submitted values are:

Today's Date: January 29, 2023

Title: Ms.

First Name: Laurie

Last Name: Burnett

Street Address: 76 Taylor Rd

Address Line 2:

Email Address:

Telephone Number:

Are you a Registered Voter in the Town of Stow? Yes

Which vacancy are you applying for? Master Plan Committee

Have you attended any meetings of this committee? No

Experience: I currently serve on the Open Space Committee and the Community Engagement Working group. I have been a resident of Stow for almost 25 years and have lived in three different locations within Stow. My background is in program design and implementation, strategic planning, and needs assessments in the non-profit and educational realms with a particular focus on the intersection of education, housing, law enforcement, and marginalized communities. My background also includes training in group facilitation and human-centered design.

Goals: I hope to support the town of Stow in creating a comprehensive plan that reflects the experiences, needs, voices, and vision of the residents, businesses, organizations, and employees of Stow.

Share: Should my resume be of assistance, I am happy to share. Thank you for your work on behalf of the town of Stow!

Upload resume for further information (optional):

The results of this submission may be viewed at:

<https://www.stow-ma.gov/node/161266/submission/5131>

Phoebe Haberkorn

From: Stow MA via Stow MA <cmsmailer@civicplus.com>
Sent: Monday, February 13, 2023 5:53 PM
To: selectboard
Subject: Form submission from: Board and Committee Volunteer Application

Submitted on Monday, February 13, 2023 - 5:52pm
Submitted by anonymous user:
Submitted values are:

Today's Date: February 13, 2023

Title: Dr.

First Name: Renada

Last Name: Goldberg

Street Address: 6 Crescent Street

Address Line 2:

Email Address:

Telephone Number:

Are you a Registered Voter in the Town of Stow? Yes

Which vacancy are you applying for? Master/Comprehensive Planning Committee

Have you attended any meetings of this committee? No

Experience:

I am very excited at the opportunity to serve as a member of the Master/Comprehensive Planning Committee.

From 2007-2014, I worked as a department administrator at the University of Minnesota where I lead the daily operations and worked on long-term planning for an academic unit. This work involved financial planning and projections, curriculum scheduling, maintaining and developing protocols for the unit's accreditation, and serving as a liaison between faculty and college administration.

From 2014-2016, I worked as an outreach project director at the University of Minnesota, using my community development skills and social work education on multiple grant funded projects to further community development between schools, community centers, and families.

From 2016-2020, as I worked towards my PhD in Family Social Science, I researched the impact of the Minneapolis Paid Sick Leave city ordinance on family well-being via qualitative and quantitative research methods. I have presented this work at numerous research conferences as well as to the State of Minnesota legislative committee on family well-being. During this time, I also served as a member on the Saint Paul School District Community Education Board, where I worked on long-term planning projects that involved community outreach and conducting a community needs assessment to determine areas of strength and planning of the community educational needs for the City of Saint Paul residents across the lifespan.

In my current role as an assistant professor at Simmons University, I teach courses on human behavior and development, community and economic development, and policy analysis for graduate level social work students. My research on precarious labor, economic mobility, and family well-being, has received funding from the Urban Institute, Boston Children's Hospital, and the National Institute in Aging. I have experience managing grants, contracts for services, and creating and presenting reports.

Goals:

By serving on this committee, I hope to learn more about the process of strategic long-term planning in town governance, the coordination of land use, housing, economic development, municipal finance, open space and

recreation, transportation, and public services within town policies and protocols. I also hope to learn more about the operations of my new town and how to link public services in the best interest of my fellow neighbors.

By serving on this committee, I hope to use this experience to inform my students and my research.

Share: My family and I moved to Massachusetts from Saint Paul, Minnesota in 2020 and bought our home in Stow in 2021. We feel very fortunate to have found this community and I am especially interested in using my skills, experience, and perspectives to serve our town to the best of my capacity.

Upload resume for further information (optional): [https://www.stow-ma.gov/system/files/webform/renada_goldberg_cv_january ...](https://www.stow-ma.gov/system/files/webform/renada_goldberg_cv_january_...)

The results of this submission may be viewed at:

<https://www.stow-ma.gov/node/161266/submission/5171>

Renada M. Goldberg, PhD, LGSW

6 Crescent Street, Stow, MA 01775 |

ACADEMIC RANK

2020—, Assistant Professor, School of Social Work, Simmons University, Boston, MA

EDUCATION

PhD	University of Minnesota, Minneapolis, MN; Family Social Science Dissertation Title: <i>Access and Usage of Paid Sick Leave in African American Family Caretaking</i> . Advisor: Dr. Catherine A. Solheim	2020
MSW	University of Minnesota, Minneapolis, MN; School of Social Work Concentrations: Community Practice & Families and Children	2015
MEd	University of Minnesota, Minneapolis, MN; Human Resource Development	2011
BS	University of Minnesota, Minneapolis, MN; Human Resource Development	2008
BA	University of Minnesota, Minneapolis, MN; English	2008

PROFESSIONAL LICENSE

2015—Present, Licensed Graduate Social Worker, State of Minnesota, License #24535

RESEARCH AND SCHOLARSHIP

Grants and Contracts

2023-2025, Bellisle, D., **Goldberg, R. M.**, & Andrade, F. Washington Center for Equitable Growth. Project Title: *The Impact of the Earned Income Tax Credit and Child Tax Credit on Expenditure and Saving Behaviors of Multi-generational and Racialized Families*. \$90,000. LOI Submitted.

2023-2027, Fan, W., **Goldberg, R. M.**, Almquist, Z. W., & Moen, P. National Institute of Health (NIH) Project Title: *COVID-19, Digitalization, and Later Life Course Disparities in Work Exclusion, Work Exposure, and Health*. \$1,570,329. In preparation for February 2023 submission.

2022-2025, Gushwa, M., **Goldberg, R. M.**, & Ogden, L. Boston Children's Hospital Collaboration for Community Health, Project Title: *Social Workforce Wellness Empowerment Project*. \$298,393.

2022-2023, **Goldberg, R. M.**, & Ogden, L. Simmons University Fund for Faculty Research, Project Title: *Resilience in Social Work: How Does It Happen, Help, and Hurt?* \$2,500.

2022, Bellisle, D. & **Goldberg, R. M.** The Urban Institute, Project Title: *Family Stability and Economic Mobility: Child Tax Credit Access and Policy Challenges*. \$30,000.

2022-2023, **Goldberg, R. M.** & Dill, J. Life Course Center/National Institute on Aging (NIA) Pilot Project Title: *Work Precarity and the Aging Workforce: Trends in Health Disparity Among Older Service Sector Workers*. \$20,000.

2018-2019, Ybarra, M., Fitzpatrick, D., **Goldberg, R.M.**, Josephs, M. Robert Woods Johnson Foundation, Culture of Health Award, Project Title: *Impact of the Structure and Implementation of Local Sick Leave Ordinances on African American and Latinx Working Caregivers*. \$250,000. Passed First Round.

RESEARCH AND SCHOLARSHIP (Continued)

2016-2018, **Goldberg, R. M.**, Fitzpatrick, D., The Minneapolis Foundation, Project Title: *Paid Sick Leave and African American Families in Minneapolis*. \$30,000.

Manuscripts in Preparation

Goldberg, R. M. Dimensions of coping skills for employed caregivers: Coping skills invariance related to gender, living wage access, and the COVID-19 pandemic.

Goldberg, R. M. Social stratification and employment motivations on informal and gig work participation.

Manuscripts Under Review

Goldberg, R. M. & Bellisle, D. J. F. The hopes sought and challenges learned from the U.S. Child Tax Credit expansion. *NCFR Family Focus*. (Under review).

Flood, S., Moen, P., **Goldberg, R. M.**, & Genadek, K. Trends in older men's and women's time use in the United States, 1965-2012. *Demography*. (Under review).

Peer Reviewed Journal Articles

Goldberg, R. M. When does resilience turn into epistemic injustice? *Social Work*. (In press).

Goldberg, R. M. (In press). Precarious work patterns on workers' perceptions of family-level resources and family functioning. *Journal of Family and Economic Issues*.
<https://doi.org/10.1007/s10834-023-09888-x>

Goldberg, R. M. & Solheim, C. A. (2021). Family stress and resilience in the experience of employment precarity: A theoretical framework. *Journal of Family Theory and Review*, 13(4), 411-427. <https://doi.org/10.1111/jftr.12429>

Goldberg, R. M. (2020). Negotiating family values, caretaking, and employment: A qualitative analysis of African American employed caregivers. *Community, Work, & Family*,
<https://doi.org/10.1080/13668803.2020.1752149>

Book Review

Goldberg, R. (2017). The color of love: Racial features, stigma and socialization of Black Brazilian families [Review of the book, The color of love, by E. Hordge-Freeman]. *Journal of Family Theory and Review*, 9(1), 131-135. <https://doi.org/10.1111/jftr.12186>

Non-Juried Publications

Goldberg, R. & Burcher, S. A. (2016). The role of policy in achieving equitable family well-being. *NCFR Report: Family Focus, Fall 2016*, 17-18.

Goldberg, R. (2015). Exploring womanhood, blackness, and intersectionality. *Women in Higher Education*, 24(6), 14-15.

Invited Presentations

Goldberg, R. M. (expected April 17, 2023). *Negotiating family values and caretaking amid formal labor employment: Using Community Engaged Research in Work-Family Policy Advocacy*. Doctoral Colloquium Presentation, University of Chicago, Crown Family School of Social Work, Policy, and Practice, Chicago, IL.

Goldberg, R. M. (June 23, 2022). *Incorporating Theory and Social Justice in Work and Family Teaching Modules*. Presentation at the Work and Family Researchers Network 2022 Biannual Conference, New York, NY.

RESEARCH AND SCHOLARSHIP (Continued)

RESEARCH AND SCHOLARSHIP (Continued)

Goldberg, R. M. (December 3, 2021). *Methods Barriers in Work-Family Conflict Measurements*. Presentation at the Work-Family Teaching VCS: Community Conversation, Virtual.

Goldberg, R.M. (January, 2020). *Family Caretaking Amid Work Precarity*. Presentation to the Minnesota Legislative House Committee for the Universal Family Care Act, Saint Paul, MN.

Conference Presentations

Goldberg, R. M. (November 17, 2022). *Dimensions of Coping Skills for Employed Caregivers: Coping Skills Invariance Related to Gender, Living Wage Access, and the COVID-19 Pandemic*. Poster presentation at the annual meeting of the National Council on Family Relations, November 16-19, 2022, Minneapolis, MN.

Goldberg, R. M. (June 25, 2022). *The Borderlands Between Resilience and Epistemic Injustice: Examining Attitudes of Resilience in Social Work Practice*. Paper presentation at the 2022 Work and Family Researchers Network Conference, New York, NY.

Goldberg, R. M. (November 5, 2021). *Patterns of Precarious Work and the Effect on Family Coping and Resilience*. Paper presentation at the annual meeting of the National Council on Family Relations, November 4-7, 2021, Virtual.

Burcher, S. A. & **Goldberg, R. M.** (January 2021). *The Mediating Impact of Workplace Supports on Personal Resources and Positive and Negative Spillover*. Paper presentation at the 2020 Work and Family Researchers Network Virtual Conference Series (conference presentation postponed due to COVID19).

Goldberg, R. M. & Solheim, C. A. (January 2021). *Family Stress and Resilience Amid Employment Precarity: A Theoretical Framework*. Paper presentation at the 2020 Work and Family Researchers Network Virtual Conference Series (conference presentation postponed due to COVID19).

Goldberg, R.M. (November 2019). *To Gig or Not to Gig: The Effect of Social Stratification and Employment Motivations on Informal and Gig Work Participation*. Paper presentation at the Association for Public Policy and Management 41st Annual Fall Conference, Denver, CO.

Goldberg, R. M. (April 2019). *To Gig or Not to Gig: Exploring the Effect of Social Determinants and Employment Motivations Behind Informal Work Choices*. Paper presentation at The Life Course Center's Work Family Time Series, Minnesota Population Center, University of Minnesota, Minneapolis, MN.

Flood, S., Moen, P., **Goldberg, R.M.**, & Genadek, K. (April 2019). *Trends in Older Men's and Women's Time Use in the United States, 1965-2012*. Paper presentation at the annual meeting of the Population Association of America, Austin, TX.

Goldberg, R. M. (March 2019). *To Gig or Not to Gig: Exploring the Effect of Social Determinants and Employment Motivations Behind Informal Work Choices*. Paper presentation at the Association for Public Policy Analysis & Management 2019 DC Regional Student Conference, hosted at American University, Washington, D.C.

Goldberg, R. (November 2018). *Mixed Methods Research Design in Family Policy Analysis: Examining the Impact of Paid Sick Leave Policy on African American Families*. Paper presentation at the annual meeting of the National Council on Family Relations, San Diego, CA.

- Goldberg, R., & Fitzpatrick, D.** (June 2018). *Community perception of paid sick leave policy: Combining community-based participatory research and policy analysis*. Paper presentation at the biannual meeting of the Work and Family Researchers Network, Washington, D.C.
- Gibson, P. A., & **Goldberg, R.** (May 2018). *Grandmothers as Involuntary and Non-Voluntary Caregivers: Implications for Practice, Policy, and Research*. Paper presentation at the 2018 International Conference on Working with Involuntary Clients, Prato, Italy.
- Goldberg, R.** (November 2017). *Using CBPR in Policy Analysis: Assessing Paid Sick Leave & African American Families*. Poster presentation at the annual meeting of the National Council on Family Relations, Orlando, FL.
- Burcher, S. A., & **Goldberg, R.** (June 2017). *Creating Equity in Financial Education*, Paper presentation at the annual meeting of the Groves Conference on Marriage and Family, Charleston, SC.
- Goldberg, R.** (November 2015). *Dynamic Systems of Resiliency: Family, Community, and Higher Education Partnerships*. Round table presentation at the annual meeting of the National Council on Family Relations, Vancouver, B.C., Canada.
- Goldberg, R., Her, M. Koonjbharry, A.** (February 2015). *(Re)Defining Social Capital for Women of Color*. Workshop presentation at the annual TRIO Minnesota 2015 Student Adult Leadership Conference, Minneapolis, MN.
- Goldberg, R.** (February 2011). *Transcending the Learning Organization and Becoming a Socially Conscious Organization*. Paper presentation at the annual meeting of the Academy of Human Resource Development International Conference in the Americas, Schaumburg, IL.

TEACHING EXPERIENCE

Simmons University

Course Designer

2022, SW 411: Human Behavior in the Social Environment, MSW, In-Person and Online.

Instructor

Spring 2023, SW 403: Social Policy and Social Work with Communities and in Organizations, MSW, In-Person (2 sections).

Fall 2022, SW 411: Human Behavior in the Social Environment, MSW, In-Person (2 sections).

Fall 2022, SWO 411: Human Behavior in the Social Environment, MSW, Online.

Spring 2022, SW 403: Social Policy and Social Work with Communities and in Organizations, MSW, In-Person (2 sections).

Fall 2021, SW 631: Epistemology/Philosophy of Science, PhD, In-Person.

Fall 2021, SW 411: Human Behavior in the Social Environment, MSW, In-Person (2 sections).

Fall 2021, SWO 411: Human Behavior in the Social Environment, MSW, Online.

Spring 2021, SW 403: Macro Level – Social Policy, Communities, & Organizations, MSW, Online (2 sections).

Fall 2020, SW 354: Social Work Practice IV – Macro Practice Social Work, BSW, Online.

TEACHING EXPERIENCE (Continued)

Fall 2020, SW 411: Human Behavior in the Social Environment, MSW, Online.

Guest Lecturer

Spring 2021, SW 707: Research Informed Practitioner, School of Social Work, Researcher Panel, May 4, 2021.

Spring 2021, SW 255: Interviewing and Documentation in Human Services, School of Social Work, *Engagement at the Macro Level*, February 22, 2021.

University of Minnesota**Instructor**

Summer 2018, FSoS 3102: Family Systems and Diversity, Department of Family Social Science, Undergraduate, Online.

Teaching Assistant

Spring 2020, EPSY 8266: Structural Equation Modeling, Department of Educational Psychology, Graduate, In-Person.

Fall 2018, FSoS 2103: Family Policy, Department of Family Social Science, Undergraduate, Online.

Spring 2018, FSoS 3012: Family Systems and Diversity, Department of Family Social Science, Undergraduate, Online.

Fall 2017, FSoS 3012: Family Systems and Diversity, Department of Family Social Science, Undergraduate, Online.

Guest Lecturer

FSoS 2105: Family Research Methods, Department of Family Social Science, Topic: Community Engaged Research in Family Research, October 30, 2019.

FSoS 2105: Family Research Methods, Department of Family Social Science, Topic: Using Community Engagement in Family Research, March 28, 2019.

FSoS 2105: Family Research Methods, Department of Family Social Science, Topic: Using Community Engagement in Family Research, November 5, 2018.

PA 5014: Qualitative Methods for Policy Analysis, Humphrey School of Public Affairs, Topic: Community-Based Participatory Research and Focus Groups, October 17, 2018.

PA 5014: Qualitative Methods for Policy Analysis, Humphrey School of Public Affairs, Topic: Community-Based Participatory Research, October 11, 2017.

FSoS 2103: Family Policy, Department of Family Social Science, Topic: A Policy-Driven Approach to Family Well-Being: Paid Sick Leave and African American Families in Minneapolis, October 27, 2016.

SLHS 5401: Counseling and Professional Issues, Department of Speech-Language-Hearing Sciences, Topic: The Social Worker in Your Neighborhood: A Brief Synopsis of the Social Work Profession, Defining Abuse and Neglect, and Mandated Reporting, September 19, 2016.

TEACHING EXPERIENCE (Continued)

TEACHING EXPERIENCE (Continued)

SLHS 5401: Counseling and Professional Issues, Department of Speech-Language-Hearing Sciences, Topic: The Social Worker in Your Neighborhood: A Brief Synopsis of the Social Work Profession, Defining Abuse and Neglect, and Mandated Reporting, September 21, 2015.

SW 8151: Social Work Methods: Practice with Individuals and Systems, School of Social Work, Topic: Reflective Listening and Open-Ended Questions, October 10, 2014.

SLHS 5401: Counseling and Professional Issues, Department of Speech-Language-Hearing Sciences, Topic: The Social Worker in Your Neighborhood: A Brief Synopsis of the Social Work Profession, Defining Abuse and Neglect, and Mandated Reporting, October 6, 2014.

Augsburg University**Guest Lecturer**

GST 100: Critical Thinking, Undergraduate Core Curriculum, Topic: Perceptions, Beliefs, and Understanding the Social World, October 22, 2019.

Florida State University**Guest Lecturer**

SPA 5055: Professional Tools in Speech Language Pathology, Department of Communication Science and Disorders, Topic: The Social Worker in Your Neighborhood: A Brief Synopsis of the Social Work Profession, Defining Abuse and Neglect, and Mandated Reporting, January 25, 2016.

University of Maine**Guest Lecturer**

HUD 554: Legislation and Policy in Human Development, Department of Human Development, A Policy-Driven Approach to Family Well-Being: Paid Sick Leave and African American Families, February 2, 2017.

SERVICE AND COMMUNITY ENGAGEMENT***Service to the Discipline/Profession/Interdisciplinary Area(s)*****Journal Reviewer**

2017, Reviewer, Journal of Family Theory and Review

Conference Reviewer

2017-Present, Reviewer, International Conference, National Council on Family Relations

2016-Present, Reviewer, National Conference, American Council on Consumer Interests

Professional Association Leadership

2018-Present, Founder and Organizer, Power and Inequity Special Interest Group, Work and Family Researchers Network

Service to the University/College/Department**University-wide Service**

SERVICE AND COMMUNITY ENGAGEMENT (Continued)

Simmons University

2022-, Graduate Education Curricular Committee

2022-, Academic Technology Committee (Chair)

University of Minnesota

2014-2015, University-wide Lactation Committee

Collegiate Service and Intercollegiate Service

University of Minnesota

2019-2020, Life Course Center Advisory Board, Institute for Social Research and Data Innovation, University of Minnesota

2019, Social Justice Leadership Retreat Curriculum Re-Design Committee, Office of Housing and Residential Life, University of Minnesota

Department/Unit Service

Simmons University

Committee Service

2022-, Academic Standards Committee, School of Social Work

2021-, PhD Committee, School of Social Work

2021 —, Curriculum Committee, School of Social Work

2020-2022, BSW Committee, School of Social Work

2020—2021, Search Committee, School of Social Work

Course Management

2021-, SW 411 Course Manager, School of Social Work

2021-2022, SW 411 Online Course Designer, School of Social Work

PhD Mentorship

2022-, Eugenia Knight, PhD Student

2022-, Laura Stevens, PhD Student

Research Practicum Mentorship

2022-, Héctor Pérez, PhD Student

University of Minnesota

2015—2016, Diversity Committee, Department of Family Social Science

2013—2014, Social Work Faculty Council, School of Social Work

SERVICE AND COMMUNITY ENGAGEMENT (Continued)***Service to the Community*****Foster Care Reviewer**

2022 –, Volunteer Foster Care Reviewer, Department of Children and Families, Commonwealth of Massachusetts, Boston, MA

Board Membership

2016—2020, Community- Scholar Member, Community Research and Ethics Board (CREB), The Cultural Wellness Center, Minneapolis, MN

2015—2020, Community Member, St. Paul Public Schools Community Education City-Wide Advisory Council (CWAC), Saint Paul, MN

Community Grant Review

2019, Reviewer, Eliminating Health Disparities Initiative, Department of Health, State of Minnesota.

Community Facilitation

January 18—20, 2019, January 17-19, 2015, Facilitator, Social Justice Leadership Retreat, Housing and Residential Life, University of Minnesota.

March 23, 2015, Facilitator, Topic: Being My Sister's Keeper: Supporting Each Other Through Action. Women's Center, Office of Equity and Diversity, University of Minnesota, Student Women of Color Mini-BOOST Conference, Minneapolis, MN.

January 17—19, 2015, Facilitator, Social Justice Leadership Retreat, Housing and Residential Life, University of Minnesota.

October 28, 2014, Facilitator (assisting A. Krentzman, Ph.D), Minnesota Association of Resources for Recovery and Chemical Health, Topic: Reflective Listening Skills: The Heart of Motivational Interviewing.

NON-ACADEMIC PROFESSIONAL WORK EXPERIENCE

Outreach Project Director, Center for Research and Outreach (REACH Lab), Department of Family Social Science, College of Education and Human Development, University of Minnesota, June 2014—July 2016

- Implement two CYFAR sustainable community programs, funded through the USDA-NIFA across multiple participating sites in Minnesota, Kentucky, and Tennessee, including curriculum development and resource mapping for educators working with middle school aged youth from vulnerable populations.
- Design parent education curriculum to facilitate student career exploration, family engagement, and parental advocacy within school systems. Partner with community leaders to develop community specific parent education curriculum with University researchers.
- Collaborate with community to ensure implementation needs are addressed and access to University resources and research are availed to community partners.

NON-ACADEMIC PROFESSIONAL WORK EXPERIENCE (Continued)

Evaluation Specialist, Women's Center, Office of Equity and Diversity, University of Minnesota, September 2014—May 2015

- Integrate issues of inequity pertaining to gender and identity intersectionality into institutional responses in the form of policy adaptation, resource connection, and training opportunities.
- Create employee engagement and leadership assessment tool for Women's Center staff based on the PEG leadership model.
- Critically evaluate programs and activities to ensure they demonstrate advanced knowledge of vulnerable and marginalized populations.

Life Skills Coach, Jeremiah Program, September 2013—May 2014

- Maintain an active caseload of 8-10 Jeremiah Program clients. Guide clients through goal setting, resource referral, advocacy, and crisis intervention as well as DWP, MFIP, SNAP, and CCAP processes.
- Monitor each client's progress toward her education, employment, and self-sufficiency objectives; hold student accountable to the goals she sets for herself.
- Collaborate with Family Services team members to ensure resources; coaching, advocacy, and crisis intervention approaches meet the needs of assigned clients.

Administrator, CEHD Centers Administration, College of Education and Human Development, University of Minnesota, May 2012—June 2014

- Analyze financial performance, staffing, operations, policies, systems, and procedures for 5 college-wide research centers, including managing a total budget of \$4M.
- Manage project and strategic planning for five college-wide research centers. Facilitate multiple college and unit committees.
- Manage all HR processes for centers for faculty, staff, and students, including hiring, performance review, and termination sequences.

Associate Administrator, Department of Speech-Language-Hearing Sciences College of Liberal Arts, University of Minnesota, March 2007—May 2012

- Implement, interpret, develop & facilitate administrative and operational policies & procedures for an academic department as well as manage expenditures for \$2.1M budget.
- Collaborate with Clinical Services Director regarding HIPAA compliance and general clinic operations including billing, scheduling, human resources, and fiscal priorities; lead annual accreditation process for professional association (ASHA).
- Conduct hiring, promotion and tenure and ensure compliance with Regents' and College protocol and practice. Provide supervision for civil service and bargaining unit employees.

NON-ACADEMIC PROFESSIONAL WORK EXPERIENCE (Continued)

Employee Development Specialist I/II, Department of Public Safety & MN Veterans Board
State of Minnesota, August 2005—March 2007

- Develop curriculum and training modules for soft skills, policy implementations, and process-specific work responsibilities, based on research, subject matter expertise, and state statutes. Ensure employee development compliance with state & federal regulations.
- Create, coordinate & maintain annual/new employee orientation, including state & federal mandated trainings & testing for work with at-risk populations. Develop & train employees on computer system operations and procedures in the classroom & online as well as coordinate business & electronic training needs with appropriate learning activities.
- Evaluate and facilitate training programs and knowledge obtained to ensure mandated targets are met and goals achieved.

FELLOWSHIPS AND AWARDS***Fellowships***

2022, Work and Family Researchers' Network Early Career Fellowship, Work and Family Researchers' Network.

2022, Hazel Dick Leonard Faculty Fellowship, Simmons University.

2019—2020, Priscilla Rugg Family Social Science Fellowship, Department of Family Social Science, University of Minnesota.

2019—2020, Engaged Dissertation Fellowship, Robert J. Jones Urban Research Outreach-Engagement Center, University of Minnesota.

2018—2019, Shirley L. & Peter D. Zimmerman Fund for Family Policy Fellowship, Department of Family Social Science, University of Minnesota.

2017—2018, Shirley L. & Peter D. Zimmerman Fund for Family Policy Fellowship, Department of Family Social Science, University of Minnesota.

2017—2018, Ragnhild E. Edwardson Fellowship, Department of Family Social Science, University of Minnesota.

2016—2020, Common Ground Consortium Fellowship, Office of the Dean, College of Education and Human Development, University of Minnesota.

2017, Waller Summer Fellowship, Department of Family Social Science, College of Education and Human Development, University of Minnesota.

2016, Equity and Inclusion Fellowship, Association of Public Policy and Management.

2016, Waller Summer Fellowship, Department of Family Social Science, College of Education and Human Development, University of Minnesota.

Awards

2015, Professional Development Grant, \$1,000, CEHD Professional and Administrative Council (CPAC), College of Education and Human Development, University of Minnesota.

2012, Outstanding Service Award, \$500, College of Liberal Arts, University of Minnesota.

2011, Travel Grant, \$900, Community of Scholars Program, University of Minnesota.

PROFESSIONAL MEMBERSHIPS

American Sociological Association
Association of Macro Practice Social Workers
Association of Public Policy Analysis and Management
National Association of Social Workers
National Council on Family Relations
Society for the Study of Social Problems
Work and Family Researchers Network

Joyce Sampson

From: Stow MA via Stow MA <cmsmailer@civicplus.com>
Sent: Thursday, March 9, 2023 1:58 PM
To: selectboard
Subject: Form submission from: Board and Committee Volunteer Application

Submitted on Thursday, March 9, 2023 - 1:57pm
Submitted by anonymous user:
Submitted values are:

Today's Date: March 9, 2023

Title:

First Name: Charlie

Last Name: Hartford

Street Address: 95 Taylor Road

Address Line 2:

Email Address:

Telephone Number:

Are you a Registered Voter in the Town of Stow? Yes

Which vacancy are you applying for? Master/Comprehensive Planning Committee Member at Large

Have you attended any meetings of this committee? No

Experience:

For much of my career, my responsibilities have entailed gathering and synthesizing information from a wide variety of stakeholders--customers, subject matter experts, sales, marketing, finance, and senior management--in order to publish college textbooks. Based on my conversation with Valerie Oorthuys, similar skills would be welcome on this committee, as it interfaces with virtually every town board and constituency. Overall, my background is in product management, sales, and management.

We moved to Stow in 1991 and raised our family here, sending our children to Nashoba Regional schools. In the 1990s, I served as a member at large on a committee charged with the selection of a Nashoba Regional School District Superintendent (Gene Chasen was the choice).

As for educational background, I have an M.B.A. with an emphasis in management.

Goals:

This committee will provide me with the opportunity to learn more about the various boards in town, which I hope will help me to determine other ways I could become involved in the future.

I'm hoping that the current Planning questionnaire reveals a town goal to maintain some level of economic diversity--making it possible for younger families to move here, and older residents to remain. Ultimately, the goal is to help the town realize its desired future state.

Share:

Although I have not previously served on town committees, I have always respected the time people who do volunteer give to Stow. I have more flexibility in my schedule at this point, and would like to contribute to the Stow community.

I coached in the Assabet Valley Little League for several years while my children were active in the organization.

Upload resume for further information (optional): [https://www.stow-ma.gov/system/files/webform/charles_hartford_resume_07 ...](https://www.stow-ma.gov/system/files/webform/charles_hartford_resume_07...)

Charles Hartford
Educational Content Management | Digital Strategy | Business Development

www.linkedin.com/in/charleshartford

Summary Statement

Consultative, Creative, Organized Business Development professional combines K-16 publishing services sales experience with higher education editorial management and sales backgrounds.

Analytic and innovative publisher with experience in proposing and developing higher education programs across many disciplines, with P&L responsibility for specific lists and disciplines from 1991 to 2014.

Proven success in growing revenue and market share through innovative approaches to market needs, targeted acquisitions and partnerships, and high-impact sales support, all based on a strong foundation of market knowledge.

Experienced manager and mentor with a strong record of support and collaboration with technology, editorial, production, marketing, and sales.

Work Experience

K16 Publishing Consulting

November 2020-Present

Experienced educational publishing executive with extensive K12 and Higher Ed knowledge and networks.

- B2B sales of educational publishing services to K12 clients focusing on:
 - Core and Supplemental Curriculum and Content
 - Translations
 - SaaS
 - Assessment
- Higher Ed background includes editorial product management, senior management, and sales.
- Sales, editorial, and management background combines with lifelong enthusiasm for the educational publishing industry to provide sales outreach, new markets research, product management, and connections with potential partners.

Victory Productions, Worcester, MA

March 2015-October 2020

Director of Business Development /Accounts and Business Development Manager

Responsible for driving B2B sales of Victory's publishing services through consultative analysis of client needs.

- Developed value statements for core company services, including curriculum and content, educational technology, SaaS (metacog), assessment, and educational translations.
- Led company in closed sales in 2017.
- B2B sales to K-12 and Higher Education clients.

Cengage Learning, Boston, MA

2008-2014

Senior Product Manager/Publisher

Developed and drove publishing strategy for key lists with \$24M in revenue within Science portfolio, including Chemistry (2014, 2008-2010), Physics (2010-2014), and Astronomy (2010-2013). Priorities included shifting overall sales mix from print to digital, and bringing major new freshman-level physics program to market.

- Conceptualized and pioneered new hybrid print/digital product business model to support long-term digital strategy. Scaled across ten freshman-level titles in physics and chemistry with hybrid products accounting for 30% of revenue and units sales by the end of 2014. Between 2011 and 2014, grew digital/bundle sales in physics from 39% of revenue to 63%, and digital/bundle sales in chemistry from 43% to 57%.

- Created and managed development of digital assets to meet emerging customer needs for conceptual content and to enable flipped classroom models. Negotiated financial arrangements and worked closely with leading textbook authors to create new digital assets with book-specific tutorial and pre-lecture content. Physics list revenues increased 14% to \$11M last fiscal year and ran 30% ahead through August 2014.
- Developed innovative digital content strategy for College Physics titles to meet market needs of re-designed Advanced Placement course. Increased sales in first order period after publication by 212%.
- Annually exceeded signing goals with \$7.1M in forecast first-year revenues, 65% more than cumulative goal. Significant signings include innovative new online physics homework product, successful new General Chemistry "Atoms First" title, and hybrid Astronomy bundle. Signed co-authors to contribute to key revisions in College Physics; Introduction to Physical Science; General, Organic, and Biochemistry; and Introductory Astronomy.

Houghton Mifflin, Boston, MA

1995-2008

Publisher

2006-2008

Oversaw all aspects of Chemistry list, one of the division's largest, from P&L through publication.

- Increased list revenues in 2006-7 by 22% to \$23.5M by improving competitive position of key online content. Increased market share of key revisions as measured against prior edition performance. Front-list exceeded both goal and division averages.
- Worked with K-12 and Advance Placement teams to manage publication of market-leading Advanced Placement edition of General Chemistry text, as well as successful high school chemistry text.

Vice President and Publisher

2002-2006

Responsible for Science, Social Science, and Business discipline areas.

- Increased revenues 21% to \$101M, half of total division revenue.
- Hired and managed top performers, including a three-time Publisher of the Year award winner and an Editor of the Year award winner.
- Led Strategic Management teams focused on New Product Models, E-sampling program, and Digital Ancillary initiative.

Vice President and Publisher/Editor in Chief/Senior Sponsoring Editor

1995-2001

Managed Mathematics editorial team and list, the division's largest.

- Doubled list revenues from \$22M to \$44M between 1995 and 2001.

D.C. Heath and Company, Lexington, MA

1981-1995

Senior Acquisitions Editor

1991-1995

- Signed, developed, and published new titles for Developmental Mathematics, Liberal Arts Mathematics, Applied Calculus, Calculus, and Introductory Statistics

Sales Representative/Regional Supervisor

1982-1991

- Averaged 18% increase over 9 years in territory, concluding with highest dollar per student ratio in organization. Awards for sales performance included Rookie of the Year, #1 Rep, #2 Rep, and special recognition for consistent achievement of goal.

Education

M.B.A. Southern Illinois University - Edwardsville, IL

B.A. English, Magna cum Laude, Wabash College - Crawfordsville, IN