

## DIVERSITY & INCLUSION | INFORMATION TECHNOLOGY | HUMAN RESOURCE MGT

18 years of Entrepreneur experience running a fine art consulting practice with client base of Fortune 100 firms. Prior to that, fifteen years of Wall Street Investment Banking Industry experience, excelling in Diversity, Technology and Human Resources Management. Success resulted from ability to lead and influence Sr. Management; develop innovative, cost effective solutions; being a team player who worked well with cross-functional teams; developing others; client orientation and project management.

### PURPOSEFUL WORK SKILLS

- ◇ Cultural Inclusion & Sensitivity
- ◇ People Management & Coaching
- ◇ Project & Financial Management
- ◇ Employee and Student Resource Groups
- ◇ Entrepreneurship & Agility
- ◇ Leadership & Teambuilding
- ◇ Community Development & Outreach
- ◇ PowerPoint, Outlook, MW Word, Excel

### EDUCATION

Tuck School of Business @ Dartmouth, Hanover, MA - Certificate in Entrepreneurship, 2012  
New York University, NY, NY - Certificate in Appraisal Studies, 2010  
Columbia University Business School, NY, NY - MBA. COGME and LEAD Fellow, 1987  
Morgan State University, Baltimore, MD - B.S. Summa Cum Laude, 1983

### PROFESSIONAL EXPERIENCE

#### **NORWALK COMMUNITY COLLEGE, Norwalk, CT** **ADJUNCT PROFESSOR**

**2015-Current**

High achieving adjunct professor of business, human resources and communications courses. Well versed in classroom delivery and online instruction. Computer-savvy and dedicated to student success. Adept at creating an engaging curriculum and fostering student participation in both classroom and distance-learning environments. Highly effective at challenging students to expand their knowledge and move beyond the academic nature of subject matter to a deeper understanding of principles in practice.

#### **MOTHER MARY E. COOPER, Stamford, CT** **STAY AT HOME, FULL-TIME CAREGIVER**

**2010 - 2015**

With the unexpected onset of a chronic, debilitating illness that my mother, Mary Elizabeth Cooper, experienced during a visit to my home when she was 87 years old, re-structured my life and career to provide full time care for her until she ultimately passed away 5 years late at the age of 91. Without question, this was the toughest yet most important positions in my entire career. Learned priceless lessons in the areas of humility, patience and compassion that tapped into a side of me otherwise gone undiscovered.

#### **PICTURE THAT ART CONSULTANTS, Stamford, CT** **CORPORATE ART CONSULTANT & APPRAISER**

**2002 - Current**

Founder of fine art consulting firm that provides art advisory, appraisal, curatorial and collection management services. Also engaged in buying, selling, leasing, framing, transporting and installing art; curating cultural and diversity exhibits and online galleries; and conducting inventory that includes photographing and designing systems to electronically catalogue art collections. Book of clients include Fortune 100 corporations, Yale New Haven Health hospitals and academic institutions.

**VICE PRESIDENT GLOBAL DIVERSITY - HUMAN CAPITAL DIVISION (1999 - 2002)**

Responsible for creating & leading the Technology Division's Diversity Function for the Americas and Europe with a \$5M Budget. Co-Chaired the Technology Division's Executive Diversity Committee whose membership included the C-Suite, MDs and VPs.

**WORKFORCE and SUPPLIER Diversity Responsibilities:**

- Developed and implemented global programs to support College, Professional and Disability Recruitment.
- Re-engineered Career Development processes to increase opportunities for women and minorities.
- Established a VP Mentoring Program and six Affinity Groups and created operational parameters for each.
- Established a Supplier Diversity Program and managed Internal Procurement Managers and External Supplier relationships.
- Implemented Accountability Metrics for Workforce Diversity and Supplier Diversity functions.

**VICE PRESIDENT RISK MANAGEMENT - TECHNOLOGY DIVISION (1992 - 2000)**

Project Manager for a \$10 Million groundbreaking Counterparty Risk initiative, utilizing JAVA, C++, and SYBASE, to develop EMMA, the firm's global web portal for the Americas, Europe and Asia. As required by global regulatory reporting agencies including Scotland Yard and various Tokyo, Korean and Chinese regulatory agencies, this portal's function was to mitigate counterparty, account, product, credit, market and reputational risk. Prior to this, served as Project Manager for several Operations & Administration Division projects that focused on Goldman's Books and Records Separation, Position Management, Stock Record and Transaction Entry Systems.

**MBA ASSOCIATE - HUMAN RESOURCES DIVISION (1987 - 1991)**

Compensation Specialist for the Fixed Income, Technology, Credit Risk and Legal Divisions. Responsibilities included managing compensation programs and promotion cycles, budget planning, developing merit increase matrices, modifying pay structures and forecasting bonus pool allocations. Installed software to automate the McLagan Survey input/analysis process. After this, was promoted to HR Generalist dedicated to the Technology Division. Responsibilities included: Implementing a performance-based compensation model with job descriptions and performance appraisal tools. Administering the performance appraisal process in the Americas & Europe. Designing a best practice 3-component training & development program focused on business/industry, personal development and technology training. Also managing cross-cultural orientation programs for expatriates and their families.

**PEPSICO, Purchase, NY**

Summer 1986

**EXECUTIVE COMPENSATION SUMMER ASSOCIATE** - specializing in PCs and programming using LOTUS apps.

**THE TRAVELERS, Hartford, CT**

1983 - 1985

**COMPUTER PROGRAMMER** - specializing in mainframes and programming languages COBOL and JCL.

**PICTURE THAT LLC AWARDS**

- 2019 Women Who Inspire Award – YWCA, Greenwich CT
- 2019 Powerful Women: Great Leaders Award – Westchester County Business Journal, NY
- 2018 National Small Business Week Award – MGM Grand Resorts International
- 2017 Company Partner of the Year – The Workplace, Fairfield County, CT
- 2015 Regional Supplier of the Year Award - The National Minority Supplier Development Council (NMSDC)

**COMMUNITY VOLUNTEERISM**

- Director - Inspirica, Incorporated (since 2019)
- Member - The Links, Incorporated, Eastern Area Arts Committee (since 2019)
- Member - Alpha Kappa Alpha Sorority, Inc., Chair of The Arts Target for Stamford/Norwalk Chapter (since 2018)
- Member – Fairfield County Community's Foundation – Community Impact Committee (since 2017)
- Director - Norwalk Community College Foundation, Norwalk, CT (Director since 2007; Officer from 2011-2015)
- Chair - CEO Portrait Committee for Pitney Bowes, Stamford, CT (2008-2011)

**Art & Culture for Youth**

- In 2004, created a Cultural Arts and Literary Program for grades K-12 students within the Stamford Public & Private School districts. Also sponsored visits to NYC museums to enhance each students' cultural experience. <http://www.picturethatart.com/harlem-bus-trip-video>