

Application

Profile

Which Boards would you like to apply for?

5th and Avon Community Advisory Committee: Submitted

Magisterial District *

Samuel Miller

Aaron

First Name

T

Middle
Initial

Leback

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Self

Employer

Cabinetmaker

Occupation

Business Address:

500 Henry Ave, Ste A, Charlottesville VA 22903

Date of Employment:

1/1/2007

Years Resident in Albemarle County:

40

Previous Residence:

Port Townsend, Washington

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Aaron T Leback

Education:

High school diploma Graduate Northwest School of Wooden Boatbuilding

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Interests:

Gardening, urban development

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Wanting to get more involved in community to help shape the future.

How did you hear about this vacancy:

Nathan Moore

Upload a Resume

Albemarle County

5th and Avon Community Advisory Committee

Board Details

The Advisory Committees will provide assistance, feedback and input to County staff and the Board of Supervisors on community and county efforts related to implementation and support of the adopted Master Plan, in accordance with established county procedures. Advisory Committee members will communicate with their constituencies to increase understanding of and support for successful implementation of the Master Plan. The membership is broad-based to incorporate a variety of perspectives and ideas and to provide citizens, business people, and representatives of community groups a chance to be engaged and to be heard in a constructive and meaningful way.

The Committees will be a catalyst for helping foster a sense of community and work towards effective and efficient Master Plan implementation. Committees are a venue to discuss and provide comments on program and policy questions and/or proposals. Community Advisory Committees are an important venue for discussion and Committees can provide feedback and indicate preferences related to development proposals, although Committees do not have a legislative role in the development process.

1. Serve as liaisons by:
 - a) Contributing to public understanding of and encouraging support for Master Plan implementation;
 - b) Keeping the community informed of the needs, purposes, and progress of Master Plan implementation;
 - c) Encouraging interest and participation in community and county efforts related to the Master Plan and participation in public meetings; and
 - d) Enhancing collaboration among all community stakeholders.
2. Gather input from constituencies represented and bring these issues to the attention of staff and the Committee, and distribute information from the Committee back to constituents.
3. Stimulate creative thinking in examining implementation issues and identify ways of using community resources to meet implementation needs and challenges.
4. Provide advisory input, comments, and information to the Board of Supervisors on new and emerging policies, projects, and programs as requested.
5. Maintain a forward-looking agenda with respect to adopted Master Plans and policies of the Board of Supervisors. Committee meetings are not the appropriate venue to oppose adopted policy.
6. Commit to support and work to implement the adopted Master Plan.
7. Work with Staff to provide an annual report of activities to the Board of Supervisors in accordance with the Board of Supervisors' adopted Rules of Procedure for Boards and Commissions.

Overview

- Size** 19 Seats
- Term Length** 2 Year
- Term Limit** 3 Terms

Additional

Length of Term

Members will be appointed for either a 2 or 3 year term to stagger the transition of new members on and off the committee. After initial appointments, terms will be for 2 years. While Members will be generally expected to serve no more than 2 terms, additional terms may be considered if desired and if the Board of Supervisors deems appropriate.

Frequency/Times for Meetings:

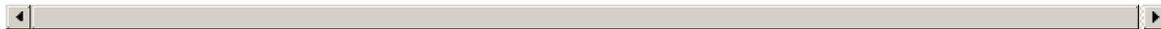
3rd Thursday of each month at 7:00 pm in Room B at the County Office Building - 5th Street, unless otherwise noted.

Membership:

The Board of Supervisors shall appoint 12-15 members to the Committee. Each member shall be a resident of or business owner in Albemarle County and the member’s home or business shall be located within the Committee’s geographic area. An individual may not serve on more than one Community Advisory Committee. The representations for the Committee will strive to appoint members from a geographically diverse representation from the following: • Residential neighborhoods • Business community • Institutional community • Developer community • Industrial community • Southwood Village Mobile Home Park • Woolen Mills • Representative for trails and parks • Other stakeholders as deemed appropriate by the Board

Qualifications

None.



5th and Avon Community Advisory Committee

Board Roster

□ **Naomi M Aitken**

1st Term Feb 05, 2025 - Sep 30, 2026

Appointing Authority Board of Supervisors

□ **Amanda Brookman**

1st Term Feb 05, 2025 - Sep 30, 2026

Appointing Authority Board of Supervisors

□ **Nathan Holland**

3rd Term Oct 01, 2024 - Sep 30, 2026

Appointing Authority Board of Supervisors

□ **Thomas Thorpe**

4th Term Oct 01, 2024 - Sep 30, 2026

Appointing Authority Board of Supervisors

□ **Benjamin P Lynch**

1st Term May 07, 2025 - Sep 30, 2026

Appointing Authority Board of Supervisors

□ **Mike Pruitt**

3rd Term Jan 14, 2026 - Dec 31, 2026

No Recruitment

Appointing Authority Board of Supervisors

Position BOS Liaison

Category BOS Member

□ **Fred Missel**
1st Term Jan 14, 2026 - Dec 31, 2026

No Recruitment

Appointing Authority Board of Supervisors
Position BOS Liaison
Category BOS Member

□ **Carreen de Cardenas**
2nd Term Oct 01, 2025 - Sep 30, 2027

Appointing Authority Board of Supervisors

□ **Emily Logan**
1st Term Dec 03, 2025 - Sep 30, 2027

Appointing Authority Board of Supervisors

□ **Evan D Macbeth**
3rd Term Oct 01, 2025 - Sep 30, 2027

Appointing Authority Board of Supervisors

□ **Roger Schickedantz**
6th Term Oct 01, 2025 - Sep 30, 2027

Appointing Authority Board of Supervisors

□ **Karen E Firehock**
No Term

No Recruitment

Appointing Authority Planning Commission
Position PC Liaison
Category PC Member

□ **Vacancy**

No Recruitment

Appointing Authority Planning Commission
Position PC Liaison
Category PC Member

□ **Vacancy**

Appointing Authority Board of Supervisors

Application

Profile

Which Boards would you like to apply for?

Community Policy and Management Team (CPMT): Submitted

Magisterial District *

N/A

Bethany

First Name

M

Middle
Initial

Coyne

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

NA

Employer

Homemaker

Occupation

Business Address:

Date of Employment:

Years Resident in Albemarle County:

15

Previous Residence:

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Education:

BS in Nursing (UVA, 94) MS in Nursing (UVA, 99) PhD in Nursing (UVA, 12)

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Community Attention Foster Family

Interests:

Children's health and foster care

Reasons for Seeking to Serve on the Board, Commission, or Committee:

As a foster parent and parent to a child with some learning needs, I am hoping to bring a unique perspective to the board. Additionally, my background as a pediatric nurse practitioner, not currently practicing, can provide insight regarding the health needs of youth in the community.

How did you hear about this vacancy:

Rebecca Schmidt, current member

[CURRICULUM_VITAE_Bethany_Coyne_12.2024.docx](#)

Upload a Resume

CURRICULUM VITAE
Bethany M. Coyne, PhD, RN, CRNP-PC

PART I: OVERVIEW

CONTACT INFORMATION

Address: 1426 Singleton Lane
Charlottesville, VA 22903
Telephone: 434-466-5892 (Cell)
Email address: bethanycoyne72@gmail.com

EDUCATION AND TRAINING

Date	Institution	Major	Degree Earned
2012	University of Virginia Charlottesville, VA	Nursing	PhD
1999	University of Virginia Charlottesville, VA	Nursing Pediatric Nurse Practitioner	MSN
1994	University of Virginia	Nursing	BSN

PROFESSIONAL LICENSURE AND CERTIFICATION

License: Licensed Registered Nurse Practitioner

State: Virginia

License Number: 0024164015

Expiration Date: 7/31/2025

License: Licensed Registered Nurse

State: Virginia

License Number: 0001139014

Expiration Date: 7/31/2027

Certification: Pediatric Nurse Practitioner-Board Certified

Certifying Body: National Certification Board of Pediatric Nurse Practitioner &
Nurse

Certification Number: 19990413

Expiration Date: 2/28/2027

Certification: Basic Cardiac Life Support

Certifying Body: American Heart Association

Certification Number: IMP24T684F86

PROFESSIONAL EXPERIENCE

Date	Institution/Agency	Position
2020-Dec 2024	University of Virginia School of Nursing Charlottesville, VA	Associate Professor
2014-2020	University of Virginia School of Nursing Charlottesville, VA	Assistant Professor
2012-2017	University of Virginia School of Nursing Charlottesville, VA	Project Manager RO1: Lung Cancer Information Study
2013-2014	University of Virginia School of Nursing Charlottesville, VA	Single Course Faculty
2009	University of Virginia School of Nursing Charlottesville, VA	Clinical Instructor
2009	University of Virginia School of Nursing Charlottesville, VA	Graduate Teaching Assistant
1999-present	University of Virginia Health System Pediatric Nephrology Charlottesville, VA	Nurse Practitioner
1997-1999	University of Virginia Health System Children's Medical Center Charlottesville, VA	Registered Nurse
1995-1997	Duke University Children's Hospital	Registered Nurse

1994-1995	Durham, NC Wesley Long Community Hospital General Medicine Unit Greensboro, NC	Registered Nurse
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ACADEMIC LEADERSHIP APPOINTMENTS

Date	Institution/Agency	Position
2020-2023	University of Virginia School of Nursing	Dept Chair
2018-2020	University of Virginia School of Nursing	Program Director BSN

HONORS AND AWARDS

Date	Award/Honor	Awarded By
2024	IPE John T. Casteen III Faculty Fellow	UVA Institute Practical Ethics
2023-2024	Examining HPV Vaccination Uptake and Completion Rates Among Solid Organ Transplant Recipients	Lancaster Funds
2020	Opening Doors for BSN Students Across the Commonwealth, \$20M Leading the BSN Transfer Track Expansion (Aim #3)	Bedford Falls (Conway), Funded
2018-2019	Using Design Thinking to Reshape Interprofessional Curricula for Health Care Trainees	3 Cavaliers, Funded
2018-2019	Enhancing Learning Experiences with an iPad Library	Parents Committee, Funded
2017	Nan Hilt Award for Excellence in	STTI, Beta

	Clinical Practice	Kappa Chapter
2017	Jeanette Lancaster Endowment Award, \$2972.00 Analysis of Maternal Child Health Bureau Core Outcome for Transition Services by Primary Diagnosis Using the National Survey of Children with Special Health Care Needs	Jeanette Lancaster Endowment
2015	Poster of Distinction	American Transplant Congress
2011	Doctoral Award	Barbara Brodie Scholars Endowment
2009-2011	Nursing Student Training Grant	National Institute of Health
2002	Excellence in Clinical Practice	University of Virginia Health System
1999	Nursing Honor Society, Induction	Sigma Theta Tau; Beta Kappa Chapter
1994	Deans List	University of Virginia

PART II: RESEARCH AND SCHOLARSHIP

PUBLICATIONS

Articles Under Peer Review

Articles in Peer-Reviewed Journals

Kosmach-Park, B, **Coyne, B.**, Gupta, N., & Mazariegos, G. (2024). Bridging the

Gap in Transition to Adult Care in Liver Transplant: A Review for the Pediatric and Adult Liver Transplant Multidisciplinary Teams. *Pediatric Transplantation*, 29: e14900. <https://doi.org/10.1111/ptr.14900>

Cleckly, E., **Coyne, B.**, Mutter, M.K., & Quatrara, B. (2021). Using an Empathic Design Thinking Approach to Reshape Interprofessional Curricula for Health Care Trainees. *Journal of Interprofessional Education & Practice*, 24, 1-7. <https://doi.org/10.1016/j.xjep.2021.100446>

Hollen, P.J., Gralla, R.J., Gentzler, R., Hall, R., **Coyne, B.** Cheng, H., Halmos, B., Gildersleeve, J., Calderon, C., Hinton, I., Weiss, G., Crawford, J., Cerise, J., Lesser, M. (2021). Do patients regret having received systemic treatment for advanced non-small cell lung cancer: A prospective evaluation. *The Oncologist*, 25, 1 – 7. [Doi.org/10.1002/onco.13571](https://doi.org/10.1002/onco.13571)

Coyne, B., Kennedy, C.K., Self, A.C., & Bullock, L. (2018). A Comprehensive Approach to Undergraduate Nursing Student Research Experiences. *Journal of Nursing Education*, 57 (1): 58-62. DOI: [10.3928/01484834-20180102-12](https://doi.org/10.3928/01484834-20180102-12)

Coyne, B., Hallowell, S.C, & Malpass, J. Methodological Considerations for Transition Research using the National Survey of Children with Special Health Care Needs: A Systematic Review of the Literature. (2018) *Journal of Pediatric Health Care*, 32 (4): 363-373. DOI: 10.1016/j.pedhc.2017.12.007

Connelly, L., Cramer, E., Demott, Q., Piperno, J., Swanberg, M., **Coyne, B.** & Winfield, C. (2017). The Optimal Time and Method for Surgical Pre-warming: a Comprehensive Review of the Literature. *Journal of PeriAnesthesia Nursing*, 32 (3): 199-209.

Coyne, B., Hollen, P.J, Yan, G., Barcia, J. & Brayman, K. (2017). Post-Transfer Predictors of Poor Outcomes in Pediatric Renal Transplant Recipients. *Nephrology Nursing Journal*, 44 (2): 119-129.

Coyne, B., Hallowell, S., Thompson, M.T. (2017). Measurable outcomes after transfer from pediatric to adult providers in youth with chronic illness: a review of the literature. *Journal of Adolescent Health*, 60:3-16. DOI: 10.1016/j.jadohealth.2016.07.006

Coyne, B., Hollen, P.J, Yan, G., & Brayman, K. (2016). Risk Factors for Graft loss in Pediatric Renal Transplant Recipients after Transfer of Care. *Progress in Transplantation*, 26 (4): 356-364. DOI: 10.1177/1526924816667952

Heath, J., Hollen, P.J., Bialous, S.A., **Coyne, B.**, & Sarna, L. (2016). Few U.S. Schools of Nursing on Campuses with Smoke-free Policies: A Call for Action. *Nursing Outlook*, 64(3): 271-278. DOI: 10.1016/j.outlook.2015.12.008

LoCasale-Crouch, J. & **Johnson, B.** (2005) Transition from pediatric to adult medical care. *Advances in Chronic Kidney Disease*, 12(4): 412-417.

Book Chapters

Coyne, B. & Hallowell, S. (2020) Measurable Outcomes for Transition: The Nurses' Role. Transition from Pediatric to Adult Healthcare Services for Adolescents and Young Adults with Long-term Conditions. Springer. Cecily Betz & Imelda Coyne (eds).

Research Experience

University of Virginia Health System, Pediatric Nephrology (Charlottesville, VA).
2005-2022, **Sub-Investigator.**
Chronic Kidney Disease in Children (CKiD) (PI: Norwood)

University of Virginia Health System, Pediatric Nephrology (Charlottesville, VA).
2012-2022, **Sub-Investigator.**
North American Pediatric Renal Trials Collaborative Studies (NAPRTCS) (PI: Norwood)

University of Virginia Health System, Pediatric Nephrology (Charlottesville, VA).
2008-2018, **Sub-Investigator.**
A Longitudinal Comparison of Urinary and Blood Biomarkers in Healthy Preterm and Term Infants (PI: Charlton)

University of Virginia Health System, Pediatric Nephrology (Charlottesville, VA).
2014-2017, **Sub-Investigator.**
MicroRNAs as Biomarkers for Post-Operative Acute Kidney Injury following Congenital Heart Disease Surgery in Children (PI: Rhone)

University of Virginia, School of Nursing (Charlottesville, VA).
2012-2017, **Project Manager.**
Lung Cancer Information Study (Co-PIs: Hollen and Gralla)

University of Virginia, School of Nursing (Charlottesville, VA).
2012-2017, **Co-Investigator.**
Ensuring PRO Generalizability Through Cross-Culture Comparisons (Co-PIs: Hollen and Gralla)

University of Virginia Health System, Pediatric Nephrology (Charlottesville, VA).
2009-2017, **Sub-Investigator.**
Urinary Biomarkers in Amniotic Fluid and Infants Urine (PI: Charlton)

University of Virginia, School of Nursing (Charlottesville, VA).
2012-2015, **Co-Investigator.**
Smoke-Free Policy Project for Schools of Nursing in the U.S. (PIs: Sarna, Heath; Co-Is: Hollen, Bialous)

University of Virginia Health System, Pediatric Nephrology (Charlottesville, VA).
2011-2015, **Sub-Investigator.**
A 2-Week, Randomized, Placebo-Controlled, Fixed Dose Period followed by a 6-Month, Single-Arm, Open-Label, Dose Titration Period Study to Investigate the Efficacy and Safety of Sevelamer Carbonate in Hyperphosphatemic Pediatric Patients with Chronic Kidney Disease (PI: Norwood)

University of Virginia, School of Nursing (Charlottesville, VA).
2009, **Research Assistant.**

PRESENTATIONS

PODIUM:

From Here to There: Outcome Parameters to Monitor Successful Transition in Transplant, American Transplant Congress 2023, June 2023 (Invited Speaker).

2023 International Writing Across the Curriculum Conference, Clemson, SC, June 2023.

Pediatric to Adult Transition of Care, University of Virginia Transplant Lecture Series, Charlottesville, VA, May 2023.

What Makes a Successful Transition: Identifying Measurable Meaningful Transition Outcomes, 14th Annual Health Care Transition Research Consortium Symposium, Houston, TX [Virtual], October 2022. (Invited plenary session)

Pediatric Hypertension for the Pediatric Practitioner, 2022 Pediatric Pharmacology Updates, Charlottesville VA, September 2022 (Invited speaker).

An Innovative Approach to Collaboratively Identifying Quality Issues using an Escape Room Experience, University of Virginia Pedagogy Summit, Charlottesville, VA, April 2022.

What You, the Practitioner Needs to Know about Transitioning from Pediatric to Adult Providers, Virginia Council of Nurse Practitioners, VCNP Annual Conference, Norfolk, VA, March 2020.

Diagnosis, Evaluation, and Management of Urinary Tract Infections in Children and Adolescent, Virginia Council of Nurse Practitioners, VCNP Annual Conference, Roanoke, VA, March 2019.

Empathic Design Thinking: An Innovated Problem Solving Methodology for Interprofessional Practice, Collaborating Across Borders VII, Pre-Conference Workshop, Indianapolis, IN, Sept 2019.

Clinical STARs (Scholars to Advance Research Program), American Nurses Association 2017 Annual Conference, Tampa, FL. March 2017.

Measurable Outcome after Transition of Care from Pediatric to Adult Providers in Youth with Special Health Care Needs, Pediatric Nursing Annual Conference, Philadelphia, PA. June, 2016.

Pediatric Hypertension for the Primary Care Practitioner, Virginia Council of Nurse Practitioners, VCNP Annual Conference, March, 2016.

Medication Adherence in Pediatric Transplant Recipients, University of Virginia Health System, Transplantation Grand Rounds, March 2010.

Outcomes after Transfer of Pediatric Renal Transplant Patients to Adult Provider, Universitas 21: Doctoral Student Research Forum. University of Virginia, September, 2008.

Transition from Pediatric to Adult Medical Care: The Patient with a Chronic Illness, University of Virginia Health System, Nephrology Grand Rounds, June 2004.

Pediatric Renal Transplant, University of Virginia Health System, Pediatric Core Curriculum, August 2003.

ORAL:

The Quest for Measurable Outcomes in Transition Research, Health Care Transition Research Consortium Conference Call, August 2017.

POSTERS:

Hallowell, S., & Coyne, B. *Writing Across the Curriculum: Faculty Perceptions in a BSN Program*, Nursing Education Research Consortium, Washington DC NERC March, 2023

Coyne, B. & Warburton, K. *Development of a Health Care Transition Program for Youth with a History of Renal Transplantation*, Health Care Transition Research Consortium, Houston, TX [Virtual], October, 2022.

Coyne, B. & Burnett, S. *Finding of Prenatal Urinary Tract: Dilation: Considerations for Nurses*, Society of Pediatric Nurses 32nd Annual Conference, Anaheim, CA. April 2022.

Coyne, B., Cleckley, E., Mutter, K., Quatrara, B., & Trowbridge, M. *Using an Empathic Design Approach to Understand the Needs for Interprofessional Curricula for Health Care Trainees*, Medical Education Week. February 2020. Charlottesville, VA.

Coyne, B., Keim-Malpass, J., Hinton, I., & Hallowell, S. *Analysis of Maternal Child Health Bureau Core Outcome for Transition Services by Primary Diagnosis using the National Survey of Children with Special Health Care Needs*, Pediatric Academic Societies Meeting. May 2018, Toronto, ON.

Coyne, B., Cieslowski, B., Reid, K., Hurst, V., Reynard, P., & Ackard, R. *Undergraduate Nursing Student Simulation on Prioritization of Care*, American Association of Colleges of Nursing Baccalaureate Education Conference. November 2017, Atlanta, GA.

Hollen, P.J., Gralla, R.J., Coyne, B., Hall, R., Genzler, R., Cheng, H., Weiss, G., Calderon, C., Gildersleeve, J., Hinton, I., Crawford, J., Rosen, L., & Lesser, M. *Do patients treated with chemotherapy for advanced NSCLC regret having received treatment? A prospective evaluation in 164 patients*, IASLC 18th World Conference on Lung Cancer, October, 2017, Yokohama, Japan.

Coyne, B., Cieslowski, B., Reid, K., Hurst, V., Reynard, P., & Ackard, R. *Prioritization Simulation for Undergraduate Nursing Students*, Virginia State Simulation Alliance. July 2017, Charlottesville, VA.

Thompson, M.T., Coyne, B. & Hallowell, S. *Nursing Implications for Improving Outcomes of Care after Transition from Pediatric to Adult Providers in Youth with Special Healthcare Needs*, Nursing Research Day. May 2017. Boston, MA.

Hallowell, S., Coyne, B. and Thompson, M. *Outcomes after Transfer of Care from Pediatric to Adult Providers in Youth with Chronic Illness: Implications for the Nurse Practitioner*, Virginia Council of Nurse Practitioners Annual Meeting. March 2017. Williamsburg, VA

Measurable Outcomes in Youth with Chronic Illness after Transition from Pediatric to Adult Providers: A Review of the Literature, 8th Annual Healthcare Transition Research Consortium Research Symposium. Houston, October 2016.

Risk Factors for graft loss in pediatric renal transplant recipients after transfer of care, American Transplant Congress 2015. Philadelphia, May 2015.
*Poster of Distinction

Incidence of risk factors after transfer in pediatric renal transplant recipients to adult providers, American Nephrology Nurses Association 2015 Spring Meeting. Orlando, April 2015.

Medication Adherence in Pediatric Renal Recipients: A Systematic Review of the Literature, National Kidney Foundation 2012 Spring Meeting. Washington D.C., May 2012.

Steroid Free Immunosuppression Experience in Pediatric Kidney Transplant Recipients International Pediatric Transplant Association. Montreal, May 2011.

Transition of Renal Transplant Recipients to Adult Providers: A Systematic Review of the Literature, 24th Annual Conference of the Southern Nursing Research Society. Austin, TX, February 2010.

History of Pediatric Peritoneal Dialysis, Annual Dialysis Conference, Denver, CO, February 2007.

Use of Nutropin Depot in Short Children with Chronic Renal Insufficiency, American Nephrology Nurses Association National Symposium, Washington D.C, April 2004.

Use of Nutropin Depot in Short Children with Chronic Renal Insufficiency, Pediatric

Academic Society's Annual Meeting, May 2003.

PART III: TEACHING AND MENTORSHIP

COURSES TAUGHT

University of Virginia

Date	Course Number & Name	Role
2024	NUCO 4440: Trends and Issues in Nursing Practice	Course Professor
2023-2024	NUIP 4610: Leadership and Management (20-30 RN-BSN students)	Course Professor
2022-2024	NUIP: 2430: Pharmacology (25-90 UG students)	Course Professor
2019-2022	NUIP 4311: RNs in Complex Systems (45 UG students)	Course Professor
2013-2022, 2023-2024	NURS 4950/4951: Distinguished Major Program (10-15 UG students)	Course Professor
2019	GNUR 6020: Pharmacology Pediatric Acute Care Break-Out (7 students)	Faculty
2017	GNUR 6120: Clinical Decision Making (16 GR students)	Course Professor
2016-2017	NUIP 3330: Real III (45 UG students)	Course Professor
2015-2017	NUIP 3320: Real II (45 UG students)	Course Professor
2014-2017	GNUR 5690/5710: Primary Care Preceptorship I/II (6 GR students)	Clinical Faculty
2016	GNUR 6120: Clinical Decision Making (51 GR students)	Co-Course Professor
2016	GNUR 5680: Primary Care Practicum I	Co-Course

	(6 GR students)	Professor
2015	GNUR 6020: Pharmacology Pediatric Break-Out (9GR students)	Faculty
2014-2016	NUIP 4430: Introduction to Statistics in Health Care Research (20-30 UG students)	Course Professor
2013-2015	NUIP 3401: Foundations of Nursing Research (90 UG students)	Course Professor
2009	NUCO 3330: Nursing Care of Children and Families (8 UG students)	Clinical Instructor

Guest Lectures

Date	Name
2019-2023	Pediatric Acute Care Nurse Practitioner Seminar: Chronic Kidney Disease (GR)
2016-2023	Primary Care Nurse Practitioner Seminar: Hyperlipidemia (GR)
2019	Pediatric Acute Care Nurse Practitioner Seminar: Urinary Tract Infections (GR)
2016	Advanced Quantitative Methods: Practical Issues and Challenges with Secondary Data Analysis (GR)
2014-2015	Lifespan Development: The Play Years, (UG)
2012-2021	Primary Care Nurse Practitioner Seminar: Pediatric Hypertension (GR)
1999-2021	Primary Care Nurse Practitioner Seminar: Pediatric Nephrology (GR)

CLINICAL or LAB TAUGHT

University of Virginia

Date	Affiliated Course Number & Name	Role
2009	GNUR 822: Statistical Methods in Health	Lab

MENTORSHIP AND DOCTORAL STUDENT SUPERVISION

LCIS-RO1 Research Practicum

L. James 2016-2017
C. Chu, 2015-2017
E. Benton, 2015-2016
H. Lothamer, 2014-2016
J. Apted, 2013-2014
K. Stuart-Moss 2013-2014

Supervision of DNP Projects

J. Moore, Use of VR in the PICU Setting, 2025
J. Schach, Patient Satisfaction with HCT in an Adult Epilepsy Clinic, 2025
M. Spriggs, Immunization Adherence in Refugee Children (2nd reader), 2019
C. Robinson, Pediatric Obesity, 2015-2018
C. Williams, Imposter Phenomenon and Innovation, 2015-2016
S. Marilla, Pediatric Asthma Education in the Outpatient Setting, 2014-present

Distinguished Major Projects

C. Rooney, 2023-2024
L. Shaw, Psychosocial Outcomes in Youth with Chronic Illness, 2021-22
M. Peterson, Pediatric Oncology Dental Health Guidelines, 2020-21
M. Bradshaw, Pediatric Patients with Kidney Disease, 2019-20
T. O'Neal, Decision-Making with Gastrostomy Tube Placement in Chronically-ill Children, 2018-19
K. Loving, Therapeutic Relationships with the Nurse in Pediatric Patients with ASD, 2017-18
M. Peacock, Baccalaureate Nursing Student Perception of Evidence-Based Practice, 2017-18
A. Xie, Positive Links: A Mobile Phone Application to Reduce HIV-Related Stigma, 2016-17
H. Kessler, Diaper Dermatitis in Neonates, 2016-17
S. Ficon, Functional Dyspepsia in Children, 2015-16
A. Self, Interpreter Types on Parental Satisfaction in the Pediatric Outpatient Setting, 2014-15
A. Jenkins, Medication Adherence in Rural Patients with Type II Diabetes, 2013-14

PART IV: SERVICE

SERVICE TO NATIONAL ACCREDITING AND CERTIFYING BODIES

Date	Role	Organization
2024	Manuscript Reviewer	Journal for Specialists in Pediatric Nursing
2024	Manuscript Reviewer	Journal of Adolescent Health
2023	Abstract Reviewer	HCRTC Conference
2023	Manuscript Reviewer	Health Care Transitions
2022	Abstract Reviewer	HCRTC Conference
2021-2023	Manuscript Reviewer	Journal of Pediatric Nursing
2021	Abstract Reviewer	AACN Doctoral Conference
2021	Manuscript	Nurse Education Today
2020	Manuscript Reviewer	Chronic Illness
2019	Manuscript Reviewer	International Journal of Adolescent Medicine and Health
2019	Grant Reviewer	Maternal, Newborn, Child, and Youth Strategic Clinical Network
2017-2021	Manuscript Reviewer	Journal of Adolescent Health
2017-2019	Manuscript Reviewer	Journal of Pediatrics Rehabilitation Medicine
2017-2019	Manuscript Reviewer	Journal of Pediatrics
2014-2019		American Society of

		Transplantation Joint Adult and Pediatric Transition Work Group
2016	Grant Reviewer	Maternal, Newborn, Child, and Youth Health Outcomes Improvement
2016	Moderator	Pediatric Nursing Annual Conference, Philadelphia, PA Death and Dying in the Infant, Child and Adolescent
2005-2006		American Society of Pediatric Nephrology Membership Task Force

SERVICE TO LOCAL, STATE, AND FEDERAL GOVERNMENT

Date	Role	Organization
2023-2024	Invited Member	American Society of Transplantation Pediatric Community of Practice: Transition Workgroup
2022-2023	Invited Member	Strengthening the Adult Primary Care Workforce to Support Young Adults with Medical Complexity Transitioning from Pediatric to Adult Care, Federal Committee
2020-2023		Fry Springs Beach Club, Swim Team Committee
2018-2024		Pediatric Pharmacology Update for Providers

		Planning Committee
2014-2024		United Way Day of Caring
2009-2022		Child Health Advocacy Program/Medical-Legal Partnership
2019-2020		Science of Teaching and Learning Program
2019		CAFF PRIDE Panel
2018		Leadership in Academic Matters
2015-2016	Volunteer Youth Soccer Coach	Soccer Association of Charlottesville

SERVICE TO THE UNIVERSITY OF VIRGINIA

Date	Role	Committee
2022-2024		Organizational Excellence Leadership Council
2016-2021		Assembly Group
2015-2016		IGNITE: Launching the Next Generation of UVa Faculty for Teaching Excellence

SERVICE TO THE UNIVERSITY OF VIRGINIA HEALTH SYSTEM

Date	Role	Committee
2020-2024	Coordinator	Transplant Transition Program
June 2019	Invited Guest	UVA Pediatrics at Orange Parent Advisory Council
2015		Inside UVA Medicine:

Panelist Round Robin
Session

SERVICE TO THE UNIVERSITY OF VIRGINIA SCHOOL OF NURSING

Date	Role	Committee
2022-2023	Chair	Search Committee, PMH PT position, Peds PT position, Community PT/FT, position, Med- Surg PT Conway 2 general Track positions
2022	Committee member	SON Director of Finance Search
2020-2023	Department Chair	Family, Community, & Mental Health Services
2020-2024	Advisor	Student Nurses Association of Virginia
2021-2024	Member	Leadership in Nursing planning committee
2014-2024		BSN Faculty Committee
2021		UVA SON Equity Institute
2018-2020	Director	Baccalaureate Programs
2017		Pre-Licensure Clinical Task Force
2017-2019		Wisdom in Nursing Task Force
2016-2017	Co-Chair	MSN & DNP Program Committee
2016-2018		MSN & DNP Program

		Committee
2016-2017		PNP-AC Implementation Task Force
2014-2016		General Track Writing Group
2014-2017		PCNP Faculty Committee
2014-2016		ACPNP Feasibility Taskforce
2014-2016		PCNP Admissions Committee
2010-2011	Student Representative	Research Committee
2009-2010	Student Representative	PhD Committee

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Date	Organization
1999-2024	Sigma Theta Tau International, Beta Kappa Chapter
2017-2020	National Organization of Nurse Practitioner Faculties
2015-2020	Virginia Council of Nurse Practitioners
2003-2020	American Nephrology Nurses' Association
1999-2020	National Association of Pediatric Nurse Associates and Practitioners
2017-2018	American Nurses Association
2003-2011	American Society of Pediatric Nephrology
2003-2007	National Kidney Foundation

Albemarle County

Community Policy and Management Team (CPMT)

Board Details

The Albemarle County Board of Supervisors and the Charlottesville City Council have established separate Community Policy and Management Teams in each respective locality pursuant to the Code of Virginia, Section § 2.2-5204. Albemarle County CPMT and the City of Charlottesville CPMT will meet jointly once a month to conduct business related to the Children's Services Act. The CPMT is the responsible entity for all CSA policies and programs to ensure accordance with all state mandates and local CSA policies. The CPMT is responsible for the following tasks:

- Establish policies and procedures that govern the provision of services to children and families in the community and access to CSA funds;
- Develop and appoint members to subcommittees, including the Family Assessment and Planning Team, in order to accomplish CSA requirements;
- Collect and report data to the Office of Children's Services, State Executive Council, and Department of Behavioral Health & Developmental Services regarding youth and families served through CSA;
- Manage and administer CSA funds for the respective locality;
- Coordinate planning that ensures the development and procurement of resources and services needed by children and families in the community;
- Establish quality assurance and accountability procedures for program utilization and funds management.

Overview

Size 8 Seats

Term Length 3 Year

Term Limit 1 Term

Additional

Length of Term

Representatives of public agencies serve for the duration of their employment or until replaced by a different representative. The private service provider representative and the parent representative serve a three year term, commencing from the date of appointment, or until replaced by a different representative. The parent representative may be appointed to one additional three year term.

Frequency/Times for Meetings:

Meeting are held on the 1st Thursday of the month at 9 am at the County Office Building 5th Street location, Room 231.

Membership:

Members of the CPMT include representatives of each jurisdictions' Department of Social Services and Public Schools, the Region Ten Community Services Board, the Sixteenth District Juvenile Court Services Unit, Community Attention, a private agency which serves children and families, a local government representative for each jurisdiction, a parent representative, a representative from Program Subcommittee, CSA Coordinators from each locality, and other members as may be appointed. A Chairman will be elected from each CPMT annually. The Chairman will serve a one year renewable term from July 1 to June 30.

Qualifications

N/A

Community Policy and Management Team (CPMT)

Board Roster

Eugene J Conti

1st Term Jul 16, 2025 - Jun 05, 2028

Appointing Authority Board of Supervisors

Category Private Service Provider

Mary Stebbins

No Term

No Recruitment

Position Albemarle County Social Services Representative

Neta Davis

No Term

No Recruitment

Position Community Services Board Representative

Erin Callas

No Term

No Recruitment

Position Department of Health Representative

Ryan Davidson

No Term

No Recruitment

Position County Representative

□ **Kevin Kirst**

No Term

No Recruitment

Position Albemarle County School Division
Representative

□ **Martha Carroll**

No Term

No Recruitment

Position Sixteenth District Court Services Unit

□ **Vacancy**

Appointing Authority Board of Supervisors

Category Parent Representative

Application

Profile

Which Boards would you like to apply for?

Crozet Community Advisory Committee: Submitted

Magisterial District *

White Hall

Nathan

First Name

M

Middle Initial

Alderman

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

C-VILLE Weekly

Employer

Senior News Reporter

Occupation

Business Address:

P.O. Box 119 Charlottesville, VA 22902

Date of Employment:

December 2025

Years Resident in Albemarle County:

12

Previous Residence:

Alexandria, VA

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Nathan M Alderman

Education:

Bachelor's and master's degrees in journalism from Northwestern University, 2000

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

I volunteer as a newsletter editor and researcher for the Albemarle County Democratic Party. I also regularly volunteer for various political campaigns, voter registration drives, and nonpartisan efforts to promote voting and other civic engagement.

Interests:

writing, communications, design, civic participation

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Tempers tend to run hot around Crozet issues, and I'd like to bring a cooler head to the table. I have a different perspective on Crozet living, since I'm a longtime renter (who one day hopes to buy a home here). My training as a reporter inclines me to prize facts and follow them to hopefully sound conclusions.

How did you hear about this vacancy:

Ann Mallek invited me to apply

[Nathan_Alderman_Resume.pdf](#)

Upload a Resume

NATHAN ALDERMAN

240-423-7335

nathan.alderman@gmail.com

[Full resume on LinkedIn](#)
[My portfolio](#)

ADDITIONAL SKILLS

Word / Google Docs
Basic Financial Analysis
Excel / Google Sheets
S&P Capital IQ
Slack
Airtable
Basic SEO Principles
Screaming Frog
iMovie
[Mmhmm.app](#)
PowerPoint
Basic HTML/CSS
Photoshop / Pixelmator

MISSION

Champion effective, empathetic communication, translating complex ideas into everyday language, for everyone.

EXPERIENCE

THE MOTLEY FOOL, Alexandria, VA

May 2005 – Present

Since 1993, The Motley Fool has provided business news and market-beating investing advice to millions of readers worldwide.

Compliance Lead, The Ascent

August 2022 - Present

- In concert with our tech, marketing, and editorial teams, I tackle more than 400 time-sensitive updates each year, ensuring that our personal finance content follows the strict regulatory requirements of major financial partners such as Wells Fargo, American Express, Capital One, Citibank, and more, responsible for millions of dollars of our annual revenue.

Previous roles & responsibilities include:

- **Onboarding Editor (2021-2022):** I originated this role to recruit and train writers for our free content on Fool.com. I collaborated with editorial and hiring teams to identify and fill content needs; coached writers with individual, personalized support; and wrote, audited, and maintained documentation and training materials. Over a three-month period, the cohort of writers I trained performed 11.8% better on our most important metric than the average Fool article.
- **Video Creator (2021):** As a one-person video production studio, I researched, scripted, produced, created graphics for, edited, and presented visually dynamic and entertaining [videos](#) about [investing](#), turning out one new five-to-ten-minute video each week.
- **StockUp Editor / Analyst (2019-2021):** Wrote and edited a [weekly newsletter](#) whose audience grew from 1 million to 3 million recipients.
- **Premium Financial Editor (2013-2020):** Fact-checking and financial editing for two or more weekly, in-depth stock recommendations from The Motley Fool's premium newsletter services, which reached tens of thousands of subscribers in the U.S. and Singapore.
- **Twitter Lead (2008-2015):** My writing for @themotleyfool Twitter account grew its reach from 54 followers to over 500,000.
- **Writer Development Coach (2011-2013):** Supervised and edited four four-month cohorts of five to six full-time, in-house writer trainees; designed collaborative competition to promote teamwork and help

NATHAN ALDERMAN

240-423-7335

[nathan.alderman](mailto:nathan.alderman@gmail.com)

[@gmail.com](mailto:nathan.alderman@gmail.com)

[Full resume on LinkedIn](#)

[My portfolio](#)

writers reach goals; worked with writers on edits to an ever-growing number of articles in each week of the curriculum; presented writing classes and led monthly writing workshops. Coached & trained remote bloggers for contract writing.

- **Online Editor (2005-2011):** Copy-edited and published daily deadline web content; wrote articles; managed/updated in-house style guide.

J-LAB, College Park, MD

Nov 2004 – May 2005

Online Editor

- Wrote articles and designed, edited, and maintained Web sites for a small nonprofit exploring new forms of online journalism.

CPS ENERGY, San Antonio, TX

Nov 2001 – Nov 2004

Web Content Manager

- Designed and maintained Web sites and wrote press releases and other media information for a municipally owned electric utility.

TIMES PUBLISHING, Munster, IN

Sept 2000 – Nov 2001

Online Editor

- Deadline web editing, and HTML and graphic design for online special sections, for Northwest Indiana's NWItimes.com.

EDUCATION

NORTHWESTERN UNIVERSITY, Evanston, IL

Sept 2000

B.S./M.S. in Journalism

- Earned two degrees in four calendar years via an accelerated Master's program.

ADDITIONAL WORK

ALBEMARLE COUNTY DEMOCRATS, VA

Jan 2021 – Present

Volunteer Newsletter Editor

- Research, write, and edit a [biweekly newsletter](#) for 2,000+ local subscribers.
- Created, researched, wrote, and designed a [nonpartisan guide to tracking state legislation](#) and reader-friendly, evidence-based [fact sheets](#) on [key issues](#).

VARIOUS PUBLICATIONS

2002 – Present

Freelance Writer

- Assorted writing for [The San Antonio Current](#), [C-Ville Weekly](#) and its associated magazines, [Macworld](#), and [iMore](#).

Application

Profile

Which Boards would you like to apply for?

Crozet Community Advisory Committee: Submitted

Magisterial District *

White Hall

Ewa

First Name

Harr

Last Name

Middle
Initial

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Crozet Park / IX Arts
Foundation

Employer

Exec Director/ events
director

Occupation

Business Address:

Date of Employment:

Years Resident in Albemarle County:

13

Previous Residence:

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Education:

MA in Integral Counseling

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Employee at 2 nonprofits

Interests:

Arts, culture, live events, music

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Resident of Crozet invested in future of our community

How did you hear about this vacancy:

Google search

Upload a Resume

Application

Profile

Which Boards would you like to apply for?

Crozet Community Advisory Committee: Submitted

Magisterial District *

White Hall

Erin _____ C _____ Houlihan _____
First Name Middle Initial Last Name

Home Address Suite or Apt

City State Postal Code

Primary Phone Alternate Phone

Email Address

National Democratic Institute (NDI) _____ Senior Program Director _____
Employer Occupation

Business Address:

455 Massachusetts Ave NW, 8th Floor, Washington DC, 20001

Date of Employment:

01/2023 - present

Years Resident in Albemarle County:

2

Previous Residence:

The Hague, Netherlands; Norfolk, VA; Charlottesville, VA.

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Erin C Houlihan

Education:

JD (2011), MA (2012), and BA (2004) from University of Virginia

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Virginia State Bar, Member

Interests:

Gardening, walking the dog, hiking and walking, enjoying the wineries and breweries, summer farmer's markets, and lots (and lots) of play with my toddler.

Reasons for Seeking to Serve on the Board, Commission, or Committee:

I love this area and am thrilled to be back after over a decade away. I'd like to engage more with our community and to better understand the master plan. My professional work focuses on strengthening public participation in local governance processes in other countries, but I haven't had the opportunity to engage with my own community in similar ways, and I have long wanted to. This would be an invaluable experience and a role I would be honored to take on. I have the availability and work from home most of the time, I also understand how important this role is to connect community members to government, to ensure people are informed and have their voices here. I feel that I could effectively and efficiently fulfil the responsibilities, and appreciate being considered.

How did you hear about this vacancy:

County of Albemarle newsletter

[Erin_Houlihan_CV_May2024.docx.pdf](#)

Upload a Resume

Erin Colleen Houlihan, JD, MA

echoulihan1@gmail.com

+1 757 663 2104

PERSONAL STATEMENT

Over a decade of experience studying, developing and implementing projects in support of democratic governance, peace and conflict management, human rights and rule of law. Extensive country-level experience in states undergoing democracy and conflict transitions in a range of contexts around the world.

EDUCATION AND TRAINING

University of Virginia, UNITED STATES

Master of Arts (MA) in Foreign Affairs, 2012

Juris Doctor (JD), 2011

Bachelor of Arts (BA), 2004

Loyola Marymount University, UNITED STATES

Master of Arts (MA) in Special Education, 2006

Teaching Credential, California, 2006

Central European University, HUNGARY

2 ETCS credits, Constitution-Building in Africa (comparative constitutional law), 2018

EMPLOYMENT

National Democratic Institute (NDI)

Senior Program Director – Democratic Governance, Washington D.C., UNITED STATES

January 2023 - present

Advise and support the Institute's nearly 50 country programs on issues of accountable, participatory, and transparent governance. Lead and oversee NDI's local and regional governance, open government, transitions of power and constitutional reform portfolios. Under the local and regional governance portfolio, support subnational government institutions to promote more effective, inclusive, responsive and accountable governance through support to NDI country teams and direct advising with elected officials and civil service leaders around the world. Under the Transitions of Power Initiative, provide technical assistance for executive branch transitions at the national and subnational levels in the lead up to and following the handover of power; support a global transitions community of practice to build international standards and share experiences; and develop comparative knowledge products and tools. Constitutional advising work involves supporting NDI-country teams to strategically engage in constitutional reform processes and technical advising with national officials and civil society on comparative experiences in process design and constitutional content. Draft program proposals for a range of USG donors in collaboration with NDI colleagues and partner organizations. Manage and oversee staff and consultants, and provide day-to-day portfolio management.

International Institute for Democracy and Electoral Assistance (International IDEA)

Program Officer – Constitution Building Program (CBP), The Hague, The NETHERLANDS

January 2018 - December 2022

Advised members of government, parliament and civil society engaged in constitutional reform in a range of contexts around the world, including as part of democratization and post-conflict transitions (e.g. Armenia, Belarus, Botswana, Chile, The Gambia, Myanmar, South Sudan). Developed knowledge products, policy and advocacy resources and tools on comparative constitution-building processes and design alternatives. Led conceptual development and implementation of conferences, dialogues and workshops on thematic and country-specific constitution-building issues. Supported strategic planning, program development, evaluation and fundraising efforts within and across teams, including regular collaboration with regional teams. Built and maintained collaborative partnerships with country and regional level elected officials, civil society activists, international expert advisors and academics, epistemic communities (transitional justice, peace-building, human rights, etc.) and external institutions. Oversaw the EU-funded Facility on Justice in Conflict and Transition project. Established and led the annual Women Constitution Makers Dialogue series in partnership with

University of Edinburgh Peace and Conflict Resolution Evidence Platform. Managed the Database on Constitution-Building Processes in Conflict-Affected States. Served as the constitutions focal point for IDEA's Global State of Democracy reports. Oversaw budget, contracted and managed consultants for relevant portfolios. Served as Officer in Charge in absence of team lead.

USAID Iraq Access to Justice Program (Louis Berger Group)

Deputy Chief of Party, Baghdad, IRAQ with frequent in-country travel

February – September 2015

Directed technical implementation for nation-wide USD 68 million rule of law program on legal aid, human rights legislative reform, and citizen-centered and responsive governance. Oversaw development and implementation of sub-grants to approximately 35 local NGOs in collaboration with local partners. Provided legislative drafting support, policy advice, advocacy and consensus-building, and monitoring and analysis of relevant legal, political, human rights and governance developments. Negotiated agreements with national and local elected officials on contentious reform agendas, including assistance to persons impacted by armed conflict and enhanced government responsiveness, service delivery and transparency initiatives. Organized international experience exchange conferences and trainings. Developed strategic interventions during humanitarian emergency from 2014-15 on legal protection needs of IDPs and refugees, gaining additional USD 3.8 million in funding. Represented program with UN Protection Cluster. Drafted UNHCT's access to justice advocacy strategy and headed coordination with Iraqi judiciary. Managed and supported three team leaders overseeing 34 professional staff plus international consultants. Served as functional manager for Kurdistan field office. Supported logistical, administrative, finance, and HR operations in coordination with Chief of Party. Liaised with and reported to donor on program implementation and compliance. Provided quality control for all written reports and knowledge products. Facilitated coordination with external stakeholders, including partner international democratic development organizations and diplomatic and political missions (UNAMI, UNDP, US, EU, World Bank, etc.). Ensured integration of all activities and mainstreamed gender, protection, and advocacy.

Senior Legal Reform and Advocacy Advisor, Baghdad, IRAQ with frequent in-country travel

January 2014 –

February 2015

Provided day-to-day management of combined Legal Advocacy and Awareness teams for nation-wide rule of law program. Supported civil society, parliament and government to raise legal-rights awareness, enhance government responsiveness and reform laws and regulations impacting vulnerable women, persons with disabilities, IDPs, refugees, minorities, detainees and the indigent. Supported establishment of intergovernmental Legal Aid Working Group and advised on draft legal aid law and policy framework. Supported capacity strengthening of civil society, parliament and government stakeholders. Conducted international experience exchange conferences with experts from Georgia, South Africa, Netherlands and Belgium. Assisted ministries and civil society to effectively implement and monitor, respectively, laws and regulations enacted with program support to improve service delivery and build political trust. Forged collaborative partnerships with external experts, advisors and organizations (UN, US, EU, political missions, etc.). Managed and supported 12 professional staff plus consultants, including conducting yearly performance reviews, coaching on performance and recruiting. Responsible for developing and implementing the portfolio's annual work plan, managing the annual budget, documenting program progress and achievements, and drafting weekly, monthly and annual reports.

Institute for International Law and Human Rights

Legal Advisor, Washington D.C., U.S.A.; Brussels, BELGIUM; Baghdad and Kurdistan Region, IRAQ

May 2011 –

January 2014

Designed and implemented multiple governance, human rights and rule of law projects in Iraq in collaboration with local partners. Supported grant management, compliance and liaising with institutional plus US, UN, and EU donors. Led trainings, workshops and conferences to support governance strengthening initiatives and build stakeholder capacity. Advised on strengthening human rights legal frameworks; constitutional interpretation, implementation, and reform; gender; minority rights; establishing the national human rights institution; inclusive participation; and community social cohesion (in Ninewa). Developed reports and toolkits to build comparative knowledge and skills. Provided strategic

advice and advocacy to develop over 20 draft laws, e.g. on compensation for torture victims, anti-discrimination, combatting SGBV, establishing national machinery for women, strengthening minority rights, delineating local administrative rights, strengthening the social safety net and social protection scheme, and (re)establishing a transitional justice process. Helped build parliamentary caucus of Iraqi minorities in collaboration with USIP. Built collaborative partnerships with external UN, EU, and US-funded projects and missions. Conducted advocacy with US State Department, European Parliament and EEAS, and UN bodies to raise awareness of key human rights issues. Supported strategic planning, project design and fundraising in collaboration with the Executive Director. Managed 2 Iraqi staff.

British Side Language School

English Language Teacher, Istanbul, TURKEY
2008

May 2006 – June

Developed and taught English language curriculum for children, adults, and professionals across skill levels.

Thomas Jefferson High School

Special Education Teacher, Los Angeles, California, UNITED STATES
June 2006

July 2004 –

Developed curriculum and taught courses on English, Health, and Life Skills with students with mild to moderate disabilities, including learning disabilities, autism, seizure disorders, physical and intellectual impairments, and emotional and social challenges.

SELECTED CONSULTANCIES

BAHAR Organization

Social Cohesion & Peacebuilding Advisor, Gaziantep, TURKEY, Erbil, IRAQ and remotely
2018

October 2017 – January

Advised on the development and implementation of the social cohesion and peacebuilding program portfolio in Northeast and Northwest Syria focusing on local and cross-community engagement. Supported the design of assessment tools and evaluation processes with team leaders, including conflict analyses, stakeholder analysis, Do No Harm analysis, and social network analysis. Advised on translating findings into conflict-sensitive activity design and project implementation in collaboration with program team and Syria regional offices. Worked closely with program team to ensure adherence to humanitarian principles, gender policies, do no harm principles, and accountability and transparency standards. Provided substantive inputs on project activities for capacity building on human rights, justice pathways, inclusion and gender sensitivity. Supported fundraising including project design, grant development, and donor liaising. Supported quality control for donor compliance and reporting.

Civil Society in Syria Programme (Development Transformations)

Civil Society Advisor, Gaziantep, TURKEY
2017

January – August

Developed and led trainings, advised, and coached Syrian CSOs on project strategy development and proposal writing skills for a variety of donors. Focused on logical framework and theory of change methodologies, including defining project goal, objectives, outcomes, outputs, and activities; stakeholder analysis; problem and solution analysis; CSO SWOT analysis; assumption and risk identification; monitoring and evaluation frameworks, and budget planning.

Institute for International Law and Human Rights

Attorney-Advisor and Lead Researcher, Kabul, AFGHANISTAN and home-based
January 2017

April 2016 –

Funded by the United States Institute of Peace. Researched, analyzed, and authored report on successes and lessons

learned in Afghanistan reconstruction from 2002-2016 in human rights, democracy and governance, and rule of law sectors. Focused on constitutional implementation and legal framework, anticorruption, detentions, judiciary, informal justice mechanisms, parliament, central and local governance, law enforcement and military, compliance with international human rights and humanitarian legal obligations, service delivery, and policy implementation. Conducted Kabul field mission for site visits and interviews with counterparts in the Office of the President, Ministries of Justice and Interior, Supreme Court, Attorney General, Parliament, media, civil society, Afghanistan Independent Human Rights Commission, Afghanistan Independent Bar Association, United Nations Assistance Mission in Afghanistan (UNAMA), and others.

USAID Strengthening Somali Governance Project (Chemonics)

Legislative Strengthening and Mentoring Advisor, Mogadishu and Somaliland, SOMALIA
April 2016

February –

Trained and advised 35 members of parliament and staff legal advisors from select committees of the Somalia, Somaliland, and Puntland parliaments. Assisted partners to build skills in drafting legislation and amendments; conducting impact analyses; planning and facilitating public hearings; drafting motions, summons, and resolutions; developing gender-sensitive legislation; assessing international legal obligations; and legal research skills and methodologies, including constitutional analysis, use of domestic, foreign and international sources, and comparative legal analysis. Developed legislative drafting guidelines for Somalia and Somaliland parliaments. Mentored program staff on liaising with officials, training adult learners, and comparative legal research skills.

USAID Iraq Access to Justice Program (Louis Berger Group)

Government and Civil Society Consensus-Building Advisor, Baghdad, IRAQ with frequent in-country travel
October 2013

March –

Supported negotiations and provided technical and strategic advice on the reform Iraq's social safety net legal framework to streamline infrastructure, establish poverty-based qualification criteria, improve targeting, establish an intergovernmental coordinating body, and build government-civil society partnerships for enhanced service delivery, policy implementation, and community education. Provided legislative drafting support, comparative legal research and constitutional analysis, policy guidance, and training with civil society, government and parliament partners. Trainings focused on analyzing Iraqi legal framework, relevant international human rights obligations, social safety net concepts, and comparative best practices from various jurisdictions. Facilitated international experience exchange to Turkey with 25 high-level officials from relevant ministries and parliament committees. Forged collaborative partnership with The World Bank to streamline ongoing service delivery capacitation at ministry level. Supported civil society engagement with elected officials to build trust and responsiveness. Revised law enacted in 2014.

United Nations Development Programme (CTG Global)

Advisor to National Human Rights Commission Expert Committee, Baghdad, IRAQ
June 2012

January –

Advised Iraq's High Commission for Human Rights' Experts Committee (comprised of representatives from parliament, civil society, judiciary, and government) to develop candidate criteria and assess applications for 11 human rights commissioner positions. Advised committee on clarifying NHRI functions and commission roles based on the establishing legislation and comparative practice. Provided research, guidance, and trainings on legal framework, comparative NHRI models, candidate evaluation tools, interview techniques, appeals processes, public information strategies, organizational development, accreditation, the Paris Principles, and core international human rights instruments. Drafted strategic plan, delivered to UNDP, to build NHRI capacity. Draft plan focused on staffing, complaints procedures, external relations, human rights promotion, and monitoring and reporting.

Institute for International Law and Human Rights

Summer Legal Associate and Temple Fellow, Washington D.C., U.S.A; Brussels, BELGIUM; Baghdad, IRAQ

May 2009 –

May 2011

Conducted research and wrote comparative analyses on legislative initiatives prioritized by Iraqi parliament and civil society partners. Issues included, e.g. national reconciliation and transitional justice, combatting sexual and gender-based violence, minority rights, anti-discrimination, social protection and safety nets, judicial reform, and strengthening civil society. Analyzed and reported on constitutional implementation and legal reform priorities. Facilitated roundtables, workshops, and capacitation trainings with civil society, judges and elected officials. Advised on local level and national civil society advocacy strategies,. Fostered government-civil society partnerships to build trust and enhance responsiveness.

LeClair Ryan Law Firm

Summer Legal Associate, Richmond and Norfolk, Virginia, UNITED STATES
– July 2010

May 2010

Researched and drafted legal briefs, pleadings and motions, including for appeal to the Supreme Court of Virginia. Verified citations and facts for briefs and appeals prior to submission. Drafted jury instructions. Reviewed trial records and performed analysis of cases.

VOLUNTEER EXPERIENCE

<i>Child Advocate</i> , Piedmont Court Appointed Special Advocates, Charlottesville, VA, UNITED STATES May 2011	September 2008 –
<i>Editing and Research Intern</i> , American Bar Association, Africa Committee, home-based August 2011	September 2010 –
<i>Teacher Trainer and Volunteer Teacher</i> , Kawaza Basic School, Mfuwe, ZAMBIA August 2008	June 2008 –
<i>Corps Member</i> , Teach For America, Los Angeles, CA, UNITED STATES June 2008	June 2004 –

ANNEX

SELECTED INSTITUTIONAL PUBLICATIONS AND OTHER WRITINGS

- ‘Women Constitution-Makers: Constitutions, Customary and Religious Law and Women’s Equality: Reconciling rights in constitutions’, (Stockholm: International IDEA, forthcoming)
- ‘Women Constitution-Makers: Constitutional Reform in Response to Social Crisis’, (Stockholm: International IDEA, forthcoming)
- ‘Emergency Law Responses and the COVID-19 Pandemic’, (Stockholm: International IDEA, 2021), <https://www.idea.int/gsod/sites/default/files/2021-11/emergency-law-responses-covid19-pandemic-gsod2021.pdf>.
- ‘Gender and Rules of Procedure in Constituent Processes: A comparative discussion in support of the Chilean Constitutional Convention’, (Stockholm: International IDEA, 2021), <https://doi.org/10.31752/idea.2021.89>
- ‘Official Language Designation’, Constitution-Building Primer 20, (Stockholm: International IDEA, 2021), <https://doi.org/10.31752/idea.2021.40>

- 'Practical Considerations for Public Participation in Constitution-Building: What, How, When and Why?', (Stockholm: International IDEA, 2021), <https://doi.org/10.31752/idea.2021.63>
- 'Emergency Law Responses and Conflict-Affected States in Transition', Flagship commentary for Power and the Covid-19 Pandemic Symposium convened by Joelle Grogan, hosted by Verfassungsblog, 12 March 2021 <https://verfassungsblog.de/category/debates/power-and-the-covid-19-pandemic-debates/>. (contributing author)
- 'The How and Why of Participatory Constitution-Building: (Re)examining expectations, processes and outcomes in The Gambia and Mongolia', in *Annual review of Constitution Building Processes*, (Stockholm: International IDEA, 2019), <https://doi.org/10.31752/idea.2020.67>
- 'Women Constitution-Makers: Comparative experiences with representation, participation and influence', (Stockholm: International IDEA, 2020), <https://doi.org/10.31752/idea.2020.43>
- 'Conflict, Constitutions and the International Community: Third-party interests as impediments to political settlement formation and effective constitution-building', in *Annual Review of Constitution Building Processes: 2018*, (Stockholm: International IDEA, 2019), <http://constitutionnet.org/vl/item/annual-review-constitution-building-processes-2018>
- 'A Gender Unequal United States? Delayed Ratification and Gaps in the Amendment Procedure', ConstitutionNet, International IDEA, 3 March 2020, <http://constitutionnet.org/news/gender-unequal-united-states-delayed-ratification-and-gaps-amendment-procedure>
- 'Referendums on Secession and State Responses in 2017: Catalonia and Kurdistan', in *Annual Review of Constitution Building Processes: 2017*, (Stockholm: International IDEA, 2018), <https://www.idea.int/publications/catalogue/annual-review-constitution-building-processes-2017>
- 'Rule of Law, Governance, and Human Rights in Afghanistan: 2002 to 2016,' Peaceworks, (Washington DC: United States Institute of Peace, 2017), <https://www.usip.org/publications/2017/08/rule-law-governance-and-human-rights-afghanistan-2002-2016>
- 'Promoting Rule of Law in Peacebuilding: Lessons from Afghanistan and Iraq,' The Hague Institute for Global Justice, (The Hague: The Hague Institute for Global Justice, 2013), <http://www.thehagueinstituteforglobaljustice.org/wp-content/uploads/2015/11/Promoting-Rule-of-Law-in-Peacebuilding.pdf>
- *Iraq's Minorities and Other Vulnerable Groups: Legal Framework, Documentation, and Human Rights*, (Baghdad: Institute for International Law and Human Rights, 2013), http://www.iilhr.org/documents/MinorityHB_EN.pdf
- *Iraq's High Commission for Human Rights: Bylaws, Regulations, and Legal Framework*, (Beirut: Institute for International Law and Human Rights, 2012), http://www.iilhr.org/documents/ihchr_EN.pdf
- *Minorities and the Law in Iraq*, (Beirut: Institute for International Law and Human Rights, 2011), <http://www.iilhr.org/documents/minoritieslawEN.pdf>. (contributor)
- *Women and the Law in Iraq*, (Washington D.C.: Institute for International Law and Human Rights, 2010), <http://www.iilhr.org/documents/womenandlawiniraqEN.pdf>. (contributor)

Albemarle County

Crozet Community Advisory Committee

Board Details

The Advisory Committees will provide assistance, feedback and input to County staff and the Board of Supervisors on community and county efforts related to implementation and support of the adopted Master Plan, in accordance with established county procedures. Advisory Committee members will communicate with their constituencies to increase understanding of and support for successful implementation of the Master Plan. The membership is broad-based to incorporate a variety of perspectives and ideas and to provide citizens, business people, and representatives of community groups a chance to be engaged and to be heard in a constructive and meaningful way.

The Committees will be a catalyst for helping foster a sense of community and work towards effective and efficient Master Plan implementation. Committees are a venue to discuss and provide comments on program and policy questions and/or proposals. Community Advisory Committees are an important venue for discussion and Committees can provide feedback and indicate preferences related to development proposals, although Committees do not have a legislative role in the development process.

1. Serve as liaisons.
2. Gather input from constituencies represented and bring these issues to the attention of staff and the Committee, and distribute information from the Committee back to constituents.
3. Stimulate creative thinking in examining implementation issues and identify ways of using community resources to meet implementation needs and challenges.
4. Provide advisory input, comments, and information to the Board of Supervisors on new and emerging policies, projects, and programs as requested.
5. Maintain a forward-looking agenda with respect to adopted Master Plans and policies of the Board of Supervisors. Committee meetings are not the appropriate venue to oppose adopted policy.
6. Commit to support and work to implement the adopted Master Plan.
7. Work with Staff to provide an annual report of activities to the Board of Supervisors in accordance with the Board of Supervisors' adopted Rules of Procedure for Boards and Commissions.

Overview

- Size** 15 Seats
- Term Length** 2 Years
- Term Limit** 3 Term

Additional

Length of Term

Members will be appointed for either a 2 or 3 year term to stagger the transition of new members on and off the council. After initial appointments, terms will be for 2 years. While Members will be generally expected to serve no more than 2 terms, additional terms may be considered if desired and if the Board of Supervisors deems appropriate.

Frequency/Times for Meetings:

2nd Wednesday of each month at 7:00 pm at the Crozet Library, unless otherwise noted.

Membership:

The Board of Supervisors shall appoint ten to fifteen members to the Council with representation from the following: Citizens at large Property owners and Stakeholders Business community members Civic/neighborhood organizations Representatives from adjoining areas There shall also be a Planning Commission liaison appointed to the council who will attend meetings, report back to the Commission at its regular meetings with a synopsis of the Council's meetings/activities, as appropriate. The liaison, along with other Commissioners, may identify agenda items or updates that should be provided to the Council and the greater Master Plan area. County planning staff will coordinate all staff support to the Advisory Council; ensure meeting supplies, print and copy agenda and meeting materials.

Qualifications

None.

Crozet Community Advisory Committee

Board Roster

Waqas Al Mulhim

1st Term Oct 01, 2025 - Mar 31, 2026

Appointing Authority Board of Supervisors

Wallace D Barrett-Johnson

1st Term Oct 02, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Sarah Spears

1st Term Dec 04, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Kostas J Alibertis

4th Term Apr 01, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Ewa Harr

1st Term Sep 03, 2025 - Mar 31, 2026

Appointing Authority Board of Supervisors

Erin C Houlihan

1st Term Nov 06, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Nathan M Alderman

1st Term Jan 03, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

□ **Ann Mallek**
13th Term Jan 14, 2026 - Dec 31, 2026

No Recruitment

Appointing Authority Board of Supervisors
Position BOS Liaison
Category BOS Member

□ **Michael S Monaco**
3rd Term Apr 01, 2025 - Mar 31, 2027

Appointing Authority Board of Supervisors

□ **Shawn N Brydge**
2nd Term Apr 01, 2025 - Mar 31, 2027

Appointing Authority Board of Supervisors

□ **Grace Spalding**
1st Term Apr 02, 2025 - Mar 31, 2027

Appointing Authority Board of Supervisors

□ **Andrew D Bowers**
1st Term Apr 01, 2025 - Mar 31, 2027

Appointing Authority Board of Supervisors

□ **Andrew William Joyner**
1st Term Aug 06, 2025 - Mar 31, 2027

Appointing Authority Board of Supervisors

□ **Lonnie M Murray**
1st Term N/A - N/A

No Recruitment

Appointing Authority Planning Commission
Position PC Liaison
Category PC Member

□ **Vacancy**

Appointing Authority Board of Supervisors

Application

Profile

Which Boards would you like to apply for?

Equalization Board: Submitted

Magisterial District *

White Hall

David

First Name

G

Middle
Initial

Mitchell

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Great Eastern Mgt Co &
Southern Classic, Inc

Employer

Construction and
Development Manager

Occupation

Business Address:

2619 Hydraulic Road Charlottesville Va 22901

Date of Employment:

07.01.2006 & 01.01.1999

Years Resident in Albemarle County:

19

Previous Residence:

186 Terrell Road

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

David G Mitchell

Education:

BS Civil Engineering VMI

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Trustee Miller School of Albemarle Board Member Free Enterprise Forum Board Member
Chamber of Commerce Places 29 CAC Albemarle Conservation Easement Authority (Past)
Crozet CAC (Past)

Interests:

Reasons for Seeking to Serve on the Board, Commission, or Committee:

My experience with Land Development, Property Management and Home Building should offer a private sector perspective on Real Estate valuations.

How did you hear about this vacancy:

Ann Mallek

Upload a Resume

Application

Profile

Which Boards would you like to apply for?

Equalization Board: Submitted

Magisterial District *

N/A

James

First Name

P

Middle Initial

Naughton

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

University of Virginia

Employer

Professor of Business Administration

Occupation

Business Address:

100 Darden Blvd, Charlottesville, VA 22903

Date of Employment:

Since 8/2019

Years Resident in Albemarle County:

6

Previous Residence:

Illinois

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

N/A

Education

James P Naughton

Education:

Phd, Harvard Business School; JD, Harvard Law School; BS, WPI.

Activities and Interests

Memberships in Civic, Not-for-Profit, and Similar Organizations:

Interests:

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Contribute to Albemarle County

How did you hear about this vacancy:

UVA Colleague

[CV_01.2026.pdf](#)

Upload a Resume

JAMES P. NAUGHTON

CONTACT

University of Virginia
Darden Graduate School of Business
100 Darden Blvd
Charlottesville, VA 22901
USA



naughtonj@darden.virginia.edu



[James P. Naughton](#)



[Jim Naughton](#)



[Jim Naughton](#)

ACADEMIC EMPLOYMENT

University of Virginia, Darden Graduate School of Business

Associate Professor, September 2019 – Present

Northwestern University, Kellogg School of Management

Assistant Professor, July 2012 – June 2019

Donald P. Jacobs Scholar, July 2011 – June 2012

Harvard University, Harvard Business School

Teaching Fellow, September 2006 – December 2010

PROFESSIONAL EMPLOYMENT

Hewitt Associates LLC, Waltham, MA

Actuarial Consultant and Workgroup Leader, July 1997 – August 2006

John Hancock Life Insurance Company, Boston, MA

Actuarial Intern and Actuarial Assistant, June 1995 – June 1997

EDUCATION

Harvard Business School, Boston, MA

Doctor of Business Administration (DBA), May 2011

Harvard Law School, Cambridge, MA

Juris Doctor (JD), *Cum Laude*, May 2010

Worcester Polytechnic Institute, Worcester, MA

Bachelor of Science (BS), Mathematics, Economics & Technology, Management
High Distinction (Ranked First in Graduating Class), May 1996

Professional Degrees and Designations

Fellow of the Society of Actuaries (FSA)

Member of the American Academy of Actuaries (MAAA) [*inactive*]

Enrolled Actuary (EA) [*inactive*]

RESEARCH

Research Statement: I examine how financial, legal, and regulatory institutions shape both disclosure and economic choices. Within this broad area of research, I have undertaken several studies that utilize the setting of defined benefit pension plans, which also provide insights into the financial reporting and economic risks associated with these plans.

Government Testimony and Policy Engagement:

- [1] Written Testimony on “[How the Multiemployer Pension System Affects Stakeholders](#).” July 25, 2018. United States Senate & United States House of Representatives Joint Select Committee on Solvency of Multiemployer Pension Plans.
- [2] Written Testimony on “[The Cost of Inaction: Why Congress Must Address the Multiemployer Pension Crisis](#).” March 7, 2019. United States House of Representatives Education and Labor Committee’s Subcommittee on Health, Education, Labor, and Pensions.
- [3] [Brief for Amicus Curiae James P. Naughton in Support of Petitioners, M&K Employee Solutions, LLC, et al. v. Trustees of the IAM National Pension Fund](#), No. 23-2109 (U.S. Supreme Court, 2025).

Published and Accepted Papers:

- [4] Naughton, J., R. Petacchi and J. Weber. 2015. [Public Pension Accounting Rules and Economic Outcomes](#). *Journal of Accounting and Economics* 59(2-3): 221–241.
- [5] Naughton, J. and H. Spamann. 2015. [Fixing Public Sector Finances: The Accounting and Reporting Lever](#). *UCLA Law Review* 62: 574–620.
- [6] Lys, T., J. Naughton and C. Wang. 2015. [Signaling through Corporate Accountability Reporting](#). *Journal of Accounting and Economics* 60(1): 56–72.
- [7] Jung, M., J. Naughton, A. Tahoun and C. Wang. 2018. [Do Firms Strategically Disseminate? Evidence from Corporate Use of Social Media](#). *The Accounting Review* 93(4): 225-252.
- [8] Naughton, J., R. Rogo, J. Sunder and R. Zhang. 2018. [SEC Monitoring of Foreign Firms’ Disclosures in the Presence of Foreign Regulators](#). *Review of Accounting Studies*, 23(4): 1355-1388.
- [9] Naughton, J., T. Rusticus, C. Wang and I. Yeung. 2019. [Private Litigation Costs and Voluntary Disclosure: Evidence from the Morrison Ruling](#). *The Accounting Review*, 94(3): 303-327.
- [10] Naughton, J. 2019. [Regulatory Oversight and Tradeoffs in Earnings Management: Evidence from Pension Accounting](#). *Review of Accounting Studies*, 24(2) 456-490.

- [11] Naughton, J., C. Wang and I. Yeung. 2019. [Investor Sentiment for Corporate Social Performance](#). *The Accounting Review*, 94(4): 401-420.
- [12] Basu, R. and J. Naughton. 2020. [The Real Effects of Financial Statement Recognition: Evidence from Corporate Credit Ratings](#). *Management Science*, 66(4): 1672-1691.
- [13] Bagchi, S. and J. Naughton. 2021. [Public Sector Pension Plans and the Discount Rate Assumption: The Role of Political Incentives](#). *Economic Letters*, 204: 109914.
- [14] Basu, R., J. Naughton and C. Wang. 2022. [The Regulatory Role of Credit Ratings and Voluntary Disclosure](#). *The Accounting Review*, 97(2), 25-50.
- [15] Dambra, M., O. Even-Tov, and J. Naughton. 2023. [The Economic Consequences of GASB Financial Statement Disclosure](#). *Journal of Accounting and Economics*, 75(2–3), 101555.
- [16] Al Guindy, M., J. Naughton and R. Riordan. 2024. [The Evolution of Corporate Twitter Usage](#). *Journal of Business, Finance and Accounting*, 51(3-4) 819-845.
- [17] Moss, A., J. Naughton and C. Wang. 2024. [The Irrelevance of Environmental, Social, and Governance Disclosure to Retail Investors](#). *Management Science*, 70(4) 2626–2644.

Practitioner Articles and Editorials:

- [18] Naughton, J. and H. Spamann. 2015. [Deficiencies in Accounting and Financial Reporting of State and Municipal Governments](#). *The CPA Journal*: 85-6.
- [19] Naughton, J. and H. Spamann. 2015. [Reconciling Budgetary Performance with GASB Statements](#). *The CPA Journal*: 85-10.
- [20] Naughton, J. 2024. [Government Influence in Accounting Rulemaking has led to Understated Costs and Worse Financial Outcomes](#). *Promarket Municipal Finance Series* (George J. Stigler Center for the Study of the Economy and the State at the University of Chicago Booth School of Business).

Active Working Papers:

- [21] The Economic Consequences of Corporate Credit Rating Errors (with Riddha Basu).
- [22] How does Political Activism Influence SEC Enforcement: Evidence from Meetings with the SEC Chair (with Rafael Rogo and Xin Zheng).
- [23] CEO Personal Political Contributions and Regulatory Enforcement against the CEO (with Wenjiao Cao, Rafael Rogo and Ray Zhang).

- [24] The Downside of Dissemination: Evidence from the Municipal Bond Market (with Riddha Basu and Xiangpei Chen).
- [25] Investor Integration of Earnings and ESG News (with Austin Moss, Clare Wang and Ira Yeung).
- [26] Pension Plan Mismatch Risk and Stock Market Efficiency (with Ira Yeung).
- [27] Accounting Research Opportunities in the State and Local Government Setting. *Journal of Financial Reporting*, Accepted-in-principle.
- [28] The Benefits of Corporate Bankruptcy: Evidence from Pension Plan Terminations.
- [29] Predicting Litigation Risk via Machine Learning (with Gene Lee, Xin Zheng and Dexin Zhou).

TEACHING

University of Virginia, Darden Graduate School of Business (2019 – present)

Courses Taught:

MBA Core “Accounting for Managers”, 2019–Present

- Most Recent Rating: 5.0/5.0
- Average Rating: 4.7/5.0

MBA Elective “Sustainability Measurement and Disclosure”, 2020–Present

- Most Recent Rating: 5.0/5.0
- Average Rating: 4.9/5.0

Honors and Achievements:

Dean’s Recognition (Top 10% in Teaching and Course Evaluations) 2023–2025

Northwestern University, Kellogg School of Management (2012 – 2017)

Courses Taught:

MBA Core “Accounting for Decision Makers”, 2011–2017

- Most Recent Rating (2017): 5.9/6.0
- Average Rating (2012 – 2017, 19 sections): 5.7/6.0

Service:

Course Head/Coordinator: MBA Core Financial Accounting 2016–2017

Honors and Achievements:

Highest Rated Faculty in Core Curriculum, 2013–2017

Kellogg School of Management Chair’s Core Teaching Award, 2017

Kellogg School of Management Faculty Impact Award, 2013 & 2016

Harvard University, Harvard Business School (2006 – 2010)

HBS Executive Education (2007 – 2010): Teaching Fellow, Accounting and Finance. *Owners, Principals and Managers Program* (OPM), and *Program for Leadership Development* (PLD).

Pre-MBA Analytics Program (2007 – 2010): Teaching Fellow, Finance.

MBA Program (2006 – 2007): Teaching Fellow, Finance I and Finance II.

TEACHING MATERIALS

- [1] Revenue Recognition Challenges at Lemnos Industries (UVA-C-2469)
- [2] Aillen Harmonies: Updating the Approach to Bad Debt Expense (UVA-C-2468)
- [3] Primer on Carbon Accounting for Corporate Leaders (UVA-C-2463)
- [4] Decarbonization at Ryanair: Quantifying Emissions for Sustainable Aviation (UVA-C-2487)
- [5] Financial and ESG Performance at Tesla: Accelerating the World's Transition to Sustainable Energy (UVA-C-2486)
- [6] Vail Resorts: Planning for the Future of Sustainability Reporting (UVA-C-2465)
- [7] Fiduciary Duties and Corporate Disclosures (UVA-C-2484)
- [8] Zara: Greenwashing Accusations in the Fast Fashion Industry (UVA-C-2483)
- [9] Airbus: Worldwide Anti-Bribery Enforcement (UVA-C-2485)

HONORS AND AWARDS

Academic:

Top Referee Award, *Review of Accounting Studies* 2023

Vanderbilt Music City Accounting Conference (2022) Best Paper award for “CEO Personal Political Contributions and Regulatory Enforcement against the CEO”

Excellence in Refereeing Award, *Journal of Accounting Research* 2020

Ernst & Young LIVE Program Research Fellowship 2014, 2018

Journal of Accounting and Economics – Editor's Choice Award (2016) for “Signaling through Corporate Accountability Reporting”

NFA Meetings (2016) Best Paper for “Firm Fundamentals and Variance Risk Premiums”

Lawrence Revsine Research Fellowship 2012, 2013, 2015

Terence M. Considine Fellow in Law and Economics, Harvard University 2008–2010

Harvard Law School: Dean's Scholar 2009–2010

[Directorship 100](#) “Most Influential Leaders on Corporate Governance” (Media) 2009

American Accounting Association: Doctoral Consortium Fellow 2009

Deloitte Foundation Doctoral Fellowship 2009
Robert Wood Johnson Foundation Fellowship, Harvard University 2006–2007
Worcester Polytechnic Institute: Salisbury Prize 1996
Worcester Polytechnic Institute: Two Towers Prize 1995
Worcester Polytechnic Institute: Olsen Award 1994
Attended Worcester Polytechnic Institute on Full Tuition Scholarship

Other:

Member of WPI Athletic Hall of Fame
GTE CoSIDA National First Team Academic All-American (Basketball)
Constitution Athletic Conference Player of the Year 1995–1996
Varsity Club Award, as top WPI athlete (all sports)
Poly Club Award, as top WPI student-athlete (all sports)
New Hampshire Class L Basketball State Champion (Winnacunnet Highschool, 1992)
U19A Boys All-Ireland Schools Basketball MVP Award (1991)
U19A Boys All-Ireland Schools Basketball Champion (Coláiste Éanna C.B.S., 1991)
Member, Irish Junior National (U19) Basketball Team (1990–1991)

PRESENTATIONS

- 2025/26: Simon Fraser University; Yale University (Yale Municipal Research Conference); UC Berkeley; Hong Kong University of Science and Technology (HKUST Accounting Research Symposium); Chinese University of Hong Kong (CUHK Accounting Research Conference); University of Hawaii at Mānoa (Hawaii Accounting Research Conference); UT Austin (*scheduled*); Minnesota (Minnesota Empirical Accounting Conference, *scheduled*); Penn State (Accounting Research Conference, *scheduled*).
- 2024/25: Washington University in St. Louis (Nick Dopuch Accounting Research Conference); Columbia University (Burton Accounting Conference); HEC Lausanne and University of St. Gallen (Swiss Accounting Research Alpine Camp); University of Oregon; Chinese University of Hong Kong; University of New Hampshire (Bretton Woods Accounting and Finance Ski Conference); BI Norwegian Business School; Northwestern Kellogg School of Management (Debt Markets Conference); Annual Conference of the Irish Academy of Finance; University of Illinois (Arthur R. Wyatt Young Scholars Research Symposium); London Business School (London Business School Accounting Symposium).
- 2023/24: Baruch College; George Washington University; University of Hawaii at Mānoa (Hawaii Accounting Research Conference); AAA Financial Accounting and Reporting Section Meeting; University of Miami; ANU College of Business and Economics (Finance); Peking University; Rutgers University (Rutgers Accounting Research Conference).
- 2022/23: HEC Lausanne and University of St. Gallen (Swiss Accounting Research Alpine Camp); Annual Conference of the Irish Academy of Finance.

- 2021/22: UCD Michael Smurfit Graduate Business School; University of Hawaii at Mānoa (Hawaii Accounting Research Conference); Journal of Financial Reporting (*Virtual*); United States House of Representatives; Tulane University; Annual Conference of the Irish Academy of Finance; Vanderbilt (Music City Accounting Conference); Católica-Lisbon (Lisbon Accounting Conference).
- 2020/21: Municipal Finance Workshop (*virtual*); QES NLP and Machine Learning in Investment Management Conference (*virtual*); University of St. Gallen (*virtual*).
- 2019/20: London Business School Accounting Symposium; Brookings Institution Municipal Finance Conference; University of Virginia; American Academy of Actuaries; University of Hawaii at Hilo (Hawaii Accounting Research Conference); Stanford University (Corporate Governance Seminar); HEC Lausanne and University of St. Gallen (Swiss Accounting Research Alpine Camp), Early Insights in Accounting Webinar (*virtual*).
- 2018/19: United States Senate & United States House of Representatives (Testimony before Joint Select Committee on Solvency of Multiemployer Pension Plans); AAA Annual Meeting; Yale University, Georgetown University; Brazilian Accounting Research Conference; University of Hawaii at Mānoa (Hawaii Accounting Research Conference); Midwest Finance Association Annual Meeting; United States House of Representatives (Testimony before Subcommittee on Health, Education, Labor, and Pensions); Singapore Management University; University of Calgary (Conference on the Convergence of Financial and Managerial Accounting Research).
- 2017/18: Review of Accounting Studies Conference (discussant); University of Virginia; University of Washington; Hong Kong University of Science and Technology (Accounting Research Symposium); HEC Lausanne and University of St. Gallen (Swiss Accounting Research Alpine Camp); Washington University; University of British Columbia; Virginia Tech (Virginia Tech Accounting Conference).
- 2016/17: University of Virginia (Law and Economics Colloquium); Stanford University.
- 2015/16: Goethe University Frankfurt (Conference on The Industrial Organization of Securities and Derivatives Markets); University of Toronto (Rotman Accounting Research Conference); University of Rochester; Washington University (Nick Dopuch Accounting Research Conference; discussant); University of Utah (Utah Winter Accounting Conference); Harvard Business School (Information, Markets, and Organizations Conference).
- 2014/15: Review of Accounting Studies Conference (discussant); Georgia State (Conference on Financial Economics and Accounting); AAA Financial Accounting and Reporting Section Meeting (presenter, discussant).
- 2013/14: University of British Columbia; AAA Annual Meeting (discussant).
- 2012/13: University of Michigan; HBS/JAE Conference on Corporate Accountability Reporting; Northwestern University (Law and Economics Colloquium); UC Davis (Sustainability and Finance Symposium).

- 2011/12: AAA Financial Accounting and Reporting Section Meeting (presenter, discussant); American Law and Economics Association (ALEA) Annual Meeting (presenter; moderator); AAA Annual Meeting (discussant).
- 2010/11: Harvard University; Duke University; Columbia University; New York University; Northwestern University.

CONFERENCES ATTENDED (by invitation)

London Business School Accounting Symposium (2014–2017, 2019, 2022–2025)
 HBS Information, Markets, and Organizations (2014–2016; 2025)
 Colorado Summer Accounting Research Conference (2017, 2022–2025)
 Annual Conference of the Irish Academy of Finance (2019, 2022–2025)
 Minnesota Empirical Accounting Conference (2014–2016, 2018, 2025)
 Illinois Arthur R. Wyatt Young Scholars Research Symposium (2025)
 Kellogg Debt Markets Conference (2025)
 Cherry Blossom Conference, Washington, DC (2018, 2022–2023, 2025)
 Bretton Woods Accounting and Finance Ski Conference (2025)
 Swiss Accounting Research Alpine Camp (2018, 2020, 2023, 2025)
Review of Accounting Studies Conference (2014, 2017–2018, 2020–2024)
 Nick Dopuch Accounting Research Conference, St. Louis, MO (2015–2016; 2019; 2024)
 Burton Accounting Conference, New York, NY (2024)
 Rutgers Accounting Research Conference (2024)
 Cambridge Disinformation Summit (2023)
 Municipal Finance Conference (2017–2023)
 Penn State Accounting Research Conference (2023)
 Stanford Sustainability Reporting and Control (2023)
 Stanford Corporate Carbon Disclosures Sustainability Conference (2022)
 University of Cambridge Accounting Research Camp (2022)
 Lisbon Accounting Conference (2022)
 Vanderbilt Music City Accounting Conference (2022)
European Accounting Review Conference (2021)
Contemporary Accounting Research Conference (2020–2021)
Journal of Accounting Research Conference (2020–2021)
 NYU Institute for Corporate Governance and Finance (2020–2021)
 Stanford Labor and Accounting Conference (2021)
 Stanford Theory and Inference in Accounting Research (2019)
 Convergence of Financial and Managerial Accounting Research, Calgary, Canada (2019)
 Kapnick Accounting Spring Conference, Ann Arbor, MI (2019)
 Brazilian Accounting Research Conference (2018)
 Notre Dame Accounting Research Conference (2015, 2018)
 Stanford Accounting Summer Camp (2018)
 NBER-SAIF “Retirement Security: Public and Private Pensions” (2018)
 Virginia Tech Accounting Conference (2018)
Journal of Accounting and Public Policy Conference (2018)
 Capital Markets Conference, London, England (2018)
 Utah Winter Accounting Conference (2016–2018)

HKUST Accounting Research Symposium (2017)
George Mason LEC Public Policy Conference (2016)
NYU Accounting Summer Camp (2016)
NBER Market Microstructure Research Group, Cambridge, MA (2015)
European Central Bank Workshop on the Microstructure of Financial Markets (2015)
Rotman Accounting Research Conference (2013, 2015)
Carnegie Mellon University Accounting Mini Conference (2015)
The Industrial Organization of Securities and Derivatives Markets, Germany (2015)
Conference on Financial Economics and Accounting, Atlanta, GA (2014)
Journal of Law, Finance, and Accounting Annual Conference (2014)
McCombs Accounting Research Conference (2014)
Stanford Global Crossroads Conference on China's Capital Markets (2013)
Sustainability and Finance Symposium, Davis, CA (2013)
Deloitte Trueblood Seminar for Professors, Westlake, TX (2013)
HBS/JAE Conference on Corporate Accountability Reporting, Boston, MA (2013)
AAA New Faculty Consortium, Leesburg, VA (2012)
AAA/Deloitte - J. Michael Cook Doctoral Consortium, Lake Tahoe, CA (2009)

ACADEMIC SERVICE

Conference Committees and Organizations:

Brazilian Accounting Research Conference (2018 – Present)
Swiss Accounting Research Alpine Camp (2020 – Present)
Hawaii Accounting Research Conference (2020 – Present)
Irish Academy of Finance (2022 – Present)
Conference on Financial Economics and Accounting (2025)
AAA Midyear Meeting of the Financial Accounting and Reporting Section (2019)

American Accounting Association:

Junior Faculty Mentorship program (2024 – Present)

Editor:

Accountability in a Sustainable World Quarterly (2022 – Present)
Accounting Open (2025 – Present)

Editorial Board:

Contemporary Accounting Research (2025 – Present)
The Accounting Review (2023 – Present)
Review of Accounting Studies (2021 – Present)

Ad hoc reviewer:

FT50 Journals: Journal of Finance; Journal of Financial and Quantitative Analysis; Journal of Accounting Research; Journal of Accounting and Economics; The Accounting Review; Management Science; Journal of International Business Studies; Review of Accounting Studies; Accounting, Organizations and Society; Contemporary Accounting Research.

Other Journals: Journal of Business Finance and Accounting; Accounting Horizons; Journal of Law and Economics; Journal of Accounting and Public Policy; Journal of Pension Economics and Finance; Journal of International Accounting Research; European Accounting Review; European Financial Management; International Journal of Production Economics; Journal of Public Budgeting; Journal of the American Tax Association; Public Finance Review; Risk; Accounting and Financial Management; Journal of Behavioral and Experimental Finance; Journal of Accounting, Auditing and Finance; Sustainability; Accountability in a Sustainable World Quarterly; Journal of Risk and Financial Management.

Conferences: American Accounting Association Annual Meeting and Mid-Year Conferences; MIT Asia Conference; Swiss Accounting Research Alpine Camp; Hawaii Accounting Research Conference; Conference on Empirical Legal studies; American Law and Economics Annual Meeting; Northern, Eastern, and Midwest Finance Association Annual Meetings.

External Grant & Research Proposals: Research Grants Council of Hong Kong; Czech Science Foundation.

UNIVERSITY SERVICE

Activities and Committees (Darden):

Chair, Academic Standards Committee 2026–Present
Member, Professional Degrees Program Committee 2022–Present
Member, Marketing Recruiting Committee 2022
Co-organizer, Accounting Area Mini-Conference 2019

Activities and Committees (Kellogg):

Course Head/Coordinator: MBA Core Financial Accounting 2016–2017
Organizer, Workshop Preparation for PhD Students 2013–2014
Member, Junior Faculty Recruiting Committee 2012, 2015
Co-organizer, Kellogg Accounting Research Conference 2013–2014
Organizer, Accounting Information & Management Seminar Series 2013

Accounting PhD Dissertation Committees:

Ira Yeung (Member)—2015, University of British Columbia
Pedro Gomez (Member)—2019, City University of Hong Kong
Riddha Basu (Chair)—2019, George Washington University
Chris Rigsby (Member)—2020, City University of Hong Kong

Finance PhD Dissertation Committees:

Kevin Roshak (Member)—2016, University of Houston
Sridhar Srinivasan (Member)—2019, Industry
Lorena Keller (Member)—2019, University of Pennsylvania

External PhD Dissertation Committees:

David Ogudugu (Norwegian School of Economics)—2025

Law School Research Supervision:

Senior Legal Research Writing Requirement—Curt Ostosh, 2018

OTHER EXPERIENCE

Harvard Law School, Cambridge, MA. 2008–2010

Co-Editor, *Harvard Law School Forum on Corporate Governance and Financial Regulation*

PERSONAL

Jim is a native of Dublin, Ireland. He and his wife Alyson have four children: Finn (b. 2008), Séamus (b. 2011), Bríd (b. 2013), and Deirdre (b. 2016).

Equalization Board

Board Details

The Board of Equalization shall hear all complaints and objections to real estate assessments from the taxpayer or his agent. The Board shall hear and give consideration to such complaints and equalize such assessments and, moreover, the Board is charged with the especial duty of increasing as well as decreasing assessments. The Board's main charge is the equalizing of real estate assessments.

Overview

Size 6 Seats

Term Length 1 Year

Term Limit 9 Term

Additional

Length of Term

One year beginning January 1st and ending December 31st, and may be reappointed. Per State Code, members may serve nine consecutive terms. (Eligible for reappointment after three years off the Board.)

Frequency/Times for Meetings:

Meetings are held as needed at the McIntire County Office Building in room 241.

Membership:

§ 58.1-3371 of the Code of Virginia was amended in 1995 to permit any county operating under the county executive form of government to "be composed of not less than three nor more than the number of districts for the election of members of the board of supervisors in the County".

Qualifications

Members of the board shall have the qualifications prescribed by § 58.1-3374, shall conduct their business as required by § 58.1-3378, and shall be freeholders (must own property in the County). A candidate with a background in the real estate market (sales, assessing, etc.) would find that knowledge helpful in filling this position. In order to be eligible for appointment, each prospective member of such board shall attend and participate in the basic course of instruction given by the Department of Taxation under § 58.1-206. Members are paid \$85.00 per meeting (Albemarle Code Albemarle Code § 2-1105).

Equalization Board

Board Roster

Frank H Friedman

2nd Term Jan 07, 2026 - Dec 31, 2026

Appointing Authority Board of Supervisors

Category Rio District Rep

Evan D Mayo

5th Term Jan 07, 2026 - Dec 31, 2026

Appointing Authority Board of Supervisors

Category Scottsville District Rep

David Norford

3rd Term Jan 07, 2026 - Dec 31, 2026

Appointing Authority Board of Supervisors

Category Rivanna District Rep

Vacancy

Appointing Authority Board of Supervisors

Category Samuel Miller District Rep

Vacancy

Appointing Authority Board of Supervisors

Category White Hall District Rep

Vacancy

Appointing Authority Board of Supervisors

Category Jack Jouett District Rep

Application

Profile

Which Boards would you like to apply for?

Local Board of Building Code Appeals / Fire Prevention Code Appeals Board: Submitted

Magisterial District *

Samuel Miller

Aaron

First Name

T

Middle Initial

Leback

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Self

Employer

Cabinetmaker

Occupation

Business Address:

500 Henry Ave, Ste A, Charlottesville VA 22903

Date of Employment:

1/1/2007

Years Resident in Albemarle County:

40

Previous Residence:

Port Townsend, Washington

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Aaron T Leback

Education:

High school diploma Graduate Northwest School of Wooden Boatbuilding

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Interests:

Gardening, urban development

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Wanting to get more involved in community to help shape the future.

How did you hear about this vacancy:

Nathan Moore

Upload a Resume

Albemarle County

Fire Prevention Code Appeals Board/ Local Board of Building Code Appeals

Board Details

The owner or occupant of any building, structure or premises may appeal a decision of the fire official, by submitting written application within 10 calendar days of the decision, when it is claimed that:

- * The fire official has refused to grant a modification of the provisions of the code;
- * The intent of the code has been incorrectly interpreted;
- * The provisions of the code do not fully apply; or
- * The use of a form of compliance that is equal to or better than that specified in the code has been denied.

Note: Also serves as the Local Board of Building Code Appeals. The Chairman and Secretary shall serve in same capacity on both boards. County Code Sec 6-202.

Overview

- Size** 7 Seats
- Term Length** 5 Years
- Term Limit** N/A

Additional

Length of Term

Members serve terms of five years.

Frequency/Times for Meetings:

The Board shall meet upon notice of the chairman or at stated periodic meetings if warranted by the volume of work. The Board shall meet within 30 calendar days of the filing of an appeal.

Membership:

The Board is to be appointed by the governing body. Members are paid \$85.00 per meeting (Albemarle Code § 2-1105).

Qualifications

Board members shall be qualified by experience and training to rule on matters pertaining to building construction and fire prevention. Employees or officials of the local government appointing the board may not be appointed.

Fire Prevention Code Appeals Board/ Local Board of Building Code Appeals

Board Roster

□ **Walter N Perkins**

1st Term Aug 17, 2022 - Nov 21, 2026

Appointing Authority Board of Supervisors

□ **Francis Caruccio**

2nd Term Nov 22, 2022 - Nov 21, 2027

Appointing Authority Board of Supervisors

□ **Raymond E Gaines**

1st Term Dec 06, 2023 - Nov 21, 2028

Appointing Authority Board of Supervisors

□ **Vacancy**

Appointing Authority Board of Supervisors

□ **Vacancy**

Appointing Authority Board of Supervisors

Position Alternate

□ **Vacancy**

Appointing Authority Board of Supervisors

□ **Vacancy**

Appointing Authority Board of Supervisors

Position Alternate

Albemarle County

Local Board of Building Code Appeals / Fire Prevention Code Appeals Board

Board Details

Hears cases where any person is aggrieved by the local building department's application of the Uniform Statewide Building Code (USBC) or its refusal to grant a modification to the provisions of the USBC. Requests for appeals must be submitted in writing within 30 calendar days of the receipt of the decision being appealed.

Note: Also serve as the Albemarle County Fire Prevention Code Appeals Board. The Chairman and Secretary shall serve in same capacity on both boards. County Code Sec 6-202

Overview

- **Size** 7 Seats
- **Term Length** 5 Year
- **Term Limit** N/A

Additional

Length of Term

Members serve terms of five years.

Frequency/Times for Meetings:

Third Thursday of each month if an appeal has been filed. Times of meetings vary. Meetings are also held at least once a year to assure a duly constituted board, appoint officers as necessary and receive such training as may be appropriate.

Membership:

The Board of Appeals shall consist of five members, and two alternate members appointed by the Board of Supervisors. Employees or officials of the local government appointing the board shall not serve as Board members. Members do not have to be residents of Albemarle County. Members are paid \$45.00 for each and every regularly scheduled meeting attended. (Albemarle Code § 2-1105).

Qualifications

Members are selected based on their ability to render fair and competent decisions regarding application of the USBC. To the extent possible, they will represent different fields relating to the construction industry. It is preferred that one member be an experienced builder, one be a registered design professional and one be a property manager.

Local Board of Building Code Appeals / Fire Prevention Code Appeals Board

Board Roster

□ **Walter N Perkins**

1st Term Aug 17, 2022 - Nov 21, 2026

Appointing Authority Board of Supervisors

□ **Francis Caruccio**

2nd Term Nov 22, 2022 - Nov 21, 2027

Appointing Authority Board of Supervisors

□ **Raymond E Gaines**

1st Term Dec 06, 2023 - Nov 21, 2028

Appointing Authority Board of Supervisors

□ **Vacancy**

Appointing Authority Board of Supervisors

□ **Vacancy**

Appointing Authority Board of Supervisors

Position Alternate

□ **Vacancy**

Appointing Authority Board of Supervisors

□ **Vacancy**

Appointing Authority Board of Supervisors

Position Alternate

Application

Profile

Which Boards would you like to apply for?

Piedmont Virginia Community College Board: Submitted

Magisterial District *

N/A

Rafiullah

First Name

Daudzai

Last Name

Middle Initial

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

UVA

Employer

Grad Student

Occupation

Business Address:

1443 Westwood Road

Date of Employment:

August 2024

Years Resident in Albemarle County:

2

Previous Residence:

Rochester New York

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

VA

Education

Rafiullah Daudzai

Education:

2nd Year MPP Grad Student - 2026 at Batten School of Leadership and Public Policy, University of Virginia.

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Personnel Appeal Board Member, City of Charlottesville

Interests:

Public service, education and workforce development, community engagement, knowledge-sharing, continuous learning

Reasons for Seeking to Serve on the Board, Commission, or Committee:

I have worked both in public and private sectors Human Resources and Training & Development, including designing curricula and training materials. I would like to continue serving in the education sector by sharing knowledge, supporting workforce development, and continuing to learn through public service. In addition, as an SIV arrival, I understand the needs of refugees and minority communities and would help ensure their perspectives are represented through inclusive board service.

How did you hear about this vacancy:

Website

[DAUDZAI Rafi_-Resume_-2025.pdf](#)

Upload a Resume

Rafiullah Daudzai (He/Him)

Charlottesville VA, r.daudzai@gmail.com +1 540 376 1080

Professional Summary

Versatile HR and Project Management professional with over a decade of experience supporting global teams, U.S. nonprofits, and multilateral projects across sectors. Proven ability to lead hiring, onboarding, compensation, and policy development for 12,000+ personnel and \$350M+ in programs. Recent U.S.-based experience through internships in workforce development and refugee employment in Charlottesville. Fluent in English, Pashto, Dari, Urdu and Arabic.

Key Skills

-
- Human Resources Management
 - Contract Management
 - Project Management
 - Recruiting/Interviewing
 - Compensation/Benefits
 - Conflict Resolution
 - Job Analysis
 - Policy Development
 - Proposal Development
 - Grievances Management
 - Business Communication
 - International Development

Work Experiences

Summer Internship:

Office of Economic Development, Charlottesville, VA, Summer Intern

05/20/25 – 08/12/ 25

Engaged with the Afghan business community to identify challenges and connect them with OED resources and support services. Collaborated with local workforce development agencies to assess service delivery and client access.

Conducted site visits to 9 workforce development agencies and produced a final report for OED leadership, identifying 3 major gaps and 2 areas of service overlap.

International Rescue Committee (IRC) a non-profit organization, Charlottesville, VA

Summer Intern

05/20/25 – 08/12/ 25

Assisted clients in securing job placements by connecting them with local employers and workforce development agencies. Maintained and updated case records in the Efforts to Outcomes (ETO) system, compiled employment data, and supported clients with resume writing and interview preparation. Conducted outreach visits to employers and clients, and provided administrative and logistical support to the employment team. Gained exposure to Diversity, Equity, and Inclusion (DEI) principles and their role in organizational success and workforce integration.

Ministry of Interior, Government of Afghanistan – Kabul, Afghanistan

05/2020-08/2021

Reform Project Manager and Senior Advisor the Ministry of Interior (Civilians)

Administered and led reforming and restructuring, process simplification, service delivery, and focused streamlining per the strategic objectives of the Ministry of Interior. Chaired meetings with high-ranked military and civilian officials and coordinated with relevant stakeholders to meet deadlines. Executed and managed other regulatory assignments given by the team lead.

Moore Stephens – Kabul Afghanistan, A Global Audit Firm,

08/2018–04/2020

Senior Generalist Human Resources Services and Project Manager

Initiated, planned, and aligned Human Resource services to the organizational business context and oversaw the delivery of HR services to dozens of national and international clients. Led HR functions, including recruitment, benefits, and compensation of nationals and expats. Managed proposals to secure contracts from clients, including UNDP, IADC, Frontera LLC, NCA, GWO, ADA, AWRC, SDC, IMC. Organized, managed, and directed contract management and proposals with HR services and vetting processes for USAID prime contractors (e.g., TBW, IAP, Tetra Tech, JSSP) and other donors, including the Canadian Embassy FSSPAHG's subsidiaries (e.g., MIS, F45, and AfghaNet). Led a team by sharing knowledge and providing them with personal and professional development.

Coffey International/Tetra Tech – Kabul Afghanistan

06/2017–12/2018

HR Mentor

Developed customized HR guidelines for the Academy of the National Directorate of Security (NDS). Trained HR personnel on HR theory and best practices. Modernized the HR training curricula for the Academy and handled other tasks such as conducting training and development, presentation and interpretation, reporting, and compiling data.

World Bank Project/Capacity Building for Results (CBR)/Afghanistan Ministry of Finance 05/2015 - 2017

Senior HR Specialist/Acting Deputy Operations for USD 350 million project

Developed relevant policies and procedures manuals. Led/supervised a team of communications, procurement, admin/finance, human resources, monitoring & evaluation and continuously provided support on program deliverables. Supported the line ministries to streamline CBR funding in accordance with the CBR program mandate. Served as the

official point of contact for the World Bank team and all line ministries and independent agencies to achieve the program's objectives. Handled advisors' recruitment, candidate selection, and hiring/onboarding support. Provided talent management support to stakeholders, coordinated project objectives, and ensured deliverables were completed on time. Handled expats' benefits and compensation packages, in addition to visas, accommodation, and clearances.

Law and Order Trust Fund (LOTFA), United Nations Development Program (UNDP) 05/2015-07/2015
Afghanistan National Consultant

Reviewed HR Directorate's organizational structure, processes, and current HR policies and procedures manuals to assess compliance with LOTFA goals. Conducted a training needs assessment of the HR Directorate to determine areas needing improvement. Provided recommendations to the HR Directorate to improve practices in support of the LOTFA/UNDP outcomes and deliverables, including those related to rule of law, justice, security, and fostering trust in state institutions.

World Bank/Afghanistan Ministry of Rural Rehabilitation and Development 01/2013 – 12/2014
Human Resources Management & Training Specialist, World Bank Project/National Solidarity Program

Developed in-practice Human Resources Management (HRM) and Human Resources Development (HRD) in support of the Afghanistan National Solidarity Program. Developed policies and procedures, conducted functional and structure review of the Ministry, conducted training needs assessments, and training plans, including the development of a training calendar. Obtained the World Bank's approval to implement proposed training recommendations. Developed a management structure for performance appraisals. Digitized, standardized, and upgraded the human resources management functions into electronic functions resulting in improved efficiency and accuracy. Received a commended and appreciated memo from the World Bank team on their implementation and support mission review report. Presented the department's work in management meetings and at the ministry level when needed. Supported the Ministry to develop and implement training modules that covered their core staff in accordance with the NSP/MRRD training plan. Provided on-the-job training and mentorship to the assigned team and supervised their performance.

Kabul New City Development Authority, DCDA, Government of Afghanistan 01/ 2011– 12/2012
Manager Human Resources Management

Attorney General's Office, Government of Afghanistan 04/2008–12/2010
Director of Human Resources Management & Advisor to H.E. Attorney General

Afghanistan Reconstruction and Development Services, Afghanistan Ministry of Economy 01/2008
Coordinator Human Resources Management

Languages and Computer Skills

- | | | | |
|----------------|--------|-------------------------|---|
| • English | Fluent | • Microsoft Outlook | • High Typing Speed |
| • Arabic | Good | • Internet and intranet | • Networking and installation |
| • Pashto | Native | | • Microsoft Office Suite (Word, Excel, PowerPoint, Teams) |
| • Persian/Dari | Fluent | | • Customized databases and Salesforce, (Stata - basics). |
| • Urdu | Good | | |

Education

Master of Public Policy (2-year degree), Frank Batten School of Leadership and Public Policy, University of Virginia, USA **2024-2026**
 BA in Economics (4-year degree), Kabul Afghanistan **2004-2008**

Professional Training

- Strategic HR Business Partner Course, Human Capital Institute USA, at Dubai UAE **2019**
- Senior Professional Human Resources International Course, Human Resources Certification Institute, SPHRI – HRCI, United States of America attended at Dubai UAE **2016**
- Certified HR Manager, by International Academy of Business and Financial Management **2016**
- United Nations, Institute for Training and Research – UNITAR, Change management and organizational development exposure visit to Hiroshima Japan **2013-2014**

Application

Profile

Which Boards would you like to apply for?

Piedmont Virginia Community College Board: Submitted

Magisterial District *

Scottsville

Howard

First Name

E

Middle Initial

Hottinger

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

University of Virginia

Employer

Information Technology
Systems Engineer

Occupation

Business Address:

1001 Emmet Street North Charlottesville, Virginia, 22903

Date of Employment:

01/15/2021

Years Resident in Albemarle County:

5

Previous Residence:

Louisa County

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

Amy Hottinger, Albemarle Schools

Education

Howard E Hottinger

Education:

Liberty University, BS Computer Science. University of North Dakota, PhD Computer Science (currently attending, online)

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

I'm not formally affiliated with any organizations.

Interests:

Computer Science, gaming, computer coding.

Reasons for Seeking to Serve on the Board, Commission, or Committee:

I want to continue to serve my local community in the capacity I currently serve in the Village or Rivanna CAC. While we have not formally met as a group yet to my knowledge, I would like to become active on this committee and provide useful insight into the planning of the community that I live in. The PVCC committee/board is of particular interest due to previously attending school there, teaching there previously, and currently attending a PhD program with the hopes of being involved in teaching at the college level. I currently have no direct affiliation with PVCC and would have no conflict of interest with being on this board. For the Broadband authority, I work in information technology and I previously worked in the local school division where I was directly involved with the internet connectivity for our students during the covid epidemic. Having reliable internet and planned, organized roll out of the best internet connectivity is directly important to me.

How did you hear about this vacancy:

Albemarle County Website

[Hottinger-Resume.pdf](#)

Upload a Resume

Howard Hottinger

5-22-24

3316 Village Park Avenue, Keswick, Virginia, 22947
Phone: 434-235-1552
flatfoot584@gmail.com

EDUCATION

University of Phoenix

June 2011

Associate degree, Computer Networking

Piedmont Virginia Community College

2012

General Studies

Liberty University

2024

BS Computer Science (Application Development)

EXPERIENCE

Adjunct Instructor | [Piedmont Virginia Community College](#)

June 2022 – present

Develop lesson plans, training programs, and hands-on aids, and conduct classroom instruction for CompTIA Information Technology Certifications.

IT Systems Engineer | [University of Virginia](#)

Jan 2021 – present

Primary focus on cloud computing, process automation, and scripting in various programming languages. Deploying and maintaining virtual hosts for automation and other high-level processes integral to the daily work of the university. Direct support for ServiceNow ITSM platform, Microsoft Azure, Microsoft Orchestrator, and Microsoft Active Directory.

Assistant Director of School Technology Support Services | [Albemarle County Public Schools](#)

July 2018 – Jan 2021

I Managed a 17-person team that covered 25 schools for the Albemarle County Public School System. Responsible for the support, inventory, and lifecycle management of over 16,000 computers and other devices. Responsible for the support of over 16,000 students and staff.

Lead Client Services Specialist | [Albemarle County Public Schools](#)

July 2016 - Present

I Managed a 5-person team that supported 15 elementary schools' technology. Responsible for over 5000 users and over \$2 million worth of equipment.

Client Services Specialist | [Albemarle County Public Schools](#)

November 2012 – July 2016

As a client services specialist, I managed all instructional technology both for teacher and student use within the school I was assigned. I manage and control all inventory maintain all equipment and ensure it is in working order.

Police Investigator | [University of Virginia Police](#)

March 2009 – November 2012

As a White-Collar Crime investigator, I have investigated computer crimes, fraud through computers, account takeovers, computer hacking, and child abuse crimes. I was a member of the Internet Crimes Against Children Taskforce (ICAC). Provided after-hours support and advice to patrol officers. Consulted on all computer crimes within the jurisdiction.

Deputy Sheriff | [Charlottesville Sheriff's Office](#)

June 2006 – March 2009

Courtroom security, inmate transportation, and extradition, civil process service.

Jailor | [Albemarle Charlottesville Regional Jail](#)

September 2001- June 2006

Inmate services, Inmate transportation.

SKILLS

- Proficient in HTML, PHP, Java, SQL, C#, C##, asp.net, and PowerShell scripting.
- Proficient in Microsoft Word, Excel, Outlook, Publisher, and Access.
- Excellent problem solver.
- Excellent understanding of Windows, Linux, and MacOS operating systems.
- Great understanding of computer networking and their relationships with other devices.
- Self-motivated.
- Leadership by example.
- Strong mentorship abilities.
- Strong report writing abilities.
- Strong ability to work through complex situations.
- Team player.
- Detail oriented.
- Strength under pressure.
- Data-driven decision maker.

Application

Profile

Which Boards would you like to apply for?

Piedmont Virginia Community College Board: Submitted

Magisterial District *

Jack Jouett

Diantha

First Name

H

Middle Initial

McKeel

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

retired

Employer

former nurse and public-school educator

Occupation

Business Address:

N/A

Date of Employment:

N/A

Years Resident in Albemarle County:

~50 years

Previous Residence:

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Education:

Bridgewater College (B.A.), UVA Licensed Practical Nurse Program; UVA Certified Clinical Research Coordinator

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Currently: NAACP, DAR, Albemarle Foundation for Education, Lambs Lane Campus Dental Task Force

Interests:

Reading, working in the yard, traveling, social activities with friends!

Reasons for Seeking to Serve on the Board, Commission, or Committee:

I am seeking a position on the Piedmont Virginia Community College (PVCC) Board of Directors because of my strong commitment to preparing students for the jobs of today and the opportunities of tomorrow. Over the past 50 years, as a resident of our community, I have seen first-hand how PVCC positively shapes the lives of its students. My background, including graduating from a vocational nursing program, has given me valuable insight into the importance of career-focused education. In addition, my service on both the Albemarle County School Board and the Board of Supervisors has further deepened my dedication to advancing opportunities that promote social and economic mobility. These experiences have shown me how education can enrich students and their families, while also benefiting local businesses and the wider community. I am enthusiastic to continue public service by supporting PVCC's mission and hope to help our community thrive through the transformative power of education. Thank you for your consideration.

How did you hear about this vacancy:

Through my work as a former AC Supervisor

[McKeel_Bio.docx](#)

Upload a Resume

Diantha Holt McKeel

The daughter of a small business owner in Staunton, Virginia, Ms. McKeel graduated from Bridgewater College (B.A.) and worked as an elementary school teacher, a Licensed Practical Nurse, and a Certified Clinical Research Coordinator. Ms. McKeel retired in 2015 from the UVA Health System, Division of Cardiology.

December of 2013 Ms. McKeel completed her 16th year of service representing the Jack Jouett District on the Albemarle County School Board. Serving as Vice-Chair and Chair, Ms. McKeel was a recipient of the Virginia School Board Association Award of Honor and Award of Distinction.

Elected in 2013, 2017, and 2021 to the Albemarle County Board of Supervisors representing the Jack Jouett Magisterial District, Ms. McKeel served as Vice-Chair and Chair, retiring from the Board in 2025.

Ms. McKeel previously served on the Canterbury Hills Neighborhood Association Board, the Charlottesville Municipal Band Fundraising Committee, the Mental Health Association Board, the Colonnade Club Board, and currently serves on the Greencroft Club Board. While on the Board of Supervisors, she represented Albemarle County on the ACPS Advisory Committee for Environmental Sustainability, Jefferson Area Board for Aging (JABA), the Albemarle County Police Citizen Advisory Committee, the Economic Development Authority, the Regional Affordable Housing Partnership, the Albemarle Charlottesville Regional Jail Board, and the Regional Transit Partnership Board. Ms. McKeel also chaired the Virginia Transit Association Board.

Ms. McKeel has two children, Megan and Tom, and three grandchildren. Megan's family lives in Albemarle County and Tom's in Atlanta, Georgia. She and Greg Shoemaker, a 1975 UVA graduate and retired Information Technology Manager, live in Canterbury Hills and enjoy working in the yard, relaxing by the pool, reading, and traveling.

Application

Profile

Which Boards would you like to apply for?

Piedmont Virginia Community College Board: Archived

Magisterial District *

Scottsville

Lucy

First Name

Montalvo

Last Name

Middle Initial

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

University of Virginia

Employer

Pathways at UVA's Center
for Community
Partnerships

Occupation

Business Address:

201 W Main St

Date of Employment:

09/01/2020

Years Resident in Albemarle County:

12

Previous Residence:

Lynchburg, Pennsylvania, Puerto Rico

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

n/a

Education

Lucy Montalvo

Education:

B.A. Early Childhood Education from the University of Puerto Rico, M.Ed. Educational Leadership from Penn State, Ed.D Curriculum & Instruction with a concentration in Bilingual Studies from the University of Texas - Rio Grande Valley

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

I was the former President-Elect and President of VADLEN (Virginia Educators' Network), and a former Board Member of Meals on Wheels.

Interests:

Reading, Movies, Performing Arts

Reasons for Seeking to Serve on the Board, Commission, or Committee:

I am interested in the connections between high school and college. This information will help me stay well-informed on the offerings and keep my students and their families up to date with information on obtaining a sustainable career.

How did you hear about this vacancy:

Nina Schoonover

[Resume_Montalvo_L.pdf](#)

Upload a Resume

Lucy A. Montalvo

Passionate instructional leader with expertise in college and career readiness, culturally responsive and sustaining pedagogies, and supporting multilingual speakers. An advocate for social justice and a promoter of youth development at every stage.

EXPERIENCE

Center for Community Partnerships, University of Virginia, Charlottesville, VA, Director of Starr Hill Pathways

July 2022 - Current

As the Director of Starr Hill Pathways, I lead an initiative that guides 265 rising 7th-11th graders through career and college exploration. I directly supervise a team of four and support our team in managing the recruitment and training of over 100 college student counselors, ensuring our students receive holistic academic support and key internship opportunities.

University of Virginia, College of Education, Charlottesville, VA, Instructor

December 2023 - Current

I am the instructor on record for EDIS 5481: Dual Language Methods, and I assist in the development of its curriculum. I also teach EDIS 5422: Cross-Cultural Education for Diverse Learners, a course that prepares educators to provide quality instruction in increasingly multicultural schools and classrooms.

The Equity Center, University of Virginia, Charlottesville, VA, Project Manager

September 2020 - June 2022

As a Project Manager, I led and coordinated multiple community-focused projects, including the Multilingual Tutoring Project, which trains UVA students to tutor multilingual youth in local schools. I provided strategic guidance as a thought partner for Community Engaged Teaching courses, managed the planning of special events, and oversaw the use of The Equity Center's meeting space and social media accounts.

Bilingual Education Consultant, Súper Bilingües, Charlottesville, VA, Owner

May 2020 - PRESENT

I provide targeted professional development and consulting services to K-12 educational institutions, with a focus on dual-language programming, bilingual education, and linguistic equity. I design customized, high-impact learning solutions delivered through in-person, virtual, and self-paced online formats to meet each client's unique needs.

Paul H. Cale Elementary (now Mountain View Elementary), Charlottesville, VA, Dual Language & FLES lead teacher

August 2019 - August 2020

As a Dual Language and FLES lead teacher, I collaborated with dual language and FLES educators to integrate language as a core component of instruction. My work centered on making lessons accessible to all students by honoring their home language while bridging it with academic language in both English and Spanish. In addition to teaching, I led professional development, coordinated family literacy nights, and was responsible for curriculum

1180 Brookhill Ave.
Charlottesville, VA 22902

814-360-6943

[LinkedIn](#)

lucymontalvo82@gmail.com

AFFILIATIONS

Former President & President Elect of the Virginia Dual Language Educators Network (VADLEN)

Former board member of Meals on Wheels

Member of the National Association of Bilingual Education (NABE)

PUBLICATIONS

Language ideologies and access in a multilingual tutoring program.
International Multilingual Research Journal · Feb 26, 2024

The Literacy Club: Effective Instruction for Linguistically Diverse Children (Book Review). Written in Spanish and published in the Journal of Bilingual Research and Instruction, October 2018.

El ABC de la Comida Puertorriqueña/The ABCs of Puerto Rican Food By: Lizmer Montalvo & Lucy Montalvo, December 2020.

LANGUAGES

Advanced proficiency in speaking, listening, reading, and writing in both **Spanish and English**.

CERTIFICATES

Virginia teacher license with an elementary endorsement (PreK-3)

College Admissions Specialist (ASCA)

TECH SKILLS:

Highly proficient in the use of technology, including but not limited to:

- Social Media and Social Networking

writing, assessing bilingual students, and managing school-wide accommodations as the 504 coordinator.

**Paul H. Cale Elementary (now Mountain View Elementary),
Charlottesville, VA, Second-grade dual language Spanish teacher**

August 2014 - June 2019

I piloted the school's dual-language program as the lead second-grade dual-language Spanish teacher. In this role, I managed two diverse classrooms daily, developed a Spanish-language curriculum for all core subjects, and developed assessment needs for the Spanish side of instruction. I also coordinated the procurement of instructional materials for all grades and collaborated with fellow teachers to develop and facilitate professional development on bilingual studies and language acquisition.

Liberty University Online, Lynchburg, VA, Online Adjunct Instructor

April 2012 - 2016

As an online adjunct instructor, I taught over 20 courses for the College of General Studies, specializing in both language and online learning. My courses included Conversational Spanish, which provided foundational skills to new language learners, and Informational Technology for Successful Online Learning, a course I taught to help new online students acclimate to virtual learning environments and key topics like time management, adult learning theory, and APA writing.

International School of Charlottesville, Charlottesville, VA, Auxiliary Coordinator

November 2013 - July 2014

As a key member of the administration team for the International School of Charlottesville (ISC), I provided comprehensive support to academic leaders by managing all volunteer, field trip, and facility logistics. I directed the afternoon extended-day program and the summer camp, overseeing a team of eight staff members for each. My duties also included coordinating extracurricular activities and managing all required administrative documentation.

EXPERIENCE

Lynchburg City Schools, Lynchburg, VA, Substitute Teacher,

November 2012 - November 2013

Dearington Elementary School for Innovation, Lynchburg, VA, Spanish Foreign Language in Elementary School (FLES) Teacher

August 2007 - June 2010

Bellefonte Elementary School, Bellefonte, PA, School Principal Intern

January 2007 - May 2007

Young Scholars of Central Pennsylvania, State College, PA, Extended Day Spanish and Multicultural Teacher

August 2006 - May 2007

The Bennett Family Center, University Park, PA, Preschool Teacher

January 2005 - August 2006

- Movie and Picture editing
- Microsoft Office and Google programs
- Qualtrics
- Box
- Blackboard
- Canvas
- Website creations, social media post designs
- Workday

EDUCATION

University of Texas, Rio Grande Valley *Ed.D Curriculum & Instruction, Concentration: Bilingual Studies*

August 2017 - December 2021

Dissertation: Teacher Knowledge, Perceptions, and Language Orientations Towards Oral Language Instruction in a Dual Language Classroom.

The Pennsylvania State University, University Park, M.Ed. *Educational Leadership*

August 2005 - May 2007

Master's Thesis: How to Support Teachers in Providing Multicultural Education in the Classroom.

Universidad de Puerto Rico, Río Piedras *B. A. Early Childhood Education*

August 1999 - December 2004

Student exchange program to Kent State University, Kent, Ohio, Fall 2002

PROJECTS

Virginia Department of Education (VDOE) Dual Language Immersion Guidance Document, *Writer*

I served as a key contributor on the Virginia Department of Education (VDOE) team that wrote the **Dual-Language Guidance Document**. My major contributions were focused on the curriculum, instruction, and assessment sections, and I actively participated in the creation of the entire draft.

Virginia Department of Education (VDOE) Dual Language Licensure Workgroup, *Advisor*

I served on a workgroup that provided recommendations to the Assistant Superintendent of Teacher Education and Licensure on the requirements for a K-6 dual-language teacher endorsement.

CONFERENCES AND TRAINING

Conference Presenter

I have presented at over 30 conferences nationwide, including key events such as La Cosecha, FLAVA, and the Content Teaching Academy at James Madison University. I have also been a guest lecturer for college courses at University of Virginia and University of Lynchburg.

Training

I have completed specialized training at the **Spanish Literacy Institute** and the **Leading Dual Language Programs for Student Success** at the Center for Applied Linguistics in Washington, D.C. I further honed my expertise in bilingual education by completing a Master's Level course on **Literacy Development in Spanish** at the University of Texas-El Paso.

Application

Profile

Which Boards would you like to apply for?

Piedmont Virginia Community College Board: Submitted

Magisterial District *

Scottsville

Alexandra

First Name

A

Middle Initial

Reborn

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

University of Virginia

Employer

Director of Communications & Strategic Engagement

Occupation

Business Address:

Weldon Cooper Center for Public Service 2400 Old Ivy Road Charlottesville, VA 22903

Date of Employment:

2004

Years Resident in Albemarle County:

20

Previous Residence:

Staunton, VA; New York, NY; Madison, WI

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

n/a

Education

Alexandra A Reborn

Education:

Higher Education Administration, M.A. - Awarded May 2003 Teachers College, Columbia University
English Literature, M.A. - Awarded May 1999 University of Virginia
English Literature, B.A. - Awarded August 1994 University of Wisconsin-Madison

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

I am not currently officially serving in any similar organizations. However I have previously served on my homeowner's association (Willoughby) as well as actively supporting the Brooks Family YMCA and several different charitable organizations around town. Finally I have engaged in many activities to support Mountain View Elementary (Cale), Burley Middle, and Monticello High School over the years.

Interests:

higher education, communications, friends, sports (especially volleyball), cooking, reading, movies

Reasons for Seeking to Serve on the Board, Commission, or Committee:

While this would be my first official board appointment, my place of work, the Weldon Cooper Center for Public Service, is deeply engaged with both local government and community support. The mission of the Cooper Center is to build the capacity of communities, organizations, and institutions that serve the public good, and our vision is to help create resilient, well-informed communities led by engaged residents and highly competent civic leaders. In short, I want to model the way! My children are proud graduates of county schools who participated in camps at PVCC as well as taking classes there, and as I send my second (last) child off to college this year, I am ready to give back to the community that has served us so well.

How did you hear about this vacancy:

Harry Stillerman

[Reborn_Resume_9.2025.pdf](#)

Upload a Resume

ALEXANDRA REBHORN

CONTACT

- 434.409.4149
- alexandrarebhorn@gmail.com
- <https://www.linkedin.com/in/alexandra-rebhorn>
- alexrebhorn.com (redesigning)

PROFILE

- Over 20 years of communications and strategic planning experience; outstanding editorial judgment
- Expert at helping c-suite leaders shape inspiring messages that advance their institutional mission
- Accomplished media relations and event manager
- Internal communications specialist, with a focus on engagement and awareness campaigns

SKILLS

- EXECUTIVE COMMUNICATIONS
- STRATEGIC PLANNING
- STAKEHOLDER ENGAGEMENT
- MEDIA RELATIONS
- CREATIVE LEADERSHIP
- MEASUREMENT INSIGHTS

EXPERIENCE

University of Virginia

Charlottesville, Virginia

Director of Strategic Communications & Engagement **2022 - present**
Weldon Cooper Center for Public Service

Develop communications and engagement plan for a public sector organization housed at UVA that serves state and local officials, policymakers, community leaders, and nonprofits. Initiate media relations strategy using MuckRack; 1.22M journalists reached in first six months. Generate successful marketing strategies for Cooper Center's impactful professional development programs and nationally recognized applied research. Lead on all print and executive communications; manage communications staff, including video, social media, and design, as well as multiple vendors. Partner with University Advancement on fundraising initiatives. Lead on [website redesign](#), moving 12 URLs to one UX-focused ecosystem. Forge new communications collaborations across UVA in support of our research, energy, and policy initiatives, including collab with Central Comms ([UVA Experts](#) on YouTube and media roundtables).

Communications Director, Provost's Office **2016 - 2022**

Draft talking points, speeches, video scripts, Board of Visitors remarks, press releases, and *UVA Today* articles. Help develop and socialize strategic priorities; create and disseminate print and digital collateral, including new Board comms on metrics (academic dashboard and quarterly report). Craft communications plans, including programming and events, for internal communications initiatives. Assist vice provosts on planning/execution for institution-wide projects in enrollment, academic outreach, faculty affairs, inclusive excellence, and research. Collaborate across Grounds with school and unit communicators and central communications on media responses, PR needs, and crisis communications. Lead contact for [The Conversation](#) (4th most active institution during my tenure). Lead on redesign of provost.virginia.edu.

EDUCATION

Higher Education Administration, M.A.

Awarded May 2003

Teachers College, Columbia University

English Literature, M.A.

Awarded May 1999

University of Virginia

English Literature, B.A. with Honors/Phi Beta Kappa

Awarded August 1994

University of Wisconsin at Madison

ALEXANDRA REBHORN

EXPERIENCE, CONTINUED

University of Virginia

Charlottesville, VA

Communications Manager, Office of VP/Chief HR Officer

2007 - 2016

Create and execute communications plans in support of a new staff classification plan as well as four large-scale system launches. Responsible for long-term internal communications strategies and day-to-day outreach to all employee types across Grounds. Draft talking points, correspondence, press releases for vice president and senior staff. Responsible for compiling, editing and streamlining "critical functions" as an annual reporting tool. Launched hr.virginia.edu (since redesigned). Lead development of the communications job family for staff. Serve on University-wide branding committee and develop proposal for internal communications function at the University. Manage a small staff, including event planner. Coordinate media and Freedom of Information Act responses.

University of Virginia

Charlottesville, VA

Special Projects Manager, Office of VP for Public Affairs
(now University Communications)

2004 - 2007

Research, draft, and edit op-eds, letters to the editor, *UVA Today* articles, press releases, white papers, and media responses on topics ranging from the University's restructuring to access to diversity. Assist in assessment and benchmarking initiatives by drafting critical functions, goals and accomplishments, and quarterly reports. Develop job descriptions and organizational proposals in support of divisional reorganization. Answer Freedom of Information Act requests.

City University of New York

New York, NY

Senior Writer, Office of the Chancellor

2003 - 2004

Write speeches, correspondence, articles, testimony, op-eds, open letters, and other pieces for the Chancellor and other top university officials, including Trustees and Vice Chancellors. Perform extensive research as essential to the position. Assist on other publications development and editing as requested.

Columbia University

New York, NY

Communications Manager, Office of the Vice President for Student Services

2000 - 2002

Editor-in-chief of FACETS, Facts About Columbia Essential to Students (campus guide). Lead publication development for all print collateral for the division. Compile and edit the "yield" package for admitted Columbia College/Engineering first-years. Provide content for the Columbia University Record and answer press inquiries from the Columbia Daily Spectator. Guide Student Services logo development and launch. Manage Web Coordinator. Manage communications budget.

Public Relations: Cairns & Associates, Radio City Productions, Dan Klores Associates

New York, NY

1995-1998

Early career work in multiple PR positions. Writing and editing PR plans, proposals, and final reports; coordinating and staffing press events, concerts, and media tours; pitching stories to the media. I had the same supervisor at all three companies.

SELECTED PROFESSIONAL DEVELOPMENT

- *Communicating Data Through Storytelling*, MIT Sloan School of Management, 2025
- Social Media Conference, Ragan/PR Daily, 2023
- *Leadership in Academic Matters*, 2021 (UVA professional development program)
- *The Promise and Peril of Podcasting in Higher Education*, Academic Impressions, 2019
- Lean Methodology certificate, UVA, 2016
- *Web Writing for Higher Ed*, Higher Ed Experts, 2014

Application

Profile

Which Boards would you like to apply for?

Piedmont Virginia Community College Board: Archived

Magisterial District *

Samuel Miller

Abe _____ J _____ Shearer _____
First Name Middle Initial Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Strategent Financial, LLC _____ Partner _____
Employer Occupation

Business Address:

185 Neff Avenue, Harrisonburg, VA 22801

Date of Employment:

2015 - current

Years Resident in Albemarle County:

1

Previous Residence:

Harrisonburg

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

Not applicable

Education

Abe J Shearer

Education:

James Madison University, Economics (2009)

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Sorensen Institute PLP (2025) Harrisonburg City Council (2013-2017) Harrisonburg-Rockingham Community Champion (2017) Central Shenandoah Planning District Commission (2013-2015) Harrisonburg-Rockingham Social Services Advisory Board (2013-2017) VML Finance Policy Committee (2013-2017) Harrisonburg Parks & Recreation (2013-2017) Bridgewater Retirement Community, Chair of Board (2020-present) Your Economic Success (2015-present)

Interests:

My wife and I purchased land in North Garden several years ago, and completed the construction of our home in 2024. After many years of living in urban settings, we were pleased to move to the country -- specifically, Bundoran Farm, in southern Albemarle County. I enjoy being outdoors, gardening, spending time with our 8 month old daughter, and have always had a strong interest in public service. Other interests include sailing on the Chesapeake Bay, traveling, and learning.

Reasons for Seeking to Serve on the Board, Commission, or Committee:

For as long as I can remember, public service has been just been in my blood. In 2012, I ran for Harrisonburg City Council (Independent — a moderate, not a particularly partisan person) and served a four year term at age 24. Those 4 years were incredibly formative for me; good things in our communities don't just happen by accident — it requires people serving with a mindset of making the lives of others better. Public service. I have a varied background, and interests. In addition to being a business owner (for over 10 years my business partner and I have grown a Shenandoah Valley based registered investment advisor), I continue to be involved in service to my community. Currently, I am chair of Bridgewater Retirement Community, with my term ending late this year. The past 5 years on this board has opened my eyes to the importance of healthcare workers, and the shortage we faced during the pandemic, which will continue to be struggle in the future. Building our home also made it clear how important various trades are, which we take for granted each day. These professions, and so many others are crucial to society. Traditional 4 year college is not right for all. And I feel community college should (and will) increasingly be encouraged as a cost effective and wise approach to educating much of the workforce of the future. I am looking for the opportunity to be connected with the community where we have decided to plant our roots. And education I feel is so important, at all levels. It would be an honor to serve and promote our community college system here in Albemarle and regionally too.

How did you hear about this vacancy:

Familiar with process

[Abe J Shearer Resume 2025.pdf](#)

Upload a Resume

Abe J. Shearer

2635 Winsome Orchard Lane, North Garden, VA 22959

shearer.abe@gmail.com

c: (540) 810-7470

I am a highly motivated and intellectually curious person with many interests and hobbies. I am jovial, and greatly enjoy the presence of others. My most formative experiences have stemmed from my community involvement over the years.

Professional Experience

STRATEGENT FINANCIAL, LLC – Harrisonburg, VA (2015 – present)

Partner and Owner – Niche wealth management firm serving primarily high net worth individuals and families. We manage over \$300 million of client investments, allocated to publicly traded investments (stocks and bonds), and assist clients with tax, estate, and other specialized planning.

CITY OF HARRISONBURG, VA (2013 – 2017)

Council Member – Represented over 50,000 constituents as the youngest known elected official in City history. Knocked on thousands of doors, receiving over 6,100 votes. Ran as an independent in a heavily democratic locality, earning the trust of people across the political spectrum as a pragmatic thinker.

ENDLESS HORIZONS – Harrisonburg, VA (2014 – 2015)

Director of Business Development – Worked for CEO / owner of parent company that had over \$50 million of Federal government contracts annually. Performed due diligence and managed his personal investments in real estate, an herb company merger / acquisition he facilitated, and stakes in other private entities.

HARRISONBURG CITY PUBLIC SCHOOLS (2011 – 2014)

6th Grade Mathematics Teacher – Hired to teach mathematics as a professional career switcher with provisional license granted by Virginia DOE and the City schools. Students achieved the highest grade level SOL pass rates in HCPS, consistently exceeding state averages annually.

EQUITY SERVICES, INC – Montpelier, VT (2010)

Compliance Associate – Worked closely with Chief Compliance Officer, Directors, and advisors affiliated with the firm on regulatory inquiries, due diligence of third parties, and traveled to perform audits of firm registered offices throughout the United States. Responsible for industry compliance training.

AMERIPRISE FINANCIAL SERVICES, INC – Harrisonburg, VA (2006 – 2009)

Functional Delegate – Supervisory duties delegated by Registered Principal responsible for compliance supervision of over 100 advisors; review of daily transaction suitability, communications, life insurance, annuities, advertising. Primary reference for advisors on regulatory questions and broker-dealer WSPs.

Community Involvement – Current

BRIDGEWATER RETIREMENT COMMUNITY – Board Member, Chair (currently) (2020 – current)

YOUR ECONOMIC SUCCESS – Board Member, Chair (formerly) (2015 – current)

Community Recognition

Harrisonburg-Rockingham Chamber of Commerce – Community Champion Award (2017)

Shenandoah Valley Business Journal – Top 10 under 40 List of Upcoming Business Leaders (2018)

Education: JAMES MADISON UNIVERSITY, Bachelor of Science, Economics Harrisonburg, Va (2006 – 2009)

Non-Professional Background Information: I am married to my wife, Lauren, and recently became a father to our daughter, Katherine, which is incredibly awesome. I enjoy reading, hiking, sailing, outdoor gardening and landscaping.

Albemarle County

Piedmont Virginia Community College Board

Board Details

The Board of Directors advises the State Board of Community Colleges and performs duties delegated by that Board. The College Board is responsible for assuring that the Community College is responsive to the needs existing within its service region within the statewide policies, procedures and regulations of the State Board for Community Colleges. Specific duties are listed in the College Board's Policies and Procedures Manual.

Overview

- **Size** 4 Seats
- **Term Length** 4 Year
- **Term Limit** 2 Terms

Additional

Length of Term

Four year term with a beginning date of July 1. No one who has served for two successive four-year terms is eligible for re-appointment for two years, provided that a person appointed to fill a vacancy may serve two additional successive terms.

Frequency/Times for Meetings:

Meetings are held at 4pm on the first Wednesday of every month from September through May at the W.A. Pace Board Room, 501 College Dr. Special meetings may also be held at other times.

Membership:

Members are to be chosen from a list of occupations. Members are not paid for their service. Visit this link to view full membership information: <https://www.pvcc.edu/about-pvcc/college-board/college-board-members>

Qualifications

Members shall be residents of the region to be served by the community college and shall include persons from various businesses, industries, and professions in the region being served. No elected members of either the General Assembly or of a local governing body shall be eligible to serve on the College Board. All members of the College Board shall be deemed members at-large charged with the responsibility of serving the best interests of the whole region being served by the community college.

Albemarle County

Piedmont Virginia Community College Board

Board Roster

□ **Kristy F Shifflett**

1st Term Jul 17, 2024 - Jun 30, 2028

Appointing Authority Board of Supervisors

□ **Adrian Felts**

1st Term Oct 01, 2025 - Jun 30, 2028

Appointing Authority Board of Supervisors

□ **Russell MADISON Cummings, Jr.**

2nd Term Jul 01, 2024 - Jun 30, 2028

Appointing Authority Board of Supervisors

□ **Vacancy**

Appointing Authority Board of Supervisors

Application

Profile

Which Boards would you like to apply for?

Police Department Citizens Advisory Committee: Submitted

Magisterial District *

Samuel Miller

Bonnie

First Name

M

Middle
Initial

Brewer

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

none

Employer

Retired

Occupation

Business Address:

Date of Employment:

Years Resident in Albemarle County:

55

Previous Residence:

NYC, NY

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

none

Education

Bonnie M Brewer

Education:

University of Rochester 2 years, Cornell University New York Hospital School of Nursing BS, RN .

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

see resume

Interests:

Albemarle County community service opportunities, Conflict Resolution, Senior Citizen issues

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Use my skills to serve the community.

How did you hear about this vacancy:

County News letter

[Resume_2024_BMB_Police_Citizens_Advisory_Bd.docx](#)

Upload a Resume

Bonnie Brewer
1260 Courtyard Drive
Charlottesville, VA 22903
434-960-0701 (c)

2024 Resume for Albemarle County Police Citizens Advisory Board

Virginia Supreme Court Certified Mediator 25 years – retired April 2023

Certified as:

Family Mediator at JDR and Circuit Court levels

Certified as Trainer:

20-hour Basic Mediation Skills course

20-hour Family JDR Family Mediation course

8-hour JDR Observation Class

Mediation CME classes including 2-hour Mediation Ethics

Mentor for JDR and CCF mentees

Mediation Center of Charlottesville former Board member

Community Volunteer Activities

Currently Secretary of Senior Statesmen of VA, board member since 2017

Previous member of Albemarle County Police Department Citizens Advisory Committee 2012-2018

Multiple school and non-profit boards

First Presbyterian Church 2023 attended Gun Violence in Charlottesville class with presentations from Abundant Life Ministries about its efforts to support the Prospect community and in so doing provide an alternative to the life course that leads to violence, and from Bryan Page about the efforts of the B.U.C.K. Squad to interrupt situations leading to violence among others.

Education: Attended University of Rochester, Rochester, NY and graduated from Cornell University New York Hospital School of Nursing, NYC, NY

Application

Profile

Which Boards would you like to apply for?

Police Department Citizens Advisory Committee: Archived

Magisterial District *

Jack Jouett

Dennis (Denny)

First Name

L

Middle Initial

King

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Retired

Employer

Television/Motion Picture Executive

Occupation

Business Address:

Same as residence

Date of Employment:

Retired

Years Resident in Albemarle County:

33

Previous Residence:

Beverly Hills, Ca. 90210

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Dennis (Denny) L King

Education:

12 years porocical 3 years college

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

The Center at Belveder Former UVA Hospital Auxiliary Board Member Former UVA Hospital Cardio/Vascular Advisory Board Member

Interests:

Volunteering. serving the needs of others Reading Pickle Ball

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Requested by Diantha McKeel Enjoying being of service to my community

How did you hear about this vacancy:

Email

Upload a Resume

Application

Profile

Which Boards would you like to apply for?

Police Department Citizens Advisory Committee: Submitted

Magisterial District *

Scottsville

Donna

First Name

P

Middle
Initial

Price

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Retired

Employer

Retired

Occupation

Business Address:

Date of Employment:

Years Resident in Albemarle County:

9

Previous Residence:

Virginia Beach, VA

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

N/A

Education

Education:

BA, JD, LLM (International and Comparative Law, with highest honors)

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

League of Women Voters, NAACP, VFW, Charlottesville Chapter NOW

Interests:

Quite varied. Please note that I have not updated my resume to reflect my recent retirement. Consequently any positions of employment reflective of "to present" should principally have a termination date of 31 December 2023; except that I still have two legal cases which I will either bring to conclusion by May 31st or they will be passed to another attorney to complete.

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Public Service has been my life; and, though recently retired, I am also a retired Navy Captain (JAGC), prior Supervisor for the Scottsville Magisterial District, Vice-Chair and Chair of the Board of Supervisors. The military and law enforcement are very closely aligned and I believe that this would be the best local opportunity for me to serve.

How did you hear about this vacancy:

Clerk for BoS

[Donna_Price_detailed_resume_20240108.docx](#)

Upload a Resume

DONNA PRICE

Captain, Judge Advocate General's Corps, U.S. Navy (Retired)
3205 Polecat Creek Lane
Scottsville, VA 24590-7800
(757) 617-5325 (cell)
donnapaulaprice@hotmail.com

EDUCATION

SORENSEN INSTITUTE, Charlottesville, VA
Political Leaders Program 2022

GEORGE WASHINGTON UNIVERSITY, Washington, DC
LL.M. (International and Comparative Law) 1992, with Highest Honors.

MERCER UNIVERSITY, Macon, GA

J.D. 1979; Dean's List; National Moot Court Team; American Jurisprudence Award: Insurance.
B.A. 1976; Dean's List; Who's Who in American Universities and Colleges; Blue Key National Honor Society.

TRANSITION

I transitioned from male to female in 2014 and am the first openly transgender individual elected to local government office in Virginia; and the first to hold the highest elected office of a County in the United States

PROFESSIONAL EXPERIENCE

2020-2023

Elected Public Official Position: Albemarle County, VA Board of Supervisors representative for the Scottsville Magisterial District; Vice-Chair 2020-2021; and Chair of the Board 2022-Present. Member of Legislative Governing Body of the County of Albemarle, Commonwealth of Virginia; with an approximate \$585M annual budget. Highlights of my tenure include Albemarle County being the first local jurisdiction in the Commonwealth of Virginia to lawfully remove Confederate Iconography from County property - in this instance cannons, stacked cannonballs, pedestal, and "At Ready" Confederate Soldier statue from the County Courthouse grounds; approval for the County to purchase 462 acres of land adjacent to the existing 75 acre Rivanna Station installation, home of NGIC – The National Ground Intelligence Center, DIA – Defense Intelligence Agency, and NGA – The National Geospatial-Intelligence Agency. Albemarle County has formulated the utilization of this acreage to protect the site security of Rivanna Station, while building an Intelligence Community Innovation Acceleration Campus (ICIAC) to bring defense, industry, and educational institutions on board to expand national defense capabilities. Rivanna Station is the only military installation in Virginia not land bound by adjacent property ownership, and Albemarle County's action protects this valuable and conveniently located in close proximity to Washington, DC Intelligence hub. While less subject to physical construction, I have also enhanced to civil discourse amongst the three components of our community: Residents, County Staff, and the Board of Supervisors, resulting in improved respect and respectful discourse.

2020 – Present

Employer: Gilbert Employment Law, Silver Spring, MD

Job Title: ATTORNEY

Hired as Of Counsel to assist law firm in establishing a security clearance practice while simultaneously handling my own cases.

2018 – Present (although not currently teaching)

Employer: University of Richmond School of Law

Job Title: Adjunct Professor

Taught a two-hour course on Military Law covering, among other things, the Uniform Code of Military Justice, Manual for Courts-Martial, and the difference and interplay between military and civilian legal systems; followed by a two-hour Civil Rights Course focused on Sexual Orientation and Gender Identity issues facing Americans.

2009-2020

Employer: JAG Defense, Virginia Beach, VA

Job Title: ATTORNEY

Upon returning to private practice in 2009 I primarily limited my practice to the representation of government employees (military or civilian) and contractor personnel facing background investigations by the Federal government involving Suitability, Public Trust, and Security Clearance adjudications involving any Federal Executive Agency; while also some representation of individuals seeking correction of their military records and Judge Advocates facing military credentialing proceedings.

2009 (January – September)

Employer: Triserv Alliance

Job Title: SENIOR VICE PRESIDENT, PRIVACY AND COMPLIANCE, AND CHIEF COMPLIANCE OFFICER

Triserv Alliance was established as a proposed Defense Contractor submitting a bid for the TRICARE South Region \$20B managed health care five-year contract, establishing a 10 state, 1,500 employees in 65 offices company. Responsible for all corporate policies, procedures, ethics and compliance, and background reviews for all employees. We were not awarded the contract, so the company was disestablished.

2007-2008

Employer: Blue Force and Blue Law International

Job Title: COMPANY COUNSEL FOR BLUE FORCE; and CORPORATE ATTORNEY FOR BLUE LAW INTERNATIONAL, A DEFENSE CONTRACTING COMPANY

Tasked with establishing a general criminal law practice office in State, Federal, and Military Courts; military administrative discharge proceedings; Boards for Correction of Military Records; Discharge Review Boards; and security clearance adjudications.

2003 - 2007

Employer: McCormack & Associates

Job Title: ATTORNEY

Representation of accused in general criminal defense practice in State, Federal and Military Courts; military administrative discharge proceedings; Boards for Correction of Military Records; Discharge Review Boards; and security clearance adjudications.

June 1979 – January 2004 (commenced terminal leave in December 2003)

Employer: U.S. Navy Judge Advocate General's Corps

Address: Office of the Judge Advocate General; 1322 Patterson Ave., SE; Suite 3000; Washington Navy Yard, DC 20374-5066; (202) 685-5190

2001 - 2004

Job Title: MILITARY JUDGE, TIDEWATER JUDICIAL CIRCUIT, NORFOLK, VA

Trial court judge for military personnel facing prosecution before military misdemeanor (Special) and felony (General) Courts-Martials. Responsible for case docketing, training of military prosecution and defense counsel, adjudication of pre-trial and trial motions, rulings on objections and admissibility of evidence, determination of findings of guilt or innocence and awarding of punishment in military judge alone trials or instructing Court-Martial Members on findings and sentencing in jury trials.

1998 - 2001

Job Title: COMMANDING OFFICER, NAVAL LEGAL SERVICE OFFICE MIDLANT, NORFOLK, VA

Supervising officer and attorney at largest and busiest legal office in the Department of the Navy. Ultimate responsibility for provision of military justice, legal assistance and claims adjudication legal services in overlapping geographic areas of responsibility in the eastern United States from South Carolina to Maine. Supervisor of over 45 military and civilian attorneys and 150 additional clerical and administrative support personnel. Responsible for maintenance and planned replacement of equipment for four permanent facilities in the Norfolk metropolitan area. Areas of practice include all Federal claims statutes (principally Federal Tort Claims, Military Claims, Medical Care Recovery Act Claims and Personnel Claims); military personnel law; civilian personnel issues; operation of the Norfolk Taxpayer Assistance Center and five satellite locations, which prepare more than 30,000 Federal and State tax returns per year; military justice to include defense counsel representation at all General and Special Courts-Martial trials, representation of service members being processed for administrative separation; advise on wide-ranging personnel issues; wills; powers of attorney; domestic relations; landlord-tenant; consumer issues; FOIA/Privacy Act; standards of conduct and Joint Ethics Regulations. Under my leadership the command achieved an across the board productivity rate double that of our closest competitor as well as twice the average of all eight Naval Legal Service Offices. I established natural disaster "Response Teams." Within less than one hour of being notified that 300 families had been evacuated as a result of hurricane produced flooding these teams were on the scene providing emergency relief and hardship personal property loss checks to the affected families. Additional assistance provided in near daily "Town Hall" meetings resulted in command recognition through the awarding of a Meritorious Unit Commendation to the command and a personal letter of appreciation to me from the Secretary of the Navy. I was informally advised that my command's actions were briefed to the President of the United States during his "daily briefing" shortly after the event. I am, perhaps, most proud of the achievement

I accomplished in eliminating tension between the Trial Service Command (i.e., Prosecution) and the Defense Command (i.e., Defense Counsel). When I assumed command the personnel of the two commands were not even civil with each other; and, the reputation of the legal commands was such that no judge advocates wanted orders to the area. By the end of my tour, however, assignment to either command was the most requested assignment by junior judge advocates in the Navy.

1997 - 1998

Job Title: DEPUTY ASSISTANT JUDGE ADVOCATE GENERAL/DIRECTOR, MANAGEMENT AND PLANS, OFFICE OF THE JUDGE ADVOCATE GENERAL, WASHINGTON, DC

Managing officer for Naval Legal Service Command and the Office of the Judge Advocate General. Naval Legal Service Command consisted at that time of eight Naval Legal Service Offices, five Trial Service Offices and the Naval Justice School. Responsible for allocation of all personnel, financial and material resources related to JAG Corps headquarters activities and the 14 legal commands consisting of 75 legal offices located throughout the world. Responsible for coordinating expenditures of \$12M annual budget, distribution and management of over 1,500 military and civilian personnel, A-76 review of legal billets, best sourcing of provision of legal services and responding to resource reductions in a dynamic funding environment. Developed, obtained approval for and implemented civilian replacement positions compensating for the loss of 10% of Naval Legal Service Command military billets as a result of Program Review reductions for fiscal year 1999.

1995 - 1997

Job Title: LEGISLATIVE COUNSEL, OFFICE OF LEGISLATIVE AFFAIRS, WASHINGTON, DC

Responsible for all quality of life, personnel and medical legislative issues affecting the Department of the Navy before Congress including representing U.S. Navy's interests in the enactment of the nearly \$300B annual Department of Defense Authorization Bill. Particular focus given to issues before the Personnel Subcommittees of the Senate Armed Services Committee and House Armed Services Committee. Prepared Presidential nominees for Confirmation Hearings, oversaw preparation of Navy responses to requests for information on various legislative topics and escorted Members of Congress, professional and personal staff members on fact-finding missions. Regularly planned and executed numerous high level meetings on Capitol Hill, briefings and hearing testimony. Provided advice to senior Navy military and civilian officials designated as witnesses. Drafted legislation, evaluated legislative proposals, coordinated review and secured approval within the Department of the Navy, Department of Defense, Office of Management and Budget and the Congress. Involved in all phases of the legislative and budgeting process. Specific areas of interest related to impact of eliminating the combat exclusion for women, female pilot aviation training, gender integrated military training, minimum enlistee educational requirements, and statutory enactments applicable to Naval Safety Center and Judge Advocate General Investigations into military mishaps.

1992 - 1995

Job Title: DEPUTY FORCE JUDGE ADVOCATE, COMMANDER, NAVAL SURFACE FORCE, U.S. PACIFIC FLEET

Responsible for preparation of all legal issues for presentation to the Commander. Special areas of responsibility related to all Pacific theatre Naval Station and shipboard Morale, Welfare and Recreation programs, Joint Ethics Regulations issues, Government and Commercial travel regulations and Equal Opportunity issues of both military and civilian personnel. Assigned as primary legal advisor for special inquiry conducted into command climate and actions of commanding officer of a major Pacific theatre Naval Station. Supervised review and resolution of all inquiries related to professional performance of subordinate commanding officers. Advised Commander regarding relief and detachment for cause of senior officer military commanders of afloat and ashore activities. Provided legal oversight for major commercial Public/Private ventures such as Naval Station Pearl Harbor's "Harborfest" festival and music concerts at various installations.

1991 - 1992

Job Title: EXECUTIVE OFFICER, NAVAL LEGAL SERVICE OFFICE, SUBIC BAY, RP
Responsible for the day-to-day operations of the largest overseas legal office in the Navy. Oversaw adjudication of thousands of personnel claims resulting from the massive destruction wrought by the volcanic eruption of Mt. Pinatubo. Personally prepared command for decommissioning as a result of the failure to reach agreement on renewal of Bases Agreement with host nation. Responsible for all personnel actions involving 25 military and civilian attorneys and 35 military and civilian clerical and administrative support personnel. Managed personnel reductions caused by elimination of incoming personnel while still accomplishing all mission requirements in the face of impending command decommissioning and base closure. Served as Acting Commanding Officer during frequent and lengthy absences of Commanding Officer.

1990 - 1991

Job Title: LL.M. STUDENT, GEORGE WASHINGTON UNIVERSITY, WASHINGTON, DC
Student during 1990-1991 academic year. Graduated in May 1992. Graduation delay was a result of my thesis being lost in the mail after the eruption of Mt. Pinatubo in the Philippines where I reported for duty immediately after the end of the Spring Semester 1991.

1988 - 1990

Job Title: PERSONNEL OFFICER, OFFICE OF THE JUDGE ADVOCATE GENERAL, WASHINGTON, DC
Responsible for the personnel assignments of over 600 military attorneys, comprising nearly 70% of the Judge Advocate General's Corps. Researched and prepared numerous memoranda on assorted military personnel issues. Exceeded Chief of Naval Personnel goal of delivery of orders six months before rotation date. Managed with precision career management program ensuring proper selection of career officers and appropriate mix of career and temporary Reserve Office manpower assets. As recorder, ensured compliance with all statutory and regulatory requirements for numerous selection board proceedings. Initiated and coordinated restructuring of procedures applicable for selection of the career officer force in the Judge Advocate General's Corps resulting in enhanced selection procedures and providing a better review opportunity before selecting career officers.

1985 - 1988

Job Title: INSTRUCTOR, NAVAL JUSTICE SCHOOL, NEWPORT, RI

Instructor and Department Head in Civil and Administrative law, Instructor in Military Criminal Procedure. Classes were taught to lawyers, non-lawyer legal officers for commands without lawyers assigned, and senior officers (e.g., Commanding Officer and Executive Officer) of Navy commands. Courses of instruction included administrative separation procedures, administrative investigations, Federal Claims statutes, freedom of expression, administrative facility law, civil jurisdiction, legal assistance, non-punitive and punitive administrative and criminal processes, criminal rules of procedure and administrative personnel issues. Editor-in-Chief, Naval Law Review. Publications and Printing Officer, responsible for preparation, editing, printing and worldwide distribution of legal materials prepared by the Naval Justice School (NJS), as well as management of the publications budget and logistical responsibilities for materials at all NJS classes. Through initiative and application accomplished a significant reduction in publication costs, enhanced distribution efficiency, increased inventory accountability, reduced publication production times and significantly reduced redundancy of published materials. As Civil Law Department Head supervised four instructors of the same pay grade.

1983 - 1985

Job Title: OFFICER-IN-CHARGE, NAVAL LEGAL SERVICE OFFICE, SIGONELLA, SICILY, ITALY

Responsible for re-establishing office as effective detachment after three years of administrative neglect occasioned by the travel obligations of predecessor. As a Lieutenant, supervised three subordinate officers of same pay grade and two enlisted paralegals. Initiated and completed a thorough self-help rehabilitation project remodeling the office from floor to ceiling. Updated old and acquired new reference material to bring the office reference library well above minimum standards. Reduced processing times and eliminated a significant backlog of legal assistance and personnel claims cases. Participated in mobile trial team trips to the Eastern Mediterranean Sea and Beirut, Lebanon. Produced weekly "Your Legal Rights" radio broadcast for Armed Forces Radio Italy.

1981 - 1983

Job Title: STAFF JUDGE ADVOCATE, COMMANDER, TRAINING AIR WING TWO and COMMAND JUDGE ADVOCATE, NAS KINGSVILLE, TX

Principal legal advisor to Air wing Commodore and Naval Air Station Commanding Officer. Primary liaison between all military commands on the installation and local civilian authorities. Researched, prepared and presented briefings to local dignitaries on Air Installation Compatible Use Zones, environmental and military personnel actions affecting the local community. Successfully implemented significant personnel management initiatives designed to eliminate problem sailors from the Navy. Employed a mentoring program in military justice and administrative law proceedings to ensure line officer understanding and training of their military legal obligations. Conducted extensive research into Non-Appropriated Fund Instrumentalities as a result of personal injury claims related to MWR activities at the Naval Air Station. Responsible for all legal issues related to conduct of bi-annual Air Station Air Show. Command representative at Merit Systems Protection Board proceedings. Reviewed and forwarded hundreds of court-

martial actions, criminal and administrative punishment appeals and administrative investigations with none being returned for revision.

1979 - 1981

Job Title: COUNSEL, NAVAL LEGAL SERVICE OFFICE, SUBIC BAY, RP

Trial Counsel, Legal Assistance Attorney, Claims and Administrative Law Attorney, Senior Defense Counsel, principal legal advisor for Commanding Officers of Naval Station and Naval Supply Center, the two largest overseas commands of their type, and the Naval Dental Center. Prosecuted and defended all levels of military and common law crimes up to and including murder charges. Supervised up to seven attorneys of the same pay grade as well as subordinate military and civilian administrative support staff.

1978 - 1979

Job Title: ASSISTANT TO THE EXECUTIVE SECRETARY OF THE COMMITTEES FOR THE RENOVATION OF THE WALTER F. GEORGE SCHOOL OF LAW, MERCER UNIVERSITY, MACON, GA

Responsible for the establishment of an independent Law School Alumni Association File System. Assisted in bookkeeping and correspondence with contributors to the Law School Renovation and Endowment Accounts.

1974- 1976

Job Title: DIRECTOR, FRESHMAN ORIENTATION PROGRAM
MERCER UNIVERSITY, MACON, GA

Developed, planned and implemented week-long registration and orientation program for approximately 600 students per year, supervising approximately 60 student and staff workers.

1973 - 1976

Job Title: RESIDENCE HALL ADVISOR and DORMITORY DIRECTOR OF RESIDENCE HALL ADVISORS, MERCER UNIVERSITY, MACON, GA

In charge of discipline, behavior and maintenance of dormitory halls housing approximately 35 persons per floor in residence hall/dormitory.

BAR MEMBERSHIP

Virginia 2004

Georgia 1979 (Inactive)

United States Supreme Court

United States District Court for the Middle District of Georgia

United States District Court for the Eastern District of Virginia

Supreme Court of Georgia

Supreme Court of Virginia

United States Court of Appeals for the Armed Forces (formerly, Court of Military Appeals)

Norfolk and Portsmouth Bar Association

PERSONAL

President Church Advisory Council, NAS Sigonella, 1984-1985.

Coach and official for youth soccer, baseball and swimming: 1989 - 2004.

Member Church Vestry and Senior Warden, Church of the Good Shepherd, Bonita, CA, 1993-1995.
Adjunct Professor: Defense Institute for International Legal Studies seminars - Mbabane, Swaziland, Feb. 2001 and liaison with the Kingdom of Swaziland during official State visit to Washington, DC, Oct 2001; Yerevan, Armenia, Oct 2001.
Member, Board of Directors, Armed Services YMCA 2000-2001
Chairman, Practice Site Location and Rules Adoption Committees of the Eastern Virginia Scholastic Rowing Association 2002-2003.
Activities Chairman, Broad Bay Point Greens Civic League 2002-2003.
Randolph-Macon Woman's College Family Advisory Counsel, Member 2002-2006, President 2004-2005 and 2005-2006
Member, Board of Directors, Virginia Beach Forum (2010-2012)
Integrity Chapter founding Convener (2010-2011), Board Member (2011-2012)
Member Board of Governors, Military Law Section, State Bar of Virginia 2012 to 2017, and Secretary (2013), Vice Chair (2014), and Chair (2015)
Local Election Official 2012 – 2019, Assistant Chief Election Official 2015 – 2017; Chief Election Official 2018-2019
Delegate to Episcopal Diocese of Southern Virginia Annual Council 2014-2016
Commission on Presidential Debates – assisted manning the Emergency Operations Center (EOC), Vice-Presidential Debate, Longwood University 2016
Gubernatorial Appointment to the statewide Virginia Council on Women 2021-2024
Memberships: Life Member VFW; League of Women Voters of Charlottesville and Albemarle County; Charlottesville Albemarle Chapter of the NAACP, Member Executive Committee 2023; American Legion; Charlottesville Chapter, National Organization for Women

HONORS AND AWARDS

Member, Georgia State High School Championship Soccer Team, 1969-70 school year.
Co-Captain Lakeside High School Soccer Team, 1971-72 school year.
Georgia All-State High School Soccer Team, 1971-72 school year.
Lakeside High School "Viking Award," 1972.
Student Activities, 1972-1976: Student Government; Mercer University Spirit Award; Soccer Team, Co-Captain; Cheerleader; One of four finalists for Algernon Sidney Sullivan Award
Personal Military Awards: Legion of Merit (2 awards); Meritorious Service Medal (4 awards); Navy Commendation Medal (2 awards); Navy and Marine Corps Achievement Medal.

MILITARY AND PROFESSIONAL SCHOOLS ATTENDED

Officer Indoctrination School, 1979
Basic Lawyer Course, 1979
Air Installation Compatible Use Zone Training, 1982
Tax Return Preparation Seminar, 1984
Environmental Law Seminar, 1993
Operational Law Course, 1994
Joint Ethics Training, 1999

Equal Employment Opportunity Course, 2000
Military Judge's Course, 2001
National Judicial College, Advanced Evidence, 2002
Interservice Military Judge's Seminar, 2002, 2003
Sorensen Institute (Political Leaders Program), 2022

PUBLICATIONS

Law Matters, The Virginian Pilot, special section on military law, 1999
Getting Fired by the Military (and What You Can do About It), New Jersey Lawyer Magazine,
June 2007/No. 246, pp. 21-27

RECOGNIZED EXPERT IN MILITARY AND SECURITY CLEARANCE LAW

Panelist and/or presenter at various American Bar Association, Virginia State Bar, Security Clearance Professional Organizations, Military legal training, and other entity sponsored training conferences, as well as appearances on numerous local, regional and national radio broadcasts (e.g., multiple appearances as guest commentator on National Public Radio's Talk of the Nation); provided input to various national and international print media; and published expert on military legal issues as well as receiving international press coverage of some cases/clients.

SOCIAL JUSTICE ACTIVITIES

Instrumental in having my college fraternity be the first white fraternity to racially integrate at my University in 1975. Presentations at a number of conferences, training events, and Bar Activities related to LGBT legal issues both in daily life events as a result of "coming out" as transgender, as well as labor/employment law and security clearance adjudication issues in the workplace (e.g., "First Event;" Equality Virginia's "Transgender Information and Empowerment Seminar (TIES)" and Transgender Advocacy Speaker's Bureau; State Bar of Virginia, Norfolk and Portsmouth Bar Association, Virginia Bar Association, Vandeventer Black annual Labor Law Symposium; numerous Federal Security Officer organizations, Federal and State Legislative Lobbying; Numerous Military Commands in support of Pride Month Activities). Annual presentation to first and fourth year medical students, and Residents at the University of Virginia School of Medicine (2018-Present), Eastern Virginia Medical School (2021), and Virginia Commonwealth University (2021-2023 related to medical care of transgender patients as part of the Social Issues in Medicine Medical School curriculum.

Albemarle County

Police Department Citizens Advisory Committee

Board Details

Provide for independent review by a citizen committee of policies, procedures, budget decisions and staffing allocations of the County Police Department in order to improve efficiency and effectiveness of local law enforcement services and to promote the community policing philosophy of the County in a way which advances shared responsibility and interdependence between the community and the Police Department. Review Police Department policies, programs, procedure and practices, Rules and Regulations and General Orders, budget and funding priorities, and the level of staffing and how staffing is allocated.

Overview

- **Size** 5 Seats
- **Term Length** 2 Year
- **Term Limit** 3 Terms

Additional

Length of Term

Citizen members will serve a term of two years commencing from their date of appointment, and may serve for a maximum of three consecutive terms.

Frequency/Times for Meetings:

Meeting are held on the 2nd Tuesday of each month at 8:30am at 1600 5th Street Conference Room C or B..

Membership:

Five citizen members appointed by the Board of Supervisors (BOS), and an ex-officio, non-voting member of the BOS, who will act as a liaison between the PDCAC and the BOS.

Qualifications

Members shall be selected on the basis of their professional experience, educational background, and history of community service. A BOS member will serve as an ex-officio, non-voting member, as well as liaison between the PDCAC and the BOS.

Police Department Citizens Advisory Committee

Board Roster

□ **Donna P Price**

1st Term Jun 05, 2024 - Mar 05, 2026

Appointing Authority Board of Supervisors

□ **Dennis (Denny) L King**

1st Term Nov 06, 2024 - Mar 05, 2026

Appointing Authority Board of Supervisors

□ **Nicole Hall**

1st Term Jun 05, 2024 - Mar 05, 2026

Appointing Authority Board of Supervisors

□ **Bonnie M Brewer**

1st Term Jun 05, 2024 - Mar 05, 2026

Appointing Authority Board of Supervisors

□ **Bea LaPisto-Kirtley**

1st Term Jan 07, 2026 - Dec 31, 2026

No Recruitment

Appointing Authority Board of Supervisors

Position BOS Liaison

Category BOS Member

□ **Diantha H McKeel**

1st Term Jan 07, 2026 - Mar 05, 2028

Appointing Authority Board of Supervisors

Application

Profile

Which Boards would you like to apply for?

Village of Rivanna Community Advisory Committee: Submitted

Magisterial District *

Scottsville

Edward

First Name

"Doug"

Middle Initial

Earle

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Retired Army Veteran

Employer

Retired

Occupation

Business Address:

N/A

Date of Employment:

N/A

Years Resident in Albemarle County:

6 years

Previous Residence:

Overseas

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

NONE

Education

Edward "Doug" Earle

Education:

Masters

Activities and Interests

Memberships in Civic, Not-for-Profit, and Similar Organizations:

Interests:

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Service to the community

How did you hear about this vacancy:

County Website

Upload a Resume

Application

Profile

Which Boards would you like to apply for?

Village of Rivanna Community Advisory Committee: Submitted

Magisterial District *

Scottsville

Howard

First Name

E

Middle Initial

Hottinger

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

University of Virginia

Employer

Information Technology
Systems Engineer

Occupation

Business Address:

1001 Emmet Street North Charlottesville, Virginia, 22903

Date of Employment:

01/15/2021

Years Resident in Albemarle County:

5

Previous Residence:

Louisa County

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

Amy Hottinger, Albemarle Schools

Education

Howard E Hottinger

Education:

Liberty University, BS Computer Science. University of North Dakota, PhD Computer Science (currently attending, online)

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

I'm not formally affiliated with any organizations.

Interests:

Computer Science, gaming, computer coding.

Reasons for Seeking to Serve on the Board, Commission, or Committee:

I want to continue to serve my local community in the capacity I currently serve in the Village or Rivanna CAC. While we have not formally met as a group yet to my knowledge, I would like to become active on this committee and provide useful insight into the planning of the community that I live in. The PVCC committee/board is of particular interest due to previously attending school there, teaching there previously, and currently attending a PhD program with the hopes of being involved in teaching at the college level. I currently have no direct affiliation with PVCC and would have no conflict of interest with being on this board. For the Broadband authority, I work in information technology and I previously worked in the local school division where I was directly involved with the internet connectivity for our students during the covid epidemic. Having reliable internet and planned, organized roll out of the best internet connectivity is directly important to me.

How did you hear about this vacancy:

Albemarle County Website

[Hottinger-Resume.pdf](#)

Upload a Resume

Howard Hottinger

5-22-24

3316 Village Park Avenue, Keswick, Virginia, 22947
Phone: 434-235-1552
flatfoot584@gmail.com

EDUCATION

University of Phoenix

June 2011

Associate degree, Computer Networking

Piedmont Virginia Community College

2012

General Studies

Liberty University

2024

BS Computer Science (Application Development)

EXPERIENCE

Adjunct Instructor | [Piedmont Virginia Community College](#)

June 2022 – present

Develop lesson plans, training programs, and hands-on aids, and conduct classroom instruction for CompTIA Information Technology Certifications.

IT Systems Engineer | [University of Virginia](#)

Jan 2021 – present

Primary focus on cloud computing, process automation, and scripting in various programming languages. Deploying and maintaining virtual hosts for automation and other high-level processes integral to the daily work of the university. Direct support for ServiceNow ITSM platform, Microsoft Azure, Microsoft Orchestrator, and Microsoft Active Directory.

Assistant Director of School Technology Support Services | [Albemarle County Public Schools](#)

July 2018 – Jan 2021

I Managed a 17-person team that covered 25 schools for the Albemarle County Public School System. Responsible for the support, inventory, and lifecycle management of over 16,000 computers and other devices. Responsible for the support of over 16,000 students and staff.

Lead Client Services Specialist | [Albemarle County Public Schools](#)

July 2016 - Present

I Managed a 5-person team that supported 15 elementary schools' technology. Responsible for over 5000 users and over \$2 million worth of equipment.

Client Services Specialist | [Albemarle County Public Schools](#)

November 2012 – July 2016

As a client services specialist, I managed all instructional technology both for teacher and student use within the school I was assigned. I manage and control all inventory maintain all equipment and ensure it is in working order.

Police Investigator | [University of Virginia Police](#)

March 2009 – November 2012

As a White-Collar Crime investigator, I have investigated computer crimes, fraud through computers, account takeovers, computer hacking, and child abuse crimes. I was a member of the Internet Crimes Against Children Taskforce (ICAC). Provided after-hours support and advice to patrol officers. Consulted on all computer crimes within the jurisdiction.

Deputy Sheriff | [Charlottesville Sheriff's Office](#)

June 2006 – March 2009

Courtroom security, inmate transportation, and extradition, civil process service.

Jailor | [Albemarle Charlottesville Regional Jail](#)

September 2001- June 2006

Inmate services, Inmate transportation.

SKILLS

- Proficient in HTML, PHP, Java, SQL, C#, C##, asp.net, and PowerShell scripting.
- Proficient in Microsoft Word, Excel, Outlook, Publisher, and Access.
- Excellent problem solver.
- Excellent understanding of Windows, Linux, and MacOS operating systems.
- Great understanding of computer networking and their relationships with other devices.
- Self-motivated.
- Leadership by example.
- Strong mentorship abilities.
- Strong report writing abilities.
- Strong ability to work through complex situations.
- Team player.
- Detail oriented.
- Strength under pressure.
- Data-driven decision maker.

Application

Profile

Which Boards would you like to apply for?

Village of Rivanna Community Advisory Committee: Submitted

Magisterial District *

Rivanna

Renae

First Name

King

Last Name

Middle
Initial

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Bright Beginnings Preschool

Employer

Director

Occupation

Business Address:

Date of Employment:

Years Resident in Albemarle County:

5

Previous Residence:

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

n/a

Education

Education:

Masters of Arts in Teaching, Masters in School Administration, Ed.D in Leadership

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Interests:

Reasons for Seeking to Serve on the Board, Commission, or Committee:

I have been looking for a way to get involved in the community, serve my area, and return to public service.

How did you hear about this vacancy:

postcard

[Upload a Resume](#)

Application

Profile

Which Boards would you like to apply for?

Village of Rivanna Community Advisory Committee: Submitted

Magisterial District *

Scottsville

Richard

First Name

F

Middle Initial

Randolph

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Legacy Hospice, volunteer

Employer

Educator/Fund Raiser/Government Official

Occupation

Business Address:

None currently

Date of Employment:

N/A

Years Resident in Albemarle County:

22

Previous Residence:

Lakeville, CT

Identify Any Spouse, Natural or Legal Offspring, Parent, Grandparent, or Sibling Who is a County Supervisor or Other County Officer, Employee, or Appointee:

None

Education

Richard F Randolph

Education:

BA: University of Virginia, American Government MA: University of Pennsylvania, International Relations Secondary Certification: Immaculate University, Social Studies ABT: University of Connecticut, American Public Policy, International Relations, and Comparative Politics Certified Member, Institute of Independent Business Certification: Planning Commissioner, VACO Certification: County Supervisor, VACO

Activities and Interests**Memberships in Civic, Not-for-Profit, and Similar Organizations:**

Grace Episcopal Church, Cismont, VA

Interests:

Cycling, home projects, mechanical repairs and such planning related issues as affordable housing, public recreation, broadband, solar power, form-based code, homestay policies, portable mobility devices and multi-mobil infrastructure,

Reasons for Seeking to Serve on the Board, Commission, or Committee:

Continued desire to serve the Albemarle County community in general and the Scottsville District specifically.

How did you hear about this vacancy:

Read online about vacancy

[R-2025RFR.docx](#)

Upload a Resume

Richard F. Randolph
3191 Darby Road
Keswick, VA 22947

Phone: 434-284-1812
E-mail: neurologicalhope@gmail.com

OBJECTIVE:

Responsible volunteer position working with caregivers in a congenial, fast-paced, medical setting with a strategically-focused organization seeking a seasoned, ethical and compassionate listener with training and experience in local hospice work..

Hospice Work:

- * Served as hospice volunteer with Hospice of the Piedmont ((2023-2026)
- * Also serving as hospice volunteer with Legacy Hospice (2024 on)
- * Trained by HOP and Legacy as volunteer and also by HOP as a EOL doula.
- * Provided doula services for both US families and a caregiver in France.

Management:

- Vice-Chair and member of Board of Supervisors, Albemarle County, VA (2016-2020)
- * Owner, Keswick Home Services, Keswick, VA (2011-2016)
- * Principal, Randolph Coaching & Consulting, Keswick, VA (2007-2011)
- Program and policy leadership provided as senior vice president of development, vice president for development, director of capital campaign, director of development, director of corporate and foundation relations, upper school principal, director of admissions and director of community affairs.
- Responsible for hiring in all of these positions (1 to 19 person offices) and for firing for all except Albemarle
- Managed or oversaw budgets or was responsible for fund development (\$35,000 to over \$456m)

Fundraising:

- Stewardship Committee, Grace Episcopal Church, Keswick, VA
- Strategized, requested and secured individual major gifts (\$1,000 to \$1million)
- Systematized, wrote and followed up on securing grants (\$1,000 to \$125,000)
- Executed (with president) a vibrant, moves-based major gifts program (\$540,000)
- Planned and organized with volunteers a first-ever special event (\$135,000)
- Identified, contacted and solicited middle-tier of corporate support (\$65,000)

Strategic Planning:

- * Scottsville District, Albemarle County Board of Supervisors, VA (2016-20200)
- Scottsville District, Albemarle County Planning Commission, VA. (2012-2016 & 2020-2022)
- * Scottsville District, Stone-Robinson Democratic Precinct Captain, VA. (2008-2015)
- * Albemarle County citizen representative, Rivanna River Basin Commission, VA
- * Liaison, Village of Rivanna Regional Advisory Council, VA
- * Liaison, Historic Preservation Committee, Albemarle County, VA
- * Liaison, CIP Committee, Albemarle County, VA
- Coordinating committee, Tour de Vine, MS Society of Central VA (2007-09)
- Developed with staff a fundraising plan to yield \$500,000 in new funds •
- Strategized and planned out a \$200,000 major gifts campaign •
- Initiated a \$1.2 million major gifts drive premised on fundraising plan of action •
- .developed in conjunction with Board and major donors
- Created an extensive plan of action to identify and secure new funds for moribund capital campaign

Membership Development:

- Expanded volunteer participation in capital campaign by 2,200% in six months
- Increased, with Board support, number of \$10,000 donors by 64% in 18 months

Identified, cross-checked and added 3,500 new direct mail contacts in one year •
 Through grant-writing, secured funds to launch a nationally and state •
 recognized comprehensive caregiver training program (Memory U)

:Board Development

With assistance of Board members, identified and recruited new, more diverse •
 volunteer committee members as potential Board members
 Provided strategic direction for evolution of community-based board into •
 more professional fundraising board

:Scientific/Medical Issues

Served as caregiver for wife suffering from four neurological diagnoses (pre-and post- *
 mortem)

Trained in the fields of nutraceuticals, vitamins and supplements by Vitamin Shoppe *

Researched and composed rationale for successful NY and CT opposition to •
 proposed location of coal-fired, hazardous-burning cement plant in watershed of Hudson River
 As member of pollution control authority, helped secure town vote for •
 expansion of plant to ensure public health and restricted growth
 Researched and composed legal rationale for successful opposition to siting of a •
 riverboat gambling operation in the Connecticut River watershed
 As president of community association, led successful effort to resolve toxin •
 pollution through procuring state, corporate, and local funding
 Served as sole citizen representative on panel advising CT legislature on risk •
 levels of carcinogens in drinking water
 Author of "Surviving", a true story of my late-wife's struggles with medicine and •
 her diagnoses of Chronic Lyme and Associated Diseases, ALS, Parkinson's & Dementia

EDUCATION:

A.B.D. **University of Connecticut**, Storrs, CT
 Concentrations in environmental public policy, comparative politics and
 international relations (Ph.D. Dissertation: "Ecological Crises, Iraqi
 National Security, and Regional Conflict: A Case Study of the 1990 Iraqi
 Seizure of Kuwait")

M. A. **University of Pennsylvania**, Philadelphia, PA
 Concentrations in international relations and anthropology.

B. A. **University of Virginia**, Charlottesville, VA
 Major in American Government and Minor in World Literature

:PROFESSIONAL WORK BACKGROUND

Fundraising (1988-2007)

Senior Vice President of Development (United Way of Dutchess County, NY)
 Co-president, Westchester Association of Development Officers, White Plains, NY
 Vice President of Development (Alzheimer's Association, Charlottesville, VA)
 Director of Major Gifts (Scenic Hudson, Poughkeepsie, NY)
 Development Director (Center for Preventive Psychiatry, White Plains, NY)
 Capital Campaign Director (German School NY, White Plains, NY)
 Director of Corporate and Foundation Relations (Housatonic Valley Association, CT)
 Connecticut Director (Connecticut River Watershed Council, Hartford, CT)

Administrative (1978-2024)

Supervisor, Albemarle Board of Supervisors, Scottsville Magisterial District (Charlottesville, VA)
 Owner, Randolph Coaching & Consulting and Keswick Home Services (Keswick, VA)

Owner, mpi Consulting (Lakeville, CT)
 Upper School Director (Cape Henry Collegiate School, Virginia Beach, VA)
 Director of Admissions (Abington Friends School, Jenkintown, PA)
 Director of Admissions (Friends Select School, Philadelphia, PA)
 Director of Community Affairs (Ethel Walker School, Simsbury, CT)

Teaching (1969-1995)

Honors U.S. history, (Abington Friends School, Jenkintown, PA)
 Environmental Politics (Mount Holyoke College, S. Hadley, MA)
 Environmental Policy, Environmental Science and Government (U. of Hartford, CT)
 American Politics (University of Connecticut, Storrs, CT)
 European History (Cape Henry Collegiate School, Virginia Beach, VA)
 Religion Department Chair (Ethel Walker School, Simsbury, CT)
 Social science teacher (Abington Friends School)
 Social science, anthropology and French teacher (Friends Select School)
 Reading teacher (Haverford School, Haverford, PA)
 Substitute teacher (Philadelphia Public Schools, Philadelphia, PA)

ADDITIONAL EDUCATIONAL EXPERIENCE:

1993)

(1991-

- Coordinator of Environmental Science program initiative between Hartford & Bialystok Polytechnic University in Poland
- Scholar, Brown University Center for Foreign Policy Development

POLITICAL EXPERIENCE:

2022)

(1969-

- Member, Albemarle County Planning Commission, Charlottesville, VA
- Precinct Captain, Stone-Robinson Voting District, Albemarle County, VA
- Chair, Salisbury Democratic Town Committee, Salisbury, CT
- Member, Canton Democratic Town Committee, Canton, CT
- Faculty Coordinator, Weicker for Governor, Bloomfield, CT
- Member, Virginia Beach Democratic Committee, Virginia Beach, VA
- First Selectman Candidate, Simsbury, CT
- Member, Simsbury Democratic Town Committee, Simsbury, CT
- Town Coordinator, Gary Hart for President, Simsbury, CT
- Director, Ninth Ward New Democratic Coalition, Philadelphia, PA

MILITARY EXPERIENCE:

(1970-1976)

- Communications Specialist, Pennsylvania Army National Guard, 111th Infantry,

CYCLING EXPERIENCE:

(1971-current)

- Tour de Vine Coordinating Committee, Blue Ridge Chapter, MS Society, Charlottesville, VA
- * ALS Association, Ride for the Cure Committee, Albemarle County, VA
- Sales Associate, Performance Bicycles, Charlottesville, VA
- Spin Cycling Instructor, Glenmore Country Club, Keswick, VA
- Triathlete, Josh Billings Classic, Great Barrington, MA & Farmington Valley Triathlon, Canton, CT
- Board Member, Pennsylvania Bicycle Club, Philadelphia, PA
- Racing Team Member, Pennsylvania Bicycle Club, Philadelphia, PA
- Racing Team Member, University of Pennsylvania Bicycle Team, Philadelphia, PA

References furnished upon request.

Village of Rivanna Community Advisory Committee

Board Details

The Advisory Committees will provide assistance, feedback and input to County staff and the Board of Supervisors on community and county efforts related to implementation and support of the adopted Master Plan, in accordance with established county procedures. Advisory Committee members will communicate with their constituencies to increase understanding of and support for successful implementation of the Master Plan. The membership is broad-based to incorporate a variety of perspectives and ideas and to provide citizens, business people, and representatives of community groups a chance to be engaged and to be heard in a constructive and meaningful way.

The Committees will be a catalyst for helping foster a sense of community and work towards effective and efficient Master Plan implementation. Committees are a venue to discuss and provide comments on program and policy questions and/or proposals. Community Advisory Committees are an important venue for discussion and Committees can provide feedback and indicate preferences related to development proposals, although Committees do not have a legislative role in the development process.

Responsibilities:

1. Serve as liaisons
2. Gather input from constituencies represented and bring these issues to the attention of staff and the Committee, and distribute information from the Committee back to constituents.
3. Stimulate creative thinking in examining implementation issues and identify ways of using community resources to meet implementation needs and challenges.
4. Provide advisory input, comments, and information to the Board of Supervisors on new and emerging policies, projects, and programs as requested.
5. Maintain a forward-looking agenda with respect to adopted Master Plans and policies of the Board of Supervisors. Committee meetings are not the appropriate venue to oppose adopted policy.
6. Commit to support and work to implement the adopted Master Plan.
7. Work with Staff to provide an annual report of activities to the Board of Supervisors in accordance with the Board of Supervisors' adopted Rules of Procedure for Boards and Commissions.

Overview

- **Size** 10 Seats
- **Term Length** 2 Years
- **Term Limit** 3 Terms

Additional

Length of Term

Members will be appointed for either a 2 or 3 year term to stagger the transition of new members on and off the committee. After initial appointments, terms will be for 2 years. While Members will be generally expected to serve no more than 2 terms, additional terms may be considered if desired and if the Board of Supervisors deems appropriate.

Frequency/Times for Meetings:

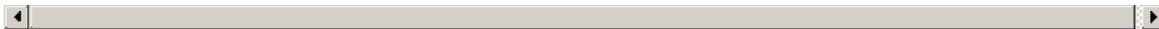
TBD

Membership:

The Board of Supervisors shall appoint 10 members to the Committee with geographically diverse representation from the following: Residents of the Glenmore community (3) Residents of the Village of Rivanna outside Glenmore (3) Business community (2) Other potential community representatives (2) ensuring a balance between community and business representatives. There shall also be a Planning Commission liaison appointed to the committee who will attend meetings, report back to the Commission at its regular meetings with a synopsis of the Committee's meetings/activities, as appropriate. The liaison, along with other Commissioners, may identify agenda items or updates that should be provided to the Committee and the greater Master Plan area. To the extent that County planning staff is available, staff will coordinate all staff support to the Advisory Committee, ensure meeting supplies, print and copy agenda and meeting materials.

Qualifications

1. Serve as liaisons by: 1) contributing to public understanding of and encouraging support for Master Plan implementation 2) keeping the community informed of the needs, purposes, and progress of Master Plan implementation 3) encouraging interest and participation in community and county efforts related to the Master Plan and participation in public meetings and 4). enhancing collaboration among all community stakeholders. 2. Gather input from constituencies represented and bring these issues to the attention of staff and the Council, and distribute information from the council back to constituents. 3. Stimulate creative thinking in examining implementation issues and identify ways of using community resources to meet implementation needs and challenges. 4. Provide information to the Board of Supervisors as requested. Members should also be willing to: Familiarize themselves with the Vision and Implementation Plan of the Master Plan and work in coordination with County staff to provide input on Master Plan implementation. Act on the basis of information and understanding. Focus their efforts strategically to achieve the greatest possible contributions. Strive to achieve a consensus on actions/recommendations that are important to Master Plan implementation. Comment as a committee constructively and with appropriate suggestions and offers of help. Work toward benefiting Master Plan implementation rather than special needs or interests. Accept responsibility for the success of the Advisory Council by contributing appropriate time and energy.



Village of Rivanna Community Advisory Committee

Board Roster

Stephanie H Shobe

1st Term Jun 05, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Category Glenmore Resident

Theresa M Stevens-Reines

1st Term Jun 05, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Category Glenmore Resident

Edward "Doug" Earle

1st Term Jun 05, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Category Glenmore Resident

Howard E Hottinger

1st Term Jun 05, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Category Resident VOR Outside Glenmore

Rena King

1st Term May 01, 2024 - Mar 31, 2026

Appointing Authority Board of Supervisors

Category Resident VOR Outside Glenmore

Mike Pruitt

3rd Term Jan 14, 2026 - Dec 31, 2026

No Recruitment

Appointing Authority Board of Supervisors

Position BOS Liaison

Category BOS Member

□

Judy Hundley

1st Term Oct 02, 2024 - Mar 31, 2027

Appointing Authority Board of Supervisors

Category Resident VOR Outside Glenmore

□

Vacancy

No Recruitment

Appointing Authority Planning Commission

Position PC Liaison

Category PC Member

□

Vacancy

Appointing Authority Board of Supervisors

Category Business Community

□

Vacancy

Appointing Authority Board of Supervisors

Category Business Community