

# NATHANIEL CADE, JR.

Shorewood, WI 53211  
(414) 255-3802 (o)  
(414) 255-3804 (f)  
email: [nate@cade-law.com](mailto:nate@cade-law.com)  
website: [www.cade-law.com](http://www.cade-law.com)

## WORK EXPERIENCE

March 2013 - Present

### **CADE LAW LLC, Milwaukee, WI.**

Partner and owner of solo law firm that handles all aspects of complex litigation including trial and appellate work, drafting of briefs, motions and various aspects of research. My areas of emphasis include commercial litigation and financial fraud, products liability defense and tort litigation, construction disputes, class action defense, insurance litigation, and ethics/professional liability and malpractice matters. I also represent clients in employment matters and trusts and estates matters. I have first-chaired more than twenty jury and bench trials, as well as handling dozens of arbitrations, mediations and administrative hearings.

March 2011 - February 2013

### **GONZALEZ SAGGIO & HARLAN LLP, Milwaukee, WI.**

Partner and General Counsel of 15 office national law firm. Practiced law full-time, and also served as general counsel of firm, responsible for all ethics inquiries and malpractice issues and served as lawyer for the law firm.

September 1996 – March 2011

### **MICHAEL BEST & FRIEDRICH LLP, Milwaukee, WI.**

Partner in large Milwaukee law firm in litigation department. Co-chair of products liability sub-practice group in litigation department. Also served for ten years as one of six trustees to the MBF Defined Benefit and Contribution Plans.

## EDUCATION

### **UNIVERSITY OF MICHIGAN LAW SCHOOL, Ann Arbor, MI**

Juris Doctor, May 1996

*Activities:* Associate Editor, Michigan Journal of International Law  
Campbell Moot Court Competition, Quarterfinalist  
Treasurer, Law School Student Senate  
Member, Black Law Students Alliance

### **UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA**

Bachelor of Arts in Economics and Political Science, May 1993

*Activities:* Editorial Columnist (Bi-weekly), *The Daily Pennsylvanian*  
The Official University of Pennsylvania Mascot, *The Quaker*  
Member, Black Student League  
Member, Delta Upsilon Fraternity

## PROFESSIONAL ACTIVITIES

### **Bar Admissions:**

State of Wisconsin, 1996  
Eastern District of Wisconsin, 1996  
Western District of Wisconsin, 1996  
Seventh Circuit Court of Appeal, 1996  
United States Supreme Court, 2000  
Sixth Circuit Court of Appeal, 2000  
U.S. Court of Federal Claims, 2004  
Northern District of Illinois (Trial Bar), 2004  
Eastern District of Michigan, 2009  
Southern District of Indiana, 2012

### **Professional:**

- Milwaukee County Research Park (appointed by County Executive Chris Abele)  
Board of Directors (2013-present)  
Trustee, Milwaukee County Research Park Pension Plan
- Wisconsin Supreme Court, Office of Lawyer Regulation  
Special Prosecutor (June 2014 – present)

- American Bar Association (ABA)
  - Member, Litigation, Business, and Torts & Insurance Practice sections
  - ABA House of Delegates (August 2008 – July 2014)
    - State Chair (2012-2013)
    - Chair, Technology Committee (August 2012 – July 2013)
    - Member, Rules & Calendar Committee (August 2010 – July 2012)
    - Standing Committee on Ethics and Professional Responsibility Member (August 2010 – August 2013)
  - ABA Section of Litigation
    - Division Director, Division 5 (August 2012 – present)
      - Responsible for oversight of five committees of the Section of Litigation.
    - Co-Chair, Products Liability Committee (August 2009 – July 2012)
    - Chair, Automotive Subcommittee (2003 - 2005).
    - Meeting Co-Chair, ABA Section of Litigation Products Liability Automotive Regional Conference, Torrance, CA (September 2005)
    - Meeting Co-Chair, ABA Section of Litigation Products Liability Conference, Miami, FL (March 2003)
    - Meeting Co-Chair, ABA Section of Litigation Products Liability Automotive Regional Conference, Detroit, MI (October 2003)
    - Meeting Co-Chair, American Bar Association Section of Litigation Products Liability Conference, Orlando, FL (March 2002)
    - Co-Chair, Advanced Planning & Leadership (August 2007 - July 2009)
    - Young Lawyer Leadership Program (2005 - 2007)
- State Bar of Wisconsin
  - Board of Governors (July 2009 – June 2012)
  - Standing Committee on Professional Ethics
    - Chair, July 2002 – June 2005
    - Member, July 2000 – June 2007
- Member, Ethics 2000 Commission, June 2003 – July 2005
  - Appointed by Chief Justice Shirley Abrahamson of the Wisconsin Supreme Court to seventeen-member panel to review Wisconsin's Rules of Professional Conduct and suggest changes in light of the ABA's revision to model rules
- Member, Products Liability Advisory Council (PLAC)(2008 - 2013)
- Master of the Inn, Thomas Fairchild American Inns of Court (1997 – present)
  - Membership Chair (2007 – 2012)
- Member, Milwaukee Bar Association Board of Directors (2005 – 2008)
- Past President, Milwaukee Young Lawyers Association (1998-1999)
- Member, Wisconsin Association of African-American Lawyers
- Past Member, Defense Research Institute (Products Liability, Construction Committees)
- **Civic Activities:**
  - Shorewood Little League, Board Member
  - Milwaukee County Research Park (appointed by County Executive Chris Abele)
  - Member and Past President, Milwaukee Forum
  - Former Board Member and Past President, Future Milwaukee, Inc.
  - Former Board Member, COA Youth & Family Center (Finance & Golf Committees)
- **Personal Interests:** Jazz, bourbon and golf

# **Genevieve Kirchman**

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Shorewood, WI 53211

Email: genevievekirchman@gmail.com, cell: 608-697-3887

## **Professional Goal and Vision**

To continue to use my leadership skills and experience to support a world in which every child is valued and connected

## **Leadership Experience:**

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- Board of Directors for Eastwood Association
- Member of 5 person Leadership Council for CESA 5
- Project Director for seven person department with a budget of \$320,000
- Coordinator for Southern Alliance for WI Youth Resource Center (14 counties)
- Facilitated Strategic Planning Process for School Districts and County Partnerships
- Facilitated *Characteristics for Successful Schools* process

## **Skills:**

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- Educator: Presenter, Trainer and Facilitator for groups ranging from 20 to 500 people on a regional, state and national level
- Sustainability Skills - Secured \$4 million over 20 years through grant writing and contracts from county government, foundations (3M and UW-Medical College), State (DPI, DHS, Children's Trust Fund, WI Arts Board) and Federal Agency (SAMHSA)
- Entrepreneurial skills – Co-creator of youth behavior survey and county-wide education diversion program for underage drinking violators. Initiated and sustained two community programs (Community Wellness coalition and Performing Arts Series)

## **Employment History**

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**Safe and Drug Free Schools Project Director** for Cooperative Educational Service Agency (CESA) 5, Portage, Wisconsin. Job responsibilities included:

- Financial sustainability: During 16 years working at CESA 5, grew the department with an annual budget of \$125,000 to an annual budget of \$400,000
- Providing technical assistance and resource referral services to 35 school districts and community partners
- Providing professional learning on violence and bullying prevention, conflict resolution, resiliency, prevention of substance abuse, social norms, cooperative learning, brain-compatible learning, team building, strategic planning, appreciative inquiry and communication skill building
- Facilitation and oversight of learning experiences with youth on peer mediation, bullying prevention, youth leadership
- Analysis of youth behavior data and presentation of results

**Community Prevention Specialist** for Pathfinder, Portage, Wisconsin. Scope of duties:

- Provided Drug Abuse Prevention Services to Columbia County
- Established and supported county coalition
- Established and implemented county-wide education program for underage drinking violators
- Created and coordinated Choices, a county wide mentoring program for adolescent girls
- Facilitated numerous 3-day AODA trainings for school staff

**Coordinator** for Crawford Co. Community Wellness, Prairie du Chien, WI. Responsibilities:

- Coordinated a Grass Roots Drug Abuse Prevention Organization
- Secured Foundation and State Grants
- Coordinated community events and alternative activities for youth

**Director** of the Committee for Performing Arts, Prairie du Chien, Wisconsin. Scope of duties:

- Established and coordinated regional art series attended by 800 people
- Secured state grants and local business funding

**Assistant Sales Manager** for Borg-Warner Int'l., Chicago, Illinois. Job responsibilities:

- Managed aftermarket automotive sales for Central America and parts of South America
- Coordinated schedules between manufacturers, shippers, and international creditors

## **Education**

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- Masters Human and Community Resources from University of Wisconsin-Stevens Point
- B.S. in Psychology from University of Wisconsin-LaCrosse, WI
- Trained in the following areas:
  - SoulCollage® Facilitator
  - Professional Learning Communities and PBIS through WI Rtl Center
  - Tribes-Building a Community of Learners, Center Source, Ltd.
  - Cook's Strategic Planning Model
  - Data analysis and selection of Model program
  - Strategic Prevention Framework and Logic Model
  - Social Norms
  - Appreciative Inquiry Process
  - Curriculum: DPI Bully Prevention, LifeSkills, Prime for Life, TRAILS (resiliency)
  - Student Assistance Program (SAP) and AODA Core
  - 4MAT Learning System
- Researchers and Authors that inform my work:
  - Resiliency: Bonnie Benard, David Cooperrider, John McKnight, Emily Werner
  - Emotional Intelligence: Daniel Goleman
  - Leadership and Behavior Change: Malcolm Gladwell, Chip and Dan Heath, John Medina, Daniel Pink, Peter Senge
  - Personal & Professional Growth: Stephen Covey, Jim Collins, DeWitt Jones, M.Scott Peck, Eckhart Tolle, Margaret Wheatley, Benjamin Zander

## **Awards**

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2009-Wisconsin Prevention Award - Lifetime Achievement Award

1996 and 1997-Governors Certificate of Commendation

1992-Chamber of Commerce Citizen of Year Award, Prairie du Chien, Wisconsin

1991-Community Wellness Award, Prairie du Chien, Wisconsin

## **Personal Interests**

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Performing and Visual Arts

Independent and Foreign Film

Environmental Protection and Preservation

Travel and Multi-cultural Experiences

SoulCollage®

**Reference:** Don Stevens, former CESA 5 administrator, 608-697-3460

# JOANNE M. LIPO ZOVIC, JD, MBA

2504 East Newton Avenue • Shorewood, Wisconsin 53211  
414-617-5215 • jmlz@wi.rr.com

## EXECUTIVE SUMMARY

Attorney, mediator, management professional and educator with over 20 years of diverse organizational, management, legal and teaching experience across a spectrum of organizational types, sizes and structures. Particular expertise in:

- Communication, negotiation, and mediation skills development instruction in both legal and non-legal contexts
- Legal services in estate planning, small business and mediation
- Conflict resolution and interpersonal/organizational dynamics, including system design and implementation
- Organizational management, policy/procedure development, analysis and evaluation

## EDUCATION

**Juris Doctor, magna cum laude** 1999

*Marquette University Law School - Milwaukee, Wisconsin*

Marquette Law Review Member

Dean's List – all semesters

Recipient of American Jurisprudence Award, Negotiations and Advanced Legal Research

**Master of Business Administration** 1990

*Keller Graduate School of Management-Milwaukee, Wisconsin*

**Bachelor of Arts, Spanish major, Chemistry minor, cum laude** 1984

*Marquette University-Milwaukee, Wisconsin*

## PROFESSIONAL EXPERIENCE

### INDEPENDENT ATTORNEY AND CONSULTANT

**PRIVATE PRACTICE ATTORNEY, MEDIATOR AND COURT- APPOINTED TRUSTEE** 2001-Present

Self-employed, private practice attorney, with principal emphasis on estate planning, residential real estate and small business matters as well as mediation services. Appointed in June 2011 as Chapter 128 Panel Trustee for the Milwaukee County Circuit Court.

**CONSULTANT/TRAINER** 2006-Present

Develop and deliver customized communication and negotiation training programs for professionals in a variety of fields (private sector, higher education, legal, professional development, government, law enforcement, post-doctoral medicine) ranging from one-hour to full day and multi-day programs.

**MANAGEMENT TRAINER** 2007- Present

*Lubar School of Business – Executive Education Program*

Develop and deliver customized training materials to management professionals enrolled either at UWM's Executive Education Center in the Lubar School of Business or at the client's facility. Topics include negotiation, communication and decision-making and vary in length based on client need.

**VISITING LECTURER****JULY 1999-2003, 2005, 2007, 2009, 2011, 2013*****The Phoenix Institute at the University of Notre Dame, South Bend, Indiana***

Develop and deliver a customized three-day Negotiation Workshop offered for an international summer study program for graduate students in law and other professionals (lawyers, human resources, politics).

**LECTURER – CONFLICT RESOLUTION****Summer 2011*****Murdoch University Law School, Perth, Western Australia (hosted in Milwaukee at Marquette)***

Developed and delivered an intensive 3 week course on conflict resolution for visiting law students, examining conflict resolution theory and conflict resolution methods and tools, including negotiation, mediation and arbitration that can be effectively deployed to analyze and resolve a variety of conflicts with particular emphasis on international disputes.

**MANAGEMENT CONSULTANT****1996 - 1997*****Minnesota Valley Testing Laboratories, Oak Creek facility******New Ulm, Minnesota***

Completed a year-long comprehensive assessment of existing quality assurance and quality control programs for the Oak Creek, Wisconsin division and recommended modifications to comply with State of Wisconsin regulatory requirements. Commission concluded upon the successful completion of an external certification audit by the Wisconsin regulatory authority.

**ADJUNCT PROFESSOR AND LECTURER****MARQUETTE UNIVERSITY LAW SCHOOL****1997-PRESENT****ASSISTANT ADJUNCT PROFESSOR – NEGOTIATIONS****2003-Present**

Develop and deliver a semester-long, interactive course in Negotiations for law students integrating theory and practice with the primary goal of developing students' skills in negotiating a broad spectrum of interactions including two-party, team and multi-party negotiations in variety of professional and personal applications.

**MEDIATION TRAINER & ASSISTANT ADJUNCT PROFESSOR AND SUPERVISOR****2009-2011**

Prepare and deliver customized mediation training instruction for Marquette University Law School students participating in the Small Claims Mediation Clinical Program throughout the year. Serve as managing faculty member as contracted for Clinic term to oversee the Mediation Clinic housed within the Milwaukee County Small Claims Court.

**TEACHING ASSISTANT – NEGOTIATIONS, *Professor Andrea Schneider*****1998**

Class preparation and management of course materials for a 4-credit semester-long negotiation workshop..

**GRADUATE ASSISTANT, *Professor Peter Rofes, Professor Craig Nard*****1997-1998**

Researched issues in Professional Responsibility and Legal Education and edited Patent Law Treatise.

**UNIVERSITY OF WISCONSIN – MILWAUKEE****2004-PRESENT****LECTURER– NEGOTIATIONS****2004-2014*****Department of Communication*****LECTURER– SPECIAL TOPICS IN BUSINESS ADMINISTRATION****FALL 2006-2008, SPRING 2012, FALL 2012-PRESENT*****Lubar School of Business***

Develop and deliver an upper level semester-long, interactive course in Negotiations for both programs integrating theory and practice with the primary goal of developing students' skills in negotiating a broad spectrum of interactions including two-party, team and multi-party negotiations in variety of professional and personal applications.

Received "Gold Star Teaching Award" from the Lubar School of Business in the 2008 fall term and again in spring of 2012. This award is given to those teachers who rank in the top 10% of all business school faculty as evaluated by students.

## **COLLEGE OF DUPAGE**

**2010-PRESENT**

**INSTRUCTOR – LEADERSHIP AND COMMUNICATION**

### ***Suburban Law Enforcement Academy – Management Training Program***

Develop and deliver one day customized training program for law enforcement management professionals. Topics include negotiation, communication and decision-making skills development.

## **MANAGEMENT AND OTHER LEGAL EXPERIENCE**

### **DAVIS & KUELTHAU, S.C. – MILWAUKEE, WISCONSIN**

**1999-2001**

**ASSOCIATE ATTORNEY**

**2000 - 2001**

Associate in Estate Planning responsible for research on estate planning and tax issues, preparation of memoranda, drafting of a variety of planning documents and preparation of gift tax returns.

**LAW CLERK**

**Summer 1999**

Clerk for Corporate Team and Estate Planning Team providing research, preparation of memoranda and document drafting.

### **CHEM-BIO CORPORATION – OAK CREEK, WISCONSIN**

**1984-1996**

**VARIOUS LEADERSHIP POSITIONS**

**1984-1996**

#### ***Chem-Bio Corporation***

Physician-owned parent company of CBC Environmental Laboratories, CBC Environmental Services, and CBC Aqua Search

**PRESIDENT**

**1994 - 1996**

#### ***CBC Environmental Laboratories***

Responsible for all aspects of operating a \$5M, 150 employee commercial environmental testing laboratory including strategic planning, sales and marketing, operations, administration, finance and human resources. Also managed outside corporate counsel and other advisors. Lead effort to develop strategic business partners and successfully negotiated sale of two business units.

**LAB DIRECTOR**

**1987 - 1994**

#### ***CBC Environmental Services, Inc.***

Responsible for all laboratory operations including scheduling, production, quality assurance, client services and human resources. Designed and implemented plan for creating standard laboratory methods and operating procedures. Developed specifications, negotiated contract and lead team in the evaluation, purchase, configuration and installation of a customized laboratory information management system.

**CLIENT SERVICES MANAGER**

**1984 - 1987**

***CBC Aqua Search***

Developed and implemented operational systems for managing all client services and laboratory support functions. Directly hired, trained and supervised staff responsible for system implementation.

**ORGANIZATIONAL AND COMMUNITY INVOLVEMENT**

**MILWAUKEE COUNTY DEPARTMENT OF FAMILY CARE, GOVERNING BOARD APPOINTEE (June 2011-December 2013),  
CHAIR, Operations Sub-Committee (January 2014-Present)**

**VILLAGE OF SHOREWOOD (2012)**

ADVISOR AND MEMBER; COMMUNITY MEDIATION DEVELOPMENT COMMITTEE

**SHOREWOOD SCHOOL DISTRICT – SHOREWOOD, WISCONSIN (2001-PRESENT)**

District Curriculum Committee Member (2013-present)

District Advancement Committee Member (2013-present)

Parent Association President (2010-2011 school year- present)

Shorewood Orchestra Boosters, President (2009-Present)

Shorewood Orchestra Boosters Executive Committee (2006-Present)

Shorewood Recreation Department Advisory Committee (2005-2012)

Intermediate School Advisory Team Member (2004-2012)

Shorewood High School Student Council Volunteer Advisor (2008)

Shorewood High School Advisory Team Member (2008-2009)

Atwater PTA, Vice President-Ways and Means (2001-2002); Committee Chair (2002-2009)

**CHEM-BIO CORPORATION – OAK CREEK, WISCONSIN (1991-1997)**

CBC Environmental Laboratories, Inc., Board of Directors (1990-1996)

Chem-Bio Corporation, Board of Directors (1994-1996)

Sigma Environmental Services, Inc., Board of Directors (1991-1997)

**Milwaukee Dance Theatre, Board of Directors (1992-1994); Board Advisor (1994-Present)**

**Association of Women Lawyers, Estate Planning Discussion Group Chair (2000-2001)**

**St. Mary's Academy, Alumnae Board Vice President (1991-1992)**

**LANGUAGE SKILLS**

Conversational in Spanish

**REFERENCES AVAILABLE UPON REQUEST**



## Mark B. Miller

Cell: (651)775-7447

Shorewood, WI 53211  
markbethea@yahoo.com

Office: (262) 260-2000

**Business Executive** successful at building teams, creating profitable business opportunities and innovating product and service offerings for long term, sustainable growth in small and large businesses with aggressive growth plans. Seasoned in developing partnerships with first and second tier industry players, with the ability to bring structure, order and focus to marketing teams. Experienced in successfully driving profitability via revenue growth and/or cost containment while positioning businesses for sustainable growth. A strong leader with excellent marketing and general management skills.

- Strategic Business and Market Planning
- Value Proposition Development
- Organizational Design
- Accelerating Profitability
- Product & Portfolio Management
- Business Turnarounds
- Quantitative Market Research
- New Business Development
- Brand Management
- Program & Project Prioritization
- New Product Development

## PROFESSIONAL EXPERIENCE

SC Johnson & Son, Racine, WI

2011-Present

### **Vice President and General Manager, Global Professional Markets**

*Develop and execute the strategies and tactics required to build a global business unit. By leading all the functions in the business we created a global platform capable of delivering the revenue and growth projections required by top management. Central to our strategy is executing an acquisition capable of propelling the organization forward for the next 20 years. The seminal acquisition was made in March 2015 and is poised to exceed expectations.*

- Led the successful effort to acquire a European manufacturer of skin care products. "Sold" the acquisition to the SC Johnson Board of Directors and the corporate management team in eight weeks.
- Led our due diligence efforts through the acquisition and developed the overall acquisition bid proposal.
- Led the effort to capture an additional 10% un-forecasted increase in profit through a close examination of contractual rights with a partner company.
- Assumed General Management responsibilities as a result of outstanding work 18 months into the program.
- Created a product innovation roadmap that is largely considered best-in-class within the organization

LJ Strategic Consultants, St. Paul, MN

2009-2011

### **Owner**

*Provide management consulting services to small enterprises and start-up ventures. Specialties include: strategic marketing, product development planning, talent development and marketing communication.*

- Developed the business plan for a start-up venture in Eritrea to provide feminine hygiene products to an underserved market. Assisted the owner in obtaining seed capital to fund the business.
- Developed a talent development program for a small manufacturer struggling to find and retain high-quality employees.
- Created a marketing communications template for a small services company to better communicate its offering to target accounts.

ECOLAB INC., St. Paul, MN

2004-2009

### **Vice President, Marketing - Vehicle Care**

### **Vice President, Marketing - Hospitality, Healthcare, and Commercial Facilities**

### **Marketing Director - Professional Products**

*Formulate all marketing, product and service strategies for businesses with \$500M in North American sales. Established partnerships with European companies to accelerate growth in the rapidly growing healthcare industry while creating strong relationships with R&D, finance, and operations to facilitate speed to market. Led teams with up to 5 direct reports in marketing teams with up to 13 people. Reported to division General Managers and served as a key member of the division operating committee. Delivered superior results with profit increasing 45% in under two years and restarted the product innovation program resulting in 45% of division sales coming from new products.*

- Reorganized brand portfolio eliminating 32 brands and focusing resources on 3 brands with the greatest equity, extendibility and competitive differentiation.
- Identified a market need for "green" solutions and created the company's / industry's first environmentally sustainable product offering and certification program resulting in 2,200 certified operators in launch year, 1,200 more than forecasted.
- Developed a strategic program to reduce our key competitor's revenue 20% annually resulting in their exiting another strategic market in two years to support the corporation's strategic plan.
- Rationalized 50% of the product offering, reduced operating complexity and cost of the solutions, refocused the sales organization on the "winning products" and increased division sales 12% while delivering the highest revenue in division history
- Established the first product development phase-gate management system to create a highly effective new product development organization that contributed 30% to division revenue and operating income.
- Completed the acquisition of competitor and increased sales 180% in three years, greatly exceeding revenue expectations and profit requirements.

GRACO INC., Minneapolis, MN

2001-2004

**Global Automotive Refinish Marketing Manager**

**Global Channel Marketing Manager**

*Lead marketing operations for acquired equipment manufacturer based in California and integrated products into company systems making them available for sale in three new markets globally. Established marketing policies for product look and feel leading to a redesign of product packaging, color, and performance requirements. Established the company's first strategic distributor program resulting in the elimination of 300 distributors and a 9% sales increase. Executed the program in North America and Europe with results exceeding expectations. Created the company's first marketing analyst position for strategic decision support which became the standard for all operating units in the company.*

- Created the company's first global distribution plan complete with the first distributor contracts, functional discount pricing structure, defined territories and service expectations. Revenue increased 9% with operating income growing 2 percentage points in the first year.
- Developed a web based solution for generating, capturing, disseminating and tracking sales leads for partnering distributors. Sales increased 2% (\$2M) in the first year.
- Identified product gap in offering and presented acquisition target and plan to senior management for approval. The company was acquired 8 months later and grew revenue 15% and achieved a positive NPV one year ahead of schedule.
- Championed and led the program to quantify market size and share for the first time in division history. Created detailed customer maps that were used to realign sales territories, set budgets and create target customer lists. Sales staffing costs were reduced 7% and revenue grew 9%.

EXTERPRISE INC., Austin, TX

1999-2001

**Director - Product Management & Strategy**

*Leading the effort to chart the company's course on which standards to support and communicate with the industry on our position. Speak on behalf of the company at industry events and with high-profile analysts to shape media coverage and reinforce positioning with the market. Positioned the company for acquisition after growing to 165 employees in 18 months.*

- Served as chief competitive analyst and briefed the founder and CEO on salient events bi-weekly.
- Conducted a series of e-commerce and middleware seminars across North America and Europe leading to first license sale of the company.
- Created product roadmap value proposition for the company and all products.

3M COMPANY, St. Paul, MN and Austin, TX

1992-1999

**Marketing Manager**

**Senior Marketing Analyst**

*Managed 75% of division revenue in newly formed videoconferencing business unit. Served as primary point person with technology partner to develop systems, coordinate public relations / advertising, and pricing. Led the effort through a change in management to achieve market leadership.*

- Conduct 25 qualitative and quantitative market research studies to inform new product investment decisions.
- Led company initiative to enter videoconferencing market. Launched 8 systems in 18 months and achieved market share leadership in 2 years.
- Developed U.S. distribution program for videoconferencing program securing agreements with the leading systems integrators in all targeted geographies.
- Developed automated contract pricing system for 5,000 skus increasing productivity 25%.

HEWLETT PACKARD COMPANY, Roseville, CA

1988-1990

**Strategic Procurement Manager**

*Purchased memory chips and connectors for WAN and LAN networking systems and signal repeating products in the newly formed Networking Systems Group.*

- Supported sales, marketing and manufacturing in meeting delivery requirements on all systems during the 16 month period where memory chips were on 'allocation' from all suppliers.
- Created a system to optimize inventory of memory chips, maximize production uptime and minimize inventory investment.

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**EDUCATION**

University of California at Berkeley  
Master of Business Administration  
Berkeley, CA

California State University at Sacramento  
Bachelor of Science, Business Administration  
Sacramento, CA

## PABLO MUIRHEAD

[muirheap@matc.edu](mailto:muirheap@matc.edu)

414-861-2598

### EDUCATION

Ph.D., in Urban Education specializing in Curriculum and Instruction with a minor in Spanish,  
2006 University of Wisconsin – Milwaukee

Dissertation topic: *Culture in the World Language Classroom: A Multiple Case Study*

M.S. in Curriculum & Instruction (Spanish Education), 2001

University of Wisconsin – Milwaukee

Thesis: Finding a Balance: Meeting the Demands of the Advanced Placement Spanish

Language Exam While Maintaining a Communicative Approach

B.A. in K-12 Spanish & German Education, 1995

University of Wisconsin – Eau Claire

### TEACHING EXPERIENCE

Spanish & Education Instructor, Milwaukee Area Technical College, Fall 2005-present

*Coordinator of Teacher Education Track with transfer agreements with all major area four-year*

*colleges. Teach Spanish 1 through 4 and Spanish for Spanish Speakers as well as Issues in Urban*

*Education and the Field Experience in Urban K-12 course. Served as foreign language department*

*chair during 2011-12 school year.*

Foreign Language Methods Lecturer, University of Wisconsin – Milwaukee, Fall 2004

Applied Linguistics Instructor, Universidad Católica de San Pablo, Arequipa, Perú, Summer 2003

Spanish & FL Methods Instructor, Mount Mary College, Milwaukee, WI (in Perú), Summer 2003

Spanish Teacher, Shorewood Schools, Milwaukee, WI, 1996-2002

District FL Coordinator, Shorewood Schools, Milwaukee, WI, 2000-2001

ESL Instructor, University of Wisconsin – Eau Claire, Summer 1996

English as a FL Instructor, Universidad Andina del Cusco, Perú, 1995-1996

### PUBLICATIONS

Young, D., Berne, J. & Muirhead, P. (IN PRESS). *¡Vívelo!* (2<sup>nd</sup> ed). Wiley: Hoboken, New Jersey.

Muirhead, P. (2013). Keepin' it R-E-A-L in your instruction. *The Language Educator*, 8(6), 40-45.

Young, D., Berne, J., Muirhead, P. & Montoya, C. (2011). *Vívelo*. Wiley: Hoboken, New Jersey.

Muirhead, P. (2010). *Strengthening Spanish language instruction: Practical strategies for accelerating your students' proficiency in Spanish*. Bureau of Education and Research: Bellevue, Washington.

Muirhead, P. (2009). Rethinking culture: Toward a pedagogy of possibility in world language

## PABLO MUIRHEAD

education. *Critical Inquiry in Language Studies*, 7(4), 243-268.

Muirhead, P. (2006). Digging deeper: Examining our role as teachers of culture. *Learning Languages*, 11(2), 22-24.

Muirhead, P. (2004). One size doesn't fit all: Untapped possibilities of connecting African American students to foreign language study. *Voice of WAFLT*, 32(1), 12-13.

Muirhead, P. & Muirhead, J. (2001). *Ven Conmigo TPR Storytelling Level 2*. Holt, Rinehart and Winston: Austin, Texas.

Contributing writer - *Exprésate* Holt, Rinehart and Winston: 2006

Contributing writer - *En Camino*, Holt, Rinehart and Winston: 1998

Contributing writer – *Adelante*, Holt, Rinehart and Winston: 1997

## PRESENTATIONS & SEMINARS

Consultant for the American Council on the Teaching of Foreign Languages  
*Developed & lead seminar "Developing Intercultural Communicative Competence"*

- Ithaca Public Schools, NY, October 2015 (forthcoming)
- National Convention, San Antonio, TX, November 2014
- Jamestown Community College, NY, November 2014
- Adlai Stevenson High School, Lincolnshire, IL, October 2014
- University of Wisconsin-Milwaukee, February 2014

Frequent presenter at state and national foreign language conferences.

- Wiley Spanish Workshop – San Juan, Puerto Rico – March 2009
- Wiley Spanish Webinar – September 2009, March 2010, April 2010
- American Council on the Teaching of Foreign Languages (ACTFL) – 1998, 1999, 2000, 2003, 2004, 2005, 2013, 2014, 2015
- Central States Conference - 2005, 2008 & 2012
- Wisconsin Association of Foreign Languages (WAFLT) – 1997-2014
- Foreign Language in the Elementary Schools (FLES) Fest – 1999
- Future Foreign Language Teachers Conference – 1998-1999

Consultant for the Bureau of Education and Research

*Developed and lead seminar on Strengthening Language Instruction*

- Chicago, IL; Minneapolis, MN – December 2005
- Cherry Hill, NJ; Newark, NJ – January 2006
- El Paso, TX; Albuquerque, NM; Phoenix, AZ; Salt Lake City, UT; Denver, CO – January 2007
- ME, NH, MA, VT – May 2007
- NY & NJ – January 2008
- CA – May 2008
- RI, MA, PA, OH – January 2009
- New York – May 2010
- MA, NJ, PA – January 2011

Inservices/Speaking Engagements:

- Center for Latin American and Caribbean Studies (UWM) Summer Institute – Presentation

## **PABLO MUIRHEAD**

on Sports in Latin America – July 2014

- Colegio Max Uhle, Arequipa, Peru - Second Language Acquisition - 2012-2013
- Roundtable Discussant on Issues of Language Education in the US – Universidad Nacional de San Agustín – January 5<sup>th</sup>, 2011
- Speaker - Cultural Sensitivity - Milwaukee Area Technical College administration - Summer 2011
- Commencement Speaker – Jackson Correctional Institution, Fall 2010
- Panel Discussion Moderator – State of Latinos in U.S. – MATC, October 2010 & 2011
- Mount Mary College/Peru for Spanish Teachers, July 2006 & 2009
- University of Wisconsin Madison Language Teaching Assistants, October 2005
- Wicomico Schools, Wicomico County, Maryland, March 2005, February 2007
- Gurnee Schools, Illinois, February 2005
- Mount Mary College/Peruvian Teachers/MATC ESL, Milwaukee, February 2004
- University of Wisconsin Milwaukee Foreign Language Teaching Assistants, October 2002, 2003, 2006
- University of Wisconsin Milwaukee Applied Linguistics Classes, 2003-2007
- Prescott School, Arequipa, Peru, August 2003
- Shorewood Schools, Wisconsin, August 2002
- Overland Park Schools, Kansas, October 2001
- Naperville Schools, Illinois, June 2000
- Cedarburg Schools, Wisconsin, February 2000
- Appleton Schools, October 1999
- Wisconsin Department of Public Instruction Summer Language Institute, 2006 (keynote), 1999, 2005
- Presenter – Lecture on Latin American History - Ignaz-Günther Gymnasium, Rosenheim, Germany – June 1992

On the following topics:

- Second Language Acquisition
- Improving the Teaching of Spanish
- Total Physical Response Storytelling (TPRS)
- Critical World Language Pedagogy
- Culturally-Relevant Pedagogy
- Integrating Culture
- African-Peruvian Drumming
- Foreign Language Standards
- Communicative Language Teaching
- International Service Learning

## **REVIEWER**

Journal of Negro Education, 2015-

Hispania, 2010

Critical Inquiry in Language Studies, 2007-2009

Learning Languages, 2006-2008

American Educational Research Association, Division K, 2007

Latin American Studies Association, Education, 2007

Foreign Language Annals (journal), 2005-2007

## PABLO MUIRHEAD

*Nuevas Vistas*. Holt, Rinehart and Winston: 2001

### AWARDS/ HONORS

Dissertation of the Year, UWM School of Education, 2006  
Center for Instructional and Professional Development Scholar/UWM, 2004-2005  
Highlighted student at UW-Systems Board of Regents Meeting and in UWM magazine, June 2004  
Chosen by ACTFL & WGBH to be a part of the Annenberg FL Video Library Series-  
*My teaching was the focus of a half-hour documentary. It was originally aired on PBS affiliates April 9, 2004. I appear in five of the series' videos.*  
<http://www.learner.org/channel/libraries/tfl/spanish/muirhead/profile.html>  
Advanced Opportunity Fellowship, 2003-2005  
Chancellor's Fellowship/UWM, 2002-2004  
Center for Latin American Studies Research Grant/UWM, December 2002  
Cuba Study Grant/UWM Alumni Association, 2000  
Best New Foreign Language Teacher/Wisconsin Association of FL Teachers, 1999  
Best First Year Teacher in Wisconsin/American Association of School Administrators, 1997

### INTERVIEWS

Featured in Southern Poverty Law Center's journal *Teaching Tolerance* in article "Identity"  
<http://www.tolerance.org/magazine/number-41-spring-2012/identity>

Featured in ACTFL's practitioner journal *Language Educator* in article "Raising Multilingual Children" [http://www.actfl.org/sites/default/files/TLE\\_Jan12.pdf](http://www.actfl.org/sites/default/files/TLE_Jan12.pdf) and article "communities"

### PROFESSIONAL DEVELOPMENT / SERVICE

Shorewood Soccer/InterFC (2013-present)  
-Youth soccer coach  
Colegio Max Uhle (2012-2013)  
-Assessing German language program  
-Providing professional development  
Milwaukee Public Schools  
-Textbook adoption committee (2010-11)  
-External reviewer for MPS Academic Enhancement Functional Plan (2009)  
Greendale Schools, November 2004  
-African-Peruvian drumming  
Starns Middle School, Milwaukee Public Schools, July 2004  
-Development of assessment materials  
Milwaukee Public Schools World Language Department Chairs, 2003-2004  
-Provided training in curriculum development  
Shorewood Schools, April-May 2003  
-Supported articulation efforts  
Shorewood High School, 2002-09  
-Lead workshop for Spanish classes on African-Peruvian drumming  
Young Leaders Academy, Milwaukee Public Schools, Fall 2002  
-Participated in development of curriculum outcomes  
Wisconsin Department of Public Instruction, Fall 2001

## **PABLO MUIRHEAD**

- Assessed the value of the Spanish Examination for the Praxis II Institute for Wisconsin's Future, 1997-199
- Represented middle school educators on state funding formula

### **COMMITTEES**

- Chair, Shorewood AFS Adult Chapter, 2013-present
- Chair, Professional Development for Future Language Teachers, State Association, 2013-present
- Advisor, Future Teacher Association, MATC, 2014-present
- Co-advisor, Latino Student Organization, MATC, 2010-13
- Institutional Review Board, MATC, 2009-present
- Grassroots Speaker Committee, MATC, 2008-2010
- Wisconsin Technical College Language Committee, 2005-2006
- Chair, ACTFL Nelson Brooks Award Committee for Teaching of Culture, 2005
- Member, Teachers for a New Era, UWM, 2005-06
- Member, Center for Latin American & Caribbean Studies, UWM, 2004-present
- Member, Advisory Board, Annenberg FL Education Video Series, 2004
- Advisor, Teaching Spanish as a Second Language Program, Universidad de San Pablo, Peru, 2003-04
- Co-chair, UWM School of Education Council of Student Success, 2003-2005
- Member, UWM Graduate School Scholastic Appeals Committee, 2003-2006

### **PROFESSIONAL ORGANIZATIONS**

- American Council on the Teaching of Foreign Languages (ACTFL), 1998-present
- Wisconsin Association of Teachers of Foreign Languages (WAFLT), 1994-present
- American Educational Research Association (AERA), 2003-2007

### **SIGNIFICANT INTERNATIONAL EXPERIENCE**

- Peru: Born in Peru and grew up between the U.S. and Peru attending school in both countries. Return to Peru frequently where I also teach often.
- Colombia: Became a complete family through adoption and returned-2007, 2008 & 2011
- Cuba: Developed trip and led 18 high school students to Cuba, April 2002.  
Made connections for UWM professor to develop a trip for teachers in the School of Education at UWM, 2003
- Mexico: Lived there for six months attending first grade. Have returned several times. Took students in 2009.
- Chile: Numerous visits.
- Spain: Traveled extensively, Summer 2004
- Puerto Rico: Traveled extensively, Summer 2002
- Germany: Studied for one semester in Germany in college. Returned for subsequent stays.
- Indonesia: One-year high school exchange. Returned for subsequent stays.
- Norway: Member of USAID delegation to Norway to visit schools, October 1998.

### **LANGUAGES**

Spanish  
Indonesian

English  
German



# HILARY WENZLER DEBLOIS

414.581.5614 • [hilary\\_deblois@yahoo.com](mailto:hilary_deblois@yahoo.com)

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## PROFESSIONAL EXPERIENCE

### **Wisconsin Procurement Institute** *Program and Outreach Coordinator*

**Milwaukee, WI, 2014**

- Direct communication including press releases, social media accounts, marketing material and media relations for state-wide non-profit
- Conduct outreach throughout state to increase visibility of nonprofit and build relationships with partners
- Manage relationships with elected leaders and government officials, coordinate communication with Congressional offices

### **Medical College of Wisconsin** *Associate, Government and Community Relations*

**Milwaukee, WI, 2012-2013**

- Coordinate communications for office, maintain stakeholders lists, program materials, presentations, reports and correspondence
- Lead the coordination of special projects, internal and external meetings, site visits and special events
- Direct Medical College of Wisconsin corporate/community sponsorships. Manage guest responses and act as liaison with community organizations

### **United States Senator Russell D. Feingold** *Economic Development Liaison/Regional Coordinator*

**Milwaukee, WI, 2005-2010**

- Conducted business outreach in public and private sectors statewide, maintained relationships with business and local leaders to resolve local, state, and federal issues
- Advised Senator on impact of federal law, potential legislation, current events and economic development initiatives affecting businesses and entrepreneurs
- Represented Senator at meetings and events in Ozaukee, Washington, Waukesha and Milwaukee Counties, briefed him on issues affecting this region
- Assisted constituents with resolution of problems pertaining to military, business, banking and securities sectors

### **United States Senator Russell D. Feingold** *Office Manager*

**Washington, D.C. 2000-2005**

- Supervised and managed Senator's Washington, D.C., office of 40 employees, including oversight of constituent correspondence system, front office operations and internship program
- Interviewed, hired, trained and supervised staff, conducted staff reviews and made recommendations for promotions and staff reassignments
- Developed and implemented new emergency procedures following attacks of September 11, 2001
- Maintained office compliance with Senate Ethics and Rules Committees guidelines

### *Assistant to the Chief of Staff/Legislative Correspondent*

- Advised Chief of Staff on office and Senate policies related to employment, procedures and constituent services
- Assisted Legislative Assistants on health care, welfare, education, Social Security, and children and family issues, including conducting meetings with interest groups and drafting constituent correspondence

- Responsible for Senator's personal correspondence, including letters of recommendation for judges and gubernatorial appointees, received the Senator's phone calls and visiting dignitaries

**Tenuta and Associates**

**Madison, WI, 2005**

*Associate Lobbyist*

- State registered lobbyist for private and nonprofit clients in the areas of energy, education and Native American issues
- Researched and monitored legislation and daily proceedings of State Senate and Assembly
- Represented clients in meetings and conferences with government officials and industry groups

## **EDUCATION**

**Bachelor of Science in Political Science and Behavioral Science and Law, 2000**

**UNIVERSITY OF WISCONSIN, MADISON**