

Thursday, April 11, 2024 at 19:09:46 Eastern Daylight Time

**Subject:** Request for Information (Ben Sparks - American Oversight)  
**Date:** Tuesday, April 2, 2024 at 4:14:14 PM Eastern Daylight Time  
**From:** Cassidy Nicholson  
**To:** AO Records  
**CC:** Holly A Jacobs  
**Attachments:** image001.png, image002.jpg

EXTERNAL SENDER

As to Part 1 of your request, there are no records responsive.

As to Part 2 of your request, President Bill Johnson's resume will be forthcoming.

As to Part 3 of your request, below is a link containing sixteen (16) records. Please note that the link will expire on April 9, 2024.

[American Oversight Record Request](#)

Should you have any questions, please do not hesitate to contact our office.

Thank you,

**Cassidy Nicholson** | Executive Assistant to the Vice President  
Office of the General Counsel

**Youngstown State University**

1 Tressel Way, Youngstown, OH 44555

330.941.2340 | [clnicholson@ysu.edu](mailto:clnicholson@ysu.edu) | [explore.ysu.edu](http://explore.ysu.edu)



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**From:** Cassidy Nicholson <[clnicholson@ysu.edu](mailto:clnicholson@ysu.edu)>  
**Sent:** Tuesday, February 20, 2024 12:52 PM  
**To:** [records@americanoversight.org](mailto:records@americanoversight.org)  
**Cc:** Holly A Jacobs <[hajacobs@ysu.edu](mailto:hajacobs@ysu.edu)>  
**Subject:** Re: Form submission from: Public Records

We are in receipt of your request and will respond in a timely manner.

---

**From:** Youngstown State University <[clnicholson@ysu.edu](mailto:clnicholson@ysu.edu)>  
**Sent:** Tuesday, February 20, 2024 11:07 AM  
**To:** Cassidy Nicholson <[clnicholson@ysu.edu](mailto:clnicholson@ysu.edu)>  
**Subject:** Form submission from: Public Records

Subject: Form submission from: Public Records

Submitted on Tuesday, February 20, 2024 - 11:06

Submitted by anonymous user: 67.162.231.31

Submitted values are:

==Public Records Request==

Date of Request: 02/20/2023

Name: Ben Sparks

==Address==

Address (required for response by mail): 1030 15th Street NW,  
B255

City: Washington

State: District of Columbia

Zip Code: 20005

Phone: 2028731741

Email (required for response by email):

[records@americanoversight.org](mailto:records@americanoversight.org)

Detailed description of records (including period of time [dates], full names, ...), and as much information that can be provided to help gather and provide the specific records responsive:

February 20, 2024

VIA ONLINE PORTAL

Youngstown State University

1 Tressel Way

Youngstown, Ohio 44555

Via Online Portal

Re: Public Records Act Request

Dear Public Records Officer:

Pursuant to the Ohio Public Records Act (PRA), Ohio Rev. Code § 149.43, and other applicable Ohio law, American Oversight makes the following request for records.

Requested Records

American Oversight requests that your agency promptly produce the following records:

1. All email communications (including email messages, calendar invitations, and any attachments) between any of the Youngstown University officials listed below and Representative Bill Johnson, Communications Director Ben Keeler

([Benjamin.Keeler@mail.house.gov](mailto:Benjamin.Keeler@mail.house.gov)), or Chief of Staff Mike Smullen ([Mike.Smullen@mail.house.gov](mailto:Mike.Smullen@mail.house.gov)).

Youngstown University Officials:

- a. Chair Michael A. Peterson
- b. Vice Chair Charles T. George
- c. Secretary Anita A. Hackstedde
- d. Trustee Molly S. Seals
- e. Trustee John R. Jakubek
- f. Trustee Laura A. Lyden
- g. Trustee Allen L. Ryan, Jr.
- h. Trustee Joseph J. Kerola
- i. Trustee Sergul A. Erzurum

Please note that American Oversight does not seek, and that part one of this request specifically excludes, the initial mailing of news clips or other mass-distribution emails. However, subsequent communications forwarding such emails are responsive to this request. In other words, for example, if Chair Michael A. Peterson received a mass-distribution email from Representative Bill Johnson, that initial email would not be responsive to part one of this request. However, if Chair Peterson forwarded that email to another individual with his own commentary, that subsequent message would be responsive to this request and should be produced.

2. All resumes, curriculum vitae (CV), or cover letters submitted by Rep. Bill Johnson in his application for President of Youngstown University.

3. All email communications (including emails, complete email chains, calendar invitations, and attachments thereto) sent by any of the Youngstown University officials listed below or anyone communicating on their behalf, such as an assistant or scheduler, and containing any of the following key terms, also listed below:

Youngstown University Officials:

- a. Chair Michael A. Peterson
- b. Vice Chair Charles T. George
- c. Secretary Anita A. Hackstedde
- d. Trustee Molly S. Seals
- e. Trustee John R. Jakubek
- f. Trustee Laura A. Lyden
- g. Trustee Allen L. Ryan, Jr.
- h. Trustee Joseph J. Kerola
- i. Trustee Sergul A. Erzurum

Key Terms:

- a. "Ben Keeler"
- b. "Bill Johnson"
- c. "Biological sex"
- d. "Critical Race Theory"
- e. "D.E.I."
- f. "gendered facilities"

- g. “Mike Smullen”
- h. “parental rights”
- i. CRT
- j. DEI
- k. Hillsdale
- l. LGBT
- m. Queer
- n. Trans
- o. Transgender
- p. WittKieffer

In an effort to accommodate Youngstown University and reduce the number of potentially responsive records to be processed and produced, American Oversight has limited part three of this request to emails sent by any of the officials listed above or anyone communicating on their behalf and containing any of the above key terms. To be clear, however, American Oversight still requests that complete email chains be produced, displaying both sent and received messages. This means, for example, that both Trustee Sergul Erzurum’s response to an email with the listed key term and the initial received message are responsive to this request and should be produced.

For all parts of this request, please provide all responsive records from November 1, 2023, to the date this request is received.

Please notify American Oversight of any anticipated fees or costs in excess of \$100 prior to incurring such costs or fee.

#### Guidance Regarding the Search & Processing of Requested Records

In connection with its request for records, American Oversight provides the following guidance regarding the scope of the records sought and the search and processing of records:

§ Our request for records includes any attachments to those records or other materials enclosed with those records when they were previously transmitted. To the extent that an email is responsive to our request, our request includes all prior messages sent or received in that email chain, as well as any attachments to the email.

§ Please search all relevant records or systems containing records regarding agency business. Do not exclude records regarding agency business contained in files, email accounts, or devices in the personal custody of your officials, such as personal email accounts or text messages.

§ In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonably segregable non-exempt portions of the requested records. If a request is denied in whole, please state specifically why it is not reasonable to segregate portions of the record for release.

§ Please take appropriate steps to ensure that records

Please take appropriate steps to ensure that records responsive to this request are not deleted by the agency before the completion of processing for this request. If records potentially responsive to this request are likely to be located on systems where they are subject to potential deletion, including on a scheduled basis, please take steps to prevent that deletion, including, as appropriate, by instituting a litigation hold on those records.

If you have any questions regarding how to construe this request for records or believe that further discussions regarding search and processing would facilitate a more efficient production of records of interest to American Oversight, please do not hesitate to contact American Oversight. American Oversight welcomes an opportunity to discuss its request with you before you undertake your search or incur search or duplication costs. By working together at the outset, American Oversight and your agency can decrease the likelihood of costly and time-consuming litigation in the future.

Where possible, please provide responsive material in an electronic format by email. Alternatively, please provide responsive material in native format or in PDF format on a USB drive. Please send any responsive material being sent by mail to American Oversight, 1030 15th Street NW, Suite B255, Washington, DC 20005. If it will accelerate release of responsive records to American Oversight, please also provide responsive material on a rolling basis.

Conclusion

American Oversight is a 501(c)(3) nonprofit with the mission to promote transparency in government, to educate the public about government activities, and to ensure the accountability of government officials. American Oversight uses the information gathered, and its analysis of it, to educate the public through reports, press releases, or other media. American Oversight also makes materials it gathers available on its public website and promotes their availability on social media platforms, such as Facebook and Twitter.com.

We share a common mission to promote transparency in government. American Oversight looks forward to working with your agency on

this request. If you do not understand any part of this request, please contact Ben Sparks at [records@americanoversight.org](mailto:records@americanoversight.org) or (202) 873-1741.

Sincerely,

/s/ Ben Sparks

Ben Sparks  
on behalf of  
American Oversight

The results of this submission may be viewed at:  
<https://ysu.edu/node/71301/submission/525661>

**From:** Molly S Seals on behalf of Molly S Seals <msseals@ysu.edu>  
**Sent:** Friday, November 24, 2023 10:47 PM EST  
**To:** Seals Molly (mollyseals1295@gmail.com) <mollyseals1295@gmail.com>  
**Subject:** Fw: Presidential Search Update

**From:** YSU Board of Trustees <msherman02@ysu.edu>  
**Sent:** Thursday, August 24, 2023 2:15 PM  
**To:** Molly S Seals <msseals@ysu.edu>  
**Subject:** Presidential Search Update

[Youngstown State University](#)

## BOARD OF TRUSTEES

Dear MOLLY ,

We are excited to announce the launch of the Presidential Search website. As we embark on this important journey to identify a new leader who will shape the future of YSU, we want to keep you informed about the process.

We have engaged WittKieffer, a renowned executive search firm, to facilitate the recruitment of exceptional candidates for the presidential role.

Last spring, we reached out to the YSU community, including faculty, staff, students and alumni, to gather input on the desired qualities and attributes of the next president. The [Board of Trustees Presidential Search Guidance Committee](#) thoughtfully analyzed this feedback, resulting in a comprehensive list of expectations and personal attributes outlined in the [Presidential Prospectus](#) and on the [Presidential Search website](#). This information has been shared with WittKieffer, providing them with crucial insights as they identify highly qualified candidates.

The Board of Trustees Presidential Search Guidance Committee, holds the responsibility of overseeing recruitment of candidates, performing initial candidate screening, assessment, interviewing, and making a recommendation on finalist(s) to the Board of Trustees. A leadership group and a campus constituency group will provide input on the finalists as determined by the Board. To ensure confidentiality, all discussions within the committees and the Board will be held in executive sessions.

The goal is to welcome our new president no later than mid-2024. Should you have any nominations please direct them to John Thornburgh and Lauren Bruce-Stets at WittKieffer via [YSUPresident@wittkieffer.com](mailto:YSUPresident@wittkieffer.com).

Your support is instrumental in helping us find a leader who will guide YSU into a successful and inspiring future.

Sincerely,

Michael A. Peterson, Chair of the Board of Trustees  
*On behalf of the Board*

Y and proud

**Youngstown State University**

One Tressel Way  
Youngstown, OH 44555  
330.941.3000



View this email [online](#).

This email was sent to msseals@ysu.edu.



**From:** Charles T. George  
**Sent:** Sunday, January 21, 2024 6:13 PM EST  
**To:** Kathy Padgitt <kidneymd1019@yahoo.com>  
**Subject:** Fwd: A message from President Bill Johnson

Sent from my iPad

Email Disclaimer:

This message and any attachment are for the intended recipient's use only. It may contain confidential, proprietary or legally privileged information or otherwise be protected from disclosure by other legal rules. If you are not the intended recipient, you may not use, disclose or reproduce this message, its attachment or any part thereof, or take any action in reliance thereon. Please notify the sender immediately and delete this message and any attachment from your system. Emails are not secure and cannot be guaranteed to be error free as they can be intercepted, amended, or contain viruses. Anyone who communicates with us by email is deemed to have accepted these risks. We deny any responsibility for any damage arising from the use of email. Any opinion and other statement contained in this message and any attachment are solely those of their author and do not necessarily represent those of the company.

Begin forwarded message:

**From:** Office of the President <president@ysu.edu>  
**Date:** January 21, 2024 at 6:06:10 PM EST  
**To:** "Charles T. George" <ctgeorge@ysu.edu>  
**Subject:** A message from President Bill Johnson  
**Reply-To:** president@ysu.edu

Good evening, fellow Penguins!

I hope this message finds you well. Tomorrow marks the beginning of a remarkable journey for me as I step into the role of President at Youngstown State University. I am thrilled and honored to join the YSU family, a place I have admired for its extraordinary contributions to our region for years.

I have prepared a video message, which you can view below, where I share my thoughts on this exciting transition and express my gratitude for the warm welcome LeeAnn and I have received thus far. In the video, I talk about the unique strength of our YSU community, our shared resiliency, and the importance of diverse perspectives in shaping the future of our institution.

I'm genuinely eager to engage with each one of you, hear your thoughts, and work collaboratively to ensure YSU remains a world-class institution. Let's embark on this journey together, embracing unity, dialogue, and the power of collaboration.

Thank you for your warm welcome. LeeAnn and I look forward to meeting and contributing to the vibrant tapestry that **IS** Youngstown State University.

Best regards,

---

Bill Johnson  
President  
Youngstown State University



---

1 Tressel Way  
Youngstown, OH 44555  
330.941.3000



View this email [online](#).

This email was sent to ctgeorge@ysu.edu.

**From:** Michael A Peterson <mapeterson03@ysu.edu>

**Sent:** Friday, January 05, 2024 4:25 PM EST

**To:** Bill Johnson <billjohnson7623@gmail.com>; Shannon Tirone <stirone@ysu.edu>; Mike Sherman <msherman02@ysu.edu>; Holly A Jacobs <hajacobs@ysu.edu>; Neal McNally <npmcnally@ysu.edu>; Anita Hackstedde <ahackstedde@ysu.edu>; Charles George <chuck@hapcoinc.com>; Jennifer A Pintar <japintar@ysu.edu>; Joe Kerola <joekerola@piimx.com>; Jocelyne Linsalata <jklinsalata@gmail.com>; Sergul A Erzurum <saerzurum@ysu.edu>; Rick Fryda <rick.fryda@compco.com>; Laura A. Lyden <lalyden@ysu.edu>; Laura Lyden <laura.lyden@lydenoil.com>

**Subject:** Fwd: Letter of Support for Bill Johnson

**Attachment(s):** "2024 Bill Johnson Letter of Support as submitted.pdf"

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Professor Costarell <mdcostarell@ysu.edu>

**Date:** January 5, 2024 at 3:17:22 PM EST

**To:** Chet Cooper <crcooper01@ysu.edu>, "Brien N. Smith" <bnsmith06@ysu.edu>, Michael A Peterson <mapeterson03@ysu.edu>

**Subject:** Letter of Support for Bill Johnson

All,

I wanted to give you the professional courtesy to hear from me about this letter of support for Bill Johnson. Please find the attached document that I released to WKBN, WFMJ, and the Business Journal.

Thanks,

My name is Mike Costarell and I want to share a different opinion to the public debate on the hiring of Bill Johnson. Aside from serving in the Navy for six years, I have lived in this area for my entire life, earning an engineering degree at YSU in the 1980s and later hired as faculty at YSU in 2006 to teach in the Engineering Technology Department.

Core to all programs on campus are the concepts to critical thinking, scientific method, and respect and dignity to all on campus.

Many of these concepts were absent in the recent campus events including the protest outside Todd Hall on November 20, 2023, Senate discussions on a vote of no confidence on Wednesday December 6, 2023, and interruptions at the Board of Trustee meeting on Thursday, December 7, 2023.

A few statistics below support the hiring of Bill Johnson as president of YSU:

### 98% of Alumni Did Not Sign the Alumni Petition

While 2,500 people signed the petition against Bill Johnson as president for YSU, the remaining 112,500 made no comment. Stating or inferring that alumni do not approve of Bill Johnson's policies is incorrect, as the silence of the large majority cannot be taken as agreement with the petition.

### 70% of the YSU Academic Senate are Faculty

The notion of shared governance between the faculty and administration is not represented in the YSU Academic Senate. Of the 100 senators, the votes are egregiously gerrymandered so that 70 are cast by faculty, 15 are cast by Administrators, and 15 are cast by students. Any policy or statement by this group will heavily favor the views of the faculty union.

### 67% of Bill's District Voted for Him

190,000 people in the 6th Ohio Congressional District voted for Bill, carrying 67% of the electorate. In election terms, this was a landslide.

Compare this to the YSU Senate vote, where 58% percent of votes rejected Bill Johnson.

These numbers indicate that Bill Johnson's values are aligned with the region, while the views of the Academic Senate and most faculty are not.

The Senate resolution also implies that certain identities would avoid YSU because of Bill's religion, military service, gender and race. While this could be argued; the reverse could also be true. Those 190,000 voters have families that identify with Bill and his values. His presence on campus could just as easily make them feel more welcome here and increase enrollment.

## 0% Connection to YSU

At the Board of Trustees meeting on Thursday, December 7, 2023, I was quoted as saying:

*“I appeal to my fellow faculty to act like PhDs, not like kindergarteners. If you want to throw a tantrum, take it outside.”*

I have a correction to make to this statement, as the key instigator at the Board of Trustees meeting, Daphne Carr is not faculty, staff, and to my knowledge, has never attended YSU.

A brief look into her website <https://www.daphnecarr.com/> shows that she:

1. Has orchestrated “activism and organizing for social justice actions for more than a decade.”
2. Is a self-described “Occupy Wall Street Music Working Group co-organizer (NYC).”
3. Lists herself as a protest medic, with experience in treating “Long Range Acoustic Device (LRAD)” waves used to disperse crowds.

For a person who demands respect and dignity for her identity groups, little was given in return for Bill Johnson, much less the Board of Trustees.

In closing, I’d like to assure the public that not all YSU faculty agree with the campus protests or Academic Senate vote of no confidence. If you and your family are part of the tens of thousands of citizens that support him, please do not allow the voices of a vocal minority to dissuade you from attending classes this semester.

**From:** Michael A Peterson <mapeterson03@ysu.edu>

**Sent:** Tuesday, January 09, 2024 8:24 AM EST

**To:** Jocelyne Linsalata <jklinsalata@gmail.com>; Allen Ryan <allen.ryan@covelli.com>; Anita Hackstedde <ahackstedde@ysu.edu>; Mike Sherman <msherman02@ysu.edu>; Shannon Tirone <stirone@ysu.edu>; Rebecca Rose <rarose01@ysu.edu>; Richard C Fryda <rcfryda@ysu.edu>; Sergul A Erzurum <saerzurum@ysu.edu>; Jocelyne K Linsalata <jklinsalata@ysu.edu>; Holly A Jacobs <hajacobs@ysu.edu>; Eric A Spiegel <easpiegel@ysu.edu>; Joseph J. Kerola <jjkerola@ysu.edu>; Charles T. George <ctgeorge@ysu.edu>; Laura A. Lyden <lalyden@ysu.edu>; Bill Johnson <billjohnson7623@gmail.com>

**Subject:** Guest Commentary: Support for Johnson as YSU President

<https://businessjournaldaily.com/guest-commentary-support-for-johnson-as-ysu-president/>

Sent from my iPhone

**From:** Molly S Seals  
**Sent:** Thursday, November 16, 2023 3:59 PM EST  
**To:** Julie L Centofanti <jlcentofanti@student.yzu.edu>  
**BCC:** Molly S Seals <msseals@yzu.edu>  
**Subject:** Re: Emergency Meeting

Julie, it was a public vote to approve the offer of the President position to Bill Johnson. The motion was approved with a vote of 7 for and 1 no. I was the No vote as I do not believe he is right for the position at this time.

Sorry you could not make the meeting.

There will be a university communication coming out right away.

Thanks.

Molly

Sent from my iPhone

On Nov 16, 2023, at 3:18 PM, Julie L Centofanti <jlcentofanti@student.yzu.edu> wrote:

Hi Trustee Seals!

I hope that you are doing well! I apologize that I was unable to attend today's meeting. I had class until 3, and the Trustees meeting doesn't look like it is still running. I was just wondering what the meeting was about and if there is anything I can do to help! If it is confidential and cannot be said over email, I completely understand!

I apologize for not being at the meeting. Thank you for all your help!

Sincerely,  
Julie Centofanti

Get [Outlook for iOS](#)

**From:** Molly S Seals <msseals@ysu.edu>  
**Sent:** Thursday, November 16, 2023 3:59 PM EST  
**To:** Julie L Centofanti <jlcentofanti@student.ysu.edu>  
**Subject:** Re: Emergency Meeting

Julie, it was a public vote to approve the offer of the President position to Bill Johnson. The motion was approved with a vote of 7 for and 1 no. I was the No vote as I do not believe he is right for the position at this time.

Sorry you could not make the meeting.

There will be a university communication coming out right away.

Thanks.

Molly

Sent from my iPhone

On Nov 16, 2023, at 3:18 PM, Julie L Centofanti <jlcentofanti@student.ysu.edu> wrote:

Hi Trustee Seals!

I hope that you are doing well! I apologize that I was unable to attend today's meeting. I had class until 3, and the Trustees meeting doesn't look like it is still running. I was just wondering what the meeting was about and if there is anything I can do to help! If it is confidential and cannot be said over email, I completely understand!

I apologize for not being at the meeting. Thank you for all your help!

Sincerely,  
Julie Centofanti

Get [Outlook for iOS](#)



**From:** Michael A Peterson  
**Sent:** Tuesday, November 28, 2023 7:59 PM EST  
**To:** Kayla M Kiger <kmkiger01@student.ysu.edu>  
**Subject:** Re: Update on Presidential Search Process

Kayla  
I appreciate your email. There are a few facts I would like to share with you. I would love to talk with you and your friends regarding your email.  
Let me know if you have time to meet Friday afternoon or Monday.

Thank you again for your email. Looking forward to speak with you.

Sent from my iPhone

On Nov 28, 2023, at 5:48 PM, Kayla M Kiger <kmkiger01@student.ysu.edu> wrote:

Let's say he is qualified like you guys are saying, a big majority of why people are against Bill Johnson taking over Tressel's position is because he does not support equal rights.

Jim Tressel was kind to all students including the international & LGBTQ students. Congressman Bill Johnson has been open about his opposition of gay marriage & his full support on the Muslim ban.

A handful of students are LGBTQ as seen from us having LGBTQ groups on campus as well as students who are annoyed when anti-LGBTQ people come to campus tell students that they are going to "go to hell" for their identity, if Bill is our new president, then I can only imagine an increase of these people.

Next the Muslim ban he supported. I know our campus has international students, I lived with one from Thailand as well as severed the student's food at my job to numerous international students every day. The countries that seem to have a lot of students coming to YSU that I remember meeting the most often have been from countries like Saudi Arabia, Nepal, & India...in those countries do you know what one most common religion is? You guessed it, Islam.

At this point I hope you would understand why people are upset at this specific choice of a new president

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**From:** YSU Board of Trustees <mapeterson03@ysu.edu>  
**Sent:** Tuesday, November 28, 2023 4:27:44 PM  
**To:** Kayla M Kiger <kmkiger01@student.ysu.edu>  
**Subject:** Update on Presidential Search Process

[Youngstown State University](#)

## BOARD OF TRUSTEES

Dear YSU Community,

We want to address the concerns regarding transparency and inclusivity with the presidential search and to clarify the approach we undertook.

The first thing to note is that we started this process knowing that we had big shoes to fill with Jim Tressel stepping down. Our number one priority was to ensure that we find a strong leader to continue to build upon the successes of President Tressel. Specifically, leadership; fundraising; expanding regional recognition; and building relationships with students, the community, and government relations. With that in mind, we needed to conduct a search that would bring us the strongest candidates possible.

### Search Process

- First, we sought input from the entire YSU community with over 600 stakeholders responding. Based on this input, we developed the [qualities and skills](#) essential to a successful president.
- Next, we enlisted the expertise of, a national search firm, [WittKiefer](#). ***The professionals at WittKiefer, one of the top five search firms in the country, remained steadfast in their counsel that we conduct a confidential search in order to attract the most qualified candidates.*** WittKiefer indicated that YSU's process was one of the most open confidential searches they have seen.
- This was a confidential search, **not** a closed or secret search as more than 20 campus constituents were included in the process.
- The decision to use a confidential search is not unique to YSU. Higher education has moved toward a confidential search with a broad but limited group of constituents as part of the process.
- This confidential approach was shared with the campus community. In August, we launched the [Presidential Search website](#) and sent an [email to the campus community](#) (Aug. 24, 2023) outlining the process and next steps, including our intentions to ensure the confidentiality of this search.

## Hiring Process

- WittKiefer presented a slate of potential candidates to the Presidential Search Guidance committee, considering candidate credentials.
- The committee discussed and reviewed the slate of candidates, narrowing the pool of candidates.
- A first round of candidate interviews took place.
- The candidate pool was then narrowed again and finalists were identified. Finalists toured campus and the Pollock House (the president's residence).
- The finalists were interviewed by the full board of trustees (including student and global).
- Finalists were also interviewed by the constituency group, made up of four vice presidents; the provost and vice provost; the academic senate past and incoming chair; a dean; and leadership of police, human resources, and the YSU Foundation.
- The constituency group's feedback and comments were considered during the board's final deliberations.

## November 16 – “Emergency Meeting”

- A special meeting was planned for Tuesday, November 21 when on Thursday, November 16 we learned that some candidates' information may have been made public. To ensure the integrity of the process and continued confidentiality of the candidates, we scheduled a meeting.
- Per the YSU Board of Trustees' bylaws, any meeting convened with less than 48 hours' notice is designated as an “Emergency Meeting.” Since this meeting fell within that 48-hour window, it was necessary to classify it as such.

**This process was thorough, followed the current best-practice advice from our search firm WittKiefer, and was conducted with the utmost integrity.** We assure you that every step was taken with the best interests of YSU at heart.

Sincerely,

Michael A. Peterson, Chair of the Board of Trustees

[Y and proud](#)

**Youngstown State University**  
1 Tressel Way  
Youngstown, OH 44555  
330.941.3000



View this email [online](#).

This email was sent to [kmkiger01@student.yzu.edu](mailto:kmkiger01@student.yzu.edu).

**From:** YSU Board of Trustees <mapeterson03@ysu.edu>

**Sent:** Friday, December 22, 2023 12:20 PM EST

**To:** Charles T. George <ctgeorge@ysu.edu>

**Subject:** Update on Presidential Transition

[Youngstown State University](#)

## BOARD OF TRUSTEES

Dear YSU Community,

On behalf of the Board of Trustees, we would like to thank Dr. Helen Lafferty for stepping forward to serve her alma mater as interim president. Throughout Dr. Lafferty's time at YSU, she worked daily advancing the mission of YSU as a student-centered University built on academic excellence. Her steadfast commitment to our students is commendable.

Interim President Lafferty will be leaving the university on December 27 and transitioning back to teach in her previous position at Villanova University for the upcoming semester, starting in January.

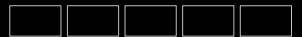
In order to maintain continuity of university operations during this changeover period, we are pleased to share that Neal McNally, vice president for Finance and Business Operations, will serve as acting president, with signature authority. Neal brings a wealth of experience and a strong dedication to YSU to this role. Neal will serve in this roll until President-Elect Bill Johnson assumes office. While Bill's contract indicates he will begin prior to March 15, we are looking forward to him joining us on campus even sooner.

Thank you for your ongoing support for Youngstown State University and commitment to the success of our students. In the spirit of the holiday season, I extend my heartfelt wishes to you and your families for a joyous and peaceful time.

Sincerely,

Michael A. Peterson, Chair of the Board of Trustees

*On behalf of the YSU Board of Trustees*



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View this email [online](#).

This email was sent to ctgeorge@ysu.edu.

**From:** YSU Board of Trustees <mapeterson03@ysu.edu>

**Sent:** Friday, December 22, 2023 12:20 PM EST

**To:** Laura A. Lyden <lalyden@ysu.edu>

**Subject:** Update on Presidential Transition

[Youngstown State University](#)

## BOARD OF TRUSTEES

Dear YSU Community,

On behalf of the Board of Trustees, we would like to thank Dr. Helen Lafferty for stepping forward to serve her alma mater as interim president. Throughout Dr. Lafferty's time at YSU, she worked daily advancing the mission of YSU as a student-centered University built on academic excellence. Her steadfast commitment to our students is commendable.

Interim President Lafferty will be leaving the university on December 27 and transitioning back to teach in her previous position at Villanova University for the upcoming semester, starting in January.

In order to maintain continuity of university operations during this changeover period, we are pleased to share that Neal McNally, vice president for Finance and Business Operations, will serve as acting president, with signature authority. Neal brings a wealth of experience and a strong dedication to YSU to this role. Neal will serve in this roll until President-Elect Bill Johnson assumes office. While Bill's contract indicates he will begin prior to March 15, we are looking forward to him joining us on campus even sooner.

Thank you for your ongoing support for Youngstown State University and commitment to the success of our students. In the spirit of the holiday season, I extend my heartfelt wishes to you and your families for a joyous and peaceful time.

Sincerely,

Michael A. Peterson, Chair of the Board of Trustees

*On behalf of the YSU Board of Trustees*



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This email was sent to lalyden@ysu.edu.

**From:** YSU Board of Trustees <mapeterson03@ysu.edu>

**Sent:** Friday, December 22, 2023 12:20 PM EST

**To:** Molly S Seals <msseals@ysu.edu>

**Subject:** Update on Presidential Transition

[Youngstown State University](#)

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*On behalf of the YSU Board of Trustees*





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This email was sent to msseals@ysu.edu.

**From:** YSU Board of Trustees <mapeterson03@ysu.edu>

**Sent:** Friday, December 22, 2023 12:20 PM EST

**To:** Sergul A Erzurum <saerzurum@ysu.edu>

**Subject:** Update on Presidential Transition

[Youngstown State University](#)

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*On behalf of the YSU Board of Trustees*



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This email was sent to saerzurum@ysu.edu.

**From:** YSU Board of Trustees <mapeterson03@ysu.edu>

**Sent:** Friday, December 22, 2023 12:20 PM EST

**To:** Michael A Peterson <mapeterson03@ysu.edu>

**Subject:** Update on Presidential Transition

[Youngstown State University](#)

## BOARD OF TRUSTEES

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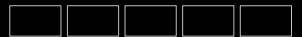
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*On behalf of the YSU Board of Trustees*



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This email was sent to mapeterson03@ysu.edu.

**From:** YSU Board of Trustees <mapeterson03@ysu.edu>

**Sent:** Friday, December 22, 2023 12:20 PM EST

**To:** Allen L Ryan <alryan@ysu.edu>

**Subject:** Update on Presidential Transition

[Youngstown State University](#)

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*On behalf of the YSU Board of Trustees*



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This email was sent to alryan@ysu.edu.

**Subject:** RE: Request for Information (Ben Sparks - American Oversight)  
**Date:** Friday, May 31, 2024 at 1:40:21 PM Eastern Daylight Time  
**From:** Ross Miltner <rpmiltner@ysu.edu>  
**To:** AO Records <records@americanoversight.org>  
**CC:** Holly A Jacobs <hajacobs@ysu.edu>  
**Attachments:** image003.png, image004.png, image005.jpg, President Bill Johnson Resume\_Redacted.pdf

EXTERNAL SENDER

Greetings,

Please find attached one (1) final record responsive to your request – our apologies for the delay.

Redactions have been made to employee personal information that is not considered a public record (employee's home address and phone number) pursuant to ORC 149.011(G); *State ex rel. Dispatch Printing Co. v. Johnson*, 106 Ohio St.3d 160, 2005-Ohio-3484 (2005).

This concludes the responsive records. Should you have any questions, please do not hesitate to contact our office.

---

**Ross Miltner, M.Ed., Esq.** | Associate General Counsel

Office of the General Counsel

**Youngstown State University**

1 Tressel Way, Youngstown, OH 44555

330.941.2170 | [rpmiltner@ysu.edu](mailto:rpmiltner@ysu.edu) | [explore.ysu.edu](http://explore.ysu.edu)



Privacy and Confidentiality Notice: The information contained in this transmission is intended for the above-named recipient(s) only and may contain privileged and confidential information. If the recipient of this transmission is not an intended party(ies), you are strictly prohibited from using, copying, distributing or taking any action in reliance on such information. If you have received this communication in error, please notify me immediately.

---

**From:** Cassidy Nicholson <clnicholson@ysu.edu>  
**Sent:** Tuesday, April 2, 2024 4:14 PM  
**To:** records@americanoversight.org  
**Cc:** Holly A Jacobs <hajacobs@ysu.edu>  
**Subject:** Request for Information (Ben Sparks - American Oversight)

As to Part 1 of your request, there are no records responsive.

As to Part 2 of your request, President Bill Johnson's resume will be forthcoming.

As to Part 3 of your request, below is a link containing sixteen (16) records. Please note that the link will expire on April 9, 2024.



 [American Oversight Record Request](#)

Should you have any questions, please do not hesitate to contact our office.

Thank you,

**Cassidy Nicholson** | Executive Assistant to the Vice President  
Office of the General Counsel

**Youngstown State University**

1 Tressel Way, Youngstown, OH 44555

330.941.2340 | [clnicholson@ysu.edu](mailto:clnicholson@ysu.edu) | [explore.ysu.edu](http://explore.ysu.edu)



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**From:** Cassidy Nicholson <[clnicholson@ysu.edu](mailto:clnicholson@ysu.edu)>  
**Sent:** Tuesday, February 20, 2024 12:52 PM  
**To:** [records@americanoversight.org](mailto:records@americanoversight.org)  
**Cc:** Holly A Jacobs <[hajacobs@ysu.edu](mailto:hajacobs@ysu.edu)>  
**Subject:** Re: Form submission from: Public Records

We are in receipt of your request and will respond in a timely manner.

---

**From:** Youngstown State University <[clnicholson@ysu.edu](mailto:clnicholson@ysu.edu)>  
**Sent:** Tuesday, February 20, 2024 11:07 AM  
**To:** Cassidy Nicholson <[clnicholson@ysu.edu](mailto:clnicholson@ysu.edu)>  
**Subject:** Form submission from: Public Records

Submitted on Tuesday, February 20, 2024 - 11:06

Submitted by anonymous user: 67.162.231.31

Submitted values are:

==Public Records Request==

Date of Request: 02/20/2023

Name: Ben Sparks

==Address==

Address (required for response by mail): 1030 15th Street NW,  
B255

City: Washington

State: District of Columbia

Zip Code: 20005

Phone: 2028731741

Email (required for response by email):

[records@americanoversight.org](mailto:records@americanoversight.org)

[records@americanoversight.org](mailto:records@americanoversight.org)

Detailed description of records (including period of time [dates], full names, ...), and as much information that can be provided to help gather and provide the specific records responsive:

February 20, 2024

VIA ONLINE PORTAL

Youngstown State University

1 Tressel Way

Youngstown, Ohio 44555

Via Online Portal

Re: Public Records Act Request

Dear Public Records Officer:

Pursuant to the Ohio Public Records Act (PRA), Ohio Rev. Code § 149.43, and other applicable Ohio law, American Oversight makes the following request for records.

Requested Records

American Oversight requests that your agency promptly produce the following records:

1. All email communications (including email messages, calendar invitations, and any attachments) between any of the Youngstown University officials listed below and Representative Bill Johnson, Communications Director Ben Keeler ([Benjamin.Keeler@mail.house.gov](mailto:Benjamin.Keeler@mail.house.gov)), or Chief of Staff Mike Smullen ([Mike.Smullen@mail.house.gov](mailto:Mike.Smullen@mail.house.gov)).

Youngstown University Officials:

- a. Chair Michael A. Peterson
- b. Vice Chair Charles T. George
- c. Secretary Anita A. Hackstedde
- d. Trustee Molly S. Seals
- e. Trustee John R. Jakubek
- f. Trustee Laura A. Lyden
- g. Trustee Allen L. Ryan, Jr.
- h. Trustee Joseph J. Kerola
- i. Trustee Sergul A. Erzurum

Please note that American Oversight does not seek, and that part one of this request specifically excludes, the initial mailing of news clips or other mass-distribution emails. However, subsequent communications forwarding such emails are responsive to this request. In other words, for example, if Chair Michael A. Peterson received a mass-distribution email from Representative Bill Johnson, that initial email would not be responsive to part

one of this request. However, if Chair Peterson forwarded that email to another individual with his own commentary, that subsequent message would be responsive to this request and should be produced.

2. All resumes, curriculum vitae (CV), or cover letters submitted by Rep. Bill Johnson in his application for President of Youngstown University.

3. All email communications (including emails, complete email chains, calendar invitations, and attachments thereto) sent by any of the Youngstown University officials listed below or anyone communicating on their behalf, such as an assistant or scheduler, and containing any of the following key terms, also listed below:

Youngstown University Officials:

- a. Chair Michael A. Peterson
- b. Vice Chair Charles T. George
- c. Secretary Anita A. Hackstedde
- d. Trustee Molly S. Seals
- e. Trustee John R. Jakubek
- f. Trustee Laura A. Lyden
- g. Trustee Allen L. Ryan, Jr.
- h. Trustee Joseph J. Kerola
- i. Trustee Sergul A. Erzurum

Key Terms:

- a. "Ben Keeler"
- b. "Bill Johnson"
- c. "Biological sex"
- d. "Critical Race Theory"
- e. "D.E.I."
- f. "gendered facilities"
- g. "Mike Smullen"
- h. "parental rights"
- i. CRT
- j. DEI
- k. Hillsdale
- l. LGBT
- m. Queer
- n. Trans
- o. Transgender
- p. WittKieffer

In an effort to accommodate Youngstown University and reduce the number of potentially responsive records to be processed and produced, American Oversight has limited part three of this request to emails sent by any of the officials listed above or

anyone communicating on their behalf and containing any of the above key terms. To be clear, however, American Oversight still requests that complete email chains be produced, displaying both sent and received messages. This means, for example, that both Trustee Sergul Erzurum's response to an email with the listed key term and the initial received message are responsive to this request and should be produced.

For all parts of this request, please provide all responsive records from November 1, 2023, to the date this request is received.

Please notify American Oversight of any anticipated fees or costs in excess of \$100 prior to incurring such costs or fee.

#### Guidance Regarding the Search & Processing of Requested Records

In connection with its request for records, American Oversight provides the following guidance regarding the scope of the records sought and the search and processing of records:

§ Our request for records includes any attachments to those records or other materials enclosed with those records when they were previously transmitted. To the extent that an email is responsive to our request, our request includes all prior messages sent or received in that email chain, as well as any attachments to the email.

§ Please search all relevant records or systems containing records regarding agency business. Do not exclude records regarding agency business contained in files, email accounts, or devices in the personal custody of your officials, such as personal email accounts or text messages.

§ In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonably segregable non-exempt portions of the requested records. If a request is denied in whole, please state specifically why it is not reasonable to segregate portions of the record for release.

§ Please take appropriate steps to ensure that records responsive to this request are not deleted by the agency before the completion of processing for this request. If records potentially responsive to this request are likely to be located on systems where they are subject to potential deletion, including on a scheduled basis, please take steps to prevent that deletion, including, as appropriate, by instituting a litigation hold on those records.

If you have any questions regarding how to construe this request for records or believe that further discussions regarding search and processing would facilitate a more efficient production of records of interest to American Oversight, please do not hesitate to contact American Oversight. American Oversight welcomes an opportunity to discuss its request with you before you undertake

**PRESIDENT WILLIAM L. (BILL) JOHNSON**

Recognized as a results-oriented and visionary executive leader with extensive US Congressional, Department of Defense, small business, and corporate experience. Strengths include:

- Visionary executive and strategic leadership.
- Demonstrated exceptional people skills, including public/motivational speaking, building cultures of continuous improvement, and leading large, diverse organizations.
- Strategic planning, business process flow & reengineering, statistical process control, budget formulation & execution.
- Extensive expertise on energy, telecommunications, and healthcare policy and associated industry issues.
- Management of large, geographically dispersed organizations.
- Extensive Information Technology Experience: including cybersecurity, internal controls & physical security, systems design and engineering, software development and engineering, information architecture, requirements assessment, defining business and information processes and flows, information warehousing, information presentation, etc.
- Program & project management, including systems acquisitions, developments, conversions, and large-scale implementations.
- Government and commercial contracting and contract management
- Writer/Author – Published a book in 2017 entitled “*Raising Fathers*” where I address the destructive consequences of the millions of children growing up in America in fatherless homes.

**PROFESSIONAL EXPERIENCE**

**President, Youngstown State University, Youngstown, Ohio**

**Jan 2024 - Pres**

Serves as President of one of Ohio’s fourteen major research universities.

- Responsible for the development and implementation of the institution’s strategic plan.
- Responsible for the day-to-day operations of a public institution of higher learning with an active enrollment of approximately 11,000 students.
- Responsible for the delivery of numerous workforce credentialing programs, workforce certificates, 11 associate degree programs, 68 undergraduate programs, 44 masters’ programs, and 5 doctoral programs across 7 colleges that serve a very large region covering much of Eastern and Northeastern Ohio, Western Pennsylvania, and beyond.
- Responsible for overseeing a \$150M+ annual operating budget, a \$5.25M annual capital budget, 1,600+ faculty and staff.
- Manages and supervises the work efforts of a tremendously capable senior leadership team, including: the Provost & Vice President of Academic Affairs; Vice President – Legal Affairs, Human Resources, and General Counsel; Athletic Director over 21 NCAA Division I intercollegiate sports programs; Vice President – Institutional Effectiveness, Board Professional, and Student Affairs; Vice President – Finance and Business Operations; Vice President – Government Affairs; and, Executive Assistant to the President.
- Works directly under the direction of the Governor-appointed Board of Trustees.
- Serves as an active member of the Ohio Inter-University Council, a voluntary educational

association of Ohio's public universities. Today the association represents Ohio's 14 public universities, whose purpose is to: facilitate the development of common interests and concerns of its members; assist in sustaining and improving the quality of public higher education in the state; engage in public relations, research, and government liaison work on behalf of its members; and sustain a consortium that establishes a comfortable forum that fosters idea exploration and problem solving, facilitates relationship building and trust among and between presidents and senior campus officers, and enables members to achieve together—through collaboration and cooperation—what institutions cannot likely achieve alone.

**Member of US Congress (Ohio Sixth Congressional District) 2011-2024**

For over a decade, represented over 721,000 people in an 18-county Appalachian Ohio River district, extending from an hour south of Cleveland to an hour outside of Cincinnati, bordering the states of Pennsylvania, West Virginia, and Kentucky, and comprising nearly one quarter of the State of Ohio. Currently, represent over 800,000 people in the new 6<sup>th</sup> Congressional District comprised of most of Eastern Ohio, including the Mahoning Valley and Youngstown.

- **Won a congressional race no one thought I would win:** Won the longest geographical district east of the Mississippi River by 4 points in 2010, against an entrenched incumbent who won 62% of the vote 2 years earlier...then, won by 7 points in 2012, 20 points in 2014, 41 points (took 71% of the total vote) in 2016, nearly 40 points in 2018, nearly 50 points in 2020, and nearly 50 points in 2022. The key...understanding that public service is a people business.
- **Authored over twenty pieces of legislation that became law under presidents of both parties;** and sponsored and co-sponsored hundreds more that passed the US House and/or became law.
- **Member of the US House Committee on Veterans Affairs 2011-2012**
  - **Chairman of Oversight and Investigation Subcommittee:** my hearings and investigations exposed many of the serious failures of the VA that continue to surface in the national media today.
  - Led efforts to reform the VA's failing Fiduciary Program.
  - Authored critical legislation to fund construction of much needed healthcare and medical facilities – legislation became law.
  - Authored legislation to place President Roosevelt's D-Day landing prayer (Let our Hearts be Stout) on the WWII Memorial – legislation became law.
  - Served on Subcommittee on Economic Opportunity
- **Member of US House Committee on Natural Resources 2011-2012**
  - Served on Subcommittee on Mining and Energy Resources, and Subcommittee on National Parks, Forests and Public Lands.
  - Selected to lead the US House Republican efforts to protect Ohio and the nation's critical coal industry, and to stop the Interior Department from implementing the coal industry destructing Stream Protection Rule.
- **Member of US House Committee on Foreign Affairs 2011-2012**
  - Served on Subcommittee on Asia and Pacific
- **Member of the powerful Energy and Commerce Committee 2013-Present**
  - Currently **chair the Environment, Manufacturing, and Critical Materials Subcommittee**, and serve on the **Energy Subcommittee and Health Subcommittee**. Served on the **Communications & Technology Subcommittee**

**for 10 years.**

- Led the US House Republican efforts to establish America’s energy dominance on the global stage, including advancing a true “all of the above” national energy policy and expediting the exporting of America’s clean, abundant Liquid Natural Gas...multiple pieces of legislation passed in the House to do so.
- Led efforts to develop policies to promote and expand the use of telemedicine as a means of improving access to quality, affordable healthcare to millions who live in rural and underserved areas.
- Led efforts to eliminate the urban rural digital divide by expanding broadband access to unserved and underserved regions of rural America.
- **Member of the House Science, Space, and Technology Committee** **2013-2015**
- **Member of the House Budget Committee** **2015-2020**
  - Selected by the Speaker of the House and the Chairman of Energy & Commerce Committee to be the Energy & Commerce representative to the Budget Committee, and to represent the Energy & Commerce Committee’s interests before the Budget Committee
  - Served as Vice Ranking Member on House Budget Committee
- Member of US House Republican Energy Action Team (HEAT)...key advisor and advocate to House Republican Leadership on national energy policy.
- Member of US House Republican Whip Team.
- Member of Majority Leader’s Member Steering Team.
- Member of US House Encryption Working Group.
- Member of No-Labels & Problem Solvers – group of Republican and Democrat Members of Congress who leave politics and ideology at the door in order to focus on critical areas in which we agree...e.g., job creation, energy security, balanced budget, preserving and strengthening Social Security and Medicare.
- Co-founded LNG Export Working Group.
- Co-Chair of Human Rights in Sri Lanka Caucus.
- Recognized by numerous economic development, senior citizen, and veteran’s groups for leadership on their important issues.
- Sought by US House Republican Leadership as key participant in House GOP strategic planning efforts.

**Stoneridge, Inc.****2006-2010**

(A Publicly Traded, \$700 Million, International Automotive Electronics Manufacturing Company)

**Chief Information Officer (CIO)**

Executive primarily responsible for a large, complex, diverse, heterogeneous IT Enterprise, including all support and services for 17 operating locations and 14 sales offices in 15 countries worldwide.

- Member of the Corporation’s strategic leadership team.
- Developed and implemented strategy to consolidate all IT capabilities (resources, equipment, support, services, architecture, infrastructure, business systems, implementations, operations, and maintenance) for seven independent business units across the US, Mexico, and Europe into a single, global IT Enterprise. Results: realized cost avoidance of over \$1 Million, and reduced IT operating costs by over \$1 Million in only 2 years.
- Developed, advocated, and received approval for \$6 Million capital IT upgrade program

for 2007, and a \$4.5 Million capital program for 2008...including a \$1.4 Million upgrade to the company's long-haul communications infrastructure.

- Developed strategy to migrate seven disparate suites of business and ERP systems into a single ERP system to better facilitate data/information integration across the Company.
- Launched a server consolidation program to reduce physical server count in excess of 60% and eliminates over \$325K annually in IT hardware life cycle replacement costs. Recognized as an innovation leader by Dell Corporation and Microsoft Corporation.
- Developed and launched a journey to "Information Excellence" program to bring reliability and credibility to an aged, failing, high risk IT Enterprise...developed near and long-term strategy to upgrade the infrastructure and developed an IT personnel development program to ensure the right skill levels were in place.
- Instituted an IT Governance department within the CIO office to ensure success in compliance and change management processes. Results: successfully passed 2006, 2007, & 2008 Sarbanes-Oxley (SOX) IT Internal Controls Audits, whereas the Company had failed in 2005.

### **Lockheed Martin Corporation**

**2005-2006**

(A Global Contractor Providing Government and Military IT Services and Support)

#### **Director, Programs and Resources Division**

Responsible for management of all new IT initiatives for a contract supporting a major US Defense Agency.

- Directed the activities of a 25-person team to provide program management, asset management, and financial management for an IT support and services contract supporting the international mission of the US Central Command...the US agency fighting the war on terrorism.
- Directed the implementation of a standard program management process to ensure the successful implementation of all new IT initiatives.
- Directed the technical planning, cost/benefit analysis, and program management for a project to migrate the customer's 40,000+ user, global IT enterprise to MS Windows 2003/Active Directory and MS Exchange 2003 email system.

### **J2 Business Solutions, Inc.**

**2003-2005**

(A Commercial and Government IT Consulting Company)

#### **Founder, President, Managing Partner, and Senior Consultant**

Executive primarily responsible for business development and company growth.

- Provided CIO, executive IT, and ERP consulting services to nationally recognized commercial companies and corporations and the federal government. Services included CIO-type consulting, business development, program management, ERP implementations, and IT consulting to major companies desiring to conduct or expand existing business.
- Selected by a major defense contractor client to serve as senior executive responsible for the capture and execution of a multi-million-dollar defense contract for a deployable secure communications and data network to support operations in the war on terrorism.
- Selected by a defense contractor client to lead all IT planning and new technology programs for one of their major customers, including standing up the customer's CIO office, developing CIO goals and objectives, developing and implementing future IT strategies, and developing and implementing new enterprise architectures to support the customer's worldwide presence in the war on terrorism.
- Clients include the Titan Corporation, Lockheed Martin, Mantech International



Corporation, Nakoma Group Enterprise Solutions, Focus on the Family, and Broadband Services.

**Johnson Schley Management Group, Inc. 1999-2003**

(An International ERP and IT Consulting Company)

**Founder, President, Managing Partner, and Senior Consultant**

Executive primarily responsible for business development and growth. Served as a senior consultant providing IT services to clients across the United States and Mexico. Managed operations, 15 employees and Global subcontractors in providing support to clients.

- Through marketing efforts and developing a reputation for delivering on commitments, grew the business revenue from \$900,000 in 1999 to over \$2.4 million in 2002.
- Directed acquisition, development, implementation, and operations of such systems as PRMS, JD Edwards, A/R, A/P, Payroll, G/L, and other systems operating over worldwide LANs and WANs
- Led successful \$35 million, 18-plant, JD Edwards OneWorld XE implementation for an international, industry-leading, publicly traded client, meeting or exceeding client's schedule and budget expectations.
- Served in a variety of senior consulting roles and provided diverse deliverables for large client base, including legacy data conversions, design improvements, training, technical support, custom development and reports. Maintained 100% customer retention and satisfaction.

**US Special Operations Command, US Air Force, MacDill AFB, Tampa, Florida 1997-1999**

**Director of CIO Staff (Lieutenant Colonel)**

Led an organization serving a client base of 45,000+ personnel, and directed a staff of 9 senior officers, civilians, and defense contractors.

- Lead information architect responsible for coordinating strategic IT planning activities and directing resolution of all IT integration and compatibility issues.
- Led development of the organization's corporate IT strategy required to meet national security objectives.
- Expertly managed all information architecture, systems integration, and compatibility issues for over \$100 million in major IT systems for a worldwide network, which ensured national security.
- Defended organization's IT funding before national Department of Defense oversight boards.
- Key member of command's Y2K strategic planning and execution team.

**96<sup>th</sup> Communications Squadron, Eglin AFB, Ft Walton Beach, Florida 1993-1997**

**Commander/Deputy Group Commander (Lieutenant Colonel)**

Served as Commander of the 96<sup>th</sup> Communications Squadron and Deputy Group Commander of the 96<sup>th</sup> Communications Group.

- Senior executive of the US Air Force's largest IT and communications unit comprised of over 255 people and a budget of over \$33 million.
- Responsible for over \$70 million in systems supporting the US primary weapons systems test center.
- Provided world-class IT support for three airfields; a commercial regional airport; a 750-square mile test facility (microwave, cable, satellite, voice, and data circuits); an all-weather radar system for the Southeast US and an 18,000-subscriber telephone exchange.

- Led rapid response IT support package to support warfighter deployments - directly supported operations Uphold Democracy in Haiti and Operation Southern Watch in Saudi Arabia.
- Led the center's implementation of a Continuous Process Improvement (CPI) program based on Statistical Process Control (SPC).
  - Personally recognized by Center Commander for leading efforts resulting in installation winning the Secretary of the Air Force Quality Award for 1997.
- Provided all IT support to a diverse collection of tenant organizations with varied IT requirements.
- Oversaw operations of the Air Force's High Performance Scientific Computing Center.
- Directed implementation of over \$1.3 million in new telecommunications capabilities.
- Provided communications and IT support for visits by the President of the United States and US Air Force Chief of Staff, including coordinating with the Secret Service and the White House Communications Agency.
- Selected as Most Outstanding Large IT Unit in the US Air Force multiple times.

**US Air Force's Standard Systems Center, Maxwell AFB, Alabama 1990-1992**  
**Executive Officer to the Commander and Deputy Director of Pay Systems Division (Major)**

Executive assistant to the US Air Force's CEO for the 2000+member software engineering and development center.

- Served as special advisor to the Commander on IT issues, executive-level correspondence, and speeches.
- Managed administrative and support staff and compliance for functional staff actions.
- Directed over 30 military and civilian employees in the design, development, testing, implementation, and support of the US Air Force's world-wide standard pay systems.
- Directed 16 successful major software releases distributed to 126 data centers worldwide.
- Led implementation of new \$4.4 million pay system for government civilian employees, reducing annual workload by 20% and reduced annual software maintenance costs by 40%.
- Established US Air Force's first advanced software engineering laboratory designed to provide the tools and disciplines necessary to bring the US Air Force into state-of-the-art software engineering and development.

**US Air Force Accounting and Finance Center, Lowry AFB, Denver, Colorado 1987-1990**  
**Information Technology Program Manager (Captain)**

Senior program manager for several large-scale systems acquisitions and implementations, including requirements definition, contract award process, contract management, and software design, development, testing, and implementation.

- Directly managed over 35 military, civilian, and contractor personnel in the design, development, acquisition, implementation, and support of \$7 million, 4,000-user local area network. Efficiencies resulted in elimination of 22 staff positions and increased productivity by 6%. Completed project \$700,000 under budget.
- Chief architect and manager for new financial management network throughout 126 facilities worldwide. Efficiencies resulted in elimination of over 700 personnel positions throughout the US Air Force. Saved over \$2.5 million in hardware replacement costs. Reduced average new application development time from over one year to less than six months.

**US Air Force - Various Military Installations** **1973-1986**  
**Software Engineer, Electronics Technician, Flight Instructor**

Served as software engineer, lead developer, programmer/analyst on large systems development and acquisition programs, and flight simulator instructor and maintenance technician at various locations for the United States Air Force and Department of Defense.

- Gunter Air Force Station, Montgomery AL **(1984-1986, Captain)**: Led development, implementation, and support of USAF's General Accounting and Finance System controlling over \$100 billion annually. Designed, developed, and implemented software for \$3.1 million automated scheduling system.
- Randolph AFB, TX **(1980-1982, 2<sup>nd</sup> Lieutenant – 1<sup>st</sup> Lieutenant)**: Designed and developed business application software for the US Air Force's automated technical training scheduling system
- Williams AFB, AZ **(1979-1980, 2<sup>nd</sup> Lieutenant)**: Developed complex software for US Air Force's first full motion simulators for the F-16 Fighting Falcon and the A-10 Warthog aircraft.
- Columbus AFB, MS **(1973-1977, Airman 1<sup>st</sup> Class – Staff Sergeant)**: Flight Simulator Instructor and Maintenance Technician - Instructed US Air Force student pilots on instrument flight conditions (IFR) procedures and performed maintenance on associated T-37 and T-38 flight simulators.

### EDUCATION

- B.S. Computer Science, minor Business Administration, Troy State University, **Summa Cum Laude, 4.0 GPA**, 1979.
- M.S. Information and Computer Science, Georgia Institute of Technology, Atlanta, Georgia, 3.75 GPA, 1984.
- Graduate of US Air Force Squadron Officer's School, Maxwell AFB, AL, 1985.
- Graduate of US Air Force Air Command and Staff College, Maxwell AFB, AL, 1993.
- Graduate of US Air Force Air War College, Eglin AFB, FL, 1996.
- Graduate of Armed Forces Staff College, Norfolk Naval Air Station, 1997.

### AWARDS AND RECOGNITION

- Recipient, US Air Force ROTC Scholarship, 1973.
- Honor Graduate, Non-Commissioned Officer (NCO) Leadership School, 1976.
- Commandant's Award (Top Graduate of 800+ at USAF ROTC Summer Camp), Tyndall AFB, 1978.
- Most Outstanding Student in School of Business and Commerce, Troy State University, 1979.
- Most Outstanding Computer Science Student, Troy State University, 1979
- Alabama Governor's Award (Best AFROTC Cadet in the State of Alabama), Troy State University, 1979.
- Recipient of James Varnell Award for Most Outstanding USAFROTC Pilot Candidate in Southeast US, 1979

- Distinguished Graduate, US Air Force ROTC, Troy State University, 1979.
- Recipient of US Air Force Senior Commanders' Sponsored Education Program – selected by 4-star commander of Air Training Command (ATC) as one of two officers to pursue a graduate degree at a prestigious civilian university of my choice, Randolph AFB, TX, 1982.
- Distinguished Graduate, US Air Force Squadron Officer's School, Maxwell AFB, AL, 1985.
- Distinguished Graduate, US Air Force Air Command & Staff College Seminar Program, Maxwell AFB, AL, 1986.
- Research Award Winner, US Air Force Air Command & Staff College, Maxwell AFB, AL, 1992.
- Numerous active-duty US Air Force awards and military decorations (see military bio)

### **HOBBIES & COMMUNITY SERVICE**

- Member – American Legion
- Member – Military Officer's Association of America
- Member - Youngstown (OH) Air Base Community Services Council
- Golf, Baseball, Music, Reading, Church, & Family Activities