

## Our Staff

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### **Cindy Ahmad**

Manager, Design and Development Division

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Cindy Ahmad has over 28 years of experience in child welfare, most notably in training and education. As the OWDT design and development manager, she oversees the production of training and professional development for those working with Michigan's most vulnerable children and adults. She is an MSW field liaison, teaches for Michigan State University, and is the president of the Michigan Chapter of the National Association of Social Workers.



### **Anita Asbury**

Human Resources Developer

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Anita Asbury has over thirty-five years of service working with children and families. Anita's experience includes curriculum development and training for child welfare workers and mandated reporters and child abuse trainings for community organizations and child care facilities. She has worked as a family independence specialist, prevention case manager, and a children protective services investigator and case manager. She was a member of the first specialized sex abuse unit, which partnered with Care House in Pontiac (established in 2006). Anita joined the Family Preservation Services training team in 2014.

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## **Jeanne Ballard**

Human Resources Developer

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Jeanne Ballard was a Families First supervisor before taking a job with DHHS as a family preservation trainer. Although her duties have varied throughout the years, she is still training with OWDT after 10 years. Prior to DHHS, she worked at AT&T for 25 years as a leadership development trainer, mediator, and performance management coordinator. Jeanne Ballard earned a bachelor's degree and two master's degrees from Michigan State University. She lives in East Lansing with her husband and golden retriever.



## **Debbie Baierl**

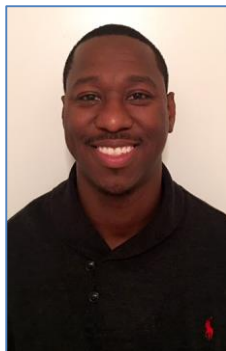
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Debbie Baierl worked in child welfare to serve boys and girls in foster care, residential county and state facilities, and in independent living. She has been with OWDT since 2009, working to provide quality training for DHHS and private agency employees. She was a developer and a trainer and is currently an administrative assistant. Debbie presented CWTI's supervisory training, and she facilitated New Supervisor Institute and provided local office consultation when she was with Professional Development. She has a master's in agency counseling and a master's in human resource development.



## **Antoine Benguche**

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Antoine Benguche has been working for the Department of Health and Human Services since 2009, serving the Wayne, Oakland, and Ingham County offices. As an assistance payments worker, daily skills included processing via computer in multiple programs, general office skills, and multiple forms of communication. Antoine graduated from Grambling State University with a bachelor's degree in Criminal Justice and Psychology. He is also a member of Alpha Phi Alpha Fraternity.

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## **Dawn Brown**

Secretary

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Dawn Brown has worked in DHHS since 1995. Her primary responsibility at CWTI is training registration for the JJOLT system. Her organizational and problem solving skills have been invaluable to CWTI. She is pursuing a B.A. degree in family life education. Dawn grew up in the foster care system, and her passion is mentoring young adults and foster care youth aging out of the foster care system.



## **Shaure Brewer**

Human Resources Developer

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Shaure Brewer has been working with youth since 1999. His experience includes working with male juvenile delinquent populations in residential facilities. He has worked as a foster care specialist with the State of Michigan and has taught middle school students. Shaure specializes in foster care trainings for CWTI.



## **Tony Calleja**

Facility Coordinator

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Tony Calleja has worked for the MDHHS since 1995, serving Wayne County DHHS administration, field operations, and the director's office before joining OWDT in December 2011. He is currently the training facility coordinator, responsible for oversight of four external (and two internal) OWDT training centers located throughout the state. Tony has administrative and technological oversight required to keep the training facilities fully operational. Other responsibilities include data analysis, internal/external collaboration, DTMB liaison for technology-related enhancements, scheduling, and making recommendations regarding training room/facility expansion/reduction. With an interest in graphic design, Tony has also created the brand identity for various statewide initiatives, including the design of the former DHHS logo.

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## **Dara Davis**

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Darah Davis has over eighteen years' experience in law-enforcement and human services. Darah's experiences include training Michigan State Police, Michigan Department of Corrections, the Annie E. Casey Foundation, and the National Conference on Community and Justice. She has worked as a foster care case manager, a children's protective services investigator, and as a children's protective services manager. Darah was instrumental in the development and implementation of Family to Family for the State of Michigan. She is the master trainer/coordinator for PRIDE Foster & Adoptive Parent Trainings.



## **Jessica Dean**

Human Resources Developer

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Jessica Dean started her career with DHHS in May of 1989 as an assistance payments worker in Genesee County. In December of 1989 she received her master's degree in public administration from Wayne State University. She earned a bachelor's degree in speech and communication from Michigan State University in June of 1982. In January of 2003, she joined what is now known as the Office of Workforce Development and Training (OWDT) as a human resources developer. Since 2005 she has worked almost exclusively on the e-learning team.

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## **Kate Durda**

Human Resources Developer

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Kate Durda has worked in the social services field for over 30 years. She started her career as an evaluation specialist at a large community mental health agency. While there, she initiated a mental health ethics committee and also served as acting evaluation director. Later, she served as the coordinator of a four-county HIV/AIDS consortium and oversaw evaluation, reporting, services, and RFP processes. At DHHS, she has served as a trainer for Public Assistance and her work included offering Bridges training, PA webinars, Crucial Confrontation and Crucial Accountability. Current duties include serving as lead for the evaluation team and guiding the development of a robust evaluation program at OWDT. Kate earned her B.S. in Psychology at Penn State and her M.A. in Developmental Psychology at MSU.



## **Susan Doyle**

Human Resources Developer

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Susan develops and delivers training for long-term care Medicaid, Adult Services – Independent Living Services, entering assets in Bridges, AP supervisors, and general Bridges.



## **Bill Furby**

Human Resources Developer

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Bill Furby started with the Department of Health and Human Services in February 2001. He has extensive experience as a public assistance case manager/case worker, a public assistance classroom trainer, and as a developer of public assistance e-learning and job aids. Bill believes his main purpose as a trainer and training developer is to bridge the gap between Central Office policy and procedures and local office staff.

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## **Pam Fitzgerald**

General Office Assistant

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Pamela Fitzgerald has eleven years of experience working in human services. She started with the Office of Child Support and then transferred to the Foster Care Reconciliation and Recoupment Department where she processed foster care payments and Social Security applications. She also worked out-of-class for the Office of Communications as a secretary. Currently on board as support staff with OWDT, Pam orders materials for all of the OWDT staff trainings. She not only helps produce the department's training materials, but she works closely with the trainers to translate their needs into viable products. She also schedules venues for all of the CWTI pre-service and family preservation trainings.



## **Mike Firestone**

Human Resources Developer

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Mike Firestone is a trainer for OWDT, specializing in New ES training and long-term care Medicaid training. Prior to joining OWDT, Mike had experience as a family independence manager, an assistance payments worker, and a teacher at the college and high school levels.

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## **Mychael D. Foster**

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Mychael D. Foster has been employed with the Department of Health and Human Services for the state of Michigan for 11 years. Ten years of Mychael's state career was spent under the umbrella of child and family services. Mychael investigated allegations of child abuse and neglect for seven years before becoming employed as a peer coach for three years. While still a peer coach, Mr. Foster was asked to become a trainer and train Crucial Accountability to child welfare staff on a part-time basis. Mychael later obtained a full-time position training Crucial Accountability to public assistance employees as a member of the Office of Workforce Development and Training. Before becoming employed with DHHS, Mychael was a teacher at the middle and elementary school levels.



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## **Ann Gaines**

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Ann Gaines, human resources developer with the Department of Health and Human Services Child Welfare Training Institute, has over 14 years of experience in human services. For three years, she specialized in working with developmentally disabled adults. For the past 11 years, child welfare has been her specialty. Ms. Gaines has worked both in management and as a supportive staff person. Her child welfare experience was gained in the field as a children's protective services specialist in Macomb County. Ms. Gaines has also worked with the Family to Family Program as a team decision-making facilitator (back-up). Currently, Ms. Gaines coordinates and conducts trainings for the nine-week CPS New Hire Institute, the New CPS Supervisor Institute and Safety by Design. She also facilitates stand-alone trainings within the community, such as Mandated Reporters' Responsibilities, An Introduction to Children's Protective Services and Report Writing.

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## **Odette Gardner**

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Odette Gardner, currently the JJOLT senior data and technical training analyst of the Child Welfare Training Institute, has over 35 years of experience with various child welfare agencies. Odette continues to share JJOLT/OTP experience with child welfare users in the training classroom.

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## **Stacie Gibson**

Director

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Stacie Gibson has 20 years of experience with the Department of Health and Human Services including experience as a services specialist, family independence specialist, public assistance trainer, assistant director at Bureau of Community Action and Economic Opportunity, director at Bureau of Community Action and Economic Opportunity, and public assistance training manager. Stacie has been the director of the Office of Workforce Development and Training since 2013. Stacie also has experience as a sociology instructor for Michigan State University and Southern New Hampshire University.

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## **Sarah Goad**

Supervisor, Training Delivery Division

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Sarah has worked in many aspects of training and child welfare over the past twenty years. Her early experiences include working with individuals with traumatic brain injuries, runaway and homeless youth, and conducting research pertaining to at-risk populations. Sarah has worked on the development, delivery and evaluation of training for foster, adoptive and relative parents, and provided services to birth, foster, adoptive, and relative caregivers within the private sector. Sarah joined the DHHS training unit in 2010 as a trainer for private agency foster care and adoption workers as well as supervisors. Sarah now manages the Training Delivery Division for the Office of Workforce Development and Training.

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## **Kevon Goodge**

Human Resources Developer

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Kevon Goodge is a 25+ year state employee with experience in Children's Services delivery and AP administration. He is a certified master trainer and holds a MSW degree. Kevon has worked as an e-learning specialist in project training and software presentations for over 12 years. After training both CPS and CFC, he continued to work with the Crucial Conversations and Crucial Confrontations programs that continue to be taught and valued by the DHHS staff. Currently, he is assisting OWDT in the conversion of its resources and training materials into digital and mobile platforms.



## **Robin Grant**

Training Delivery Manager

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Robin V. Grant, training delivery manager, has twenty years of experience working with children, families and other at risk populations. Robin's DHHS child welfare experience includes CPS, foster care, and TDM facilitation. Robin has also represented DHHS on the Dexter/Elmhurst Area Building Community Partnership Committee to bring awareness to the needs of foster care givers, recruitment, and children aging out the of foster care system. She has served as one of the primary trainers for TDM Community Representatives and the Parent Partners Program. She is currently the interim training delivery manager.

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## **Michele Harper**

Leadership Development Specialist

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Michele Harper has over 17 years of experience with the department, 13 of those years in training with Office of Workforce Development and Training. In her current role as the leadership development specialist, she is involved in performance consultation services, general skills training, and the development of structured curricula for leadership at all levels. During her career she has contributed to several departmental initiatives/projects such as: Employee Engagement Through Excellence in Leadership, Over Representation of Children of Color, MiTEAM, CPS Advisory, PAAM Forensic Interviewing, and the Child Abuse/Neglect conference.



## **Raquelle Harris**

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Raquelle Harris has over 16 years of experience working with at-risk children and their families in programs such as residential care, Families First, and juvenile delinquency. Prior to joining OWDT as a CPS/FC program trainer, Raquelle worked at DHHS in Wayne County as a MiTeam specialist for five years and as a foster care specialist for eight years. A proud alumna of the University of Michigan and Specs Howard School of Media Arts, Raquelle holds a bachelor of arts degree in Psychology and Afro-American and African Studies and a broadcast media arts diploma.

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## **Jennifer Henderson**

Human Resources Developer

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Jen Henderson has 10 years of experience with DHHS. In her current role as New Supervisor Institute facilitator with the Office of Workforce Development and Training, she is responsible for coordinating, facilitating and keeping the institute in line with the DHHS mission and goals. She is also involved in performance consultation services, general skills training, and the development of structured curricula for leadership at all levels.



## **Linda Henderson**

Human Resources Developer

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Linda has been a trainer/developer for over 35 years in corporate, non-profit and government settings. Since coming to the state in 2012, she built and continues to deliver all three adult services programs including Adult Community Placement, Independent Living Services and Adult Protective Services. Linda also supports centralized intake in taking and making assignment decisions for adult protective services referrals. She has a passion for facilitating the learning and performance of her customers so they are equipped to address the adult vulnerable population of Michigan.



## **Matt Houchlei**

Human Resources Developer

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Matt Houchlei is a senior trainer for CWTI, having trained child welfare workers for the last seven years. Matt worked in Barry County as a CPS worker for three years before becoming a full-time trainer. Prior to DHHS, Matt was a police officer in Eaton County for 27 years; he was a detective for eight of those years. In this position, Matt teamed with Eaton County CPS workers on multiple occasions to protect children in their county. Matt also served as the team lead for the Eaton County Multi-Disciplinary Team and was team member of the Eaton County Child Death Review Team.

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## **Pam Hogan**

Secretary

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Pam Hogan has over 25 years of state service, composed of work done within the Department of Transportation, the Department of Corrections, and the Department of Health and Human Services. In 2008, she joined the Office of Workforce Development and Training (OWDT) where she lends her expertise as a secretary. She previously assisted the cash assistance training programs and currently assists the child welfare training programs. In her primary role, she handles training registrations/cancellations and in-service training registration requests for JJOLT. As a child who grew up in a home where her parents were foster parents, Pam is passionate about the work done within child welfare training and willingly supports staff and management in meeting the vision and values of the department.



## **Courtney Isanhart**

Human Resources Developer

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Courtney has over eight years of experience working with children and families. Her child welfare experience was gained in the field as a foster care case manager, independent living case manager and skills trainer, and adoption specialist, which provided her with the opportunity to work in over a dozen different counties. She also volunteered at an after-school program for at-risk youth prior to her professional experience in child welfare. Courtney is currently an adoption trainer for CWTI, and her experiences in multiple areas on the continuum of care enrich her CWTI trainings. Courtney earned a bachelor of arts in sociology and a master's of social work with a concentration in clinical social work from Michigan State University.

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## **Chris Kilmer**

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Chris Kilmer has over 15 years of experience working in the human service field. Chris started his career as a police officer in Jackson, Michigan, and before working for the State of Michigan, Chris served as a program director for a tri-county non-profit organization. Chris has experience as an adjunct instructor at Spring Arbor University and over eight years of experience facilitating parenting classes. Chris has served as a Children's Protective Services worker and as a foster care education planner in Jackson County and is currently a human resources developer. Chris' responsibilities include designing and developing web-based training for public assistance and child welfare staff.



## **Martin Levin**

Human Resources Developer

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Marty has worked in the training department of DHHS for over 15 years. He has served as the administrator of the Pathlore Learning Management System (LMS) and is currently involved in its migration to Cornerstone LMS. He has trained many policy and non-policy related courses including children's services, safety, customer service, telephone interviewing, cultural diversity, engagement, Crucial Conversations, resolving conflict, coaching, team building, and workplace bullying. Marty has also helped with the organization, development, training, and monitoring of OWDT's Management Development Program (MDP).

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## **Marsha Lewis**

Human Resources Developer

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Marsha Lewis joined the family preservation services (FPS) training team in 2003. Marsha's experience as a non-degreed parent-aid at Black Family Development, Inc. (BFDI) led her to continue her education and graduate studies to provide services to mothers and infants born addicted to substances. As a supervisor with BFDI, her experience working with Family Preservation Services and training staff to use the strength-based model has led to her success as a trainer with CWTI, specializing in Family Preservation.



## **Laura Locker**

Administrative Manager

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Laura Locker has over 20 years of experience with the Department of Health and Human Services and has been with OWDT since 2011. She is the administrative manager and works with the support staff to assist trainers in providing a quality training experience.

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## **Tammy Lott**

Executive Secretary

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Tammy Lott joined OWDT in October 2014. She has over 17 years of experience in the administrative support field, having also worked for Michigan Corrections, Michigan Transportation, and Michigan State Police. She is a DHHS/MSP Red Cross Blood drive coordinator and a member of the Michigan Chapter – Society of Government Meeting Professionals.



## **Angelica MacFarlane**

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Angelica MacFarlane has been with DHHS for over ten years. Her experience in child welfare includes working as a teen parent support partner and infant mental health specialist with St. Vincent and Sarah Fisher. Angelica has worked as a foster care specialist for Wayne County DHHS - Western Wayne District and has experience as a family independence specialist. Her experience in working with families and her dedication has led to her success as a CWTI trainer, specializing in foster care programs.



## **Amy Makowski**

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Amy Makowski has seven years of experience with DHHS. She is currently the facilitator for the Emerging Leader program. She is also involved in performance consultation services, general skills training, and the development of structured curricula for leadership at all levels. Amy previously trained new eligibility specialists and was a lead worker in the field.

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## **LaVern Mays**

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La Vern C. Mays has worked for the DHHS for over ten years. As a trainer for CWTI, she uses her extensive knowledge of CPS and Adult Protective Service programs. La Vern has served on the CPS Peer Review Team and Adult Services Advisory Committee. Her contributions have been invaluable to CWTI. La Vern's expertise includes training the accredited CE course, Engaging Families, and trainings with the Governor's Task Force.



## **Kathy Melick**

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Kathy has over 25 years of experience with the assistance payments side of DHHS, starting as a mail clerk, then moving on to positions as an assistance payments worker, assistance payments lead worker, family independence manager, and now working as a human resources developer for OWDT for the past five years, primarily training new eligibility specialists.



## **Amalia Mitchell**

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Amalia is a MiSACWIS trainer.

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## **Leslie Montgomery**

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Leslie-Marie Montgomery began working in the human services field in 1992. She has worked with various populations, including at-risk youth and socially and economically disadvantaged children and families, and provided them with in-home services, direct case management, and training services. Leslie's numerous years of experience as a CWTI trainer is invaluable to her lesson plan development and lead work on the Child Welfare Certificate program.



## **Robin Moore**

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Robin Moore is an instructional designer and e-learning specialist who joined the State of Michigan in 2008 after working as a contractor on web-based training for the Bridges rollout. Prior to 2008, she spent 14 years working in the private industry as a multimedia developer, classroom trainer and project manager. Robin's assignments in OWDT focus on high level, special projects including Electronic Document Management and the Affordable Care Act. In addition to developing training materials using a variety of tools, she frequently gives presentations to management groups and has expertise in graphic design, video and audio editing, and scriptwriting. You may also have heard her voice on one of many webinars or training presentations across the state.

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## **Steve Munger**

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Steve Munger has worked with MDHHS for 16 years, primarily in the capacity of a CPS investigator. Steve has extensive experience and is a subject matter expert regarding American Indian and Alaska native children and families. Steve has worked with the Sault Tribe of Chippewa Indians and the Bay Mills Indian community and has broad experience in tribal courts. Steve conducts in-service trainings for local office staff and our community partners; field training related to conducting joint-coordinated investigations between CPS and law enforcement involving prosecutor's, victim advocates, court officials, and other related entities; and a plethora of various trainings at the Child Welfare Training Institute including substance abuse, secondary trauma, sexual abuse, CPS report writing 101, and ICWA/MIFPA. Steve is also the backup trainer for JJ-PSTT. Steve also worked at the juvenile justice program office on a special project regarding MiSACWIS-JJ. Steve has an intricate knowledge of the legal process associated with child welfare.



## **Natasha Myles**

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Natasha has been with DHHS since 1999, specializing in New ES training, supervisor training, general skills training, and the development of those structured curricula. Prior to joining OWDT, Natasha was an assistance payments worker, and she worked on piloted programs within DHHS.

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## **Carrie Nichols**

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Since 1998, Carrie Nichols has worked in the human services field. Before coming to DHHS, Carrie worked with mentally ill adults in a residential treatment facility as an independent living caseworker and a caseworker for the Education and Training Voucher program. Since coming to DHHS, Carrie has worked as a foster care caseworker, adult services caseworker, and as a peer coach. Carrie joined OWDT in March of 2014 and trains Crucial Accountability to the public assistance staff.



## **Neetin Parag**

Human Resources Developer

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Neetin has over fifteen years of training experience with both the public and private sectors. His experience includes work as a program manager for a private non-profit employment and training program, which provided services to ex-offenders. His continued experience as an analyst with DHHS, a foster care social services specialist, and as an assistance payments worker contributes to his success as a trainer with CWTI.



## **Joe Peterson**

Human Resources Developer

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Joe Peterson was a teacher for the Lansing School District where he taught special education for seven years. For two of those years, he developed and taught the middle school autistic program. Joe has worked in three state youth residential facilities including the Michigan School for the Deaf, Adrian Training School for Girls, and the Pine Lodge Halfway House for Boys. Joe has his degree in legal studies from National University in San Diego, California. He is also POST (Police Officer Standard Training) certified from California.

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## **Kimberly Reese**

Training Delivery Manager

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Kimberly Reese has over 15 years with the Department of Health and Human Services. She began her career as an eligibility specialist with Lapeer County and later transferred to Genesee County. Kimberly has experience as a CPS investigator, CP/CP prevention specialist, Family to Family team decision making facilitator, Michigan Youth Opportunities Initiative coordinator, OWDT child welfare trainer, departmental analyst for The Division of Continuous Quality Improvement, CPS and peer coach supervisor, and Centralized Intake supervisor. She is currently the training delivery manager for the Office of Workforce Development and Training.



## **Katie Saputo**

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Katie Saputo, LBSW, is a child welfare trainer and curriculum developer with OWDT. She graduated from the University of Michigan with a bachelor of arts in psychology. She began her career as a preschool teacher; she also worked with homeless teens and mentally ill adults. In January of 2000, she became a foster care caseworker for a private agency. She transitioned within the agency to an adoption worker position in a year and a half time. She spent nine years as an adoption worker for a private agency and placed over a hundred and twenty children for adoption. She became a trainer for DHHS in June of 2010 and has been a part of training all the new child welfare workers for the State of Michigan since then. She specializes in adoption, but works with CPS and foster care workers in the classroom as well.

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## **Laura Schneider**

Division Manager, Training Logistics and Development

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Laura Schneider started her career with the Department of Health and Human Services in 2001 as a children's protective services worker in Allegan County. She came to OWDT in May 2004 as a child welfare trainer and was instrumental in the development of the CPS supervisor training, as well as the drug-endangered children protocols. Laura currently manages training development and logistics for the Office of Workforce Development and Training.



## **Tina Sills**

Human Resources Developer

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Working in the human services field since 1976, Tina has done clinical work in the areas of substance abuse and sexual abuse treatment with child victims, offenders, families, and adult survivors. She started as a supervisor with Family Preservation Services when it was established in Michigan in 1988. Tina has been training and consulting nationally and internationally since 1991. She earned a BA from Nazareth College in Kalamazoo, an MA Ed from Siena Heights College in Adrian, a special certificate from Western Michigan University in substance abuse and has done post graduate work in liberal studies at the University of Michigan, Flint.

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## **Jim Townsend**

Analyst/LMS Administrator

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Jim Townsend joined OWDT in 2013. He is the primary administrator of the Pathlore learning management system (LMS) and manages the [DHStraining@michigan.gov](mailto:DHStraining@michigan.gov) help desk. He also facilitates many OWDT webinars. He has a BA in business administration from Alma College. Prior to joining OWDT, he held various management positions over nine years with the Walgreen Company.

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## **Lisa Trimble**

Human Resources Developer

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Lisa Trimble has over 17 years with the Department of Health and Human Services. Lisa's child welfare experience includes: CPS, Children's Foster Care, Licensing, Adoption, and MYOI coordinator. She has experience working with families in both rural and urban counties. Lisa coordinates and conducts trainings for the Pre-Service Institute as well as facilitates and participates in various workgroups regarding the MITEAM practice model.

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## **Denise Turner**

Executive Secretary

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Denise has been with CWTI since 2009 under a temporary agreement to audit private agency travel vouchers.

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## **Eric Washburn**

Human Resources Developer

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Eric has twenty-two years of child welfare experience through a variety of positions with at-risk youth through juvenile court and Community Mental Health, as well as working at Lutheran Social Services as a caseworker, team leader and supervisor. Eric has also taught PRIDE classes for foster and adoptive families. Eric specializes in training foster care as well as the Indian Child Welfare Act (ICWA) with CWTI.



## **Janet Waterstradt**

Media Production Specialist

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Janet Waterstradt is a media specialist with many years of experience developing training and communication materials. She has completed numerous e-learning, media and web projects on many different topics for the department. She previously worked as a writer/instructional designer, video/cable TV producer, and web developer in both the private and public sectors. She has a bachelor's degree in Communications from Grand Valley State University.



## **Mary Williams Berry**

Mary Williams-Berry has over ten years of state service. She was an assistant payment worker for over five years. Mary has always wanted to work as a trainer. She went back to school and completed her MBA with a concentration in human resources.

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## **Marie Wilson**

Human Resources Developer

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Marie has been with DHHS since 2005. After field experience as a family independence specialist and a child support specialist, she came on board with the Office of Workforce and Development in 2010. Currently, she works as an instructional designer and developer for public assistance field staff.

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## **Brant Wimbush**

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## **Clinton Wirtz**

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Clinton Wirtz comes to OWDT, Juvenile Justice program, from eighteen years with DHHS in the JJ, CPS, and APS fields. Clinton was a CPS supervisor prior to joining OWDT in June 2013.

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## **Pamela Zsolzai**

Human Resources Developer

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Pamela Zsolzai has over twenty years of experience in the field of public assistance with DHHS. During her career with OWDT, Pamela contributed to several projects, such as administrative hearings and PATH redesign and training. She also worked out-of-class as a training manager.

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