

Camden Works Conference – Speakers’ Biographies

JOSE MANUEL ADORNO

At the age of 53, Mr. Adorno has been a life-long resident of New York City. He holds an Associates Degree in Business Administration, and a Bachelor's Degree in Human Resource Management.

Mr. Adorno has been employed in both the private and public sectors. His private sector experience includes working in the publishing, banking and construction industries. Among his public sector experiences, Mr. Adorno has worked in the fields of youth development and workforce development. Mr. Adorno also has extensive experience in proposal writing and curriculum development, and is an attitudinal/motivational trainer and public speaker.

Mr. Adorno has been employed by STRIVE for the last 10 years where he has held positions as a Senior Trainer, Operations Manager, and Fund Developer. He is currently Director of Affiliate Services for STRIVE International. STRIVE International is the arm of the STRIVE Organization that assists in the replication of STRIVE Programs. Mr. Adorno has been involved in over eight different STRIVE start-ups, and is currently overseeing the newest rollout of a STRIVE Program in the City of Camden, New Jersey.

MARY E. BELL

Mary E. Bell is currently a Principal Planning Analyst with the Delaware Valley Regional Planning Commission (DVRPC). Created in 1965, DVRPC is an interstate, inter-county, and intercity agency that provides continuing, comprehensive, and coordinated planning for a nine-county region centered around the City of Philadelphia. Prior to working with the Commission, Ms. Bell worked as a housing planner and administrator for Cherry Hill Township. She received a Bachelor's degree in Geography from the University of Delaware and a Master of Urban and Regional Planning from Virginia Commonwealth University in Richmond, Virginia, and currently resides in Mantua Township, Gloucester County.

DOUGLAS ALLEN

Mr. Allen, Vice President of Human Resources, has over 20 years of executive level experience in hospital human resources. Mr. Allen came to Cooper University Hospital from Hahnemann University Hospital in Philadelphia, where he served as Chief Human Resources Officer for two years. During his tenure at Hahnemann, he executed all aspects of human resources services for thousands of employees. Prior to that, he served for 18 years as Vice President of Human Resources at St. Christopher’s Hospital for Children in Philadelphia. While there, Mr. Allen successfully designed operational strategies for human resources and successfully executed the acquisition of 25 medical practices.

In his new role, Mr. Allen is responsible for all human resource functions for the Cooper Health System, including organizational development, employee benefits, and supporting Cooper’s organizational mission. One of his priorities is to create market competitive compensation and benefit packages and to enhance employee training and development programs.

Mr. Allen designed and administered a nationally recognized School-to-Work Program. The program received “The Outstanding Employer of the year Award” presented by the National Center for Research in Vocational Education and the Johnson and Johnson Award for “Pioneers in Health Care Career Preparation.”

Mr. Allen holds memberships with the Kensington Cluster Advisory Board for the School District of Philadelphia, the Health Employer Network, Jobs for the Future, in Boston, MA, The NACHRI Human Resource Board, and the NACHRI Council on Education Board. Mr. Allen is also an Adjunct Faculty at Villanova University in Philadelphia; he was an Invited Speaker at the national School to Work Conference, in Washington, DC and at the Wharton School of Business, at the University of Pennsylvania.

CHRIS BENNER

Dr. Chris Benner is an Assistant Professor of Geography and Labor Studies at The Pennsylvania State University, and a research associate at the Center for Justice, Tolerance and Community at University of California, Santa Cruz, and the Sociology of Work Program at University of Witwatersrand (South Africa). Benner's research focuses on the relationships between technological change, regional development, and the structure of economic opportunity, focusing on regional labor markets and the transformation of work and employment patterns. His applied policy work focuses on workforce development policy, the structure, dynamics and evaluation of workforce intermediaries, and strategies for promoting regional equity.

Prior to joining Penn State, he was a research associate at Working Partnerships USA, a dynamic non-profit advocacy organization in Silicon Valley working to rebuild links between economic policy and community well-being. Benner's work has also included providing technical assistance to the Congress of South African Trade Unions (COSATU), analyzing regional development strategies for the Organization of Economic Cooperation and Development (OECD), evaluating workforce development programs for the Keystone Research Center (Pennsylvania) and serving on technical advisory boards for the Urban Habitat Program (San Francisco), the Center for Policy Initiatives (San Diego) and the California Economic Strategy Panel. He received his doctorate in City and Regional Planning from the University of California, Berkeley.

THOMAS S. BILLET

Thomas Billet is currently the Executive Director of the Camden County Workforce Investment Board. The WIB is a non-profit agency responsible for the planning and oversight of all "to-work" activities within Camden County. The private sector lead board is mandated under the Workforce Investment Act of 1998.

Mr. Billet has worked for the Camden County WIB for over 12 years, after moving here from Syracuse, New York. While living in Syracuse Tom worked in non-profit administration for the Arthritis Foundation and the American Lung Association.

In 1979 Tom obtained his Bachelors of Science in Early Childhood Education from the State University of New York at Fredonia. Tom taught elementary school for eight years while working on his Masters Degree in Reading.

MARTHA CHAVIS

Ms. Chavis has over 30 years work experience with nonprofit organizations providing health, education and social services. A native of Philadelphia, Ms. Chavis attended the City's best public schools as well as graduating from Beaver College with a B.A. in psychology and education. She completed her graduated work at Temple University in Developmental Psychology and taught as an adjunct faculty in the Department for 10 years. Ms. Chavis is also a long-time (33 years) adjunct faculty member in Behavioral Sciences at Community College of Philadelphia. She is one of only a few long-time African-American Behavioral Sciences faculty teaching at the college who in addition is in high demand by the students.

Ms. Chavis's staff positions as Education Coordinator, Director of Program Development and currently Executive Director of Camden Community Connections typifies her role as senior management staff at the various organizations she has worked over the years. Ms. Chavis is also known for her consultant work in staff development and professional development in the areas ranging from organizational capacity building, cultural competency, grant writing and grant administration and professional promotion to parenting, AIDS education, sexuality behavior, child and adolescent development and self-management.

Ms. Chavis's primary role in all of her management positions or consultant roles has been as a grant writer and program administrator. Ms. Chavis has successfully obtained funding from various sources for organizations

throughout the years. These grants (both public and private) have enabled these organizations to thrive and expand their services in the community.

Ms. Chavis is a resident of Camden City where she has worked for the last 20 years. Ms. Chavis has traveled extensively worldwide and has visited all but a few states in the U.S.A. Ms. Chavis believes that human service with human dignity is the best approach for achieving outcomes in the community that make a difference. Ms. Chavis has received many awards for her community service throughout the years.

DENISE G. FAIRCHILD

Denise Fairchild is an urban planner with a doctorate degree from UCLA and over 30 years of experience in community economic development with public, private and non-profit organizations. Her experience includes community economic research, workforce development, community organizing, affordable housing development and international development. She is nationally recognized as leader and innovator in the field.

In 1994, Denise founded and still chairs the Community and Economic Development (CED) Department at Los Angeles Trade-Technical College, as well as directs an affiliated non-profit community development research and technical assistance organization, CDTech. These two institutions employ 15 professionals focused on creating jobs, businesses and homeownership opportunities for inner city residents. The CED program trains over 500 grassroots leaders and practitioners a year in community/mortgage lending, real estate and economic development and community organizing. CDTech also offers workforce and business development research, training and technical assistance for inner city communities. This includes labor market studies, employer-based basic skills and asset development services, as well as technology training for businesses and low income residents in South Los Angeles.

Dr. Fairchild directed the L.A. office of the Local Initiatives Support Corporation (LISC) from 1989-1994 and is credited with raising over \$100 million in equity, grants, and loans for community-based housing and commercial development projects and, generally, with building the non-profit housing and community development industry in the L.A. region. She also initiated the health sector initiative (HSI) that received a national award and funded a large-scale \$1 million community organizing project in the neighborhoods affected by the 1992 civil unrest.

Dr. Fairchild is a community activist and serves on the boards of numerous civic, community and civil rights organizations. Her civic and political appointments have included the California Commission on Regionalism, the California Economic Strategy Panel, The California Local Economic Development Association, The Urban Land Institute National Inner City Advisor, the Coalition for Women's Economic Development and the Los Angeles Environmental Quality Board. She was recently appointed by Mayor Antonio Villaraigosa as a special advisor for South LA Investments.

BOB GILOTH

Bob Giloth is the Director of the Family Economic Success area of the Annie E Casey Foundation, a private philanthropy dedicated to helping build better futures for disadvantaged children in the United States. Bob is responsible for work on the Jobs Initiative family economic supports, such as EITC, and other economic opportunity investments. Under the Foundation's *Making Connections* Initiative, Bob has primary responsibility for managing the community building work in Seattle and Milwaukee.

Prior to joining the Foundation in December 1993, Bob managed community development corporations in Baltimore and Chicago and was Deputy Commissioner of Economic Development under Mayor Harold Washington.

Bob has a Ph.D. in City and Regional Planning from Cornell University. He edited *Jobs and Economic Development: Strategies and Practice*, published 1998 by Sage Publications; *Workforce Intermediaries for the Twenty-first Century*, published in 2004 by Temple University Press; and *Workforce Development Politics: Civic Capacity and Performance*, published in 2004 by Temple University Press.

ELSIE HARPER-ANDERSON

Elsie Harper-Anderson is an assistant professor of urban and regional planning. Her primary research and teaching areas include economic development, labor markets, program evaluation and racial inequality. Harper-Anderson's research generally addresses the impact of economic transformation on regional labor markets, local economies and racial inequality. Her current research examines the connection between economic development initiatives and workforce development programs in regional economies focusing on the potential of cluster-based strategies for uniting the two.

Prior to academia, her work included evaluation of federal workforce development programs as well as evaluations of economic development and housing programs around the country. She has also worked as a practicing planner managing federally funded economic development and housing programs. Harper-Anderson teaches courses in economic development, program evaluation, social-cultural issues in planning and quantitative methods. She earned her Ph.D. from the University of California, Berkeley and holds a masters degree from the H. John Heinz III School of Public Policy and Management at Carnegie Mellon University.

KATHY KREPCIO

Kathy Krepcio is the executive director of the John J. Heldrich Center at Rutgers, responsible for executive management and day-to-day oversight of administrative, policy, research, technical assistance, client service, and project operations.

Krepcio brings to the Center an exceptional track record in government and nonprofit executive leadership and policy development. Prior to joining the Center, she served as chief of staff in the New Jersey State Office of Information Technology managing the key business activities of the state's central information technology organization. Her 22-year career in public service also included serving as the Director for Policy and Planning at the New Jersey Department of Human Services where she was responsible for providing policy research, development and analysis on a wide range of human services areas. Significant project management responsibility included the planning and implementation of the department's welfare reform and interagency welfare to work efforts, supervision of large research and evaluation projects, as well as oversight of studies and policy development in the area of homelessness, Medicaid managed care, mental health, and persons with disabilities.

Krepcio appears frequently as a speaker at conferences and public meetings, and played a lead role in managing the Center's intensive technical assistance and program design work for the September 11th Fund's philanthropic program for dislocated workers. She is a Ph.D. candidate at the Bloustein School of Planning and Public Policy at Rutgers and earned a Master of Arts from the Eagleton Institute of Politics at Rutgers and a Bachelor of Arts from the Maxwell School at Syracuse University.

EDWIN MELÉNDEZ

Edwin Meléndez is Professor of Management and Urban Policy at Milano The New School for Management and Urban Policy at the New School in New York City. Dr. Meléndez has conducted considerable research in the areas of Latino studies, economic development, labor markets, and poverty. In addition to numerous scientific papers and other publications, he is the Editor of the recently published Communities and Workforce Development (Upjohn Institute: 2004), and the author of Working on Jobs: The Center for Employment Training (Boston: Mauricio Gastón Institute, 1996). Also, he has co-authored In the Shadow of the Sun: Caribbean Development Alternatives and U.S. Policy (Westview Press, 1990) and La Empresa Comunal: Lecciones de Casos Exitosos en Puerto Rico (Editorial Nueva Aurora, 1999). He has also co-edited Hispanics in the Labor Force (Plenum Press, 1991), Colonial Dilemma: Critical Perspectives on Contemporary Puerto Rico (South End Press, 1992), Latinos Poverty and Public Policy in Massachusetts (Mauricio Gaston Institute, 1994), Borderless Border (Temple University Press, 1998), and The Economic Impact of Puerto Rico's Political Alternatives (Inter-

American University Press, 1998).

Originally from Puerto Rico, Dr. Meléndez came to United States in 1978 after receiving a bachelor's degree from the University of Puerto Rico. He earned a master's degree in economics from the University of California at Santa Barbara, and in 1985 received his Ph.D. in that subject from the University of Massachusetts Amherst. He began his teaching career at Fordham University in 1984, teaching economics and Puerto Rican studies.

From 1999 to 2004 Dr. Melendez was the Director of the Community Development Research Center at the Milano Graduate School, and from 1992 to 1998 he was the director of the Mauricio Gastón Institute for Latino Community Development and Public Policy at the University of Massachusetts Boston as well as a faculty member in the Economics Department and the Ph.D. Program in Public Policy. Dr. Meléndez was also an associate professor of political economy and urban studies in the Department of Urban Studies and Planning at the Massachusetts Institute of Technology from 1986 to 1992.

Dr. Meléndez has worked as a consultant on employment, economic development, job creation, and small business for numerous government, community, and philanthropic foundations. In his twenty years of experience as principal investigator, he has managed over 35 research, outreach or demonstration projects, and supervised or collaborated with over 60 researchers in projects that resulted in several edited books, special issues of academic journals, and other publications.

MANUEL PASTOR

Dr. Manuel Pastor is Professor of Latin American and Latino Studies and Co-Director of the Center for Justice, Tolerance, and Community at the University of California, Santa Cruz. He has received fellowships from the Danforth, Guggenheim, and Kellogg foundations and grants from the Irvine Foundation, the Rockefeller Foundation, the Ford Foundation, the National Science Foundation, the Hewlett Foundation, the MacArthur Foundation, and many others.

His research focuses on themes of social inequality both in the U.S. and abroad. His research on Latin American issues has been published in journals such as *International Organization*, *World Development*, *Journal of Development Economics*, *Journal of Latin American Studies*, *Latin American Research Review*, and *Foreign Affairs*. His research on U.S. urban issues has been published in such journals as *Economic Development Quarterly*, *Social Science Quarterly*, *Urban Affairs Review*, and *Urban Geography*, and has generally focused on the labor market and social conditions facing low-income urban communities.

Dr. Pastor produced his latest publication, *Edging Toward Equity: Creating Shared Opportunity in America's Regions*, through collaboration with a group of the country's leaders in regional equity issues; they present a synthesis of perspectives, identifying key policy and institutional changes to increase the effectiveness of the regional equity movement. His latest book, co-authored with Angela Glover Blackwell and Stewart Kwoh, is entitled *Searching for the Uncommon Common Ground: New Dimensions on Race in America* (W.W. Norton, 2002). He co-authored with Peter Dreier, Eugene Grigsby, and Marta Lopez-Garza *Regions That Work: How Cities and Suburbs Can Grow Together* (University of Minnesota Press, 2000), a book that has become a reference for those seeking to better link community and regional development. Along with Jennifer Wolch and Peter Dreier, he edited a collection of essays entitled *Up Against the Sprawl: Public Policy and the Making of Southern California* (University of Minnesota Press, 2004). He, Chris Benner, and Laura Leete have a forthcoming volume entitled *Staircases or Treadmills: Labor Market Intermediaries and Economic Opportunity in a Changing Economy* that will be published by Russell Sage.

Dr. Pastor speaks frequently on issues of demographic change, economic inequality, and community empowerment and has contributed opinion pieces to such outlets as the *Los Angeles Times*, the *San Jose Mercury News*, and the *Christian Science Monitor*. He served as a member of the Commission on Regions appointed by California's Speaker of the State Assembly, and in January 2002 was awarded a Civic Entrepreneur of the Year award from the California Center for Regional Leadership.

DAVID RUSK

“David Rusk is the hottest urban expert in the nation today,” the Baltimore Sun commented in reviewing *Baltimore Unbound. Cities without Suburbs*, the Congressional Quarterly wrote, has virtually become the Bible of the regionalism movement.” The Government Finance Review called Rusk’s most recent book, *Inside Game/Outside Game*, “a must-read for all practicing local government officials, elected or appointed, working in a metropolitan area.” Rusk combines strong analytical skills with practical political experience. He is a former federal official, New Mexico legislator (1975-77) and mayor of Albuquerque (1977-81), the USA’s 36th largest city.

Rusk is now an independent consultant on urban and suburban policy. Since 1993 he has spoken and consulted in over 120 US communities. Abroad, Rusk has lectured on urban problems in England; Berlin, Stuttgart, and Frankfurt, Germany; and in Toronto and Victoria, Canada. In 1997 he served as an advisor to the government of South Africa on metropolitan governance in Johannesburg, Capetown, and Durban. During 2000 he was a visiting professor at the University of Amsterdam and Delft Technical University in The Netherlands.

Rusk attended the University of California at Berkeley, graduating Phi Beta Kappa as the outstanding undergraduate student in economics (1962). From 1963-68 he was a full-time civil rights and anti-poverty worker with the Washington Urban League. He then entered the U.S. Department of Labor, serving as the Manpower Administration’s legislative and program development director. In 1971 he and his wife, the former Delcia Bence of Buenos Aires, Argentina, moved to Albuquerque, where they raised their three children. They now live in Washington, DC.

SANDI VITO

Sandi Vito was appointed by Governor Edward G. Rendell and Secretary of Labor & Industry, Stephen M. Schmerin, as Deputy Secretary for Workforce Development on Jan. 28, 2003.

Vito’s responsibilities include coordinating workforce development in six Departments, including Labor & Industry, Community & Economic Development, Public Welfare, Corrections, Aging, and Education. She leads an interagency team that has created innovative strategies to keep Pennsylvania competitive and improve opportunities for our citizens, including the *Governor’s Job Ready Pennsylvania* proposal. Since her appointment, Pennsylvania’s workforce system has won several awards and distinctions, including:

- Best Workforce Publication for *Pennsylvania’s Targeted Industry Clusters*;
- Named one of two “*Demand Driven*” workforce states by the U.S. Department of Labor;
- Selected by NGA as an incubator state to develop state policies to increase access to post-secondary education and lifelong learning for working adults;
- Awarded a \$3.25 million grant from the U.S. Department of Labor to support innovative workforce training in the plastics industry.

Vito was also awarded the first ever *Workforce Development Leadership Award* by Pennsylvania Partners.

Prior to her appointment, Vito served as Governor Rendell’s Deputy Campaign Manager for Field and Politics. From 1999-2001, she served as Chief of Staff to State Senator Christine Tartaglione, minority chair of the Senate Labor & Industry Committee. Vito was also the Political Director of the Pennsylvania Democratic Party from 1999 – 2001 and served as Deputy Campaign Manager for the Gore Coordinated Campaign in Pennsylvania. In announcing her appointment, Governor Rendell said, “In Sandi’s time as Political Director of the State Democratic Party, she built excellent ties with organized labor. As we move forward, she will serve as the focal point for the development of our workforce policy.”