

Alexander N. Gertsen
09/11/2000 07:51:58 PM

Shirley

Record Type: Record

To:

cc:

Subject: President Clinton Names Toni Fay to the Board of Directors of the Corporation for National and Community Service

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

September 11, 2000

PRESIDENT CLINTON NAMES TONI FAY TO THE BOARD OF DIRECTORS OF THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE

The President today announced his intent to nominate Toni Fay to serve as a Member of the Board of Directors of the Corporation for National and Community Service.

Ms. Toni G. Fay, of Englewood, New Jersey, has worked for TIME WARNER, INC. since 1982 and currently serves as Senior Advisor after recently announcing her retirement as Vice President of Community Relations. Previously, Ms. Fay was Regional Commissioner for the Governor's Council on Drug and Alcohol Abuse in Pennsylvania, Director of Programs and Development for the National Council of Negro Women. Ms. Fay is a board member of the NAACP Legal Defense Fund, United Way of Bergen County, Apollo Theater Foundation, Franklin and Eleanor Roosevelt Institute, National Hospice Foundation, and the National Institute for Literacy. She previously served on the boards of the National Coalition of 100 Black Women, U.S. Committee for UNICEF, the Girls Scouts of New York City, and the National Council of Negro Women.

Ms. Fay received a B.A. degree from Duquesne University, and M.S.W. and M.Ed. degrees from the University of Pittsburgh.

The Corporation for National and Community Service is a public-private partnership that provides opportunities for Americans of all ages to help communities meet critical challenges in the areas of education, public safety, human needs, and the environment. The Corporation oversees three national service initiatives: Americorps, the National Senior

Service Corps, and Learn & Serve America.

30-30-30

THE WHITE HOUSE
WASHINGTON

March 16, 1999

MEMORANDUM FOR BOB J. NASH

FROM: WALKER F. BASS, Deputy Associate Director

RE: CORPORATION FOR NATIONAL SERVICE

BOARD OF DIRECTORS

President Clinton

Thomas Erlich (D-2002)
Christopher Gallagher (D-in vetting for reappointment)
R — Carol Kinsley (D-1999, inactive, want to replace, problematic (Kennedy person))
Arthur Naparstek (D-renominated 10/98, no movement in Senate)
R — Eli Segal (D-term expired, wants to be replaced)
Amy Achor (D-in vetting)
Governor Gary Locke of Washington (D-in vetting)
2 Vacancies

Republican

Leslie Lenkowsky (I-in vetting for reappointment)
Juanita Sims Doty (R-in vetting)
Bob Rogers (R-chair, well respected, PPO wants to reappoint)
Victor Ashe (R-2000)
Randolph Agley (R-in vetting)
Dorothy Johnson (R-2002)
1 Vacancy

There are currently two Democratic vacancies on this board. Eli Segal would not like to be reappointed, and a Democratic candidate has withdrawn from clearance.

On the Republican side, we are working with contacts to have Senator Burns recommend Governor Racicot (R-MT) to Senator Lott for a Republican position on the board. No word back yet whether that attempt will be successful. Juanita Sims Doty, a Republican recommended by Senator Lott, was just approved by the POTUS, and she is currently in vetting.

FULL TIME POSITIONS

Chief Financial Officer

The Corporation has forwarded the name of Anthony Musick, a certified public accountant currently Deputy CFO at Commerce.

Sponsors: Nancy Killefer, Peggy Richardson, Scott Gould.

Managing Director

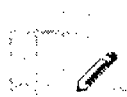
Presidential Personnel and CNS have been unable to find a mutually acceptable candidate for an external affairs Managing Director.

**Corporation for National and Community Service
Board of Directors**

3/18/99

APPOINTEES			POSITION							TRACKING		
Last Name	First Name	Title	Designation	Dept/Agency	Status	Term	Exp Date	Party	Pol Req	Start Memo	Senate Nom	Appt Date
Achor	Amy	Member of the Brd of Directors	(between ages 16-25 yrs)	National and Community Service, Corporation for	S	5		D	B	6/9/98		
Agley	Randolph J.	Member of the Brd of Directors		National and Community Service, Corporation for	S	1		R	B	6/22/98		
Ashe	Victor	Member of the Brd of Directors		National and Community Service, Corporation for	A	5	10/6/00	R	B	2/9/96	4/22/96	7/19/96
Ehrlich	Thomas	Member of the Brd of Directors		National and Community Service, Corporation for	A	5	10/6/02	D	B	8/27/97	3/11/98	5/26/98
Gallagher, Sr.	Christopher	Member of the Brd of Directors		National and Community Service, Corporation for	S	4	10/6/98	D	B	6/18/98		
Johnson	Dorothy A	Member of the Brd of Directors		National and Community Service, Corporation for	A	5	10/6/02	R	B	8/26/97	3/11/98	5/26/98
Kinsley	Carol	Member of the Brd of Directors		National and Community Service, Corporation for	A	5	10/6/99	D	B	1/6/94	8/8/94	10/7/94
Lenkowsky	Leslie	Member of the Brd of Directors		National and Community Service, Corporation for	S	4	10/6/98	I	B	6/18/98		
Naparstek	Arthur	Member of the Brd of Directors		National and Community Service, Corporation for	N	4	10/6/03	D	B	6/18/98	10/9/98	
Rogers	Robert	Member of the Brd of Directors		National and Community Service, Corporation for	A	3	6/10/99	R	B	9/18/95	1/24/96	6/11/96
Segal	Eli	Member of the Brd of Directors		National and Community Service, Corporation for	A	5	2/8/99	D	B	7/27/95	8/10/95	12/26/95
		Member of the Brd of Directors		National and Community Service, Corporation for	V	5	10/6/99	R	B			
		Member of the Brd of Directors		National and Community Service, Corporation for	V	5		D	B			
		Member of the Brd of Directors		National and Community Service, Corporation for	V	5		D	B			
		Member of the Brd of Directors		National and Community Service, Corporation for	V	1		R	B			

DETERMINED TO BE AN
ADMINISTRATIVE MARKING
INITIALS: DLR DATE: 01/22/13
2013-0124-S



Shirley S. Sagawa
03/18/99 03:15:37 PM

Record Type: Record

To: Anne E. McGuire/WHO/EOP

cc:

Subject: Re: do you have a list of the current board members

Yes:

Dems:

Tom Ehrlich (white, former President of Indiana University)

Chris Gallagher, Sr. (white, New Hampshire atty)

Carol Kinsley (white, Massachusetts service-learning advocate)

Art Naparstak (white, professor at Case Western or some midwestern university)

Amy Achor (white, youth)

Reps:

Les Lenkowsky (white, former head of Hudson Institute, now at Indiana University)

Bob Rogers (white, president of Kauffman Foundation)

Victor Ashe (white, mayor of Knoxville, TN)

Dottie Johnson (white, Michigan Council on Foundations)

There are 15 total seats, 8 dems and 7 repubs.



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Victor Ashe (white, mayor of Knoxville, TN)
Dottie Johnson (white, Michigan Council on Foundations)

There are 15 total seats, 8 dems and 7 repubs. I heard there is an African American woman from Mississippi on Lott's list.

ANTHONY MUSICK, CPA

7 Marshall Lane, Stafford, VA 22554

Home (540) 659-6446

Work (202) 482-1207

OPERATIONAL/FINANCIAL EXPERTISE

- o Manage the accounting, budget, planning and other financial operations, including payments, policy and procedures, payroll, collection, reporting, evaluating internal controls and automation.
- o Planned and implemented financial systems.
- o Directed in-house training, hired and evaluated staff, acquired computer equipment, maintained financial systems, managed a diverse staff, and performed other administrative functions.
- o Testified before Congress, interviewed by the media, spoke at conferences and gave presentations.
- o Audited Federal programs and performed corporate financial audits.

PROFESSIONAL EXPERIENCE

Department of Commerce

3/98 to Present

DEPUTY CHIEF FINANCIAL OFFICER:

- o As Deputy CFO, I am responsible for financial management and accounting throughout the Department. This includes responsibility for preparation of the Department's annual consolidated financial statements and development and implementation of a Department-wide integrated financial system.

Internal Revenue Service:

3/91 to 3/98

CHIEF FINANCIAL OFFICER:

- o Manage the \$7 billion accounting, budget and program analysis that supports the 100,000 employees; perform revenue and compliance tracking and analysis; develop and monitor performance measures; implement and evaluate internal controls; and develop and provide budget and accounting guidance to about 1,000 employees in remote locations. Also supervise four divisions of 260 employees.
- o Member of the IRS Executive committee, testified before Congress, provide interviews to the media, and give presentations on all aspects of IRS' financial management policies and practices.
- o Prepared the financial statements and manage the annual audit of the IRS' \$7 billion appropriation and \$1.6 trillion in revenues collected for income taxes, social security taxes and excises taxes and \$28 billion in Accounts Receivable. Also evaluate systems for controls and compliance with standards.
- o Obtained first unqualified or "clean" opinion on IRS' financial statements.
- o Formulate policy, monitor expenditures, manage technology, and perform hiring, and other administrative duties.

DIRECTOR, SYSTEMS AND ACCOUNTING STANDARDS:

- o Managed the day to day accounting operations, established financial policies and procedures for IRS' 4 regions, 33 districts and 10 service centers.
- o Implemented a new integrated financial system (eliminating 8 stand alone systems) including interfaces with other systems (e.g. payroll, travel, procurement, budget); evaluated and revised all financial operations and controls around the new system, trained staff, managed 50 plus contractors and a project budget of about \$27 million.
- o Responsible for \$312 million in payments and the \$70 million of non-tax receivables.
- o Participated on the Vice President's Reinvention Committee on Financial Management.

Comptroller of the Currency:

1/89 to 3/91

DIRECTOR, FINANCIAL MANAGEMENT

- o Managed the day to day budget, accounting, collection and investment activities of a \$260 million corporate operation. Chaired an investment committee that invested over \$150 million annually. Billed and collected fees from about 4,500 national banks.
- o Managed about 60 employees and contractors working with the centralized budget, payroll, accounts payable, and accounts receivable and collection operations. Also prepared the annual financial statements and monthly financial reports for management..

U.S. Environmental Protection Agency:

8/82 to 1/89

DEPUTY DIRECTOR, FINANCIAL MANAGEMENT

- o Assisted the Director in supervising and managing a staff of over 150 employees in the day to day accounting operations and providing guidance to the 10 regional offices and 3 payment functions for a \$4 billion plus organization. This included developing financial policy, payments, collection, payroll activities, cost accounting for the Superfund clean up program, financial reporting, and financial system development and maintenance of existing systems.

DIRECTOR, INTERNAL CONTROLS:

- o Managed the agency wide internal control activities.

AUDIT SUPERVISOR, Office of the Inspector General (IG):

- o Supervised audits of EPA programs and operations; trained audit staff; supervised a team of auditors and criminal investigators to do quality assurance reviews of IG operations.

Virginia Commonwealth University:

7/81 to 8/82

DIRECTOR, BUDGET OPERATIONS

- o Managed approximately a \$300 million budget for the university which included MCV hospital; planned, developed, prepared and implemented the budget. Developed financial proposals, policies and short and long range budget projections. Negotiated services and funding agreements between the academic campus and the hospital.
- o Participated on various committees with the University President and senior faculty.

U.S. General Accounting Office--Auditor

3/75 to 7/81

Boise Cascade--Chief Accountant

6/74 to 3/75

Ernst & Ernst--Auditor

6/72 to 6/74

ADJUNCT PROFESSOR:

1975 to 1985

- o Taught accounting courses at Northern Virginia Community College, George Mason University, Virginia Commonwealth University, and Germanna Community College.

FORMAL AND CONTINUING EDUCATION:

MBA, 1980, George Washington University, Finance Concentration.

B.S., 1972, University of Maryland, Accounting Major.

Certified Public Accountant - 1975

IRS Executive Development Program, 1994, 6 months Tax Administration course.

Information Systems Program, 1977, 2 months, Wharton School of Business.

MILITARY SERVICE

United States Marine Corps, 1965 to 1968, Honorable Discharge.

CORPORATION
FOR NATIONAL
SERVICE

TO: Bob Nash

FROM: Harris Wofford 
Corporation for National Service

RE: Recommendation for Chief Financial Officer

DATE: March 4, 1999

I write to strongly recommend that the President select Anthony Musick as the Chief Financial Officer of the Corporation for National Service. Mr. Musick is currently the Deputy Financial Officer at the Department of Commerce, where he has served with distinction, and before that was the CFO at the Internal Revenue Service.

Under the Act that created AmeriCorps and the Corporation for National Service in 1993, the Corporation is required to have a Presidentially-appointed, Senate confirmed Chief Financial Officer. The Corporation has been without a CFO since last August, when Donna Cunningham moved to the IRS. Donna's departure coincided with Wendy Zenker becoming our new Chief Operating Officer. With Wendy heading up the business side of our management team, I wanted her to have the opportunity to make a full assessment of the specific skills the Corporation will need in a CFO before making a recommendation.

We have conducted a broad search, talked to many people, and have interviewed a large number of candidates, including those sent over by your office. In searching for the candidate with just the right skills for this assignment, Wendy Zenker has spoken to colleagues throughout the federal system, and directly to a number of her old colleagues at the Office of Management and Budget. Based on our search, and the interviews, we strongly believe that Tony Musick is an outstanding fit with the Corporation's needs.

Management improvement continues to be a top priority at the Corporation. Wendy Zenker is a top-notch leader and is highly skilled at the internal controls and systems aspects of the management. What we need to complement Wendy's skills is someone with a rigorous accounting background and extensive experience in Federal sector accounting. The Corporation is still working hard to correct financial management weaknesses. We need a CFO who can immediately direct and provide the critical skill set necessary to achieve a clean financial statement audit opinion. By selecting someone with that skill set, we will not only be meeting the most pressing need at the Corporation, but we will fill out the leadership team in a very significant and helpful manner.

I have attached Tony Musick's resume to this memorandum, and I will call you shortly to discuss how we can best move this recommendation.



GUY L. SMITH
Special Advisor to the President
The White House

Formerly Vice Chairman
AmeriCares

Formerly Chairman/CEO
Smith Worldwide Strategic Communications

Formerly COO
Hill & Knowlton International Public Relations--New York

Guy L. Smith, 49, is Special Advisor to the President, **The White House**. Mr. Smith serves as a member of the impeachment defense team, working on communications strategy and outreach. He also serves as a radio spokesman on impeachment issues for The White House. Smith joined The White House staff in September, 1998.

Previous to joining The White House staff, Smith was vice chairman of **AmeriCares** (1997-98), the international disaster relief and humanitarian organization. AmeriCares provides immediate emergency response to disasters worldwide by providing medicines and medical supplies. It has operations in 118 countries.

Mr. Smith has organized and led humanitarian airlifts to North Korea (the first civilian American plane to land there since the Korean war-three separate trips in past 18 months), Iraq (the first US-approved humanitarian airlift since the Gulf War), Peru, Ecuador, Armenia, India, Poland, Turkey, Jordan, Costa Rica, Russia, China, Iran, and Sarajevo. In December, 1997 President Clinton took Mr. Smith with him to Sarajevo, due to the work AmeriCares had done throughout the Bosnian conflict. Mr. Smith has served as a board member of AmeriCares since 1989.

Until late 1997 Mr. Smith was chairman and chief executive officer of **Smith Worldwide Inc.**, (1993-97), a strategic communications firm. Smith Worldwide managed a variety of strategic communications, crisis communications, public relations, and public affairs assignments for clients ranging from *Fortune* 20 companies to one of the Big Six accounting and management consulting firms to the highest levels of the United States government.

Mr. Smith has broad experience in corporate strategic communications, government relations, and crisis communications management. He is widely recognized as an expert in crisis communications.

Mr. Smith was previously chief operating officer of **Hill & Knowlton International Public Relations Inc.** (1991-93), New York, where he was also director of worldwide marketing. His responsibilities included consulting with the firm's largest consumer product, technology, food, and legal and professional service clients regarding strategic, crisis and marketing communications.

Prior to joining Hill & Knowlton, Inc., Mr. Smith was vice president-corporate affairs of **Philip Morris Companies, Inc.** (1976-91), where he was the senior public relations and public affairs officer for the corporation. He left the company in 1991.

Mr. Smith recently has been a Visiting Professor of Public Relations on the Faculty of Foreign Languages at **Moscow State University** (1996) in Moscow, Russia. He is the first western public relations professional to be named to a lecturing post in Moscow State University's recently created public relations curriculum.

During his more than 25 years in strategic and crisis communications, Mr. Smith has directly managed a variety of major corporate communications challenges and crisis communications activities. Some of these include:

- ◆ serving as an unpaid strategic communications strategist for **The White House** (at the express request of the President) following the 1994 Congressional losses
- ◆ served as a paid consultant to the **Department of Defense**, working on the Gulf War Illnesses; helped develop the Pentagon strategy of being more open regarding the issue
- ◆ senior strategic communications planning and tactical execution for the **Miller Brewing Company**, **The Seven-Up Company**, and **Philip Morris Companies, Inc.**
- ◆ All communications elements of major merger and acquisition activities, including Philip Morris' acquisition of **Kraft** and **Jacobs-Suchard** (Zurich)
- ◆ creation and operation of the largest corporate magazine in the world (13 million circulation)
- ◆ criminal product tamperings of a major national beer brand and a major soft drink brand, including media relations, employee, wholesaler, and retailer communications, as well as communications with relevant government agencies
- ◆ numerous factory accidents involving employee fatalities, including all external and internal communications surrounding the accident (e.g. law enforcement, news media, senior management, union officials, and next-of-kin)
- ◆ major explosion of buried rocket fuel, which resulted in multiple deaths of employees and contractors
- ◆ high profile senior executive terminations
- ◆ lawsuits alleging civil and criminal wrongdoing
- ◆ national product recalls
- ◆ senior executive deaths
- ◆ ambush media interviews (e.g. tabloid-type TV and print)
- ◆ labor strife, including picketing, violence, threats, and public debates
- ◆ emergency disaster relief response to numerous natural disasters (e.g. earthquakes in Armenia, India, and California, floods, hurricanes, and war, including Sarajevo, Iran, Iraq, North Korea, and Peru)
- ◆ provided strategic and crisis communications planning and counsel to numerous major organizations facing difficult, negative, or unique communications challenges
- ◆ frequent live and taped appearances on major television news shows

He also served as Director of Information for the **Appalachian Regional Commission** in Washington, D.C. (1970-72). From 1972-75 Smith was **Press Secretary to the Mayor** of the City of Knoxville, Tennessee.

Mr. Smith began his career as a journalist at **The Knoxville Journal** (1968-70), during which he received the William Randolph Hearst award for "Excellence in News Writing."

He studied journalism at the University of Tennessee.

Mr. Smith serves as chairman of the board of the Barrier Island Trust, an environmental protection organization.

He is a member of the Sovereign Military Order of St. John of Jerusalem, of Rhodes, and of Malta.

In 1990 Mr. Smith was selected "Outstanding Public Affairs Officer of the Year" by the readers of *The Gallagher Report*.

He has also received numerous public relations industry awards for his writing and employee communications programs. He has been widely published on the strategic communications discipline and lectures frequently at major universities.

CONTACT:

WASHINGTON: 4430 Lingan Road, Washington, D.C. 20007, Tel: 202-625-7077
GREENWICH, CT: 352 North Street, Greenwich, CT 06830, Tel: 203-629-1264

From The Greenwich Time

Town man jumps into controversy for president

**By Jonathan Lucas
Staff Writer**

Guy L. Smith will do anything for a friend in trouble - even if that friend happens to be caught in a national controversy with historic ramifications. Smith, you see, is a friend of Bill - yes, President Bill Clinton.

At a time when Clinton is entering the fight of his political life, he can use friends like Smith, a Greenwich resident and an expert in crisis communications, in facing the first presidential impeachment proceedings to get this far since Andrew Johnson sat in the White House in 1868.

Smith has left his job in New Canaan to volunteer for an unpaid position at the White House as a "special adviser" to defend the president and plot strategy to derail Republican impeachment efforts.

"(Clinton) is a very good friend of mine, and he has been for a long time," Smith said during a phone interview from his White House office last week. "I believe in what he has done for the country and what he stands for, and when a friend's in need, you lend a hand to do whatever you can to help." Smith, 49, has been lending a hand as part of a four-member special team of legal, political and communications experts working under special White House Counsel Gregory Craig. The team's primary objective is averting an impeachment trial in the Senate.

Smith joined the White House team in September, soon after the president went on national TV to apologize for his "inappropriate" affair with former White House intern Monica Lewinsky. Smith accepted the position, in which his only compensation, he said, is "a nice title and a (White House) parking pass," leaving behind his job as vice chairman of AmeriCares, the New Canaan-based international disaster relief and humanitarian aid organization. He is unsure how long he will serve at the White House or if he will return to AmeriCares.

Though Smith revealed little about the high-level strategy sessions taking place in Washington, he did discuss issues at the center of those discussions. He also does not claim credit for developing the messages that are now being echoed by administration officials, expressing Clinton's contrition and that the charges

against him do not warrant impeachment.

"The kind of advice I would give to the president I would not put in the newspaper, but the basic elements that apply are communicate clearly and frequently," said Smith, who despite the torrent of controversy around him manages to maintain a relaxed manner, speaking with just a hint of the lilting Louisiana accent of his roots.

Smith is getting out his message that Clinton's transgressions do not reach the constitutional bar of impeachment through numerous radio talk show appearances and working with grass-roots organizations outside Washington that have the same beliefs. He points to polls pinning Clinton's approval rating at 60 percent and above and the work Clinton is doing on the domestic scene - such as trying to secure the future of Social Security - and on the international front as a peacemaker in Northern Ireland and the Middle East.

"The president is genuinely regretful of what he did and, at the same time, he is as committed to the American people as he's ever been," Smith said. Debate on four articles of impeachment, passed along highly partisan lines by the House Judiciary Committee over the past week, is expected to begin in the full House of Representatives on Thursday.

A vote to impeach by the GOP-dominated House will leave Clinton's fate up to the Senate. A close vote is expected in the House, and Smith said he believes the gravity of impeachment will have a sobering effect on Congress.

"I think that ultimately members of Congress will listen to what the American people have been saying for a long time," Smith said. "People recognize what the president did was wrong and there should be consequences for his actions, but very clearly people are saying they don't think he should be impeached."

The White House strategy team has been receptive to earlier congressional calls for the president to be censured by the House and, in recent days, has indicated its clear preference of censure over impeachment.

This is not the first time Smith has helped his presidential pal, having served as an unpaid communications strategist for the White House after the 1994 midterm congressional elections in which Republicans gained a majority in the House, hampering Clinton's political agenda. Smith has also worked for the Pentagon to develop a public relations strategy more open regarding Gulf War-related illnesses.

Smith said he first met the president in Little Rock, Ark., about 20 years ago when he was working as a public relations representative for Seven-Up and

Clinton was serving his first term as governor of Arkansas.

The two kept in touch over the years and became good friends. Though business and politics would often interfere, they both were regulars at Renaissance Weekend - a retreat for policy wonks, executives, politicians, academics and media representatives - held at Hilton Head Island, S.C., around New Year's Day.

Smith, a former Tennessee journalist-turned-public-relations spin doctor, has sharpened his craft working in the corporate world for Seven-Up, Miller Brewing Co. and 15 years with tobacco conglomerate Philip Morris Cos. Inc., rising to the position of vice president of corporate affairs. In 1991, Smith went on to become chief operating officer of the major international public relations firm of Hill and Knowlton in New York, leaving two years later to form his own agency, Smith Worldwide Inc.

In his more than 25 years of experience, Smith has helped companies and executives diffuse negative media attention surrounding criminal product tamperings, fatal factory accidents, national product recalls and labor unrest. As the tobacco industry came under intense scrutiny from consumer groups and the government, Smith orchestrated Philip Morris' campaign against limiting smokers' individual rights and arranged the company's national sponsorship of the 200th anniversary of the Bill of Rights in 1991.

Smith has lived in Greenwich for more than 15 years and raised three children, all of whom graduated from Greenwich High School. One of the perks of his current position is that he gets to spend more time with his oldest daughter, Abigail, who serves as executive assistant for presidential personnel at the White House.

Smith said he will continue to serve for as long as the president wishes. "I'm honored to have been asked to serve on this team," Smith said. "It's great to be at the White House. It's the epicenter of power of the only superpower of the world. It's a shame we have to be dealing with this - it's only the third time in history, so it's certainly historic as well and very much a challenge."

FROM THE KNOXVILLE NEWS-SENTINEL...

Strong Knox ties held by leader of Clinton PR drive

November 28, 1998

By Richard Powelson, News-Sentinel Washington bureau

WASHINGTON -- Guy L. Smith IV, who once took orders from his Republican editor and grandfather at the Knoxville Journal, now attends White House brainstorming sessions to help the Democratic president of the United States avoid impeachment.

Along the way he has advised various employers how to survive a public relations crisis. Polls suggest his latest project may succeed, too.

The 49-year-old public relations executive joined the White House crisis management team in September as a full-time "special adviser to the president." Working under lawyer Gregory Craig and with White House communications and legal staffers, Smith devises ways to broaden public support for a president he has known many years, dating back to Clinton's tenure as Arkansas governor.

White House spokesman James Kennedy said Smith and Craig were needed to help with legal and communications strategy after independent counsel Kenneth Starr unloaded boxes of testimony and evidence at the Congress to make the case for Clinton's removal from office.

Kennedy said Smith "has been a valuable addition to our team. He brings with him a wealth of experience essentially in crisis communications. He's been working with us, helping us to reach out to folks around the country who share our view that this matter should be completed as soon as possible" so the president can give full attention to his job.

Smith called Clinton "a good friend. There's no question that what the president did (with then-White House employee Monica Lewinsky) was wrong. He has acknowledged it. He has apologized for it, but it's clear from most all experts on the Constitution -- legal and historical -- that the conduct does not rise to an impeachable offense."

Even though he is an unpaid volunteer on the White House staff, Smith pledges to stay on the job as long as Clinton needs him. The House may vote on impeachment in two to three weeks.

Smith talks to many people outside of Washington by phone, suggesting how they can spread good will for Clinton on radio talk shows and in letters to editors. Smith also appears on talk radio programs to argue why Clinton should not be impeached.

He even has worked with elected officials in and out of office. Former Mississippi Gov. William Winter received Smith's advice on the wording of a public statement in support of Clinton before releasing it to the news media.

Born in New Orleans, Guy Lincoln Smith IV grew up in Knoxville, where his father, Guy III, was best known as executive director of the Knoxville Zoo. His grandfather, Guy Jr., once was chairman of the Tennessee Republican Party and made no secret of his Republican loyalty as editor for 31 years of the Journal until his death in 1968.

Smith IV is married, has a home in Greenwich, Conn., and two children, including Guy V, a student at Harvard University.

In the 1960s, Smith worked at the Journal as a copy boy and later as a reporter for a couple of years. He attended the University of Tennessee and studied journalism.

In 1970, he moved to Washington to join Ron McMahan in the public affairs office of the Appalachian Regional Commission, which aids development in struggling areas of 13 states, including Tennessee. McMahan later was editor of the Journal, which ended daily publication in 1992.

Kyle Testerman became Knoxville's mayor in 1972, and he hired Smith as his press secretary for the next four years.

Then Miller Brewing Co., a Philip Morris Co. Inc. subsidiary, hired Smith, and he began gaining experience in crisis management. A television reporter from Michigan called him one day and said he was going on live TV with a Miller beer bottle that had a rat inside. The reporter asked his reaction. Smith said he told the reporter either he had a great story if he had a rat or he would face a lawsuit if something else was in the bottle.

The reporter decided to shoot videotape of the breaking of the beer bottle and found a rat-shaped yeast formation in the old beer -- but no rat. So, the bad

publicity that Smith had to deal with was a less severe case of old beer gone bad.

Later, handling public relations for 7-Up, he dealt with news accounts concerning alleged tampering with a soft drink bottle in a store.

But his biggest challenge, he said, came later as chief spokesman for Philip Morris' cigarettes unit. In the late 1980s, Philip Morris was battling airlines and businesses that wanted to ban smoking.

"I would have to say that that was a nonstop crisis" to improve the image of Philip Morris cigarette products. "What was a daily occurrence there, was a once-in-a-decade crisis at your average Acme Widget Co."

In 1988, he was quoted widely in press reports as criticizing Northwest Airlines' plan to ban smoking on domestic flights. "Clearly discriminatory," Smith was quoted as saying. All major airlines later banned smoking on domestic flights.

In 1989, Smith was at Philip Morris during its controversial campaign to note the 200th anniversary of the Bill of Rights by giving away more than half a million copies of the document and by paying the National Archives \$600,000 for exhibits. Anti-smoking groups criticized the TV and newspaper promotion that linked basic rights of citizens with a cigarette company fighting restrictions on smoking.

He left Philip Morris in 1991. Smith said he has no problem with Clinton's campaign to deter youths from smoking because he shares that goal.

His next job was as a top executive at Hill & Knowlton public relations in New York, and in 1993 he formed his own company, Smith Worldwide. That firm now is inactive.

Last year, Smith became vice chairman of a private disaster relief organization called AmeriCares Inc. He was at AmeriCares in September when he learned Clinton wanted his help.

Clinton and Smith first met in Arkansas when Clinton was governor and Smith worked at 7-Up and attended a state government event. Over the years they attended several of the same events and became friends who kept in touch, Smith said.

"We hit it off. I always have liked what he stood for. Ever since he's been president, I felt that he's taken the country in the right direction. I like what he's done domestically and internationally."

If his rabid-Republican grandfather were still alive today, it might kill him

to hear Smith say he now considers himself a Democrat.

"I think I'd have to say that I have become a Democrat. The Republican Party of today is not the Republican Party that my grandfather led." Smith said he was shocked at earlier proposals by today's Republicans to cut deeply the Medicare health-care program for the elderly, and by proposals for major changes in Social Security.

Clinton's public empathy is real, Smith said.

"He genuinely and deeply cares about the American people and what happens to them. I see him every day, and I see him worrying about that sort of stuff. That's what a president ought to do."

###

Richard Powelson may be contacted at 202-408-2727 or powelsonr@shns.com.

From The Greenwich Time

Town man jumps into controversy for president

By Jonathan Lucas

Staff Writer

Guy L. Smith will do anything for a friend in trouble - even if that friend happens to be caught in a national controversy with historic ramifications. Smith, you see, is a friend of Bill - yes, President Bill Clinton.

At a time when Clinton is entering the fight of his political life, he can use friends like Smith, a Greenwich resident and an expert in crisis communications, in facing the first presidential impeachment proceedings to get this far since Andrew Johnson sat in the White House in 1868.

Smith has left his job in New Canaan to volunteer for an unpaid position at the White House as a "special adviser" to defend the president and plot strategy to derail Republican impeachment efforts.

"(Clinton) is a very good friend of mine, and he has been for a long time," Smith said during a phone interview from his White House office last week. "I believe in what he has done for the country and what he stands for, and when a friend's in need, you lend a hand to do whatever you can to help." Smith, 49, has been lending a hand as part of a four-member special team of legal, political and communications experts working under special White House Counsel Gregory Craig. The team's primary objective is averting an impeachment trial in the Senate.

Smith joined the White House team in September, soon after the president went on national TV to apologize for his "inappropriate" affair with former White House intern Monica Lewinsky. Smith accepted the position, in which his only compensation, he said, is "a nice title and a (White House) parking pass," leaving behind his job as vice chairman of AmeriCares, the New Canaan-based international disaster relief and humanitarian aid organization. He is unsure how long he will serve at the White House or if he will return to AmeriCares.

Though Smith revealed little about the high-level strategy sessions taking place in Washington, he did discuss issues at the center of those discussions. He also does not claim credit for developing the messages that are now being echoed by administration officials, expressing Clinton's contrition and that the charges

against him do not warrant impeachment.

"The kind of advice I would give to the president I would not put in the newspaper, but the basic elements that apply are communicate clearly and frequently," said Smith, who despite the torrent of controversy around him manages to maintain a relaxed manner, speaking with just a hint of the lilting Louisiana accent of his roots.

Smith is getting out his message that Clinton's transgressions do not reach the constitutional bar of impeachment through numerous radio talk show appearances and working with grass-roots organizations outside Washington that have the same beliefs. He points to polls pinning Clinton's approval rating at 60 percent and above and the work Clinton is doing on the domestic scene - such as trying to secure the future of Social Security - and on the international front as a peacemaker in Northern Ireland and the Middle East.

"The president is genuinely regretful of what he did and, at the same time, he is as committed to the American people as he's ever been," Smith said. Debate on four articles of impeachment, passed along highly partisan lines by the House Judiciary Committee over the past week, is expected to begin in the full House of Representatives on Thursday.

A vote to impeach by the GOP-dominated House will leave Clinton's fate up to the Senate. A close vote is expected in the House, and Smith said he believes the gravity of impeachment will have a sobering effect on Congress.

"I think that ultimately members of Congress will listen to what the American people have been saying for a long time," Smith said. "People recognize what the president did was wrong and there should be consequences for his actions, but very clearly people are saying they don't think he should be impeached."

The White House strategy team has been receptive to earlier congressional calls for the president to be censured by the House and, in recent days, has indicated its clear preference of censure over impeachment.

This is not the first time Smith has helped his presidential pal, having served as an unpaid communications strategist for the White House after the 1994 midterm congressional elections in which Republicans gained a majority in the House, hampering Clinton's political agenda. Smith has also worked for the Pentagon to develop a public relations strategy more open regarding Gulf War-related illnesses.

Smith said he first met the president in Little Rock, Ark., about 20 years ago when he was working as a public relations representative for Seven-Up and

Clinton was serving his first term as governor of Arkansas.

The two kept in touch over the years and became good friends. Though business and politics would often interfere, they both were regulars at Renaissance Weekend - a retreat for policy wonks, executives, politicians, academics and media representatives - held at Hilton Head Island, S.C., around New Year's Day.

Smith, a former Tennessee journalist-turned-public-relations spin doctor, has sharpened his craft working in the corporate world for Seven-Up, Miller Brewing Co. and 15 years with tobacco conglomerate Philip Morris Cos. Inc., rising to the position of vice president of corporate affairs. In 1991, Smith went on to become chief operating officer of the major international public relations firm of Hill and Knowlton in New York, leaving two years later to form his own agency, Smith Worldwide Inc.

In his more than 25 years of experience, Smith has helped companies and executives diffuse negative media attention surrounding criminal product tamperings, fatal factory accidents, national product recalls and labor unrest. As the tobacco industry came under intense scrutiny from consumer groups and the government, Smith orchestrated Philip Morris' campaign against limiting smokers' individual rights and arranged the company's national sponsorship of the 200th anniversary of the Bill of Rights in 1991.

Smith has lived in Greenwich for more than 15 years and raised three children, all of whom graduated from Greenwich High School. One of the perks of his current position is that he gets to spend more time with his oldest daughter, Abigail, who serves as executive assistant for presidential personnel at the White House.

Smith said he will continue to serve for as long as the president wishes.

"I'm honored to have been asked to serve on this team," Smith said. "It's great to be at the White House. It's the epicenter of power of the only superpower of the world. It's a shame we have to be dealing with this - it's only the third time in history, so it's certainly historic as well and very much a challenge."

INSIDE PR

Monday November 30, 1998

Volume 5 Number 13

PEOPLE

Smith, Philip Morris Veteran, Joins Clinton Crisis Team

Guy Smith is no stranger to controversy. While at Philip Morris, Smith masterminded the company's most successful public affairs programs, focusing the tobacco giant's communications efforts around the issue of smokers' rights, and orchestrating the sponsorship of the anniversary celebration of the Bill of Rights. From PM, he moved to Hill & Knowlton, which in the Dilenschneider era was a veritable magnet for controversy. And when last he appeared in these pages, he was working briefly for the Defense Department as it sought to get its message out about Gulf War syndrome.

All of that was good preparation for his current role, as a member of the communications team in the Clinton White House, working to convince Congress and the American people that impeachment is neither an appropriate nor a productive conclusion to Kenneth Starr's long investigation of the president's tumultuous sex life.

"I have known the president since his first term as governor of Arkansas," says Smith, who is from Louisiana. "In September he asked me to join the anti-impeachment team, which included both legal and communications advisors. I'm very pleased and proud to be a part of that effort. While we are focused on the impeachment process, the president and his advisers are able to get on with the business of running the country."

Smith is part of a team headed by Counsel Gregory Craig, and is focusing most of his energy on marshalling support at the grassroots level. "There are a lot of people around the country who take the same view we take that impeachment is not the right thing for the country," he says. "We have been able to get input from leaders in various disciplines, and many of them have volunteered to make their views more widely known."

So Smith has been making suggestions about ways in which President Clinton's supporters can make their voices heard on talk radio. He has reportedly helped to compile a list of legal scholars, former members of Congress, historians, and state and local officials who are willing to appear on television and radio shows or write op-ed articles making the case against impeachment.

According to the National Journal, Smith has also been involved in advising a group of 12 former governors, led by former Mississippi Governor William Winter, who have offered their support to the president.

While there has been some friction between the communications specialists on the team and the legal advisors, Smith says, for the most part the two sides have been able to work together smoothly.

"There is a lot of respect for what we have to say," Smith says. "Everyone recognizes the importance of getting the message out."

The major difference between the political realm and the corporate sector, where Smith has spent most of his career, is the degree of partisanship. Says Smith, "Nothing I had done before prepared me for the degree of partisanship I have experienced here. There has not been a single element of this story that has not been handled in a partisan way, whatever the players may have promised."

Another major difference is that the issue has occupied every news cycle for the past 12 months. "In the business world, a crisis comes along—a plant blows up, or a tanker runs aground—and the story is over in one or two news cycles. Eventually, the story is over. This one is never over. Couple that with the fact that we are in a world with a 24-hour news cycle and the pressure to communicate constantly is more intense than anything I have experienced."

Smith says he has no idea what he will do when his stint at the White House is over. Smith Worldwide, formed when Smith left H&K six years ago, worked extensively in the former Soviet Union, and Smith continued to focus on international affairs when he moved on last year, taking a position as vice chair of the international relief organization AmeriCares.

GUY TALK, BEYOND THE BELTWAY

When the American people talk, at least if they talk loud enough and long enough, Congress sometimes listens. So the White House, as part of its anti-impeachment drive, has enlisted a public relations pro to try to turn up the pro-Clinton volume among the citizenry.

Guy Lincoln Smith IV, a Friend of Bill steeped in crisis management, has joined the recently assembled White House team, headed by Counsel Gregory B. Craig, that's combating congressional efforts to oust the president. As special adviser to the president, Smith, 49, has been deployed to work on communications strategy with a strong focus on mustering grass-roots support for Clinton out in the hinterlands.

Smith's résumé boasts a late-'80s stint laboring for the besieged tobacco industry as vice president of corporate affairs with Philip Morris Cos. Inc. More recently, he's been the chief operating officer of PR colossus Hill & Knowlton, has run the eponymous Smith Worldwide Strategic Communications Inc. and has been vice chair of a private international relief organization called AmeriCares Inc. And he's known Clinton since he first ran for Arkansas governor.

At the White House, Smith's been offering ideas about how to generate more talk-radio appearances for administration allies, including legal scholars, former members of Congress, historians, and state and local officials. To facili-



GUY SMITH

tate that effort, White House officials recently asked a group of about a dozen former members of Congress who have been helping fight impeachment if they would allow their names to be put on a White House list of people who could do talk radio, television or op-eds in response to media requests.

Smith also had a hand in advising a group of 12 former governors who wanted to offer their support to Clinton. After ex-Mississippi Gov. William Winter drafted a statement of support—but before he released it to the press—he ran it by Smith for his input.

Asked how he arrived at the White House, Smith said, "I volunteered." He describes his assignment in populist terms. "We're pleased to have advice and counsel from any number of people in different disciplines," Smith said in a folksy drawl that reflects his Louisiana roots. "Hearing from so many people who feel it's time to move on clearly demonstrates the basic fairness of the American people and the widespread support for the president."

Other White House officials seem glad to have someone with Smith's background on the team.

Said James E. Kennedy, a special adviser to the White House legal counsel: "It's important that we communicate with people, not only in Washington but around the country."

—Peter H. Stone

Christine Varney

Don Baer

Don Gipps

Eve Klothen

— Alan Salamont

Catherine Milton

Peter Edelman

Michael Camunez

Howard Pasteur

Wade Henderson

Neel Lattimore

Kitty Higgins

Michelle Nunn

Kate Mehr

Susan Brophy

Karen Adler

Shirley Jackson

Alma Brown

Marcia Hale

Steve Silverman

Jen Klein

Bibb Hubbard

Christine Varney
Don Baer
Don Gipps
Eve Klothen
Alan Salamont
Catherine Milton
Peter Edelman
Michael Camunez
Howard Pasteur
Wade Henderson
Neel Lattimore
Kitty Higgins
Michelle Nunn
Kate Mehr
Susan Brophy
Karen Adler
Shirley Jackson
Alma Brown
Marcia Hale
Steve Silverman
Jen Klein
Bibb Hubbard

4 D + 4 R (2 incumbents) total 15
 now 10 White 5 time 9 White
 3 Women 2 women

Possible Board Members

- Christine Varney - rec. by Anne McGuire
 Don Baer - rec. by Chris Gallagher
 * Don Gipps - rec. by Chris Gallagher
~~XXXXXXXXXX~~
 Eve Kloten - rec. by Del Jospin
 Alan Salamont
 Catherine Milton
 Peter Edelman
 Michael Camunez
 Howard Pasteur
 Wade Henderson
 Neel Latimore
 Kitty Higgins
 Michelle Nunn
 Kate Mehr
 * Susan Brophy
 Karen Adler - GSA in NY - inside
 Shirley Jackson - NRC - Pennsylvania
 Alma Brown
 Marcia Hale
 Steve Silverman
 * Jen Keein
 Bibb Hubbard ^(Katherine) - worked w/ Steve, 31 Berken Mass taller

Corporation for National and Community Service

1/19/99

APPOINTMENTS				POSITION										VICE	
Last Name	First Name	Title	Designation	Type	F-T/P-T	Status	Term	Exp. Date	Race	Sex	Party	Pol Req	Appt Date	Vice Last Name	Vice First Name
Wofford	Harris	Chief Exec Officer		PAS	FT	A	POP		W	M	D	N	10/10/95	Segal	Eli J
		Managing Director	(Chief Operating Officer)	PAS	FT	V	POP					N	8/1/97	Caldera	Louis
		Managing Director		PAS	FT	V	POP					N			
		Chief Fin Officer		PAS	FT	V	POP					N		Cunninghame	Donna Holt
Ehrlich	Thomas	Member of the Brd of Directors		PAS	PT	A	5	10/6/02	W	M	D	B	5/26/98	Ehrlich	Thomas
Gallagher, Sr.	Christopher	Member of the Brd of Directors		PAS	PT	S	4	10/6/98	W	M	D	B		Gallagher	Christopher
		Member of the Brd of Directors		PAS	PT	V	5	10/6/99			(1) R	B		King	Reatha
Kinsley	Carol	Member of the Brd of Directors		PAS	PT	A	5	10/6/99	W	F	(1) D	B	10/7/94		
Lenkowsky	Leslie	Member of the Brd of Directors		PAS	PT	S	4	10/6/98	W	M	(2) I	B		Lenkowsky	Leslie
		Member of the Brd of Directors		PAS	PT	V	5				(2) D	B		Matlin	Marlee
Naparstek	Arthur	Member of the Brd of Directors		PAS	PT	N	4	10/6/03	W	M	D	B		Naparstek	Arthur
Rother	John C	Member of the Brd of Directors		PAS	PT	S	5		W	M	(3) D	B		Rother	John
Segal	Eli	Member of the Brd of Directors		PAS	PT	A	5	2/8/99	W	M	(4) D	B	12/26/95	Joseph	James
Rogers	Robert	Member of the Brd of Directors		PAS	PT	A	3	6/10/99	W	M	(4) R	B	6/11/96		

Prepared by: Information Systems Group
Office of Presidential Personnel

DETERMINED TO BE AN
ADMINISTRATIVE MARKING

INITIALS: BLCL DATE: 01/22/13 Private and Confidential

2013-0124-S

Corporation for National and Community Service

1/19/99

APPOINTMENTS				POSITION										VICE	
Last Name	First Name	Title	Designation	Type	F-I/P-I	Status	Term	Exp Date	Race	Sex	Party	Pol Req	Appt Date	Vice Last Name	Vice First Name
Ashe	Victor	Member of the Brd of Directors		PAS	PT	A	5	10/6/00	W	M	R	B	7/19/96	Brown	Andrea
Achor	Amy	Member of the Brd of Directors	(between ages 16-25 yrs)	PAS	PT	S	5		W	F	D	B		New Position	
		Member of the Brd of Directors		PAS	PT	V	1				(2) R	B		New Position	
Agley	Randolph J.	Member of the Brd of Directors		PAS	PT	S	1		W	M	R	B		New Position	
Johnson	Dorothy A	Member of the Brd of Directors		PAS	PT	A	5	10/6/02	W	F	R	B	5/26/98	Shorenstein	Walter H
Jordan	Luise	Inspector General		PAS	FT	A	POP		W	F	U	N	10/7/94		

**Board of Directors of the
Corporation for National and Community Service**

1/19/99

APPOINTMENTS				POSITION										VICE	
Last Name	First Name	Title	Designation	Type	F-I/P-T	Status	Term	Exp Date	Race	Sex	Party	Pol Req	Appt Date	Vice Last Name	Vice First Name
Ehrlich	Thomas	Member of the Brd of Directors		PAS	PT	A	5	10/6/02	W	M	D	B	5/26/98	Ehrlich	Thomas
Gallagher, Sr.	Christopher	Member of the Brd of Directors		PAS	PT	S	4	10/6/98	W	M	D	B		Gallagher	Christopher
		Member of the Brd of Directors		PAS	PT	V	5	10/6/99			R	B		King	Reatha
Kinsley	Carol	Member of the Brd of Directors		PAS	PT	A	5	10/6/99	W	F	D	B	10/7/94		
Lenkowsky	Leslie	Member of the Brd of Directors		PAS	PT	S	4	10/6/98	W	M	I	B		Lenkowsky	Leslie
		Member of the Brd of Directors		PAS	PT	V	5				D	B		Matlin	Marlee
Naparstek	Arthur	Member of the Brd of Directors		PAS	PT	N	4	10/6/03	W	M	D	B		Naparstek	Arthur
Rother	John C	Member of the Brd of Directors		PAS	PT	S	5		W	M	D	B		Rother	John
Segal	Eli	Member of the Brd of Directors		PAS	PT	A	5	2/8/99	W	M	D	B	12/26/95	Joseph	James
Rogers	Robert	Member of the Brd of Directors		PAS	PT	A	3	6/10/99	W	M	R	B	6/11/96		
Ashe	Victor	Member of the Brd of Directors		PAS	PT	A	5	10/6/00	W	M	R	B	7/19/96	Brown	Andrea
Achor	Amy	Member of the Brd of Directors	(between ages 16-25 yrs)	PAS	PT	S	5		W	F	D	B		New Position	
		Member of the Brd of Directors		PAS	PT	V	1				R	B		New Position	
Agly	Randolph J.	Member of the Brd of Directors		PAS	PT	S	1		W	M	R	B		New Position	

DETERMINED TO BE AN
ADMINISTRATIVE MATTER

INITIALS: BLK DATE: 01/22/13 Private and Confidential
2013-0124-S

**Board of Directors of the
Corporation for National and Community Service**

1/19/99

APPOINTMENTS				POSITION										VICE	
Last Name	First Name	Title	Designation	Type	F-1/P-1	Status	Term	Exp Date	Race	Sex	Party	Pol Req	Appt Date	Vice Last Name	Vice First Name
Johnson	Dorothy A	Member of the Brd of Directors		PAS	PT	A	5	10/6/02	W	F	R	B	5/26/98	Shorenstein	Walter H

1201 New York Avenue, NW Washington, DC 20525
phone: 202-606-5000 fax: 202-565-2787

**Corporation for
National Service**

**Office of the Director of
AmeriCorps**

Fax

To: Shirley Sagawa

From: Debbie Jospin, ext. 287

Fax: 456-6244

Pages: 4, inc. Cover

Phone:

Date: 3/15/99

Re:

CC:

☐ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

• Comments:

EVE BISKIND KLOTHEN

525 Walnut Lane
Swarthmore, PA 19081
(610) 543-3581 (phone)
(610) 544-9579 (fax)

Admitted to practice in Pennsylvania, Ohio, and Georgia.

ACADEMIC EXPERIENCE

Member, Advisory Committee, Public Service Program, University of Pennsylvania Law School,
1990 - present, Vice-Chairman, 1992-1994, Co-Chair, 1995-1996
Lecturer in Law, Civil Trial Advocacy, Temple University School of Law, 1993
Member, Selection Committee, Biskind Public Interest Fellowship, Case Western Reserve
University Law School, 1990 - present
Member, Advisory Committee, Case Western Reserve University Law School Clinical Program,
1994

CURRENT ACTIVITIES**PENNSYLVANIA LEGAL SERVICES**

Co-Chair, State Planning Council for Legal Services

Vice President, Board of Directors

Responsibilities include implementation of comprehensive statewide planning process, involving interaction with Legal Services Corporation officials in Washington DC, IOLTA personnel in Harrisburg, and ongoing communications with the legal services community as well as other board leadership duties.

PROFESSIONAL EXPERIENCE

1994 - 1996 PHILADELPHIA BAR FOUNDATION, Philadelphia, PA

Director

Responsible for administration of nationally recognized bar foundation, including raising and distributing funds to public interest programs focused on equal justice, for providing technical assistance to grantees and for developing various public interest internship and fellowship programs, including a small Americorps program.

1986 - 1994 PHILADELPHIA VOLUNTEERS FOR THE INDIGENT PROGRAM ("VIP"), Philadelphia, PA *Director*

Responsible for development and administration of nationally recognized pro bono program, including volunteer recruitment, case review and assistance, fundraising, supervision of eight person staff and public relations. Special projects included Haitian Refugee Children's Project, collaboration with AIDS Law Project, creation of the Homeless Advocacy Project and the Consumer Bankruptcy Assistance Project.

1982 - 1986 PRIVATE PRACTICE, Cincinnati and Cleveland, OH
Responsibilities included wide variety of civil litigation, including commercial, municipal, commodities, and civil rights matters.

1979 - 1981 FEDERAL AGENCY PRACTICE, Washington, D.C.

At the Division of Enforcement, Commodity Futures Trading Commission, responsibilities included fraud litigation under the Commodity Exchange Act. At the Department of Labor, responsibilities included ERISA fraud litigation.

1975 - 1978 GEORGIA LEGAL SERVICES PROGRAM, Columbus & Douglasville,
At Georgia Legal Services, in Columbus, responsibilities initially included health, consumer housing and public assistance matters in trial and appellate courts, and subsequently in Douglasville, also included management and supervision of a branch office.

EDUCATIONAL BACKGROUND

Juris Doctorate	Vanderbilt Law School, 1975 President, Honor Council; Representative, Student Bar Association; Founding Member and Director, Women Law Students Association.
Bachelor of General Studies	University of Michigan, 1972 Dean's List Bennington College, 1968-1970

CURRENT AND RECENT PROFESSIONAL AND CIVIC ACTIVITIES

Member, Civil Justice Advisory Committee for the United States District Court for the Eastern District of Pennsylvania, 1991 - present

Member, Bankruptcy Judge Merit Selection Committee for the United States District Court for the Eastern District of Pennsylvania, 1993

Consultant, American Bar Association, Office of Private Bar Involvement, 1990 - 1995
National Association of Pro Bono Coordinators, Member 1987 - present; Founding Member and Executive Committee, 1987 - 1988

Instructor, American Bar Association Pro Bono Conferences, 1987 - 1993

Member, American Bar Association, Section of Litigation, 1976 - present

Member, Pennsylvania Bar Association, 1986 - present, Delivery of Legal Services to the Public Committee, Co-Chair, 1993 - present

Instructor, Pennsylvania Bar Association Pro Bono Conference, 1988 - 1990

Member, Philadelphia Bar Association, 1986 - present, Delivery of Legal Services Committee, Public Interest Section

Instructor, numerous Philadelphia Bar Education Center continuing legal education courses including several courses on the ethics of pro bono

Member, Ohio State Bar Association (currently inactive), 1981 - present

Member, State Bar of Georgia (currently inactive), 1975 - present

Member, Advisory Committee, City Year Philadelphia 1996 - present

Member, Board of Directors, Mazon, 1996 - present, Chair, Grants Committee, 1999

Member, Board of Directors, Operation Understanding, 1998 - present

Member, Board of Directors, American Jewish Congress, Pennsylvania - 1995 - present

Member, Board of Directors, A Better Chance - Strath Haven, 1988 - 1992, Host Family, 1992 - present

Instructor, American Academy of Pediatrics Annual Meeting, 1992, Juvenile Justice Panel

Member, Advisory Committee, Maternity Care Coalition, 1992 - 1993

Member, Advisory Committee, AIDS Law Project, 1991 - 1993

Founding Member, Board of Directors, Homeless Advocacy Project, 1991 - 1993

Member, Board of Directors, Philadelphia Volunteer Lawyers for the Arts, 1989 - 1993

Member, Advisory Committee, Women Against Abuse, 1990 - 1993

Judge of Elections, Northern Precinct, Swarthmore, PA, 1994 - 1997

PUBLICATION AND AWARDS

"Building the Ethic of Public Service - Penn Law School's Mandatory Public Service Program Completes Its Fifth Year" - The Philadelphia Lawyer, June, 1996

"Why Pro Bono? Why Us? Why You?" Younger Lawyers Section, Pennsylvania Bar Association Newsletter, September, 1988

"Nowhere Else To Turn" - a documentary on the need for legal services in Pennsylvania, February, 1988

"In the Child's Best Interest ... a Guide to Custody Proceedings" - a documentary for pro se custody litigants, September 1992

1993 Pro Bono Coordinator of the Year Award, National Association of Pro Bono Coordinators

Equal Justice Award, Community Legal Services, Inc., December 1993

Outstanding Service Award, Pennsylvania Bar Association, 1988

THE WHITE HOUSE
WASHINGTON

May 6, 1999

MEMORANDUM FOR MELANNE VERVEER, CHIEF OF STAFF IN THE OFFICE OF
THE FIRST LADY

FROM: BOB NASH, ASSISTANT TO THE PRESIDENT AND DIRECTOR OF
PRESIDENTIAL PERSONNEL

SUBJECT: RHODA J. GLICKMAN

Attached is the resume of Rhoda J. Glickman. She is currently Deputy Chief of Staff at HUD. She is interested in the position of Deputy Director of the National Service Corporation. What do you think? She has a strong background in congressional and legislative activities. Please contact me with your thoughts.
Thanks.

P.S: Rachel Thompson is also intrested. She is moving to DC in June. She is leaving West VA. Univ. What about her. She would love to have the job. Her resume is attached.

BJN: jdn

Ben
1 FI ne
1 FI bl.m.
1 FI M.V.
1 FI — Ben

RHODA J. GLICKMAN

May 3, 1999

Hon. Bob Nash
Director, White House Office of Personnel
Room 158 OEOP
Washington, DC

Dear Bob:

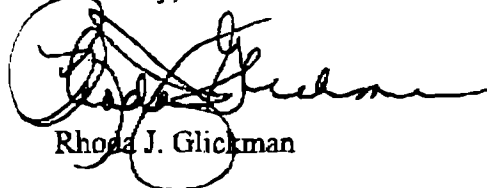
Thanks for taking the time to talk with me last week. I am definitely interested in the position of Deputy Director of the National Service Corporation.

As you suggested, I am sending an updated copy of my resume. In my position as Deputy Chief of Staff, I have had a variety of responsibilities including overseeing staffing for the political appointees, developing and supervising several Secretarial initiatives, and coordinating outreach to women and the business community. Most recently, my position has been increased to coordinate congressional and legislative activities for the Department.

While I am happy at the Department, I have always been interested in working for National Service. I believe my past experiences in taking on large projects, working with different constituency groups as well as Congress, and my commitment to the mission of the Corporation would enable me to make a significant contribution.

If you need more information, please give me a call at 202-708-2236 (O) or 202-966-5510 (H).
Thanks again for your continued assistance and support.

Sincerely,



Rhoda J. Glickman

RHODA J. GLICKMAN**4442 Hawthorne St., NW****(202) 966-5510****Washington, DC 20016**

Extensive expertise in management, legislation/policy experience and public relations in government, the private sector, and with nonprofit organizations.

U.S. Department of Housing and Urban Development
Washington, DC

***Deputy Chief of Staff and Advisor to the Secretary
 for Federal Relations***
 1998 - present

- Overall responsibility for coordinating and facilitating all activities of the Office of Congressional Relations within the Department and with the Congress
- Responsible for the development and implementation of a strategic legislative plan
- Participate in the preparation, presentation and negotiations of the Department's legislative and budget agendas
- Ensure the Department and Office of the Secretary's priorities are communicated to Members of Congress
- Develop and implement initiatives which promote relationships with Members of Congress

U.S. Department of Housing and Urban Development
Washington, D.C.

Deputy Chief of Staff
 1997 - 1998

- Served as Member of Secretary's Senior Staff
- Responsible for hiring senior management team for 9,500 person federal department
- Principle interface with Cabinet Agencies and White House
- Supervised selected Secretarial initiatives in such areas as:
 - Law enforcement community integration
 - 12-part national seminar series with policy leaders on the future of American communities

U.S. Department of Housing and Urban Development
Washington, DC

White House Liaison
 1995 - 1996

Responsible for recruiting, screening and coordinating hiring of Presidential Appointees

- Member of senior interagency task force on environmental issues

National Park Service

U.S. Department of the Interior

Director of Tourism
 1995

- Developed and implemented coordinated tourism policy and activities within the NPS, expanded communications and outreach between NPS, other government agencies, and private sector, and established national programs to facilitate public/private partnerships
- Represented NPS at White House Conference on Travel and Tourism and served as member of industry task force on the environment and promotions

Congressional Arts Caucus

U.S. Congress

Founding Executive Director
 1981 - 1995

Educated Members of Congress on national and local legislation and issues impacting the arts. Founded and implemented legislative and public relations programs and special projects for one of the largest bi-partisan legislative service organizations, serving 270 Members of the U.S. House and Senate.

- Expanded original mission to include legislation impacting the arts, such as trade, tax, appropriations, copyright, education and broadcasting policy initiatives
- Developed strategies to build coalitions among Members of Congress, national arts organizations, business leaders, Broadway and Hollywood celebrities, and grassroots organizations to support and preserve cultural heritage
- Conceived overall communication strategy and served as Caucus spokesperson
- Implemented annual programs for Members including working lunches with arts and business leaders and government officials; annual congressional trips to New York, Los Angeles, and Nashville; and founded national Congressional High School Art Competition involving more than 600,000 students
- Managed \$300,000 budget, raised funds, supervised 8 person staff, and oversaw office administration

White House Conference on Families
Washington, DC

Special Projects/Press Coordinator
 1979-1981

- Managed national and local media relations for conferences held in Baltimore, Minneapolis, and Los Angeles
- Coordinated advisory committees, witnesses, and media for hearings in Kansas and Michigan
- Conceived and implemented cultural component for three conferences, raised public/private funds, and produced theatrical performances involving over 100 performers to reinforce conference themes

Council on Foundations
Washington, DC

Media Coordinator
1979

- Designed, wrote, and produced first newsletter for foundation trade association
- Directed media at national conference

Wider Opportunities for Women
Washington, DC

Public Relations Director
1978

- Developed public relations strategy for national advocacy group for women re-entering job market

8th and 9th Grade English Teacher, Francis Scott Key Junior High School

Prince Georges County, Maryland

1986 - 1970

OTHER EXPERIENCE

Democratic Caucus, U.S. House of Representatives 1985 -1994

- Served on Senior Advisory Committee and coordinated all logistics for annual conference for 200 Members of Congress and their families.

Freelance Writer

- Published in a variety of publications including "Ladies Home Journal" and "The Wichitan."

ACTIVITIES

Co-Founder, Congressional/Cabinet Spouse Forum on Mental Health Issues

- Work with Ms. Tipper Gore on programs to inform the public and policy leaders on the causes, treatment, and prevention of mental illness
- Organized a year-long seminar series on mental illness and the longevity

Drug and Alcohol Abuse Prevention

- Frequent speaker in schools and on local Kansas television on substance abuse prevention and spokesperson for public service announcements

Women and Children's Health Issues

- Speaker on health issues affecting women and children. Organized a 700 person conference at Wichita State University to highlight research, prevention and treatments relating to women's health

Member of National Congressional/Cabinet Advisory Boards

- Drug Free Youth, Race for the Cure, and Peacelinks

Member of the Board of Directors

- Ford's Theatre, Washington, DC
- Kennedy Center Community Friends, Washington, DC
- Arena Stage, Washington, DC (1989-1993)
- Community in Schools, Wichita, Kansas (1990-1995)

EDUCATION

University of Michigan, B.A. in Broadcasting and Theatre/Secondary Teaching Certificate 1966

- Wrote, directed and acted in university productions.

RACHEL B. TOMPKINS

Residence:
21 Maple Avenue
Morgantown, WV 26501
(302) 291-3842

Office:
West Virginia University
705 Knapp Hall; P.O. Box 6031
Morgantown, WV 26506-6031
(304) 293-6967 Ext. 3380 (Voice)
(304) 293-3395 (Fax)

200-483-2983-15.

EMPLOYMENT

Tompkins is currently Extension Professor for Community, Economic, and Workforce Development in the WVU Extension Service in Morgantown, WV. She provides leadership training and technical assistance to community based networks and non profit organizations. As President of Community Collaborative, Inc., a unique non profit public-private partnership of organizations, she leads efforts to build community capacity and promote sustainable development. She created the WVU Community Fellows Program to link local community leaders to the university, state government and national non-profits working on community development. Tompkins also was selected as a Faculty Research Associate at the WVU Regional Research Institute and conducts research on development in persistently poor communities.

Previously she served as Adviser to West Virginia Governor Gaston Caperton (1994-96), Associate Provost for Extension and Economic Development and Director of the Cooperative Extension Service at WVU (1984-94), Executive Director of the Children's Defense Fund (1982-84), the premier national advocacy organization for children, and Executive Director of the Citizen's Council for Ohio Schools (1976-82).

EDUCATION

Tompkins holds degrees from West Virginia University in Biology, the Maxwell School of Syracuse University in Public Administration, and the Harvard Graduate School of Education in Administration, Planning, and Social Policy. She is a member of Phi Beta Kappa.

BOARDS AND COMMISSIONS

Tompkins is currently Vice Chair of the Rural Challenge, one of several national groups created by Ambassador Walter Annenberg to improve public education. She is Chair of the Board of Trustees of the Winthrop Rockefeller Foundation in Little Rock, Arkansas. In West Virginia, she is a member of the WV Commission for National and Community Service after serving for almost three years as its founding chair. She also serves on the boards of the Lightstone Foundation, the Greater Morgantown Charitable Trust, and the High Rocks Educational Foundation.

RACHEL B. TOMPKINS

Residence:
21 Maple Avenue
Morgantown, WV 26501
(304)291-3842

Office:
West Virginia University
705 Knapp Hall
P.O. Box 6031
Morgantown, WV 26506-6031
(304)293-6967 Ext.3380 (Voice)
(304)293-3395 (Fax)

EDUCATION

- A.B. West Virginia University, 1965
Major fields of study were biology, chemistry, English literature.
Graduated with highest honors. Member of Phi Beta Kappa.
- M.P.A. Syracuse University, 1968
Major field of study was public administration. Degree awarded with distinction.
- Ed.D. Harvard University, 1975
Major area of study was administration, planning and policy analysis.

EMPLOYMENT

- 1996- **Extension Professor, Community, Economic, and Workforce Development; Faculty Associate, Regional Research Institute; West Virginia University**

Provide training and technical assistance for community capacity building.
Conduct research on social capital. Nurture new community based networks and organizations.
- 1994-1996 **Advisor to the Governor, Extension Professor**

Loaned by WVU to Governor's Office to implement community development projects. Led Community First, a program focused on 15 communities, supported Empowerment Zones and Enterprise Communities. Managed \$10 million grant program targeted to those communities.
- 1989-1994 **Associate Provost for Extension and Economic Development and Director of Cooperative Extension Service, West Virginia University; Extension Professor**

Responsible for leadership for all university extension and economic development activities. Chair Council for Economic Development which recommends university policy and programs to President. Supervise staff of 200 professionals, 60 paraprofessionals, 200 classified and secretarial staff, and 50 operations personnel at State 4-H Conference Center. Oversee a budget of \$18,000,000. Member of President's Cabinet.

Employment (Continued)

1984-1989 Associate Vice-President for University Extension and Public Service and Director of Cooperative Extension Service; Director of the Institute for Public Affairs (1986-89); Associate Professor, Education Administration; West Virginia University

Responsible for leadership for all university extension and economic development activities. Supervise staff of 225 professionals, 85 paraprofessionals, 200 classified and secretarial staff, and 50 camp operations personnel at the State 4-H Conference Center. Oversee a budget of \$13,000,000. Member of President's Cabinet.

1982-1984 Executive Director, Children's Defense Fund

Chief Operating Officer reporting to the President. CDF is a 60 person, \$3,000,000 a year, privately funded organization working to improve laws and policies affecting America's children. Responsible for all phases of management, including personnel, budget, development, program and strategy planning.

1976-1982 Director, Citizen's Council for Ohio Schools

Responsible for management of state-wide citizen organization representing business, labor, farm, civic leadership, with staff of eight and an annual budget of \$300,000. Responsible for raising annual budget from private and public sources. Supervise research, writing, technical assistance, and lobbying on desegregation, finance, exclusion, citizen participation, and vocational education.

1975-1976 Associate Director, Citizen's Council for Ohio Schools

Responsible for Council research, writing and publication in areas of school desegregation, school attendance and school finance. Also engaged in building networks of citizens concerned about these particular education issues. Additional tasks include proposal writing and fundraising.

1975-1976 Consultant, National Institute of Education, Research Project in Rural Education

Prepared two papers on rural school organization and finance.

1972-1974 Staff Associate, University of Massachusetts, President's Office

Policy analysis on issues of student financial aid, admission of adult students, continuing education and community services. Organized an educational release program for prisoners in state institutions. Represented the University on various state and regional groups concerned with continuing education and adult programs and regional planning.

Employment (Continued)

- 1972 **Teaching Assistant, Harvard**
- Developed and taught with two other faculty a course in university planning using the case study method.
- 1971 **Research Assistant, Center for Educational Policy Research, Harvard**
- Assisted in preparation of evaluation of Title I ESEA programs. Developed and taught a course on "The Effects of Schooling" with four others.
- 1970 **Assistant to Vice-President, Off-Campus Education, and Assistant Professor of Political Science, West Virginia University**
- Policy analysis and program development for university off-campus programs.
- 1968-1970 **Area Program Chair, West Virginia University Appalachian Center**
- Program assistance to county extension agents on educational programs for young people and adults. Implemented a federally funded nutrition education program, which included managing the hiring and training of paraprofessionals. Implemented a computer-based management and reporting system. Organized and conducted staff training programs.
- 1965-1967 **4H-Agent, Harrison County**
- Organized 4-H youth development program in a county of 50,000.

PROFESSIONAL MEMBERSHIPS AND BOARDS

CURRENT

President, Community Collaborative, Inc., 1996-
Vice-Chair, Board of Directors, Annenberg Rural Challenge, 1995-
Chair, Board of Trustees, Winthrop Rockefeller Foundation Board, 1998-
Treasurer, Board of Directors, Lightstone Foundation, 1995-
Vice Chair, Board of Directors, Greater Morgantown Charitable Trust, 1997-
Center for Community, Economic, and Workforce Development Promotion and Tenure Committee 1997-
Editorial Board, Journal of Appalachian Studies, 1998-
Member, West Virginia Commission for National and Community Service, 1994-
Member, Board of Directors, High Rocks Educational Foundation, Inc, 1996-
Member, Rural Sociological Society
Member, Community Development Society
Member, Advisory Board, WVU Institute of Technology, Department of Social Sciences, 1998-

Professional Memberships and Boards (continued)

PREVIOUS

Member, Board of Directors, River Coalition, 1996-1998
Founding Chair, WV Commission for National and Community Service, 1994-1996
Member, Board of Advisors, Concord College, 1989-1995
Member, Education Advisory Group, Foundation for the Mid-South, 1992-1996
Board Member, West Virginia Kids Count Fund (West Virginia Task Force on Children, Youth and Families), 1990-1996
Advisory Director, State Fair of West Virginia, 1989-1994
West Virginia Rural Development Council, 1992-1994 (appointed by the Governor)
Member, U.S. Department of Agriculture Joint Council on Food and Agricultural Sciences, 1992-1994
Member, Commission on the Future of the South, 1992 (appointed by the Governor)
Member, Southern Technology Council, 1989-1992 (appointed by the Governor)
Member, West Virginia Urban and Community Forestry Council, 1991-1994
Advisory Board Member, MountainFire, West Virginia FoxFire Teacher Outreach Network, 1990-1993
Board Member, Woodlands Mountain Institute, 1990-1992
Member, Board of Directors of the West Virginia Environmental Institute, 1991-1993
Member, Advisory Board of the Brushy Fork Institute, 1991-1993
Member, State Soil Conversation Committee, 1984-1994
Board Member, Agriculture and Forestry Hall of Fame, 1984-1994
Member, Food and Agriculture Committee, 1984-1994
Board Member, Harvard Associated Alumni, 1989-1991
Alumni Council Member, Harvard Graduate School of Education, 1986-1989
Board Member, National Child Labor Committee, 1981-1986
Board Member, Children's Defense Fund, 1976-1982
Member, National Advisory Council on the Education of Disadvantaged Children (appointed by President Carter for term ending in 1981)
Member, American Education Research Association; Acting Vice-President, Division G, 1980
Ohio Associate, Director of the Ohio Education Seminar for state policymakers as part of the Associate Program of the Institute for Educational Leadership in Washington, until 1980
Sponsor, Education Policy Fellow, Cleveland site

EXTENSION SERVICE BOARDS AND COMMITTEES

Member, Extension Committee on Policy, 1993-1994
Co-Chair, Advisory Committee on Staff Development for Youth At-Risk, 1992
Chair, ECOP Budget Committee, 1990-1992
Member, Strategic Planning Council, 1989-1991
Member, ECOP Legislative Committee, 1989-1991
Chair, Northeast Directors, 1989-1990
Member, Youth At-Risk Resource Committee, 1990
Secretary, Northeast Directors, 1988-1989
Administrative Liaison, Youth At-Risk Task Force, 1989

CONSULTING

Babcock Foundation, Grass Roots Leadership Development, 1997
Kellogg Foundation, on Future of Human Food Systems Professions, 1992
Children's Initiatives, Detroit, 1987
Advisory Committee to Program for Children, Carnegie Corporation of New York, 1985
Advisory Panel to High Scope Foundation on State Policy for Early Education, 1983-84
Cleveland, Ohio, Board of Education, Superintendent Search, 1982
Jefferson County, Kentucky, Board of Education (Louisville), Superintendent Search, 1981
Dayton, Ohio, Board of Education, Superintendent Search, 1981
Study of School District Budgeting During Desegregation, Principal Investigator David Colton, Director of the Center for Law in Education, Washington University, July, 1979-December, 1980. Funded by NIE
Study of Effects of School Desegregation, Principal Investigator Willis Hawley, Dean, School of Education, Vanderbilt University, December, 1979-June, 1981. Funded by NIE-OCR
Ford Foundation, Feasibility of Joint School-Housing Integration Program, November, 1979-June, 1981
International Paper Foundation, Evaluation of School Improvement Program, 1980-1981
Preston County Board of Education, West Virginia, The Effects of School Consolidation, 1979.

CURRENT GRANTS

1998 Claude W. Benedum Foundation
Grant to Community Collaborative Inc. to support facilitation and conflict resolution training and Community Fellows: \$50,000

1996-1999 Appalachian Regional Commission
Grants to Community Collaborative, Inc. to conduct training for community leaders and to support Community Fellows: \$95,846 in 1996, \$72,564 in 1997, and \$70,000 in 1998-99.

SELECTED PRESENTATIONS AND INVITED LECTURES

"Building the Good Community in the 21st Century", Keynote Address, Cornell Cooperative Extension Statewide Conference, Waterloo, NY, October 14, 1998

"When Knowledge Is Not Enough: Strategies for Public Issues When Citizens Disagree"
Keynote Address, Minnesota Association of Extension Educators, Radisson Arrowhead, Alexandria, MN, April 6, 1998

"Write the Vision - Make It Plain Upon the Tablets", Keynote Address, National 4-H Council Board, Grand Hyatt, San Francisco, CA, January 21, 1998

"How Are the Children?" Keynote, Children's Day at the WV Legislature, February 6, 1996

"The Power of One". Closing Keynote, Children's Policy Forum, Charleston, WV, December 4, 1996

Selected Presentations and Invited Lectures (continued)

"Weary Feet, Rested Souls", Invited Address, Annual Meeting, Opportunities Industrialization Center, Fairmont, April 18, 1996.

"Good Rural Schools: A Challenge to Conventional Wisdom", Invited Presentation to the Southeastern Council on Foundations, The Greenbrier, White Sulphur Springs, November 14, 1996.

"Restructuring Rural Society and Rural Sociology", Plenary Session, Rural Sociology Society, August 18, 1995.

"Women in the 21st Century" - Panel Presentation, Hugh O'Brian Youth Foundation, University of Charleston, May 19, 1995.

"From Ideas to Action" - Keynote, Teen Leader Weekend, Jackson's Mill, March 11, 1995.

"Women in the WV Work Force: Where Are We? Where Do We Want to Be? How Do We Get There?" Conference on Women and the Economy, Charleston, January 18, 1995.

"Building Community Assets", Keynote to Family Resource Networks, December 16, 1994.

"Economic Development and Poverty: Can We Have Progress and Justice?", Community Action Directors Association, October 12, 1994.

"Building Public Support for a Modern Extension Program", Iowa State University Extension Annual Conference, Ames, Iowa, November 17, 1993.

Report of the Commission on the Future of the South, Panel Participant, Southern Governors' Association, Richmond, Virginia, September 21, 1993.

"Changing Leadership Patterns in Extension: Is There Life After Death?", Speaker to the Annual Rural Sociological Society Meetings, Orlando, Florida, August 7, 1993.

"Women and the West Virginia Economy in the 1990's," presented June 3 at Conference on Women and the West Virginia Economy: State and International Perspectives," at West Virginia Wesleyan College, Buckhannon, West Virginia, June 2-4, 1993.

"Testimony to the Public Hearings of the President's Council on Rural America," Huntington, West Virginia, October, 1991.

"Women in Leadership: Reflections at Almost Fifty," Speaker to Women in Business and Management, Morgantown, West Virginia, September, 1991.

"Establishment of an Economic Development Council at West Virginia University: A Leadership Role for Extension," Speaker to NUCEA Region III and IV Professional Development Workshop, New Orleans, Louisiana, September, 1991.

"Budget Increases for Extension: West Virginia Style," Speaker to Virginia Extension Workers Association, Lynchburg, Virginia, May, 1991.

Selected Presentations and Invited Lectures (continued)

"Signs of Hope in West Virginia," Speaker to Child Care Association, Silver Creek, West Virginia, April, 1991.

"The Role of the Educator", Speaker to the West Virginia Education Association At-Risk Conference, Charleston, West Virginia, April, 1991.

"Where We Are - Where We Are Headed," Endnote Address to National ECOP Sponsored Staff and Organization Conference, Phoenix, Arizona, September, 1990.

"Knowing Yourself, Being Yourself," Speaker for Commencement, University High School, Morgantown, WV, June, 1990.

Testimony to the Rural Health Care Summit," Bluefield, WV, January, 1990.

"Extension: Foundations in the Past and Linkages to the Future," South Carolina Extension Conference, December, 1989.

"Creating the Future: The Challenge of Change," presentation to Annual Staff Development Conference, Minnesota, October, 1989.

"Youth and Family Issues - Context for Future Planning," presentation to Strategic Planning Leadership Seminar, Wisconsin, October, 1989.

"Extension Home Economics in the 21st Century," presentation to Texas Association of Extension Home Economists, San Antonio, August, 1989.

Presentation at In-Service Program focusing on family and youth issues, University of Missouri, Columbia, Missouri, April, 1989.

"Past, Present and Future of Extension Programs for Low-Income Families," presentation to Auburn University, Alabama, EFNEP Meeting, March, 1989.

"Extension Leadership for Land-Grant University Youth Development," presentation to National Association of State Universities and Land-Grant Colleges, Dallas, Texas, November, 1988.

"Seaman Knapp Lecture Response," presentation to National Association of State Universities and Land-Grant Colleges, Dallas, Texas, November, 1988.

"Public Policy, Politics and Extension," presentation to National 4-H Executive Development Institute, Washington, D.C., September, 1988.

"The Future of Home Economics in Extension Issues," presentation to National Association of Extension Home Economists, Pittsburgh, PA, October, 1988.

"Future Development in West Virginia," presentation to the WV Municipal League, Morgantown, WV, August, 1988.

"The Impact of Unemployment: Economic, Social, Health and Other Effects," presentation to the Union Women Concerns Conference, Parkersburg, WV, May, 1988.

Selected Presentations and Invited Lectures (continued)

Presentation to the WV Human Resources Association, Morgantown, WV, May, 1988.

"Youth and Families 2000," presentation to USDA National Initiative Workshop, Washington, D.C., March, 1988.

"Influencing Public Decision Making," presentation to the Executive Seminar for Extension Home Economics Administrators, San Antonio, Texas, September, 1987.

"Youth Outreach," presentation to the National Association of State Universities and Land-Grant Colleges, Washington, D.C., November, 1987.

"Home Economics and Public Decision Making Affecting Children and Families," presentation to the NASULGC Commission on Home Economics and the ECOP and ESCOP Committees on Home Economics, Washington, D.C., May, 1987.

"Extension in the 21st Century," presentation to the 71st Annual Meeting of the National Association of County Agricultural Agents, Colorado Springs, Colorado, July, 1986.

"State Education Leadership," Institute for Education Leadership Conference, February, 1985.

"The People's University--1984 and Beyond," presentation to WVU Extension Conference, Jackson's Mill, WV, November, 1984.

"Children, Schools, and Computers," presentation to Claremont Reading Conference, 1984.

"Equity and Excellence in Education," National Association of Deans of Colleges of Education and National PTA, University of Virginia, July, 1983.

Presentations to organizations and radio and TV appearances in New York, California, Maryland, Virginia, Tennessee, Florida, Massachusetts, Ohio, Kentucky, North Carolina, Montana, on the impact of federal budget cuts on children and families, cost-effective programs that invest in children and education policy in the 1980's, 1980-1984.

Numerous presentations to organization and on radio and TV in Ohio on school desegregation and school finance issue, 1975-1982.

"Integrating Quality and Equality," presentation at Judge William Hastie Symposium, Washington, D.C., April, 1981.

"Metropolitan Education Trends," Ohio Foundations Conference, October, 1979.

"Children and Schools in Cleveland," Cleveland International Year of the Child Conference, October, 1979.

"The Citizen's Council Strategy for School Reform," National 4-H Leaders Meeting, October, 1979.

Selected Presentations and Invited Lectures (continued)

"Changing Schools in Ohio," Conference on Early Adolescence, University of North Carolina, July, 1979.

"Fiscal Implications of School District Organization," respondent, American Education Finance Association National Conference, January, 1979.

"School Finance and the Future of Public Education in Ohio," Ohio Foundations Conference, October, 1978.

"The School Finance Crisis in Cleveland," Case Western Reserve University, School of Social Work, four Lectures, April, 1978.

"School Desegregation, 1978," Case Western Reserve University, Undergraduate Program in Urban and Environmental Studies, Four Lectures, April 1978.

"Urban School Problems--Some History," Case Western Reserve University, School of Social Work, February 1977.

RESEARCH

RESEARCH PAPER PRESENTATIONS

"Gender, Race, and Class in Enterprise Communities: Inherited Social Capital and Persistent Inequality", Rural Sociological Society Annual Meeting, August 8, 1998, Portland, Oregon (with Sally Maggard).

"Social Capital, Inequality and Community Development", Rural Sociological Society Annual Meeting, August 16, 1997, Toronto, Canada (with Sally Maggard).

PUBLICATIONS

BOOKS, BOOK CHAPTERS, JOURNAL ARTICLES

"The Case of the Community Collaborative" Schaeffer and Loveridge in Case Studies in Small Town and Rural Economic Development, Praeger, forthcoming.

"Children, Schools and Computers," Chapter, 48th Yearbook, Claremont Reading Conference, Malcolm Douglas, Editor, 1984.

Co-author, Strategies for Effective School Desegregation, (Hawley, Crain, Russell, Smylie, Fernandez, Schofield, Tompkins, Trent and Zlotnik) Lexington Books, DC Heath and Company, Lexington, Massachusetts, 1983.

"Preparing Communities for School Desegregation," Theory Into Practice, Vol, XVIII, No. 2, April, 1978.

Publications (continued)

"Coping with Sparsity: A Review of Rural School Finance" in Education in Rural America: A Reassessment of Conventional Wisdom, edited by Jonathan P. Sher, Westview Press, Boulder, Colorado, 1977.

"Economy, Equality, and Efficiency: The Myths of Rural School Consolidation," (co-authored with Jonathan Sher), Educational Forum, Vol. SLI, No. 1, November, 1976, and Vol. SLI No.2, January, 1977. Issued as an occasional paper by the National Institute of Education, July, 1976, and as a chapter in Education in Rural America: A Reassessment of Conventional Wisdom, edited by Jonathan P. Sher, Westview Press, Boulder, Colorado, 1977.

OTHER ARTICLES

Book Review, Southern Exposure, Fall, 1993.

"Families First with the Task Force", Families First, Volume 1, Spring, 1992.

"Cooperative Extension - It's Not Just for Farmers Anymore", Southern Technology Council Regional Forum, Vol. 5, No. 5, December/January, 1992.

"Economic Restructuring and the Changing Regional Development Role of American Universities", presented at Research Centre for Regional Studies, University of Pecs, Hungary, May, 1990. Will be published by the Centre.

"No Time To Be Timid," Journal of Extension, Volume XXVII, Winter, 1989.

"Report from Washington: Children At-Risk", PTA Today, May, 1984.

"A New Social Contract Between Citizens and Educators." Ohio Elementary Principal, Vol. IX. No. 4, June, 1981.

"Information for Desegregation in Six Ohio Metropolitan Areas," NIE-G-78-0127, August, 1980.

"Who Controls the Schools in Ohio?" Ohio Elementary Principal, Vol. IX. No. 1, September, 1980.

"The Dilemmas of Standardized Achievement Tests," in Citizen Guide to Quality Education, Citizen's Council for Ohio Schools, July, 1978.

Editor, Citizen Guide to Quality Education, Citizen's Council for Ohio Schools, July, 1978.

"School Desegregation in Ohio: The Current Scene," Greater Cleveland Bar Association Journal, February, 1978.

"Current Status of Desegregation in Ohio Cities," Ohio School Boards Journal, Vol. 21, No. 8, August, 1977.

Publications (continued)

Editor, Desegregation Update, periodic publication of the Citizen's Council for Ohio Schools, 1976-1979.

"Community Preparation for Desegregation: Cleveland," (with Charles Case, R. Jerrald Shrive, and Joseph Rogus), prepared under contract to the National Institute of Education, November, 1976.

"How the Public Proposes to Regain School Control," book review, Phi Delta Kappa, November, 1976.

Editor, Citizen Guide to Quality Education, Citizen's Council for Ohio School, July, 1978.

"Community Education and Planning," "Techniques of Desegregation," and "Outcomes of Desegregation for School and Communities" in Citizen Guide to Desegregation, Citizen's Council for Ohio Schools, February, 1976.

TEACHING AND THESIS SUPERVISION

LECTURES TO WVU CREDIT-CONFERRING CLASSES

SOCA 140, Schooling in Appalachia, November 10, 1998

SOCA 391, New Concepts and Measures in Rural and Community Development Research, November 6, 1996

SOCA 140, New Models of Community Development, December 3, 1996

ED 485, Special Topics, College of Human Resources and Education, Summer 1987

THESIS SUPERVISION- CURRENT

Daphne Gooding, Candidate for D.Ed. In Technology Education, 1998-

THESIS SUPERVISION- PREVIOUS

Sharon Hurt, "White Water Rafting in WV: A Case Study of Work, Gender, and Economic Development." MALS, 1993

Sue Day-Perroots, "Rural Women College Graduates: Barriers and Catalysts to a College Degree," Ed.D., College of Human Resources and Education, 1991

Virginia Crickard, "An Investigation of the Dissemination of Information as Related to Job Satisfaction and Organizational Commitment," MA Speech Communication, College of Arts and Sciences, 1986

Brenda McDonald, "Communication Style and Learning Outcomes in the Out-of Classroom Setting," MA Speech Communication, College of Arts and Sciences, 1986

UNDERGRADUATE RESEARCH SUPERVISION

NSF Research Experience for Undergraduates, Sara Rentch, 1997

COMMUNITY ACTIVITIES

Member, Parent Advisory Council, North Elementary, 1987-88

Member, Wesley United Methodist Church, Morgantown, West Virginia, 1987-

Member, Metropolitan Memorial Methodist Church, Washington, D.C., Sunday School Teacher, 1983-84

Junior High Sunday School Teacher, Member of the Diaconate, and Chair of the Outreach Committee, Heights Christian Church, 1979-82

Member, West Virginia United Methodist's Annual Conference Committee on Economic Transformation, 1987-89

REFERENCES

References furnished upon request.