



Working to Create Michigan's Future Today

Michigan Department of Energy, Labor & Economic Growth



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If you're interested in learning more about energy, economic and workforce development programs and services in the State of Michigan, the DELEG Speakers' Bureau is here to help at no charge. Our speakers, listed below, are available to school and community organizations, civic groups, and business and industry. To schedule a speaker, please call (517) 373-9280 or e-mail mediainfo@michigan.gov.

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Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

Rita Canady took over as Deputy Director of Regulatory Affairs in the Department of Energy, Labor and Economic Growth in 2006. Her responsibilities include oversight of the Bureau of Commercial Services, the Bureau of Construction Codes, Tax Tribunal, Office of Financial and Insurance Regulation, Liquor Control Commission and the Bureau of Fire Services.

Customer service has been a career for Rita. Since beginning her public service as a Disability Examiner in the Department of Education in 1974, Rita has gradually assumed increasing responsibility and moved up the ladder in state government. She served as the Director of Human Resources at the Michigan State Housing Development Authority for 14 years, and the Director of Human Resources in the Department of Labor and Economic Growth for four years.

In addition to her work with the state, Rita has been deeply involved in civic and charity causes, including service on the Big Brother/Big Sister Board of Directors, a big sister with BB/BS, the United Way Board, the Sparrow Foundation Board, and the Junior League of Lansing. Rita has also served as a Martin Luther King Holiday Commissioner.

Rita graduated from Michigan State University with a Bachelor's Degree in Social Work, and achieved her Master's Degree in Vocational Rehabilitation Counseling from the same school.



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BIOGRAPHICAL DATA

Mario Morrow joined the Department of Energy, Labor and Economic Growth in January 2008. He oversees the Office of Communications, which includes the Divisions of Media and Public Relations, Media and Technology and Freedom of Information.

Morrow is the former president of Mario Morrow and Associates, a political, educational, media and public relations firm based in Detroit, Michigan. Morrow and Associates was known for years as the “go to” firm for relationship and image building as well as crisis management in Michigan for a number of years.

Morrow was born and raised in Detroit. He received all his formal training in the Detroit Public Schools. Upon graduating from Mumford High School in 1977, Morrow entered and completed his undergraduate studies at Michigan State University with a B.A. in Elementary Education. In 1992, Morrow completed his graduate studies at Wayne State University earning a Masters of Educational Administration.

Morrow began his professional career in 1982 as a teacher of gifted and talented students in the elementary grades. Morrow grew into several different leadership positions in both the business and educational fields. Starting off as a substitute teacher, he moved through the ranks of teacher, department head, assistant principal, principal (elementary and middle school), executive director of communications (Assistant Superintendent) with Detroit Public Schools, and worked his way up to superintendent of Albion Public Schools.

Morrow also worked for Alma College as the Assistant Director of Admissions, and such companies as SMART Transportation as the Manager of Community Affairs, Wayne County Neighborhood Legal Services as the Director of Outreach, and Triangle Publications (TV Guide Magazine) as a Circulation Field Representative.

Morrow consulted and advised some of Michigan's highest profiled politicians and corporations. In 1993, NBC/Time -Newsweek retained Morrow's professional services as their top political analyst for their Detroit affiliate WDIV/Channel 4. This made Morrow the first African-American and youngest person to serve in such a capacity.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

Liza Estlund Olson was appointed as Director of the established Bureau of Workforce Transformation (BWT) effective March 31, 2008. BWT replaced two DELEG bureaus - Workforce Programs and Career Education Programs. The new bureau is structured to drive Michigan's fundamental strategic decision to emphasize meaningful training rather than focusing primarily on job placement. BWT is being organized around customers, with two major components, one focused on workers and one on employers.

Most recently, Liza Estlund Olson served as the acting director of the Unemployment Insurance Agency (UIA). Liza's work on integrity issues for UIA was an important consideration in naming her as acting UIA director. In that role she assisted with the transition to debit cards and direct deposit.

Previously, Liza served two years as director of UIA's Management Services, gaining a sound understanding of the agency and its programs. As director of UIA's Management Services, Liza directed the agency's Central Support Unit, the Center for Learning & Development, the Fraud Investigation Unit, the Integrity Initiative Unit and the Oakman Multi-Service Center. She also oversaw UIA's strategic planning activities and acted as liaison with DELEG on budget, finance, purchasing, contract and human resources issues.

Prior to joining UIA, Liza was director of the Department of Management Services for the City of Lansing; she also served as chief of staff to the Lansing mayor.

She serves on the Board of Directors for the Michigan Women's Historical Center and Hall of Fame.

Liza graduated from Michigan State University's James Madison College with a degree in Urban Policy.



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BIOGRAPHICAL DATA

Marcia S. Black-Watson serves as deputy director for employers in the Bureau of Workforce Transformation. Marcia has held a number of positions in DELEG and other departments prior to this appointment. Marcia recently served as Senior Executive Assistant Director assisting the department's Deputy Director responsible for workforce development programs and initiatives. While in that position, Marcia spearheaded a number of employer-related projects.

Marcia also served as Manager of the Advisory Administration Unit (AAU). The AAU is responsible for providing staff support to the Council for Labor & Economic Growth (CLEG) and consistent policy leadership across Michigan's 25 workforce development areas, including working with local workforce development boards and Michigan's One-Stop system. She was instrumental in the successful launch of CLEG, which in addition to its broader charge of assessing human capital trends and developing strategies that will encourage and stimulate innovative public and private responses to workforce challenges, serves as Michigan's federally mandated state workforce investment board.

Marcia has worked in the field of workforce development since 1998, including staffing the state's workforce investment board for seven years. Ms. Black-Watson has also spearheaded several workforce development-related state-level taskforces, projects, and initiatives.

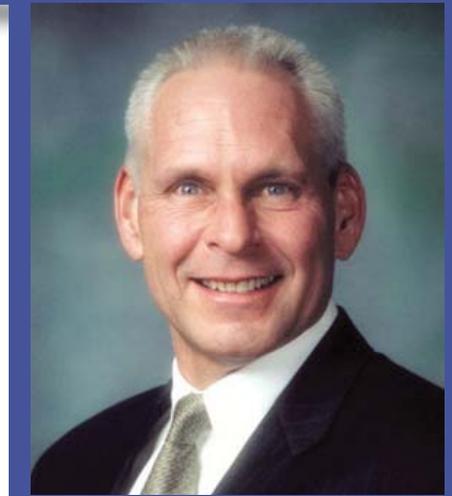
Marcia received a Bachelor of Arts degree in Business from Michigan State University in 1983.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

Doug Kalinowski has been director of the Department of Energy, Labor & Economic Growth's Michigan Occupational Safety and Health Administration (MIOSHA) since September 29, 2002. The MIOSHA program is responsible for enforcing the workplace safety and health provisions of the MIOSH Act, Public Act 154 of 1974, as amended, and for providing outreach services.

The mission of the MIOSHA program is to help assure the safety and health of Michigan workers. From February 1997 to October 2002, Doug served as deputy director, with responsibilities for all enforcement programs.

In conjunction with his MIOSHA responsibilities, Doug serves as past chair of the Occupational Safety and Health State Plan Association (OSHSPA), a national organization representing 26 state-run worker safety and health programs. He has been active in the association for 17 years and has served as a member of the Board of Directors for eight years.

Doug served as chief of the Division of Occupational Health from May 1993 to February 1997. He joined the MIOSHA health program in January 1980 and served in various positions until his appointment as chief.

Doug obtained his undergraduate degree in 1978 and an M.S. in Industrial Hygiene in 1979, both from the University of Michigan. He is a Certified Industrial Hygienist (CIH) and a member of the American Academy of Industrial Hygiene, The American Industrial Hygiene Association, and the American Conference of Governmental Industrial Hygienists.



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BIOGRAPHICAL DATA

Richard H. Waclawek has been director of the Department of Energy, Labor & Economic Growth's Bureau of Labor Market Information and Strategic Initiatives since April 2005. The bureau provides data on occupational wages, job outlooks, industry forecasts and employment statistics for the state of Michigan.

Rick has extensive experience in the global automotive industry, most recently in corporate business operations, business and strategic planning, and product portfolio management.

He has a strong international background both as a global director of corporate strategy and as a manager on an international assignment in Europe. He also possesses a broad technical background in engineering of automotive components and systems and has more than 14 years experience in engineering and corporate management.

Prior to joining the Department of Energy, Labor & Economic Growth, Rick served as global director of corporate strategy and business development for Visteon Corporation in Dearborn.

From 1971 to 2000, he was employed by Ford Motor Company in positions ranging from development engineer and chief product analyst to European operations planning and program manager for electronics.

An engineering graduate of the University of Michigan, Rick has a master's degree in business administration, also from U of M.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

John (Jack) Finn serves as director of the Wage and Hour Division. He joined the division after serving as an attorney and lobbyist with the United Food and Commercial Workers Union. He has also worked with Michigan House and Senate staff and is a former member of the Workers' Compensation Appeal Board.

Wage & Hour administers and enforces the laws that protect the wages and fringe benefits of Michigan's workers and provide for the safe and legal employment of minors.

As director of the division, Jack coordinates managers, investigators, and support staff in the enforcement of laws dealing with wage and hour issues of employment. He also interacts with business and labor on these issues.

He is a social science graduate of Michigan State University and received his law degree from the Detroit College of Law.

Jack is a member of the State Bar of Michigan, Labor Law Section.



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BIOGRAPHICAL DATA

Amy comes from the Department of Environmental Quality (DEQ) where she served as division chief of the Environmental Science and Services Division (ESSD). The ESSD provides financial and technical outreach services leading to the improvement of environmental quality, with an emphasis on pollution prevention and energy efficiency.

Amy has more than 30 years of experience in developing and administering environmental protection and energy efficiency programs with the state of Michigan. Her focus has been in environmental resource management, including several years at the executive level management. She has managed multiple complex environmental programs with various staffing and funding resources including policy development; program planning; development, and execution; legislation; coordination with internal and external agencies (state, federal, and local), stakeholders, claimants, and consultants. She works extensively with local units of government and economic development corporations building public and private partnerships. She has served as facilitator for the Department cross-functional interagency teams such as the Economic Development and Growth through Environmental Efficiency (EDGE2) group; and the Cool Cities and Port Cities programs. She has also provided leadership in the areas of bankruptcy, oil and gas, Brownfield redevelopment, and on the Cabinet Tourism Council as well as the Michigan Underground Storage Tank Financial Assurance Fund Coordinator.

Amy obtained her undergraduate degree in biology with a focus in chemistry from Oakland University in Rochester, MI, and has taken several classes toward her MBA from Regis University. Her bachelor's and post-degree education, coupled with her diverse experience, provide a strong basis for her key role in the development and administration of the new Bureau of Energy Systems.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

Dale Copedge is a senior environmental engineer in DELEG's Bureau of Energy Systems. He has more than 20 years of work experience in five environmental programs (Pollution Prevention and Compliance Assistance Section, Air Quality Permit Section, Groundwater Permits Section, Planning and Special Programs, and the Non-Point Source Pollution Section) in the Department of Environmental Quality and the Department of Natural Resources. He has a broad knowledge of industrial and manufacturing processes in the area of permitting and process operations.

Dale is a 2002 Fellow of the Michigan Political Leadership Program. He was elected vice chair of the Ingham County Board of Commissioners. He also the vice chair of the Executive Advisory Board for Capitol Area Michigan Works! (CAMWs), Executive Board member for Clinton, Eaton, and Ingham Community Mental Health (CEI-CMH), an Executive Board member for Mid-South Substance Abuse Coalition (MSSAC), and an Executive Board member for the City of Lansing's Public Service Board.

Dale earned a master's degree in environmental engineering and a bachelor degree in packaging from Michigan State University.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

David Herb is an environmental engineer managing the Retired Engineer Technical Assistance Program (RETAP) of DELEG - Bureau of Energy Systems. The RETAP is a statewide resource for small businesses and institutions in need of onsite pollution prevention and energy efficiency technical assistance. RETAP assessments are available to all businesses with 500 or fewer employees in Michigan and institutions of any size. The purpose is to maximize productivity and to minimize costs by identifying waste reduction, resource conservation, and process and energy efficiency opportunities.

David has worked for the state of Michigan since 1998, providing pollution prevention technical assistance to Michigan businesses. He manages the Michigan Pollution Prevention Research Grant Program, and in June 2004, was appointed program manager for the RETAP. He currently coordinates program activities and priorities, conducts engineering assessments, provides training for RETAP engineers, consults regarding pollution prevention practices, and researches innovative technologies.

David started his career as a patent examiner for the U.S. Patent & Trademark Office, but went on to conduct water and wastewater treatability studies for the New York State Department of Health, the New York State Energy Research and Development Agency, and the Bristol-Myers Squibb Company in Syracuse, New York.

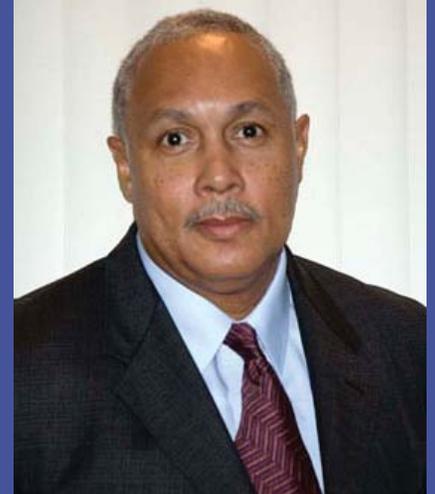
David has a master's degree in environmental engineering from Syracuse University and a bachelor's degree in chemical engineering from Clarkson University.



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BIOGRAPHICAL DATA

Robert has more than 20 years of experience in managing statewide energy efficiency (E2), pollution prevention (P2) and sustainability programs. He currently oversees the Michigan Green Chemistry Program and the Michigan Green Chemistry Roundtable, E2 and P2 technical assistance and multi-sector incentive programs including three that have won the National Pollution Prevention Roundtable's Most Valuable P2 Program Award.

Robert developed and secured permanent funding for Michigan's Retired Engineer and Technical Assistance Program (RETAP), which has provided on-site assistance to more than 1,000 facilities. Prior to his current position in the Bureau of Energy Systems, he worked as a chemical engineer for the Michigan Department of Public Health as an Area Engineer overseeing Type I water supplies in Southeast Michigan. He also served as a chemical engineer for the City of Detroit's Water and Wastewater Department in the Processing Engineering workgroup on cryogenics and chlorination.

He is currently a member of the Michigan Green Chemistry Roundtable, Chair of the National Pollution Prevention Roundtable (NPPR) which is advocacy organization for states government and academia. He has also served as a member of the Forum on State and Tribal Toxics Action (FOSTTA) chemical policy workgroup. He is a nationally recognized expert at the application of information technology to collect and exchange environmental and pollution prevention data with states and Environmental Protection Agency through the Central Data Exchange Network.

Robert has a degree in chemical engineering.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

In April 2005, Peter L. Plummer was appointed by Governor Jennifer Granholm to be executive director of the state's newest Type I agency, the State Office of Administrative Hearings and Rules. As executive director and chief administrative law judge, Peter is responsible for the organization and management of a staff of 175 that processes more than 125,000 matters each year.

Peter began his 30-year career in law at Wayne County Legal Aid as an attorney in the Juvenile Defender's office. From there he traveled to Marquette, Michigan, to join the Marquette County Prosecutor's office. After leaving that office to become a partner in the firm of Seitz, Osstyn, Bays and Plummer, Peter returned to the Prosecutor's office when appointed chief assistant prosecuting attorney.

After 15 years as chief assistant, Peter was appointed assistant attorney general in the State Office of the Attorney General's Public Employment and Elections Division and later in the Gaming Division to help investigate entities that sought casino licenses from the state Gaming Board.

After presenting the State's case in the first casino license hearing in Michigan, then Attorney General Jennifer Granholm asked Peter to be a part of her new High Tech Crime Unit, which was formed to help protect Michigan's citizens and their children from the hazards of the Cyber world. He prosecuted computer-related offenses, including murder and pornography as well as fraud and deception.

He co-prosecuted the first murder case in the nation that relied almost exclusively on computer evidence. That trial has been featured on NBC -Dateline, Court TV, Forensic Files, and the Oxygen Channel, and was the basis for the novel Fatal Error. Peter also formed and managed the State's Internet Crimes Against Children (ICAC) Task Force, a federally funded joint effort of the Attorney General and the Michigan State Police. Mr. Plummer is the past Vice Chair of the ICAC Task Force National Board.

Peter graduated cum laude from Northern Michigan University with a bachelor degree in Business Administration. He obtained his Juris Doctorate from Wayne State University Law School.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

As director of the Bureau of Employment Relations, Ruthanne supervises the Detroit, Lansing and out state-area staff of the bureau, and is legal advisor to the Employment Relations Commission. She has been employed in the field of labor and employment relations for the past 24 years.

Ruthanne was employed for nearly five years with the law firm of Miller, Canfield, Paddock and Stone in its labor and employment relations department and was a partner at the Riverview law firm of Logan, Wyckoff and Okun, P.C. The combination of direct, hands-on experience in labor relations and extensive legal practice has provided Ruthanne with an array of knowledge and a unique perspective on employee relations issues.

In her legal practice, Ruthanne has negotiated collective bargaining agreements with the Michigan Education Association, American Federation of State, County and Municipal Employees, Teamsters, United Auto Workers, Service Employees International Union, Police Officers Labor Council, and Police Officers Association of Michigan, among others.

Ruthanne has served on the faculty of Macomb Community College, where she has taught courses in Personnel and the Law and Human Resources Management. She is a past president of the Michigan Public Employer Labor Relations Association and is a frequent speaker on employment-related matters.

She graduated magna cum laude from Michigan State University in 1974 and from Notre Dame Law School in 1983, where she was the assistant legislative research editor of the Journal of Legislation. Prior to attending law school, Ruthanne served as the personnel and employee relations director of Larden Company, a manufacturing concern with facilities in Davisburg, Michigan, and Plymouth, Indiana.

She is a member of the State Bars of Michigan and Illinois.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

With many years of service in management, public information, broadcasting, disability rights and advocacy, Pat Cannon brought a unique blend of experiences and abilities with him when he was appointed director of the Michigan Commission for the Blind in 1997. As head of the state's rehabilitation agency for people who are blind, Pat continues his longstanding commitment to change what it means to be a person with a disability in Michigan and America today.

The Commission operates a residential training center in Kalamazoo, and provides independent living services for Michigan's older blind population, low-vision services for the state's youth and entrepreneurial opportunities for blind persons through its Business Enterprise Program. The Commission serves under a five-member board appointed by the Governor and has a staff of nearly 100 in nine offices throughout the state.

Previously, Pat was director of the Michigan Commission on Disability Concerns for 10 years, where he was instrumental in gaining passage of the 1990 amendments to the Michigan Handicappers' Civil Rights Act and advocated for enactment of the Americans with Disabilities Act (ADA). Pat has conducted hundreds of seminars and workshops on disability rights, blindness and disability awareness and is a member of the Advanced ADA National Training Network. He is also a trainer for Windmills, the nationally acclaimed disability awareness program.

He is a member of the National Rehabilitation Association, the Council of State Administrators in Vocational Rehabilitation, and serves on the Executive Board of the National Council of State Agencies for the Blind. He also serves on the Capital Area Transportation Authority's Board of Directors. In 1995, Pat was appointed by President Clinton to the U.S. Access Board, the independent federal regulatory agency whose mission is accessibility for people with disabilities, serving as the Board's chair in 1997 and 1998. He was named Disability Policy Advisor to Governor Jennifer M. Granholm in 2003 and also as her State ADA Coordinator in 2004.

Pat's involvement with organizations and community projects includes the Easter Seal Society, and the St. Vincent's Home for Children Board of Directors.



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BIOGRAPHICAL DATA

Jaye N. Shamsiddeen is director of Michigan Rehabilitation Services (MRS), the state's general vocational rehabilitation agency. The mission of MRS is to provide services for individuals with disabilities so they may achieve employment and self-sufficiency.

MRS operates 36 field offices across the state as well as the Michigan Career & Technical Institute near Plainwell, Michigan. MRS programs also include Business Services, Disability Management, and Farm Injury Rehabilitation.

Jaye provides overall leadership and direction for MRS by determining strategic priorities, allocating resources, and coordinating the executive leadership team. She also establishes working relationships with consumers, advocates, allied agencies, and advisory councils. It is her responsibility to implement federal and state legislation pertaining to rehabilitation services for people with disabilities.

Jaye has been with MRS since 1976, when she began her career as a rehabilitation counselor. She has held the positions of unit leader, staff development supervisor, casework consultant, deputy division director, division director, and deputy state director.

She is a graduate of Michigan State University (MSU), with a major in psychology. She has a master's degree in counseling and guidance, also from MSU.

Jaye is a member of the Michigan Rehabilitation Association and previously served as a governor-appointed member of the Michigan Developmental Disability Council.



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BIOGRAPHICAL DATA

Martha B. Yoder serves as deputy director of the Michigan Occupational Safety and Health Administration (MIOSHA). The MIOSHA program is responsible for enforcing workplace safety and health standards and providing consultation, education and training, and outreach services.

In October 2002, Martha was appointed deputy director of the MIOSHA program. In this position, she is responsible for overseeing Michigan's safety and health enforcement divisions, which includes both occupational safety and health compliance in general industry and construction. The outreach activities of the Consultation Education and Training Division also come under her direction. The MIOSHA program is committed to reducing fatalities, injuries and illnesses and ensuring a safe and healthy workplace for all employees.

MIOSHA, working together with committed employers and employees, has been and will continue to be a leader in workplace safety and health. National research shows that a strong safety and health management system can generate significant economic benefits for businesses.

Martha's previous MIOSHA experience includes chief of the General Industry Safety Division, supervisor and program developer in the Consultation Education and Training Division, and executive assistant to the MIOSHA Director.

Martha has extensive experience developing and conducting programs to encourage voluntary compliance, including implementation of successful safety and health management systems. During her more than 20 years with the MIOSHA program, Martha has worked on numerous assignments, including implementing the goals of the MIOSHA Strategic Plan.

A graduate of Western Michigan University, she holds a Master of Public Administration degree.



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BIOGRAPHICAL DATA

Alisande Henry is the Administrator for the Council for Labor & Economic Growth (CLEG), Michigan's State Workforce Investment Board.

Established by Executive Order in 2004, CLEG is an advisory body to the Governor and the DELEG Director, charged with recommending innovative workforce development strategies for the State of Michigan. Its members include business, education, labor, and human service leaders as well as local and state officials.

Before assuming her current position, Alisande served as a Department Liaison within DELEG, where she provided administrative and policy support for the Governor's Council of Economic Advisors. She was also involved in a number of departmental initiatives, including an assignment in Governor Granholm's Office of Appointments, with responsibility for many of DELEG's boards and commissions. Prior to joining DELEG, Alisande was Executive Assistant to Michigan Lieutenant Governor John D. Cherry, Jr. Alisande's previous work experience also includes three years as an assistant to Lansing Mayor David C. Hollister and she has also worked in several state legislative offices.

A native of Ann Arbor, Michigan, Alisande has lived in Lansing since 1987. She holds a bachelor's degree in Public Policy/Political Science from Michigan State University where she earned membership in Phi Beta Kappa.



Michigan Department of Energy, Labor & Economic Growth

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BIOGRAPHICAL DATA

Nida R. Samona was appointed to lead the Michigan Liquor Control Commission (MLCC) by Governor Jennifer M. Granholm in June of 2003.

Born in Baghdad, Iraq, Nida moved to the United States as a young child and attended St. Mary's of Royal Oak High School, Marygrove College and earned her law degree from Detroit College of Law. She then worked with the City of Detroit Tax Law Division and served as Macomb County Assistant Prosecuting Attorney for over 10 years. Nida has been actively involved in the community of Southfield where she was elected to the Southfield City Council and held several Council positions including Council President.

In total, Nida is responsible for a team of roughly 150 MLCC enforcement officers, licensing agents, financial management experts and executive service aides who processed over 25,000 liquor license renewals, transfers, escrow requests and other applications and accounted for over \$321 million dollars in total revenue in FY 06-07.

A few of her goals for the MLCC in 2008 include:

- Promoting awareness of the Commission's responsible sales, service and consumption values by partnering with industry and trade groups as well as community and local government organizations when creating public service messages, educational campaigns and norm-changing communication strategies.
- Encourage new business opportunities for entrepreneurs by sharing information with schools and business groups about the types of licenses that are available and the process required to apply for the various types of businesses.
- Restructuring the licensing process in order to allow more electronic sharing of information and faster processing both with the goal of providing the best internal and external customer service possible.

To achieve those goals, Ms. Samona personally participates in trade shows, school presentations, cable TV and radio broadcasts, along with other speaking engagements upon request.



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BIOGRAPHICAL DATA

Marylou Olivarez Mason's commitment to advocate on behalf of the Hispanic community comes through personal experience – as a child, she moved with her family from Texas to Michigan to work as a migrant farm worker. Today, Marylou is the executive director of the Michigan Commission of Spanish Speaking Affairs (COSSA). She is the first woman to hold the position of head of the state's agency responsible for promoting the diverse interests of Hispanics in Michigan in order to help them live lives that are abundant with opportunities.

The Commission on Spanish Speaking Affairs was created in 1975 to serve Michigan's growing Spanish-speaking population which is today the second-largest and fastest-growing minority group in Michigan. The Commission is made up of 15 individuals appointed by Governor Jennifer M. Granholm to develop policies and plans to serve the needs of Michigan's Spanish-speaking people.

Marylou has served as the executive director of COSSA since August 1986. Previously, she was the assistant director at COSSA, and she has also held positions at the Michigan Department of Civil Rights. She graduated from St. Joseph High School and received her nursing degree from the Saginaw School of Nursing in 1969. Her nursing career included surgical nursing and private duty nursing, and she held various positions at a local medical clinic as office manager/nursing supervisor.

Currently, Marylou serves on numerous boards and organizations, including the board of the Impressions Five Science Museum and the U.S. Civil Rights Commission's Michigan Advisory Committee. She also serves as chairperson of the Mayor's Sister City Commission Committee to the city of Guadalajara, Jalisco, Mexico, and the student exchange program sponsored by Lansing Community College/ Universidad Automa De Guadalajara. She has served as Chairperson of the City of Lansing Human Relations Board, the Michigan Educational Opportunity Fund, the Cristo Rey Community Center Board of Directors, the Capital Area United Way and United Way of Michigan, Lansing Community College LUCERO Program (a retention program for Hispanic students) as well as a board member of many other local, state, and national organizations.

Marylou has been the recipient of numerous awards and recognitions such as the prestigious Diana Award presented by the Greater Lansing YWCA, the Cesar Chavez Community Service Award from the U.S. Hispanic Leadership Institute in Chicago, the Ordinary Women Doing Extraordinary Things Award from the Michigan chapter of the National Women's History Project (Women's Hall of Fame), and the Regional Mujer Award from the National Hispana Leadership Institute in Washington D.C. In 2000, she was inducted into the Hispanic Business Alliance Hall of Fame.



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BIOGRAPHICAL DATA

John Bankson is a Rehabilitation Specialist for the Disability Management Program of DELEG - Michigan Rehabilitation Services. The Disability Management Program is a statewide resource for employers and employees who need assistance with the management of work related injuries. This service is available to all employers in the state of Michigan. The purpose is to maximize productivity and to minimize costs associated with disabilities in the workplace. The Disability Management unit provides consultation in three major areas of prevention:

- Ergonomic assessment of existing worksites
- Consultation on workplace design and equipment that will minimize the risk of work-related injury or illness
- Education and training to promote good work habits and a safe environment.

John has worked with Disability Management since 1994. He was involved with the development of the Accommodation Centers in Lansing and Farmington Hills. He currently conducts ergonomic assessments and task chair evaluations, provides training regarding ergonomics for employees and supervisors, conducts job analysis, consults regarding workplace design and accommodations, and researches new equipment.

John earned a bachelor's degree in Occupational Therapy from Indiana University, and a master's degree from Michigan State University in Vocation Rehabilitation Counseling. He is a Registered Occupational Therapist, a Certified Rehabilitation Counselor and a Licensed Professional Counselor.