



Personnel Department, Branch Chief (BC-PC1)
, Flotilla Staff Officer (FSO-MS)

TO: COMMANDANT (CG-12B)
FROM: AUX
RE: SOLICITATION FOR DIVERSITY ADVISORY COUNCIL MEMBERSHIP
DATE: 9 FEBRUARY 2008

A. STATEMENT OF APPLICANTS DESIRE TO SERVE AS FULL MEMBER (TRAVEL REQUIRED) OR ADJUNCT MEMBER (NO TRAVEL REQUIRED), THEIR AVAILABILITY FOR TWO OR THREE YEARS AND THEIR PREFERENCE TO BEGIN, IF SELECTED, IN THE SPRING OR FALL OF 2008. NOTE: THE SPRING 2008 DAC IS SCHEDULED FOR 21-25 APR.

I am applying to serve as a full member of the DAC, and can begin, if selected, in Spring 2008. I am available to attend 21-25 April 2008.

B. SUMMARY OF CAREER AND DUTIES PERFORMED INCLUDING CURRENT ASSIGNMENT AND ANTICIPATED ROTATION DATE (MAX 1 PAGE).

See attached Resume. I am an auxiliarist so do not have an anticipated rotation date.

C. BRIEF NARRATIVE OF APPLICANTS INTEREST IN SERVING ON THE DAC AND ANTICIPATED CONTRIBUTIONS TO THE DAC (MAX 1 PAGE).

I am interested in this Council because I believe I can contribute to the DAC from several different vantage points. I am a female in the Auxiliary, which I have unfortunately found in many cases to be comprised of older, white, men who see this as a way to augment their love for boating. I sometimes feel like a girl trying to fit into an all-boys club. I've also had the feeling that although I have a PhD in leadership and organizational training, many individuals have not been open to or interested in what I have to say. Recently, the Commandant sent out a statement about the importance of a new Auxiliary to meet the needs of a new Coast Guard, and I think this is a dictate we need to take more seriously, to actively recruit new Auxiliarists to meet needs all across the Coast Guard. I have expressed a desire on several occasions to re-activate Operation Patriot Readiness, but have not received support at the national level to move it forward.

My second vantage point is that I am the wife of an active-duty Coast Guard. I have heard and seen issues relative not only to his heritage (Hispanic), but in his rate (boatswains mate). I have spoken with others who have had EEO, promotion, assignments and other concerns, and there are not clear directives for pursuing these concerns.

Finally, my third vantage point is from my professional experience. I am currently a university professor, and I teach diversity issues in my graduate classes (in leadership, human resources, public policy, ethics, etc). I have also worked in previous careers in positions of training and personnel. I firmly believe many organizations fail to recognize that they have both external AND internal customers, and they should never treat their external customers better than they treat their internal customers.

D. COMMAND ENDORSEMENT ADDRESSING APPLICANTS ABILITY AND TIME AVAILABILITY. SIGNATURE ENDORSEMENTS ON ANY PACKAGE DO NOT PROVIDE SELECTION PANEL WITH MEANINGFUL INFORMATION AND SHOULD BE AVOIDED. NOTE: AUXILIARY MEMBER APPLICATIONS SHALL BE ENDORSED BY THE DISTRICT COMMODORE (DCO) AND NATIONAL COMMODORE (NACO) WITH ADVANCE COPY OF APPLICATION SENT TO CG-12B.

Endorsements to be attached.

USCG Auxiliary

Education

- **PhD in Public Administration and Public Affairs (1998);** *Virginia Tech Center for Public Administration & Policy*
- **Currently taking graduate courses with Troy University in Environmental Studies (March 2007 – present)**
- **Master of Public Administration (1993);** *James Madison University*
- **BA in American Government (1986);** *University of Virginia*

Teaching Experience

- **Troy University (Norfolk, VA) – University College, Atlantic Region;** *Assistant Professor, August 2002-present; GRADUATE COURSES TAUGHT: Leadership in Public Administration; Leadership and Motivation; Organization Development and Change; Strategic Planning; Foundations of Public Administration; Ethics in Public Administration; Public Personnel Management; Public Policy Analysis*
- **Christopher Newport University (Newport News, VA) – Department of Government and Public Affairs;** *Assistant Professor in Public Leadership, 2001-2002*
- **University of Richmond (Richmond, VA);** *Visiting Assistant Professor (Department of Political Science), 1999-2001*
- **Indiana State University (Terre Haute, IN) – Department of Political Science;** *Assistant Professor, 1998-1999*

Professional Experience

- **Avalon (Williamsburg, VA);** *Interim Executive Director, May–September 2002*
- **Virginia Blood Services (Richmond, VA);** *Training Coordinator II, October 2000-May 2001*
- **Virginia Discovery Museum (Charlottesville, VA);** *Development Coordinator, August 1994-July 1995*
- **International Auto (Charlottesville, VA);** *Human Resources Administrator/Executive Assistant, September 1992-August 1994*
- **Jefferson Area Board for Aging (Charlottesville, VA);** *Coordinator, Community Services & Co-Director, Retired Senior Volunteer Program, July 1989-July 1991*
- **Omni Charlottesville Hotel (Charlottesville, VA);** *Marketing Coordinator, February 1987-July 1989*
- **Tactics, Inc. (Charlottesville, VA);** *Graphic Design/Typographer, June 1984-November 1986*

USCG Auxiliary

- **Membership**
 - Flotilla / enrollment 14 March 2006
 - Initially Qualified 7 April 2006; Basically Qualified 8 April 2006
- **Qualifications**
 - Trident Conditionally-qualified with AUX-MSAM, AUX-MEES, AUX-EK, and AUX-ACP
 - USCG Facilitator Team Leader Training Course
 - Commandant's Criteria for Performance
- **Awards Received**
 - PE Service Award (2006)