

To: Matt Cherry, President and Members of City Council
From: Wade Kapszukiewicz, Mayor
Subject: Appointment to the Human Relations Commission
4/11/2023

I Recommend the Following Appointments to the Human Relations Commission

Appointee	Appointee Replaced	Proposed Term of Office	Section 61 waiver as a special engagement	Reserved Slot / Type	Recommended by (if applicable)	Attendance Record	Resume attached
Meredith Campbell	Jennifer Vasquez	continuation of term expiring, <u>05/24/2025</u>	yes	Education	Caryn Maloney		yes
Shyam Suchak	Darren Moore	2 years expiring, 04/18/2025	no	at-large	Caryn Maloney		yes



Wade Kapszukiewicz
Mayor

MEREDITH CAMPBELL

419-302-0567

Toledo, OH 43623
meredithkcampbell@gmail.com

Career Profile

- A cross functional leader who is detail oriented, efficient, organized, and take charge professional experienced in Pricing, Analytics, Research, Accounting, IT, Project Management, Change Management, DEIB, Training, and more
- Charismatic and engaging on-demand speaker at numerous external events
- Founder and lead of the first ever Associate Resource Group at Libbey

Experience

Libbey Glass, LLC.

Manufacturing and Distribution

Pricing Analytics Manager, July 2021-Present

Sr. Consultant Business Tech Solutions 2018-2021, Business Tech Lead 2016-2018

- Led team of analysts to create cross-functional reports to drive business decisions
- Created intake and tracking process for Commercial and Pricing Analytics to update key stakeholders on activities and roadblocks
- Empowered team members to create new and enhanced dashboards now used daily by multiple ELT members at Libbey
- Excels at building internal and external relationships and managing technical vendors
- Skilled requirements facilitator, translates functional to technical and vice versa
- Adeptly manages multiple projects at a time with competing priorities
- While in IT, performed analytics for D365FO Expense Management and D365FO Order to Cash Implementation including data migrations, configurations, D3FO workflow, leading testing, training, and project management tasks
- Gained global alignment on key metrics and data sources to implement Financial Dashboards to be used in monthly Business Unit Review meetings

Tungsten Network

E-Invoicing, AP Automation **SAP Business Analyst/Project Manager, Sept 2014-July 2016**

- Created DocuSphere (now Tungsten) SAP Integration design
- Designed, tested, and implemented SAP Connector to bring invoice data from Tungsten Network's Vendor Portal through Tungsten Workflow, and into customer's SAP system
- SAP ERP Integration Specialist for Workflow (formerly DocuSphere AP Workflow), including designing enhancements, troubleshooting, and QA testing
- Provided product demos for prospective customers
- Worked with prospective Workflow customers to gather requirements and provide design for customization beyond the standard Workflow product
- Led and developed internal training classes for both Tungsten Workflow and general AP/P2P concepts and practices
- Experience with Tungsten's Advanced Capture OCR solution powered by Ephesoft

Midwest Tape, LLC

Media Distributor

FICO Business Process Owner/Accountant, May 2011-Aug 2014

- Designed and configured General Ledger, Bank Accounts, Financial Statements, Cost and Profit Center Structure, and COPA for SAP Implementation
- Led team of accounting subject matter experts during SAP Implementation project
- Heavily involved in unit testing and all test cycles of implementation
- Responsible for AR, AP, and GL data conversions and uploads into SAP
- Created, configured, and maintained customer sales tax jurisdiction codes for US and Canada
- Worked with accounting business users to understand enhancement requests and gather requirements
- Wrote functional specifications for custom reports and processes
- Designed Standard Cost structure including labor and overhead activity rates for individual materials and manufacturing processes
- Blueprinted FICO design for new business venture
- Skilled trainer for General SAP, AR, AP, FI, CC, PC, and COPA

Kern-Liebers, USA Inc.

Automotive Manufacturer **Business Analyst**, May 2007-May 2011

- Compiled SAP data to create monthly reports and analyses
- Created quarterly and year-end financial statements with multiple North American consolidations for a Global corporation
- Streamlined monthly reporting process to shorten closing by five business days
- Familiar with US GAAP to GoB (German principles of proper accounting) conversions
- Used a standard cost system to properly cost products, including WIP calculations

Ernst and Young

Public Accounting Firm **Staff Accountant**, Sept 2006-April 2007

- Worked with a team to perform audits on clients
- Areas audited include A/P, A/R, fixed assets, prepaids, transaction testing, bad debt analysis, A/R aging testing, and goodwill

Technical Skills and Certifications

- Prosci Certified Change Practitioner
- Dynamics 365 for Sales experience and Dynamics 365 for Finance and Operations Superuser and Configurator
- SAP FICO Superuser and Configurator for FICO, SD, and MM
- Mastery of Microsoft Programs (Excel, Word, PowerPoint, PowerBI, Outlook, OneNote)
- Salesforce Knowledge Configuration and Maintenance
- Experience with the following Project Management and Ticketing tools; Alfresco, Basecamp, Helpdesk Authority, JIRA from Atlassian, Microsoft Project, Workfront

Education

- The University of Hartford, Master of Science, Organizational Psychology with honors
- The University of Toledo, Bachelor of Business Administration, Accounting Major, Cum Laude

Shyam Suchak

2124 Silverpine Ct., Toledo, OH 43615 – shyam.suchak@arbor.edu – (419) 410-3719

Work Experience

Chief Organizational Development Officer

Anne Grady Services, Toledo, OH

October 2018 - Present

- Provide leadership and oversight of the human resources, training, volunteer, and development departments.
- Collaborate with Executive Director and Chief Community Services Officer to develop and implement operational strategy and development of organizational culture.
- Facilitate leadership development opportunities for supervisors within the organization.
- Participate in internal and external leadership and strategic planning meetings to support organization and industry growth.
- Participate in policy review Committee, leadership strategic committee and organizational management committee.
- Serve on external committees to represent DD industry to promote collaboration on initiatives that impact the community.

Director of Operations - Urgent Care

ProMedica, Sylvania, OH

September 2016 – October 2018

- Managed overall operations of 7 Urgent Care sites and a budget of approximately \$8.9 million.
- Developed workflow to meet meaningful use metrics in healthcare service delivery.
- Maintained customer satisfaction by implementing standards that ensured delivery of high-quality services.
- Recognized for Best Urgent Care for two consecutive years by the City of Toledo.
- Identified new business opportunities including but not limited open additional Urgent Care sites and expansion of scope of services to meet customer needs.
- Implemented a program to help patients at Urgent Care get established with primary care providers for continuity of care, generating a downstream revenue of 104k in 6 months.

Founder and CEO

Prime Consultancy, LLC, Toledo, OH

September 2015 – Present

- Develop annual operations plan and budgets for a wide variety of non-profit clients.
- Provide guidance to instill a human capital development and “coaching” culture within the client’s organization.
- Work with clients to upgrade human resources functions including training, development, compensation and benefits, employee relations, performance management and recruiting.
- Create development of performance management processes that measure and evaluate progress against goals and mission.

Director of Community Operations and Organizational Development

Anne Grady Services, Toledo, OH

September 2013 – September 2015

- Reformatted hiring process to maximize applicant pool and revamped recruiting and onboarding process to support workforce trends
- Oversaw HR functions such as performance management, unemployment, workers compensation, and compliance with employment regulations.

Director of Supported Living and Vocational Services

Anne Grady Services, Toledo, OH

March 2009 – September 2013

- Maintained under 4.5% staff turnover through effective motivational management within supervised departments, whereas industry standard was 25-35%.
- Achieved 50% overtime reduction through recruitment of part-time and substitute staffing, saving approximately \$5K monthly in departments that I supervised.

Direct Support Services Manager

Anne Grady Services, Toledo, OH

June 2007 – March 2009

- Managed 84-bed, 165 direct and indirect staff (union employees) in an Intermediate Care Facility Mental Retardation (ICFMR) operation.
- Participated in union contract negotiations.
- Implemented performance management strategies attaining high staff morale.
- Worked closely with other internal Departments to ensure provision of quality services.

Community Program Coordinator

Anne Grady Services, Toledo, OH

June 2006 – June 2007

- Coordinated supported living services for the Developmentally Disabled population.
- Managed 5 teams comprised of 30 staff and services to 22 clients.
- Communicated directly with Lucas County Board Developmental Disabilities (LCBDD) and Vocational Program providers.

Education

Master of Arts in Counseling

Spring Arbor University, Spring Arbor, MI

Expected Oct. 2023

- **Current GPA:** 3.965

Master of Organizational Leadership

Lourdes University, Sylvania, OH

May 2012

- summa cum laude

Bachelor of Arts, Communications

The University of Toledo, Toledo, OH

December 2005

- magna cum laude

Professional Affiliations and Fellowships

National Board of Certified Counselors (NBCC) Foundation

2022

- Minority Fellowship Program Fellow Master's Mental Health Counseling

John Maxwell Certified Coach, Teacher, Speaker, Trainer

August 2021

Professional in Human Resources (PHR®) Certification

2015 – Present

Society of Human Resource Management

2014 – Present

Leadership Toledo Signature Program

2011

- Graduate – Signature Program

Board of Directors Children Theatre Workshop

2022

Business Council Member-Holland Springfield Chamber

2021 - Present

HeforShe Co- Chair – Women of Toledo

2022/ 2023

Business Advisory Council Member-Springfield Schools

2022/ 2023