

# Ellen Mazur Yerman

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## SUMMARY CAREER BIOGRAPHY

- ◆ Over 30 years of leadership, administrative and professional experience in government, for profit and nonprofit organizations
- ◆ From 1995-2007 extensive experience in providing career counseling services directly to college students; workforce, career counseling and career coach specialist
- ◆ Extensive collaborative employer relationships in all sectors

## KEY LEADERSHIP POSITIONS INCLUDE:

- ◆ **President, EMY & associates, LLC : Creative and effective hiring and training strategies for long-term workforce retention, *Maximizing People/Maximizing Potential***
- ◆ **Founding Partner: *Road to Success: Career Development Program***
- ◆ **Editor/Writer, *Corridor Careers***
- ◆ **Career Coach Contributing Columnist, *Baltimore Business Journal***
- ◆ **Executive Director/Director Career Services and Cooperative Education Villa Julie College [now Stevenson University], Stevenson, Maryland**
  - Developed and initiated the first full-time comprehensive career services department working in partnership with employers, students, alumni, faculty and staff
  - Proven specialist in employment preparation
  - 97% Graduate Placement Rate; based on 96% Response Rate 1996-2007
  - Developed targeted seminars/workshops; presented/facilitated hundreds of seminars/workshops
  - Developed and implemented On-Campus Recruiting for students/graduates workforce opportunities and employer, college relationship building
  - Spearheaded the development and implementation of *Career Architecture<sup>sm</sup>* ; *Career Architecture* is a process that includes self discovery, career development foundation, career exploration and career preparation for all students
  - Villa Julie College Administrative Leadership Committee; Strategic Planning Development
  - Initiated and Chairperson of Career HQ Employer Advisory Council
  - Developed and Chairperson of *Villa Julie College National Career Conference*
- ◆ **Director of Human Resources, R. E. Michel Company, Glen Burnie, Maryland**
  - Centralized function for 800 plus employees in 102 locations in 18 states
  - Senior Management Team
  - Centralized Grievance, Discharge function; no labor lawsuits filed during tenure
  - Hired employees and screened candidates; trained managers in effective hiring strategies
  - Developed and implemented targeted manager/supervisor trainings and individualized coaching sessions
- ◆ **Special Assistant to Baltimore County Maryland Chief of Police, Legal Division**
  - Trained County managers/supervisors in fair practice/cultural diversity issues
  - Leadership ADA implementation including educating and training for Department, County, State Law Enforcement
  - Chairperson, Court Action Committee; led development, implementation Court Liaison Program
- ◆ **Director, Office of Family Resources, Baltimore County Maryland Government**
  - Developed and led implementation of this new County agency
  - Coordinated all Health and Human Services for County Government

- Lead person and liaison for Baltimore County Maryland, 1990 United States Census
- Developed and led initiation of comprehensive Family Resource Centers in two communities
- Chairperson, United Way Campaign for County Government
- Vision, developed *Family-A-Fair*
- ◆ **Director, Baltimore County Maryland Area Agency on Aging**
  - Responsible for distribution and accountability of Federal and State Funds
- ◆ **Director, Multiple Divisions, Baltimore County Maryland Department of Aging**
  - Co-authored the Study and Recommendations for creating the Department of Aging
  - Led administrative implementation of new agency including the hiring of all employees and integration of employees from other departments within the new agency
  - Developed and implemented over 25 major programs and services including two employment services

### **SAMPLING OF CURRENT AND PAST COMMUNITY INVOLVEMENT**

- ◆ United Way of Central Maryland's Community Impact Vision Council Board
- ◆ Baltimore County Maryland Ethics Commission, Commissioner
- ◆ Job Opportunities Task Force Board, Vice President
- ◆ CHRA's Workforce Readiness Committee
- ◆ Maryland Business Roundtable for Education, Teen Web Executive Advisory Board
- ◆ Har Sinai Congregation, Interfaith Steering Committee
- ◆ Baltimore County Maryland Executive's Advisory Board on Higher Education
- ◆ Baltimore County Maryland Chamber of Commerce, Workforce Development Committee
- ◆ Suited to Succeed, Program Committee
- ◆ State of Maryland, Family Investment Management Team
- ◆ Baltimore County Maryland, Infant and Toddler Program Board
- ◆ Baltimore Association of Retarded Citizens, Human Rights Advisory Committee
- ◆ Maryland Chief's ADA Task Force
- ◆ State of Maryland, Commuter Options Program Task Force

### **SELECTED AWARDS/RECOGNITION**

- ◆ Recipient "*The President's Medal 2007*" Villa Julie College's [now Stevenson University] Highest Honor
- ◆ *Cool Colleges, 2007*, author Donald Asher, "Villa Julie is blessed by a visionary president and a visionary executive director of career planning who both had the same dream. The result is Career Architecture, an innovative career development program"
- ◆ Baltimore County Executive's, Executive Citation, 2007, for "Vision and Foresight in the Creation of the *Senior Expo*"
- ◆ *The Daily Record* "Maryland's Top 100 Women, 2002"
- ◆ Baltimore County "Police Chief's Award", Implementation, ADA in State Law Enforcement

### **EDUCATION**

- ◆ Bachelor of Arts, Social Work and History, University of Maryland Baltimore County
- ◆ Graduate Courses, The Johns Hopkins University
- ◆ Additional professional education programs, ongoing

### **PROFESSIONAL ORGANIZATION MEMBERSHIP**

- ◆ Society for Human Resource Management