

February 25, 1993

Dear Mr. Lazotte:

Enclosed is a generic resume. It gives an overview of my specializations and experience. The NASA form is included as an example of how their Affirmative Action Director chose to summarize my background.

I did staff development and team building for a number of the NASA installations, including the Johnson Space Center (Houston), Ames Research Center (Moffett Field), Jet Propulsion Lab and Edwards Air Force Base, as well as at their headquarters in Washington, D.C.

The school systems I have worked with in the 1990s include my four years with the Mt. Diablo Unified in Concord, Sacramento Unified and the Parent Empowerment Program offered in collaboration with the Oakland School District. In all these sites, I was responsible for aiding participants to cope with cultural differences and to learn from their encounters with diversity. Each of these programs had unique problem finding and goal setting demands.

Because you are concerned with interagency cooperation, I want to mention that in the last three years, I was also consultant to the New York Police Department's Medical Standards Unit. One of their tasks was the psychological screening of the officer candidates recruited for the 5,000 hires to be made in the next five years. The Unit's Medical Director, Dr. Cordia Beverly, praised my work in redirecting and refining their mission while preserving the Unit's effectiveness when it interacted with the Department's various ethnic cells, i.e., the Black Officers' Alliance, the Irish Brotherhood, the Italian group, the Hispanic Officers separate from the Puerto Rican officers, etc. Our work together ended with a tangible success as it helped the Unit to receive a \$750,000 grant for staff development.

This vita is intended to stimulate your questions and to give you and us other ideas for working with the particular situation in your District.

Sincerely,



Marie Fielder, Ph.D

MF/ed

MARIE FIELDER

774 San Luis Road
Berkeley, California, 94707
415/525-2652 or 525-2612

Education

M. A. University of Southern California
Ph. D. The University of Chicago

University Assignments

University of California, Berkeley
Associate Director, Urban Education Program,
Division of Policy, Planning and Administration,
School of Education

Lecturer, Higher Education Division

Director, Staff Development Center

San Francisco State College
Professor, School of Education

University of Michigan
Site Director, Conflict Intervention Study

Summer Faculty
California

Stanford University
U.C.L.A.,
University of the Pacific
Hayward State College
Long Beach State College
Los Angeles State College
Mills College
San Diego State College
San Fernando State College

Other States

Portland State College
Evergreen College, Washington
Arizona State, Tempe
University of Florida
University of Miami
University of North Carolina

Director/Chief Consultant

Merrill Lynch Pierce Fenner and Smith, New York
Pilot Program on Marketing Practices, Minority
Markets and Equal Opportunity Hiring

Morton Thiokol, Utah
Development of a Job Corps Program

Rockwell International, Anaheim, California
Staff Development for Equal Opportunity

Wells Fargo, San Francisco
Employee Relations and Promotion for Women

Palm Springs City Government, California
Community Confrontations (Hispanic, Indian
and Black)

New York Department of Mental Hygiene
Willowbrook State School: Program of
Organization Development and Management
Training

Seattle Public School District
Decentralization/Inservice Education and
Management Training

San Francisco Unified School District
School Culture--Urban Multicultural Groups
(Particularly, Asian-Pacific Groups)

National and State Assignments

U. S. Office of Education, Consultant, Civil Rights
Act, Title IV
. . . Guidelines for Institutes
. . . Leadership Training of Institute Leaders

U. S. Office Economic Opportunity
Member of Evaluation Team for Project Proposals

California Fair Employment Practice Commission
Technical Advisory Committee on Testing
(TACT), Vice Chairman

California State Commission on Status of Women
Education Advisory Committee

National Man Power Council
State Committee on Waste Manpower



Request for Services of Consultant or Expert

1. NAME OF CONSULTANT OR EXPERT Dr. Marie Fielder	2. DATE OF REQUEST 11/18/88
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3. ORGANIZATIONAL UNIT Office of Equal Opportunity Programs	4. LOCATION NASA Headquarters
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5. SERVICES TO BE PERFORMED (Explain fully, so that the knowledge, skills and expertise needed are identified)

The expert consultant will review OEOP's approach to affirmative action planning and will counsel the E.O. staff on additional options for building ownership of the process, and working for true integration of minorities, women and individuals with handicaps in all organizational levels of NASA. This will entail concept validation of how one brings about attitudinal and behavioral changes in the face of slowed national and agency efforts; and it may also include skill building in helping NASA managers make systemic changes through a wide variety of organizational processes.

6. SPECIAL QUALIFICATIONS OF CONSULTANT OR EXPERT (List those qualifications, including experience and training, which relate specifically to the services to be performed, so as to show that the employee is qualified as an expert or consultant for the duties for which the appointment is made. Continue on reverse)

Dr. Marie Fielder is a nationally renown expert in organization change through leadership development and staff training. For approximately four decades she has demonstrated exemplary skills and constructive results in helping people plan for and carry out very challenging objectives.

Dr. Fielder has been an independent consultant for numerous public schools, organizations in the private sector and universities; and she brings a wealth of experience in human relations, intergroup education and organization renewal. She has helped many school districts desegregate their schools and worked with multi-ethnic groups in the states of California, Oregon, Washington, Idaho and Alaska. She has provided leadership development and training for school administrators of high problem urban centers; has been a consultant for the corporate sector in their affirmative action programs and their managing of educational programs; and she has worked with the administrative staff of a large institution for the mentally retarded in the state of New York.

In addition, Dr. Fielder has served as a Professor at San Francisco State, and a teacher at the University of California at Berkeley, specializing in sociology, social anthropology and the behavioral sciences. She also has been a lecturer and keynoter at numerous staff development workshops, seminars, etc.