



# Request for Services of Consultant or Expert

1. NAME OF CONSULTANT OR EXPERT

Dr. Marie Fielder

2. DATE OF REQUEST

3/20/89

3. ORGANIZATIONAL UNIT

Office of Equal Opportunity Programs

4. LOCATION

NASA Headquarters

5. SERVICES TO BE PERFORMED (Explain fully, so that the knowledge, skills and expertise needed are identified)

The expert consultant will evaluate OEOP's approach to affirmative action planning and implementation. She will assess NASA's short and long-term strategies and goals in light of successful theories of organizational change. She will counsel the E.O. staff and propose additional options for building commitment to 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 lasting attitudinal and behavioral changes in the face of slowed national and agency equal opportunity efforts and results. This also may include skill building sessions with NASA managers with target groups, and with others to facilitate systemic changes which motivate and maximize the strengths and contributions of a culturally diverse workforce and which impact positively 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 renowned 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.