

**Workforce Investment San Francisco Board  
Member Biographies**

***Henry Alvarez III***, San Francisco Housing Authority

Henry Alvarez III is the Executive Director of the San Francisco Housing Authority. With more than 20-years of public housing agency experience, Mr. AlvarezIII brings in-depth expertise and first-hand knowledge of the needs of low-income families to his role as the San Francisco Housing Authority (SFHA) Executive Director. Before joining SFHA in August 2008, Mr. Alvarez was the Chief Executive Officer (CEO) of the San Antonio Housing Authority (SAHA). Mr. Alvarez was instrumental in leading SAHA to resolving some of the toughest issues facing the organization in its history. Additionally, prior to joining SAHA , Mr. Alvarez served as assistant director for housing and tenant services at the Washington County Department of Housing Services in Oregon. During his tenure with Washington County, he developed and implemented new programs to better assist participants, such as Welfare to Work, Ranking/ Local Performance Programs, the Gateway Project, and the Restitution Project.

***Rito Andujo***, Macy's West

Rito Andujo is a Community Resource Developer with Macy's West. He is also a member of the San Mateo County Workforce Investment Board.

***Rob Black***, San Francisco Chamber of Commerce

Rob Black is Vice President of Public Policy for the San Francisco Chamber of Commerce, and responsible for managing the Chamber's public policy agenda. He is an attorney and was legislative aide to Supervisor Alioto-Pier. Previously, he was the director of special projects for the Screen Actors Guild and worked for democracy-building projects with The Carter Center and the National Democratic Institute in Africa, Asia and Latin America.

***Micki Callahan***, Department of Human Resources

Micki Callahan is the Human Resources Director for the City and County of San Francisco. She is responsible for administration of the City's civil service system and human resources programs, including labor relations, workers compensation, workforce development, equal employment opportunity, and recruitment and assessment. Previously, Ms. Callahan has served as an Employee Relations Director in San Francisco where she directed the negotiation of labor agreements covering the City's 28,000 employees and managing the City's labor relations program, including contract administration, dispute resolution, and training. Ms. Callahan and has also been a labor dispute mediator and union representative for 14 years.

***Michael Dunne***, Hilton San Francisco

Michael Dunne is the General Manager of the Hilton San Francisco, a 1908 room property with 110,000 square feet of meeting space. With more than twenty five years experience in operations experience Mr. Dunne brings a solid understanding of service and strong working knowledge in employee relations. He has worked in union and non union settings and has participated in contract negotiations in individual and Multi Employer Groups. Mr. Dunne is currently a member of the San Francisco Chamber of Commerce, the San Francisco Hotel Council and is an active member in BOMA.

***Diane Easterwood***, Kaiser Permanente

Diane Easterwood is the Human Resource Director for Kaiser Permanente, San Francisco. Ms. Easterwood has many years of experience within and outside of Kaiser Permanente. Her areas of expertise include program development, management development, financial management, strategic planning and investigation/risk management. Prior to “re- joining” Kaiser Permanente in 2007(after a two year retirement from KP) Diane ran a private consulting business. She also worked for Sutter Health-Sutter Solano as the Administrative Leader for Human Resources and Business Services, following an earlier career at Kaiser Permanente in Labor Relations and Patient Business Services.

***Barbara Garcia***, San Francisco Department of Public Health

Barbara Garcia is the Deputy Director of the San Francisco Department of Public Health.

***Paul Giusti***, NorCal Waste

Paul Giusti is the Business Services Unit Manager for Sunset Scavenger, a subsidiary of NorCalWaste. He has over 30 years experience in Waste Management, from an operational, business development and human resources point of view. He has extensive experience in hiring and workforce planning in addition to labor contract negotiations and human resource policy.

***Nicolas de Lorenzo***, National Council on Aging

Nicolas de Lorenzo is the Director of the San Francisco office of the National Council on Aging. He is responsible for all NCOA activities in the Western States. Mr. de Lorenzo created the field office in January 1994 and immediately established contracts and MOU’s with 164 local non-profits and government agencies. Further he has developed practices and methodology now used nationwide. Mr. de Lorenzo has expertise on workforce development and the growing need of older people to reenter the workforce for various reasons. Mr. de Lorenzo also serves on the Workforce Investment Board of San Benito County and previously served on the San Francisco Private Industry Council.

***Ted Egan***, San Francisco Office of Economic Analysis

Dr. Ted Egan is the Director of the City’s Office of Economic Analysis, where he is responsible for analyzing the economic impact of proposed legislation, updating the economic strategy, and publishing a monthly report on the City’s economy. Dr. Egan serves as San

Francisco's Chief Economist, has over ten years experience creating local and regional economic and workforce development strategies. This background has given him a deep understanding of the supply and demand factors in urban labor markets. In 2006, he led the development of the San Francisco Economic Strategy, the City's first official economic development plan, which had an explicit commitment to increasing job opportunities for workers with every level of education. Dr. Egan is also an Adjunct Assistant Professor at the University of California, Berkeley, in the Department of City and Regional Planning. He has taught urban economic development there since 2004.

***Carlos Garcia, San Francisco Unified School District***

Carlos Garcia is the Superintendent of the San Francisco Unified School District. He began as Superintendent in July, 2007. Before joining SFUSD, Mr. Garcia was vice-president of Urban Advisory Resource for McGraw-Hill Education. Previously, he led several large school districts, including Clark County, Nevada and Fresno, California.

He served as superintendent for five years in the Clark County School District, which includes the city of Las Vegas, the fifth largest and fastest growing school district in the nation. Prior to Las Vegas, Mr. Garcia's experience was centered in California where he taught in Rowland Unified School District, La Puente, CA and Chaffey Joint Union High School District, Ontario, CA. He also worked as a principal in Pajaro Valley Unified School District, Watsonville, CA and San Francisco Unified School District. Mr. Garcia was raised in Los Angeles and is proud to be a product of Los Angeles Unified School District. Garcia received a Bachelor of Arts degree in political science from Claremont Men's College in Claremont, California; he earned a master's degree in Education from Claremont Graduate School and an administrative credential in educational administration from California State University at Fullerton.

***Don Q. Griffin, City College of San Francisco***

Dr. Don Q. Griffin is Chancellor of the City College of San Francisco. Dr. Griffin has 38 years of service at City College, both as an instructor and an administrator. He started his career at City College in 1969 as a faculty member in the Department of Behavioral Sciences, where he taught until 1996. He served as Department Chairperson in the Office of Instruction from 1993 to 1996, when he was selected for the position of Dean of the Office of Instruction, a post that he held through 2000. Dr. Griffin also held the posts of Vice Chancellor of Academic Affairs and Vice Chancellor for Student Development. Dr. Griffin is a licensed psychologist and has been active in the American Psychological Association and the Bay Area Association of Black Psychologists. He was recognized with an Outstanding Services award by the Veterans Administration for his work as a psychologist in the Veterans Affairs hospital in the East Bay.

***Mary Ruth Gross, SEIU UHW West & Joint Employer Education Fund***

Mary Ruth Gross is the Executive Director of the SEIU UHW-West & Joint Employer Education Fund. The Education Fund is a Taft-Hartley Trust that provides healthcare workers with counseling, education and training opportunities to advance their careers. Ms. Gross has been Director of the Homecare Division of SEIU UHW-West. She brings to her new position relevant experience and a solid foundation for addressing the unique challenges and mission of the union-negotiated, employer-funded Education Trust Fund. As the former long-time head

of the Center for Research and Education at UC-Berkeley's Institute for Industrial Relations, Ms. Gross designed and facilitated labor-management cooperation projects in hotel, refinery and in public sector settings and conducted trainings on listening and problem-solving. She also co-authored *Tailgate Training for Construction Workers* and edited the second addition of *California Workers Rights*.

**Jennifer Hermann**, University of California San Francisco

Jennifer Hermann is responsible for Human Resource Operations and Workforce Planning at UCSF Medical Center. Ms. Hermann oversees all workforce functions including recruitment, employment, compensation, benefits, outreach, diversity and HR information systems. Prior to her current position, she held the position of Employment Manager for UCSF Stanford Health Care responsible for the professional recruitment for Stanford Hospital and Clinics, Lucille Packard Children's Hospital, UCSF Medical Center and Mount Zion Hospital. Ms. Hermann also served in various healthcare administrative roles including nursing administration, project management, and workforce redesign at UCSF Medical Center. Ms. Hermann has over 25 years of experience in the healthcare industry working in nursing, healthcare, and human resources administration.

**Debra Higa**, Palace Hotel

Debra Higa is the Director of Human Resources for the Palace Hotel. Ms. Higa is an Executive Committee Member of Starwood Hotels and has over 25 years of human resources-related experience in the hospitality industry.

**Debra Johnson**, San Francisco Municipal Transportation Agency

Debra Johnson is the Chief of Staff/Director of Administration for the San Francisco Municipal Transportation Agency. Her responsibilities include oversight of human resources operations, employee and labor relations, payroll, and organizational development. Also, she serves as liaison to the Mayor's cabinet. Ms. Johnson has nearly 20 years of public administration management experience including human resources, policy and strategic communications, and government relations. She also is a member of the Conference of Minority Transportation Officials and the National Forum of Black Public Administrators.

**Sylvia Kwan**, Kwan Henmi

Sylvia Kwan is the Founder and CEO of Kwan Henmi, an architecture and planning firm in San Francisco. Ms. Kwan is the former Chair of the San Francisco Chamber of Commerce and a former board member of the American Institute of Architecture.

**Steven Leder**, Pacific Gas & Electric

Steven Leder is the Director and Chief of Staff in the Office of the Senior Vice President of Human Resources with the Pacific Gas & Electric Company. He is the principal aide to the Senior Vice President of Human Resources and provides coordination and oversight in the development of policies and procedures for Human Resources. Mr. Leder serves as the Senior Vice President of Human Resources' primary liaison with various constituencies. Mr. Leder has over 20 years of experience working in Human Resources in the Utilities industries also serving as Director of Professional Staffing and Diversity and Director of Employee Planning

and Information. He is also the Chair of the National and California Utility Diversity Council Subcommittees on Employment

***Kent Lim***, Kent Lim Construction

Kent Lim is the Owner and President of Kent Lim Construction.

***Sophie Maxwell***, San Francisco Board of Supervisors

Sophie Maxwell is the elected Supervisor of District 10. Ms. Maxwell Chairs the Land Use and Economic Development Committee and also sits on the Government Audit and Oversight Committee. Ms. Maxwell also serves on the County Transportation Authority and the San Francisco Bay Conservation and Development Commission and is an active member of the League of California Cities. Ms. Maxwell is a native San Franciscan has lived in Bayview Hunters Point for more than two decades.

***John McKnight***, LVI Environmental Services Inc.

John McKnight is the Branch President for LVI Environmental Services Inc. Mr. McKnight is responsible for the coordination and management of all activities for the Northern California region. Mr. McKnight's experience in the environmental and construction arena includes over 20 years of company management and construction project management experience. In addition Mr. McKnight has directly managed many high profile projects in the Bay area including the 5 million dollar H.U.D. project, Geneva Towers, in San Francisco. LVI Facility Services is a union construction company and is signatory to 11 unions in Northern California. About forty percent of LVI's construction projects are completed in San Francisco.

***Ross Mirkarimi***, San Francisco Board of Supervisors

Ross Mirkarimi is the elected Supervisor for District 5. Mr. Mirkarimi Chairs the Government Audit and Oversight committee and is a member of the Budget and Finance Committee, the Public Safety Committee and the Local Agency Formation Commission. Previous to his board tenure, he was a member of Supervisor Terence Hallinan's staff, worked for an Arms Control Research Center and has worked in the bio-medical industry. Further he joined the staff of the District Attorney's Office as an investigator specializing in economic and environmental crimes. Mr. Mirkarimi earned his Bachelor's degree from the Monterey Institute of International Studies and his Jurist Doctorate from Golden Gate University.

***Jane Moyer***, Starbucks Coffee Company

Jane Moyer is the Director of Partner Resources of Starbucks Coffee Company's largest US region, based in Northern California. In this capacity she has been responsible for all generalist activities, training and development, recruiting and staffing, and HR strategic planning for 13,000 employees in the Bay Area. Previously she was Vice President of Human Resources and Shared Services at Kendall-Jackson Wine Estates International and Jackson Family Farms. Ms. Moyer also was the Director of Human Resources at excite@home, Compensation Consultant with iQuantic, and has held Human Resources positions with Xerox and XBS. She

is also a faculty member and lecturer at Penn State University on HR management and employment relations.

***Sheila O'Mahony***, UPS

Sheila O'Mahony is the District Employment Supervisor for the UPS Northern California District. Her responsibilities encompass the staffing and general Human Resources of the San Francisco UPS facility. In addition to this role, Ms. O'Mahony is also responsible for all recruiting activities and professional hiring for the entire district.

***Trent Rhorer***, San Francisco Human Services Agency

Trent Rhorer has served as the Executive Director of the San Francisco Human Services Agency (HSA) since October 2000, when he was appointed by Mayor Willie Brown. The Human Services Agency, newly constituted in 2004, is an umbrella agency that comprises the Department of Human Services and Department of Aging and Adult Services. Prior to this appointment, he served as the Executive Director's Chief of Staff and was the Chief Policy Analyst for the department, where he has worked since 1996. In 2004, Mayor Gavin Newsom re-appointed Mr. Rhorer as Human Services Director and named him his point person on homelessness, as well as, chair of the Mayor's Interagency Homeless Policy Cluster. Mr. Rhorer has served on the following boards and committees: President of the County Welfare Directors Association of California (CWDA); member of the CWDA Executive Committee; Chair of the San Francisco First Source Hiring Administration; and member of the Workforce Investment Board of San Francisco.

***Darlene Rutowski***, Department of Rehabilitation

Darlene Rutkowski is the District Administrator for the San Francisco District of the State Department of Rehabilitation covering Marin, San Francisco and San Mateo Counties. Ms. Rutkowski also serves on the WIB in San Mateo and Marin Counties. As a WIA mandated partner representative, she serves on workforce boards in two counties giving her a broad perspective of the implementation of this Act, while still ensuring the need to address the special needs in each county. In her role as the District Administrator, Ms. Rutowski needs to ensure that the mandates outlined in the Federal Rehabilitation Act, the California Code of Regulations and other legislation are carried out.

***Tom Ryan***, San Francisco Labor Council

Tom Ryan is currently Community Services Director with SF Labor Council, a joint project between the Labor Movement and United Way of the Bay Area that provides a range of services and policy initiatives among union workers. Mr. Ryan is also the Director of the SFLC STEP (Support, Training, Employment Program), a program providing worker center, multi-cultural training and wraparound services primarily to immigrant and low income San Franciscans. Mr. Ryan is the former Executive Director of the Plant Closures Project/ Center for Economic Renewal working in East Oakland and Watsonville, California. He has been an active member of unions such as the United Autoworkers, HERE and OPEIU. Mr. Ryan is also currently an instructor at City College of San Francisco and a facilitator, for over ten years, of a variety of labor-management projects. Mr. Ryan is a member of the Executive Committee and the WISF Board.

***Reuben Santana***, Rubecon Construction

Reuben Santana is the owner of Rubecon Construction.

***Rodrigo Santos***, Santos Urrutia Structural Engineering

Rodrigo Santos is a founding principal for Santos Urrutia a structural engineering firm. Mr. Santos has extensive experience in the development of mixed-use spaces, office complexes and apartment buildings. He was appointed by Mayor Willie Brown to the San Francisco Building Inspection Commission and was appointed President of this Board in 2004.

***Michael Theriault***, San Francisco Building and Construction Trades Council

Michael Theriault has been a member of the Ironworkers Union since 1985. Mr. Theriault served with his union as the Business Representative and has been an active participant in the Business Gents Meeting. Previously, he began his work in the trades as an apprentice with Herrick Corporation. He was named, 'Outstanding Apprentice' in his graduating class in 1988. In 1999 he was hired as a full-time organizer with Local 377. Mr. Theriault has also served as a delegate for many years to the San Francisco Building and Construction Trades Council representing the Ironworkers and as a Council trustee for several years. Mr. Theriault attended St. Ignatius College Prep School and Lowell High School and received a Bachelor of Arts degree from St. John's College in Santa Fe New Mexico in 1978.

***Jeffrey Thompson***, Westfield Centres

Mr. Thompson is the EEO Compliance Manager at Westfield, LLC. His work includes guiding tenants and contractors in their efforts to achieve SFRA residency and diversity hiring goals. Additionally, he oversees and facilitates the collaboration between Westfield tenants and community based organizations (JVS and Mission Hiring Hall) as well as government entities (CCSF and SFRA). Through previous positions with Lawrence Livermore National Laboratory and the City of Oakland, he has gained extensive experience in human resources, project management and organizational change. Education: BGS, University of Iowa; MPA California State University, East Bay. Certifications: Mediator, Investigator and Counselor, U.S. EEOC.

***Egon Terplan***, San Francisco Planning and Urban Research (SPUR) Association

Egon Terplan is SPUR's Policy Director for Economic Development and Governance. He is also the director of the Municipal Fiscal Advisory Committee (MFAC) which is now part of SPUR. Prior to joining SPUR, Mr. Terplan spent over five years with ICF International advising cities and regions throughout the world on economic development and competitiveness. His work ranged from Argentina to Nigeria and British Columbia to Bosnia

& Herzegovina. Prior to ICF, Egon worked on economic development for Mayor Giuliani in New York and with several labor unions, including SEIU and UNITE.

**Anne Wegher**, Employment Development Department

Anne Wegher is a Deputy Division Chief for the Employment Development Department (EDD) in the Northern Workforce Services Division. She directs the work of EDD management and staff in a nine county area – San Mateo, San Francisco, Napa, Marin, Sonoma, Solano, Mendocino and Humboldt and Del Norte Counties. Ms. Wegher has worked for EDD for 28 years in various capacities – Unemployment Insurance adjudication, Trainer, Program Manager and as Chief of Staff for the Northern Job Service Division serving all Job Service One-Stop operations in Northern California. She is an active member of the Acalanes Area Chapter of the National Charity League and has served as president and a member of its executive board.

**Michael Wald**, Stanford University

Michael Wald is the Jackson Eli Reynolds Professor of Law at Stanford University, where has taught courses dealing with legal and public policy regarding children and families since 1967. Recently Professor Wald served as the Chair of the Mayor's Transitional Youth Task Force which produced *Disconnected Youth in San Francisco: A Roadmap to Improve the Life Chances of San Francisco's Most Vulnerable Young Adults*. Michael has served as the Executive Director of the San Francisco Human Services Agency, Deputy General Counsel of the federal Department of Health and Human Services and a Senior Advisor to the President at the Hewlett Foundation on Evaluation, Policy and Children and Youth. Mr. Wald also serves on the boards of Chapin Hall at the University of Chicago, as well as Legal Services for Children in San Francisco.

**Benjie Williams**, Treasure Island Job Corps Center

Benjie Williams is the Center Director of the Treasure Island Job Corps Center. Mr. Williams is responsible for the overall operation of the center and ensuring center conformity to all governmental regulations and contractual conditions. Mr. Williams has improved the overall positive profile of Treasure Island Job Corps Center and has improved the overall ranking of the Center's performance from 110 to 66 in the nation for PY07.