

City of Lincoln Appointment Application

PERSONAL INFORMATION

Application Date: 05/19/2005

Salutation: Miss. Applicant Name: Humphrey, Mary J.

Legal Residence: [REDACTED]

City/State/ZipCode: Lincoln, NE 68506

Residence Telephone: [REDACTED]

Business Telephone: not listed

Applicant Occupation: Adjunct English Teacher

Employer: Southeast Community College

E-mail Address: [REDACTED]

Affirmative Action Information: Sex Female

Racial/Ethnic Background: Unknown

EDUCATION

Ogden High School, Ogden, Utah, 1959, graduate; Utah State University, Logan, Utah, 1964, B.A.; University of Nebraska, Lincoln, NE, 1980, M.C.R.P.; University of Nebraska.

PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

League of Women voters 1976-various positions on both the local and state boards; ARC (formerly Association for Retarded Citizens) 1978 + various positions on both the local and state boards; Lincoln Board of Zoning Appeals, two terms, beginning circa 1978; St. Mark's on the Campsu Episcopal Church Vestry, Junion Warden, Senior Warden, 1995-2003.

EMPLOYMENT

University of Nebraska (Community Development Specialist), Lincoln, NE, 1976-1980; Regin Mental Retardation Services (Planning/Policy Director), Lincoln, NE, 1980-1990; University of Nebraska and Southeast Community College, Lincoln, NE, 1992-present.

Board(s) Requested

COMMUNITY HEALTH ENDOWMENT BOARD OF TRU

City of Lincoln Appointment Application

PERSONAL INFORMATION

Application Date: 11/11/1999

Salutation: Mr. Applicant Name: BOUCHER, RICHARD

Legal Residence: [REDACTED] City/State/ZipCode: LINCOLN, NE 68502

Residence Telephone: [REDACTED] Business Telephone: 475-3865

Applicant Occupation: ATTORNEY, OWNER Employer: BOUCHER LAW FIRM

E-mail Address: [REDACTED]

Affirmative Action Information: Sex Male Racial/Ethnic Background: Asian/Pacific Islander

EDUCATION

Bradley University, Peoria, IL, Bachelor of Science in 1976; Villanova University, Villanova, PA, Law School, J.D. 1980.

PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

President Blessed Sacrament Parish Council. President Cornhusker Council Boy Scouts. Executive Director Blue River Valley Healthcare Network, August 1997-1999. Board of Directors for Downtown Rotary Club, 1985-1987. Member of Nebraska Domestic Violence/Sexual Assault Coalition, 1996 to present. Member Governor Kerrey's Task Force on the Developmentally Disabled, 1985. Multiple others listed.

EMPLOYMENT

Bourcher Law Firm, Downtown Lincoln, 1982-2005. Legal Counsel for Nebraska State Patrol, 1981-1982.

Board(s) Requested

COMMUNITY HEALTH ENDOWMENT BOARD OF TRU

[REDACTED]
Lincoln, NE 68512

Home Phone: (402) [REDACTED]

Office Phone: (402) 472-2111

Ed Wimes

RECEIVED

JUL 18 2005

UNCA OFFICE

- Objective** To direct a multi-disciplinary department which includes human resource management, organizational development, cultural and behavioral analysis, management development, EEO/AA and diversity objectives and compensation, collective bargaining initiatives.
- Experience** Assistant Vice President/Director of Human Resources - University of Nebraska, Central Administration - July 2000 to present
- Direct the system-wide human resources initiatives for the University's Human Resource objectives and programs. Supervise and evaluate staff and ensure compliance with Board of Regent Human Resources policy and directives. Serve as the Chief Negotiator for Collective Bargaining.
- Director - State of Nebraska - Department of Motor Vehicles, January 1999 - June 2000**
- Direct a multi-million dollar operation of a nine-division department that includes a total of 204 employees. Indirect supervision and interaction with 93 separate counties and corresponding County Treasurers and Clerks who serve as agents to the department to carryout the statutory requirements of Motor Vehicle Registration, Titling, Financial Responsibility, Legal, Motor Carrier Compliance, Highway Safety, Information Systems, Driver Records and Driver Examination. Chairperson of the Nebraska Dealer Licensing Board.
- Senior Administrative Assistant to the Mayor, City of Lincoln, July, 1993 - December 1998**
- Appointed as Mayor's liaison for several city departments including the city personnel department, law department and county health department. Administrator over the city's Human Rights Commission and Lincoln/Lancaster Women's Commission with responsibility for programs, budget, and community relations. Directed employment mediation and facilitation of local study circles addressing cultural and ethnic differences. Conducted human resource/EEO related training for city employees in area of management development. Mayor's representative in collective bargaining with city's labor unions. Conducted internal investigations related to EEO and personnel issues.
- Personnel Manager, State of Nebraska, Department of Roads, February, 1990 - June, 1993**
- Coordinated the department's recruitment/selection functions and ADA implementation. Administered department and federal affirmative action plans. Advised director on employee discipline matters. Conducted training on management development and diversity issues.
- Supervisor of Investigations, State of Nebraska, Nebraska Equal Employment Opportunity Commission, 1988 - February, 1990**
- Director of Investigations for the Lincoln Office. Supervised seven investigative staff

**Experience
Continued**

**Recruitment & Selection/Affirmative Action Administrator, State of Nebraska, 1983
- 1987**

Directed the State of Nebraska's centralized recruitment and selection functions for 53 state agencies. Approved Affirmative Action Plans for state agencies and wrote guidelines for plan development. Advised department heads on matters of proper disciplinary actions. Coordinated investigations and resolution of EEO related complaints from the public and state employees. Appointed by State Personnel Board as Administrative Hearings Officer for employee grievances. Supervised nine management and line staff.

Employment Manager, City of Lincoln, 1980-1983

Responsible for a dual governmental city/county employment division. Supervised the merit system functions including recruitment, and formal selection. Served as an instructor for supervisory/managerial training. Supervised six staff members.

Education

Masters of Arts in Management, Doane College - Writing Thesis -
Expected to Graduate May 2006

Bachelor of Arts Degree - Human Relations, Doane College

University of Nevada at Reno - Law College, Certified Administrative
Hearing Officer

Development Dimensions International (DDI) Certified Master Trainer
Interaction Management Program

**Professional
Development**

National Public Employers Labor Relations Association, 1995- 1997
Leadership Lincoln Alumni
Gallup Varsity and Executive Management Program Graduate
National Management Association - State Executive Advisory Board Chair

Community Service

Mayor's Community Cabinet
Governor's Job Training Council
Board Member - Lincoln Action Program
Mayor's Multi-cultural Advisory committee
Management Committee - Member Lincoln Urban League
WorkNet Employer Advisory Board
Kellogg Foundation Participant on Rural and Urban Relations
Study Circles Committee Leader - "Racism--Reasons and Response"
NAACP - Awards Committee Chair

Guest Lecturer

Institutions of higher learning, Court System, public and private
employers, public school system and non-profit organizations

Topics: Human Resource Management
Diversity and Equity Programs
EEO Laws and Compliance
Organizational Behavior and Development
Leadership in a Culturally Diverse World