



**DEPARTMENT OF THE AIR FORCE  
502D AIR BASE WING  
JOINT BASE SAN ANTONIO**



MEMORANDUM FOR MR. MIKE MORATH, COMMISSIONER, TEXAS EDUCATION AGENCY  
1701 North Congress Avenue  
Austin TX 78701

FROM: 502 FSG/CC  
2330 Stanley Road, Suite A  
JBSA Ft Sam Houston TX 78234-2362

SUBJECT: The Appointment of Mr. Richard King III to the Fort Sam Houston Independent School District (FSHISD) Board of Trustees

1. I respectfully request appointment for Mr. Richard King III to the FSHISD Board of Trustees. Enclosed are the resumes for the position one nominee and the alternatives as required by Texas Administrative Code Section 61.2a (1). Additionally, signed statements expressing their willingness to accept the appointment and serve in full adherence to the established state standards for school board members.

2. The names of the nominees are listed below and are ranked in order of preference.

1. Mr. Richard Kling III
2. Ms. Angela Johnson
3. Ms. Nikeisha Johnson

3. All nominees are qualified under the general school laws of Texas and they either live or work on Joint Base San Antonio-Fort Sam Houston. Each nominee is well qualified and the appointments of any one of them would be in full compliance with the provisions of the Texas Education code 11.352. Every avenue was used to reach the widest possible applicant pool. The membership composition of the board of trustees is in compliance with the provisions of Texas Code 11.28.

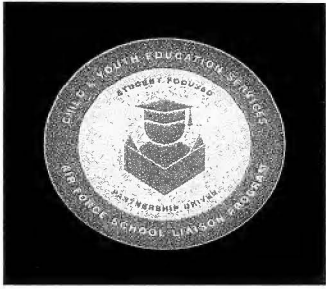
4. I recognize the power of the Board of Trustees to govern and manage the operations of the FSHISD and recognize that my role as the commanding officer of 502d Force Support Group is limited only to the duty defined by the statute in the process for appointing the Board of Trustees.

5. Thank you for your support of our school district. If you have any questions please contact, Ms. Nita Ford-Hightower at (210) 221-2214/2256 or [nita.fordhightower.1@us.af.mil](mailto:nita.fordhightower.1@us.af.mil).

SAMUEL E. FIOL, Colonel, USA  
Commander, 502d Force Support Group

3 Attachments:

1. Richard Kling III
2. Angela Johnson
3. Nikeisha Johnson



## Joint Base San Antonio Statement of Eligibility

Applicant Full Name: Richard G. Kling III

Residential Address: 2748 Worth Rd.

Fort Sam Houston TX 78234

Physical Address of Employer:

2748 Worth Rd.

Fort Sam Houston TX 78234

Board of Trustees Location Applying For: FSHISD

I hereby make a formal application for the above indicated Board of Trustees. In doing so, I confirm that:

- I am qualified under the general school laws of Texas and live or am employed on JBSA.
- I attest the contents of my resume.
- I am a qualified voter.
- I willingly accept the appointment to the Board of Trustees and will serve in this capacity with full adherence to the state established standards on the duties and responsibilities of school board members.

KLING.RICHARD.GOR  
DON.III.1018607197

Digitally signed by  
KLING.RICHARD.GORDON.III.1018607197  
Date: 2019.12.11 09:04:46 -06'00'

Signature of Applicant

Richard G. Kling III

Printed Name of Applicant

12/11/2019

Date

***Digital Signatures are authorized. If using a wet signature, please sign, date and print legibly. Form must be completed prior to setting up your interview with the selection board.***

10909 Forest Breeze  
Live Oak, TX 78233

December 4, 2019

Fort Sam Houston Independent School District (FSHISD) School Board Members

Dear Board of Trustees,

Each child, no matter their age, culture, religion, background or gender, have their own unique function and ability in society. Their distinct characteristics that when identified and managed correctly offer societal contributions that will help shape the future of the fast paced world we live and function in. It's because of this that I believe our children are our most precious resource. It's our responsibility as parents, teachers and mentors to extract these great qualities our children possess to help mold and shape them to become thriving and successful young citizens. Quality education is one of the most influential avenues to drive their success however, that takes hard work, dedication, volunteer time and financial resources. It takes a trusted, dedicated team to advocate for these resources to ensure our children receive high quality education to maximize their potential as well as to navigate life's challenges and successes. I would like the opportunity to be a FSHISD Board of Trustees member to add value, professionalism and growth to an already prosperous team that has made FSHISD a desirable district for our military dependents and staff.

Having been shaped and groomed for an accomplished military career lasting just over 25 years, and now a federal government employee, I have an expanded and culturally diverse wealth of knowledge and experience within the U.S. and abroad in countries including Germany, Poland, Italy, Norway and Slovenia. Now that I have served our country's mission for freedom, I would love the chance to serve our school districts goals to provide and cultivate a higher education culture while promoting healthy living and thriving communities.

I have been formally trained and have managed and experienced a myriad of successful assignments and programs that include an Army Instructor Certification encompassing Emergency Medical Technician training, driver's education, digital training management and initial entry soldier skills in both small and large group settings encompassing over 100 personnel at any given time. I have served in leadership positions early on in my career since 1999 and have spearheaded executive level training and programs within the U.S. Army comprised of Safety and Occupational Health, Emergency Medical Treatment, Joint Healthcare Management and Equal Opportunity.

My experience has allowed me continuance to work well in a fast paced environment and enjoy creative problem solving and resolve varying issues with a high degree of professionalism. Solid communication skills and strong leadership support my work both individually and in a team setting. I am confident that my skills and previous experience will be an asset to the Fort Sam Houston Independent School District and I look forward to hearing from you to further discuss my qualifications. I can be reached by phone (703) 399-5916 or email ([richard.kling6@gmail.com](mailto:richard.kling6@gmail.com)) at your earliest convenience. Thank you for your time and consideration.

Sincerely,

Richard Kling

# RICHARD G. KLING III

10909 Forest Breeze, San Antonio, TX 78233

(703) 399-5916

[Richard.kling6@gmail.com](mailto:Richard.kling6@gmail.com)

[www.linkedin.com/in/richard-klings](http://www.linkedin.com/in/richard-klings)

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## PROFESSIONAL SUMMARY

Multi-disciplined Military Veteran with **Active Secret Security Clearance**, over 25 years of proven experience in the **United States Army**. Accomplished measurable results while leading teams ranging from 12 to over 100 personnel in dynamic, fast-paced environments at any given time throughout an accomplished military career. Currently a **DA Civilian** in support of the **Army Surgeon General** as a resourceful Protocol Specialist adept at fostering productive national and international relationships between U.S. Army Executive Officers, civilians and foreign military delegates. Meticulous experience with planning, coordinating, directing, training and executing high level events for up to 400 personnel. Specialized in managing and processing official representation funding (ORF) approvals in excess of \$280k per year in support of all Army medical regions worldwide to support special functions and gift purchases at the executive level. Recipient of multiple awards for outstanding performance and professionalism. Career supported by a **Bachelor of Science in Health Science**, specialized training as **Billing Official, Government Purchase Card Holder, Certifying Official, Acquisition Ethics and Management of Internal Controls Program Manager**. Areas of expertise include:

- Healthcare Administration
- Policy Implementation
- Public Speaking
- Training & Development
- Communication/Organization
- Inventory Control
- ORF Budget Execution
- Data Analysis
- Microsoft Office Suite

## PROFESSIONAL EXPERIENCE

**Protocol Specialist** **2018-Present**  
**Office of the Surgeon General and U.S. Army Medical Command, Fort Sam Houston, Texas**

Advises the Executive Services Director and Protocol Chief regarding protocol matters in support of the Surgeon General and Commanding General of the U.S. Army Medical Command (MEDCOM), Deputy Commanding General (Operations) and Deputy Chief of Staff on matters pertaining to Protocol to assure proper operation for functions involving military and civilian visitors from the White House, Congress, Department of Defense (DoD), Department of the Army (DA), government, foreign dignitaries, contractors and private industry.

- Planned and executed flag setup, seating, meal arrangements and entertainment for over 12 high level events including visits by Civilian Aides to the Secretary of the Army (CASA's) and General Officers consisting of more than 1,100 DoD, DA, Congressional members and foreign personnel in direct support of the Surgeon General.
- Developed and created multiple itineraries, agenda's, event programs and biographies for 16 MEDCOM leader development programs, Congressional Visits, Changes of Command, foreign dignitary visits and promotion/retirement ceremonies.
- Provided protocol knowledge, etiquette rules and support in executing flag setup, seating arrangements and event registration at the 2018 Fort Sam Houston 243rd Army Birthday Ball with over 700 guests.

**Assistant Deputy Director** **2014 – 2017**  
**Office of the Surgeon General and U.S. Army Medical Command, Fort Sam Houston, Texas**

Supervisor and Senior Advisor to the Army Surgeon General and General Officers/Senior Executive Service personnel on protocol, Executive Medicine, Official Representation Funds (ORF) and executive level daily operations.



10909 Forest Breeze  
Live Oak, TX 78233

December 4, 2019

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Sincerely,

Richard Kling

- Supervised and responsible for the welfare and training of twelve Department of the Army civilians and one field grade officer
- Executed accountability, obligation and disbursement of the Medical Commands \$280K official representation funds encompassing all regions worldwide.
- Improved ORF and gift inventory processes for efficiency; maintained 100% accountability of \$8K worth of gift items for distinguished visitor presentations.

**Deputy Director**

**2013-2014**

**Fort Belvoir Community Hospital, Fort Belvoir, Virginia**

Provided senior administrative expertise to the Director of Education, Research and Training and Department Directors on command doctrine, leader development, organization and material issues and operational readiness.

- Cultivated a Hospital Education Directorate consisting of four departments with 50 Army, Navy, DA Civilians and Contractors providing health education and services to over 3,600 employees.
- Spearheaded enforcement of Joint Training Record compliance coordinating use of comprehensive tracking tools and training over 98 department training officers.
- Implemented a "Leadership Academy" reinforcing a "Culture of Excellence" & developing conflict resolution/counseling skills to over 400 military and civilian staff.
- Improved the healthcare training program increasing efficiency and sustainability of 191 personnel within 10 months leveraging healthcare resources in the National Capital Region and Department of Defense.

**Senior Personnel and Operations Manager**

**2012-2013**

**421<sup>st</sup> Multifunctional Medical Battalion, Baumholder, Germany**

Senior level staff manager for a Medical Battalion in Europe. Served as senior enlisted advisor to the commander on all organization matters; responsible for unit leader development programs, standards and policies.

- Fostered command climate, morale, good order, and discipline; responsible for the health, welfare, training, and safety of 87 Soldiers and their Families.
- Supervised the maintenance and accountability of property valued in excess of \$2.5M; supported an active Family Readiness Group.
- Planned, coordinated and supervised movement of unit personnel, equipment and vehicles during unit relocation 150 miles away; incorporated safety loss reports and safety briefs during daily operations & training.
- Oversaw design, construction and implementation of the first medical simulation training platform within the unit. U.S. units across Germany including multinational forces sought out use of this training to develop and hone their medical skills.

**Personnel and Operations Manager**

**2010-2012**

**557<sup>th</sup> Area Support Medical Company, Wiesbaden, Germany**

Personnel manager for an Area Medical Company in United States Army Europe with the mission of providing Level IV Army Health System support in support of Full Spectrum Operations in a Joint and Combined Environment

- Encouraged command climate, morale, good order, and discipline; responsible for the health, welfare, training, and safety of 82 Soldiers and their Families.
- Managed the operational readiness of more than 60 LINs and CTA items of government property valued in excess of \$7M. Oversaw the company supply team's effort to turn in more than 190 excess property items
- Conducted movement and field operations of the company responsible for subordinates treating 73 patients and conducting 30 real world labs, x-rays, and dental exams.

**Senior Instructor and Training Development Supervisor  
Echo Company, 232<sup>nd</sup> Medical Battalion, Fort Sam Houston, Texas**

**2008-2010**

Oversaw the training, discipline, health, and welfare of approximately 1.5K personnel for three 16 week training cycles annually; supervised and responsible for leader development and training;

- Supervised counseling, logistics, administrative support, building maintenance, and upkeep of facilities and equipment valued at \$1.5 million.
- Received a superior rating for the company's Equal Opportunity program during a formal inspection.
- Maintained 100% accountability of all assigned equipment valued at over \$1.5 million; set the standard among peers.
- Invested numerous personal hours to ensure personnel were focused on academics; department won the weekly high GPA recognition nine times.

**Healthcare Manager**

**2006-2007**

**Task Force Odin, Containment Operations Base Speicher, Tikrit, Iraq**

Established, managed, and maintained an Echelon I aid station and aviation medicine clinic that provided comprehensive primary, emergency, and aviation medicine support for its military and civilian members. Supervised a medical team consisting of one medical team leader and two combat medics.

- Maintained 100% accountability of all assigned personnel and equipment valued in excess of \$468K while in support of hostile overseas operations.
- Created and implemented a new medical operations policy for a counter IED Task Force which is the first of its kind in the Department of Defense and in the Army
- Identified a shortage of assigned medical personnel and conducted six Combat Lifesaver Courses resulting in qualification of over 50 Combat Lifesavers as health force multipliers.
- Established innovative tracking systems which enabled his medical team to meet its challenging and overwhelming task load with mastery and unrivaled success.

**EDUCATION**

Bachelor of Science in Health Science (Honors: Magna Cum Laude, GPA 3.66), Trident University, Cypress, CA;

Graduation Date, Jan-2019

Joint Medical Executive Skills (Military Health System Leader)

Army Command Level Course

Army Senior Leader Course

**CERTIFICATIONS**

National Registry of Emergency Medical Technicians

Government Purchase Card

Billing Official

Lean Six Sigma Orientation

**DISTINGUISHED AWARDS**

Dean's List- Nov 2018-Jan 2019

Defense Meritorious Service Award

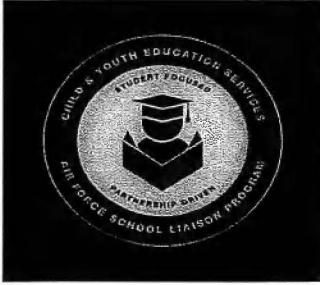
Meritorious Service Award (2)

Humanitarian Service Award (2)

Honorary Member of the AMEDD Regiment

## REFERENCE LIST

1. Nancy Popejoy  
U.S. Army Office of the Surgeon General  
Executive Services Director  
[Nancy.j.popejoy.civ@mail.mil](mailto:Nancy.j.popejoy.civ@mail.mil)  
(703) 839-2756
2. Dr. Gloria Hajat  
Department of Defense Education Activity (Europe)  
RAF Lakenheath Middle School Principal  
[Gloria.m.hajat.civ@mail.mil](mailto:Gloria.m.hajat.civ@mail.mil)  
(+44) 7884-581467
3. Greg Canty  
Defense Health Agency  
Executive Services Director  
[gregory.l.canty.civ@mail.mil](mailto:gregory.l.canty.civ@mail.mil)  
(703) 681-6478
4. Lieutenant General (Ret) Patricia Horoho  
Former Army Surgeon General  
[armysg43@gmail.com](mailto:armysg43@gmail.com)  
(703) 231-8418
5. Command Sergeant Major (Ret) Donna Brock  
Executive Coach at LWM III Consulting  
Former U.S. Army Medical Command, Command Sergeant Major  
[donna.brock51@gmail.com](mailto:donna.brock51@gmail.com)  
(254) 289-9650



## Joint Base San Antonio Statement of Eligibility

Applicant Full Name: ANGELA Marie Johnson

Residential Address: 25675 Overlook Parkway  
#1306  
San Antonio, TX 78260

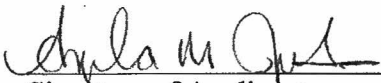
Physical Address of Employer:

2405 Gun Shed Road  
Bldg 2261  
JBSA, TX 78234

Board of Trustees Location Applying For: Member

I hereby make a formal application for the above indicated Board of Trustees. In doing so, I confirm that:

- I am qualified under the general school laws of Texas and live or am employed on JBSA.
- I attest the contents of my resume.
- I am a qualified voter.
- I willingly accept the appointment to the Board of Trustees and will serve in this capacity with full adherence to the state established standards on the duties and responsibilities of school board members.

  
\_\_\_\_\_  
Signature of Applicant

1/6/2020  
\_\_\_\_\_  
Date

ANGELA M Johnson  
\_\_\_\_\_  
Printed Name of Applicant

**Digital Signatures are authorized. If using a wet signature, please sign, date and print legibly.  
Form must be completed prior to setting up your interview with the selection board.**



**Angela Marie Johnson**  
25675 Overlook Parkway. #1306. San Antonio, TX 78260  
Evening Phone: 830-714-9193 Day Phone: 210-466-0801 Cell: 520-249-0517  
Email: [angela.marie.johnson@us.army.mil](mailto:angela.marie.johnson@us.army.mil)

Outstanding leadership, organizational, and interpersonal skills with over 29 years of Federal Service. Extensive experience as a supervisor (United States civilians and foreign nationals), in Army budget/manpower principles and methodologies, human resources, logistics, conflict resolution, program analysis and evaluation, mobilization/demobilization, and installation management. Superior work experience across all echelons of the Installation Management Command (garrison, region/ directorate, and headquarters). Effective oral/written communicator, lateral and vertical, internal/external to organization. Expert/super user of all Microsoft Office products. Ultimate team member, promotes esprit de corps. Have a thorough understanding of the various organizational structures and hierarchy of the Department of Defense (all services), NATO, and USDA. Hold a Secret Security Clearance: NACLIC, 26 Feb 2014. Support and practice of the Army values and uncompromised work ethic, along with my energetic enthusiasm for any assignment makes me a valuable asset to any organization or position for which I am selected.

### WORK EXPERIENCE:

**Management Analyst, GS-034-13, IMCOM**

**Aug 17 – present**  
**210-466-0225**

**Supervisor: Duane Tucker, [duane.p.tucker.civ@mail.mil](mailto:duane.p.tucker.civ@mail.mil)**

- **Lead branch in absence of supervisor.**
- **Action Officer/Integrator for the All Things Enterprise Framework:** All Things Force Projection, Europe, Pacific, Middle East/Africa, and Global Posture; Army Campaign Plan 19+; the IMCOM Campaign Plan, the Command Team Executive Board, the Strategic Support Area Forum, and the MSC Quarterly Update.
- Coordinate all IMCOM G-Staffs to support the HQDA All Things efforts, resulting in command visibility of activities, requirements, and resources required to support enduring and emerging missions.
- **Building Coalitions:** Build and maintain collaborative relationships across all echelons, from the Garrisons to the HQDA Staff and other Army Commands, Direct Reporting Units (DRU), and Army Service Component Commands (ASCC). Establish relationships of trust across the Department of Defense enterprise.
- **Results Driven:** Branch Manpower Subject Matter Expert and technical authority for requirements determination, G-3/5/7 Services (900/901) metrics validation, and documentation of MOB TDAs. Assist with manpower/resourcing justifications resulting in critical requirements resourced and documented.
- **Business Acumen:** Develop proactive solutions to emerging requirements, identify capability and capacity gaps for decisions of resourcing strategies and facility investment strategies.
- Back up analyst for Mobilization and Readiness and All Things Cyber. Alternate Mobilization Liaison to Camp Atterbury, IN.
- **Member of the IMCOM Planning Support Team, Where to Grow In Europe.** Assess and validate ID-Europe's funding and manpower requirements based on the troop growth in the Europe footprint. Expert analysis resulted in 118 additional authorizations documented on the Europe garrisons' TDAs. Proficient in RPLANS, completed facility capacity and space utilization analysis.
- **Member of the IMCOM Army Soldier and Family Housing crisis action team (CAT).** Coordinate information in a fast moving, highly charged environment. Responsible for data analysis and generating the daily Common Operating Picture (COP) for submission to the Army Material Command. Track the progress of work orders submitted/completed for Residential Community Initiative Housing, Army Owned/Leased Housing, and Barracks. Capture and report trends of the top issues of work orders. Maintain a professional, energetic, and engaged attitude while handling a highly emotional and visible problem.
- Consistently maintain 360° operational and strategic awareness to facilitate IMCOM's support of operational and tactical planning globally.
- Operate in both classified and unclassified environments.
- Create an atmosphere of esprit de corps, driving force of all teambuilding activities.

**Management Analyst, GS-0343-13, Installation Management Command**

**Sep 14 – Aug 17**  
**210-466-0835**

**Supervisor: Keith Dyer, [keith.n.dye.civ@mail.mil](mailto:keith.n.dye.civ@mail.mil)**

Scope: Responsible for manpower requirements determination; allocations, and documentation; civilian strength reporting; work-year management; and civilian pay execution/affordability.

**Angela Marie Johnson**  
25675 Overlook Parkway. #1306. San Antonio, TX 78260  
Evening Phone: 830-714-9193 Day Phone: 210-466-0801 Cell: 520-249-0517  
Email: [angela.marie.johnson@us.army.mil](mailto:angela.marie.johnson@us.army.mil)

- Reviewed and analyzed division submissions to the Command Plan ensuring compliance with established manpower and budgetary guidelines. Expert on WEBTAADS, IMCOM On-Line review, and Command Plan TDA Documentation, ensured balance and affordability between program requirements and resource allocations, as a result critical shortfalls identified. Performed review and analysis of data contained in the Program Optimization and Budget Evaluation (PROBE) database for senior leader decisions.
- Expert for concept plan submissions, manpower staffing models and templates, and workforce mix reporting.
- Proficient in oral and written communication, horizontal and vertical.
- Interpreted HQDA and IMCOM guidance on both manpower and budget regulations, priorities, and initiatives.
- **Results Driven:** Facilitated a team of IMCOM garrison Resource Managers and Manpower Chiefs to redesign Service 118, Manpower and Force Management, resulted in an enterprise model for application and implementation. Set the bar with the development of model. The model was approved by IMCOM Senior Leaders.
- **Detail assignment to IMCOM G-3/5/7, (Force Integration, Force Management, and Business Integration Division) (February 2016 to August 2017); Supervisor: Lisa Cramer, 210-466-0233. Knowledge of and assigned projects:** Joint Basing initiatives, stationing packages and actions, Cyber Installation Support Summit, Army Communities of Excellence, Rehearsal of Concept (ROC) Drills, Integrated Senior Leader Forums, CLS/ISR Communities of Practice. Member of the ACOE site visit team to an award winning garrison. **Lead Action Officer/Integrator for the All Things Enterprise Framework:** All Things Europe, Pacific, and Middle East/Africa. Coordinated all IMCOM G-Staffs to support the All Things efforts. Resulted in HQ IMCOM principles informed of activities, requirements, and resources required to support enduring and emerging missions. Represented command in all classified and unclassified VTC OPT/CoC/GOSCs. Established relationships across the Department of Army. Conducted briefings to HQDA Senior Leaders. Fully supported the Army Strategic Readiness Plan, the Army Campaign Plan, and the Army Total Force Policy.

**Supervisory Management Analyst, GS-0343-14, IMCOM – Europe Region**  
**Supervisor: Cynthia Arnold, [cynthia.r.arnold.civ@mail.mil](mailto:cynthia.r.arnold.civ@mail.mil)**

**Oct 09 – Sep 14**  
**706-787-7888**

Scope: Chief, Manpower and Force Analysis Branch, responsible for the manpower management (personnel/equipment Tables of Distribution and Allowances (TDA)) for nine Region TDAs including six small sites and submission of the annual Command Plan. Expert on requirements determination and manpower models for IMCOM services. Exercised full supervisory functions over Department of the Army civilian and foreign national employees. Directed all work assignments, developed employee standards and evaluated all employees. Adhered to and supported all Equal Opportunity Employment (EEO) practices and initiatives; facilitated the Managers Internal Control Program (MICP); Interpreted HQDA policy guidance; developed region guidance, performed program evaluations; provided technical assistance of annual manpower budget estimate submission; and documented efficiency improvements. Supported the IMCOM Strategic Plan, integrated organizational mission, vision, and values into the team's work plans. Fully knowledgeable of the Department of Defense, Department of the Army, IMCOM, and garrison organizational structures.

- Technical expert, advisor and liaison to the functional program managers, garrisons, and higher headquarters on all matters relating to manpower management. Recommended to senior leaders the proper distribution/allocation of manpower authorizations across the garrisons based on mission requirements, planning costs analysis, and manpower modeling/studies/surveys. Resulting in the operational success of installation programs and activities.
- Experienced advisor, provided support to ensure manpower requirements supported various garrison programs/functions: law enforcement, fire and emergency services, environmental, family and community activities, housing management, financial management, and contracting.
- Issued annual manpower guidance in accordance with HQDA guidance and HQ IMCOM guidance.
- Conducted quarterly trend analysis and evaluations of manpower actions. Improved management and administrative issues, including monitoring, documenting, and resolving issues pertaining to civilian end-strength. Monitored the manpower reduction glide path, ensured garrison percentage of reductions were in concert with troop reductions across the European theater.
- Reconciled IOL data and reported to higher headquarters the monthly on board strength. Ensured leadership had the most accurate data on military and civilian on board strength numbers.

**Angela Marie Johnson**

25675 Overlook Parkway. #1306. San Antonio, TX 78260

Evening Phone: 830-714-9193 Day Phone: 210-466-0801 Cell: 520-249-0517

Email: angela.marie.johnson@us.army.mil

- Expert on POM years and year of execution for manpower and budget. Submitted Schedules 8 to properly document MDEP reductions/rebalance and reprogramming actions to accurately reflect Garrison execution of manpower resources resulting in ~ 95% of Schedules 8 being approved providing manpower to support critical efforts.
- Proficient in the requirements determination process; validated staffing model data.
- Maintained continuous liaison with IMCOM, HQDA, Army Commands, and other staff elements on all manpower management issues including application of manpower staffing standards/models and functional assessments.
- Managed and directed the synchronization of Contractor Manyear Equivalents (CME) resources within established budget obligations and program execution against authorized manpower resources. Resulting accurate workforce shaping, cost and capability analysis, and the correct manpower mix.
- Visionary and innovative, competently communicated, implemented, and executed transformation initiatives; agent of change. Effective strategic thinker.
- **Results Driven:** Advisor to the Region Director on sound stewardship of limited resources, garnered operational and cost efficiencies, and implemented HQIMCOM and HQUSAREUR transformation initiatives. Advised and defended manpower budget estimate submissions IAW Europe Region transformation resulting 235 sites reduced to 123 sites; workforce of 10,517 down to 5,830; annual operating budget of \$2.37B down to \$1.3B.
- Expert for Garrison management and base operations manpower for: G1 (human resources), G2 (security), G3 (operations), G4 (public works), G5 (plans), G6 (information technology), G7 (training), and G9 (family, morale, welfare, and recreation).
- **Building Coalitions:** Sought best practices internal and external to the organization and applied throughout IMCOM. Built relationships of trust and confidence through open communication with all customers and stakeholders, internal and external. Provided expert manpower and budget input to Memorandums of Agreement/Understanding resulting in major mission transfers to other commands. Established and maintained relationships with USAREUR, NATO, EUCOM, and AFRICOM.
- **Business Acumen:** Developed proactive solutions to emerging requirements, identified capability gaps by CLS resulting in effective short term solutions until resources were properly realigned, mitigating risks. Identified, determined, and implemented plans required to accomplish both short and long range manpower and resource management goals. Focused on both current year and future years.
- Representative on various working groups/action teams (cross-functional/cross-command), lead change, ensured the end state vision/mission was accurately captured in the program budget guidance. Executive Agent to the Regional Director for the Cost Savings Task Force and business process improvements; coordinated innovative ways to implement savings/efficiencies across the region resulting in a Region wide policy being developed and implemented for shutting down non-essential peripherals (monitors, printers, and scanners); saving ~\$60K/year.
- Representative on Europe transformation. Performed a wide range of TDA manpower management analysis related to development and implementation of TDA force structure changes in Europe. Lead studies, reviews, evaluations, and assessments of issues and proposals ISO force structure decisions; determined the functionality of unique organizational structures and provided necessary and appropriate coordination among key stakeholders for the long range planning and development of organizational strategies to meet objectives and align with the IMCOM mission.
- Provided advice and made recommendations ISO DA Implementation of OMA-Funded Civilian Reductions initiatives, worked closely with the Stationing Team ensuring manpower rules are adhered to, resolved conflicts and negotiated for desired results, which resulted in critical manpower shortfalls and capability gaps identified.
- Managed the development and utilization of policies/orders that provided leadership with relevant, precise information to make decisions affecting the civilian end-strength utilization strategic plan. Framed written guidance and formal responses relative to new mission requirements and program redirections.
- Primary briefer to incoming Garrison Commanders and Command Sergeants Major on garrison manpower resources. Responsible for briefing all levels of leadership, ensuring the Europe Region initiatives are in compliance with higher headquarters, HQDA, and DoD initiatives, strategies, business and financial practices.
- **Leading People:** Supervised both United States and Host Nation employees. Developed performance standards and managed (plans, directs, coordinates) work assignments. Developed specific programs and established methods and procedures which will best accomplish planned objectives. Developed

**Angela Marie Johnson**  
25675 Overlook Parkway. #1306. San Antonio, TX 78260  
Evening Phone: 830-714-9193 Day Phone: 210-466-0801 Cell: 520-249-0517  
Email: [angela.marie.johnson@us.army.mil](mailto:angela.marie.johnson@us.army.mil)

and implemented strategies to accomplish long-range goals. Apply the coach, teach, and mentor methodology for employee development. Recommended disciplinary actions. Team supports the IMCOM mission, vision, and goals.

- **Leading Change:** Influenced Region wide thinking and created a paradigm shift with regards to manpower/force structure, requirements determination, and the modeling process. Colleagues accept and appreciate the Force Structure POM process, adhering to timelines at the Region, HQS and DA levels.
- Career Program Manager for CP 26.
- Maintained 360° operational and strategic awareness to facilitate IMCOM's support of operational and tactical planning globally.

**Management Analyst, GS-0343-13, IMCOM – Europe Region**  
**Supervisor: Tekeyiah Richardson, [tekeyiah.m.richardson.civ@mail.mil](mailto:tekeyiah.m.richardson.civ@mail.mil)**

**Oct 07 – Oct 09**  
**256-450-7385**

Scope: Lead management analyst for manpower requirements determination; allocations; civilian strength reporting; work-year management; and civilian pay execution/affordability.

- Acting Manpower Chief in the absence of the Manpower Chief, establishing, planning, scheduling, directing, and coordinating the work and priorities of the staff.
- Reviewed and analyzed garrison submissions to the Command Plan ensuring compliance with established manpower and budgetary guidelines resulting in 90% of submitted Schedules 8 approved by HQDA, G3.
- Expert on WEBTAADS, IMA On-Line review, and Command Plan TDA Documentation, ensuring balance and affordability between program requirements and resource allocations, resulting in manpower critical shortfalls being identified.
- Reviewed Garrison Spend plans and defend to higher headquarters.
- Performed reporting and analysis of data contained in the Program Optimization and Budget Evaluation (PROBE) database to senior management and garrisons, resulting in the most accurate Garrison approved TDAs.
- Expert for Concept plan submissions, Year of Manpower (YOM) staffing models and templates, and Contractor Man-year Reporting. Representative for Army Transformation, Common Levels of Support (CLS) Implementation, Standard Garrison Organization (SGO) Implementation and Documentation, and Army Stationing and Installation Plan (ASIP) data validation.
- Lead for identifying requirements, performed statistical analysis (population/SIK), troop to task analysis (time and frequency of tasks).
- Proficient in both horizontal and vertical communication. Presented manpower briefings to branch chiefs, division chiefs, Chief of Staff, and IMCOM-Europe Region Director as well as other Army Commands and the HQDA Staff. Frequently communicated with higher headquarters advocating for and defending IMCOM-Europe manpower requirements.

**Management Analyst, GS-0343-13, IMCOM – Northeast Region**  
**Supervisor: Dr. Nieta Scott-Dunmore, [nscottdunmore@yahoo.com](mailto:nscottdunmore@yahoo.com)**

**Oct 07 – Oct 09**  
**804-721-3626**

Scope: Lead analyst for annual command plan, manpower requirements determination; documentation; allocations; civilian strength reporting; work-year management; and civilian pay execution/affordability.

- Acting Manpower Chief in the absence of the Manpower Chief.
- Lead for the Defense Regional Inter/Intra-service Support (DRIS) Program. Support Agreements Manager (SAM). Reviewed MOU/A/ISSAs, ensured manpower and resourcing strategies were identified, recommended corrective actions as needed.
- Lead for civilian strength reporting, work-year management, and civilian pay execution, resulting in Garrisons adhering to established guidance and policy from HQ IMCOM.
- Lead analyst and team leader responsible for all equipment reviews a joint effort with the Logistics Directorate resulting in the proper alignment of equipment on the property book and the TDA; identified excess equipment for turn-in, and identified new equipment requirements.
- Lead analyst/action officer for concept plans, WEBTADS, IMA On-Line review, POM analysis, Total Army Analysis implementation, and MIL2CIV conversion analysis.



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- Expert on staffing models and templates. Representative on the Organization Inspection Program, CLS Implementation, Business Process Re-engineering of Manpower Management and Internal Review functions. Reviewed, analyzed, and validated Installation Status Reports (ISR), Service Based Costing (SBC), and performance metrics, made recommendations.
- Primary proponent responsible for coordinating all aspects of a post A-76, commercial activity reviews, and competitive sourcing activities. Responsible for the management of the Contractor Manpower Reporting Application (CMRA) and the Panel for Documenting Contractors (PDC) database. Ensured both the CMRA and PDC databases were synchronized.
- Representative on various teams: Continuation of Operations (COOP) Development Team, Emergency Operation Center Standard Operating Procedures Development Team, Emergency Operations Evacuation Team, and the Army Range Synchronization Integration Council (ARSIC). Member of the Workforce Development Council.

**EDUCATION:**

MBA, Public Administration, University of Phoenix, 2009  
B.S., Business Management, University of Phoenix, 2004

**TRAINING:**

Alamo Federal Executive Board, Leadership FEB, 2019  
Project Management Principles, Management Concepts, 2016  
Army Communities of Excellence Examiner's Training, Baldrige, 2016  
Continuing Education for Senior Leaders (CESL) Course, 40 hours, 2014  
Civilian Education System, Advanced Course, 160 hours, 2011  
IMCOM Europe Region Installation Support Team Training, 80 hours, 2009  
IMCOM Europe Region SharePoint Training, 2007  
Action Officer Development Course, 16 hours, 2006  
Organizational Leadership for Executives, 80 hours, 2005  
Resource Management and Budget Course, 80 hours, 2004  
Combat Developments Course, 80 hours, 2004  
PPBES, 80 hours, 2002  
USA Finance School Manpower and Force Management Course, 80 hours, 2002  
Management Analysis: Overview, 32 hours, 2001  
Budget Formulation, 32 hours, 2001  
Leadership, Education, and Development Course, 40 hours  
EEO for Supervisors, 40 hours

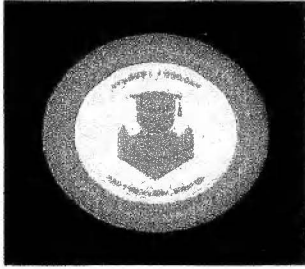
**AWARDS:**

Civilian Service Commendation Medal, 2019  
Civilian Service Achievement Medal, 2011  
Performance award: 2011-2019

**Volunteer Work:**

2018 – 2019 – Alpha Tau Omega Chapter, Alpha Kappa Alpha Sorority, Inc., Treasurer  
2016 – 2017 – Alpha Tau Omega Chapter, Alpha Kappa Sorority, Inc., Chairman, Connection Committee and Social Media Committee  
2015 – Alpha Tau Omega Chapter, Alpha Kappa Sorority, Inc., Chairman, Connection Committee and Membership Committee  
2013 - Mu Psi Omega Chapter, Alpha Kappa Alpha Sorority, Inc. Treasurer  
2011 - Mu Psi Omega Chapter, Alpha Kappa Alpha Sorority, Inc. President  
2009 -2013 - President of the Competitive Athletic Sports Europe Program  
2009-2011 - Head Coach of the Heidelberg Generals Men's Basketball Team





## Joint Base San Antonio Statement of Eligibility

Applicant Full Name: Nikeisha S. Johnson

Residential Address:  
4 Southeast Rd  
Universal City, Tx 78148

Physical Address of Employer:  
470<sup>th</sup> MI BDE  
4270 Gorgas Circle  
San Antonio, Tx 78234  
Board of Trustees Location Applying For:

I hereby make a formal application for the above indicated Board of Trustees. In doing so, I confirm that:

- I am qualified under the general school laws of Texas and live or am employed on JBSA.
- I attest the contents of my resume.
- I am a qualified voter.
- I willingly accept the appointment to the Board of Trustees and will serve in this capacity with full adherence to the state established standards on the duties and responsibilities of school board members.

Nikeisha S. Johnson  
Signature of Applicant

11 Dec 2019  
Date

Nikeisha Johnson  
Printed Name of Applicant

**Digital Signatures are authorized. If using a wet signature, please sign, date and print legibly.  
Form must be completed prior to setting up your interview with the selection board.**

# DR. NIKKI S. JOHNSON

Nsj1@yahoo.com | 915.504.3248

[www.linkedin.com/in/nikki-s-johnson](http://www.linkedin.com/in/nikki-s-johnson)

*"Education is not preparation for life;  
education is life itself."*

*John Dewey*

## CLINICAL PSYCHOLOGIST

### Educational Advocate | Mentor/Counselor | Social Change Agent

- Proven track record of exceptional results and solid performance in social service work settings, coupled with tremendous community service initiatives.
- Sought-after public speaker for numerous community events.
- Committed to fostering climates creating education opportunities, coordination of resources, and advocating mental/emotional healing.

#### Areas of expertise:

- Counseling/Mentoring
- Curriculum Development
- Training Facilitation
- Case Management
- Personnel Management
- Research/Analysis
- Humanitarian Support
- Community Service
- Performance Management

## EDUCATION

Candidate, Post Doctorate Master's Psychopharmacology; Farleigh Dickerson University; Teaneck, NJ; projected graduation—2022

Doctorate of Clinical Psychology; Walden University; Baltimore, MD; 2019; 3.8 GPA

MA, General Psychology; Walden University; Baltimore, MD; 2016; 3.75 GPA

MS, Psychology; California Coast University; Santa Ana, California; 2014; 3.6 GPA

BS, Social Psychology; Park University; Parkville, MO; 2010; 3.5 GPA

BA, Business Administration; Bedford University; Denver, CO; 2006; 3.82 GPA

AA, Social Psychology; Park University; Parkville, MO; 2010; 3.73 GPA (WITH HONORS)

## CAREER HIGHLIGHTS

### Psychotherapy/Counseling

- Works with individuals and groups to promote optimum mental and emotional health.
- Makes psychotropic medication consultation to primary care physicians.
- Treatment Planning Team Member; participates in weekly conferences for the discussion of behavior, diagnosis and client progression.
- Conducts psychological testing, interpretation, and feedback for diagnosis.
- Maintains current list of resources, ensuring comprehensive services to clients and their families.

### Mentoring

- Provides outreach workshops and lectures. Developed and implemented a 5-week curriculum designed to promote mental health education and bring awareness to parishioners of local churches.
- Donates up to 40 hours weekly towards supervising and mentoring career development of more than 10 teachers and staff members over a 5-year period.
- Youth Group Minister; coordinated weekly activities designed to provide spiritual guidance and explore future educational/employment goals for 15 "at-risk" teens.
- Mentored and assisted 30 soldiers in their weight loss efforts. Resulted in 93% compliance to military standards.

**Training Facilitation.** *Demonstrated ability to successfully facilitate diverse personalities, sizes and scopes.*

- Facilitated classroom/online instruction to an annual student load of 300 students. Created course curriculum and materials, maximizing student participation. Resulted in a 0% year-to-date failure rate.
- Conducted quarterly training sessions facilitating the career development and performance improvement of regional recruiters. Increased the number of processed recruits by 16%.
- Delivered spiritual support and coordinated professional counseling sessions for 5 soldiers who experienced miscarriages.
- **President, Officer Candidate School and WOFT Boards;** Presided over selection board and offers career development and life skill sessions with an average of 75 candidates annually.

**Community Relations.** *Champions causes to educate and support societal issues.*

- Initiated school partnership with external agencies to promote physical fitness activities in a newly chartered school.
- **Upward Bound Program Coach;** oversaw weekly activities and events that involve the contribution of over 7 individuals engaged in coaching and mentoring over 380 children aged 5 – 13 years.
- **Received Volunteer Award** for donating over 20 hours monthly towards mentoring GED candidates and providing humanitarian support to 18 prior military indigents.
- **Beneficiary Counseling and Assistance Coordinator;**
  - ✓ Provided counseling sessions that aided in the resolution of 96% of assigned “at-risk” marital/individual cases within 2 years.
  - ✓ Coordinated critical administrative assistance for a terminally ill soldier; reduced stress associated with dying spouse through various forms of casualty assistance.

## CAREER PATH

**Post Doctoral Fellow;** Christopher and Associates Evaluation and Treatment Center; Seymour, IN      2019 – present  
Provides mental health treatment services including assessment, program design, monitoring and supervision to adults, children and adolescents experiencing social, emotional, behavioral and psychiatric problems. Conducts counseling, therapeutic intervention, and case management to client population in accordance with all established guidelines as set by the State Board of Examiners.

- Performed clinical and consultative services for people of all ages and include: Intake Assessments, Individual Psychotherapy, Child and Adolescent, Family Therapy, Group Psychotherapy. Also performed a broad range of assessment services which included but not limited to tests of cognitive capacity/processing, academic achievement, and personality for use with clients from pre-school age through adulthood.
- Provided therapy and testing services in the school setting. Collaborated with parents, teachers, and administrators to provide effective, high quality services for students. Addressed psychological difficulties such as developmental disorders, anxiety, depression, behavioral disorders, attention deficit hyperactivity disorder, and trauma related issues through a wide range of psychological tests which included: Wechsler Intelligence Test for Children-5 (WISC), Wechsler Adult Intelligence Scale (WAIS), Projective Drawings, Mental Status Exam, Continuous Performance Test III (CPT), Conner’s Continuous Auditory Test Attention (CATA) Thematic Apperception Test (TAT), Rorschach Inkblot Test, Berry VMI, Comprehensive Test of Phonological Processing (C-TOPP), Minnesota Multiphasic Personality Inventory (MMPI), Adaptive Behavior Assessment System Third Edition (ABAS-3), Conners 3rd Edition, Millon Clinical Multiaxial Inventory (MCMI-IV).

**Intern;** Great Lakes Institute for Neuro-Psychology; Greenwood, IN      2018 – 2019

- Contributes 50-60 hours weekly towards providing psychological and neuropsychological assessment/diagnostic services to hospitals, nursing homes and assisted living facilities. Conducts psychological testing /assessments, psycho-diagnostic/personality testing, intelligence/achievement testing, and testing for learning difficulties.

- Conduct psychological testing and assessment, psycho-diagnostic and personality testing, intelligence and achievement testing, and testing for learning difficulties. Provide individual psychotherapy for all ages with various problems in a variety of areas, including children and adolescents, couples and family therapy, trauma disorders, and women’s issues.

**Practicum;** Fort Benn Harrison; Indianapolis, IN 2017 – 2018

Donated between 50-60 hours weekly towards providing therapy and testing services. Addressed psychological difficulties including anxiety, depression, behavioral disorders, attention deficit hyperactivity disorder and trauma related issues. Managed a weekly caseload of up to 40 clients ranging from pre-school age through adulthood.

**Adjunct Faculty;** Brown Mackie College; Indianapolis, IN 2016

Facilitated classroom/online instruction concerning Introduction to Psychology to an annual student load of 300 students.

**Department of the Army** 2002 – present

Provided distinguished military service, holding progressively challenging positions in capacities that support international humanitarian, civilian, and military missions.

- G4 Transportation OIC for the 310th Sustainment Command (Expeditionary). Responsible for division level management of all transportation requests consisting of 89 units, 154 UICs, and over 8,500 Soldiers with a 12 state logistical footprint. C2CRE and AERF logistics action officer for the command Mobilization section. Creates, revises and disseminates command policies and guidance to brigade and below to mitigate fraud, waste and abuse. Chief advisor to the command for deployment and redeployment operations to include; annual training events, individual training and OCONUS missions.
- Determine equipment funding requirements and coordinated for funds availability with supported units and resource management activities. Coordinate acquisition and priority distribution of new equipment fielding with the Force Modernization Activity.
- Redistribute excess equipment throughout the command. Process excess equipment for disposal after all redistribution efforts are met. Administer the Command Supply Discipline Program. Train, develop, and mentor all Army/Reserve personnel on supply policies, processes, and procedures. The primary advisor to the command and support units on all property accountability and organizational level supply.

**Career Intermission Pilot Program;** Indianapolis, IN 2018 – present

**ESC Emergency Operations Center Officer/G4 Mobility OIC;** Ft. Benn Harrison, IN; 2015 – 2018

**Beneficiary Counselor/Reserve and Active Component S3;** Ft. Bragg/ Raleigh, NC; 2012 – 2015

**Basic Officer Leadership Course/Battalion S4;** Ft. Lee, VA; 2010-2012

**Senior Logistics Manager/ Support Operations Officer;** Ft. Bliss, TX; 2005 – 2010

**Support Operations NCOIC/Supervisor;** Osan/Suwon, Korea; 2003 - 2005

**Demonstrated Logistician;** Fort Lee, VA/Ft. Jackson; 2002-2003

**PROFESSIONAL PORTFOLIO**

**Specialized Training**

Certified Training Coordinator ~ Equal Opportunity Training  
 Certified Sexual Harassment & Sexual Assault Prevention  
 Advanced Leadership/Management Development Course  
 Recruiting Operations Course ~ Six Sigma Course ~ Instructor Course  
 Suicide Prevention Course ~ Senior Demonstrated Logistician ~ Supervisor  
 Leadership Course ~ Support Operations Course ~ Beneficiary Counselor  
 Course

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<b>Affiliations</b>	President, Psi Chi Society; 2016 – present Member; International Society of Logistics; 2016 – present Member; National Board of the ROCKS Inc.; 2016-present Member, National Society of Leadership & Success – Sigma Alpha Pi; 2018
<b>Publications</b>	The Phenomenological Analysis: <i>Army Soldiers and Their Toxic Leadership Experiences</i> . (2018) Co-Author; Holley, L, et al (2017), <i>Behind The Ranks</i> . Co-Author; Coleman, T, et al (2018), <i>Delayed, But Not Denied</i> – 2
<b>Speaking Engagements</b>	Performed speaking engagements on various topics including; Identity Conflict, Life Skills & Strategies, Motherhood, Marriage, Christianity & Homosexuality, Mental Health Wellness, Conflict Resolution, and Sexual/Mental/Physical Abuse, Winning in Your Mentality