



Office of the Mayor
Laurel Lunt Prussing

400 S. Vine Street
Urbana, IL 61801
(217) 384-2456
Fax (217) 384-2426
llprussing@urbanaindinois.us

April 3, 2014

To: Urbana City Council

From: Laurel Prussing

Re: Ten Appointments to Urbana Traffic Stop Data Task Force

Dear Charlie, Eric, Carol, Bill, Dennis, Mike and Diane,

Unfortunately, Grace Mitchell will not be able to serve due to a family medical situation.

I am working on the appointment of an African-American woman from Urbana for the 11th position.

The applications filed by the remaining ten individuals are attached for your review.

Again, I believe the individuals I am recommending for your consideration represent a mix of people from different backgrounds including those with expertise in statistics, social systems and police work. By race they will include at least 6 minorities (4 African-American, 1 Hispanic and 1 Asian), by residence they will include 5 from Urbana, 5 from Champaign and 1 from Sidney. Here are the first 10:

Chair: Pete Reznick, long-time member of the Urbana Human Relations Commission.

Patricia Avery, President of the Champaign County NAACP and former Chair of the Champaign County Board.

Eric Jakobsson, Urbana City Council member, research scientist (and with his wife Naomi, parent of children of many races).

Sergeant Andy Charles, Urbana Police officer since 1989, former canine officer and the department expert on traffic stops.

Mike Bily, former Urbana Police Chief, who has monitored and worked with the IDOT traffic stop statistics since their inception.



Alejandra Coronel, bilingual consultant and Language Services Supervisor for Presence Covenant Medical Center. She serves as a bridge between Latino communities and local agencies including law enforcement.

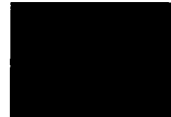
Nicole Anderson Cobb, PhD, Visiting Lecturer, University of Illinois: a historian with expertise on hate crimes prevention and ways to eliminate possible bias and discrimination.

Will Kyles, Champaign Council member with a vital interest in good policing and fair treatment of minorities.

Paul Testa, PhD student, University of Illinois. He has focused on developing statistical tools to analyze data and is eager to apply these tools to the work of the Task Force. He is a mentor at Urbana Middle School.

Shinjinee Chattopadhyay, adjunct lecturer in Finance at the University of Illinois. She has a PhD in Economics and Finance with a specialty in studying employment discrimination.

CITY OF URBANA
400 S. Vine St.
Urbana, IL 61801



BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying: (List all that you are interested in.)

Traffic Stop Data Task Force

Name: Patricia Avery

Home Address: [Redacted]
Champaign, IL 61821

Office Address: [Redacted]

Home Telephone: [Redacted]

Office Telephone: [Redacted]

E-mail Address: [Redacted]

How long have you lived in the City of Urbana? I have not.

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)? I was born in Champaign County.

Present Occupation: Executive Director for the Champaign-Urbana Area Project

Duties & Responsibilities:

I answer to a nine member Board of Directors. My administrative duties and responsibilities include, but are not limited to; budgeting, hiring and firing, supervising staff, conducting staff reviews, staff development, writing grants, preparation of board materials and agenda items, submittal of state quarterly.

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.)

My relevant experience includes negotiating the Mason Tillman Diversity Study for Champaign County. I participated in and co-facilitated a group for the City of Champaign "Not in Our City" Diversity Circles. I served on the Board of Directors for the YWCA whose mission is to fight discrimination and racism. I'm the current President of the CCNAACP and we receive regular information on the IDOT report. The NAACP receives and reviews a number of individual complaints regarding traffic stops. I served on the Champaign County Policy and Justice Committees. I'm a member of the Champaign Community Police.

Conflict of Interest

Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

None.

Availability

When would you be available for meetings?

Mornings Afternoons Evenings

Interest

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

I have been interested in the IDOT Traffic Study since its inception. I've very glad the Urbana City Council has chosen to appoint a task force to review its findings. I see this as an opportunity to review the disparities and seek to find solutions and remedies for those inconsistencies. Urbana is a forward moving community and i see this task force work as just another step in the right direction. I'm excited about the possibility of serving on the task force. As far as I know it will be the first of its kind and the City of Urbana will serve as an example to other communities that might be thinking about addressing this complex, yet

References

Please list three personal references:

Name: [Redacted]
Address: [Redacted]

Occupation: [Redacted]
Home Phone: [Redacted]
Work Phone: [Redacted]

Name: [Redacted]
Address: [Redacted]

Occupation: [Redacted]
Home Phone: [Redacted]
Work Phone: [Redacted]

Name: [Redacted]
Address: [Redacted]

Occupation: [Redacted]
Home Phone: [Redacted]
Work Phone: [Redacted]

Signed: Patricia Avery

Date February 17, 2014

Please return completed application to Jolinda Ross at jaross@urbanaininois.us or 400 S. Vine Street, Urbana, IL 61801.

CITY OF URBANA
400 S. Vine St.
Urbana, IL 61801

BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying: (List all that you are interested in.)

Traffic Stop Data Task Force

Name: Paul Testa

Home Address:

[REDACTED]
Champaign IL
61820

Office Address:

[REDACTED]

Home Telephone:

[REDACTED]

Office Telephone:

[REDACTED]

E-mail Address:

[REDACTED]

How long have you lived in the City of Urbana?

I've lived in Champaign for over 3 years

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)?

Since August 2010

Present Occupation:

Political Science PhD student at the University of Illinois at Urbana-Champa

Duties & Responsibilities:

I'm pursuing a PhD in Political Science in the field of American politics. I study the intersection of institutions and mass behavior with a particular interest in how the dynamics of policymaking change over time. My current appointment this year is an editorial assistant for "Political Behavior" a journal edited by Professors Jeff Mondak and Tom Rudolph. I assist them in finding reviewers for over 300 manuscripts submitted for publication and I manage communications with authors, reviewers, and our publisher.

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.)

Education:

BA, Political Science and Economics, Cornell University

PhD candidate, University of Illinois at Urbana-Champaign (Expected completion, May 2016)

Past Work Experience:

Program Associate, Health Policy Program, New America Foundation (August 2007- April 2009)

Assistant Editor, Communications, New America Foundation (April 2009-July 2010)

Additional Experience:

Mentor, CU-One-to-One Mentoring, Urbana Middle School (January 2011-Present)

Full CV attached

Conflict of Interest

Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

None

Availability

When would you be available for meetings? Mornings Afternoons Evenings

Interest

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

I want to do work that has meaningful benefits to society. Before coming to grad school, I was as a researcher in the health policy program of the New America Foundation, a non-partisan, public policy think tank in Washington D.C. In addition to providing research assistance, I helped found and edit our program's policy blog to communicate our research to policy makers and the general public. During my graduate studies, I have focused on developing the methodological and statistical tools to make causal claims from observational data. In addition the core requirements of my degree, I have taken courses on hierarchical linear modeling, time series and panel data analysis, and applied econometrics. I am eager for an opportunity to apply these skills to the unique dataset and important questions addressed by this task force and hope you will consider me for participation on this task force.

Please list three personal references:

Name:

[Redacted]

Occupation:

[Redacted]

Address:

[Redacted]

Home Phone:

Work Phone:

[Redacted]

Name:

[Redacted]

Occupation:

[Redacted]

Address:

[Redacted]

Home Phone:

Work Phone:

[Redacted]

Name:

[Redacted]

Occupation:

[Redacted]

Address:

[Redacted]

Home Phone:

Work Phone:

[Redacted]

Signed: Paul Testa

Date March 6, 2014

Please return completed application to Jolinda Ross at jaross@urbanaininois.us or 400 S. Vine Street, Urbana, IL 61801.

CITY OF URBANA
400 S. Vine St.
Urbana, IL 61801

BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying: (List all that you are interested in.)

Traffic Stop Data Task Force

Name: Peter Resnick

Home Address: [REDACTED]

Office Address: _____

Urbana

Home Telephone: [REDACTED]

Office Telephone: [REDACTED]

E-mail Address: [REDACTED]

How long have you lived in the City of Urbana? 20

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)? 25

Present Occupation: Computer Engineer

Duties & Responsibilities: Applications Area Director for the Internet Engineering Task Force, Principal Engineer in the Office of the Chief Scientist at Qualcomm Technologies Inc. in San Diego doing work on open source software use at Qualcomm.

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.)

Vice Chair of the Urbana Human Relations Commission.

Conflict of Interest

Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

No.

Availability

When would you be available for meetings?

Mornings Yes Afternoons Possible Evenings Possible

Interest

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

I was asked to serve given my experience on the Human Relations Commission.

References

Please list three personal references:

Name: Todd Rent Occupation: HRO

Address: _____ Home Phone: _____

_____ Work Phone: 217-384-2466

Name: _____ Occupation: _____

Address: _____ Home Phone: _____

_____ Work Phone: _____

Name: _____ Occupation: _____

Address: _____ Home Phone: _____

_____ Work Phone: _____

Signed  Date 24 March 2014

Please return completed application to Jolinda Ross at jaross@urbanaininois.us or 400 S. Vine Street, Urbana, IL 61801.

CITY OF URBANA
400 S. Vine St.
Urbana, IL 61801



BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying: (List all that you are interested in.)

ILDOT Traffic Stop Data Taskforce

Name: Will Kyles

Home Address: [Redacted] Office Address: _____

Champaign, IL 61826

Home Telephone: [Redacted] Office Telephone: _____

E-mail Address: [Redacted]

How long have you lived in the City of Urbana? NA

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)? 10

Present Occupation: City Council Member for Champaign

Duties & Responsibilities: These duties mirror the duties of an Urbana alderman.

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.)

- Member of CCAP
- President of the Champaign County Black Chamber of Commerce
- As a city council member, I have dealt with a number of issues around police-community relationships.

Conflict of Interest

Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

NA

Availability

When would you be available for meetings?

Mornings Afternoons 3pm-7pm Evenings _____

Interest

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

As a potential member I am interested in supporting/erving the City of Urbana by studying data and coming up with meaningful solutions towards eliminating racial profiling and other disparities fanded through our research

References

Please list three personal references:

Name: [Redacted]
Address: [Redacted]

Occupation: [Redacted]
Home Phone: [Redacted]
Work Phone: _____

Name: [Redacted]
Address: [Redacted]

Occupation: [Redacted]
Home Phone: [Redacted]
Work Phone: _____

Name: [Redacted]
Address: [Redacted]

Occupation: [Redacted]
Home Phone: [Redacted]
Work Phone: _____

Signed: [Redacted]

Date 3/13/14

I found out about applying for this Board/Committee/Commission from: ___ Newspaper ___ UPTV Other

CITY OF URBANA
400 S. Vine St.
Urbana, IL 61801



BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying: (List all that you are interested in.)

Traffic Stop Data Task Force

Name: Mike Bily

Home Address:

[Redacted]
Urbana, IL

Office Address:

Home Telephone:

[Redacted]

Office Telephone:

E-mail Address:

[Redacted]

How long have you lived in the City of Urbana? **Approx. 7.5 years**

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)? **Approx. 30 years**

Present Occupation:

Farm manager

Duties & Responsibilities:

Make day to day decisions for family farms. Assist others with the development of their farms.

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.)

Retired after a 26 year career with the Urbana Police Department. Advanced through the ranks to Chief of Police. Was on numerous committees including the original task force that provided the recommendations for the CPRB. Extensive work concerning the IDOT traffic stop study including analysis and reports to the Urbana City Council and Mayor.

Conflict of Interest

Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

Availability

When would you be available for meetings? Mornings Afternoons Evenings

Interest

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

Before being appointed as the Urbana Chief of Police, I assisted with collection and analysis of the traffic stop data for the Urbana Police Department. After my appointment to the position of Assistant Chief and ultimately Chief of Police, my responsibility increased to include preparing and delivering reports to the City concerning the racial breakdown of the traffic stops. I also gave numerous public presentations concerning the IDOT traffic stop numbers.

I wish to sever on this task force to assist with the present day analysis by providing some historical perspective.

Please list three personal references:

Name: Pat Connolly

Occupation: Urbana Chief of Police

Address: 400 S Vine
Urbana IL

Home Phone:
Work Phone: 384-2320

Name: [Redacted]

Occupation: [Redacted]

Address: [Redacted]

Home Phone:
Work Phone: [Redacted]

Name: [Redacted]

Occupation: [Redacted]

Address: [Redacted]

Home Phone:
Work Phone: [Redacted]

Signed: [Redacted]

Date 3/16/14

Please return completed application to Jolinda Ross at jaross@urbanaininois.us or 400 S. Vine Street, Urbana, IL 61801.

CITY OF URBANA
400 S. Vine St.
Urbana, IL 61801



BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying: (List all that you are interested in.)

IDOT Task Force

Name: Alejandra Coronel

Home Address:

[Redacted]
Champaign, IL 61822

Office Address:

Home Telephone:

[Redacted]

Office Telephone:

E-mail Address:

[Redacted]

How long have you lived in the City of Urbana? N/A

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)? I have lived for 16th years

Present Occupation:

Bilingual Consultant Services and Language Services Supervisor for Presence Covenant Medical Center

Duties & Responsibilities:

I serve as a bridge between Latino communities and local service agencies, medical institutions, law enforcement entities, educational institutions, and businesses. Through the translation, interpretation, and training services I offer, I facilitate communication, encourage engagement, and provide information to enhance interactions between the Latino community and providers.

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.)

Please see attachment

Conflict of Interest

Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

No.

Availability

When would you be available for meetings? Mornings Afternoons Evenings

Interest

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

The reason I would like to be consider to become part of this task force is because I represent one of your minority population and I always have positive outcome working with local government agencies. I think it is important to be inform and educate about any issues or concerns that is happening in the City. More important to be a voice and educate our community how to live in peace as much is possible in our community.

Please list three personal references:

Name: [Redacted]

Occupation: [Redacted]

Address: [Redacted]

Home Phone: [Redacted]

Work Phone: [Redacted]

Name: [Redacted]

Occupation: [Redacted]

Address: [Redacted]

Home Phone: [Redacted]

Work Phone: [Redacted]

Name: [Redacted]

Occupation: [Redacted]

Address: [Redacted]

Home Phone: [Redacted]

Work Phone: [Redacted]

Signed: Alejandra Coronel

Date 02/27/14

Please return completed application to Jolinda Ross at jaross@urbanaininois.us or 400 S. Vine Street, Urbana, IL 61801.

Alejandra Coronel

Coronel Bilingual Services

Alejandra Coronel has been serving the Spanish- and English-speaking communities with translation, interpretation, and training services for over a decade. She is fluent in written and oral Spanish and English languages.



Alejandra was born in Caracas, Venezuela. She began her career in Merida, Venezuela as an x-ray technician at age 20 after graduating from Universidad de Los Andes. For four years, she served as an x-ray technician; working at La Sociedad Anticancerosa del Estado Merida providing mammographies to residents of the Andes region, where health care was scarce. She then went on to pursue medical school at Universidad Francisco de Miranda in Coro, Venezuela.

Political turbulence at the time led to widespread university and government strikes, causing shut-downs, making it impossible for her to pursue her education. Alejandra and her family decided to leave Venezuela for the United States to pursue new opportunities.

Alejandra continued her education by obtaining a Bachelor of Arts degree from the University of Illinois in Psychology with a focus in Community Psychology. During her time with the University Alejandra's translation, interpretation, and training services began to be sought out by both English- and Spanish-speakers in both personal and business settings. Her business began to take shape as she offered advocacy services for the rights of immigrants, representing the local Latino Community on a wide variety of different issues. Soon, a variety of individuals, government entities, social service and non-profit organizations, educational institutions, legal and law enforcement units, businesses, and health care entities were seeking her services to provide translations. She has provided translation services for documents of all types, from personal communications to complicated legal and medical documents to training manuals for educational institutions. She has offered interpretation services for newly-arrived immigrants, non-profit organizations, and in fast-paced settings such as court, medical, and legal circumstances.

Alejandra has provided translation and interpretation services for Times Center, People Assuming Control of their Environments (PACE), Flatlander Community Kitchen project, Champaign County Health Care Consumers, SmileHealthy, Carle Foundation Hospital, Provena Covenant Medical Center, the Illinois Department of Children and Family Services, the City of Champaign, the City of Urbana, Prairie Center, Disability Expo, the cities of Bloomington and Normal, the Federal Bureau of Investigations, the Champaign County Sheriff's Department, Champaign County Crime Stopper, and C-U Public Health Department.

Very active in the community, Alejandra has served as vice-president of the Latino Partnership of Champaign County, co-founded the Citizen Police Academy for the Latino community to improve communications between immigrants and law enforcement, volunteered with Habitat for Humanity, and New Covenant Fellowship Church. Her work with the community earned her the Susan Freiburg Humanitarian Award in 2007, which recognizes individuals and organizations for humanitarian efforts in Champaign County. Also, she received the FBI Humanitarian Award in 2012, which recognizes individuals for their work with law enforcement in their community.

Recently, she received the Humanitarian Award from the City of Champaign and Urbana, which recognizes individuals for their work internationally.

Alejandra also has been doing mission trips with New Covenant Fellowship Church, Windsor Road Christian Church and Champaign West Rotary Club. Those trips focus to help the vulnerable community to improve their literacy, dental hygiene, assist amputees and sustainability. The countries served Mexico, Dominican Republic and Honduras.

Today, Alejandra is a two-term member of the Human Relations Commission for the City of Champaign, a board member for Champaign County CrimeStopper, Community Elements, Don Moyers Boys and Girl Club and a board member of the Champaign County Christian Health Center, which provides health care to uninsured people in the community.

[REDACTED] [REDACTED]
CITY OF URBANA 400 S. Vine St. Urbana, IL 61801

BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying:
(List all that you are interested in.) **Urbana Traffic Stop Data Task Force**

Name: **Nicole Anderson Cobb, PhD**

Home Address: [REDACTED] **Champaign, IL 61820**

Office Address: [REDACTED]

Home Telephone: [REDACTED]

Office Telephone: [REDACTED]

E-mail Address: [REDACTED]

How long have you lived in the City of Urbana? **I reside in Champaign, but work in Urbana.**

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)? **1989-1993 (Urbana/Undergraduate Studies); 1997-1999 (Champaign/Graduate Studies); 2001-2004 (Champaign/Graduate Studies); 2010-Present (Champaign/Marriage, Relocation and Work Locally)=12 years in residence over the last 25 years**

Present Occupation: Duties & Responsibilities:

Visiting Lecturer, University of Illinois, Urbana-Champaign, October 2013-Present

African American Studies/Psychology 410 (Second Eight Weeks Course Fall 2013 & Spring 2014)

- **Taught dynamic courses in examined hate crimes legislation and hate crimes scholarship, hate crime perpetrators, hate crime victims, organized**

hate groups and strategies being deployed to reduce hate crimes in American communities

- **Incorporated lectures, discussions, film and media studies, group projects, role playing, debates, games, and in-class writing exercises**
- **Supervised student group presentations**
- **Held office hours for students**
- **Developed review sheets and study tools for student preparation for course assignments**
- **Exposed students to films, documentaries and web-based media sources relevant to Hate Crimes**
- **Developed an innovative final student project for the course**
- **Provided support for students in broader areas such as mentoring, general study skills/college success skills, time management, stress relief, campus concerns, career planning, counseling, conflict resolution, etc.**

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.) **I will submit resume as separate document.**

Conflict of Interest Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

The only conflict of interest that I might imagine is that my brother-in-law---Mr. Anthony Cobb---is the Chief of Police in Champaign. However, I do not believe that this circumstance will be an obstacle for me for serving on the Task Force with integrity if I am selected.

Availability When would you be available for meetings? Mornings Afternoons Evenings Interest **The best time for me are afternoons and evenings.**

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

As a hate crimes educator and anti-gun violence activist, I would like to serve on the Urbana Traffic Stop Data Task Force because I am interested in community-based initiatives working to monitor possible bias and discriminatory practices proactively in our community.

I work with students to examine hate crimes, hate incidents, bias, prejudice, discrimination, profiling, stereotyping, cross-cultural conflict and communication in an effort to assist them in reducing hate crimes and hate incidents on our campuses and in our communities. Thus, I would like the opportunity to participate in similar work with colleagues and stakeholders from across our communities.

Finally, I applaud the efforts of the community and their commitment to fostering fairness, discernment, empathy, compassion, community engagement and community-government-law enforcement partnerships to improve the quality of life for residents and visitors in our communities.

Thank you for your consideration of these materials and I look forward to hearing from you at your convenience.

---Nicole Anderson Cobb, PhD

Please list three personal references:

Name: [REDACTED]

Address: [REDACTED]

Occupation: [REDACTED]
[REDACTED]

Home Phone: [REDACTED]

Work Phone: [REDACTED]

Name: [REDACTED]

Address: [REDACTED]

Occupation: [REDACTED]
[REDACTED]

Home Phone: [REDACTED]

Work Phone: [REDACTED] [REDACTED]
[REDACTED]

Name: [REDACTED]

Address: [REDACTED]

Occupation: [REDACTED]
[REDACTED]

Home Phone:

Work Phone: [REDACTED]

Nicole Anderson Cobb, PhD

February 28, 2014

Signed: _____ Date _____

Please return completed application to Jolinda Ross at
jaross@urbanaininois.us or 400 S. Vine Street, Urbana, IL 61801.

NICOLE ANDERSON-COBB, Ph.D.

Champaign, IL 61820 ::

Education

- PhD, History, University of Illinois, Urbana-Champaign May 2007
- M.A., History, University of Illinois, Urbana-Champaign December 1999
- B.A., Political Science, University of Illinois, Urbana-Champaign May 1996

Experience

Visiting Lecturer, University of Illinois, Urbana-Champaign, October 2013-Present
African American Studies/Psychology 410 (Second Eight Weeks Course Fall 2013 & Spring 2014)

- Taught dynamic courses in examined hate crimes legislation and hate crimes scholarship, hate crime perpetrators, hate crime victims, organized hate groups and strategies being deployed to reduce hate crimes in American communities
- Incorporated lectures, discussions, film and media studies, group projects, role playing, debates, games, and in-class writing exercises
- Supervised student group presentations
- Held office hours for students
- Developed review sheets and study tools for student preparation for course assignments
- Exposed students to films, documentaries and web-based media sources relevant to Hate Crimes
- Developed an innovative final student project for the course
- Provided support for students in broader areas such as mentoring, general study skills/college success skills, time management, stress relief, campus concerns, career planning, counseling, conflict resolution, etc.

Outreach Coordinator of the Illinois Council Against Handgun Violence, Central Illinois, September 2012-Present

- Contact organizations, community groups, elected officials and individuals to share ICHV mission and programs
- Give presentations to various campus and community groups
- Organize and co-sponsor events with campus and community groups
- Inform supporters of upcoming ICHV events
- Develop new ICHV workshops
- Implementing training sessions for supporters to prepare for lobbying and legislative efforts in Springfield
- Fundraising in Central Illinois
- Ongoing evaluation of activities

Playwright 2009-Present

- Staged Reading, CAMPUS JIHAD, DC Black Theatre Festival, Washington DC, June 22, 2013.
- Staged Reading, TANGLED, National Council for Teaching of English (NCTE) African American Read-In, Barnes & Noble, Champaign, and Illinois February 2013.
- Staged Reading & Discussion, TANGLED, Howard University, DC Black Theatre Festival 2012, Washington, DC. June 30, 2012.
- Full Production of TANGLED and Discussions, ETA Creative Arts Foundation, Chicago, Illinois. March 29-May 20, 2012.

- Excerpted Reading, TANGLED, Canaan Baptist Church African-American Read-In, Champaign, Illinois. February 2012.
- Staged Reading & Discussion, TANGLED, Chicago State University's ArtLab: A CSU Theatre Collective In Partnership with ETA Creative Arts Foundation. November 4 2011
- Staged Reading & Discussion, TANGLED, University of Illinois, Urbana –Champaign, Departments of African American Studies and Theatre, Champaign, Illinois December 2010
- Staged Reading & Discussion, TANGLED, Castillo Theatre, New York City, August 2010
- Winner, TANGLED, Mario Fratti-Fred Newman Political Pay Award, Castillo Theatre, New York City, May 2010

Assistant Professor of History, Roosevelt University, August 2009-December 2011

- Taught dynamic courses in African history and global history
- Incorporated lectures, discussions, film and media studies, group projects, role playing, debates, games, and in-class writing exercises and in-class exams
- Exposed students to films, documentaries, new medias and web-based media sources
- Provided support for students in broader areas such as mentoring, general study skills/college success skills, time management, stress relief, campus concerns, career planning, counseling, conflict resolution, etc.

Assistant Professor of History/International Studies, Jacksonville University, 2007-2009

- Taught dynamic courses in African history and global history
- Incorporated lectures, discussions, film and media studies, group projects, role playing, debates, games, and in-class writing exercises and in-class exams
- Exposed students to films, documentaries, new medias and web-based media sources
- Provided support for students in broader areas such as mentoring, general study skills/college success skills, time management, stress relief, campus concerns, career planning, counseling, conflict resolution, etc.

Visiting Fellow, History, Augustana College, 2006-2007

- Taught a dynamic course examining diversity, gender and youth culture in American society that incorporated lectures, discussions, primary secondary historical source interrogation, film and media studies, group projects, role playing, debates, games, quizzes and quick-writes, writing exercises and in-class exams
- Taught a dynamic course on colonial conquest in Africa that incorporated lectures, discussions, primary secondary historical source interrogation, film and media studies, group projects, role playing, debates, games, quizzes and quick-writes, writing exercises and in-class exams
- Held office hours twice weekly for students
- Developed review sheets and study tools for student preparation for course exams
- Exposed students to foreign language and international films
- Provided support for students in broader areas such as time management, stress relief, campus concerns, career planning, counseling, conflict resolution, grief counseling

Visiting Fellow, History, Occidental College, 2004-2006

- Taught dynamic courses on artists and intellectuals in North and West Africa that incorporated lectures, discussions, primary secondary historical source interrogation, film and media studies, group projects, role playing, debates, games, quizzes and quick-writes, writing exercises and in-class exams

- Taught a dynamic course on constructions of East Africa/East Africans in the American imagination that incorporated lectures, discussions, primary secondary historical source interrogation, film and media studies, group projects, role playing, debates, games, quizzes and quick-writes, writing exercises and in-class exams
- Conducted one-on-one meetings with students each semester to discuss student progress in the course and other course concerns
- Held office hours twice weekly for students
- Developed review sheets and study tools for student preparation for course exams
- Exposed students to foreign language and international films
- Provided support for students in broader areas such as time management, stress relief, campus concerns, career planning, counseling, conflict resolution, grief counseling

Additional Work History 1996-2003

- Co-Professor, English, University of Illinois, Urbana-Champaign, Spring 2003
- Teaching Assistant, History, University of Illinois, Urbana-Champaign, Fall 2002 & Spring 2001
- Instructor, Program on Intergroup Relations (PIR), University of Illinois, Urbana-Champaign, Spring 2002
- Grader, University of Illinois, Urbana-Champaign, Spring 1999
- Research Assistant for Dr. Jean Allman, Professor of African History (UIUC), 2001-2002.
- Translator and Support Staff, National Endowment for the Humanities (NEH) Summer Institute on Islam in West Africa, University of Kankan, Kankan, Guinea July 2000.
- English Tutor-at-Large, Kankan, Guinea, West Africa May 2000-September 2000.
- Rapporteur, National Summit on Africa, Peace and Security Deliberations, Midwest Cluster of National Summit on Africa-Chicago IL, September 1998.
- African Studies Association Graduate Assistant to the National Panels Chair (Dr. Paul Zeleza) for the African Studies Association Annual Meeting, April 1997-1998.
- African Studies Association Section Chair (African Religions) for the African Studies Association Annual Meeting, August 1997-November 1998.
- Math Instructor, Kennedy-King College, Chicago, IL, Spring 1996. GED Instructor for Kennedy-King College, Chicago IL Spring 1996.

Publications

“Sister-Girl in the Muslim World: Finding Myself...in Sana’a, Yemen”, chapter of the edited volume, *“Black Women Travel”* (publication forthcoming 2009) edited by Drs Lynette Johnson, Gender and Women’s Studies, University of Illinois, Chicago and Anene Ejikeme, History, Trinity University, San Antonio, TX.

“Beyond Groundnut Stew: Consuming African Women in Nigerian Cinema”, *National Association of Women Academics (NAWACS Conference Proceedings)*, University of Lagos, Akoka, Lagos, Nigeria, September 1-5, 2008. (Paper to be published in conference proceedings September 2008).

“Debating the “Essence” of African American Hip Hop: An African American Cybercommunity Venting Black Rage Online”, *Cybercultures 3rd Global Conference: Cybercultures: Exploring Critical Issues*, CERGI, Prague, Czech Republic August 11-13, 2005 (publications forthcoming Rodopi Press, 2009).

"Elijah Muhammed and the History of the Economic Development of the Nation of Islam" in Dr. Juliet Walker's *Encyclopedia of African American Business History*, Greenwood Publishing Group, 1999.

Entries on "Conakry" and "Guinea" (West Africa) in the *Encyclopedia of 20th Century African History*, Dr. Paul Tiyemba Zeleza and Dr. Dickson Eyoh, eds., 2002.

Skills

Public Speaking & Presentations, Program Development, Marketing & Implementation, Volunteer Recruitment, Training & Supervisions, Dramatic Writing & Social Justice Theater, Discussion Facilitation, Cross Cultural Communication & Collaboration, Academic Research

SHINJINEE CHATTOPADHYAY

Urbana, IL 61801

Phone:

Email:

Webpage: www.columbia.edu/~sc2802

Updated: October 2013

EDUCATION

Ph.D. Finance and Economics, Columbia Business School, May 2013

M.A., Fletcher School of Law and Diplomacy, May 2007

M.S., Electrical and Computer Engineering, University Of Texas at Austin, May 2001

B.S. Electrical Engineering (with Honors), Jadavpur University, May 1999

INTERESTS

Entrepreneurship, Innovation and Knowledge Transfer, Micro-foundations of Strategic Management, Organizational Behavior

TEACHING EXPERIENCE

Adjunct Lecturer, University of Illinois at Urbana Champaign, Private Equity and Venture Capital (Undergraduate, Course Rating 3.9/5), Fall 2013

Adjunct Lecturer, University of Illinois at Urbana Champaign, Entrepreneurship and Venture Capital (MBA and MSF, Course Rating 4.2/5), Spring 2013, 2014

Teaching Assistant, Columbia Business School, Corporate Finance (Executive MBA), Summer, 2009

Teaching Assistant, Columbia Business School, Strategy, Structure and Incentives (MBA), Spring, 2009

Teaching Assistant, Columbia Business School, Taxes and Business Strategy (MBA and EMBA), Fall 2008

Teaching Assistant, Tufts University, Trade and Development, Spring 2007

Teaching Assistant, Tufts University, Microeconomics, Fall 2006

Teaching Assistant, University of Texas at Austin, Microprocessor Programming, Fall 1999 and Spring 2000

JOB MARKET PAPER

Impact of Business Cycles: Linking the racial Entrepreneurship and Wage gaps

This paper examines the Schumpeterian theory of creative destruction in the context of changes in entrepreneurship rates during business cycles. The paper first documents that individuals are more likely to become entrepreneurs in times of higher unemployment. The research questions then addressed in this paper are: who are these individuals, why do they choose poor economic times to become entrepreneurs and how do these businesses perform? Using a 35-year long panel dataset of 25,000 individuals I find that when unemployment increases by 1 percent point Blacks are 18 percent more likely than Whites to be business owners. This is accompanied by a widening of the racial wage gap - a 1 percent increase in state level unemployment causes Black wages to fall by 5 percent while nominal White wages remain unchanged. This is not a result of a compositional change in the labor force or industry specific shocks. I next find that Black wages fall more sharply with higher unemployment in states with higher racial prejudice compared to states with lower racial prejudice. This indicates that discrimination reduces the demand for Black labor, resulting in the decrease of Black wages. As Black business income does not show corresponding cyclicalities these empirical facts suggest that falling wages alter the payoffs from wage-employment relative to self-employment, incentivizing Blacks to become entrepreneurs. Black businesses started in recessions do not differ from their White counterparts in income generated, incorporation rates or duration of survival. Moreover, it is the higher-ability Blacks who become business owners in periods of higher unemployment.

RESEARCH

Publications

Aharon Cohen Mohliver, Gitit Gershgon and Shinjinee Chattopadhyay, *IPO Underpricing and Ownership Structure: The Business Group effect*, Handbook of Research on IPOs, Forthcoming by Edward Elgar, October 2013

Shinjinee Chattopadhyay and Lopamudra Roy, *Computerization of Indian Music Scoring Scheme*, International Journal of Information and Computer Science, Volume 2, December 1999

Working Papers

IPO Underpricing and Ownership Structure: The Business Group Effect
with Aharon Cohen Mohliver and Gitit Gershgon

This paper demonstrates links between firm ownership structure and the average IPO underpricing in an economy. We exhibit new avenues of exploring the effects of market competition, information

asymmetry, power and conflicts of interest on IPO pricing. Using a cross-country analysis based on two independent datasets, we show that the amount of money "left on the table" for investors decreases with the degree of concentration of ownership within the economy. We also show that the greater the degree of separation between power and equity ownership, the smaller the average IPO underpricing. We view these findings as providing support for IPO pricing theories based on share allocation, social control and power.

Work in Progress

Innovations and Aquisitions following a shift in the patent regime: Evidence from TRIPS,
with Janet Bercovitz

In this paper we examine the effects of the patent regime change on the innovation and structure of the pharmaceutical industry of India using a unique hand-collected dataset on Indian patents. Until 1995 the Indian legal system did not recognize product patents, but only process patents, and pharmaceutical firms operating in India enjoyed a weak patent protection regime. The TRIPS Act mandated that both product and process protection would have to be upheld within WTO member countries. The new stronger patent regime began in 2005. We identify three different strategic responses available to Indian firms. First, firms can adopt the strategy of exploitation of existing process capabilities in the generic drug market. Second, they may pursue markets and third, they may adopt the strategy of investing in drug discovery research and development capabilities and participation in the mainstream branded drug market. We develop hypotheses that link each of the above strategies with expected impact on patent activities resulting from broad adoption of the focal strategy. The novel contribution of this paper is to study firm strategic responses to disruptive regulatory actions via changing innovation activities that, in turn, have ramifications for industry structure.

Career concerns under uncertainty: Evidence from the Indian bureaucracy,
with Prithwiraj Choudhury

Accepted at the SMS Special Issues Conference to be held in June 2014 at Copenhagen

In this paper we shed light on the mechanism through which managers are able to impact firm performance. We exploit a natural experiment in India where individuals working for the Indian Administrative Services (IAS) are randomly assigned to work in environments with varying degrees of favorability, or distress. We find that those assigned to more distressed environments outperform those assigned to less distressed situations. The randomized allocation of managers helps resolve the underlying concerns of endogeneity present in a conventional empirical setting where firms select managers, and manager contribution cannot be disentangled from firm fundamentals. While past studies show that firm turnarounds are associated with managerial retrenchment or CEO

replacement, they face the common empirical challenge of not being able to isolate the actual mechanism through which managers assert influence over a firm. In this paper we present evidence that sheds light on the particular mechanism through which managers are able to impact firm performance. Our contribution lies in exhibiting that adverse work environments or firm distress, coupled with performance incentives can influence managers performance. Our findings therefore provide insight into understanding why CEO replacement is associated with firm turnaround.

FELLOWSHIPS AND AWARDS

NBER Sponsored Workshop in Entrepreneurship, Cambridge, MA, Summer 2011
CIBER Summer Research grant, Columbia Business School, Summer 2011
CIBER Summer Research grant, Columbia Business School, Summer 2010
Columbia Business School Doctoral Fellowship, Columbia Business School, Fall 2007 to Spring 2012
Columbia Business School Research Fellowship, Columbia Business School, Fall 2009 to 2013
William and Joan Blue Scholar, Tufts University, Fall 2005 to Spring 2007

PRESENTATIONS

Scheduled in 2014

University of Maryland, SMS Microfoundations Conference at Copenhagen

2013

Trans-Atlantic Doctoral Conference, London Business School, University of Illinois at Urbana-Champaign, PhD Student Seminar, Department of Finance, Columbia Business School, PhD Student Seminar, Department of Finance

EMPLOYMENT

Adjunct Lecturer, University of Illinois at Urbana-Champaign, Spring 2013 to present
Systems Engineer, Intel Corporation, Hudson, Massachusetts, February 2004 to August 2005
CAD Engineer, Intel Corporation, Austin, Texas, June 2001 to January 2004
Intern Engineer, Cynergy Systems Design, Austin, Texas, September 2000-May 2001
Intern Engineer, Intel Corporation, Portland, Oregon, June 2000-August 2000

REFERENCES

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

LANGUAGES SKILLS

Bengali (*native*), English (*fluent*), Hindi (*fluent*), French and Spanish (*basic*)

CITY OF URBANA
400 S. Vine St.
Urbana, IL 61801

BOARD, COMMITTEE OR COMMISSION APPLICATION

Name of board, committee or commission for which you are applying: (List all that you are interested in.)

IDOT Task Force

Name: Andrew Charles

Home Address: _____ Office Address: 400 S. Vine
_____ Urbana _____

Home Telephone: _____ Office Telephone: 384-2324

E-mail Address: charleaj@urbanaininois.us

How long have you lived in the City of Urbana? 32 years

How long have you lived in Champaign County (including those years during which you lived in the City of Urbana)? 50 years

Present Occupation: Police Sergeant, city of Urbana

Duties & Responsibilities: Dayshift patrol Sergeant, supervise dayshift, approve reports, review traffic tickets, coordinate the STEP program

List any other personal experiences which are pertinent to service on this board. (This could include education, training, work experience, community involvement, and/or awards/honors; or attach one-page resume.)

Former K9 Officer

Conflict of Interest

Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board, committee or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

Current Police employee

AC

Availability

When would you be available for meetings?

Mornings X Afternoons X Evenings X

Interest

Please write a brief statement concerning your interest in this board, committee or commission and your willingness to serve as a member.

I view this as an opportunity to improve communication between the police and community.

References

Please list three personal references:

Name: Patrick Connolly Occupation: Chief of Police

Address: 400 S. Vine Home Phone: _____

Work Phone: _____

Name: _____ Occupation: _____


Address: _____ Home Phone: _____

Work Phone: _____

Name: _____ Occupation: _____

Address: _____ Home Phone: _____

Work Phone: _____

Signed  _____ Date 3/24/14

Please return completed application to Jolinda Ross at jaross@urbanaininois.us or 400 S. Vine Street, Urbana, IL 61801.