



Board of Directors | Biographies



Jane Covey is the chair of the board of directors. She retired in 2006 from a career in international development focusing on the emergence and growth of civil society organizations in developing countries. In the early 1980s she co-founded and served as executive director of the Institute for Development Research (IDR), a Boston-based research and education nonprofit which grew to become an internationally recognized pioneer in generating theory and organization development practice to strengthen the civil society sector in developing countries. Her diverse professional background also includes healthcare in U.S. urban communities and management consultation to nonprofit organizations, government and business. She has served on the boards of a number of local, national and international nonprofit organizations.



Daniel Elkes is the secretary of the board of directors. As a trustee of the Elkes Foundation, he leads the foundation's anti-slavery efforts. He received his Ph.D. in genetics from Harvard University, and also has a Certificate in Public and International Affairs from his undergraduate studies at Princeton University. Dr. Elkes works in the biotechnology industry as the director of pipeline and portfolio planning at Genentech.



Jeri Fleming is the treasurer of the board of directors. Ms. Fleming is a certified public accountant with more than 13 years of experience, specializing in audits of trade associations, member associations, charitable organizations, private schools, charter schools and other not-for-profit organizations. She has extensive experience managing A-133 audits for not-for-profit organizations. She also has experience with not-for-profit organizations with foreign affiliates that are audited in accordance with International Financial Reporting Standards (IFRS). As well, Ms. Fleming is experienced in serving financial institution clients in certified audit, agreed-upon procedures, and Section 404 engagements, including work with other SEC companies. In addition, she worked for five years in the private sector, which has provided her with a detailed understanding of the day-to-day operating needs of her clients. Ms. Fleming has significant experience assisting both not-for-profit and for-profit businesses with a variety of critical issues related to internal controls, various compliance requirements and working closely with clients to address emerging and financial accounting and reporting issues.



Robert Gould is the founder and President/CEO of One Degree Strategies, a consultancy dedicated to encouraging decision makers to adopt policies and create programs that encourage people to make better choices for their health, well-being and the environment. Dr. Gould has been at the forefront of health and social change strategy as an innovator and as a leader. In a career progression including research director, health practice leader and managing director of Porter Novelli's founding office in Washington, Dr. Gould pioneered research-driven and innovative approaches to health communication, including nutrition education (the Food Guide Pyramid), youth tobacco use prevention (the 'truth' campaign) working in close partnership with government and non-profit leaders, including the Centers for Disease Control, American Cancer Society, American Heart Association, National Cancer Institute, National Heart, Lung and Blood Institute and many others. More recently, Dr. Gould has served as Managing Director of Brodeur Partners Washington office and senior strategist for Shift Positive, a specialty group dedicated to supporting foundations, non-profits and progressive commercial organizations on health issues and climate change. His clients included the National Science Foundation, the American Association for the Advancement of Science and the Robert Wood Johnson Foundation. Dr. Gould's academic training includes a BA from Bucknell University and a master's and doctorate in experimental social psychology from the University of Maryland.



William I. Greenbaum is a member of the Lowenstein Sandler law firm, practicing in its employment practice group in Roseland, New Jersey. He has more than 25 years of experience in healthcare law, as well as in all aspects of employment and labor law relating to employment and severance agreements, policies, employee and labor relations, equal employment opportunity, affirmative action, safety and health, immigration, ERISA, security and workplace investigations and corporate compliance. His extensive experience also includes advising clients in the pharmaceutical industry. Mr. Greenbaum practices employment and labor law with an emphasis on the practical resolution of difficult workplace problems, recognizing that most employers would prefer to favorably resolve employee-related problems rather than litigate them. Mr. Greenbaum regularly resolves matters on behalf of employers before the Equal Employment Opportunity Commission, the U.S. Department of Labor, numerous state and local counterparts to these agencies and many federal, state and local agencies that investigate and audit compliance with and enforce labor and employment laws. Prior to joining Lowenstein Sandler, Mr. Greenbaum was a partner in the New Jersey office of a regional law firm, where he headed the firm's equal employment opportunity committee and functioned as counsel on internal employment issues. Previously, he was assistant general counsel for employment law at the Warner-Lambert Company. Mr. Greenbaum has lectured and written extensively on labor and employment law, particularly on affirmative action compliance, sexual harassment investigations and workplace violence. He regularly provides training to employers, ranging from high-level officers and boards of directors to entry-level employees.



Gregory Haile is vice chair of the board of directors. He is the general counsel and vice president for public policy and government affairs for Broward College in Ft. Lauderdale, Florida. He was educated at the Columbia University School of Law, where he was a Harlan Fiske Stone Scholar and served as Editor-In-Chief of the National Black Law Journal; and Arizona State University, where he graduated *magna cum laude* and was selected as the most outstanding undergraduate in his college. Mr. Haile joined Broward College in 2011 after working at several law firms including, most recently, Berger Singerman. He oversees broad-ranging legal issues relating to tax, immigration, employment, labor, copyright, real estate, construction and tenure. Further, he oversees all local, statewide and federal government affairs, including advocating before local, state and congressional leaders to enhance their understanding of higher education issues. Mr. Haile spends significant time serving the community-at-large.



Sarah Degan Kambou is president of the International Center for Research on Women (ICRW), a global research institute that focuses on realizing women's empowerment and gender equality to alleviate poverty worldwide. Dr. Kambou's expertise centers on sexual and reproductive health, HIV and AIDS, and adolescent health and livelihoods. She has worked for more than 30 years in Asia, Eastern Europe, and sub-Saharan Africa, including nearly 13 years at ICRW. In December of 2012, President Barack Obama appointed Dr. Kambou to the President's Global Development Council, where she advises him and key administration leaders on effective practices and policies for U.S. foreign assistance. In 2010, Dr. Kambou was honored with Boston University's School of Public Health's Distinguished Alumni Award for her contributions to the field of public health. She is also a recipient of the Perdita Huston Human Rights Award, conferred in 2013 by the United Nations Association of the National Capital Area in recognition of her commitment to improving the status of women everywhere.



Carolyn Long retired in 2013 from a career as an international development specialist. She was vice president of two organizations, including InterAction, the largest coalition of U.S. NGOs working in international development and humanitarian assistance. She has three decades of NGO-related experience with a main focus on sub-Saharan Africa, and she has worked at all levels of development from the grassroots to the global level. Her work has focused on capacity strengthening, aid effectiveness, evaluation and a range of advocacy initiatives. She was an activist in the anti-apartheid campaign for 20 years. She has written extensively on the role of civil society organizations in development. She is the author of *Participation of the Poor in Development Initiatives: Taking Their Rightful Place*, and several published papers on civil society advocacy initiatives. She served on the boards of Africa Action and Volunteer: The National Center on Volunteerism. Her career began as a Peace Corps volunteer in Gabon, Equatorial Africa. She speaks fluent French.



Timothy Patrick McCarthy is lecturer on history and literature and on public policy at Harvard University. He is also core faculty and director of the Human Rights and Social Movements Program at the Carr Center for Human Rights Policy at the Harvard Kennedy School. Educated at Harvard College and Columbia University, where he received his Ph.D. in history, Dr. McCarthy is a historian of social movements who specializes in slavery and abolition, media culture and communications, and the politics of race, gender and sexuality in American culture. He is also a frequent media commentator, and a regular contributor to *The Daily Beast*, *The Nation* and *The Huffington Post*. In addition to his work as a scholar and teacher, Dr. McCarthy is a devoted public servant and outspoken advocate for social justice. Since 2002, he has served as academic director of the Boston Clemente Course in the Humanities, a multidisciplinary college course offered free of charge to low-income adults in Dorchester, Massachusetts. As founding director of Harvard's Alternative Spring Break Church Rebuilding Project, he has spent the last 14 years taking groups of students to rebuild black churches that have been burned in arson attacks. He was honored in 2007 by the National Coalition for Burned Churches for his longstanding commitment to civil rights and religious tolerance. A national leader in the lesbian, gay, bisexual and transgender (LGBT) community, Dr. McCarthy was a founding member of Barack Obama's National LGBT Leadership Council, has given expert testimony to the Pentagon Comprehensive Working Group on the repeal of "Don't Ask, Don't Tell", serves on the advisory board of the Harvey Milk Foundation, and is lead research collaborator and founding governing board member for Face Value, a new organization dedicated to eradicating social and cultural stigma against LGBT people.



Mark Trozzi began his career in management consulting and later assumed senior financial positions in the retail industry. He entered the nonprofit world as the chief financial officer of the Planned Parenthood Federation of America and then spent several years as the chief financial officer of an Internet company, Spree.com, during the late 1990s. After the Internet collapse, Mr. Trozzi returned to consulting and served as the Interim COO or CFO for clients like Amnesty International USA, The After-School Corporation (TASC), the national office of the YWCA and EngenderHealth, Inc. After seven months as the interim CFO of EngenderHealth, Mr. Trozzi joined the staff as vice president of operations & chief financial officer. In 2011, Mr. Trozzi retired to a life of occasional consulting and serving on nonprofit boards, finance committees and as the treasurer of several small nonprofits.