

Speaker Biographies Water Workforce Virtual Workshop



Jennifer Allen
Human Resources Director
Los Angeles County Sanitation District
Whittier, CA

Jennifer Allen is currently the Director of Human Resources for the Los Angeles County Sanitation Districts. She started her career at the Districts in 2006 working in Employment Services where she worked on various recruitment, selection, classification and compensation projects.

Prior to the Districts, Ms. Allen worked in Human Resources for the City of Tustin and in the Selection Branch for the Los Angeles Unified School Districts. She holds a BS in Psychology and an MA in Industrial/Organizational Psychology.



Prabhu Chandrasekeran
Vice President, Intelligent Water National Practice Leader
Arcadis
Hanover, MD

Prabhu Chandrasekeran is the Intelligent Water National Practice Leader for Arcadis North America. He brings over 18 years of engineering and consulting experience in the water industry and specializing in utility management consulting for digital transformation.



Danielle Cloutier
Director, Legislative Affairs
National Association of Clean Water Agencies
Washington, DC

Danielle Cloutier joined the National Association of Clean Water Agencies (NACWA) in November of 2021, as the Director of Legislative Affairs. Ms. Cloutier lends her policy experience to NACWA's well-rounded government affairs team which covers regulatory, legislative, and legal issues impacting the nation's public clean water agencies. Previously, Ms. Cloutier was Policy Director at the American Sportfishing Association and environmental policy advisor for US Senator Brian Schatz (D-HI) in Washington, DC.

A native of Racine, WI, Ms. Cloutier has a deep passion for water resource management and environmental science. Before pursuing a career in policy, she earned a PhD from the School of Freshwater Sciences at the University of Wisconsin-Milwaukee, where she focused her research on public and environmental health.

Ms. Cloutier supplements her work at NACWA with both a deep understanding of the underlying science and strategies to synthesize this information to help inform policymaking decisions.



Sarah Cwikla
Vice President, Regional Growth Leader – US North
Stantec
Broomfield, CO

Sarah Cwikla is a Vice President and Regional Growth Leader for Stantec Water. She has over 20 years of environmental engineering experience with a focus on the design and construction of water and wastewater projects and is responsible for growth and the strategic vision of the Stantec Water group in the Northeast and Midwest. Ms. Cwikla also sits on the American Council of Engineering Companies Metro and Society of American Military Engineers New York City Post Board of Directors.



David Fiffick
Deputy Director of Human Resources
Northeast Ohio Regional Sewer District
Cleveland, OH

David Fiffick currently serves as the Deputy Director of Human Resources at the Northeast Ohio Regional Sewer District. As Deputy Director, he oversees the day-to-day leadership responsibilities of the Sewer District's Human Resources department. Before assuming the role of Deputy Director, he served as the Human Resources Manager – Employee & Labor Relations at the Sewer District.

Prior to beginning his career in Human Resources, Mr. Fiffick worked as a labor and employment attorney for several years. He takes pride in providing the best guidance possible and supporting the growth and performance of colleagues.

A native of Cleveland, OH, Mr. Fiffick currently lives on the near-west side of Cleveland with his wife, Kate, their three-year old son, Archie, and their three dogs, Olive, Henry, and Otis. In his free time, he enjoys sampling craft beer, shopping for heritage menswear, and cheering on Cleveland's professional sports teams.



James Fisher

Human Resources Manager, Compensation and Benefits
Metropolitan Water Reclamation District of Greater Chicago
Chicago, IL

Jamie Fisher is a Human Resources Manager at the Metropolitan Water Reclamation District of Greater Chicago (MWRD) with fourteen years of experience managing various functions within the Human Resources Department. For the last twelve years, he has led the Compensation and Benefits Section managing the health and wellness programs and compensation and classification plans. He also serves on the Labor Management Committee on Health Care with the MWRD's union partners and as the Human Resources representative on the Strategic Business Plan Committee for the organization.

As manager of the benefits programs, Mr. Fisher is responsible for the administration of a \$50 million health care budget for the active employee and retiree populations. During his time in this role, he has focused the organization's strategy on employee health and wellness including the relaunch of the employee wellness program, introduction of digital health programs, expansion of the Employee Assistance Program, and implementation of an on-site clinic. Through these efforts, the MWRD health care program has maintained an annual health cost trend that is approximately half the national trend over the prior ten-year period. He has a BS in Psychology and an MS in Industrial/Organizational Psychology from Elmhurst University.



Maggie Frye

Founder & Chief Executive Officer
Core Consulting Group, LLC
Cincinnati, OH

Maggie Frye founded Core in 2014 – a leadership and strategy consulting firm that powers the potential of clients nationwide by building strong leaders, teams, and business strategies. Prior to founding Core, Ms. Frye served as the Global Communication & Talent Development Manager for an education technology solutions provider, supporting a global workforce in the areas of leadership development, internal communications, performance management, and employee engagement.

Ms. Frye and her team work collaboratively with many wastewater agencies around the country through NACWA's Core Leadership offerings, and she personally spent several years working at a wastewater utility earlier in her career (Sanitation District No. 1 in Northern Kentucky). Throughout her tenure at Sanitation District No. 1, Ms. Frye worked in communications, employee development, regulatory compliance, and strategic planning, with additional leadership responsibilities for the safety and information technologies functions.



Laurie Horrigan
NACWA Board Member
Executive Director
Narragansett Bay Commission
Providence, RI

Laurie Horrigan assumed the role of Executive Director of the Narragansett Bay Commission, Rhode Island's largest clean water agency, in 2019. As Executive Director, she leads a staff of 270 environmentalists to provide wastewater collection and treatment services to approximately 400,000 people in the Greater Providence and Blackstone Valley areas.

Ms. Horrigan oversees a \$330M combined capital and operating annual budget to support Rhode Island's two largest wastewater treatment facilities. Under her leadership, the Narragansett Bay Commission was named a *Utility of the Future* for the second time and received its third *Excellence in Management Award* at the Platinum level. Since she assumed the Executive Directorship, the Narragansett Bay Commission (NBC) has received the largest Water Infrastructure Finance and Innovation Act loan in Region I and two subsequent Water Infrastructure Finance and Innovation Act designations. She has continued the Commission's leadership in renewable energy production by diversifying and enlarging the Commission's renewables portfolio to include additional solar, wind, and biogas facilities, ensuring that the Commission will reach its goal of providing 100% of energy demand through renewable sources. In her 30-year career at NBC, she served as General Counsel and Director of Administration, playing key roles in regulatory matters, labor negotiations, contract disputes, property acquisitions and public relations issues. She is currently managing the third and final phase of the NBC's Combined Sewer Overflow Project, the largest public works project, and the most important clean water project in the history of RI.

Ms. Horrigan holds a BS degree in Political Science from Providence College and a JD from Western New England University - School of Law. She is a member of the Rhode Island Bar Association and has been an elected member of its House of Delegates since 1991. Ms. Horrigan is active in several clean water organizations besides National Association of Clean Water Agencies, including the New England Water Environment Association, Rhode Island Clean Water Association, Water Environmental Federation, American Water Works Association, and the Rhode Island CEO Council. She also serves on the Personnel Board of her hometown in East Greenwich, RI.



Joseph W. Kane

Senior Research Analyst and Associate Fellow
The Brookings Institution
Washington, DC

Joe Kane is a Fellow at Brookings Metro. Mr. Kane’s work focuses on a wide array of build environment issues, including transportation and water infrastructure. Within these areas of research, he has explored infrastructure’s central economic role across different regions as well as its relationship to opportunity

and resilience.

Across several projects, he has coordinated the production of new metrics and developed other interactive content to better inform decisions by policymakers and practitioners across the country. His recent work has explored transportation and placemaking, climate investment, and federal infrastructure policy. Mr. Kane also continues to examine challenges and opportunities facing the country’s infrastructure workforce and its essential workforce more broadly – including water workers and energy workers. He has also testified to Congress on these issues, including a hearing titled, “Skill, Upskill, and Reskill: Analyzing New Investments in Workforce Development.”

Prior to Brookings, Mr. Kane was an economist at the US Bureau of Labor Statistics. He holds an MS in urban and environmental planning from the University of Virginia and a BS in economics and history from the College of William and Mary.



Oluwole 'OJ' McFoy

NACWA President
General Manager
Buffalo Sewer Authority
Buffalo, NY

OJ McFoy is a passionate public servant and water sector executive with over two decades of leadership in advancing innovative strategies, delivering large scale multi-million-dollar comprehensive plans and capital projects, and expanding equitable public health policies. A native of Buffalo, NY, Mr. McFoy was educated in the Buffalo Public School system and is a 1993 graduate of Hutchinson Central Technical High School. He earned a BS in Civil Engineering from Clarkson University and a Certificate in Executive Management from the University at Buffalo. He is also a licensed Professional Engineer registered in the State of NY.

Since 2007, Mr. McFoy has served as Chairman of the Buffalo Water Board, championing regional water quality initiatives, and overseeing a recently negotiated \$75M 10-year public-private partnership to provide reliable and professional delivery of drinking water for the city. In his role, he has initiated major programs such as Replace Old Lead Lines (ROLL) to combat lead poisoning, and the City’s Residential Affordable Water Program – focused on ensuring that water services are equitably delivered and are affordable for all residents.

Serving in several C-Suite roles at the Authority since 2006 and receiving appointment as Buffalo Sewer's General Manager in 2015, Mr. McFoy brings a commitment to diversifying the workforce and stimulating the local economy. He facilitated producing the City's National Award-winning Raincheck 2.0 Green Infrastructure Plan, that details nature-based solutions to the regional flooding and stormwater challenges due to climate change, while reimagining Buffalo's resiliency efforts through an equity lens.

Mr. McFoy serves on National, State, and Regional Boards dedicated to promoting the value of water and changing the culture of the water sector, including the US Water Alliance, Water Agency Leaders' Alliance, and New York Water and Environment Association. He is currently the President on the National Association of Clean Water Agencies' Board of Directors. In addition, he holds board positions locally with Buffalo Erie Niagara Land Improvement Corporation and the Buffalo Society of Natural Sciences, while being an active member of several organizations.



Kishia L. Powell

NACWA Board Member

General Manager and Chief Executive Officer

WSSC Water

Laurel, MD

Kishia Powell is a dynamic force in the global water sector with 25 years of experience in both the public and private sectors across the U.S. and London, England. Powell leads a team of 1,680 strong and manages the day-today operations of the largest water utility in Maryland – 8th largest in the country – and ensures water and water resource recovery services are safely provided to 1.9 million customers throughout a 1,000-square-mile service area.

Prior to being selected to lead WSSC Water, Ms. Powell served as DC Water's Chief Operating Officer and Executive Vice President. During her tenure at DC Water, she championed several initiatives, including a focus on operationalizing equity and environmental justice. She provided oversight for DC Water's 10-year \$6.4 billion capital improvement program and led the implementation of workstreams under the utility's strategic plan imperative for reliability.

Before DC Water, Ms. Powell was the City of Atlanta's Commissioner of Watershed Management, overseeing \$644 million in annual operating expenditures and a five-year capital improvement plan of \$1.26 billion. She previously served as the City of Jackson, MS Public Works Director and Bureau Head of Water and Wastewater for the City of Baltimore, where she was recognized by the Chesapeake Water Environment Association as a *Water Hero* in 2010. A licensed Professional Engineer in Maryland, Virginia, and the District of Columbia, she holds a BS in Civil Engineering from Morgan State University's Clarence M. Mitchell, Jr. School of Engineering.



Dr. Beverly A. Scott
Chief Executive Officer
Beverly Scott and Associates, LLC
Emeryville, CA

Dr. Beverly Scott is the Chief Executive Officer of Beverly Scott Associates where she advocates for sustainable, equity-centered infrastructure, and provides infrastructure-focused executive management consulting, specializing in “people-readiness” and advancing practical approaches and solutions to challenging situations that advance equity and inclusion and help achieve positive outcomes for all people and communities. In 2018, she founded Introducing Youth to American Infrastructure, Inc. (“iyai+”), a national non-profit dedicated to inspiring, educating, and actively engaging today’s youth to be tomorrow’s “community builders” – with a focus on vulnerable youth and under-represented groups in the infrastructure sectors – including women and people of color.

Her career in the public transportation industry spans forty years, including four appointments as Chief Executive Officer/General Manager – Boston (MBTA), Atlanta (MARTA), Sacramento (SRTD), and Rhode Island (RIPTA). A past Chair, American Public Transportation Association (APTA), she is nationally recognized for her “equity-centered” leadership, commitment to quality, integrity, and courage. Within the public transit industry, she has been a strong, consistent voice for workforce development, and achieving better outcomes for “all” people and communities.

Dr. Scott is a frequent speaker, serves on several national Boards, and has received numerous national and local awards. In 2011, she was appointed by President Obama to the National Infrastructure Advisory Council (NIAC); and re-appointed by President Biden.

Among her numerous awards, Dr. Scott is a recipient of the *Sharon Banks Humanitarian Leadership Award* in Transportation (TRB, National Academies of Sciences) for her advocacy on behalf of public transit users and workers, and for her tireless efforts to improve the lives of others. A recipient of the *Hubert Humphrey Award* (American Political Science Association) honoring notable public service by a political scientist. Inducted into the American Transportation Association Hall of Fame. And named a “*Transportation Innovator of Change*” by President Barack Obama. A past Founding Board member of the International Transportation Learning Center (a national labor-management consortium), she currently serves in an advisory capacity as a Senior Fellow.

Dr. Scott holds a PhD in political science from Howard University; and a BA in Political Science from Fisk University (Phi Beta Kappa; *magna cum laude*).

Finally, and to her -- most importantly – she is blessed to have a wonderful family that she both “loves” and “likes” as people.



Kevin Shafer

Executive Director
Milwaukee Metropolitan Sewerage District
Milwaukee, WI

Kevin Shafer serves as Executive Director of the Milwaukee Metropolitan Sewerage District (MMSD). MMSD is a regional government agency that provides water reclamation and flood management services for more than 1.1 million customers in 28 communities in the Greater Milwaukee Area. The District serves 411 square miles that cover all, or segments of, six watersheds. Established by state law, the District is governed by 11 commissioners with taxing authority. Since assuming this role, he has transformed the MMSD into one of the leading wastewater utilities in the country through the integration of green infrastructure with traditional infrastructure.

Mr. Shafer's 2035 Vision has propelled MMSD forward with climate change adaptation through an aggressive program to convert to renewable fuels, install green infrastructure, and preserve floodplains. His leadership has brought MMSD recognition as the recipient of almost every major award in the industry, including the *2012 US Water Prize*.

He currently serves on the boards of The Water Council and River Revitalization Foundation and is a past president of the National Association of Clean Water Agencies.

Mr. Shafer holds an MA in Civil Engineering, water resources, from the University of Texas, and a BS in Civil Engineering from the University of Illinois.



Juli Sholar

Human Resources Director
Sewerage & Water Board of New Orleans
New Orleans, LA

Juli Sholar is a highly experienced Human Resource professional with a diverse background spanning over two decades. She currently holds the position of Human Resources Director at the Sewerage & Water Board of New Orleans. Before this, she served as a Human Resources Executive Consultant at JWS Corporate Development, LLC. She also held the role of Co-Chair at the New Orleans Chapter of DisruptHR.

Ms. Sholar has extensive experience in talent management and development. She worked as the Assistant Director of Talent Management at Louisiana State University Health Sciences Center New Orleans, where they oversaw talent acquisition, development, compensation, and employee relations. Additionally, they developed and managed talent development programs for both classified and unclassified staff as well as faculty.

Prior to this, Ms. Sholar served as the Human Resources Director at the Port of New Orleans and the Director of Human Resources at BigEasy.com / Hospitality Enterprises. In these roles, they managed various aspects of Human Resources, including strategy development, HR-related trends, and overseeing Human Resources staff.

Ms. Sholar's earlier roles include being the Human Resources Manager at LCMC Health Clinical Services, LLC, where they were responsible for all Human Resources functions. She also worked at Tulane Medical Center as a Recruiter, Benefits Specialist, Housing and Relocation Coordinator, and later as a Housing and Relocation Coordinator/Recruiter Liaison.

Her career began as an Employment Case Manager at Knox County Community Center, where they helped Hurricane Katrina evacuees find employment and provided them with various support services.

With their extensive experience in various industries and positions, Ms. Sholar brings a wealth of expertise in Human Resources strategy, talent management, and employee relations to their current role as Human Resources Director.

In terms of formal education, Ms. Sholar earned a BS degree in Interdisciplinary Studies from Lamar University in 1996. Her field of study included English/Literature and Geology.



Beverly Stinson

Executive Vice President, Global Water Business Line Leader
AECOM
Chelmsford, MA

Bev Stinson is the executive vice president of AECOM's global water business. Widely recognized as a technical expert and champion for applied research and innovation, she has focused her career on developing cutting-edge technologies and identifying novel solutions to address emerging issues including advanced wastewater treatment water reuse, energy neutrality and green energy transition, PFAS treatment and destruction, and climate resilience and mitigation. She has led numerous large-scale master planning programs for clients globally and has conducted extensive research, resulting in several patents.

Ms. Stinson supports several industry organizations including serving on the Water Research Foundation and the Water Reuse boards, while also serving on the Water For People Council. She is committed to upholding the highest standards of practice in engineering planning, design, and management, including a diverse workforce, and actively promoting the engagement of young professionals.



Todd Swingle

NACWA Board Member
Executive Director
Toho Water Authority
Kissimmee, FL

Todd Swingle serves as the Chief Executive Officer/Executive Director for the Toho Water Authority (Toho) in Kissimmee, FL. Toho serves approximately 160,000 connections with services that include Water, Wastewater, and Reclaimed Water, supporting the City of Kissimmee, City of St. Cloud, Osceola County, and portions of Polk County and Orange County in addition to millions of visitors each year to the Central Florida Region. As Executive Director, Mr. Swingle leads over 500 employees that operate 26 water and water reclamation facilities, almost 4,000 miles of pipelines, 600 pump stations, and a fully deployed Advanced Metering Infrastructure system.

Before joining Toho, Mr. Swingle spent over 25 years serving in various environmental and utilities roles in the utilities, consulting, and manufacturing spaces both in the US and globally. He is active in a variety of civic and professional organizations focused on community and the environment. Currently, Mr. Swingle serves as a board member for the National Association of Clean Water Agencies, the Association of Metropolitan Water Agencies, the Water Research Foundation, and the Florida Water Environment Association Utility Council.

Mr. Swingle holds a BS and MA in Environmental Engineering from the University of Central Florida and an MBA from the University of Florida. He is also a registered Professional Engineer.



Pieter Van Ry

NACWA Board Member
Director
South Platte Renew
Englewood, CO

Pieter Van Ry has over 25 years of experience in civil engineering and related fields and has held several leadership positions in public utilities during that time. He is currently the Director of both South Platte Renew (Colorado's third largest wastewater treatment facility serving 300,000 customers in the Denver metro area) and the City of Englewood drinking water utility. He has his undergraduate degree in engineering and is a licensed professional engineer in Colorado. Mr. Van Ry received his Executive MBA from the Daniels College of Business in August of 2019. He frequently presents on leadership and organizational culture topics at local and national water industry conferences, and he is a lead faculty in multiple Leadership Development Programs of Daniels Executive Education.



Pamela Wideman
Senior Manager
Raftelis
Charlotte, NC

Pamela Wideman has over 25 years of experience in leading local government teams, with the last 10 years in executive leadership with the City of Charlotte.

Ms. Wideman is a highly sought after speaker for her expertise in affordable housing and has spoken on numerous panels across the country. She has participated in numerous executive-level collaborations engaging multiple community partners in the business and philanthropic fields. She strongly believes that “service is the rent we pay for living on this earth” and is often asked to share her public sector experiences with professional trade organizations, and local municipalities.

Ms. Wideman has a passion for developing and implementing solutions that serve the community. She served as an early Advisory Member for the Greenlight Fund in Charlotte, and on the Mayors and CEOs Committee for US Housing Investment. She was awarded the *Master of Public Administration Alumna of the Year* and received a *Leadership in Black Excellence* from her alma mater, the University of North Carolina Charlotte. She currently serves on the Board of Directors for the United Way of Greater Charlotte and the Children and Family Services Center and is a member of the International City/County Management Association and the National Forum for Black Public Administrators.