

NANCY E THOMAS

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EDUCATION

Project Management Certification, August 2025

Lean Six Sigma, Green Belt, GE Aviation, 2011

Professional Certification, Commercial Contract Management, George Washington University, 2013

Jurisprudence Doctorate, Salmon P. Chase College of Law, Northern Kentucky University (1996)

Bachelor of Arts, Drake University (1988)

POST GRADUATE WORK HISTORY

5/2017 - CURRENT	OREGON DEPARTMENT OF HUMAN SERVICES 6/2020 – Chief Operations Officer, District 2 – Multnomah County 10/2020 - OR State Diversity Conference, Emotional Intelligence Presenter 6/2020 - Current, Chief Operations Officer, District 2 - Multnomah County 9/2019 - 6/2020, Sr. Internal Auditor, ODHS Internal Audit Dept 1/2019 - 9/2019, Child Welfare Contract Optimization Consultant, Child Welfare 2019 - Current, ODHS Leadership Academy, Emotional Intelligence Presenter 5/2017 - 1/2019, Sr. Internal Auditor, ODHS Internal Audit Dept
2/2017 - 5/2017	VIGOR INDUSTRIES, LEGAL CONSULTANT, Legal Department
11/2015 - 6/2016	QORVO, INC., CONTRACTS MANAGER, Legal Department
11/2008—11/2015	GE AVIATION LEGAL DEPARTMENT COMMERCIAL ENGINE OPERATIONS LEGAL DEPARTMENT, LEGAL SALES CONTRACT ANALYST (2012-2015) Produced risk analysis and contract management for \$100M+ airframe contract. Oversaw legal response for internal risk approval process for internal stakeholders. Implemented legal assistance in volatile claims settlement negotiations with strong rapport with large customer. Appointed to provide contract support to (7) site global business unit worth \$200M+. UNISON DIVISION, LEGAL FOCAL (2010 - 2012) GE AVIATION CONTRACT MANAGER, (2008 - 2010) Authored and negotiated sales contracts and amendments for engine sales \$1M—\$100M+. Established legal analysis for Sales in Executive approval matrix procedure. Formalized and drafted protocols for legal support and risk analysis to PM of 150+ engine services program. Negotiated \$850M services contract for large airline.
2004—2008	HARRIS CORPORATION BROADCAST COMMUNICATIONS DIVISION, LEGAL DEPARTMENT, CONTRACTS MANAGER
1999—2004	HAMILTON COUNTY FAMILY & CHILDREN FIRST COUNCIL, CONTRACTS MANAGER
1996—1999	HEALTHCARE LEGAL DEPARTMENTS CHOICECARE, INC., ANCILLARY CONTRACTS SPECIALIST, (1996 - 1998) MEDICA, INC., BUSINESS DEVELOPMENT SPECIALIST, (1998 -1999)

PRE GRADUATE WORK HISTORY

1993—1996	SALMON P. CHASE COLLEGE OF LAW, FULL TIME LAW STUDENT * Harmon, Davis & Associates, LAW CLERK Personal Injury trial preparation and research
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	<p>Federal criminal investigations and defense preparation</p> <p>Criminal trial preparation</p> <p>* Hamilton County Court of Common Pleas, LEGAL EXTERN, 6 months</p> <p>Drafted initial opinions for judge</p> <p>Conducted legal research for judge opinions</p> <p>Assisted judge clerk in his absence</p> <p>• 6th Circuit Court of Appeals, LAW CLERK ASSOCIATE, 6 months</p> <p>Authored Court of Appeals Guide to use and practice</p> <p>Drafted initial court opinions for judge magistrate</p>
1992—1993	<p>HARRIS, BELLA & BURGIN, ASSOCIATES, WORKER'S COMPENSATION PARALEGAL</p> <p>* Legal research and evidence preparation and organization</p> <p>* Litigation & Worker's Comp Board Hearing preparation for attorney</p>
1990—1992	<p>AEON CORPORATION, INTERNATIONAL HUMANITIES SPECIALIST</p> <p>* Lived and worked in Osaka, Japan</p> <p>* Taught English to businessmen and relocating families</p> <p>* Translated business documents and correspondence</p> <p>* Achieved 4th grade level Kanji certification</p>

PURPOSE DRIVEN ADVOCACY

2021 - CURRENT	<p>Publicly Elected to Hillsboro School District ("HSD") Board of Directors</p> <p>8/2021 Elected Vice Chair, HSD Board of Directors</p>
2014—2015	<p>Parents for Public Schools of Greater Cincinnati, Inc., BOARD PRESIDENT, leading 8 member Board and agency budget of \$350K</p> <p>GE ALO Diversity Council, CO-CHAIR, leading 17 members</p> <p>GE Aviation Sings! (Cincy Sings Competition), CHAIR, leading</p> <p>Class is in Session, Radio Co-host; Live Call-in talk show on education, WDBZ—AM1230</p>
2014—2015	North Avondale Montessori School LSDMC Chair (12 members)
2013—2015	The Vineyard Cincinnati, PRAYER TEAM VOLUNTEER
2012—2014	<p>Parents for Public Schools of Greater Cincinnati, Inc., BOARD SECRETARY</p> <p>North Avondale Montessori School, LSDMC PARENT REPRESENTATIVE</p> <p>North Avondale Montessori School, Field Day Chair, leading 125+ volunteers</p> <p>WCET TV, Town Hall on Education, PARENT REPRESENTATIVE participant</p> <p>GE Aviation Junior Achievement, VOLUNTEER teaching 7-10 girls</p>
2010 - 2011	<p>GE Aviation SWEL (Summer Work Experience in Law), MENTOR</p> <p>GE Aviation AAF Coop & Leadership Program, MENTOR</p> <p>GE Aviation People With Disabilities Network, STEERING COMMITTEE</p>
2002—2007	Girls On The Run of Ohio, Inc., BOARD MEMBER

DIVERSITY & INCLUSION CAREER HIGHLIGHTS

OREGON DEPARTMENT OF HUMAN SERVICES

- In COO Role, Executive Sponsor of PRIDE Employee Resource Group
- In COO Role, Member of African-American Managers Council
- Speaker (Emotional Intelligence) at OR State Diversity Conference, 2020
- ODHS Leadership Academy, Annual curriculum speaker on Emotional Intelligence

GE AVIATION –

- Co-Chaired GE AVIATION Legal Operations (“ALO”) Diversity Council;
- Orchestrated Global Diversity & Inclusion Programs at 5 global sites for Diversity Day Celebration featuring New York Times Bestselling author Dr. Mahzarin Banaji, author of Blind Spot
- Facilitated Diversity Summit for Women Engineer students being recruited to GE Aviation;
- Chaired GE Sings (internal competition for winner participation in Cincinnati Sings competition);
- Appointed to Steering Committee for GE People With Disabilities Network guiding efforts to organize and achieve ‘affinity’ status and corporate recognition;
- Participating member of AAF, Hispanic Forums and Women’s & Veteran’s Networks;
- Taught Junior Achievement to at-risk urban high school students providing personal finance awareness and career exposure

NON-PROFITS –

- Parents For Public Schools of Greater Cincinnati; Advancing board leadership roles to President, advocating strong public schools for all students and empowering parents to engagement;
- Girls On The Run of Ohio, Inc.; Advocating for girl power, self-confidence and success in life
- Greater Cincinnati Stroke Association; “HERO AWARD” recipient advocating stroke awareness

PUBLICATIONS -

MAGAZINE— National Contract Management Magazine, *“The Value Proposition for Diversity vs. the ‘Do Nothing’ Cost & Impact”, August 2015 edition*

BOOKS— *Thriving In Denial: The MS Manifesto*

A Shot In the Ass!

The Other 90%: Success In & After Law School When You’re Not At the Top of the Class