



Mayor of Providence

David N. Cicilline

January 15, 2009

Honorable Members
Providence City Council
City Hall
Providence, Rhode Island 02903

Dear Honorable Members:

Pursuant to Sections 302(b) and 701 of the Providence Home Rule Charter of 1980, as amended, I am this day re-appointing Ms. Katherine McKenzie of 15 Westford Rd., Providence, Rhode Island 02906, to the School Board for a term to expire on the first Monday in January, 2012, and respectfully submit the same for your approval.

Sincerely,

A handwritten signature in dark ink, appearing to read "D. N. Cicilline", followed by a long horizontal line.

David N. Cicilline
Mayor

DNC: ljp

IN CITY COUNCIL
MAR 5 2009

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED AND APPROVED
A handwritten signature in dark ink, appearing to read "C. M. [unclear]", followed by the word "CLERK".

KATHERINE F. MCKENZIE

RECEIVED

OCT 21 2005

PROVIDENCE SCHOOL BOARD
NOMINATING COMMISSION
APPLICATION FORM

Filing Deadline: October 14, 2005, 5:00 PM

Please complete the following application and return to:
Providence School Board Nominating Commission

c/o Policy Office, 2nd Floor
Providence City Hall
25 Dorrance Street
Providence, RI 02903

Questions: 401/421 2489 ext. 723
<http://www.providenceri.com>

Please complete the following form or submit all the requested information as a typewritten letter of application. To download a copy, please consult the Website.

Name **Katherine F. McKenzie**

Home Address (you must be a Providence resident)

15 Westford Road, Providence, RI 02906

Home Telephone Number **(401)-272-7877**

Work Address and Telephone **One Citizens Plaza, Providence RI 02903**
(401) 456-7659

Where would you prefer to be contacted? **Office**

How many years have you been a Providence resident? **9**

GENERAL QUESTIONS

To be completed by all applicants

Did you attend Providence Public Schools? If yes, please list the schools you attended and the years you attended each school.

No

Do you have or have you had children who have attended the Providence Public Schools? If yes, please list the schools your children have attended and the years they attended each school.

No

What do you believe are the MOST critical issues currently facing the Providence Public School System?

I am very concerned with the low graduation rate. As Head of Human Resources for one of the state's largest employers, it is imperative that the largest school system in the state produce the quality of students that the businesses in Rhode Island need to be successful.

In addition, the fact that the students demonstrate "little to no mastery" in reading (44%) and in math (63%) is frightening.

How many School Board meetings have you attended during the last year? What has been your experience?

None

QUESTIONS FOR FIRST-TIME APPLICANTS

To be completed by applicants who have NEVER served on the Providence School Board (Please attach extra sheets, if necessary.)

Please describe why you are interested in serving as a school board member; what are the strengths and experience that you will bring to this position?

I believe strongly in public schooling – good public schooling and I believe it is every citizen's responsibility to ensure that each child has the opportunity for a quality education so that they can live productive and full lives. Not having children has not kept me from being involved with children and their education and well-being. When I look at my volunteer activities over the years, they have typically revolved around organizations which have either an emphasis on children/education (VC of the Metropolitan YMCA, Board member of John Hope Settlement House, President of Training Inc.) or ones that have strong children's education programs (President of the Sawtooth Center).

Please describe your experience, strengths and skills working with youth, public schools, civic programs, or as a parent.

Since moving to Providence in 1996 I have been Group Executive Vice President and head of Human Resources of Citizens Financial Group, Inc., the parent company of Citizens Bank and Charter One. In this position, I have responsibility for the well being of 27,000 employees and their families, located in 48 of our 50 states. I am a member of the executive management committee, manage 400 people in HR and handle an extensive budget. Though I have not worked with public schools, I feel that my leadership, management, finance, negotiating and collaborating skills are easily transferable to this position.

How will you educate yourself to more fully understand the issues facing the School Board? What resources would be helpful to you in gaining the background you believe you need?

I met with the education coordinator from the Mayor's office and with the school board chairman. As well, I have talked with citizens who have thoughts and ideas about the school system. If chosen for the position, I plan to seek guidance from the Mayor's office and the school board chairman as to whom I should speak and I will continue to talk to Providence citizens about their thoughts.

QUESTIONS FOR CURRENT SCHOOL BOARD MEMBERS

To be completed by anyone who is currently serving on or who has in the past served on the Providence School Board. (Please attach extra sheets, if necessary.)

Please describe why you are interested in continuing to serve as a School Board member.

Please describe two to three (2-3) of your most important contributions or significant achievements as a School Board member.

How has your perspective changed regarding the challenges and problems faced by Providence Schools because of your membership on the School Board?

How have you used this new perspective in your work as a School Board member?

Please describe your experience, strengths and skills working with youth, public schools, civic programs, or as a parent.

BACKGROUND INFORMATION

To be completed by all applicants

Please describe your educational and employment experience. If you prefer, you can attach a resume.

I am a 1969 graduate from Lenoir Rhyne College in Hickory, NC. My major was English and my minor was secondary education. I graduated with a certificate to teach in the secondary school system in North Carolina. Since college, I have spent my entire career in banking, beginning as a bank teller and working my way up through the ranks to becoming Group Executive Vice President for Citizens Financial Group. However, I've had numerous jobs outside of banking, prior to college. My first one was at age 9, running a vegetable stand and by the time I finished college I had held every kind of job from working for a newspaper to being a short order cook to being a researcher for the clerk of courts. Hard work and long hours are not foreign to me.

Would you object to the disclosure of any information on this application?

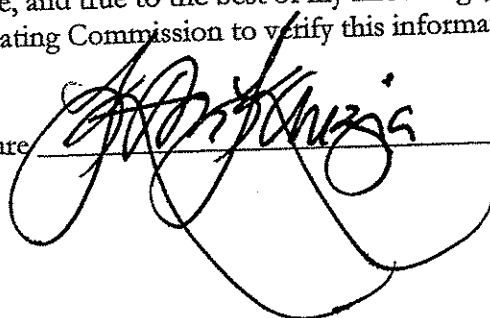
No.

How did you find out about this application process?

I originally learned about the vacancies on the school board through the Providence Journal, I believe, and then spoke with the Mayor about the position. After that conversation, he suggested that I speak with Stacy Jordan from his office and Mary McClure, president of the Providence School Board.

I hereby certify that the information that I have presented in this application is complete, accurate, and true to the best of my knowledge, and I hereby authorize the School Board Nominating Commission to verify this information as may be required.

Signature



Date

10/28/05



Katherine Ferguson McKenzie *profile*



Katherine Ferguson McKenzie is Group Executive Vice President and Chief Human Resources Officer for Citizens Financial Group, Inc. (CFG), a \$135 billion, 24,000 employee bank holding company headquartered in Providence, RI. She joined Citizens in September 1996 in this capacity.

As CHRO, McKenzie has system wide responsibility for executive compensation/benefits/coaching, succession planning, employee relations, reward systems and all benefit arrangements for Citizens and sits on the human resources leadership team of The Royal Bank of Scotland plc. McKenzie is best known for her creation of the suite of benefits known as the "Not your Typical Benefit Program."

She is a member of the executive management committee, the executive policy committee, the executive risk management committee and serves as administrator and secretary to the Citizens Joint Compensation Committee of the board of directors of CFG.

McKenzie has spent her entire professional career in banking, beginning with Wachovia Bank shortly after college. Working for them in both North Carolina and Georgia, she held numerous key positions in retail banking, corporate banking, sales/marketing and human resources, with her last position being head of corporate human resources. After Wachovia she moved to Washington, DC to become head of human resources, public relations and CRA and a member of the executive policy group for Riggs Bank, NA headquartered in the Nation's Capital.

Active in the community, McKenzie is a member of the following boards: Women & Infants' Hospital; Lenoir Rhyne College; The Metropolitan YMCA (the largest non-profit community-based agency in the state); John Hope Settlement House; and Sobel and Raciti, a national EAP firm. She has been a guest lecturer at Wake Forest University and an advisor to Salem College, the second oldest women's college in the country. In addition, she has been a conference speaker for the American Bankers Association, NEHRA, and the National Forum on Bank Practices.

McKenzie is a graduate of Lenoir-Rhyne College in Hickory, NC and the Young Executive Institute at the University of North Carolina's Kenan-Flagler school of Business in Chapel Hill, NC. A native of Wilmington, NC, she now makes her home in Providence, RI.