

VALERIE A. COOPER

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Over 14 years on Wall Street in the Investment Banking Industry, excelling in Diversity, Technology and Human Resources Management. A Diversity Change Agent with expertise in the development and deployment of recruiting, mentoring and career development programs that showed solid incremental gains of women and minority new hires and promotions. Designed and implemented accountability metrics to gauge the success of workforce and supplier diversity initiatives. Success resulted from ability to lead and influence sr. management; being a team player who worked well with cross-functional teams; developing others; client orientation and project management.

EXPERIENCE

GOLDMAN, SACHS & CO., New York, NY

1987 – 2001

SR. VICE PRESIDENT OF GLOBAL DIVERSITY - TECHNOLOGY DIVISION (1999 – 2001)

Responsible for creating and leading the Technology Division's diversity function for the Americas and Europe. Managed a staff of diversity associates with an annual budget of \$5 Million. Co-Chaired the Technology Division's Executive Diversity Committee whose membership included the CIO, COO, Managing Directors and VPs.

Developed and implemented global programs to support College, Professional and Disability Recruitment.

- Identified and selected the appropriate mix of majority schools, HBCUs and HACUs with potential to yield an optimal workforce composite of majority, minority and women technologists (worldwide).
- Established targets for on-campus and professional recruitment and successfully **exceeded** goals for each.

Examined Career Development processes to ensure that they optimally allowed for the promotion of women and minorities throughout the organization.

- Performed statistical analysis of employees to examine the correlations, relative to promotions, within job code across several factors (i.e. gender, race, age, tenure, etc.).
- Identified potential barriers that existed, such as forced-ranked distributions, and developed strategies to remove and / or minimize where possible.

In conjunction with Professor David Thomas of Harvard University, developed targeted mentoring programs for high-potential women in the UK and minority vice-presidents in the US.

- Performed quarterly evaluations and conducted workshops to facilitate the development of relationships.
- Offered forums focusing on career development, raising diversity awareness and heightening sensitivity towards differences.

Participated in the development of the Firm's Supplier Diversity Program.

- Established supplier diversity for the Technology Division.
- Revised existing selection procedures to ensure that "Human Capital" suppliers were held accountable for helping the Firm meet its workforce diversity goals.
- Facilitated cross-cultural workshops with Purchasing Managers (99% Engineers) that focused on understanding differences when selecting Suppliers across gender, generations, technical vs. non technological, ethnicity, etc.

Established six Affinity Groups from their formative stages through implementation and continued development and created a common set of operational parameters for each.

- Approved all group activities and budgets while monitoring progress and providing on-going support.
- Affinity Groups were launched for Women (US and UK) African-Americans, Hispanics, Gays and Lesbians, and Persons with Disabilities.
- Curated art exhibits for Goldman's NYC Campus and internal website during diversity heritage months.

Implemented Accountability and Metrics Management tools to evaluate the success of Workforce and Supplier Diversity for the Technology Division as well as each business unit therein.

- Developed a diversity metrics scorecard which provided the ability to measure the success of each plan as well as calculate ROI.

VICE PRESIDENT OF TECHNOLOGY - RISK MANAGEMENT DIVISION (1995 – 2000)

Managed \$10 Million development project, utilizing JAVA, C++, and SYBASE, to develop the firm's entity web portal which contained profile and critical relationship information on Goldman Sachs clients. This technology provided functionality that was required by global regulatory reporting agencies and it allowed the Firm to better mitigate credit, market, contingent and reputational risk. Rolled-out the portal worldwide to over 1000 internal clients and conducted client training in the Americas, London, Frankfurt, Zurich, Tokyo, Hong Kong and Singapore. Successfully mentored and provided career development for a 10 person technology team and numerous consultants.

VICE PRESIDENT OF TECHNOLOGY - SECURITIES ACCOUNTING DIVISION (1992 – 1994)

Technology Project Manager for several development projects that focused on separating Goldman's Books and Records; Position Management, Stock Record and Transaction Entry Systems; and Matching Audit Confirmations.

GLOBAL HUMAN RESOURCES ASSOCIATE - TECHNOLOGY DIVISION (1990 – 1991)

Created and implemented a worldwide performance-based compensation model. Engaged in diversity recruiting, performing job evaluations and developing job descriptions. Administering the performance appraisal process. To support career development, designed a 3-component training program that focused on business and industry, personal development and technology training. Managed cross-cultural orientation programs for expatriates.

COMPENSATION ASSOCIATE - HUMAN RESOURCES DIVISION (1987 – 1989)

Managed the compensation programs and promotion cycles for several Divisions. Responsibilities included budget planning, developing merit increase matrices, modifying pay structures and forecasting bonus pool allocations. Installed software to automate the McLagan survey input/analysis process.

PEPSICO, Purchase, NY**Summer 1996*****EXECUTIVE COMPENSATION SUMMER ASSOCIATE***

Developed a PC software application to invest deferred income into equity and/or fixed income funds for plan participants including PepsiCo's Board.

THE TRAVELERS, Hartford, CT**1983 - 1985*****COMPUTER PROGRAMMER***

Member of a development team that built a system to calculate premiums and commissions for Insurance Agents.

EDUCATION

COLUMBIA UNIVERSITY, New York, NY. MBA degree awarded. COGME and LEAD Fellow.

MORGAN STATE UNIVERSITY, Baltimore, MD. Bachelors of Science degree awarded. Summa Cum Laude.

BOARDS AND AFFILIATIONS

A Better Chance (ABC). Board Member and member of Technology Committee. Darien, CT

Columbia Business School Alumni Recruiting Board, Columbia University, NY, NY

CTE, Inc. Board Member and Technology Committee Chairperson. Stamford, CT

Recipient of 25 Most Influential Black Women in Business Award - 1999

Friend of the Studio Museum of Harlem, New York, NY

DIVERSITY TRAINING

"Changing Racism: A Personal Approach to Multiculturalism", VISIONS, 2002.

"Leading Edge Diversity Performance Measurements", Hubbard & Hubbard, 2001.

"Performance Measurements for Diversity", IQPC, 2001.

"Tools for Measuring Success in Diversity", PRISM International, 2000.

"Diversity Metrics as a Strategic Business Tool", The Conference Board, 2000.

REGIONAL AND NATIONAL SPEAKING ENGAGEMENTS

- Presenter at Diversity Summit's Managing Metrics Conference - Chicago, IL - November 2001.

- Presenter at AMIE's Annual Board of Director's Conference, - Baton Rouge, LA - September 2001.

- Panelist at Savoy Magazine's 1st Annual Diversity in Technology Leadership Summit - NYC - July 2001.

- Panelist at Women of Color Technology Conference - Atlanta, GA - September 2000.