

Curriculum Vitae

Charles (Carlos) Fernandez
Mountain View College
4849 West Illinois Avenue, Dallas TX
(214) 860-8665
cfernandez@dcccd.edu

Education

North Texas State University
M.B.A. in Business Administration
St. Mary's University in San Antonio TX
B.B.A. in Business Administration

Teaching Experience

Mountain View College, Dallas, TX - September 2002 to Present.
Instructor – BMGT 1301,1382,1383,2382,2303,2393,1303, BUSI 1301 and HRPO 2301, 2307
Mountain View College, Dallas, TX – September 1979 through May 2002.
Adjunct Instructor – BMGT 1301, 1303 and BUSI 1301
Tarrant County College, Fort Worth TX – September 1978 – May 1979
Adjunct Instructor –BUSI 1301

Publications and Papers

Publications

Fernandez Charles, "Avoid EEO Flack Over Promotions," Government Executive, vol.29, no 3, 1997, pp. 47.

Employment History

U.S. General Services Administration (GSA) - 1965 to June 2002:

- **Director, Human Resources and Program Support Division for the Greater Southwest and Rocky Mountain Regions (August 1991 to June 2002):** I planned, directed, and managed the human resources program for the Greater Southwest and Rocky Mountain Regions of U.S. General Services Administration (GSA) with functional areas of Staffing, Classification and Pay Administration, Employee and Labor Relations, Employee Development and Training, and Affirmative Action Planning. I provided leadership and direction in the development of regional personnel policies to meet program objectives and the mission needs of the regional offices of GSA. I was also responsible for providing Administrative Services to the Greater Southwest Region.

I provided leadership and direction of the Race Initiative in GSA. I assisted the Administrator and Chief of Staff in carrying out a variety of critical assignments to improve race relations within and across GSA. I was responsible for building awareness and understanding within GSA on all issues relating to race relations. I also served as the agency representative on interagency committees related to the Race Initiative. I was responsible for furthering the equal employment opportunity programs with GSA and assuring equal employment opportunity in recruitment, selection, promotion, training, awards, assignments, and special program objectives.

- **Regional Equal Employment Opportunity Manager for the Greater Southwest and Rocky Mountain Regions (June 1981 to August 1991):** I had total responsibility for the Equal Employment Opportunity Program in the Greater Southwest and Rocky Mountain Regions. I advised management officials on discrimination complaint policies and procedures. I developed and administered the regional discrimination counseling and complaints program. I analyzed investigative reports and wrote the proposed agency decision setting forth findings of fact and conclusions of law. I was also responsible for Affirmative Action Oversight for the regional offices.

