Ana Maria Tekina-eirú Maynard, Ph.D.

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Senior Executive & Visionary for Nonprofit Sector

PhD (Carnegie Mellon), innovator (11 patents) and experienced Founding Executive Director since 1997. Demonstrated accomplishments span every responsibility required by a nonprofit Senior Executive. Visionary, able to create from inception including mission and strategy; development including grant writing; annual budget, execution and government reporting; board and staff recruiting, training with cultural competency; administration, marketing, management, and programming with 20+ volunteer staff.

Expertise

- Vision and strategic mission growth, program and project development to realize mission goals.
- Grant writing including project and budget development, execution, stewardship, and reporting.
- Policy development, annual assessment and evolution to serve the spirit of the mission.
- Strategic target marketing through TV, radio, print, far-reaching internet, interactive social media.
- Metrics creation and assessment to demonstrate mission value and project success.
- Annual organization budget creation, accounting, cash flow prediction, reporting.
- Government process, nonprofit incorporation, State Tax exemption, Federal 501C3, IRS990 reporting.
- Experienced Board President, Board and Staff recruiting, development, and management.
- Seasoned expert leading and training multicultural global teams, cultural competence and inclusion.
- Cultural competence expertise with specialty in Hispanic/Latino, Afro-Latino, Native-Hispanic cultures.

Education

Ph.D. in Electrical and Computer Engineering — **January 1992**
Carnegie Mellon University, Pittsburgh, Pennsylvania
AT&T Cooperative Research Fellowship Program (PhD Fellowship)

IBM MicroMBA & Leadership Excellence University — **2001 & 2002**

Holistic & Integrated Health Certificate (Continuing Ed, 85 hours) — **2012-13**

Master Certified Spiritual Life Coach & DreamWork Coach (ICF) — **2016 & 2019**

Pastoral Care Specialist (ACPE, 48 hours) — **2023**

Patents

11 IBM Technology Patents in usability, machine translation support of human language applications, enhanced automatic language detection, next-generation globalization, and next-generation human factors.

Executive Nonprofit Cultural Arts Leadership

Founding Executive & Artistic Director
Puerto Rican Folkloric Dance, Inc / Puerto Rican Cultural Center (DBA) — **Sept 1997 – Present**

- Founding Executive and Artistic Director since 1997 inception of nonprofit (501C3), $200K/year operating expenses (with in-kind), $125K in fixed assets, physical facility. Board President 1997-2012.
- Visionary behind the only cultural center in Texas and the Southwest affiliated with the Institute of Puerto Rican Culture. Since 2001, repeat grants awarded by National Endowment for the Arts (most years), Texas Commission on the Arts, City of Austin Cultural Arts Division / EDD, Bloomberg Philanthropies (2018-2022), and Humanities Texas, the state affiliate of the National Endowment for the Humanities (2011+).
- Mission and strategy, development including grant writing, annual budget, execution and 501C3 reporting; recruiting, training of board and staff; administration and programming with volunteer staff.

Executive Nonprofit Cultural Arts Consulting

Flametree Corporation, President & Consultant (http://flametree.com) 1997 – Present

PhD and experienced Senior Executive, Dr. Maynard combines 20 years of innovation in the high-tech industry (11 patents), with near 20 years of Executive leadership in the non-profit sector to deliver coaching, consulting services, and custom programs spanning her diverse skill-set, unique in the Southwest. She brings impact when creative, outside-the-box invention and her multi-disciplinary combination of skills will differentiate, in areas including but not limited to:

Nonprofit Executive Leadership & Development - Coach & Consultant

- Executive Nonprofit Leadership & Development - coaching and consulting services build nonprofits from inception to breakthrough achievements, including mission, strategy, development including grant writing, administration, and program development.
- Leadership Training with Cultural Competence - coaching, consulting, workshops for those leading global and multicultural teams, development of leaders with cultural competence, diversity, and inclusion for a globalized world; specialty, Hispanic/Latino, Afro-Latino, Caribbean-Native cultures.
- University Relations/Technical Recruiting – public-private research program development, long-term faculty relationship building to support professional development, joint-research, and recruiting.

Cultural Arts & History – Speaker & Educator

- Custom workshops and talks for work environments and special groups including: diversity and cultural competence training; team building, exercise and wellness; cultural arts education; and STEM education through cultural arts.

STEM Education through Cultural Arts

- STEM to STEAM Education – applied research is developing a pilot program of innovative, hands-on project-based learning to inspire K-12/16 and adult learning for STEM education through cultural arts.
- "Engineering Education and Hispanic Learning: STEAM - Connecting Students to STEM through Cultural Arts", Dr. Ana María Tekina-eirú Maynard, Flametree Corporation, Dec. 2012. (White Paper)

When Nature Sings - Workshop Consultant & Inspirational Speaker

Flametree Corporation (http://flametree.com/amg) 2013 – Present

- Interactive workshops share nature's wisdom through inspirational anecdotes based in Taino spirituality, and original photography. Uplifting participation in music-making with live Taino flute music, and role playing shares insights, encourages meaningful discussion, and provides tools to take home that can be used in everyday life.
- Keynotes and Workshops available for special groups, team building, and special events, including:
  - o When Nature Sings - For the Healer (licensed professionals to family caregivers) http://flametree.com/amg/NatureSingsForTheHealer.htm
  - o When Nature Sings - Interactive Workshops (for all ages) http://www.flametree.com/amg/WhenNatureSings.htm

Technical Leadership & Applied Research

University Campus Relationship Manager (Technical Recruiting) 1998 - 2012
IBM Research University Relations / University of Puerto Rico-Mayaguez (UPRM)

- Built invaluable long-term relationships with university professors that supported collaborative research and technical recruiting at all levels, with specialty in Hispanic PhD development and recruitment.
- Identified outstanding PhD-bound students to mentor and track for IBM Research Talent Program, GEM fellowships, internships, and employment.

Researcher & Technical Team Leader
IBM Research & Development, Austin Texas **1992 –2012**

For 20 years, technical team leader, researcher, and innovator contributing to creation, enhancement, and validation of next-generation technology including:

- Commercial workload characterization and performance improvement of memory subsystem designs of next-generation high-performance enterprise systems through analytic modeling, trace-driven simulation, full system simulation design, and performance analysis.
- Technology market expansion of mobile and enterprise-grade human language applications, through human factors (usability) enhancements, globalization, multi-cultural and multilingual support, including prototyping of innovative automatic language detection, machine translation and multilingual text-to-text and text-to-speech capability.
- 11 technology patents, and numerous books and publications.

Program Director (Corporate/University Research Collaborations)
IBM Austin Center for Advanced Studies (Austin CAS) **2000 –2006**

- Developed and directed a $1M annual university research program that cultivated collaborative research with more than 30 research and development business units with 20 universities worldwide, in diverse areas of applied research and next-generation innovations for future systems, hardware, software, services, and business strategies.
- Austin CAS brought a focal point to the Site's university relationships. Mentoring of project formation ensured beneficial collaborations to university and industry. Research dollars annually obtained through cycles of proposal, stewardship, reporting of valued outcome for renewed funding.
- Received Trailblazer Award from University of Texas at Austin, College of Natural Science, 2003.

Member of Technical Staff **1984-1989 (Summers)**
AT&T Bell Laboratories, Murray Hill NJ

- Applied research in Hardware design (VLSI and small circuits), Reliability (fault-tolerant systems), and Systems performance (high-performance multiprocessors).
- PhD research during final summer investigated how processor idle time may be utilized to provide error detection in high performance pipelined processors. This unique concept, and its more general applicability, is today known as "Multithreading."

Fault Tolerant Systems Research **1985 (Summer)**
NASA Langley Research Center, AIRLAB

- Conducted fault-free performance validation of SIFT, an experimental multiprocessor system designed to provide extremely reliable computing service for critical functions in aircraft.

IEEE Workshop on Workload Characterization **1998 - 2004**
Founding Program Co-chairs: Prof. Lizy John, Univ. of Texas at Austin, and Dr. Ann Marie G. Maynard

Books & Publications

[2013] When Nature Sings: A Taino Journey, Dr. Tekina-eirú Maynard. Spanish/English book. April 2013.

[1986 - 2012] 17 technology books and publications spanning: STEM [Science, technology, engineering, math] education through cultural arts; Design performance trade-offs and commercial workload characterization of high-performance Enterprise systems; Enterprise digital media management systems; Performance validation of Avionic, Fault-Tolerant Multiprocessor Systems.

Leadership Awards

- Change Maker of the Year in Education, Austin Woman Magazine, January 2024
- Taino Areito Award for Dance and Theatre, 2009
- Austin YWCA Woman of the Year for Arts, October 2005
- Trailblazer Award from University of Texas at Austin, College of Natural Science, October 2003