

Paul (Kershaw) Hartzer
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Education/Certification

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| Master of Arts in Teaching (2013) | Wayne State University |
| Michigan Teacher Certification (2012) | Wayne State University |
| Secondary Mathematics (EX) major / Secondary English (BA) minor The W.K. Kellogg Foundation's Woodrow Wilson Michigan Teaching Fellowship | |
| Master of Arts, Linguistics (1992) | Michigan State University |
| Bachelor of Science, Mathematics/Computer Science (1989) | Lawrence Technological University |
| Bachelor of Science, Humanities (1989) | Lawrence Technological University |

Teaching Experience

Secondary Teacher, Mathematics

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| <i>Jan 2016 – Present</i> | <i>Hamtramck High School, Hamtramck, MI</i> |
| Geometry (three blocks) | |
| <i>2015 Fall Semester</i> | <i>Henry Ford Early College, Dearborn, MI</i> |
| Geometry (three sections); Algebra I (two sections) | |
| <i>2014 School Year</i> | <i>Old Redford Academy Preparatory High School, Detroit, MI</i> |
| Geometry (five sections) | |
| <i>2013 School Year</i> | <i>Highland Park Renaissance Academy High School, Highland Park, MI</i> |
| Geometry, Algebra I, Statistics, Pre-Calculus | |
| Michigan z-score increase of 1.5 (red to yellow) from 2012-13 to 2013-14 | |
| Average student increase of 72 points on Scantron during Semester 1, 2013-14 | |
| <i>Spring/Summer 2013</i> | <i>Clara B. Ford Academy SDA, Dearborn Heights, MI</i> |
| Algebra I, Life Skills Mathematics, Pre-Algebra | |
| Average student increase of 36 points on Scantron during Quarter 4, 2013 | |

Secondary Teacher, English

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| <i>June 2015 – May 2017</i> | <i>YES for Prep, Bingham Farms, MI</i> |
| Writing; speech (Summer/Saturday program) | |
| <i>Fall 2012</i> | <i>Communication and Media Arts High School, DPS, Detroit, MI</i> |
| 10 th Grade English, Creative Writing | |

Student Teacher: Honors Geometry (Spring semester 2012) **Western Intl HS, Detroit Public Schools**

Developed website for students to monitor progress and daily objectives
Built action plan for underperforming student via observations and interviewing student's other teachers

Teacher's Assistant: Honors Geometry, AP Calculus, Pre-Calculus (2011-12 school year)

Extracurricular: Supported MathCorps and Senior Class Cabinet

Linguistics and English Composition (Fall term 1995) **Central Michigan University**

Responsible for one section of each course (adjunct role)

Remedial English (Fall term 1995)**Davenport College (Lansing)**

Responsible for one section (adjunct role)

Linguistics (Fall term 1993, spring term 1994)**MSU Department of Linguistics**

Unprecedented: Earned and performed full teaching in the Linguistics department as a student

English as a Second Language (Fall term 1989 - Summer term 1990)

Responsible for one section per term, predominantly students from Japan

Other Work Experience*Kelly IT Services for Schneider Logistics, 1/11-8/11***Business Support Specialist****Logistics**

Developed dynamic Access-based reports using VBA
Maintained strict aesthetic standards while optimizing code and processing

*Market Probe, Inc, 11/08-6/09***Market Research Project Director****Industrial and utilities market research**

Saved at-risk client through proactive client management
Managed multiple market research projects

*GfK Automotive, 5/03-11/08***Market Research Manager / Analyst****Automotive market research***Custom (Ad Hoc) / International Projects project manager*

Managed multiple market research projects and multi-client quantitative tracking studies
Wrote comprehensive SPSS tutorial for internal training
Maintained full process documentation for projects in Word and Excel

Data maintenance director/auditor

Programmed a VBA macro to generate user-friendly client subscription reports in Word from Access
Improved SAS file development through Excel VBA for a segment-based multi-client automotive study

*MSX International, 11/00-11/02***Issues Analyst****Contractor/recruiter software***Customer Support (Oracle DB)*

Cut resolution time by two-thirds, and closed inherited outstanding issues
Developed Access interface so the programmers could directly monitor and update their progress

*Reymer and Associates, 7/97-11/00***Market Research Analyst/Visual Basic Programmer****Television/cable market research**

Developed custom database solution in VB for real-time industry-specific data mining
Analyzed primary quantitative and qualitative market research data for television and cable clients
Developed questionnaires for phone, mail, and onsite computer terminals
Trained clients and wrote user documentation

Technology Competencies (Selected)**Tools:** Smartboard, Document camera, GeoGebra, Mathematica, TI-94 on-screen emulator**Web design:** HTML, ASP 4 MVC, SQL Server, PHP, MySQL**Hardware:** Experienced in Windows-based hardware configuration