

VINCENT O. JOHNSON

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PROFESSIONAL PROFILE

Team-oriented leader with organizational development, administrative and diversity, equity and inclusion expertise... A dynamic and accomplished organizational leader with extensive experience including process facilitation, strategic initiatives, transition management, team development, relationship-building, and operations and financial management. A leader with strong analytical, interpersonal, communication and management skills; as well as, a leadership style that is collaborative and inclusive to improve team and organizational effectiveness and increase corporate revenue.

PROFESSIONAL EXPERIENCE

UNIVERSITY of PITTSBURGH SCHOOL of LAW, Pittsburgh, Pennsylvania 2013–2025

Director of Equity & Inclusive Excellence & Adjunct Professor of Law, 2018–2025

Reports to the Associate Dean for Equity & Inclusive Excellence and works closely with the Pitt Law community to enhance diversity, equity and inclusion at all levels (i.e., personal, interpersonal, institutional, cultural); while supporting a proactive, comprehensive, and collaborative approach to create and implement programs and processes to attract, retain, and cultivate a diverse law school community. Develops and supports an environment that encourages and invites members of the law school community take personal responsibility for fostering a welcoming and inclusive culture. Collaborates and networks with various offices (at the University and in the broader Pittsburgh legal community) to leverage available resources and coordinate efforts to guide and advance Pitt Law's inclusion goals. Designed and delivers "Exploring Cultural Identities through Intergroup Dialogue", a 2-credit course which brings together law students of diverse cultural identities, in an experiential environment, with the goal of engaging in open and constructive dialogue and action planning regarding issues of conflict and community.

Director of Administration, 2013–2018. Reported to the Dean of the Law School in a "Chief of Staff" role. Responsible for the Finance, Information Technology, Human Resources, Communications / Marketing, Faculty Operations, Facilities and Office Support functions at the Law School. Managed and directed the Law School's business operations and served as a strategic administrative resource to the Dean, the Associate Deans and the senior staff, manages highly visible, complex projects for the Law School and helps with internal and external relations.

PROCUREMENT RESOURCES, INC., Atlanta, Georgia

Consultant

2012–2013

Held responsibility for program design, staff training, administration and execution of summit conferences and workshops that articulate best practices to maximize corporations and governmental agencies capability to implement Supplier Diversity programs; stimulate the economy and create jobs, while meeting the test of government compliance (i.e., the Dodd-Frank Act).

THE PNC FINANCIAL SERVICES GROUP, Pittsburgh, Pennsylvania

Vice President and Director; Vendor, Corporate Records Management, Supplier Diversity & Development

2007–2012

Led Enterprise Vendor Management program and vendor risk mitigation process for PNC. Held responsibility for implementation of corporate strategy for electronic and conventional records retention, storage and destruction. Led development of underlying strategy for enhancing PNC's Supplier Diversity & Development program and increasing corporate spend with diverse suppliers.

- Led team managing over 500 vendors, in standard governance and management framework, ensuring PNC's vendor risk management program satisfactorily met regulatory requirements for performance of due diligence and ongoing monitoring of key and strategic vendor relationships.
- Completed best practices confirmation process for work team to create "best-in-class" organization, including analysis and evaluation of work processes and optimal software solution.
- Increased Supplier Diversity spend by over 70% from \$128 million (4.0% of addressable spend in 2008) to over \$217 million (7.8% of addressable spend in 2011).
- Nominated by two regional minority supplier development councils, for Corporation of the Year in 2010, in recognition of PNC's Supplier Diversity & Development program results.

VHA PENNSYLVANIA, Pittsburgh, Pennsylvania

Director, Learning Networks and Non-Acute Supply Services

2003–2007

Facilitated forums for sharing best practices, processes and systems with 26 VHA Pennsylvania health care organizations for two networks: Senior Human Resources Executives and Education Directors. Designed and delivered 29 consulting days of training programs, during one year period, to increase knowledge transfer and to enable hospital administrators, staff, nurse supervisors, and ancillary employees to increase productivity and efficiency.

VHA PENNSYLVANIA, Pittsburgh, Pennsylvania (cnt'd)

2003–2007

- Grew non-acute supply sales at surgery centers, diagnostic imaging centers, pharmacies, home health agencies, long-term care facilities, nursing homes, and physician practices by 44% (from \$50 million to over \$72 million).
- Increased revenue by 47% (from \$866,962 to \$1,277,353) and non-acute supply program membership by 13% (from 495 to 567 facilities) from January 2005 through December 2006.

VISIONS, INC., Dorchester, Massachusetts (headquarters)

Senior Staff Consultant and Client Project Manager

2003–2025

Periodically delivers multicultural, equity and inclusion training workshop sessions as a VISIONS Senior Staff Consultant and Project Manager for a strategic Fortune 500 corporate client, on a part-time basis. Workshop clients include organizations in the education, banking, financial services, health care, consumer products, public utility, religious and non-profit sectors. Facilitated Diversity & Inclusion Councils, as well as designed and delivered workshops for healthcare administrators, supervisors and staff.

Associate Director, Communications and Marketing

2001–2003

Administered corporate employee focus groups and delivered ad hoc process facilitation to meet client needs. Managed internal and external information flow to improve company systems and processes.

- Produced monthly company newsletter. Provided timely updates to VISIONS consulting organization concerning significant developments.
- Developed and executed marketing strategy, promoting increased visibility and helping to secure additional business (28% year-over-year increase) at private sector, corporate clients.

ADDITIONAL EXPERIENCE

PROCTER & GAMBLE COMPANY, Cincinnati, Ohio

1979–2001

Senior Human Resources Manager, 1993–2001. Facilitated organizational redesign and transition management processes; managed team effectiveness and employee relations. Delivered employee training and executed succession planning processes for 700 person division. Increased volume and share for Giant Eagle and Food Lion customers by 7% per year during fiscal years 1998–2000. Served as process owner for Diversity Action Planning Initiative training 700 people in twelve months. Developed metrics to document and quantify organizational diversity impact, progress, and challenges. Increased productivity by 30%, while eliminating \$7 million in expenses by redesigning transition planning process.

Department Manager, 1990–1993. Led 33-person Customer Services / Logistics team responsible for inbound and outbound freight payments, Electronic Data Interchange, freight rate data maintenance, carrier contract administration, management systems, table maintenance support, and budget control. Managed \$600 million per year accounts payable budget.

Purchasing Manager, 1979–1990. Managed expenditures in excess of \$60 million per year. Held responsibility for leadership and career development of eighteen employees at P&G's Albany, GA Plant Purchasing Office & Storeroom and earned increasing levels of corporate purchasing responsibility for chemicals, packaging materials, raw materials, equipment and commodities (technical tallow and palm kernel oil). Managed contract negotiation and administration.

EDUCATION

WAYNESBURG UNIVERSITY, Waynesburg, Pennsylvania, **M.B.A., Human Resources / Leadership,** 2006

HARVARD UNIVERSITY, Cambridge, Massachusetts, **Bachelor of Arts, Economics,** 1979

PROFESSIONAL DEVELOPMENT

Racial Equity Consciousness Institute (RECI) Facilitators Academy; Ron Idoko, MPA; Founding Director of RECI

- Completed two weeks of in-person training, and earned certification as a facilitator of RECI's Structured Cognitive Behavioral Training (SCBT) framework for racial equity consciousness development. Successfully completed the objective to empower myself, and others, to cultivate equitable, inclusive, and antiracist communities.

Engaging in Dialogues Across Difference Workshop; Anna M. Yeakley, PhD and Teresa Graham Brett, JD

- Completed a nine-week Online Dialogue Facilitator training process which enhanced my skills while deepening my commitment and dedication to further equity, diversity and inclusion via an Intergroup Dialogue training construct.

Hubbard Diversity Institute Workshop; Edward E. Hubbard, PhD

- Measuring Diversity Results
- Diversity Project Management
- Building a Measurable Diversity Strategic Plan
- Implementation Skills

SELECTED AFFILIATIONS

VISIONS, Inc. (Vigorous InterventionS In Ongoing Natural Settings), Board of Trustees, 2018–2025; Board Vice Chair, 2018–2025; VISIONS Marketing Committee Chair, 2018–2025; Part-time Consultant, 2003–2025

Harvard Club of Western Pennsylvania, Active Schools and Scholarships Committee Member, 2003–2025;

Executive Committee, 2009–2025; Secretary 2017–2021; Vice President, 2021–2023; President, 2024–2025

4th Ward Democratic Committee, Committee Member, 2019–2025; Elected Member for the 11th District, 2022–2025

First Baptist Church of Pittsburgh, Active Member, 2017–2025; Church Trustee 2018–2025; Secretary 2022–2025

Allegheny County Bar Association, Committee on Diversity & Inclusion, 2018–2025; D&I Committee Co-Chair 2020–2023