

## **Gloria Ray for ACCD, D-2**

### **PROFESSIONAL EXPERIENCE:**

Mrs. Ray blazed a trail within the Federal Government when she started her federal work career in 1966. Her reputation at all levels of management for thoroughness, innovation and professionalism was unexcelled by any of her peers. Mrs. Ray has always been a self-starter and a strong manager who is highly effective in stressful situations. She has an exceptional talent for directing the activities of her employees and fellow committeemen and coordinating with other organizations to ensure a mutually beneficial outcome. She retired in 1994 as a senior official as Chief of the Resources Management Division for the Propulsion Directorate. She was the first female to hold this position. She managed a staff of more than 100 employees and was responsible for the largest organizational budget at Kelly AFB, **in excess of a billion dollars per year**. In addition to this fiscal responsibility, she was also responsible for directorate wide personnel management and oversaw the staffing/placement of a 2,500-person workforce. Other major responsibilities included Logistics and Policy development and Quality Assurance. She developed and published plans, which changed organizational focus to concentrate on the use of more inter-organizational resources to reduce redundancy. She was an expert fiscal manager who had the foresight to explore more options to provide for budgetary reprogramming capability when monetary resources were at their lowest levels. Mrs. Ray is and has always been a team player who supports all organizational activities whether in the workforce or within the community, even though they are beyond the scope of her assigned capacity.

### **Other Career/Professional Volunteer Activities -**

Her strong leadership and professionalism has been of benefit across organizational lines. Where there was a need and her unique personal skills, gift and talents could be used, she put them to good work. She is an effective communicator and for this reason she was a member of the **Kelly Air Force Base Speakers Bureau** for many years. She gave workshops and seminars to area high schools, colleges, civic and church organizations on inspirational topics and various aspects of the management process and interviewing techniques. Throughout her professional career, Mrs. Ray always went several steps beyond that expected of her.

She regularly volunteered for "other duties" to make Kelly a more productive, community responsive workplace. She volunteered to serve on many committees, boards and associations. She headed projects to enhance the social aspects of the workforce as well. She chaired her Directorate Federal Women's Programs, EEO Committees, Base Open House days, and organizational parties and festivities. She served the **Kelly Management Association** in every capacity until years later she was recognized and honored to be the only, African American to serve as its **President**.

She was a member of the Federal Managers Association as well. She traveled all over the city and state on her own time and with her own resources in support of the Kelly Air Force Base Speakers Bureau, reaching out to students at all levels of the educational process to try to help them to be more productive members of the workforce. She volunteered with the Hispanic Association of Colleges and Universities as a tutor to help elementary school children excel.

Her proudest volunteer achievement, while employed, was to found the **San Antonio Air Logistics Center/Sam Houston High School Mentor Partnership** in 1991. The goal of the mentor relationship was to provide students - grades 9-12 with positive professional role models who, through this interaction, could impart meaningful life skills. This relationship also built self-esteem and introduced the student to careers in the business world. In this program, she and her cadre of mentors touched the lives of countless children who might not have known of a more positive productive way to conduct their lives.