



2017 JUN 15 PM 4:55
OFFICE OF THE
SECRETARY

MURIEL BOWSER
MAYOR

JUN 15 2017

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania Avenue NW, Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

In accordance with section 2 of the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-142; D.C. Official Code § 1-523.01), and pursuant to section 501 of the District of Columbia Comprehensive Merit Personnel Act of 1978, (D.C. Law 2-139; D.C. Official Code § 1-605.01), which established the Public Employee Relations Board, I am pleased to nominate the following person:

Mr. Charles J. Murphy
1000 New Jersey Ave SE #513
Washington, DC 20003
(Ward 3)


for reappointment as a neutral public member of the Public Employee Relations Board, for a term to end December 12, 2019.

Enclosed, you will find biographical information detailing the experience of the above-mentioned nominee, together with a proposed resolution to assist the Council during the confirmation process.

I would appreciate the Council's earliest consideration of this nomination for confirmation. Please do not hesitate to contact me, or Steven Walker, Director, Mayor's Office of Talent and Appointments, should the Council require additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".
Muriel Bowser


Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

Chairman Phil Mendelson, at the request of the Mayor, introduced the following resolution,
which was referred to the Committee on _____.

To confirm the reappointment of Mr. Charles Murphy to the Public Employee Relations Board.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Public Employee Relations Board Charles J. Murphy Confirmation Resolution of 2017".

Sec. 2. The Council of the District of Columbia confirms the reappointment of:

Mr. Charles J. Murphy
1000 New Jersey Avenue SW #513
Washington, DC 20003
(Ward 6)

as a neutral public member of the Public Employee Relations Board, established by section 501 of the District of Columbia Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-605.01), and in accordance with section 2 of the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-142; D.C. Official Code § 1-523.01), for a term to end December 12, 2019.

Sec. 3. The Council of the District of Columbia shall transmit a copy of this resolution, upon its adoption, to the nominee and to the Office of the Mayor.

Sec. 4. This resolution shall take effect immediately.

RESUME AND CURRICULUM VITA

Charles J. Murphy

EDUCATION

B.S.	(Psychology, 1964)	Morgan State University
MBA	(Business Management, 1970)	U Madison
Ph.D.	(Business Management and Labor Relations, 1972)	U Madison
Post Doctoral Studies (Business Strategy, 1985-1986)		U College Park

MANAGEMENT EXPERIENCE

.Chairman (and owner), Meridian Gate Development Company, I.LC (Rental and condominium real estate in the Washington, DC area.) 2008-present

I have been buying and selling real estate at various times in the Washington area since 1982. I currently have under development in various stages more than 25 condominium units in Northwest Washington, DC

2. Franchise Entrepreneur, **McDonald's Corporation, 1986-2844**

In 1986, I became a multiple McDonald's franchise owner in the Washington DC area. I sold my last restaurant 13 years later.

3. Board of Directors, **Franklin Square Club, 1998-present**

In 1991 became one of the founders and board member of a racially diverse private membership club in Washington DC with over 500 members since sold to Clubs of America

4. Chairman and Founder, **Phoenix Pharmaceuticals, Inc., Board of Directors, 1995-present**

In 1995, I am a charter member of the board of directors which included a group of doctors, pharmacists and pharmaceutical salesmen formed a company to co-market major brand pharmaceutical products in special markets throughout the eastern US with great success.

6. Chairman of Board of Directors, Adventures in Advertising, LLC, 1997-2003)

In 1997, I joined a founding group to purchase a franchise in specialty advertising. This business is still operating as a franchise business

7. Chairman and Co-Founder, Board of Directors, Thurgood Marshall Center for Service Heritage, 1998-2010 .

In 2000, we formed a founders group to raise 6 million dollars to startup the project including total renovation of a building which is now on the National Historic Registry. This building is a Washington DC landmark building that has been at the center of a many cultural, legal and historical contributions of many famous African Americans linn it's opening in 1912 until its closing in 1970. Its renaissance as the Thurgood Marshall Center is as a beacon for social and economic justice and includes programs for families and children. This project is currently valued at 12 million dollars.

8. Chairman, African American Entrepreneurial Support Foundation, 2000-2015

In 2000, I was one of 8 racially diverse founding group members interested in developing and seeking venture and individual investments in African American businesses. We raised seed money and operated a trial company designed to assist minority companies to compete for funding in the market and to introduce them to sources of funding.

9. Nominated to the Board of Directors of the American Mutual Funds of America, The Capital Group, Los Angeles California, 2010-present

It is expected that a seat will be available on one or more of the board for the 10 funds in the family of funds by the year 2012 if not before. At present the mutual fund industry is undergoing massive change in issues with respect to corporate governance.

10. MEMBER OF the Board of Directors, 1732 Canal Street LLC, 2008-present. This corporation recently acquired a 1063 room hotel known as the Grand Palace Hotel in New Orleans, LA. The intention, after the \$65 million dollar renovation is completed is to develop a 450 - unit apartment complex for active seniors including mixed use ground floor retail.

SAMPLE OF CONSULTING/BUSINESS EXPERIENCES REQUIRING INTERNATIONAL TRAVEL

1. Director, Summer Training Programs for Africans in Nigeria, Liberia in basic business management and Entrepreneurship, Howard University, 1980, 1982, and 1985.

2. Consultant to National Association of Federal and Postal Employees, and Business Officials of the All-China Federation of Trade Unions, in management for postal service employees. Held in Beijing, Shanghai, and Canton, Peoples Republic of China, 1983-87
3. Consultant to Business Officials of the National Union of Posts and Telecommunications Employees, in basic business management, Lagos, Nigeria, 1982-1996-98
4. Consultant to Business Officials of the National Black Organization of African Chamber of Commerce, in basic business management, entrepreneurship and franchising, South Africa, 1986-2002
5. Consultant to Credit Suisse International Bank Franchise Teams, in project management, New York and Switzerland, 1991-1996.
6. Consultant to Nigerian Council on Entrepreneurship Opportunities for Nigerians in America, 1997-2001
7. Training Consultant to National Black Chamber of Commerce regarding entrepreneurship, South Africa, 1990-present

ACADEMIC TEACHING EXPERIENCE

Teaching Appointments

1979-Present, Associate Professor, Department of Management, School of Business, Howard University, 2600 6th Street, N.W., Washington, D. C. I. teach MBA and under graduate business and nonprofit management courses. I also conduct research and apply concepts to real business situations. I provided management training seminars to companies abroad including countries in Asia and Africa.

1971-1979, Assistant Professor, College of Administrative Science, Ohio State University, Columbus, Ohio. Taught MBA and undergraduate students in business management courses, conducted research and worked as a consultant to many large corporations.

1972/76, (Summer) Visiting Associate Professor, Rutgers University Graduate School of Business Administration, Newark, New Jersey..

Courses Taught at Graduate and Undergraduate Levels

Business Policy and Strategic Management (Graduate)
 Entrepreneurship (Graduate)
 Management Decision-making (Graduate)
 Small Business Management
 Organize turned Behavior (Graduate)
 Franchising Management (Graduate)
 Management Theory (Graduate)
 Management Seminar Of Current Topics

Continued Education and Training

1. Certified as Arbitrator in the American Arbitration program, Washington DC • 1981.
2. Certificate of Banking and Finance- University of Wisconsin • 1979-1980.
3. Price-Babson College Fellow in Entrepreneurship, Babson college, 1994 through present
4. Certificate of Restaurant Management Levels 1-3 (with Honors), McDonalds Hamburgers University, 1986. Renewed in 1989, 1994 and 1998

LISTS OF PUBLISHED AND UNPUBLISHED RESEARCH

Published Research

- 1 Murphy, C. J., "The Invisibility of Black workers in Organizational Behavior Research," *Journal of Social and Behavioral Scientists*, Vol. 2, Fall 1973.
- 2 Hereman, H., and Murphy, C. J., "Correlates of Absenteeism Among Race-Sex Groups," In Ford, D. L., *Minority Relations*, 1976.
- 3 Murphy, C. J., and Ford, D. L., "The Structures of Black Organizations: Fragmented and Isolated or Differentiated and Integrated," *The Journal of Afro-American Issues*, Vol. 14, 1973.
- 4 Kerr, S., Schriesheim, C., Murphy, C. J., and Siegal, R. M., "Toward A Contingency Theory of Leadership based Upon the Consideration and Initiating Structure Literature," *Organizational Behavior and Performance*, Vol. 12, 1974, 1 6243.
- 5 Schriesheim, C., Murphy, C. J., and Tolliver, "An Examination of the Minnesota Satisfaction Questionnaire (Short form) Enters Academy of Management Proceedings, Pittsburgh, 1975.
- 6 Schriesheim, C., and Murphy, C. J., "Moderators Of Leaders-Behavior-Subordinate Satisfaction and Performance in a Black Social Services Organized= Relationships at two Hierarchical Levels," *Midwest Academy of Management Proceedings*, Ann Arbor, 1975.
- 7 Murphy, C. J., and Schriesheim, C., "An Explanation of Subordinate Satisfaction and Anxiety as a Function of Sex and Leader Behavior," *Academy of Management Proceedings*, New Orleans, 1976.
- 8 Murphy, C. J., "Development and Validation of a Burnout Scale," *Journal of Social and Behavioral Scientists*, 1893, vol28, p.1-12
- 9 Murphy, C. J., "The Undocumented Alien Worker Its Impact on Black Workers," *Journal of Social and Behavioral Scientists*, 1983, p29.
- 10 Herntson, L., and Murphy, C. J., "Parts of Black Postal Workers in a Technological Age," *Urban League Review*, Summer 1983, Vol. 2.
- 11 Murphy, C. J., "A Note Concerning Burnout Among Nigerian Workers," *Journal of Social and Behavioral Scientists*, 1983.
- 12 Ford, D. L., Murphy, C. J., and Edwards, K., "Development and Validation of a Perceptual Job Burnout Inventory," *Comparison of Corporate Sector Employees to Human Service Professionals*, Psychological Reports, vol. 1985, 64
- 13 Murphy, Charles, "Support and Enhancement among small independent businesses compared to small franchise businesses," *Society of Franchising Proceedings*, Puerto Rico, 1995, 21, 63-74

Unpublished Research

- 1 Murphy, C. J., "Race, Sex and Blue Collar Socioeconomic Attainment Theoretical Model of Opportunity Utilization, 1980 unpublished manuscript
- 2 Murphy, C. J., and Ford, D. L., "Ratings Types and Reliability in a Small Health Center," unpublished paper, Maine, 19.
- 3 Murphy, C. J., "Small Business Formation Rates Among Minorities 1983
- 4 C. J., "Plant Closing Effect on Small Black Business," 1982.

5. Murphy, C. J., "Race and Sex in the Occupation and Income Attainment Models," 1979, unpublished paper.
6. Murphy, C. J., and Peek, M., (co-editors) Abstracts of Papers Presented at the Annual Conference of the Association of Social and Behavioral Sciences, Nashville, 1984.
7. Murphy, C. J., and Peek, M., (co-editors) Abstracts of Papers Presented at the Annual Conference of the Association of Social and Behavioral Sciences, Atlanta, 1985.
8. Williams, E. L., Murphy, C. J., "Quality Circles in American Companies and Union Involvement," National Public Administration Review, 1986, p.17-29.
9. Murphy, C. J., "Small Business Development in South Africa," Unpublished manuscript, 1992
10. Murphy, C. J., "Survey of Black Business Formation Types in Southern Africa," Unpublished manuscript, 1994
11. Murphy, C. J., The role of NAFCO in South Africa's Black Business Development, "Unpublished for University Management Series, 1995.
12. Murphy, Charles J., The type of managers among the franchisees at McDonald's Region of Washington, DC", 1992,
13. Murphy, C. J. "The fast food restaurant business and the use of royalties in franchising", Unpublished manuscript, 1994
14. Murphy, C. J., Diversity Theory and Business Strategy in the fields of Co-promotion in the Pharmaceutical industry, Unpublished manuscript, 1997
15. Murphy, Charles, J. Micro-enterprise among the US and African and Latino populations, 1999-2000-2001

Research Proposals Funded

1. International Consortium for Educational Computing (ICEC) for the development of a computer-aided business game for Business Policy and Entrepreneurship courses, Carnegie-Melon University, 1984-1989.
Amount: \$ 37,000.00
2. Howard University Academic Affairs Research Program (on a Burnout Study), 1983,
Amount: \$ 8,700.00
3. US Department of Transportation (on a right-of-way-study), 1995
Amount \$77077

Academic Journal Management and Participation.

1. Editor, Journal of Social and Behavioral Sciences, 1999 to 2007.
2. Editorial Review Board, Journal of Afro-American Studies, 1975-77
Hoc Referee of Manuscripts:
3. Reviewer, Society of Franchising Journal, 1994-present

Current Research Interests

6. Managing competitive advantage in startup organizations

Sample of Papers Presented at Conferences From 1980-2010

7. Murphy, C. J., (discussant) of paper by Peter Beane, Peter Hearse Associates, "Measurement and Use of Opportunity Cost in an Economic Model of Entrepreneurship," Annual Meeting of Atlanta Economic Society, Washington, D.C., 2000.

10. Murphy, C.J. "The size and type of Black Franchise businesses, ASBS, 2001

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Management
Society of Franchising
American Restaurant Association

Research Committee, SBPA, 1980-98,2005
Chairman, Research Committee, ILMR, 1979-87
Chairman, Graduate Programs Committee, 1981-99

Academic Programs Committee, 1995-1998
Continuing Education Committee, SBPA, 1980-87
Library Committee, 1979-87
Chairman, Appointments, Promotions and Tenure Committee, Management Dept, 1982-2002,, 2009-2011
Chairman, Appointment, Promotions and Tenure Committee , Business School-Wide ,1985-1988, 1992-1995, 2000-2003(Member only-2007,2011).
Management Department Curticuluna Committee, 1989-2011
Management Department Executive Committee, 2003- 2011



Executive Office of the Mayor - Office of Talent and Appointments
John A. Wilson Building | 1350 Pennsylvania Avenue, Suite 600 | Washington, DC 20004

Dr. Charles Murphy



Dr. Charles Murphy is a retired business expert and entrepreneur.

Dr. Murphy has extensive experience in business, teaching, and research. He has worked in Africa and China as a consultant for various unions and organizations focused on entrepreneurship. He has also been the chairman of several companies and organizations, such as the Meridian Gate Development Company, LLC, and the African American Entrepreneurial Support Foundation. Dr. Murphy's teaching experience includes teaching several courses on business management as an associate professor at Howard University School of Business and as a visiting associate professor at Rutgers University Graduate School of Business Administration. His research has been published in journals such as *Journal of Social and Behavioral Scientists* and *Academy of Management Proceedings*. Dr. Murphy

currently serves on the Public Employee Relations Board.

A Ward 6 resident, Dr. Murphy received a Bachelor of Science from Morgan State University, a Master of Business Administration from the University of Wisconsin-Madison, a doctorate from the University of Wisconsin-Madison, and conducted postdoctoral studies at the University of Maryland-College Park.



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Executive Office of Mayor Muriel Bowser



Office of the General Counsel to the Mayor

To: Lolita S. Alston, Steve Walker
From: Betsy Cavendish
Date: June 13, 2017
Subject: Legal sufficiency review of legislation nominating Mary Anne Gibbons, Ann Hoffman, and Charles Murphy to the Public Employees Relations Board

This is to Certify that this office has reviewed the above-referenced legislation and found it to be legally unobjectionable. If you have any questions in this regard, please do not hesitate to call me at 202-724-7681.

A handwritten signature in black ink that reads 'Elizabeth A. Cavendish'.

Elizabeth Cavendish