

Marlon C. James, Lieutenant Colonel US Army (Ret)

113 Chadford Circle, Irmo, South Carolina 29063

marlon.james68@att.net

(803) 446-5688

Education:

Webster University Degree: M.A. - Major: Human Resources Management

South Carolina State University Degree: BA - Major: Political Science

CaPP Institute: Certified Personal Executive Coach

Graduate, US Army Command & General Staff College

Certificate, US Army Inspector General Course

Certificate, John E. Reid and Associates, Interviewing and Interrogation Course

Certificate, John E. Reid and Associates, Interviewing and Interrogation Advance Course

Medals – Awards – Badges:

Bronze Star Medal

Meritorious Service Medal (3rd Award)

Joint Service Commendation Medal

Iraqi Campaign Medal (2 Campaign Service Stars)

Korean Defense Service Medal

Overseas Service Ribbon (5th Award)

Army Staff Identification Badge

Ranger Tab

Jumpmaster

Civic Affiliations:

SC Governor Haley's Military Base Task Force, Mayor Benjamin's appointee for City of Columbia

National Eagle Scouts Association, Boy Scouts of America, Member

Boy Scouts of America, Indian Waters Council, Council Executive Board, Member

Congaree District, Indian Waters Council, District Chairman

Home Works of America Inc. Community Advisory Board, Member

Greater Columbia Chamber of Commerce, Military Affairs Committee, Member

Alpha Phi Alpha Fraternity Incorporated, Alpha Psi Lambda Chapter, President

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matters dealing with employee misconduct, fraud, waste and abuse. Key accomplishment: Utilized Military Intelligence methods of pattern analysis and plot diagrams from recent combat experience to refine raw data on sexual assaults into actionable and predictive information resulting in a reduction in the number and type of these regulatory violations.

**Deputy Chief, Analysis & Control Element
Fort Hood, TX**

10/25/2007 - 06/16/2008

Tasked, coordinated, and provided oversight and program management of multi-discipline intelligence analysts and all-source intelligence products. Coordinated with Joint Staffs, and National Intelligence Agencies to answer the Corps Commanders Priority Intelligence Requirements. Key accomplishment: Orchestrated a training plan ensuring units readiness to perform at the strategic, operational and tactical levels.

**Executive Officer 303rd MI BN
Baghdad, Iraq & Fort Hood, TX**

06/03/2006 - 10/24/2007

Served as Chief of Staff and advisor to the Chief Executive Officer of a 600-person intelligence organization dispersed throughout several Iraqi provinces. Managed a team of seven senior staff members that provided administrative and logistical efficiency recommendations to management and their staff under adverse and combat conditions. Provided oversight and contractor support, budgetary expenditures resulting in efficient use of resources and maximized the programmed budget of \$360,000. Key accomplishment: Created a streamlined and synchronized maintenance/logistical support systems resulting in an operational readiness rate for vital intelligence systems well above 90% in a hostile desert environment.

**Operations Officer
Baghdad, Iraq and Fort Hood, TX**

06/07/2003 - 06/02/2006

Executed asset management responsibilities for air and ground based intelligence collection systems. Executed and supervised all operations, plans, and training for the unit. Coordinated new intelligence equipment fielding and integration. Executed a command-operating budget of \$550,000 per year. Managed a staff of 6 personnel. Key accomplishment: Developed training model and certification exercise recognized and adopted by Army Forces Command as the standard for all activating Reserve and National Guard Human Intelligence collection units.

**Pentagon Watch Officer
Washington D.C.**

07/11/2000 - 06/15/2002

Served as daily intelligence briefer for the Secretary of the Army, Chief of Staff of the Army, Vice Chief of Staff of the Army and Army Staff. Provided the Senior Army Leadership with current intelligence briefs during crisis action team activations and international and domestic emergencies to include September 11, 2001. Maintained continuous liaison with the National Intelligence Community, the Combatant Command Joint Intelligence Centers, and the Intelligence Staffs of Army Major Commands. Key accomplishment: Performed flawlessly during the terrorist attack on the Pentagon gathering key information which directly resulted in timely force protection and emergency decision making at the national level.

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Summary of Qualifications: Over 20 years of federal and state government experience in operations, critical decision making, project management, planning, crisis management, administrative and human resource management, supply and logistics operations, quality assurance, systemic issue analysis, budget, facilities, space utilization, contracting, internal audit and review. Routinely reported to senior federal government officials on matters of National Security, to include the Secretary of the Army. Considerable experience in directing the planning and mission execution of large size organizations. Expert ability to initiate changes to policies, programs and systems based upon evaluation to improve the quality, effectiveness, and efficiency of policies, programs and systems. Excellent communication, organizational, interpersonal and problem solving skills. Self-motivated and willing to make decisions and accept responsibility. Comfortable with fast-paced, stressful work conditions.

President

04/01/2013 – Present

**MARAND Business Solutions, LLC
Columbia, SC**

President and Chief Executive Officer of a full service management consulting and coaching firm specializing in effective leadership cultivation, development, training and transitioning. Directs the day to day short, mid/long term operations, and is responsible for the overall strategic vision, goals and management of the firm.

**Deputy Assistant Executive Director Internal-
Audit Quality Assurance; Special Collections Manager; Auditor
SC Department of Employment and Workforce
Columbia, SC**

01/17/2012 – 03/08/2013

Directed the operations and activities of four departments within a Division of the South Carolina Department of Employment and Workforce (SCDEW). Ensured the Internal Audit and Quality Assurance Division provided value-added auditing, monitoring, education, training, and quality assurance services which aided the agency management team in the successful accomplishment of DEW's mission and objectives. Assisted in the overall management of the Division, to include budgeting and financial management; staffing; staff training and development, and coordination with the DEW management team. Key accomplishment: Conducted a sensitive personnel investigation resulting in several HR policy improvements. Developed and led a complex review of regulations followed by the recovery of in excess of \$600k in previously owed to SCDEW funds.

**Command Inspector General
Fort Jackson, SC**

06/17/2008 – 09/19/2011

Advised the Chief Executive Officer of the Army's largest training facility consisting of 20,000 faculty and staff members that train over 40,000 students per year. Researched and reported on matters dealing with mission performance, efficiency, quality assurance, discipline and morale. Managed a team of technical experts who conducted teaching and training, assessments, quality assurance and compliance inspections. Developed comprehensive assessment of installations organization inspection program. Identified systemic problems conducted root cause analysis, and provided recommendations to correct deficiencies along with assigning responsibility to fix. Responsible for the oversight of overall policy/plans/requirements/direction and priority of effort for the Office of the Inspector General. Conducted discreet and confidential investigative inquiries into

113 Chadford Circle
Irmo, SC 29063
3 March 2015

The Honorable Nikki R. Haley
Office of the Governor
1205 Pendleton Street
Columbia, SC 29201

Dear Governor:

I hope this letter finds you well. I am writing to you regarding South Carolina State University in hopes of offering my assistance. I have been following the recent news of the declining state of the school and as a 1991 graduate, it saddens me deeply.

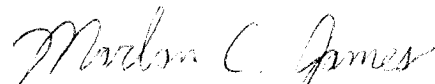
I left South Carolina after graduation and returned in 2008 assigned to Fort Jackson where I retired in 2011 as the first African American Command Inspector General of the installation. Because of my affection for the state, after retirement I decided to stay and make it my home. I currently serve on the SC Military Base Task Force you created.

It is apparent that SCSU is in need of a major overhaul and stricter financial oversight, but I realize they are also in need of other oversight that includes compliance, procedures and policies that directly affect financial stability and overall accountability. That is where I believe I can be of much needed assistance to the school. As a military officer and former Inspector General I have been trained in areas that will benefit the school such as compliance, independent investigations, waste, fraud and abuse. My desire is to see the school's integrity and credibility restored.

I decided to write to you because this is a situation that is dear to my heart and of great importance. I have included my resume as reference to give additional background information on my experience. I believe I can help and would love the opportunity to be a part of the solution for SCSU.

Thank you for your consideration and service to South Carolina. I look forward to a response from you. I can be reached at 803.446.5688 or by email at marlon@marandsolutions.com.

Very Respectfully,

A handwritten signature in cursive script that reads "Marlon C. James".

LTC Marlon C. James, US Army Retired