

Thomas H. Milteer

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Summary

Talent recruiter and nonprofit leader with a nine-year record of strong results achieved through authentic relationship building, data-driven strategic planning, and an unwavering commitment to the pursuit of equity in education.

Experience

Teach For America—Colorado (Denver, CO)

Managing Director, Colorado Talent Initiative

June 2016 - Present

- Lead the region's first homegrown and diversity recruitment initiative, tripling the number of minority teachers in the incoming Teach For America—Colorado corps in less than two years
- Serve as co-founder and project manager of Teach For America's first teacher residency fellowship in the nation, receiving approval from the organization's CEO to scale the program beyond the pilot year in 2017
- Design the recruitment and selection process for the pilot residency fellowship, handpicking the 9 high quality and diverse participants for the program's 2017 pilot year with 100% retention
- Imagine and build high-yield public partnerships with Denver Public Schools, Charter Management Organizations, and other mission-aligned nonprofits, generating over 170 candidate leads in one academic year
- Implement the organization's first leadership development internship program for high school juniors as part of innovative early engagement strategies to assist our partner district and charter schools "grow their own" talent
- Ensure the quality of the Teach For America national admissions decisions by advising more than 15 interviewers

Teach For America (Washington, D.C.)

June 2012 – June 2016

Director, Recruitment

- Exceeded the average campus portfolio application growth by 16% in 2016 through leading a team of five full and part-time staff to execute dynamic recruitment campaigns at over 15 college campuses across the nation
- Coached and trained six full time recruitment managers to achieve among the highest prospect to applicant conversion rates in the nation in 2015

Manager, Recruitment

- Increased the number of accepted corps members by 20% in 2014 at 10 college campuses, the only Mid-Atlantic portfolio that met yearly goal with 117 total recruits

Associate, Recruitment

- Organized and executed email outreach and data accuracy for a pipeline of over 5,000 prospective applicants, contributing to a 61% increase in professional (experienced) applicants to Teach For America in 2013

ASU Preparatory Academy (Phoenix, AZ)

June 2009 - June 2012

Teacher, Fifth and Sixth Grade Social Studies/Humanities

- Implemented innovative teaching pedagogy, leading to 80% of 5th and 6th grade students meeting or exceeding Arizona reading standards
- Launched a journalism program for 5th-9th graders in partnership with ASU's Walter Cronkite School of Journalism

Teacher, First and Second Grade

- Led 30 second grade students to achieve 1.5 years of average reading growth through setting and tracking toward measurable growth goals

Teach For America Corps Member (Phoenix, AZ)

June 2009 - June 2011

- Among 11% accepted through a nationwide selective process from an applicant pool of more than 50,000

Education

Arizona State University (Tempe, AZ)

May 2011

Master of Education (M.Ed) • GPA: 4.00

College of William & Mary (Williamsburg, VA)

May 2009

Bachelor of Business Administration (BBA), Marketing • GPA: 3.59, Cum Laude

- *Activities:* Theta Delta Chi Fraternity (President), Alma Mater Productions (Director of PR), Omicron Delta Kappa

Skills

Computer: Word, Excel, PowerPoint, Canva, LinkedIn Recruiter, Salesforce, JobScience