



Ted Childs[®] LLC

J Tiffany Childs

J Tiffany Childs graduated from Florida A&M University in 1997 with a Bachelors of Social Work degree. Her Senior Internship involved serving as a Certified Guardian Ad Litem for the State of Florida. In this role, she was a court appointed child advocate for abused and neglected children who were under the care of the Florida Judicial System.

After graduation, J Tiffany served as a Teaching Assistant at The Graham School, a residential facility for emotionally disturbed and neglected youth between the ages of 6 and 21.

In the summer of 1999, J Tiffany entered the Advanced Standing Master's of Science in Social Work program at the University of Texas at Austin (UT). During her final internship, J Tiffany conducted an evaluation of The Parent and Children's Engagement Project. This program was established to test the hypothesis that engaging fathers in the lives of their children after parental separation had a positive impact on their development.

Following graduation in 2001, J Tiffany joined F.E.G.S/ PRIDE 2000 as an Employment Retention Specialist. Funded by legislation requiring welfare recipients to only collect benefits for five years as a family and two years as an individual, the city of New York established programs such as PRIDE 2000 to re-acclimate welfare recipients back into the workforce. The PRIDE program was especially significant because it focused on disabled welfare recipients. "Disabled" was defined as physical, psychological and emotional disabilities. J Tiffany prepared clients for employment including an assessment of client's skills, interests, and vocational goals to facilitate the placement process. J Tiffany fulfilled this role for 19 months before entering the Master's Degree Program in Human Resource Management at Rutgers University.

During the summer of 2003, J Tiffany interned with IBM's System's Group in Tucson, Arizona. This assignment included building an HR Scorecard to measure progress against IBM's HR Strategy; helping to build the Executive Resource Pipeline to monitor the progress of diverse high potential employees; and IBM's E.X.C.I.T.E. Camp (Exploring Interests in Engineering and Technology), a week long camp for middle school girls intended to encourage girls' interests in science and math.

In June of 2004, J Tiffany began her Human Resources career with IMS Health. IMS provides market research / market intelligence and consulting services to the pharmaceutical industry. While with IMS she worked within the Training group as an auditor of training programs, and with outside consultants to build a business model to approach diversity and inclusiveness within IMS; supported the implementation of the Global Leadership Development program and the annual Leadership Assessment / Succession Planning process globally; and completed a rotation in Recruiting and Staffing.

In the fall of 2006, left IMS to help launch Ted Childs LLC, where she is currently working as the E/A to the principal.

J Tiffany is a member of Delta Sigma Theta Sorority, Incorporated, holds life memberships in the National Association of African Americans in Human Resources and The National Council of Negro Women, Inc., as well as memberships in the Society of Human Resource Management and the National Association of Social Workers.