



Germaine Smith – Baugh, Ed.D

President & Chief Executive Officer
Urban League of Broward County

Dr. Germaine Smith-Baugh is President and Chief Executive Officer of the Urban League of Broward County, a position she has held since 2006. Known for her tenacity, visionary leadership and 'can-do-it' attitude, Dr. Smith-Baugh's goal is to be a leading change-agent and problem-solver in helping Broward County fulfill its potential. Dr. Smith-Baugh has gained the respect of many in Broward County through her diligent approach to organizational and program development and high performance.

Through her passion for making a difference, dedication to excellence and ability to inspire others, Dr. Germaine Smith-Baugh supports the Urban League in developing and implementing new ideas, cultivating and leveraging strategic relationships, and expanding and diversifying funding sources. Germaine was recognized in 2009 by the South Florida Business Journal as a Diamond Award recipient—an honor designated to Broward County CEOs that excel in community, civic and charitable leadership.

Throughout her Urban League career, Dr. Smith-Baugh has been outspoken in making the case for providing quality programming that unlocks the true potential for each member in the community. To bolster her efforts, Germaine recently launched a multi-million dollar campaign to construct a Community Empowerment Center in 2011—designed to expand the program and services offered by the Urban League and further advance its mission of assisting African Americans achieve social and economic equality.

In her capacity as President and CEO for the Urban League of Broward County, Germaine served as co-chair for the 2010 US Census Complete Count Sub-Committee, currently holds a seat on the board of directors of the Greater Fort Lauderdale Chamber of Commerce and lends her time and expertise to a number of organizations including the ICABA South Florida Advisory Board and the Jim Moran Institute Advisory Committee. She has provided counsel to the National Urban League's Affiliate Network to develop and implement programs, partnerships and events to increase synergy among leadership groups. Dr. Smith-Baugh also serves as an active member of the Delta Sigma Theta Sorority and was recently honored with the Distinguished Service Award by the organization.

In March of 2008, she was inducted into the Broward County Women's Hall of Fame. Dr. Smith-Baugh has received numerous accolades for her work including United Way's Human Services Professional Award in 2008 and the Broward Black Elected Officials Community Award in 2010. She was recently recognized by the Boys and Girls Club of Broward County and the Susan B. Anthony Recovery Center as one of Broward County's 100 Outstanding Women.

A native of St. Thomas, United States Virgin Islands, Dr. Smith-Baugh holds a Bachelor's Degree in Business Communication and a Master's Degree in Social Work Administration from Florida State University. She also holds a doctorate from Nova Southeastern University in Organizational Leadership with a concentration in Non-Profit Leadership and Management.

Germaine credits her accomplishments to a strong commitment to her faith and family—and the demonstration of hard work and perseverance by her parents serve as a cornerstone in Germaine's success. Dr. Smith-Baugh is married to Paul Allan Baugh, an administrator for the School Board of Broward County, and is the mother of one son, Allan Nathaniel Baugh and a daughter, Victoria Niara Baugh.



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