

Academic Biographies of Panelists and Moderators

J. Philippe Abraham is first vice president of New York State United Teachers, overseeing the union's Member Benefits and Accounting Departments, as well as NYSUT's social justice efforts. Elected in April 2017, Abraham is NYSUT's first higher education member to serve as a statewide officer. He came to NYSUT after serving for six years as the elected statewide vice president for professionals of United University Professions, NYSUT's largest higher education affiliate representing faculty and staff at the State University of New York. In July 2016, Abraham was elected as an at-large representative for higher education on the National Education Association's Board of Directors. In October 2017, he was elected a vice president of the American Federation of Teachers. Abraham, on leave from the University at Albany, was twice elected to UUP's Executive Board. He chaired and co-chaired several statewide UUP committees, including Legal Defense, Affirmative Action, and the Committee on Latino Affairs. He also served as a member of the UUP Negotiations Team and chief negotiator. On the UUP chapter level, Abraham was one of three elected senators representing UAlbany on SUNY's Faculty Senate. He was elected to three terms as the chapter vice president for professionals. He is president of the Albany/Capital District Chapter of the Labor Council for Latin American Advancement, LCLAA. Abraham earned a Bachelor of Arts in Spanish Education and a Master of Arts in Spanish American Literature, both from UAlbany. He is a graduate of the NYSUT Leadership Institute, the New York State AFL-CIO Cornell Union Leadership Institute and NEA's Emerging Leader Academy. Abraham began his career teaching Spanish and French in middle school, high school and college, and then became an academic advisor at UAlbany. Born and raised in Haiti, Abraham is of Haitian and Dominican ancestry. He is fluent in French, Spanish and Creole, as well as English. Follow @NYSUT1stVP

Joe Ambash is the managing partner of the Boston office of Fisher & Phillips, a national labor and employment firm representing management. His practice includes all aspects of employment law, including labor-management relations, employment discrimination and wrongful discharge litigation, and preventive labor relations. He also has a large practice training managers in all areas of employment law compliance. Joe has extensive experience representing higher education institutions in both the public and private sectors. He represented Brown University in the landmark NLRB case holding that graduate students are not employees under the National Labor Relations Act. He filed an amicus brief on behalf of the Ivy League, MIT and Stanford in the *Columbia University* case.

Nicholas Anastasopoulos, Partner, Mirick, O'Connell, DeMallie & Lougee, LLP. Nick is a member of the Firm's Labor, Employment and Employee Benefits Group and past chair of the Higher Education Group. His practice includes traditional private-and public-sector labor law, litigation of employment disputes, and counseling on labor, employment and human resource matters. While maintaining a diverse practice, he has developed a significant emphasis on labor relations. Nick regularly counsels clients on traditional labor issues, including election campaigns, complex contract formation disputes, grievance adjustment and arbitration, unfair labor charges, strikes, picketing, and other work stoppage issues and reduction-in-force planning. Nick has negotiated over 175 collective bargaining agreements and successfully represented public sector/public

safety clients at the JLMC. He has appeared before numerous state and federal agencies including the National Labor Relations Board, the Massachusetts Division of Labor Relations, the Equal Employment Opportunity Commission, Massachusetts Commission Against Discrimination and the Occupational Safety and Health Administration. In 2017, Human Resource Executive Magazine and Law dragon have recognized Nick as being one of the “Top 20 Lawyers in Traditional Labor & Employment Law.” Boston magazine and Law & Politics have recognized Nick as one of Massachusetts “Super Lawyers” since 2013 and a Massachusetts “Rising Star” from 2006 to 2010. He was also selected by the Worcester Business Journal as one of the “40 Under Forty” young professionals honored for their professional achievements and community service. Prior to joining the firm, Nick was labor counsel for the City of Boston and an Assistant District Attorney in Suffolk County.

Jacob Apkarian is an Assistant Professor in the Department of Behavioral Sciences at York College, City University of New York. He received his Ph.D. from the University of California, Riverside, and was previously an Assistant Professor of Sociology at Virginia Tech. His current research focuses on the intersection of finance and higher education as well as unionization and collective bargaining at colleges and universities. His published work on governance in higher education has appeared in the journal Tertiary Education and Management. Last year, he served as moderator for the panel on "Markets and Higher Education" at the 44th annual conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions. His recent publication in Socio-Economic Review examines conflicting logics in corporate finance.

Aman Banerji is a Program Manager at the Roosevelt Institute. In his role, Aman leads the Network’s Financialization of Higher Education and Re: Public Projects. In addition, he works with a host of Roosevelt policy projects across the nation and seeks to strengthen the Network’s policy work by leading the national cohort of Policy Coordinators and Emerging Fellows. His academic and professional experience has largely been focused on structural and institutional inequality. His policy interests include incarceration, civil rights and economic justice in the United States. Prior to joining Roosevelt, he served in advocacy organizations and foundations in both the United States and India, including the Ford Foundation and the Drug Policy Alliance. Aman has a BA with a concentration in Economics and International Development from Sarah Lawrence College in New York.

Jacob A. Bennett holds a BA in English from Wesleyan University (‘03), and an MFA in Creative Writing (Poetry) from Goddard College (‘09), and is a current doctoral student at the University of New Hampshire. In his current degree program, Jacob studies higher education policy and labor law, with a focus on collective bargaining among adjunct and other non-tenure-track faculty at religious colleges and universities.

Gerald J. Beyer is Associate Professor of Christian Ethics at Villanova University and Associate Editor of Horizons: The Journal of the College Theology Society. He completed his doctorate in theological ethics at Boston College in 2005. His publications include Recovering Solidarity: Lessons from Poland’s Unfinished Revolution (Univ. of Notre Dame Press, 2010) and articles in outlets such as Journal of Catholic Social Thought, Political Theology, Heythrop Journal, Journal of Religious Ethics, Huffington Post, National Catholic Reporter and America. His article “Labor Unions, Adjuncts, and the Mission and Identity of Catholic Universities” won the 2015 College Theology Society Best Article Published in Theology Award. His forthcoming book is entitled

Solidarity or Status Quo? Catholic Social Teaching and Higher Education in the Age of the Corporatized University. Beyer is Chair of the PA AAUP (American Association of University Professors) Catholic Caucus and an Executive Committee member of Catholic Scholars for Worker Justice.

Matthew M. Bodah. Matt Bodah is Interim Vice Provost for Academic Personnel and Budget at the University of Rhode Island, a position he has held since of May, 2017. Prior to becoming a vice provost Matt was a professor industrial of relations at URI's Schmidt Labor Research Center, and from 2009 through 2014 chair of URI's Department of Economics. He was also a labor arbitrator and mediator. Matt is currently a member of the national executive board of the Labor and Employment Relations Association and is secretary-treasurer of LERA's Rhode Island chapter. He is also a member of the American Association of University Professors.

H. Austin Booth is the Vice Provost for University Libraries at the University at Buffalo (SUNY). She currently serves on the Board of Directors for the Association of Research Libraries (ARL), Figshare's Repository Advisory Group, the RA21 (Resource Access for the 21st Century) Advisory Group, and the Women's Leadership Council of the Buffalo and Erie County United Way; she also serves as the chair of the Coordinating Committee of ARL. Booth speaks and publishes widely on open access, evidence-based approaches in the health sciences, and gender and information culture. She holds an MA in English Language and Literature as well as a Graduate Certificate in Women's Studies from the University of Michigan, an MLIS from the University of California, Berkeley, and a BA in Economics as well as a BA in English from Cornell University.

Conrad Bowling is tasked with coordinating and collaborating with FMCS Field Operations and National Programs and Innovation to develop innovative techniques in the delivery of field mediation services. He directs interaction with mediators to identify and prioritize needs; develops, designs and implements projects based on client outreach, mediator input and collaboration. Mr. Bowling tests technologies to enhance service delivery and efficiency and evaluates effectiveness of projects, and platforms. Mr. Bowling began his FMCS career in 2000 as a field mediator. His primary role as a Commissioner involved mediation services, facilitation, and training with the private, public, and federal sectors. Mr. Bowling has trained party advocates on how to successfully resolve disputes, engage in effective decision-making and build high performance organizations.

Nathaniel Bray is an associate professor of higher education administration and associate director of the Education Policy Center at the University of Alabama. His research focuses on student access and policy as well as faculty-administrator relations.

Mark E. Brossman, Schulte Roth & Zabel PLLC, is co-head of the Employment & Employee Benefits Group. His areas of concentration include all aspects of ERISA, employment discrimination, labor relations, and related litigation. Mark is well known for his expertise in education law and representation of educational institutions including independent schools, colleges, universities, professional training programs and education-related associations, and has advised educational institutions since graduating from law school. Mark is a frequent public speaker and author. His practice also includes serving as counsel to many large multi-employer and single-employer employee benefit plans; health care institutions, including nursing homes and home care employers; and a wide variety of other clients in industries ranging from banks and financial institutions to textile and furniture to magazine publishing and transportation. He

has served as an instructor in the Columbia University Teacher's College and as a lecturer in the Cornell University ILR School's Labor Relations Studies Program. Mark is listed in The Best Lawyers in America and New York Super Lawyers and was recognized by both Human Resource Executive and Lawdragon as one of the 100 most powerful employment attorneys in America and one of the top 10 in ERISA law. Mark received the Cornell University School of Industrial and Labor Relations' prestigious Judge William B. Groat Alumni Award (for achievement in the field of industrial relations), the Emerald Isle Immigration Center's Robert Briscoe Award, membership in the Academy of Employee Benefit Authors, and the Lawyers Alliance for New York's Cornerstone Award (for outstanding pro bono service to New York nonprofit organizations), in addition to being the first recipient of LANY's Pro Bono Leadership Award. He also is active in several not-for-profit organizations and serves on the Board of Directors of LiveOn NY, the Board of Directors of New York University School of Law's Center for Labor & Employment Law, the Advisory Council of Cornell University ILR School, the Board of Trustees of Bard College and the Board of Trustees of Montefiore Health System Inc. Mark earned his B.S. in Industrial and Labor Relations from Cornell University in 1975, his J.D. from New York University School of Law in 1978 and an LL.M. in Labor Law from the same institution in 1981.

Todd Bruns is the Institutional Repository Librarian at Eastern Illinois University. He has a Master of Arts in Library and Information Studies (UW-Madison 2005) and a Master of Science in Technology (EIU 2012). His research interests include scholarly communication, open access, scholarly publishing, and data management. Todd chairs the Booth Library Web Resources and University Archives committees, serves on EIU's Faculty Senate, and was the Professional Reading column editor for Public Services Quarterly from 2011-2017. He is a delegate to the EIU University Professionals of Illinois union House of Delegates, and served as secretary to the union in 2013-2014.

Malini Cadambi-Daniel is the Higher Education Campaign Director at the Service Employees International Union. Previously, she was Research Director for 1199 United Healthcare Workers East as well as for Committee of Interns and Residents. She has worked as a public school teacher in Oakland, California where she was a member of the NEA and the California Teachers Association and a representative for the Oakland Education Association. She serves as a Commissioner on New York City's Equal Employment Practices Commission and is a board member for the National Center for the Study of Higher Education and the Professions. She received an M.Phil. in Sociology from the New School for Social Research.

Timothy Reese Cain is an associate professor in the Institute of Higher Education at the University of Georgia. His research explores academic freedom, the changing faculty workforce, campus speech, and related issues. His work on faculty unionization has appeared or is forthcoming in Labor: Studies in the Working-Class History, Labor History, Teachers College Record, Perspectives on the History of Higher Education, and other venues. He is the author of Campus Unions: Organized Faculty and Graduate Students in US Higher Education (ASHE Higher Education Report, Jossey-Bass, 2017); Establishing Academic Freedom: Politics, Principles, and the Development of Core Values (Palgrave MacMillan, 2012); and, with colleagues at the National Institute for Learning Outcomes Assessment, Using Evidence of Student Learning to Improve Higher Education (Jossey-Bass, 2015). He is writing a history of faculty unionization from its beginnings in the 1910s through the Yeshiva decision.

James A. Castiglione is Associate Professor of Physics at Kean University in Union, NJ. He serves as President of the Kean Federation of Teachers, AFT Local 2187, which represents the faculty, professional staff, and librarians at all the university's campuses. In addition to his research and scholarly interests in low-temperature physics, terahertz spectroscopy, collective bargaining, and higher education policy, he teaches a wide range of physics classes, and serves on the executive boards of his union's statewide bodies.

Rene Castro is the Assistant Vice Chancellor for Employee and Labor Relations at the California State University, Office of the Chancellor. Rene has nearly 30 years of experience in public and private sector labor relations including 18 years of experience working as a union staff member in increasingly responsible leadership positions. His union-side experience includes representing workers in hotels, slaughterhouses, sanitation plants, public hospitals, and more. Just prior to joining the California State University, he served as the Southern Region Organizing Director for the California Faculty Association, the union representing faculty in the CSU system. Rene also has over a decade of experience serving as a senior university administrator in the California State University, working at both the campus and system-wide level. Rene earned an Ed.D. in Educational Leadership with a specialization in Community College/Higher Education. His dissertation explored the question of faculty unions and their effects on university shared governance. He also holds a master's degree in Urban Planning from UCLA and a bachelor's degree in Community Studies from UC Santa Cruz.

Renée Cavalovitch joined Robert Morris University (RMU) as Vice President, General Counsel and Board Secretary in July 2013. Renée serves as the university's chief legal officer, providing legal and policy advice to the Board of Trustees and the President and other senior leaders in a wide variety of areas, including: corporate, commercial, and real estate matters; academic and student affairs, including Title IX matters; labor and employee relations; institutional advancement; and intellectual property. Renée co-chairs the negotiation of RMU's collective bargaining agreements with its four labor unions and manages litigation and other dispute resolution proceedings. In addition to leading RMU's legal function, Renée also has responsibility for RMU's Campus Police Department, which is comprised of 16 Pennsylvania Act 120-certified (i.e., State Police Academy graduates), armed and sworn police officers and two public safety officers. As Board Secretary, Renée serves as the chief governance officer of the university, ensuring that the Board operates in accordance with sound governance practices and in compliance with the university's Bylaws and applicable legal requirements. Renée graduated from Robert Morris in 2001 with a bachelor's degree in business administration. She earned her law degree from the University of Pittsburgh in 2004. Renée worked for K&L Gates LLP, a global law firm, from 2004 to 2011. At K&L Gates, Renée maintained a diverse practice including representation of clients in mergers and acquisitions, joint ventures, credit facilities, project finance, leasing, and other corporate and commercial matters, and she participated frequently in international matters in the Cayman Islands, the United Kingdom, Latin America, and the Middle East. Renée was Corporate Counsel for H.J. Heinz Company and a member of the company's World Headquarters Law Department from 2011 to 2013. At Heinz, Renée managed transactions and other projects and counseled internal clients, including the company's senior executives, in a wide range of areas with an emphasis on finance, securities, and executive compensation matters. Prior to attending law school, Renée held several positions during a 10-year tenure with Baptist Homes of Western Pennsylvania, a non-profit long term care organization, including serving as the organization's first regulatory compliance officer.

William Connellan is a veteran academic collective bargaining leader. His academic career spans 46 years at Oakland University and the University of Florida. He came to University of Florida in 2012 as a senior staff member in the Office of the Provost, responsible for academic labor relations. He bargains on behalf of the university with the faculty union and the graduate assistants union. At Oakland University, he held a variety of academic and administrative positions, including two years as acting vice president for academic affairs. Between the two institutions, he has been responsible for negotiating eight contracts. His faculty appointment at both universities has been in journalism. He did his undergraduate work at Oakland University, and graduate work at the University of Michigan. He attended the Institute for Education Management at Harvard University. Prior to joining the academic world, Connellan spent five years as a reporter at The Detroit News. Connellan also has had visiting scholar appointments at the University of Michigan and at Harvard University.

Aras Coskuntuncel is a PhD candidate and teaching assistant in the School of Communication at American University. He focuses on the political economy of media, internet governance, and surveillance.

Jamie Dangler is the Vice President for Academics at United University Professions; the union represents more than 42,000 part time and full time academic and professional faculty and retirees at 29 New York state-operated campuses, including SUNY's public teaching hospitals and health science centers. Jamie was the chief negotiator for UUP's 2011-16 contract with New York State and also served on the union's 2007-11 contract negotiations team. She was UUP's chief negotiator in 2009 for contract talks between UUP and staff represented by the Communications Workers of America. Jamie is an Associate Professor in the Sociology/Anthropology Department at SUNY Cortland, where she has taught since 1986.

Kathryn E. Diaz is General Counsel and Deputy Comptroller for Legal Affairs at the Office of New York City Comptroller Scott M. Stringer. She advises the Comptroller and staff of 760 on all issues with a legal component, across all bureaus, including asset management of NYC's \$180bn public pension funds. Ms. Diaz supervises a Legal Affairs Division of 150 persons: Office of General Counsel; the Bureau of Law & Adjustment (settles and adjusts all claims sounding in law in favor of or against the City); Bureau of Engineering (in-house technical advisors on construction contracts and disputes); and the Bureau of Labor Law (setting and enforcing the City's prevailing wage, among other rates). Before joining the Comptroller's Office, Ms. Diaz was Special Counsel to the Superintendent of the NYS Department of Financial Services (DFS), which supervises more than 3,500 banking, insurance, and other financial services institutions representing more than \$6tn in combined assets, protects consumers as a financial watchdog and public pensions as regulator. Ms. Diaz developed and supervised the execution of major program initiatives through analyzing and leveraging New York State's Banking, Insurance, and Financial Services Laws. Before DFS, Ms. Diaz was Senior Trial Counsel at the NYS Attorney General's Office, where her work included investigating self-dealing at New York State's Common Retirement Fund, conflicts of interest and fraudulent practices in the health insurance industry, false claims in government contracting, and a variety of fraudulent schemes and corporate governance violations in NFPs. For over a dozen years, Ms. Diaz practiced law with two of the nation's oldest law firms, where she advised clients on and litigated a wide variety of high stakes intellectual property, commercial and contract matters. Ms. Diaz began her legal career in 1990 as a Trial Attorney with the U.S. Department of Labor, where she specialized in enforcement of fiduciary obligations under ERISA. Ms. Diaz began her legal career in 1990 as a

Trial Attorney with the U.S. Department of Labor, where she specialized in ERISA enforcement, prosecuting breaches of fiduciary duties in pension investment and administration, and insurance benefits, as well as violations of other labor and employment statutes. A graduate of Barnard College, where she majored in economics, and Northeastern University School of Law, where she was elected class speaker, Ms. Diaz also holds a Master of Laws degree from New York University School of Law. Ms. Diaz is the author of "There Is No Plain Meaning: The Jurisprudence of ERISA and the 'Exclusive Benefit' Rule," 4 University of Pennsylvania Journal of Labor & Employment Law 71 (October/November 2001).

Nicholas DiGiovanni. Nick joined Morgan, Brown & Joy, LLP in 1973 immediately after graduating from Cornell Law School. Over that span of time, Nick has handled cases and issues in virtually all aspects of labor and employment law. While he handles a diverse clientele, he has developed a particular specialty in labor and employment matters affecting colleges and universities. In that regard, Nick represents many institutions of higher education around New England and the Northeast. He is also a long standing member of the National Association of College and University Attorneys and the College and University Personnel Association, has served on numerous committees in those organizations and is a frequent speaker at NACUA and CUPA conferences and those of other higher education organizations. Nick is also a member of the Committee on the Development of the Law under the National Labor Relations Act of the ABA and has spoken at national meetings of that organization. A frequent writer in the field of labor and employment law, Nick has published a book on age discrimination, *Age Discrimination: An Administrator's Guide* (College and University Personnel Association Publishers, 1989) and numerous articles, including "Surface v. Hard Bargaining: Tilting Towards Non-Intervention," *The Labor Lawyer*, Fall, 1986; "NLRB Jurisdiction Over Colleges and Universities," *William and Mary Law Review*, Spring 1975 (co-author); "Negotiating a Faculty Collective Bargaining Agreement," NACUA, 2005 (co-author). He was a contributing author to *Education Law*, (Matthew Bender Publishers, 1984); *The Judicial Guide to Labor and Employment Law*, Lawyers Weekly Publications, 1990; *The Aging Work Force*, (CUPA, 1993); *Massachusetts Employment Law*, (MCLE, 1999). He is a member of the bar of Massachusetts and is also admitted before the Federal Circuit Court of Appeals for the First and Second Circuits and the Federal District Courts for Massachusetts and Vermont. He is also a member of the Boston, Massachusetts and American Bar Association, and a regular contributor to Massachusetts Continuing Legal Education programs. A summa cum laude graduate of Providence College in 1970, Nick received his law degree from Cornell University School of Law in 1973.

Rodrigo Dominguez-Villegas is a graduate student of Sociology at the University of Massachusetts-Amherst and an independent consultant for the Migration Policy Institute in Washington D.C. His research areas include international migration in North and Central America, return migration, and Mexican migration policy. His policy research has been covered by over 50 news media outlets in the U.S., Mexico, Central America, Europe, and the Middle East including the New York Times, NBC News, NPR, Foreign Affairs Magazine, Reuters, Al-Jazeera, Vice News, among others. He is also a quantitative methods consultant at the Institute for Social Science Research at the University of Massachusetts-Amherst where he provides consultations on spatial statistics, and multiple regression methods and where he co-authored the UMass-Amherst salary equity study in 2015 and 2016. His dissertation, funded by the Center for Research on Families and the Migration Policy Institute, studies the differences in the socioeconomic outcomes between deportees and voluntary return migrants in Mexico and how

the ways in which social prejudice and government reception affect the life chances of migrants who return to Mexico. He holds a B.A. in economics and geography from Middlebury College.

Clifford B. Donn is Professor in the Department of Anthropology, Criminology and Sociology at Le Moyne College, Syracuse, New York. He has a B.S. in Industrial and Labor Relations from Cornell University and a Ph.D. in Economics from the Massachusetts Institute of Technology. He has held previous positions at Macquarie University (Australia) and the University of Tennessee and has held visiting positions at the University of New South Wales (Australia), the University of Western Sydney (Australia) and Greenwich University (U.K.) He has taught a wide variety of undergraduate and graduate classes on such topics as labor history, comparative industrial relations systems, arbitration, conflict resolution, human resource management for school leaders, collective bargaining in public schools, sociology of work, criminology and criminal justice systems. He has also mediated and arbitrated in over two-hundred cases in both the public and private sectors. Clifford B. Donn has written over thirty scholarly articles on alternative methods of dispute resolution, the Australian trade union movement, unionism and collective bargaining in the ocean-going maritime industry, and collective bargaining in public schools. He is also co-editor of *Collective Bargaining in American Industry*.

Mara Drogan earned her PhD in International, Comparative, and Global History from the State University of New York at Albany. She taught US and global history at colleges in New York State for over 15 years. From 2012 to 2017, she was a Visiting Assistant Professor at Siena College in Loudonville, New York. While at Siena, she helped to organize the Siena Contingent Faculty Union. She currently works for the City of Troy, New York, and is working on a book manuscript titled *The New Atomic Diplomacy: Atoms for Peace and the Globalization of Nuclear Technology*.

Michael Eagen is associate provost for academic personnel at the University of Massachusetts – Amherst where he oversees academic human resources and faculty collective bargaining. Prior to joining UMASS, Michael served as the director of faculty and staff labor relations for the University of Connecticut, where he provided leadership and direction for the university's employee relations and collective bargaining functions. He also served as counsel for labor and employment within UConn's Office of the General Counsel. Eagen received his B.A. in economics from the University of Connecticut and his J.D., cum laude, from Western New England University School of Law.

Pamela R. Edington, Ed.D., President, Dutchess Community College. An experienced educator and administrator with more than 30 years of service at community colleges in Connecticut and Massachusetts, Pamela R. Edington, Ed.D. assumed the presidency of Dutchess Community College in August 2014. Prior to leading DCC, Dr. Edington served for nine years as Dean of Academic Affairs, and then Provost, of Norwalk Community College in Connecticut. Previously, she worked for 19 years at Middlesex Community College in Massachusetts, first as an Assistant Professor of Sociology, then Division Chair and ultimately Dean of Social Science and Human Services. In 2001, the Community College National Center for Community Engagement honored her as a "Beacon of Vision, Hope and Action" for her commitment to service-learning and civic engagement. Key educational initiatives that Dr. Edington is committed to advancing as president include increasing the number of Dutchess students who complete a degree, developing additional programs of study to meet emerging workforce needs in the mid-Hudson Valley, growing a service-learning program she established that offers opportunities for students to deepen their academic learning while helping to meet community-defined needs, and

enhancing strategic relationships with local partners to enhance the educational pathway in Dutchess County from pre-K through college. Dr. Edington has distinguished herself in both the community and on the DCC campus as an accessible, energetic and passionate visionary gifted in creating linkages between people and organizations to leverage resources and facilitate positive change. She enjoys engaging with students, faculty, staff and the community, and is committed to enhancing life in the mid-Hudson Valley. Dr. Edington holds an Ed.D. in Educational Policy, Research and Administration from the University of Massachusetts, Amherst, an M.A. in Sociology from the University of Notre Dame and a B.A. in Sociology from the College of St. Benedict/St. John's University, Collegeville, MN. Born and raised in Minnesota, Dr. Edington has lived on the East Coast for most of her life. She and her husband, Bill, are the parents of two adult daughters.

Luke Elliott-Negri is a doctoral student at the Graduate Center of the City University of New York. He is the coauthor of a policy report on Connecticut's paid sick days law. His dissertation research analyzes three left-wing third parties (the Working Families Party, the Vermont Progressive Party, and the American Labor Party). He is currently completing a co-authored book project about social movement gains and losses.

Sarah Miller Espinosa is an impartial arbitrator, mediator, and ombuds, specializing in the resolution of workplace disputes. She is a member of a number of labor arbitration rosters and panels, including those administered by the American Arbitration Association, the Federal Mediation and Conciliation Service, the National Mediation Board, DC PERB, NJ PERC, and the Pennsylvania Bureau of Mediation. Ms. Espinosa also serves as a hearing officer for the City of New York Department of Education and United Federation of Teachers 3020-a panel and is the Chief Hearing Officer at the City of Baltimore Civil Service Commission; she also serves as a mediator on the Nuclear Regulatory Commission panel, assisting in the resolution of disputes involving regulatory matters as well as whistleblower complaints. Ms. Espinosa serves as a part-time faculty member at the University of Maryland Baltimore County (UMBC) and Montgomery College. Ms. Espinosa is a member of various professional organizations, and currently serves as co-chair of the Association for Conflict Resolution's Ethics Committee, having previously served as the co-chair of the ACR Workplace Section and as a member of the ACR Board. Previously, Ms. Espinosa held various labor and management advocacy roles, including as chief negotiator for Montgomery County Government, Montgomery College, and SEIU Local 511. She was the assistant general counsel for the Connecticut State Board of Labor Relations, a mediator for the Connecticut State Board of Mediation and Arbitration, and Montgomery College's founding ombuds, where she established the Office of the Ombuds. Ms. Espinosa was a 2015 AAA Higginbotham Fellow and completed the labor arbitrator development program at the Scheinman Institute on Conflict Resolution at Cornell University. She is a member of the New York State Bar. Ms. Espinosa is a graduate of the Cornell University School of Industrial and Labor Relations and the University of Connecticut School of Law.

Lauren Degley Feldman is currently a Senior Labor and Employee Relations Consultant at Harvard University with over fifteen years of experience providing consultation to management as a participant on numerous collective bargaining teams. Covering broad range of represented employee groups in higher education, Lauren uses workforce analytics and financial modeling to support negotiation strategy and proposal development. Lauren has expertise in joint labor management relations and processes, alternative dispute resolution, and policy development. Lauren received her B.A. from Colgate University.

Frederick G. Floss is Professor and Chair of the Department of Economics and Finance at SUNY Buffalo State; and a senior fellow at the Fiscal Policy Institute. Before returning as Chair, Professor Floss was the Executive Director of the Fiscal Policy Institute and President and Vice President for Academics at United University Professions, as well as the Chief Negotiator for the 2008-2011 United University professions contract. He continues to serve of the Buffalo Fiscal Stability Authority and is Chairperson of the School Board for SUMMIT a school for autistic students. Professor Floss has published in a number of areas including forensic economics, public finance, economics of higher education, wage inequity and international finance. He teaches courses in microeconomic theory, public finance, investment management, econometrics and environmental economics. Professor Floss received his BA in Economics and English from Oswego State and an MA and PhD from the University of Buffalo.

David Forgues. David joins us from California State University, Fullerton where he serves as a member of the President's cabinet and as Vice President for the division of Human Resources, Diversity and Inclusion as of May 2017. He has leveraged his Student Affairs Human Resources experience in a transparent and cooperative manner, becoming integral to the success of not only the division, but also the University and the more than 4,000 faculty and staff members who call it home. His willingness to step into this new challenge as Vice President without hesitation and his record of leading high performing teams in an inclusive, welcoming environment is a testament to his breadth of experience and lifelong passion for higher education. He joined Cal State Fullerton in 2012 as chief of operations for Student Affairs overseeing division wide efforts in the areas of operations, advancement, assessment, staff development, divisional budget and human resources matters. He has personified the Cal State Fullerton's University-wide theme – Titans Reach Higher – and emerged as a collaborative, thoughtful, and well-respected leader across all divisions and colleges. In prior roles, Dr. Forgues served as the assistant dean in the Academic Success Center at the University of Nevada, Las Vegas where he built a comprehensive learning support area; oversaw a developmental academic advising unit for all undeclared majors; created an academic success-coaching program; and managed program budgets, including both state and local funds. He earned a Ph.D. in Higher Education and an Ed.M. in Student Affairs Administration from the University at Buffalo, and a B.A. in English from Mesa State College.

Anthony Forsyth is a Professor in the Graduate School of Business Law at RMIT University in Melbourne, Australia, specialising in workplace and employment law. He is also a Consultant with the national legal firm Corrs Chambers Westgarth, Employment Labour and Safety Team. Anthony's research on collective bargaining, the regulation of trade unions and workplace dispute resolution has been published in the Australian Journal of Labour Law, Industrial Law Journal (UK), Comparative Labor Law & Policy Journal (USA) and International Journal of Human Resource Management. He is the co-author of the 6th edition of Creighton & Stewart's Labour Law (Federation Press, 2016), and has recently completed studies of the regulatory response to union corruption in Australia (UNSW Law Review) and the use of the federal Building Code to restore the rule of law in the building and construction industry (Sydney Law Review, forthcoming). He has undertaken funded research projects for the International Labour Organization, Business Council of Australia, Fair Work Commission, Victorian Government and Construction, Forestry, Mining and Energy Union. At Corrs, Anthony oversees the firm's thought leadership in employment, labour and safety, publishing regular articles on new legislation, cases and policy. He edits the annual Corrs Employment Labour and Safety Mid-Year Review,

and produced the 2017 Employment Law Alliance Report The Future of Work in the Asia-Pacific. As a practitioner, Anthony provides advice to corporate and public sector clients on workplace and employment law issues, most recently assisting commercial construction companies to remain compliant with federal legislation and building codes in the renegotiation of enterprise agreements. In 2015, Anthony was appointed by the Victorian Government as Chair of the independent Inquiry into the Labour Hire Industry and Insecure Work. His Final Report was provided to the Premier and Minister for Industrial Relations on 31 August 2016. In May 2017, the Government announced that it would implement 33 of the Inquiry's 35 recommendations, including establishment of a state-based labour hire licensing scheme to prevent exploitation by unscrupulous labour contractors. In December 2017, the Labour Hire Licensing Bill was introduced into State Parliament.

Frances C. Cortez Funk is the current president of Kutztown University's State College University Professional Association. She received her Bachelor of Arts from Pennsylvania State University's Labor Studies program in 1987 and is currently enrolled in a certificate program on Opioid Addiction Treatment and in the fall she will return to finish her Master in Public Administration. She has been active in leadership roles in SCUPA, Pennsylvania State Employee Association and National Education Association over the past 12 years. Her leadership style is representing members' collective voice. She credits her ongoing union passion and development from her family and national labor unionists' mentors in her life. One of her proud accomplishment is being a graduate of the 2012 National Education Association's Emerging Leadership Academy. In her early professional career, she was actively involved with the National Hospital and Healthcare Employees Union where she worked alongside national leaders. She is currently the director of Health Promotion and Alcohol & Other Drug Services at Kutztown University. Her work includes assisting students with opportunities in achieving higher quality of life as well as high impact learning experiences. Her office provides serves to the university community and committed to student success.

Michelle (Mickey) Gallagher, Esq., Consultant for Higher Education, Massachusetts Teachers Association. Over the past 30 years Mickey has represented clerical, professional staff and faculty in every segment of higher education. During those years Mickey acquired a Master's Degree in Labor Studies at the University of Massachusetts - Amherst and a Jurist Doctorate degree from Western New England Law School. Some of the major issues Mickey has negotiated include statewide classification systems, comparable worth, system wide distance education agreements, and transformation of adjunct faculty positions to continuing appointment status. Mickey's experience as a trainer includes serving as co-chair for the Massachusetts Teachers Association (MTA) Leadership Academy, Program Coordinator/Trainer for the MTA Emerging Leaders Program, graduate level collective bargaining and dispute resolution, negotiation skills, organizational development and workshops focused on leadership skills development. In addition, Mickey has facilitated IBB negotiation training for participating K-12 locals. As an organizational specialist on the statewide level, Mickey served as staff consultant to the first Lesbian/Gay statewide committee; MTA Strategic Directions Committee, MTA Revenue Enhancement Committee; and, the Massachusetts Group Insurance Commission. Currently Mickey represents faculty and librarians at both the University of Massachusetts Amherst and Boston campuses.

Ruben J. Garcia is the Associate Dean for Faculty Development and Research and Professor of Law at the University of Nevada, Las Vegas, William S. Boyd School of Law. Prior to joining the

UNLV faculty in 2011, he was Professor of Law and Director of the Labor and Employment Law Program at California Western School of Law in San Diego, where he taught for eight years. He also has held academic appointments at the University of California, Davis School of Law, the University of Wisconsin Law School, and at the University of California, San Diego. Before beginning his teaching career in 2000, Garcia worked as an attorney for public and private sector labor unions and employees in the Los Angeles area. He is a graduate of Stanford University, received his Juris Doctor from UCLA School of Law, and has a Master of Laws (LL.M.) degree from the University of Wisconsin Law School. His scholarship has appeared in a number of leading law reviews, including the Hastings Law Journal, the University of Chicago Legal Forum and the Florida State University Law Review, among others. His first book, published by New York University Press in 2012, is entitled *Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection*. From January 2014 to January 2016, he served as the Co-President of the Society of American Law Teachers (SALT), and has served on the Board of Directors of the ACLU of Nevada. In Fall 2015, he was selected as a UNLV Leadership Development Academy fellow. He is a member of the Board of Directors of the American Constitution Society (ACS), a national nonprofit organization, and an advisor to the Boyd Law Student and Las Vegas Lawyer Chapters of the ACS.

Brent Graves earned a PhD in Zoology from the University of Wyoming and has been faculty at Northern Michigan University since 1994. He received the distinguished faculty award from the Michigan Association of Governing Boards in 1998. He was Chief Contract Negotiator for the NMU Chapter of the American Association of University Professors in 2003, 2012, and 2015. He also served the NMU-AAUP chapter as Information Officer from 2009-2010, Grievance Officer from 2010-2016, and President from 2016-present.

Adam Guerino is a director at TIAA Investments, joining the firm in 2014. He is the lead research analyst for a \$13 billion municipal debt portfolio, including over \$3 billion of higher education debt. Prior to his current position, Adam held various positions in state and local government for 13 years. While working for the New York State Budget Office, he led a reform of state banking regulations, administered the Environmental Protection Fund, provided support to the Atlantic Yards, Hudson Yards, and Farley Building projects, and was the primary staff support for the Empire Zones tax credit program. As debt manager for the City of Charlotte, he oversaw a \$4 billion debt portfolio, was lead support for redevelopment of the local NBA and NFL stadiums, and developed the debt model for a \$1 billion capital program. Adam graduated with a MPA from the Maxwell School in 2001, and a BA in Environmental Studies, summa cum laude, from Binghamton University in 2000.

Michael Hall has been at Dutchess Community College (DCC) for eleven years after previously serving six years at Iowa Western Community College (IWCC). He's currently an Associate Professor of Psychology and serves as Chair of the Behavioral Sciences Department for DCC. During his time at DCC, he's served Dutchess United Educators (the collective bargaining unit for full- and part-time faculty and professional staff) in a variety of capacities including: Member of the Executive Council; Vice-President of Full-time Faculty; Secretary; Chaired the Negotiating Committees for two full-time contracts and Constitution and Bylaws Committee. Previously, at Iowa Western he was heavily involved in his Local Unit, as part of his UniServ Unit, at the State level, and with NEA. Some of his IWCC-HEA Union service included: One of two Iowa Delegates elected to serve on the NEA Resolutions Committee; Participated in four NEA Representative Assemblies; Served on the Iowa State Education Association Board of Directors

as the State Higher Education Representative; Vice-president and Board member of the Southwest UniServ Unit; Vice-president and member of the IWCC-HEA Local Board; Negotiating Committee for IWCC-HEA and Represented NEA at an Education International Conference in Melbourne, AUS focusing on the potential impact of the WTO's GATS negotiations on public education.

Johanna Halsey, Professor of Mathematics at Dutchess Community College, has taught full time since January 1990. She was the Treasurer of the union for faculty and professional staff, Dutchess United Educators (DUE), from 1997 – 2012. During this time, she participated in the negotiation of 3 multi-year contracts. She served as the President of DUE from 2014 – 2017, and was the chief negotiator for both full and part-time contracts during this time.

Barbara Ingram-Edmonds has a career spanning over thirty-five years in the labor movement. Barbara is currently employed by District Council 37, AFSCME, the largest municipal labor union in New York City representing over 126,000 members and 50,000 retirees. She serves as the Director of Field Operations. In this position Barbara is responsible for the six servicing divisions and Safety and Health Department. Her duties include overseeing the day to day operations of approximately ninety field representatives and managers assigned to administer the contractual grievance procedures, handle members' complaints including safety and health matters, labor management meetings and internal organizing. Prior to working in Field Operations Ms. Edmonds served as a negotiator for over fifteen years in the Research and Negotiations Department for various bargaining units. Ms. Edmonds is a graduate of New York Law School, class of 1990 and she holds a baccalaureate degree in public policy and social planning from Cornell University, class of 1982. Ms. Edmonds is a graduate of the Harvard Trade Union Program, which is an executive training program designed for union leaders.

William Jarvis is a Managing Director, Market Strategy and Delivery with U.S. Trust, Bank of America Private Wealth Management based in New York. Experienced with investment policy and governance for endowed nonprofit organizations, he is responsible for strategic thought leadership with institutional and private philanthropic clients. Bill is a financial services executive and attorney who brings 35 years of experience to this role. He joined U.S. Trust in 2017 from Commonfund, where as the Executive Director of the Commonfund Institute he led that firm's educational, research and professional development activities, serving as Commonfund Institute's Head of Research for over ten years. During the course of his career, he has worked at JP Morgan, Greenwich Associates, and Davis Polk & Wardwell. Bill holds a B.A. in English Literature from Yale University, a J.D. from the Northwestern University School of Law, and an M.B.A. from the J.L. Kellogg Graduate School of Management. Bill does not provide legal advice in his role at U.S. Trust.

William P. Jones is Professor of History at the University of Minnesota, and an expert on race and labor in the 20th Century United States. He is author of *The Tribe of Black Ulysses: African American Lumber Workers in the Jim Crow South* (University of Illinois Press, 2005) and *The March on Washington: Jobs, Freedom, and the Forgotten History of Civil Rights* (W.W. Norton & Co., 2013), and his scholarship has appeared in *Labor*, *International Labor and Working Class History* and the *Journal of Urban History*. Jones has been a guest on the PBS News Hour, NPR's *The Takeaway*, and C-Span's Book TV and has written for *The New York Times*, *The Washington Post*, *The Nation* and other publications. He is currently writing a book about race and collective bargaining in the public sector since the 1930s.

Daniel J. Julius is the Senior Vice President and Provost at New Jersey City University and has been an affiliated faculty member at the Cornell University Higher Education Research Institute, and a Visiting Scholar at the Center for Studies in Higher Education at the University of California Berkeley. He has been actively involved in collective bargaining in higher education since the early 1970s and was appointed the first research associate at the National Center. His book, with the late Margaret K. Chandler, on Management Rights and Union Interests, published by the NCSCBHE/P in 1978, offered the first comprehensive analysis of all higher education collective bargaining agreements then in existence. Dr. Julius has served as the Academic Vice President/Provost in three institutions/systems; in Alaska, Illinois and New Jersey, a Land Grant system, private liberal arts university and comprehensive state university. He has also been the vice president or senior director responsible for collective bargaining in two state university systems, the California State University and the Vermont State Colleges, and for many years, as the Vice President responsible for labor relations at the University of San Francisco, a Jesuit University. He has been a long term employer consultant for the University of California, and University Systems in Hawaii, Oregon, Florida, Pennsylvania, New Hampshire, Illinois, and for colleges and universities in Michigan, Ohio, New York, Maine, Rhode Island and Massachusetts. He is a former President of the College and University Personnel Association (now CUPA/HR) and the Academy for Academic Personnel Administrators. Dr. Julius has studied labor management relations and governance issues and has been a visiting lecturer/scholar at the University of Toronto, the U.N. International Labor Organization in Geneva, Switzerland, and at institutions in Europe, the Middle East and China. He has served as an instructor for the AASCU New Provosts Academy and as a adjunct faculty member at Stanford University, Graduate Schools of Business and Education, and the Whittemore School of Business and Economics at the University of New Hampshire. Dr. Julius has edited seven books and written over 150 articles, chapters and published papers. His research, with Nicholas DiGiovanni, was cited in a number of NLRB decisions including Columbia University. He holds an undergraduate degree from The Ohio State University, studied at Cornell University (ILR), and earned a masters and a doctorate at Columbia University. He completed a post-doctoral fellowship as a Visiting Scholar at the Center for Organizations Research at Stanford University. He presently holds the position of Provost and Senior VP at NJCU, serves as a member of the negotiating team for the New Jersey State Colleges and Universities and is a Fulbright Scholar studying academic governance at the Universidad Tecnológica Empresarial de Guayaquil in Ecuador.

Dale Kapla is the Associate Provost at Northern Michigan University, a position he has held since 2012 after serving five years as the department head of criminal justice. He is responsible for the academic human resource function for two faculty unions, and serves as chief negotiator. Prior to NMU, he held an academic appointment at the University of Wisconsin, Platteville. He earned his Ph.D. in Political Science from West Virginia University after spending 12 years in law enforcement.

Stephen Katsinas is the director of the Education Policy Center and professor of higher education and political science at the University of Alabama. He has visited more than 500 colleges and universities in 43 states.

Brenda J. Kirby is a Professor and Chair of the Department of Psychology at Le Moyne College, Syracuse, NY. She has B.A. degrees in Psychology and Sociology from Midland University in Fremont, Nebraska, and a Ph.D. in Social Psychology from the University of Nebraska—

Lincoln. She has taught a variety of courses on topics including psychology and law, social psychology, cross cultural psychology, and research methodology. She does scholarly work on a variety of topics in addition to adjunct and public school collective bargaining, including stereotypes and prejudice related to social class, attitudes related to sexual orientation and parenting, and jury decision-making. A special interest throughout her professional career has been the mentoring of undergraduate student scholars, many of whom have gone on to graduate work and professional careers in psychology.

Michael W. Klein is the interim executive director of the William J. Hughes Center for Public Policy at Stockton University. He has extensive higher education experience in policymaking as he formerly served as the executive director of the New Jersey Association of State Colleges and Universities, a nonprofit advocacy organization in the state. Michael has published articles on higher education policy and finance, intellectual property law, entrepreneurship, and collective bargaining. He has made presentations at ASHE, AERA, the NCAA, the Oxford Education Research Symposium, and the Consortium of Higher Education Researchers at the University of Cambridge. Michael was a 2003 fellow of the Higher Education Law Roundtable at the Institute for Higher Education Law & Governance at University of Houston Law Center, and was a 2010-2011 Associate of the National Center for Public Policy and Higher Education. Michael received a BA in history *cum laude* from Princeton University, a JD from Boston College Law School, a certificate in Professional Achievement in Nonprofit Management from the Kellogg School of Management at Northwestern University, and a PhD in Higher Education Administration from New York University.

Steven Kronheim, Managing Director, Associate General Counsel, TIAA. Mr. Kronheim specializes in Employee Benefits Law and he leads our Pension Law Group. He was formerly Law Vice President at Alcatel-Lucent; Assistant General Counsel at Allied-Signal (Now Honeywell International); Partner & Head of Benefits Practice at Rogers & Wells (Now Clifford Chance); Partner & Head of NY Benefits Practice at LeBoeuf Lamb, and Associate and Counsel at Debevoise & Plimpton. His education/professional designations are as follows: Columbia University School of Law (J.D.); Harlan Fiske Stone Scholar; New York University Law School (LL.M. Taxation); Professional Membership/Affiliations; ERISA Industry Committee, Washington, DC: member of Board of Directors and Finance Committee; former Chairman of Retirement Security Committee; Member of the Advisory Board of Bloomberg BNA Pension & Benefits Publications; Association of the Bar of the City of New York (former Member of Employee Benefits Committee), ABA (Tax Section); Lectures/Writing/Publications; Numerous panel presentations, including chairing quarterly ERIC programs with governmental speakers, and ALI-CLE programs on DOL fiduciary rule and pension litigation; Lectured at PLI programs on pension law; Presented at Pension & Investment conferences on fiduciary issues; and Frequent speaker at TIAA presentations and webinars.

Jason E. Lane is the founding executive director of the SUNY Academic & Innovative Leadership (SAIL) Institute as well as Chair and Associate Professor of the Department of Educational Policy and Leadership at the State University of New York at Albany. He has extensive experience leading multi-campus transformational change initiatives in higher education and is a recognized expert in system thinking and development. An award winning author and invited speaker, Dr. Lane's scholarly expertise focuses on the leadership and governance of higher education, particularly as it relates to the emerging relationship between higher education, policy and politics, and globalization. He has authored numerous journal

articles, book chapters, and policy reports; and published 12 books, including *Academic Leadership and Governance of Higher Education*, *Higher Education Systems 3.0*, *Multi-National Colleges and Universities: Leadership and Administration of International Branch Campuses*, and *Building a Smarter University*. Previously, he served as Deputy Director for Research at the Nelson A. Rockefeller Institute of Government as well as Vice Provost for Academic Planning and Strategic Leadership and Senior Associate Vice Chancellor for the State University of New York, where he was responsible for the development and implementation of academic, economic, global, and leadership initiatives across the system. He is a founding faculty member of Penn State's Academic Leadership Academy as well as System Leadership Academy sponsored by the American Council on Education and the National Association of System Heads. He has served on the boards of the Comparative and International Education Society (CIES); Council for International Higher Education (CIHE); the Gulf Comparative Education Society (GCES); SUNY Korea; and Taking Student Success to Scale (TS3), a consortium of 23 systems working to leverage evidenced based practices to improve student success.

Scott Launier is President of the United Faculty of Florida at the University of Central Florida and a founding member of the TRUST Orlando Coalition, fighting to pass a TRUST Act Ordinance in the city of Orlando. He is Director of the Orlando Chapter of the Latino Leadership Institute, and a founding member of the Orlando chapter of Vamos 4 Puerto Rico, and the Voters Coalition of Central Florida. Scott is on the Steering Committee of Jobs with Justice, and was recently honored by Organize Florida with a "Walk the Talk" Award. Scott is a delegate to the Florida Education Association, the American Federation of Teachers, and the National Education Association, and has been a presenter at the NEA Higher Ed conf. for the past three years, and for the past three years has been an invited speaker at the SEE & PR Council of the States Conference, the national conference for the communications teams of the NEA.

Stephan Lefebvre is a Doctoral Student in Economics at American University. His current research straddles stratification, labor, and feminist economics. Previously, Stephan worked at as a Graduate Fellow at Oxfam America and he held research positions at the Federal Deposit Insurance Corporation (FDIC) and the Center for Economic and Policy Research (CEPR). Stephan is an active labor organizer with experience as a union steward and as a negotiator at the bargaining table.

Risa L. Lieberwitz is a Professor of Labor and Employment Law in the Cornell University School of Industrial and Labor Relations (ILR). She is also an Associate of the Worker Institute at Cornell. She currently holds an appointment as General Counsel of the American Association of University Professors (AAUP), and serves as a member of AAUP Committee A on Academic Freedom and Tenure. Professor Lieberwitz's publications include articles on academic freedom in the university, as well as articles on labor and employment law and on constitutional issues of freedom of speech, due process, and search and seizure in the employment setting.

Adriene Lim is the Dean of Libraries and Philip H. Knight Chair at the University of Oregon, where she provides administrative leadership and vision for a large library system consisting of seven libraries with 190 staff and library faculty. Dr. Lim's duties are to lead and oversee library operations; improve library service models; develop and implement the Libraries' strategic plans in support of the University's academic priorities, curricula, and research; raise funds for the Libraries' priorities; provide leadership for and collaborate with other campus units on the implementation of new programs and technologies to support teaching, learning,

and research across campus; and advocate within the University community for academic library services, collections, and spaces. A priority is to continually align Libraries' services to meet the needs of diverse constituencies and support a broad range of research interests and programs. This includes working closely with consortium partners nationally and regionally to develop relevant services and collections. Before joining UO, Dr. Lim was Dean of Libraries at Oakland University in Michigan, and served in a variety of leadership roles at Portland State University, including Interim University Librarian, Associate University Librarian, and leader of Library Technologies. A native of Detroit, Lim also was the Head of Digital Library Services at Wayne State University and the Systems Librarian/ Head of Database Management for the Detroit Area Library Network (DALNET). Dr. Lim earned her Ph.D. in library and information science (LIS), specializing in managerial leadership, at Simmons College in Boston. She holds a master's degree in LIS and a bachelor's degree in Fine Arts, both summa cum laude, from Wayne State University. She has published articles and given presentations about managerial leadership, technology, diversity, and other topics at the international, national, and state levels, and has been active in the American Library Association (ALA), the Library and Information Technology Association (LITA), and the Association of College and Research Libraries (ACRL). In addition to receiving several community and collaborative awards over the years, Lim was honored with the Loleta D. Fyan Award for creative library service from the Michigan Library Association, the Butler Award for excellence in faculty service at Portland State, a full scholarship for the doctoral program at Simmons College, and a scholarship to participate as a fellow in the Frye Leadership Institute. She currently serves as Chair of the Association of College and Research Libraries (ACRL) Professional Values Committee and as a Board member for the Association of Research Libraries (ARL) and the Orbis Cascade Alliance. She was elected to serve on the national LITA Board and ALA Council in 2010-2013. Among her scholarly articles, Lim was the author of a 2010 paper on readability that was published in the Journal of Academic Librarianship that was named among the "Top 20 Articles in 2010" by the Library Instruction Round Table of the American Library Association.

Maria Maisto, New Faculty Majority (NFM) President. Maria is the NFM founder and adjunct faculty member of English at Cuyahoga Community College in Cleveland, OH. She is also an Executive Committee Member of the Modern Language Association's (MLA) Discussion Group on Part-time Faculty, and a member of the MLA's Committee on Academic Freedom and Professional Rights and Responsibilities. Further Maria sits as a Co-chair for the Committee on Part-Time, Adjunct, or Contingent Labor, Conference on College Composition and Communication.

Kenneth M. Mash is the President of the Association of Pennsylvania State College and University Faculties (APSCUF), which represents approximately 5500 faculty and coaches at the 14 universities comprising Pennsylvania's State System of Higher Education. In addition to serving as president for the last 4 years, he previously served as vice president and chair of the faculty statewide meet & discuss team. He has also served on 3 faculty negotiations teams and 1 negotiations team for coaches. He is also a member of the National Center's Board of Advisors. He is on leave from his position as professor at East Stroudsburg University's (ESU) Political Science Department. He holds a B.A. from Queens College-CUNY and a M.A. and Ph.D. from Pennsylvania State University.

Ronald Mason, Jr., began his tenure as the ninth president of the University of the District of Columbia on July 1, 2015. His reputation for strong leadership and responsible governance is

bolstered by more than 30 years of experience in the higher education, community development, and legal fields. UDC Board Chair Elaine A. Crider describes Mason as a proven, highly motivated and accomplished administrator who is exceptionally and uniquely suited to build upon the successes that the University has achieved in recent years. "Mr. Mason has proven himself a leader in the higher education community in many parts of the country," says Crider. "He has brought enhanced community relationships, responsible governance, and a strong students-first focus to his past roles and will do the same for the University of the District of Columbia as we continue to implement the goals and objectives of our "Vision 2020" strategic plan." In learning of his appointment, D.C. Mayor Muriel Bowser praised the Board's selection of Mason to lead the University. "I welcome Ronald Mason to the District of Columbia and look forward to collaborating to develop programs and initiatives that will better serve residents," said Mayor Bowser. "I congratulate the board of the University of the District of Columbia for selecting a leader with a wealth of experience as they work to transform the District's public university." Prior to being appointed president of the University of the District of Columbia, Mr. Mason was the seventh president of the Southern University and A&M College System, where he served a five-year term as the chief executive officer of the nation's other Historically Black College and University System and provided oversight for the System's five campuses. Serving as Southern University's president during a period of severe budget cuts, Mason improved human and technology infrastructures, established online degree options, and led the campuses through a difficult transition process. Moreover, concerned about the social and economic barriers that stand in the way of educational opportunities for the underserved and black men in particular, Mason spearheaded an initiative titled the "Five-Fifths Agenda for America." Its goals are to bring truth to the conversation about the relationship between America and black men, increase the number of college degrees among black men, and increase the number of black male teachers. Before joining the Southern University System, Mason was president of Jackson State University (MS). Under his leadership, Jackson State experienced unprecedented growth in areas of fundraising, information technology proficiency, and the construction of new buildings. Earlier in his career, President Mason developed a successful record of progressive leadership in various positions over an 18-year period at Tulane University in New Orleans, including senior vice president, general counsel, and vice president for finance and operations. He also served as the founder and executive director of the National Center for the Urban Community at Tulane and Xavier Universities. President Mason is fond of saying, "I used to be a lawyer," which references the start of his career as an attorney with the Southern Cooperative Development Fund, Inc. Among his numerous public service and professional activities, Mr. Mason holds current membership on the White House Board of Advisors for Historically Black Colleges and Universities and the Board of Directors of the Thurgood Marshall College Fund. He also serves on the Board of the American University of Nigeria and the International Foundation for Education and Self Help. His previous board service includes the American Council on Education and the National Advisory Committee on Institutional Quality and Integrity, Office of Postsecondary Education. A native of New Orleans, President Mason received his B.A. and J.D. degrees from Columbia University in New York City. He attended the Harvard Institute of Educational Management and is the recipient of the Mayor's Medal of Honor from the City of New Orleans, the Martin Luther King Lifetime Achievement Award from Dillard, Loyola, Tulane, and Xavier universities, and was one of five recipients of Columbia University's 2008 John Jay Award for distinguished alumni. He is married to the former Belinda DeCuir and has one daughter, Nia, and two sons, Jared and Kenan.

Bridget Maricich is counsel in the Labor and Employment department of Seyfarth Shaw LLP's

Boston office. She received her J.D. from Boston University School of Law and B.A., Boston University. Prior to joining Seyfarth, Bridget served as the E.O. Officer for Policy and Legal Compliance for the University of Virginia and the University of Virginia Health System. In that role, Bridget managed the University's compliance with a variety of employment and civil rights laws and worked closely with human resources professionals, management, and other administrators on a wide range of employment, student relations and policy matters. Bridget also obtained significant experience in investigating internal complaints of discrimination, harassment, and/or retaliation and responding to and managing federal and state agency administrative complaints and compliance audits (Equal Employment Opportunity Commission; U.S. Department of Education Office for Civil Rights; DOL Office of Federal Contract Compliance Programs). During her tenure at the University of Virginia, Bridget also served as a University Legislative Advisor, assisting in the University's response to relevant state legislative initiatives, and served on the threat assessment panel responsible for evaluating University action with respect to allegations of sexual and gender-based harassment and violence. Before the University of Virginia, Bridget was an associate in the Labor and Employment and Business Litigation practice groups of the Boston office of a regional law firm.

Loretta P. Martinez serves as General Counsel and Vice Chancellor for Legal Affairs for The City University of New York. She received her juris doctorate from Harvard Law School in 1991 and her bachelor's degree in political science from Yale University in 1988. Ms. Martinez is a native of Colorado and has long served in leadership positions in higher education in the state. She was appointed in 2013 by Colorado Governor John Hickenlooper to serve as one of three commissioners from the state on the Western Interstate Commission on Higher Education (WICHE) and currently serves on the executive committee. She also was appointed by former Colorado Governor Bill Owens to serve on the Board of the Colorado Educational and Cultural Facilities Authority (CECFA) for three terms and was Chair of the Board. She is frequently invited to speak on a variety of topics nationally, including public-private partnerships, Title IX, undocumented students and legal issues in higher education. In her career, Ms. Martinez has served as general counsel of a number of institutions, including Colorado College, a private college, and large public systems like the Colorado State University System and the Metropolitan State University of Denver. Among other initiatives, she helped create an affordable non-resident tuition rate for undocumented students at MSU Denver and helped craft Colorado's Dream Act bill, which supports undocumented students and was passed by the state legislature in 2013. She has been a strong advocate for the transformative power of education, particularly for students from lower income and underrepresented groups. Martinez also devotes volunteer time to local and national boards and associations in the legal and education fields. She is President of the Latin American Education Foundation and was appointed in 2013 to serve on the national board of the Mexican American Legal Defense and Education Fund. She also serves on the board of the ACLU of Colorado and is a longtime member of the National Association of College and University Attorneys and the Association of Governing Boards. Prior to her work in higher education, Ms. Martinez clerked for the United States District Court of Colorado and worked in private practice, specializing in employment law, public law, and commercial and products liability litigation. She has served as the general counsel at a variety of public and private institutions, including, most recently, Metropolitan State University of Denver, where she also serves as secretary to the board of trustees. Previously, she served as general counsel at Colorado College, a private college, the Colorado State University System and in the office of the general counsel at Harvard University. In her efforts to expand workplace opportunities for students, Ms. Martinez has been instrumental in

creating public-private partnerships across a variety of industry sectors for improved experiential learning and she co-founded a coalition of Latino educators focused on improving recruitment, retention and graduation rates for Latino students throughout the five boroughs.

Anne McLeer is the Director of Higher Education and Strategic Research at SEIU Local 500 – a union representing thousands of part- and full-time faculty and graduate student workers in 12 bargaining units in 10 institutions in the DC/Maryland area. At Local 500 she oversees the higher education work of the union – from organizing to collective bargaining to member engagement. She leads the SEIU Local 500 Coalition of Academic Labor, the advocacy and policy arm of Local 500's higher education division. Anne earned a Doctoral degree in Human Sciences from the George Washington University in 2002. She has taught in American Studies, English, and Women's Studies as a part-time faculty member at George Washington University, and was one of a group of part-time faculty who formed a union there in 2003. She is a member of the board of the New Faculty Majority Foundation – an organization dedicated to improving the quality of higher education by advancing professional equity and securing academic freedom for all adjunct and contingent faculty. She can be contacted at mcleera@seiu500.org.

Ruth Milkman is Distinguished Professor of Sociology at the City University of New York Graduate Center and Research Director of CUNY's Murphy Institute. She is a past President of the American Sociological Association. She has written extensively about work and labor organization in the United States, past and present. Her recent books include *L.A. Story: Immigrant Workers And The Future Of The U.S. Labor Movement*; *New Labor in New York: Precarious Workers and the Future of the Labor Movement* (co-edited with Ed Ott); *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy*, co-authored with Eileen Appelbaum; and *On Gender, Labor and Inequality*.

Aaron Nisenson is Senior Counsel for the American Association of University Professors. He joined AAUP in January 2013 and has over two decades of experience in non-profit and labor and employment representation. He is the senior in-house legal counsel and Director of the Legal Department at AAUP. He has extensive experience representing unions, employers, and individuals before the National Labor Relations Board, Equal Employment Opportunity Commission, state and local labor relations authorities, and in collective bargaining negotiations and arbitrations. Aaron has litigated employment and First Amendment cases in Federal and state courts, and has retained and directed the litigation and representation work of dozens of local attorneys. He has authored amicus briefs submitted in the U.S. Supreme Court, and in Federal and State appellate courts on constitutional, labor and employment law issues. Aaron has served as a member of the executive management team and chief legal advisor to several non-profit and charitable organizations and has been responsible for providing guidance on legal compliance, non-profit governance, contracts and other institutional matters. Aaron has provided CLE training to attorneys on constitutional and employment law for the DC Bar Association, the AFL-CIO Lawyers Conference, the National Center for the Study of Collective Bargaining in Higher Education (Hunter College), and others. Aaron's publications include "Constitutional Due Process and Title IX Investigation and Appeal Procedures at Colleges and Universities," *Pennsylvania State Law Review*, Fall 2016 and "Faculty Rights in the Classroom," *Academe*, September-October 2017. Prior to joining AAUP, Aaron was General Counsel for the International Union of Police Associations, was a partner at Henrichsen Siegel, PLLC, was an attorney with the law firm of Zwerdling, Paul, Leibig, Kahn, Thompson & Wolly, and founded his own solo practice. Aaron received his B.A. in Economics

from the State University of New York at Albany and his J.D. from Boston College Law School. He is a member of the Bars of the District of Columbia, Virginia, and Maryland, and is admitted to practice before the United States Supreme Court and numerous federal district and appellate courts.

Lynette Nyaggah is the President of the Community College Association of California, the community college affiliate of the California Teachers Association and the National Education Association. Dr. Nyaggah has taught Linguistics, English and ESL at Rio Hondo College in Whittier for over 20 years. Before that, she taught English at California State University, Linguistics and English at the University of Nairobi in Kenya and bilingual kindergarten in Long Beach, California. She earned her B.A. in Linguistics at the University of California at Berkeley and her M.A. and Ph.D. in Theoretical Linguistics at the University of California, Los Angeles.

Doug Otto has served on the LBCC Board of Trustees since 2004 and the CCCT Board since 2009. In 2010 he co-chaired the CCLC's Commission on the Future of Community Colleges and was instrumental in bringing the ACCT Governance Institute for Student Success to California. He is a frequent speaker at conferences and helps community colleges address issues through the IEPI Program. He is immediate past president of the CCCT Board and immediate past chair of the CCLC Board of Directors. He has been very active in his community of Long Beach serving as chair of both the Long Beach Strategic Plan 2010 and the Planning Commission as well as many other organizations and boards. He is a founding board member of the Aquarium of the Pacific, architect of the Aquarium Campus Master Plan and currently is vice chair of the Board of Directors. Professionally he is a successful trial attorney with more than 100 jury trials to verdict. He was named Long Beach's Lawyer of the Year in 2015 and Small Firm Lawyer of the Year by the California State Bar in 2011. He received his B.A. from Stanford University and M.A. jointly from Union Theological Seminary and Columbia University in New York and a J.D. from the University of Chicago.

Kimberly Ann Page is currently an adjunct professor at the University of Rhode Island, the New England Institute of Technology and formerly taught at the Community College of Rhode Island. She is also an attorney in private practice serving in the following areas: small business adviser, assist in organizing business limited liability companies, and S corporations; estate planning for wills, trusts, and other family matters, volunteer to write wills for hospice patients; criminal attorney for DUI's, assaults, thefts, drug possession; mediator-Center for Mediation & Collaboration Rhode Island trained, volunteer at District Courts to resolve disputes in contracts, landlord-tenant issues, and family law matters. Her educational background: Ed.D. Johnson & Wales University, Providence, Rhode Island, Dissertation Title: Contracts with Community College Adjunct Faculty Members: Potential Supplemental Benefits to Increase Satisfaction; J.D. California Western School of Law, San Diego, California; M.A. College Student Personnel with emphasis on counseling, Bowling Green State University, Ohio; B.S. Math and Business Administration, Elizabethtown College, Elizabethtown, Pennsylvania. Current Bar Membership: US Supreme Court, Rhode Island, Washington, & California.

Lili Palacios-Baldwin began her career at Robinson & Cole LLP where she practiced in the areas of land use, real estate, and labor and employment law, following co-ops with the Massachusetts Land Court, Equal Rights Advocates, and the NAACP Legal Defense and Education Fund, Inc. Ms. Palacios-Baldwin later served as a Senior Trial Attorney at the U.S. Equal Employment Opportunity Commission (EEOC) where she practiced for almost ten years. While

with the EEOC, she litigated individual and class cases within the federal courts, conducted training and public presentations, and worked with federal investigators on both enforcement and litigation matters throughout New England, New York, Puerto Rico, and the Virgin Islands. Upon leaving the EEOC, Ms. Palacios-Baldwin continued her law practice with the firm of Hirsch Roberts Weinstein LLP, a Boston boutique labor, employment and litigation firm. Ms. Palacios-Baldwin is a graduate of The Johns Hopkins University and Northeastern University School of Law. She is active in a number of the National Association of College and University Attorneys (NACUA) and of the Boston Bar Association's College and University Section.

Trisha Pande is Assistant General Counsel at the Service Employees International Union where she serves as primary counsel to the union's faculty and graduate assistant organizing campaigns. Trisha has represented local unions in matters before the National Labor Relations Board and state labor relations boards.

Saerom Park is an Assistant General Counsel at the Service Employees International Union in Washington, D.C. She counsels SEIU's higher education campaign, which seeks to unite academic workers at private and public campuses across the country to improve their own lives, and in so doing transform higher education to better serve students and communities. Previously, she advised the union's policy and legislative campaigns around state and local efforts to raise standards and build power for lowwage workers, including by raising the minimum wage. Saerom received her J.D. from New York University School of Law, where she was a Root-Tilden-Kern public interest scholar.

Lynn Pasquerella was appointed president of the Association of American Colleges and Universities in 2016, after serving as the eighteenth president of Mount Holyoke College from 2010-2-16. Pasquerella was the provost at the University of Hartford, from 2008 to 2010, and was the Vice Provost for Academic Affairs and Dean of the Graduate School at the University of Rhode Island, where she began her career as an ethics professor in 1985. A philosopher whose work has combined teaching and scholarship with local and global engagement, Pasquerella is committed to championing liberal education, access to excellence in higher education, and civic engagement. She has written extensively on medical ethics, metaphysics, public policy, and the philosophy of law and is the host of Northeast Public Radio's The Academic Minute. Pasquerella is a member of the advisory Board of the Newman's Own Foundation, sits on the boards of the Lingnan Foundation and the National Humanities Alliance and is a senator and vice-president of the Phi Beta Kappa Society. She is a graduate of Quinebaug Valley Community College, Mount Holyoke College and Brown University. In addition, she has received honorary doctorates from Elizabethtown University and Bishop's University.

Scott R. Phillipson, Esq. President of SEIU Local 200 United. Scott graduated from Le Moyne College in Syracuse, NY in 1998 with a BS degree in Industrial Relations and Human Resources. In 1998 Scott joined SEIU as an organizer, later representing members and negotiating contracts. Scott left the union to attend law school at Syracuse University College of Law and graduated Cum Laude in 2004. After a year in practice as a civil rights attorney practicing in the area of Labor and Employment law he returned to SEIU where he rebuilt the local's organizing program and other local programs eventually becoming part of the union's executive board and now the local's president. Over the past 10 years, SEIU Local 200 United has successfully increased its membership by 3,700. Today, SEIU Local 200United union serves nearly 15,000 public & private sector workers in New York, Vermont and Pennsylvania.

Alyssa Picard is the director of the Higher Education division of the American Federation of Teachers, a union of 1.7 million public service workers whose membership includes 230,000 college and university faculty and staff across more than 350 local unions. She holds a PhD from the University of Michigan, where she joined the Graduate Employees Organization, Local 3550 AFT, AFL-CIO. She organized contingent faculty in Michigan for more than a decade before she was deployed, in 2013, as AFT's national staff lead on the successful campaign to save City College of San Francisco.

Javier Ramirez is the Director of Field Programs and Innovation for the Federal Mediation and Conciliation Service (FMCS). He began his FMCS career as a Commissioner in 2005. Javier has been at the forefront of FMCS's efforts to engage, inform and educate prospective customers, stakeholders and interested parties with new technologies and innovative outreach programs. Mr. Ramirez has presented at numerous national and regional conferences on conflict related topics including, Generational Conflict, Conflict Resolution, Neuroscience Principals in Conflict, Improving Communication, Effective Use of Mediation, Collective Bargaining (Traditional and Collaborative Models) and Mind-Mapping. In addition, he has represented the Agency in international training and outreach efforts. Prior to FMCS, Mr. Ramirez spent over fourteen years in labor relations negotiating contracts, and resolving disputes in areas such as immigration, contract administration, communication, staffing, and politics (Federal, State and Local). His efforts have been featured in Rolling Stone, Chicago Tribune Magazine and cited in the New York Times Best Seller Fast Food Nation, Chicago Lawyer Magazine and recognized by the College of Labor and Employment Lawyers.

Gary W. Reichard has served as Provost and Senior Vice President for Academic Affairs at the College of Staten Island, CUNY, since July 2015. He began his academic career at The Ohio State University, where he served as chair of the History department, and subsequently held various administrative positions at the University of Delaware, the University of Maryland, College Park, and Florida Atlantic University. From 1994 to 2009, Dr. Reichard held senior academic leadership positions in the California State University system, including serving as Associate Vice President for Academic Affairs (Academic Personnel) and then Provost and Senior Vice President for Academic Affairs at California State University, Long Beach, and finally as Executive Vice Chancellor and Chief Academic Officer for the twenty-three campus CSU system. Before coming to CSI as Provost, he held four successive interim Provost positions through the Registry for College and University Presidents. He is a former Board member of the National Center for Collective Bargaining in Higher Education. Dr. Reichard holds a BA from the College of Wooster, an MA from Vanderbilt University and a PhD in History from Cornell University. His most recent publication is *Deadlock and Disillusionment: American Politics since 1968* (2016).

Allie C. Rivera is a Senior Consultant and Director of Investment Consulting for Strategic Retirement Group. Allie is responsible for SRG's investment process which includes thoughtful and rigorous due diligence of investment managers, disciplined oversight of 403(b) and 401(k) investment menus, and ongoing analysis of economic conditions and other external factors impacting retirement plans. In addition to managing the investment process, Allie meets regularly with plan sponsors to ensure fiduciary responsibilities are being met and plan features are being optimized. Prior to joining SRG in 2014, Allie gained retirement plan consulting experience as an analyst at Katz, Zlotnick & Associates where her primary responsibilities included investment due diligence and plan benchmarking projects. In 2012, Allie graduated from Gettysburg College with a BA in Mathematics and in 2013, she passed the CFP examination. Allie has been a CFA® charter

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Jason Rivera is the vice chancellor for student academic success at Rutgers University–Camden, where he leads Rutgers University–Camden’s efforts to promote successful academic outcomes for its undergraduate students by advancing the university’s long-standing culture of support for every student. He oversees the Academic Success Office; the Learning Center; the Educational Opportunity Fund (EOF); TRiO opportunity programs; the Office of Disability Services; the Leadership Institute; and, Off-campus Programs. He coordinates and implements assessment for Middle States accreditation and provides leadership for the campus General Education program, as well as strategic oversight of experiential learning and summer/winter session operations. Prior to joining Rutgers University–Camden, Rivera served as dean of the sophomore class and director of the Intercultural Center, both at Swarthmore College. He previously held a number of positions at Montgomery College in Maryland, where he created the Achieving the Promise Academy to increase the retention and completion rates of African American and Latino students. While at Montgomery College, Rivera also was twice elected and served a two-year term as the inaugural Chair of the College Council, the lead Council in Montgomery College’s Participatory Governance system. Rivera is an affiliate of the RISE for Boys and Men of Color national initiative, which is an interdisciplinary effort to advance the lives, experiences, and outcomes of boys and men of color in the United States. His research explores college completion for Latino and African American male students as well as the ways care, capital, and community cultural wealth influence student outcomes, and he has presented his research at conferences nationwide. Rivera is on the Board of Reviewers for the journal *Education and Urban Society* and serves as a reviewer for the *Journal of Latinos and Education*. He earned his Ph.D. in curriculum and instruction at the University of Maryland, College Park, in 2015, when he delivered the graduate student commencement speech. He received his master’s degree at CUNY’s College of Staten Island in 2004 and his bachelor’s degree at Manhattanville College in 1997.

AJ Sabath is the cofounder of Advocacy & Management Group, Inc. (AMG) a Trenton-based lobbying, association management and communications firm. AJ has spent 25 years working in government and politics in New Jersey. He has held many prominent positions in State government and is a veteran of many local, statewide and federal political campaigns. AJ has served as the Chief of Staff to the Senate President, Commissioner of the NJ Department of Labor and Workforce Development, and he has held several senior policy staff positions in the General Assembly and State Senate. He has been a regular member of the Politics NJ power list of New Jersey’s 100 most politically influential personalities. Prior to his service in State government, AJ worked as Public Affairs Director for the MWW Group, as a Field Representative for the National Democratic Institute in Baku, Azerbaijan, and as an Organizer for the New Jersey Tenants Organization. Since 1990, AJ has been involved in some of the State’s more significant political campaigns that has helped him win the respect of his colleagues on both sides of the aisle. AJ has served as the New Jersey State Director for the Kerry-Edwards Presidential Campaign, the Campaign Manager for the New Jersey Senate Democratic Campaigns in 2003 and 2007 and was the statewide Field Director for the election campaign of U.S. Senator Frank Lautenberg. He previously served as a political organizer for U.S. Senator Jon Corzine, Congressmen Rush Holt, Steve Rothman and Bill Pascrell, and many other candidates. AJ received his bachelor’s degree in social work from Ramapo College of New Jersey. He is a former Chair of the Board of Trustees for Ramapo College of New Jersey where he still serves

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Gregory M. Saltzman is professor and department chair, Department of Economics and Management, Albion College. He is also intermittent lecturer, Department of Health Management and Policy, School of Public Health, University of Michigan. Greg's articles have been published in *Industrial and Labor Relations Review*, *Transportation Journal*, *Neurology*, and elsewhere. In addition to his labor law paper at this conference, his most recent publications are an encyclopedia entry about MOOCs and a book chapter, *Beyond Academic Freedom: The Economic Case for Tenure*."

Michele Sampson-Nelson is the assistant vice provost for student services at Iona College in New Rochelle, NY. She earned a bachelor's degree from Wagner College in English literature, a master's degree in educational leadership, administration and policy from Fordham University, and a doctoral degree in Catholic educational leadership from Fordham University. Dr. Sampson-Nelson's dissertation, *Senior-level Administrator Perceptions of Collective Bargaining at Catholic Colleges and Universities*, is a transcendental phenomenological study completed in March 2017.

Frederick P. Schaffer is Chair of the New York City Campaign Finance Board and is also an adjunct professor of law at the CUNY School of Law. From 2000 through 2016, Mr. Schaffer served as General Counsel and Senior Vice Chancellor for Legal Affairs of The City University of New York. Previously, Mr. Schaffer was a litigation partner in the law firm of Schulte Roth & Zabel LLP, where he specialized in commercial and securities litigation and employment law. Earlier in his career, Mr. Schaffer served as Counsel to Mayor Koch, Chief of Litigation in the Office of the Corporation Counsel of the City of New York and Assistant U.S. Attorney in Manhattan. He also was an Associate Professor at the Benjamin N. Cardozo School of Law. Mr. Schaffer has served as Chairman of the Legal Aid Society and is currently a Trustee of the Practising Law Institute and a Director of Citizens Union, where he also co-chairs the Municipal Affairs Committee. He is also active in the New York City Bar Association, where he recently served as a member of the Task Force on the New York State Constitutional Convention. Mr. Schaffer received his B.A. degree summa cum laude from Harvard College and his J.D. degree magna cum laude from Harvard Law School, where he was an editor of the *Harvard Law Review*.

John Schumacher (MLS) is the SUNYConnect Electronic Resources Coordinator for State University of New York's Office of Library and Information Services. He has worked with all of SUNY's libraries and many of the system's librarians on various aspects of library automation and digital library initiatives during nearly 3 decades of service to the University. John served twelve years as chapter president for the United University Professions' System Administration chapter. UUP committee work has included political action and work urging more progress related to librarian salary inequities and faculty status. He is a recipient of the SUNY Librarians' Association Friend of SUNYLA award.

Maureen Seidel is a New York State United Teachers (NYSUT) labor relations specialist assigned to United University Professions (UUP) since 2006. A graduate of New York Law School, she worked in CSEA's counsel's office until she joined the then-constituted law firm of Roemer and Featherstonhaugh in 1989. For the 13 years prior to joining NYSUT, she was the associate counsel for the Governor's Office of Employee Relations. She has been one of the contributing

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Charles F. Seifert, Dean School of Business and Professor, Management, Siena College. Chuck has been at Siena College since 1996 and holds a BA in Economics from the University at Buffalo, a MBA in Finance from Sage Graduate School, and a Ph.D. in Organizational Studies from the University at Albany. His teaching and research interests include: leadership effectiveness; enhancing multisource feedback programs, influence strategies, corporate governance, and applied statistics. He has presented his research at over 35 regional, national, and international conferences. His work has also been published in 17 peer-reviewed journals. Several of the journals are ranked as the most influential journals in the field including; Leadership Quarterly, Strategic Entrepreneurship Journal, Journal of Applied Psychology, Journal of Organizational Behavior, and Organizational Research Methods. Chuck has worked as a leadership consultant for several public and private organizations. His consulting has been largely focused on enhancing the effectiveness of the organizations' leaders. He has also been invited to present on the topics of leadership, ethics, strategy, assessment, and enhanced teaching methods to numerous organizations ranging from General Electric to Franciscan Friars. Prior to joining Siena College, Chuck held several positions in banking and finance. As a banker, he worked in branch operations, was a branch manager and vice president of commercial lending. Following his banking career, he was chief financial officer of the Albany-Colonie Regional Chamber of Commerce. Chuck also actively serves the community. At his church, he is an elder, served as clerk of session, teaches Sunday school, and was treasurer. He is also on the board and serves as treasurer at the University Club in Albany and the Chatiemac Club in the Adirondacks. He also volunteered for Junior Achievement, was on the board of St. Anne's Institute, served on the NYS affiliate board for the American Heart Association and was president of the Rensselaer County board of the American Heart Association. Chuck lives in Ballston Spa with his wife Debbie and their two children. They love to spend time together in the Adirondack and on Cape Cod.

Adem Sengal is a senior at Columbia University studying Political Science and Economics. Adem currently serves as the National Policy Coordinator for Financialization as a part of the Roosevelt Network. In his current role, Adem works with student leaders at various chapters of the Roosevelt Network with support on research methods and strategy for better understanding how universities manage money. Previously, Adem served as the President of the Columbia University chapter of the Roosevelt Institute, a senior editor for the Journal of Politics and Society, a Public Policy and International Affairs Junior fellow, and a policy intern in the Mayor's Office of Operations.

Louis Shedd is the director of Institutional Effectiveness and Research at Shelton State Community College. His research focuses on higher education classification and policy.

Herb Simon, Secretary/Treasurer of Joseph Simon & Sons, Inc. until August, 1985 (Recycler of Scrap Iron and Metals. Formed an investment company called Herb Simon Associates, Inc., October, 1985. Now a member of Simon Johnson, L.L.C. (Investor in Real Estate and Venture Capital Projects.)

Lawrence Singer. Mr. Singer is a Senior Vice President and Benefits Consultant in Segal's New York office. He is also the firm's New York Region Public Sector Health Care Practice Leader. Mr. Singer has over 30 years of experience and works with large public sector health plans in the New York metropolitan area. He is an expert on health, life and supplemental benefits plans as well as the administrative systems used in voluntary employee benefit programs. Mr. Singer has specialized experience in the development of PPOs, voluntary supplemental insurance plans for excess life insurance, disability plans, long-term care plans and other benefit and dental plans. Mr. Singer works with several large clients including: State-Wide Schools Cooperative Health Plan; Rensselaer Columbia Greene Health Insurance Trust; Law Enforcement Health Benefits Plan (Philadelphia); Philadelphia Fire Fighters Health Plan; New York State United Teachers Benefit Trust Fund; United Federation of Teachers Welfare Fund (New York City); United University Professions Dental Fund (State University of New York). Before joining Segal, Mr. Singer worked as a Systems Analyst for a major data processing firm. Mr. Singer received a BA in Economics and an MBA in Systems Organization and Management from Syracuse University. He has taught at the New York Institute of Technology in the School of Labor Relations and at the New School University in the Milano Graduate School of Management and Urban Policy. Mr. Singer has published numerous articles on industry related topics that have appeared in publications including School Business Affairs and The Reporter.

Brenda J. Smith currently serves as the Interim Vice President for Human Resource Management and Labor Relations at Fashion Institute of Technology. She is the founder and president of the Brenda J. Smith Company, an international speaking and legal consulting firm that facilitates legal risk assessment and management, and improved performance. The company has trained thousands of employees and managers throughout the country on topics including harassment, immigration, discrimination, and diversity. For more than 17 years, Brenda has served as a human resource executive, consultant, and employment law facilitator for large public universities including Idaho State University and Washington State University; corporations such as Boeing Aircraft and the Baltimore Orioles; and state legislatures in Maine, California, and Washington. Brenda began her career as an Assistant Massachusetts Attorney General in the Civil Rights Division. Before creating her consulting firm, she held Human Resources leadership positions at Brandeis University, Casa Myrna Vasquez Women's Shelter, North Idaho College, and Pearson, Inc. She was the Founding Executive Director and Assistant Professor of Business at the Angle Center for Entrepreneurship at Endicott College where she created a regionally recognized, innovative, and cutting edge experiential learning program. Brenda has been an Assistant Professor at both Endicott College and Salem State University and has designed and taught Master's courses in the human resource management programs as an adjunct professor at Suffolk University, North Idaho College, and Webster University. She earned a Master's in Human Resources from Northeastern University in Boston, a Juris Doctorate from New England School of Law in Boston, and a Bachelor's Degree in public relations from Northern Arizona University where she was President of the Public Relations Student Society of America. Brenda grew up in La Jolla, CA as a competitive surfer and swimmer and is currently training for her 12th Ironman triathlon. She is a certified yoga and meditation teacher who loves travelling with her Bernese Mountain Dog, Henrik. She loves exploring New York City and embracing all that the city has to offer.

Susan B. Smith joined Temple's Office of University Counsel twenty years ago and currently serves as Deputy University Counsel. Susan's practice primarily flows from the Provost's portfolio, with emphasis on faculty affairs including faculty labor relations, policy development

and conduct of research. Susan also has responsibility for regulatory compliance, investigations and enforcement, environmental health and radiation safety, student privacy and litigation management. Susan has given numerous presentations and training sessions at universities and professional conferences on the topics of faculty employment and discipline/termination from employment, environmental regulations, federal enforcement actions, attorney-client privilege, FERPA, conflicts of interest in sponsored research and general legal issues in higher education. Susan also has edited and/or authored publications in a variety of areas related to higher education practice. Prior to joining Temple, Susan worked in a white-collar criminal defense practice in Washington DC. A graduate of Syracuse University, Susan received her law degree from George Washington University.

Jacia T. Smith serves as the Deputy Director, Human Resources Operations for the Department of Human Resources (DHR). In this capacity, Smith assists with developing and sustaining a progressive HR infrastructure and effectuating HR reform through co-steering the development, implementation and management of effective Human Resources Management programs, practices and systems. Deputy Director Smith previously served as the Chief Policy Advisor for DHR where she provided counsel to DHR's senior leadership team, the Mayor's Office and other City Agencies to ensure their understanding, consistent interpretation, application and compliance with City, State and Federal human resources policies, employment laws and regulations. Prior to joining the City of Baltimore, Smith was the Assistant General Counsel at Montgomery College where she provided counsel on a wide range of legal issues facing the college including employment law, labor relations, and liability and insurance matters. Smith also worked as a practicing attorney at a large regional law firm in the environmental and labor litigation practice groups. Smith holds a Bachelor of Arts degree in political science from Hampton University; a Juris Doctor from the University of Buffalo Law School; and holds designations as a Senior Professional in Human Resources (SPHR), and Senior Certified Professional (SHRM-SCP).

Laurel Smith-Doerr is a Professor of Sociology, and the inaugural Director of the Institute for Social Science Research at the University of Massachusetts at Amherst. Smith-Doerr investigates how scientific collaboration, gender, and organizations are connected and where they lead to institutionalization of inequalities. Results of this research have been published in her book, *Women's Work: Gender Equity v. Hierarchy in the Life Sciences*, and scholarly journals, including *Nature Biotechnology*; *Science, Technology & Human Values*; and *Gender & Society*. She is a co-editor of the 2017 *Handbook of Science and Technology Studies* (MIT Press). Her published work has been cited more than 13,000 times. In one current project, *Women in Science Policy*, Smith-Doerr and collaborators examine how the organizational contexts of science agencies in the US federal government shape gender gaps in pay—such as the differences between physical sciences based agencies and life science based agencies.

Joel Solomon, Senior Policy Analyst, National Education Association. For more than a dozen years, Joel Solomon has served as a senior policy analyst with the National Education Association (NEA) in Washington, D.C. In NEA's Collective Bargaining and Member Advocacy Department, he develops and implements NEA's work on health benefits, health policy, and the Affordable Care Act (ACA). In addition to providing technical and strategic advice to affiliates dealing with health benefit issues in bargaining and non-bargaining contexts, Joel helps to frame NEA's legislative and public positions on health benefits and health policy, coordinating with other NEA departments and engaging with U.S. government agencies, regulators, congressional

offices, trade and advocacy organizations, and other unions. Previously, Joel was acting director of the AFL-CIO Center for Working Capital, where he was responsible for management, project design, and program delivery of education initiatives focused on effective trustee leadership of pension and health benefit funds. He also taught portions of the Center's core courses: Capital Stewardship and Fund Governance; Fiduciary Duties; Investment Strategies; and Corporate Governance and Active Ownership. Prior to that, he served as research director for the Americas Division of Human Rights Watch, providing guidance to staff documenting human rights violations in Latin America and conducting research and advocacy on human rights in Mexico. He is fluent in Spanish. Joel is a member and vice-chair of the Administrative Board of the City of Takoma Park Police Employees' Retirement Plan and a member of the Retirement Board of the Employees' Retirement Plan of the National Education Association, a multiemployer plan. He is a member of NEA's largest staff union and has served on multiple bargaining teams. He has a Master of International Affairs degree from Columbia University and a B.A. in Latin American Studies from UCLA.

Robin J. Sowards is an organizer and researcher at the United Steelworkers, primarily assigned to the higher education sector. He is also Vice President of New Faculty Majority, a national advocacy organization for contingent faculty. He teaches linguistics as an adjunct lecturer at Chatham University and received his Ph.D. from Cornell University, 2006.

Karen R. Stubaas, Vice President for Academic Affairs and Administration at Rutgers, The State University of New Jersey. A Phi Beta Kappa graduate of Douglass College, Dr. Stubaas received her Ph.D. in seventeenth-century American history from Rutgers. Responsible for a broad array of academic, budgetary, strategic, and policy matters across the university's three geographical locations in New Brunswick, Newark, and Camden, as well as for Rutgers Biological and Health Sciences, Dr. Stubaas has been a leader in increasing the diversity of the faculty and in promoting women's leadership at all levels of the institution. She is responsible for faculty and academic labor relations and provides the primary interface between Academic Affairs and General Counsel's Office on all faculty matters. She is also centrally involved in the development and implementation of the first New Brunswick Campus Strategic Plan in over two decades, and in the full academic and policy integration of Rutgers Biomedical and Health Sciences into the broader Rutgers community. Dr. Stubaas teaches whenever she is able in the School of Arts and Sciences Department of American Studies and the Department of Women's and Gender studies as well as in the Rutgers Ph.D program on Higher Education. Her favorite course is Death and Dying in American History, which her students note "is not nearly as grim as expected."

Mary E. Taber works for United University Professions (NYSUT, AFT, NEA, AFL-CIO) as a Research and Policy Analyst. Current projects include a statewide survey of SUNY contingent employees, data analysis for UUP's state contract negotiations, and listening sessions with UUP members as part of the union's preparations for the post-Janus period. Prior to joining the staff of UUP, she taught at Skidmore College. She earned her BA (economics) at Vassar College, her MPPM at Yale University School of Management and PhD (Labor and Industrial Relations) at the University of Illinois.

Jeanne Theoharis is Distinguished Professor of Political Science at Brooklyn College of City University of New York and the author or co-author of seven books and numerous articles on the civil rights and Black Power movements, the politics of race and education, social welfare

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Kenneth W. Thornicroft is a Professor of Law & Employment Relations with the University of Victoria's Peter B. Gustavson School of Business. Dr. Thornicroft holds a law degree (LL.B./J.D. 1979) from the University of British Columbia and a doctorate (Ph.D. 1996) in Labour and Human Resource Policy/Employment Law from the Weatherhead School of Management at Case Western Reserve University. Dr. Thornicroft's professional practice is restricted to arbitration and alternative dispute resolution and he has acted as a third-party neutral (both as an arbitrator and a mediator) in a wide variety of contexts including employment disputes (in both the union and nonunion sectors), shareholder and partnership disputes, commercial and residential tenancy disputes, property valuation disputes, major personal injury claims and franchise disputes. Dr. Thornicroft is the author of over 110 journal articles, conference papers, book reviews and book chapters and is a co-author of *Employment Obligations and Confidential Information* (2nd edition, 2009; 3rd ed., 2015) and *Collective Agreement Arbitration in Canada* (4th edition, 2009; 5th ed., 2013; 6th ed., 2017) both published by LexisNexis Canada Inc. Dr. Thornicroft's current research focuses on employee/er rights issues, employment law and the Canadian Charter of Rights and Freedoms, and the interpretation and enforcement of employment contracts.

Kim Tolley is a historian of education and Professor at Notre Dame de Namur University (NDNU). She received her doctorate from the University of California, Berkeley in 1996. She is the author of *Heading South to Teach: The World of Susan Nye Hutchison, 1815-1845* (2015) and the award-winning *The Science Education of American Girls: A Historical Perspective* (2003). She is co-editor (with Nancy Beadie) of *Chartered Schools: Two Hundred Years of Independent Academies in the United States, 1727 –1925* (2002) and editor of *Transformations in Schooling: Comparative and Historical Perspectives* (2007). Kim has served as the Program Chair for Division F-History and Historiography of AERA (2008) and as Education Network Representative for the Social Science History Association (SSHA). Kim has also served on the editorial board of the *History of Education Quarterly* and on the board of the History of Education Society. In 2016 she was elected Vice President/President Elect of the History of Education Society. That year, she was also Chair of the Organizing Committee for NDNU Unites, which successfully unionized the University's adjunct and tenure-track faculty, and during collective bargaining in 2017 she was Co-chair of the Contract Organizing Team.

John D. Vander Weg, received the B.Mus., M.Mus., and Ph.D. in music theory from the University of Michigan. Before joining the Wayne State faculty in 2001, he taught music theory and percussion at Douglass College of Rutgers—The State University of New Jersey and music theory at the University of Michigan, DePauw University, and the University of Texas at San Antonio. His work, *Serial Music and Serialism: A Research and Information Guide*, was published by Routledge in 2001. He is a visiting evaluator and evaluation team chair for the National Association of Schools of Music (NASM) and was re-elected to the NASM Commission on

Accreditation in 2015. At Wayne State, he served on the HLC reaccreditation steering committees in 2006–7 and 2016–17. His previous administrative positions have included Chair of the Department of Music and Senior Associate Dean for Faculty Affairs in the Wayne State University College of Fine, Performing and Communication Arts, Assistant Dean for Undergraduate Studies in The University of Michigan School of Music, Director of the DePauw University School of Music (Greencastle, Indiana), Assistant Director of the Division of Music at the University of Texas at San Antonio, and Associate Dean for Graduate Studies and Research in UTSA's College of Fine Arts and Humanities. As the former Associate Provost and Associate Vice President for Academic Personnel Dr. Vander Weg coordinated labor relations with three academic bargaining units representing Full-Time Faculty and Academic Staff, Part-Time Faculty, and Graduate Teaching and Staff Assistants. He has served on bargaining teams and been the lead negotiator for recent bargaining with both the Graduate Students and Part-Time Faculty.

Julie S. Weber has been the Ombuds for employees at Montgomery College in Maryland since July 2016. Before becoming an ombuds, Ms. Weber served as the Human Resources Manager at Summit Consulting in Washington, DC, overseeing compliance, employee relations matters, and professional development. Prior to that, she worked as the Policy Specialist on work-family legislative and corporate policies at the Alfred P. Sloan's Work and Family Research Network at Boston College, an employment lawyer for two private law firms (in Boston and DC, respectively), and a legal consultant to two municipalities (in Massachusetts). Ms. Weber is also a trained mediator. In addition, Ms. Weber holds a bachelor's degree, cum laude, from Columbia University, a juris doctor from Boston College, and has completed the International Ombudsman' Association's fundamentals practice program. Ms. Weber is also a member of the legal bars of Washington, DC and Massachusetts, the Society for Human Resources Management (SHRM), the International Ombuds Association (IOA), and the Association for Conflict Resolution (ACR).

David Weil became the Dean and Professor of the Heller School for Social Policy and Management at Brandeis University in August 2017. Prior to that, he was the Peter and Deborah Wexler Professor of Management at Boston University's Questrom School of Business. He was appointed by President Barack Obama to be the Administrator of the Wage and Hour Division of the U.S. Department of Labor and was the first Senate confirmed head of that agency in a decade. He led the Wage and Hour Division from 2014 to January 2017. Weil is an internationally recognized expert in employment and labor market policy; regulation; transparency policy and digital empowerment; and the impacts of supply-chain and industry restructuring on employment and work outcomes and business performance. Dr. Weil has written five books, most recently *The Fissured Workplace* (Harvard University Press). Dr. Weil received his BS at Cornell University and Master and Ph.D. degrees in Public Policy at Harvard University.

Bonnie Siber Weinstock has been a full-time Arbitrator and Mediator of labor and employment disputes since 1981. She has a national practice hearing cases in the education, service, transportation, utilities, communication, health care, entertainment, manufacturing, finance and government sectors. Bonnie is a member of the National Academy of Arbitrators. She has her JD and LL.M. degrees from the New York University School of Law, and her undergraduate degree is from the School of Industrial and Labor Relations at Cornell University. Bonnie has served on two Presidential Emergency Boards and often is asked to speak on labor relations and arbitration topics.

Kathy Weiss is the Vice Chairperson of the Board of Trustees at Nassau Community College. She has been on the board since 2014. Dr. Weiss has served as chairperson of the Finance and Capital Committee and the Policy and Planning Committee. In addition, she has served as a member of the Personnel, Affirmative Action, and Labor Committee and the Academic, Student Affairs and Enrollment Management Committees. At Nassau Community College, the Board of Trustees is responsible for approving the contracts for the Nassau Community College Federation of Teachers and the Nassau Community College Adjunct Faculty Association. Dr. Weiss retired as the Superintendent of Schools for the Baldwin Union Free School District in June 2005. The Baldwin School District is a multi-cultural, multi-ethnic district that serviced over 5500 students in seven elementary schools, one middle school, and one senior high school. During Dr. Weiss's tenure as superintendent, she was involved in the negotiations with 13 labor unions. Dr. Weiss received a B.A. degree in mathematics from Syracuse University, an M.A. degree in mathematics from the Courant Institute at New York University, and a Ph.D. degree in educational administration from New York University.

Deborah Williams, J.D. is a Professor and Chair of the Environmental Science Department at Johnson County Community College (JCCC) and a Lecturer at the KU School of Law. Deborah is a Past President of JCCC Faculty Association and serves as the Lead Negotiator for the faculty. Deb also serves as the Higher Education Representative on the KNEA Board of Directors. Deborah regularly presents CLEs and bargaining training workshops at the National Center for the Study of Collective Bargaining in Higher Education and the Professions annual conference.

Margaret E. Winters is former Provost and Professor Emerita (French and Linguistics) at Wayne State University where she worked from 2002 – 2016. Prior to serving as Provost, administrative positions include Associate Provost for Academic Personnel, and founding Chair of the Department of Classical and Modern Languages, Literatures, and Cultures. Previously from 1977, she worked at Southern Illinois University Carbondale both in administration (Interim Provost, Associate Provost, and Chair) and as a member of the faculty. Her administrative experience as associate provost at both universities was primarily in academic personnel, including multiple aspects of faculty development as well as labor relations (negotiation and administration of academic union contracts). She served at both universities as Professor of French and Linguistics. Her research interests are in historical semantics and the history of the Romance languages. She has published journal articles and chapters in scholarly venues in North America and Europe; she has also published two critical editions of Old French narrative poems and co-edited two volumes of papers in Linguistics. A native of New York City, she attended Brooklyn College. She spent a year in France after receiving her B.A. and subsequently did graduate work at the University of California Riverside (M.A.) and the University of Pennsylvania (Ph.D.).

John Wirenius was nominated by the Governor of New York State and confirmed by the Senate as the Chairperson of the Public Employment Relations Board ("PERB") in June 2016, after having served as PERB's Deputy Chair and General Counsel for two years. Prior to joining PERB, he was the Deputy General Counsel for the New York City Office of Collective Bargaining, and earlier in his career represented both management and labor. He has published numerous scholarly articles on topics ranging from the First Amendment to labor law, and two books. He is a 1990 graduate of the Columbia University School of Law, where he was a Harlan Fiske Stone Scholar. He received his undergraduate degree summa cum laude from Fordham College in 1987.

Sherry Wolf is the Senior Organizer of the Rutgers AAUP-AFT, a union of 8,000 full- and part-time faculty, postdocs, counselors and TAs/GAs.

Donna E. Young holds a B.Sc. from the University of Toronto, LL.B., Osgoode Hall Law School of York University, LL.M., and Columbia University School of Law and is the associate editor for the Columbia Journal of Transnational Law. As a law student, Professor Young was a human rights intern at the Centre for Ethnic Studies in Colombo, Sri Lanka, where she worked on comparative constitutional reform projects. Professor Young researches in the areas of law and development, comparative labor/employment law, feminist legal theory, critical race theory, and international labor and human rights law. She has been invited to present her work at conferences in the U.S., Canada, Sri Lanka, Italy, Germany, Hungary, France, Mexico, Puerto Rico, and the U.K. She teaches Criminal Law, Employment Regulation, Federal Civil Procedure, and Gender and Work. Prior to joining the faculty at Albany Law School, Professor Young worked in litigation at Cornish Roland, a labor law firm in Toronto, Canada, as a consultant at the Ontario Human Rights Commission examining the procedural and adjudicatory treatment of race discrimination cases in Canada, and at the City of New York, Mayor's Office of Labor Relations, Legal Department. She was awarded a Fellowship from Cornell Law School's Gender, Sexuality, and Family Project and was a Visiting Scholar at Osgoode Hall Law School's Institute of Feminist Legal Studies in Toronto. She taught as an Associate in Law at Columbia Law School in 1994-1996 while obtaining an LL.M. From 2004 to 2005 Professor Young was a Visiting Scholar at the Facolta di Giurisprudenza, Universita Roma Tre in Rome, Italy, and a consultant to the International Development Law Organization in Rome during which time she traveled to Uganda to conduct fieldwork on the interaction of women's property rights and HIV/AIDS. During 2014-2015 she was a staff member at the AAUP's Department of Academic Freedom, Tenure and Governance, in Washington, D.C. In addition to her service at the law school, Professor Young is an affiliated faculty member at the University at Albany's Department of Women's, Gender, and Sexuality Studies. She is admitted to practice in the state of New York.

Harry Zarin has been working as a professor/counselor at the Germantown campus of Montgomery College since 1993. He is a general counselor with a specialty in working with students with disabilities. Harry is a 6-time President of the Chapter and has also served as the Chapter's Chief Negotiator and Governance Liaison. In addition, he has been on many committees during his 25-year tenure at Montgomery College, including the Advising Steering Group, the Faculty Council, the Germantown Behavioral Intervention Team, the Banner Coordinating Committee, the Academic Assembly, and many more. Harry received his Bachelor's Degree in Psychology and his Master's Degree in Rehabilitation Counseling from West Virginia University. He completed a postgraduate Orientation to Deafness Program at the University of Tennessee in Knoxville. Harry has been a Certified Rehabilitation Counselor since 1991. Prior to coming to Montgomery College, Harry worked for a private rehabilitation company as a counselor, for a short time in the Financial Aid Office at American University, for 10 years at Gallaudet University as a job placement counselor and Associate Director of Financial Aid, and as a Job Placement Counselor for a sheltered workshop in Baltimore.