

Melissa Bard is the Vice Chancellor for Human Resources at the California State University system, the largest university system in the country. As vice chancellor, Melissa provides strategic leadership for the CSU's comprehensive human resources department and oversees academic human resources, benefits, campus relations and dispute resolution, collective bargaining, compensation, data research and analysis, policy development, and professional and leadership development. Melissa joins the CSU from East Carolina University where she served as associate vice chancellor and chief human resources officer from 2014-2017. Melissa's other higher education experience include human resource leadership roles at Penn State University and Frederick Community College, as well as, system-level experience having served as the Director of Human Resources for the Pennsylvania State System of Higher Education. Her other professional experience includes executive positions in the private sector for companies including Citigroup. Melissa earned a bachelor of science in Human Resources Management and a master's of science in Human Resources Management, both from the University of Maryland University College.

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.

David Cecil is the Executive Director of United Academics of the University of Oregon, AAUP-AFT Local 3209. He received an MA in History from the University of Oregon in 2001 and served as an officer in AFT Local 3544, the graduate employee union at UO, while earning his degree. Discovering he loved bargaining contracts more than he loved studying 19th century medical history; he left the PhD program at the UO to become the staff organizer for Local 3544. After 10 years with the graduates, he helped organize United Academics and, after a brief stint as the Chief of Staff of AFT-Oregon, became the Executive Director of United Academics in 2014.

Kathleen Chavira, Assistant Vice Chancellor, Office of Advocacy and State Relations, California State University. Kathleen has been involved in government and public policy since 1992, having served both the California Assembly and the Senate as personal staff to legislators and as staff to Senate fiscal and policy committees. In 1998, her interest in higher education policy led to a position in Governmental Relations with the California Postsecondary Education Commission. From 2002-2016, she served as a Principal Consultant and Staff Director to the Senate Education Committee of the California Legislature, conducting and managing the review and analyses of K-12 and higher education legislation. In this role, Kathleen participated in leadership and budget deliberations as well as a variety of task force and advisory group activities related to the implementation of higher

education budget and policy initiatives. Kathleen currently serves as an Assistant Vice Chancellor for the California State University, the largest system of senior higher education nationally, with 23 campuses, 49,000 faculty and staff and 474,600 students. In this role, she leads the Office of Advocacy and State Relations, managing a legislative advocacy team focused on the CSU system's budget and policy priorities in Sacramento. Kathleen earned a bachelor's degree in Human Biology at Stanford University and an MBA from the University of California, Los Angeles.

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.

Theodore H. (Terry) Curry is the Associate Provost and Associate Vice President for Academic Human Resources at Michigan State University. Prior to becoming Associate Provost, he served eight years as Director of the School of Labor and Industrial Relations (now the School of Human Resources and Labor Relations) at MSU. He is also a professor of human resources management and holds graduate and undergraduate degrees in business administration with a concentration in human resources management from the University of Kansas. He has served as a consultant to a number of companies and associations on human resources management and training concerns and was appointed a charter member of the Michigan Governor's Labor Management Advisory Committee. He served as President of the University Council of Industrial Relations and Human Resources Programs. He has written a number of articles for professional publications including Personnel Administrator, Training and Development Journal, and Effective Practices for Academic Leaders.

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.

Rose DelGaudio, Vice President of Human Resources Long Beach City College Rose DelGaudio serves as the Vice President for Human Resources at Long Beach City College. In this capacity Ms. DelGaudio provides policy direction for the Department of Human Resources. Rose DelGaudio currently serves as

Past-President of the Board of Directors for the state-wide Association of California Community College Administrators (ACCCA). As a former member of the Management Development Commission, Ms. DelGaudio spearheaded the development and coordination of "Admin 101" the highly successful statewide professional development program for community college administrators. She has also been instrumental in the development and implementation of ACCCA's Admin 201 – a Transformational Leadership Program. She has also served as the Chair of the Equal Employment Diversity and Equity Consortium on behalf of community colleges in southern California. Prior to Long Beach City College Ms. DelGaudio worked at Rancho Santiago Community College District in Orange County where she served for nine years as the Assistant Vice Chancellor of Human Resources. Ms. DelGaudio has over twenty-nine years of experience in the area of human resources, equal employment opportunity, and professional development. Ms. DelGaudio received her Masters of Arts Degree in Linguistics from California State University, Long Beach (CSULB), and her Bachelor of Arts Degree in Political Science from UCLA.

Jennifer Eagan, President, California Faculty Association. Eagan has also served as CFA Associate Vice President-North and as president of her campus chapter at CSU East Bay. She is a professor of Philosophy and Public Affairs & Administration at East Bay. She holds a Ph.D. in Philosophy, Duquesne University, 1999 and a BA in Philosophy and American Studies, Mary Washington College, 1991.

Peter Fehrs, Senior Labor Relations Coordinator, University of Oregon. Peter currently specializes in collective bargaining, investigations, training, and graduate employee union labor relations at the University of Oregon. Previously, he was solely responsible for municipal labor relations at a mid-size Oregon city. There, he negotiated with police, fire, and classified city unions, investigated misconduct, and responded to grievances. He then conducted labor relations at a local electric and water utility. He regularly trains supervisors on supervising graduate employees, responding to grievances, investigating misconduct, and applying just cause/due process. He is a licensed Oregon attorney, an NPELRA Certified Labor Relations Professional, a Working Better Together trainer, and a certified Reid Technique investigator. When he's not listening to graduate employees, you can catch Peter running (slowly) along the Willamette listening to podcasts.

Nadine Fishel, Associate Director of Labor Relations, University of California. Nadine negotiates system-wide labor contracts on behalf of the University of California. System-wide Labor Relations is responsible for negotiating and administering 12 system-wide labor agreements with 10 unions, covering over 80,000 academic and staff employees across the UC system. She is currently negotiating with AFSCME, Local 3299 for the Patient Care Technical unit (13,000 employees) and the Service unit (8,000 employees) and also negotiates with the UAW for the Academic Student Employees and the Postdoctoral Scholars. Nadine received her Bachelor's Degree in Political Economy from UC Berkeley.

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. 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.

Rufus Glasper is the President and CEO of the League for Innovation in the Community College, an international nonprofit organization with a mission to cultivate innovation in the community college environment. The League hosts conferences and institutes, develops print and digital resources, and leads projects and initiatives with almost 500 member colleges, 100 corporate partners, and a host of other government and nonprofit agencies in a continuing effort to advance the community college field and make a positive difference for students and communities. Dr. Glasper is also Chancellor Emeritus of the Maricopa Community Colleges, one of the nation's largest multi-college community college systems. He served as chancellor from 2003 through February 2016, and previously held district leadership positions for almost two decades. Nationally, Dr. Glasper serves on the Air University Board of Visitors, the intellectual and leadership center of the Air Force that provides dynamic comprehensive education to prepare graduates to develop, employ, command, research and champion air, space, and cyberspace power at all levels. He also serves as an advisory board member for the Center for Community College Student Engagement at The University of Texas at Austin; the Community College Research Center of Teachers College at Columbia University; National American University, Roueche Graduate Center; and Educational Testing Service, National Community College Advisory Council. Dr. Glasper served from 2009-2012 as the Committee co-chair for the Lumina Foundation on Education "Getting AHEAD" Initiative, a comprehensive and collaborative initiative by Arizona's education institutions, business community and state government to reshape Arizona's post-secondary education system and enable more residents to successfully attain a college degree. He also previously served as a member of the American Council on Education Commission on Higher Education Attainment, convened by the six presidential level higher education national associations to assess the need for improved college retention and attainment and to chart a course for improvement. From March 2012 to March 2016, Dr. Glasper served on the Homeland Security Academic Advisory Council, comprised of prominent university presidents and academic leaders charged with advising the Secretary and senior leadership at the Department on several key issues. He also previously served on the board of directors for RC-2020, a not-for-profit association of community college CEOs serving major metropolitan areas, the Higher Learning Commission, and the American Council on Education. He served on the board for the League for Innovation from 2003-2016. Dr. Glasper is an active community member, serving on the boards of the Arizona Community Foundation, Southwest College of Naturopathic Medicine and Health Sciences and The O'Connor Institute. He is also an emeritus member of Greater Phoenix Leadership. Dr. Glasper earned a Bachelor's degree in business

administration from Luther College (Decorah, Iowa), and a Master's and advanced degrees in school business administration from Northern Illinois University. He received his Doctorate of Philosophy degree in higher education finance from the University of Arizona.

Alexandra Robert Gordon has been a Deputy Attorney General in the California Department of Justice since 2009. As a member of the Government Law Section, she represents California's constitutional officers in state and federal trial and appellate courts. She received the 2014 California Lawyer of the Year Award for her work defending the constitutionality of a law that prohibits mental health professionals from engaging in treatments intended to change the sexual orientation of a minor. Gordon was a history concentrator at Brown, earning her Bachelor of Arts with academic honors and winning the Department of History's prize for outstanding honors thesis. She served as a Meiklejohn Advisor, was a founding member of SOAR (Students Organized Against Racism), and was chosen as one of the senior orators for the 1991 Commencement. After graduating from Brown, Gordon attended Oxford University as a Marshall Scholar (M.Phil., English literature, 1993) before earning her J.D. with honors at Harvard Law School (1998). Prior to attending law school, she was a speechwriter for First Lady Hillary Clinton and for Ronald Brown, U.S. Secretary of Commerce. As a member of the Brown Corporation Board of Trustees, Gordon is chair of the Audit Committee and serves on the Advisory and Executive Committee, Campus Life Committee, and the Ad Hoc Sub-committee on Sexual Assault.

William A. Herbert is Executive Director of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, a Distinguished Lecturer at Hunter College and a Faculty Associate at the Roosevelt House Public Policy Institute. His scholarship focuses on labor law, history, and policy. He is a co-editor of the treatise Lefkowitz on Public Sector Labor and Employment Law and he has authored book chapters and articles on public sector labor issues, and other subjects. Prior to joining the Hunter College faculty, Mr. Herbert was Deputy Chair and Counsel to the New York State Public Employment Relations Board (PERB). Before his tenure at PERB, he was Senior Counsel for CSEA Local 1000, AFSCME, AFL-CIO.

Nicole Hochsprung, Senior Policy Associate, AFT Higher Education. Nicole leads the American Federation of Teacher's federal higher education policy, including: college access, affordability, fighting for-profit fraud, distance education, and Title IX, by engaging continuously with AFT's members to craft policy that is truly relevant to the work of educators.

Michelle Hunt is the Associate Vice President of Faculty Affairs at California State University San Marcos. Michelle has nearly a decade of experience in higher education, managing a wide variety of matters including hiring, collective bargaining, Retention, Tenure and Promotion, policy compliance and labor relations. She provides campus-wide training on diversity and intercultural competence. Prior to moving into academia, Michelle spent her career in law, representing a number of Fortune 500 companies. Michelle is experienced in mediation, negotiation, conflict management and alternative dispute resolution. She earned a Juris Doctorate from the University of San Francisco School of Law, and a degree in American Studies and Specialization in Race and Ethnicity from Stanford University. Michelle is an Affiliate member of the International Ombudsman Association, a member of the California Bar, and is the former Chair of the American Bar Association's Committee on Alternative

Dispute Resolution.

Mariann Hyland is an Assistant Vice Provost for Academic Affairs at the University of Oregon. She is the chief Academic Affairs liaison with United Academics and HR's Office of Labor and Employee Relations, and she focuses on faculty personnel issues and policy review and development. Mariann has more than 18 years of experience in institution-wide management, strategic planning, and policy direction at educational and regulatory institutions. Prior to her position at UO, Mariann was the Oregon State Bar's director of diversity & inclusion, the director of affirmative action & equal opportunity at Oregon Health & Science University (OHSU), and in-house legal counsel and director of public safety, risk management, and contracts at Chemeketa Community College. Mariann began her career in law as an associate at Stoel Rives in Portland, Oregon, with an emphasis on labor and employment law. Mariann earned an M.S.W. from Portland State University, a J.D. from the University of Oregon School of Law, and a B.S. from the University of Oregon. Also, she is a 2011 graduate of OHSU's Fellowship in Inter professional Health Care Ethics.

Jo Ann Juarez-Salazar, Executive Director, California State University Employees Union. Based at the union's Sacramento headquarters, Juarez-Salazar's primary responsibility is supervising and directing the professional union staff. Other duties include serving as liaison to the Board of Directors, assisting union committees, and implementing the policies and the decisions of the board. Juarez-Salazar, a California native and a CSU alumnus who has been a member of various unions for the past 22 years, holds a BA in communications from Chico State and a law degree from Western State University in Fullerton. She has served in a union staff role for nearly 10 years, having worked for SEIU Locals 1000 and 521, and, as a labor relations representative for CSUEU.

Jonathan Karpf, Assistant Vice President, Lecturers (North), California Faculty Association. Jonathan has been a Lecturer at San José State University since 1987 and is a biological anthropologist. In addition to his current CFA position, he sits on the CFA Board of Directors, and has held the following CFA positions: CFA Bargaining Team Member, CFA Contract Development and Bargaining Strategy Committee Member, CFA Representation Committee Member, CFA Health & Retirement Benefits Committee, San José CFA Chapter Lecturers' Representative. His main interests are human genetics, evolution, alcoholism, the behavior, systematics, and ecology of primates, Mesoamerican prehistory, and social justice in Guatemala.

Adrianna Kezar, Professor for Higher Education, University of Southern California and co-director of the Pullias Center for Higher Education. Kezar holds a Ph.D. 1996 and M.A. 1992 in higher education administration from the University of Michigan and a B.A. 1989 from the University of California, Los Angeles. She joined the faculty at USC in 2003. She has several years administrative experience in higher education as well both in academic and student affairs. Dr. Kezar is a national expert of change, governance and leadership in higher education and her research agenda explores the change process in higher education institutions and the role of leadership in creating change. She is an international expert on the changing faculty and she directs the Delphi Project on the Changing faculty and Student Success – www.thechangingfaculty.org. She is regularly quoted in the media related to her research including: New York Times, Wall Street Journal, USA Today, The Atlantic, Boston Globe, Washington

Post, PBS, NPR (national and local stations), Al-Jazeera, Chronicle of Higher Education, Inside Higher Education, among others. She also regularly consults for campuses and national organizations related to her work on non-tenure track faculty, STEM reform, change, collaboration, leadership development, and change. Kezar is well published with 18 books/monographs, over 100 journal articles, and over a hundred book chapters and reports. Recent books are listed here. She has acquired over \$13 million dollars in grant funding and has worked on grant-funded projects exceeding \$26 million dollars on a variety of projects to fundamentally improve higher education. She is currently principal Investigator for The TSLC Scholars Program: A mixed methods study of a comprehensive college transition and success program for low income students funded by The Buffett foundation. She is an AERA fellow and has received national awards for her editorial leadership of the ASHE-ERIC report series from ASHE, for developing a leadership development program for women in higher education from ACE, and for her commitment to service learning from the National Society for Experiential Learning.

Arlene King-Berry is a dynamic educator with a diverse background as a lawyer publisher, funeral director and professional singer and over 20 years of experience in organizational, instructional, and business management in corporations and educational institutions. She has held a variety of positions in the District of Columbia Public and Charter Schools. She is currently a full Professor of Special Education at the University of the District of Columbia where she has served as Chair of the Faculty Senate and Chair of the Institutional Review Board. Her service record includes Chairman of the Board for the Epilepsy Foundation of Metropolitan Washington, mayoral appointment to the Developmental Disabilities' Council, Board Member, Quality Trust for Individuals with Disabilities and the DC Children's Trust Fund. The quality of her community service has been recognized by awards from the Developmental Disabilities Council, the Epilepsy Foundation and the Metropolitan Washington DC Hall of Fame.

Jennifer Koh, Professor of Law and Director, Immigration Clinic, Western State College of Law. Professor Koh is an expert on immigration law and clinical teaching, and has devoted much of her career to promoting and protecting the rights of immigrants across the country. Her scholarship focuses on the immigration consequences of crime, the procedural rights of noncitizens facing deportation, and on teaching methodologies throughout the law school curriculum; and has appeared in journals such as the North Carolina Law Review, Florida Law Review, Georgetown Immigration Law Journal, Clinical Law Review, and Nevada Law Journal. The United States Supreme Court cited Professor Koh's immigration scholarship in its majority opinion (written by Justice Ruth Bader Ginsburg) in *Mellouli v. Lynch*, 135 S. Ct. 1980 (2015), a case involving the intersection of immigration and criminal law. Professor Koh currently serves on the Board of Editors for the Clinical Law Review, and is a member of the blogging team for the Immigration Law Professors' Blog. Professor Koh joined Western State in 2010 from Stanford Law School, where she was a Clinical Lecturer and Cooley Godward Kronish Fellow. At Stanford, she supervised students enrolled in the Immigrants' Rights Clinic on cases ranging from the representation of individual noncitizens in immigration matters to policy work, community-based advocacy and litigation on behalf of immigrants. Before entering law teaching, she was an associate with the law firm Wilmer Cutler Pickering Hale and Dorr LLP, where she represented corporate and individual clients in litigation, government investigations, and international arbitration. She was also Director of the Community Liaison Project for Sanctuary for Families' Center

for Battered Women's Legal Services in New York City, where she spearheaded a multidisciplinary project aimed at promoting the rights of immigrant survivors of domestic violence through individual representation, collaboration with community-based organizations, and policy advocacy.

Professor Koh received her B.A. from Yale University and her J.D. from Columbia Law School. At Columbia, she was a Senior Editor of the Columbia Law Review. After law school, she clerked for the late Honorable Eugene Nickerson of the Eastern District of New York. Professor Koh teaches immigration law, administrative law, and directs the immigration law clinic. The Immigration Clinic offers second- and third-year law students the opportunity to develop lawyering skills by working firsthand on real-life cases and advocacy involving immigration issues.

Jonathan Lightman, Executive Director, Faculty Association of California Community Colleges. Jonathan has 30 years' experience integrating advanced skills in public policy, legislative advocacy, non-profit management, written and oral communication, event planning, volunteer engagement, and membership development.

Karen J. Ling is the Faculty Immigration Advisor for California State University, East Bay, Office of Academic Affairs, where she manages and oversees the immigration process for all international faculty and international visiting research scholars. She also supervises the tenure-track faculty search process and faculty background checks. She holds a B.A. in Political Science with a minor in Public Policy from the University of California, Berkeley, and a J.D. from Santa Clara University School of Law. Karen is a member of the California State Bar and the American Immigration Lawyers Association. With over 10 years of experience as a practicing immigration attorney, she has extensive experience in temporary and permanent employment-based immigration matters, for both private businesses and institutions of higher education.

Molly Malone is the Public Services Director at SEIU Local 503 in Portland, Oregon. Molly studied social work at the University of Portland, and became a rank-and-file member of SEIU Local 503 after she graduated and took a job as a treatment specialist at a youth residential psychiatric facility. Within a year of working at this job the unit went on strike for 59 days, successfully protecting union shop from employer attacks. Soon after that Molly began working on various new organizing campaigns for Local 503. Over the course of 12 years working for Local 503 Molly has organized and worked in a variety of capacities with Higher Ed workers, State employees, Local Government workers, and Private-non-profit workers.

Mia McIver, President, University Council, AFT. Mia advocates on behalf of non-tenure-track faculty and librarians at University of California campuses. She teaches literature and writing as a lecturer at UCLA, where she has also served members as president of UC-AFT Local 1990. Mia L. McIver received a Ph.D. in English literature from UC Irvine, where she held the Krieger Fellowship in Critical Theory. Her research examines nineteenth- and twentieth-century literature's engagement with legal and political theory. Mia L. McIver teaches literature and writing at UCLA. As president of UC-AFT Local 1990, the UCLA affiliate of the labor union that represents UC lecturers and librarians, Dr. McIver organizes and advocates on behalf of 1200 UCLA faculty members and librarians.

Jon C. McNutt, Musick, Peeler & Garrett LLP. Jon is a partner in the Firm's Los Angeles office. He represents hospitality, higher education, healthcare, manufacturing, retail, transportation, gaming, financial services, and many other industries in all aspects of employment and labor law. His practice primarily involves traditional labor on behalf of management, including union campaigns, collective bargaining, handling union grievances, arbitrations, representation cases, and defending unfair labor practice charges before the National Labor Relations Board. He also has a thriving litigation practice, including the defense of wrongful termination, employment discrimination, workplace harassment, and wage and hour claims. Jon has successfully litigated and achieved difficult wins for his clients on summary judgment and summary adjudication and has favorably resolved a number of cases involving allegations of sex, race, religious and disability discrimination, and claims for wrongful termination, retaliation, harassment and various wage and hour issues. Jon also counsels employers on a wide variety of employment and labor issues, including employee terminations, workplace investigations, reduction-in-force planning, workplace privacy, and wage and hour compliance. Mr. McNutt is also a Contributing Editor for the Developing Labor Law 2015 and 2016 Editions.

Margaret Merryfield is the Assistant Vice Chancellor, Academic Human Resources for the California State University system. In this capacity, she serves as the expert within the Chancellor's Office on faculty affairs. Her diverse responsibilities include system-wide policy development and implementation, continuing education and professional development for administrators and department chairs, and research and analysis in areas such as faculty recruitment, retention, and compensation. Prior to joining the Chancellor's Office in 2007, Dr. Merryfield was the acting Associate Vice President for Academic Personnel at California State University, Long Beach. Before entering the administrative ranks in 2006, she was a professor in the Department of Chemistry and Biochemistry at CSULB, holding a variety of campus leadership roles Chair of the Academic Senate. Dr. Merryfield holds a B.A. in Biochemistry from Rice University and a Ph.D. in Biochemistry from the University of Wisconsin – Madison.

Laura N. Metune, Vice Chancellor of External Relations, California Community College Chancellor's Office. Laura N. Metune joined the Chancellor's Office in December 2016. In this role, Metune oversees a division that represents the chancellor's office before the Legislature and executive branch of the state and federal governments. The division is also responsible for formulating and advancing the legislative agenda of the California Community Colleges. Metune has an extensive background with state government. Since June 2013, Metune served as chief consultant for the Assembly Committee on Higher Education, where she provided analysis and recommendations on legislation related to public and private postsecondary education and student financial aid. Previously, Metune served as bureau chief for the California Bureau for Private Postsecondary Education, as committee consultant for the Assembly Committee on Higher Education and as legislative director for the office of Sen. Carole Migden. She also served as a legislative consultant for Senate Committee on Business and Professions, Subcommittee on International Trade Policy, and for the California Legislative Women's Caucus. Metune was recently appointed to serve as a member of the Local Control Accountability Plan Parent Advisory Committee of the Sacramento City Unified School District. Metune is a first-generation college graduate; she transferred from American River College to earn a bachelor's degree in government from California State University, Sacramento.

Theresa Montaño, Vice President, California Teachers Association. Dr. Theresa Montaño began her teaching career as a middle school para educator in northeast Los Angeles. She later became a middle and high school social studies classroom teacher and taught for 15 years in Los Angeles and Denver, Colorado. She helped establish a program for teachers interested in securing their National Board certification and securing a stipend and retirement benefits for those teachers. In partnership with the Los Angeles Unified School District (LAUSD), she developed a program and curriculum for Dial-a-Teacher, Multilingual Teacher Academies, New Teacher Academy and SB 1969/CLAD certification. As a member of United Teachers Los Angeles (UTLA), she also served on the Board of Directors, House of Representatives and CTA State Council. An active unionist, Montaño was also on the staff of UTLA, where she worked in professional development and as an area representative for nine years. She was the first coordinator of the Helen Bernstein Professional Development Center. Her years of experience as a middle and high school teacher in Los Angeles, coupled with more than a decade in higher education, gives her a special understanding of issues facing educators in California's public schools. Today, she is a professor of Chicana/Chicano Studies with an emphasis in education at California State University, Northridge (CSUN). Montaño has served on the CTA Board of Directors representing her constituents in the California Faculty Association, Community College Association and Student California Teachers Association. Montaño's research interests include: teacher activism; Chicana/o and Latino/a educational equity; critical multicultural education; and Bilingual/ELL education. Her publications include two co-edited books, *Transforming Practices in Urban Education* with William DelaTorre and Jacqueline Hughes and *Assault on Kids: How Hyper-accountability, Corporatization and Deficit Ideologies are Destroying Our Schools* with Roberta Ahlquist and Paul Gorski. She is also the author of several research publications, essays and curriculum units. Montaño believes that these are crucial times for public education and for CTA. We have an opportunity to work collectively for a public education system that will benefit the students, faculty and staff in every sector of public education, Pre-K through higher education. Montaño is committed to building and maintaining a strong CTA, because it is essential not only to the survival of public education but to the advancement of the entire labor movement. As such, Montaño seeks greater collaboration between CTA, other labor unions and ethnic minority communities in areas of mutual concern such as privatization, fair taxation and access to education, health care and social services.

Maria Keegan Myers, Rothner, Segall & Greenstone. For six years before entering law school, Maria worked as a union organizer for the Service Employees International Union, Local 535, a statewide local representing health care and social services workers throughout California. Maria organized unrepresented workers in various industries in the private and public sector, developed contract campaigns, and negotiated collective bargaining agreements for bargaining units in Southern California. She holds a B.A. from Columbia University, 2000; J.D. UCLA School of Law, Program in Public Interest Law and Policy, 2009 and was Extern Clerk to Hon. A. Howard Matz, U.S. District Court for the Central District of California.

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. She 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. She earned her B.A. in Linguistics at the University of California at Berkeley and her M.A. and Ph.D. in Linguistics at the University of California, Los Angeles. Her areas of specialization in Linguistics are African Languages and Second Language Acquisition.

Mara M. Otero is a Senior Labor Relations Representative with the California School Employees Association (CSEA). Mara has worked with both private and public unions throughout the last twelve years and believes in the labor movement's mission of striving for social justice for workers. At CSEA, Mara represents classified employees in the K-14 public school system in California. From the negotiations table, to employer/employee relations meetings, to disciplinary hearings, Mara has experience in providing guidance, support, and leadership to thousands of union members. As Senior Labor Relations Representative, Mara also supports the representational staff in her office and assists in the coordination of CSEA's local and statewide initiatives. Mara has a passion for training and constantly seeks ways to provide better learning opportunities to CSEA's members and staff. Mara holds a BA in Philosophy from Hunter College, the City University of New York.

Doug W. Otto, Long Beach Community College Trustee. Doug is an attorney in private practice in Long Beach. He received a B.A. in Behavioral and Social Sciences from Stanford University (1971); a M.A. in Religion, jointly from Columbia University and Union Theological Seminary (1974); and a J.D. in Law from the University of Chicago (1977). He has been a full adjunct professor of law at Southwestern University School of Law, where he taught for 16 years. A native of Long Beach, he recently completed a term as President of the Long Beach Bar Association and is currently a member of the Los Angeles County Bar Association Board of Trustees. Since his return to Long Beach after graduating from law school, he has been very active in his community. He began his community work in historic preservation. He is a founder and past president of both the Long Beach Foundation for Architectural and Cultural Heritage and Long Beach Heritage. He was named Preservationist of the Year in 1990. In 1989, he chaired the City of Long Beach's Blue Ribbon Citizens Transportation Task Force, which developed a comprehensive transportation plan for the entire city. From 1992 to 2000, he was a member and Chair of the Long Beach Planning Commission. For six years, he has served as Chair of the Long Beach City Manager's Downtown Business and Development Advisory Committee. Doug is a founding Board member of the Long Beach Aquarium of the Pacific (1994), currently serves on its Executive Committee and chairs the Long-Range Planning Committee. From 1998 through 2000, Doug chaired Long Beach Strategic Plan 2010; a comprehensive City-citizen planning effort adopted by the City in 2000 and then was citizen chair for the National Civic League implementing task force for the plan. For this and his other community work, he received the prestigious David Landry Memorial Award for Outstanding Community Service from the City of Long Beach. Doug is a member of the St. Mary's Medical Center Board of Trustees and Bio-Medical Ethics Committee, the City of Long Beach Ethics Task Force, and is currently co-president of the Public Corporation for the Arts, the arts council for the City of Long Beach.

Danielle Pierce, Supervisory Field Examiner at the National Labor Relations Board, Region 31 in West Los Angeles. Danielle has extensive experience in private-sector labor relations, including unfair labor practice investigations, representational hearings and elections, and compliance with Board law. She is

a graduate of the University of Illinois School of Labor and Employment Relations, with a focus on labor and employment law.

Gary Rhoades is Professor of Higher Education at the University of Arizona's Center for the Study of Higher Education. He also is director of the Center for the Future of Higher Education, a virtual think tank of the Campaign for the Future of Higher Education. Rhoades' research focuses on the restructuring of academic institutions and professions, as reflected in his books *Managed Professionals: Unionized Faculty and Restructuring Academic Labor* (SUNY Press, 1998) and *Academic Capitalism and the New Economy* (with Sheila Slaughter, Johns Hopkins University Press, 2004).

William T. Scroggins, President and CEO, Mt. San Antonio College. Dr. Scroggins became Mt. San Antonio College's ninth president on July 1, 2011. Bill has collegially engaged the entire Mt. SAC community in successfully meeting the fiscal challenges of the recession and has led the college to stay at the cutting edge of the state's new initiatives as the economic recovery brings new resources to community colleges. Dr. Scroggins has amassed 42 years of experience in higher education – 27 of those as a chemistry professor and 15 as an administrator. Prior to coming to Mt. SAC, Dr. Scroggins served as Superintendent/President of College of the Sequoias in Visalia for five years. Dr. Scroggins earned a bachelor's degree in chemistry at UCLA and a doctorate in chemistry at UC Riverside. He is a prolific author, having published three books in the field of chemistry and penned innumerable articles and papers. Bill is active in the community and professionally. He is on the Board of Directors for the San Gabriel Valley Economic Partnership as well as the California STEM Learning Network and is a member of Covina Rotary.

DeWayne Sheaffer, President of the National Council for Higher Education of the National Education Association (NEA) is a graduate of California State University at Stanislaus, where he earned a Bachelor of Science (BS) degree in Business Administration with an emphasis in marketing. Following graduation, Mr. Sheaffer took a position at California State University, Los Angeles working in the Admissions and Records Office. While completing his Master of Science degree in Counseling with an emphasis in higher education, he moved to California State University at Dominguez Hills serving as the supervisor of the graduation unit. Since 1996 he has worked at Long Beach City College (LBCC) in the Counseling and Student Development Department. While at LBCC, he has served in several leadership capacities including Department Chair, Transfer Coordinator, Career Services Coordinator, and Association President at the college.

Kathy Sheffield has been representing faculty in the CSU for over a decade and is currently serving as Director of Representation for California Faculty Association (CFA). In this role, she oversees the union's representation program and leads CFA's bargaining efforts. Kathy has represented faculty facing discipline as well as those grieving other contract violations connected to tenure denial, lecturer appointment, workload, layoffs, and other employment matters. Before working for CFA, Kathy worked for several years in legal aid representing poor and low income clients in Los Angeles County. Kathy's educational background includes a Juris Doctor from Northeastern University School of Law and a Bachelor of Arts from The Evergreen State College.

Robert Shireman is a senior fellow at The Century Foundation working on education policy with a focus on for-profit college accountability, quality assurance, and consumer protections. He served in the Clinton White House as a Senior Policy Advisor to the National Economic Council and later for the Obama Administration as deputy undersecretary in the Department of Education. Since his first education policy job in 1989, Shireman has played key roles in a wide variety of higher education finance, access, quality, and governance issues. He shepherded the evolution of the nation's income-based student loan repayment system from its initial adoption in 1992 to its expansion and improvement by President Barack Obama. He organized the federal response to emerging signs of predatory for-profit career training in 2009, leading to a widely discussed set of regulatory reforms and enforcement actions. Shireman's analysis of local needs in California prompted changes in the funding formula for that state's community colleges and he worked to improve the ethnic and economic diversity of California's private colleges. He led an effort that significantly simplified the process of applying for federal college aid and pressed for and ultimately won the elimination of costly middlemen from the federal loan programs so that more grant aid could be made available to low-income students. Working inside and outside of government, in California and in Washington, D.C., Shireman's successes earned him Money magazine "money hero" status for his work on college affordability. For his battles with banks and other special interests, the public interest law firm Public Advocates honored him with a Voice of Conscience award. Currently, in addition to being a part of The Century Foundation's education team, Shireman serves on the board of uAspire, a national nonprofit that helps low-income students find quality, affordable college options. He holds a Bachelor's degree in Economics from the University of California at Berkeley, a Master's in Education from Harvard, and a Master's in Public Administration from the University of San Francisco.

Debbie Smith is an attorney specializing in immigration law who has practiced for more than thirty years in the non-profit, private and public sectors. She is an Associate General Counsel/Immigration Law at the Service Employees International Union ("SEIU"). Prior to working at SEIU, she was a senior attorney at Catholic Legal Immigration Network, Inc. ("CLINIC"), a staff attorney at the U.S. Court of Appeals for the Ninth Circuit in San Francisco, a partner at the immigration law firm Simmons & Ungar, the national coordinator of the landmark American Baptist Churches ("ABC") class action settlement, and a staff attorney at the International Institute of the East Bay.

John Swarbrick is the California State University's Chief Negotiator and Associate Vice Chancellor. This position includes operational responsibility for the negotiation of the CSU's collective bargaining agreements with its 50,000+ unionized faculty and staff. Prior to joining the CSU John worked as a labor relations consultant, providing advice and services to a wide variety of labor and management clients across multiple sectors, including higher education. John is a California attorney, with LL.M's in International Business law from the University of Manchester, and in Dispute Resolution from Pepperdine University. John also has extensive legal experience, having worked for many years as a private practice attorney in the United Kingdom, where he was professionally qualified as both a barrister and solicitor.

Lillian Taiz, Chair, California Faculty Association Political Action/Legislative Committee. Lillian is the past-President of the California Faculty Association and a professor of history at CSU, Los Angeles. She

specializes in 19th century American social and cultural history. She is the author of “Hallelujah Lads and Lasses: Remaking the Salvation Army in the United States, 1880-1930”. As a product of the California’s community college, CSU, and UC systems, Taiz considers herself a “poster child” for all that California’s Master Plan for Public Higher Education can offer the working people of this state.

David A. Weinberg is a full-time arbitrator, mediator and conflict resolution-training specialist. He was a Commissioner with the Federal Mediation and Conciliation Service, for 17 years. He also served as the Director of Arbitration Services for FMCS. Prior to his appointment as a Commissioner in 1995, Mr. Weinberg was Director of Labor and Employment Services for the American Arbitration Association. He has mediated and arbitrated over 1000 labor and employment disputes. He is a panel member on the Roster of Arbitrators for: the American Arbitration Association, the Federal Mediation and Conciliation Service, the National Mediation Board, the California State Mediation and Conciliation Service, California PERB Panel of Neutrals, Los Angeles City ERB Panel of Neutrals, and a Los Angeles County Hearing Officer. He is a permanent panel member for over 20 different collective bargaining agreements. He has trained thousands of supervisors and employees in conflict resolution, and for over 12 years he led the training of hundreds of new arbitrators to be placed on the panel of arbitrators for FMCS. He is currently an Instructor/Trainer for Cornell University ILR School Scheinman Institute on Conflict Resolution.