

## **Academic Biographies of Presenters, Panelists and Moderators**

### **CSU Long Beach Higher Education Labor-Management Conference**

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Ana Avendaño is a lifelong worker advocate. She has held senior positions in the labor movement, playing major roles in changing the labor movement's position on immigration, and broadening the AFL-CIO's vision to include worker centers and other non-traditional worker organizations. She served as an Assistant General Counsel to the United Food and Commercial Workers Union, as well as Associate General Counsel to the AFL-CIO, and Assistant to the AFL-CIO President for Immigration and Community Action. Ana has been published in academic journals, quoted as an expert on sexual harassment and the labor movement by the New York Times, and spoken at numerous academic and industry conferences on the topic of sexual harassment and labor. She now helps organizations design workplaces where passion and creativity thrive, and bullies do not.

Natasha Baker is a partner at Hirschfeld Kraemer, LLP in the firm's San Francisco office. She focuses on higher education law, with an emphasis on student affairs, governance, accreditation, mergers and labor and employment law. She regularly advises and trains institutions of higher education on Title IX and Investigations. She is the co-founder of Title IX ASAP – a training program for campus administrators and regularly tweets Title IX updates and resources at @titleixasap. She is the Chair of the Higher Education Council of the Employment Law Alliance, where she is also on the Board. She is a past member of the NACUA Board of Directors. She has authored several amicus briefs to the United States Supreme Court (Fisher I & II), the Ninth Circuit (State of Washington vs. Trump) and to the National Labor Relations Board on issues affecting institutions of higher education. She frequently speaks for NACUA, CIC and other higher education associations.

Frazier Benya is a Senior Program Officer at the National Academies of Sciences, Engineering, and Medicine, and is a member of the staff supporting the Committee on Women in Science, Engineering, and Medicine (CWSEM), a standing committee of the National Academies. Currently, Dr. Benya serves as the Director of the Action Collaborative on Preventing Sexual Harassment in Higher Education. Recently, she served as the study director for the National Academies study "Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine." Dr. Benya's work focuses on ensuring that science, engineering, and medicine are ethical and socially responsible, both in their practice and in who gets to participate in the work. Before joining the CWSEM staff, Dr. Benya worked with the National Academy of Engineering on improving and enhancing engineering ethics education and on analyzing the pathways engineers take from education to the workforce. Dr. Benya holds a B.A with honors in Science, Technology and Society from the University of Puget Sound, and a M.A. in Bioethics and Ph.D. in History of Science, Technology, and Medicine from the University of Minnesota. Her Ph.D. focused on the history of bioethics and discussions of scientific social responsibility during the 1960s and 1970s, which led to the creation of the first federal bioethics commission in 1974. Her M.A. examined different types of institutional methodologies for considering the social implications of science with a focus on those that integrate scientific research with ethics research in the United States and Canada. Dr. Benya was elected a Fellow of the American Association for the Advancement of Sciences in 2017.

Alli Carlisle, Chief Negotiator, UAW Local 2865.

Peter Chester, Executive Director, Labor Relations, University of California, Systemwide Human Resources. Systemwide Labor Relations is responsible for negotiating and administering 12 systemwide labor agreements with 10 unions, covering over 80,000 academic and staff employees across the UC system.

Jose Cintron, California State University Sacramento.

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.

J. Felix De La Torre was appointed General Counsel to the California Public Employment Relations Board in February 2015 by Governor Edmund Brown Jr. Prior to his appointment, he served as Chief Counsel for SEIU Local 1000. From 2000 to 2008, Mr. De La Torre was a shareholder at (Van Bourg), Weinberg, Roger and Rosenfeld, where he represented both public and private sector employees in a wide range of labor and employment matters. He also served as a member of the Board of Directors for the AFL-CIO Lawyers Coordinating Committee and the Sacramento Center for Workers Rights. In addition, Mr. De La Torre was a Staff Attorney at the California Rural Legal Assistance Foundation and, before that, the State Policy Analyst for the Mexican American Legal Defense and Educational Fund. From 2008 to 2017, Mr. De La Torre was an Instructor at the UC Davis Extension in the Labor Management Certificate Program. Mr. De La Torre is a 1999 graduate of UC Davis' King Hall School of Law.

Andrea Dooley is a labor arbitrator in California and Nevada. Ms. Dooley conducts dozens of grievance arbitrations, civil service hearings, fact-finding hearings, card checks, and interest arbitrations each year. Prior to becoming an arbitrator, Ms. Dooley was in private practice, representing unions and trust funds in arbitrations and litigation, collective bargaining, and elections. She also practiced as management counsel to labor organizations and nonprofits. After leaving her practice, she led labor-management programs, participated in national contract bargaining and interest-based bargaining, designed and implemented occupational safety and health programs, and advised managers and leaders on operational and regulatory issues. As an arbitrator, Ms. Dooley works with parties in the public sector, healthcare, education, higher education, building services, building trades, entertainment, shipping, transportation, and service industries, and is member of the Labor Arbitration Institute Faculty. Arbitrator Dooley received her bachelor's degree from the University of Chicago, her master's degree from the Divinity School at the University of Chicago, and her JD from Chicago-Kent College of Law, where she specialized in Labor and Employment Law.

Jennifer L. Eagan is the Political Action / Legislation Chair of the California Faculty Association (CFA) Board of Directors, the Immediate CFA Past President, and a Professor of Philosophy and Public Affairs & Administration at California State University, East Bay. The California Faculty Association represents the over 28,000 faculty members in the California State University System, including lecturers, tenured and tenure track faculty, librarians, psychological counselors, and coaches. She has been an active union member since 1999, serving in a variety of roles. On her campus, she has served as Chair of the Philosophy Department, Vice Chair of the Academic Senate, and Chair of the Committee on Instruction and Curriculum. Dr. Eagan is the recipient of two university-wide honors, the Outstanding Mentor to Students Award in 2013 and the Sue Schaefer Faculty Service Award in 2011. She served on the editorial team of the journal *Administrative Theory & Praxis* from 2008-2014 and has published articles in the areas of feminist philosophy, critical theory, political philosophy, ethics, and the philosophy of public administration.

Kristen Edwards, Lecturer, History and Political Science, Notre Dame de Namur University and Stanford University Continuing Studies. Since receiving her Ph.D. in History from Stanford (1996), Kristen Edwards has been teaching Russian and European history in the Bay Area. Formerly a professor of history at Menlo College, she is a contributor to <http://www.soviethistory.msu.edu>, a multimedia website that provides access to thousands of Soviet texts, videos, songs, and images. Edwards studied at Leningrad State University, led educational groups to the Soviet Union, conducted archival research in Siberia, and rode the Trans-Siberian Railroad from Mongolia to Irkutsk to Moscow. In addition to her work at NDNU, Edwards currently teaches at Stanford Continuing Studies and recently led a tour to Russia through Stanford Travel/Study.

Deirdre Frontczak, has Twenty-two years' teaching in higher education including courses in Communication (Practical Rhetoric, Business / Leadership Communications), Organizational Theory and Design, Ethics (Social, Business, and Bioethics), Critical Thinking and Writing, and Philosophy of Religion. She also has Communication Consulting experience: Twenty-six years in business, public and non-profit sectors including accountability for strategic communications that generate engagement, and build awareness and support for issues of policy and community relations. In addition to

leadership communications, past responsibilities include serving as Editor for multiple publications at organizations including Kaiser Permanente, St. Joseph Hospitals, Medtronic, and Advanced Fibre Communications. She most recently served as Director of Media and Communications, Diocese of Santa Rosa (1999-2013), and was editor of the North Coast Catholic bimonthly magazine.

Martha Garcia currently serves as the ninth Superintendent/President for Imperial Valley College and as the first woman to lead the College. She previously served as IVC's Vice President for Student Services and Acting Vice President for Academic Services. Moreover, Dr. Garcia has developed a multitude of categorically funded programs that focused on serving minority and underrepresented students. Through her successful grant writing competence, she has secured over 17 million dollars for Imperial Valley College, since 2009. Additionally, she has been employed at Imperial Valley College since 1999 and has held several positions under Student Services and Academic Services. Dr. Garcia earned a Doctorate of Education in Educational Leadership with an emphasis in Community College Leadership from San Diego State University, and possesses a Master's Degree in Educational Counseling from National University, a Bachelor's Degree in Criminal Justice Administration from San Diego State University, and an Associate's Degree in General Major from Imperial Valley College. Dr. Garcia is committed to making a difference for her students and her community and serves on various community organization boards: she is a Board Member for Sun Community Federal Credit Union; Live Your Dream Scholarship Coordinator for Soroptimist International of El Centro and Member of Imperial Valley Breakfast Rotary. She will be participating in *Bailando Por un Sueño* in October 2019 in an effort to help raise funding to support medical expenses of an Imperial County child who was diagnosed with cancer. Moreover, she was honored as one of the 56th California Assembly District's "2018 Woman of the Year." She is commended for her commitment, tenacity, and leadership to improve our community through continuous leadership efforts. Finally, Dr. Garcia enjoys traveling and spending time with her family who resides in Brawley.

Ruben J. Garcia is Professor of Law and Co-Director of the Workplace Law Program at the University of Nevada, Las Vegas, William S. Boyd School of Law. From 2017 to 2019 he served as Associate Dean for Faculty Development and Research at the UNLV 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 at [Rothner, Segall and Greenstone](#) 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](#), where he was a [William H. Hastie Fellow](#). His scholarship has appeared in a number of leading law reviews, including the *Hastings Law Journal*, the *Loyola Law Review*, the *University of Chicago Legal Forum* and the *Florida State University Law Review*, and peer-reviewed publications such as the [Employee Rights and Employment Policy Journal](#) and the [Annual Reviews of Law and Social Science](#). His book *Marginal Workers: How Legal Fault Lines Divide Workers and Leave Them Without Protection* was published by [New York University Press](#) in 2012. 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](#). 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. In 2019, he was elected as a Fellow of the [College of Labor and Employment Lawyers](#) based on his twenty-plus years record as a labor lawyer and academic in the field of Labor and Employment Law.

John J. Halcón, past statewide Secretary of the California Faculty Association, is Professor of Education at CSU San Marcos, specializing in bilingual/multicultural education and program organization, racism in education, and the education of 'at risk' kids. He is co-author of 'The Best for Our Children: Critical Perspectives on Literacy for Latino Students' (with Maria de la Luz Reyes, 2000). Halcón received his PhD in Educational Administration, Program of Organizations and Policy and Bilingual Education from the University of California, Santa Barbara. He earned his M.Ed. in Inner City Education and B.A. in Chicano Studies/Sociology from Loyola Marymount University, Los Angeles. Halcón has published in the Harvard Educational Review, the Urban Review, the Bilingual Review Press, the Journal of The National Association for Bilingual Education, Bordos, Hispanic Outlook, and the Journal of Latinos and Education.

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.

Valerie Hollins, California School Employees Association. Ms. Hollins is currently assigned to the Field Operations Department as the Senior Labor Relations Representative. She works in various assignments at the direction of the Director of Field Operations that include creation of training materials for teaching new labor staff, handling difficult negotiations, grievances and Unfair Labor Practice charges, and organizing and political work. Ms. Hollins worked in the labor industry for over 20 years and has negotiated many contracts in the public sector, primarily in the educational arena. She started at CSEA in 2004 as a Labor Relations Representative in the Los Angeles area and transferred to Riverside County in 2007 and was promoted to Senior Labor Relations Representative. She handled contract enforcement, mediation, arbitration, disciplinary hearings and Unfair Labor charges before the Public Employment Relations Board (PERB). Prior to coming to CSEA, she represented the two Disney parks in Anaheim in contract enforcement, negotiations, and arbitrations. Specialties: Union negotiations, mediation, legal representation, arbitrations, disciplinary hearings, Unfair Labor Practice charge hearings, trainings on union topics.

Edward S. Inch has been at CSU East Bay as Provost and Vice President for Academic Affairs since 2016. In his current position, he is working on leading the campus toward the student success goals of the California State University Graduation Initiative 2025. Before coming to CSU East Bay, he served

as the Dean of the College of Arts and Letters at California State University, Sacramento. Inch has participated as an American Council on Education Fellow and accreditor for the Northwest Commission on Colleges and Universities. Dr. Inch has a doctorate in speech communication from the University of Washington and a master's degree in rhetoric and communication from the University of Oregon.

A Professor in the Department of Linguistics, Sharon Inkelas has served since 2017 as the inaugural Special Faculty Advisor to the Chancellor on Sexual Violence/Sexual Harassment. Her office oversaw UC Berkeley's "MyVoice" campus-wide survey of sexual violence and sexual harassment (SVSH) in 2018, and produces an annual campus report on SVSH. Professor Inkelas received her PhD from Stanford University in 1989, and taught at UCLA and the University of Maryland before joining the Linguistics department at UC Berkeley in 1992. Her academic research focuses on phonology, morphology, and child language acquisition. Her past professional service has included serving as department chair for eight years, running a yearlong training program for new department chairs, and a term on the UC Berkeley Privilege and Tenure committee which handles faculty disciplinary cases. Professor Inkelas represents UC Berkeley on the NASEM Action Collaborative and is a member of the AAU Advisory Board on Sexual Harassment and Gender Discrimination.

Mr. Joseph Jelincic is the senior manager for systemwide labor relations and collective bargaining at the California State University (CSU), the nation's largest four-year public university system. Located at the Office of the Chancellor, he supervises and provides oversight of the collective bargaining functions for the 23-campus system, which includes over 19,000 represented support staff and over 28,000 represented faculty employees. Prior to joining the CSU, Mr. Jelincic worked for seven years at the California State University Employees Union (CSUEU, SEIU Local 2579), where he served as the chief negotiator and as an advisor to senior leadership on collective bargaining issues. At CSUEU, the largest CSU staff union, he represented the interest of a wide range of University employees, including those in healthcare, clerical and support services, as well as analysts and technical professionals. Mr. Jelincic has experience in private sector labor relations, in both for-profit and non-profit environments. He has represented employees and employers in various arenas, including mediation and arbitration, the California State Personnel Board, the California Public Employment Relations Board, and the Occupational Safety & Health Appeals Board.

Eric Kaljumagi, Mt. San Antonio College and CCA President. Eric is a full-time learning assistance and mathematics professor at Mt. San Antonio College where he has been teaching since 1999. Before coming to "Mt. SAC," Eric earned his Bachelor's and Master's degrees in mathematics from UC Davis and taught for seven years at the middle and high school levels in northern California. He also gained four years of experience as an adjunct professor for the Yuba and Mendocino College Districts during the late 90's. Eric is now the president of his local, after previously serving as vice-president, treasurer, and as a member of the negotiations team. He is also a past president of his college's Academic Senate. Eric has a strong interest in the collective power of the faculty voice and in obtaining quality working conditions. His current work within CCA includes being a member of the Governance Committee and being involved with the CCA Leadership Academy."

Kenneth M. Mash is president of the Association of Pennsylvania State College and University Faculties, which represents faculty and coaches at Pennsylvania's 14 state-owned universities. Mash has more than a decade of leadership experience with APSCUF, including serving four years as vice president and fighting tirelessly for fair contracts as a negotiations team member. Mash is a political science professor and former co-director of the honors program at East Stroudsburg University. He was ESU's APSCUF chapter president, vice president, and spokesperson for the university's faculty. Mash received his bachelor's degree in political science from Queens College and went on to earn his master's and doctorate degrees from Penn State University. On Twitter: @kmmash

Missy A. Matella primarily serves as the Senior Director of Employee and Labor Relations in Human Resources at the University of Oregon, but maintains a limited appointment as an Associate General Counsel in the Office of the General Counsel that enables her to provide legal advice on behalf of the institution regarding employment and labor issues that arise during the course of performing her duties as Senior Director of Employee and Labor Relations. Missy joined the general counsel's office in July 2014. She came to the University of Oregon from Hershner Hunter LLP, where her practice focused on business litigation, higher education and government law, labor and employment, construction, real property, and contract law. Prior to working at Hershner Hunter, Missy worked in Nike's Government Relations Office in Washington, D.C., in US Senator Ron Wyden's office in Washington, D.C., and in the Oregon Department of Justice's civil trial division. She has a BA in government relations from George Mason University and a JD from the University of Oregon, where she was Order of the Coif, the Orlando Hollis Scholar for Academic Excellence, and the articles editor for the Journal of Environmental Law and Litigation.

Jamie McDole, President, University Professional and Technical Employees, Communication Workers of America, Local 9119.

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.

Theresa Montaña, Vice President, California Teachers Association. Dr. Theresa Montaña 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, Montañó 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). Montañó has served on the CTA Board of Directors representing her constituents in the California Faculty Association, Community College Association and Student California Teachers Association. Montañó'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. Montañó 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. Montañó 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, Montañó 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.

Kindred Murillo, Southwestern College Superintendent/President. Dr. Kindred Murillo joined Southwestern College in January, 2017. The tenets of her service to the college are increasing student success, building strong leaders and creating a culture of equity, diversity and inclusivity for all members of the college community. Already Dr. Murillo has opened lines of communication with every segment of the college through her regular "Things to Know" column. The columns—part scholarly references, part humor and always inspirational—outline Dr. Murillo's observations and vision for making Southwestern College the best it can be for students, employees and the community it serves. Dr. Murillo has more than 20 years of educational and leadership experience in the California Community College system, including most recently serving as the superintendent/president of Lake Tahoe Community College. Her experience in building a University Center on the Lake Tahoe Community College campus has led to a new task force between the Southwestern College Governing Board and the Chula Vista City Council. The two entities have committed to working together to explore a new model for the city's 375-acre parcel where several universities could share facilities. A core value for Dr. Murillo is to treat all individuals with dignity and respect. She is forming a new college task force on inclusion and race relations to build capacity within the college community to build a welcoming environment for all constituents. Building an environment where everybody feels safe improves student success and achievement. To that end, Dr. Murillo is supportive of the college's many student support initiatives, including SWC Cares. This initiative connects students with the resources they need to meet their social, academic and economic needs. Before serving as superintendent/president of Lake Tahoe, Dr. Murillo served as the vice chancellor of administrative services for the Contra Costa Community District and as vice president of administrative services at

Pasadena City College. During her tenure at Lake Tahoe Community College District, Dr. Murillo facilitated the successful passage of Measure F, a \$55 million general obligation bond, successfully diversified the college's revenue sources, and focused college initiatives on student success and access. At Southwestern College she will oversee the remaining implementation of the Proposition R—a \$389 million general obligation bond—and the newly passed Proposition Z—a \$400 million general obligation. Dr. Murillo holds doctorate and a master's degrees in organizational leadership and organizational development, respectively, from Pepperdine University and a bachelor's of science degree in business administration from the University of Redlands. Dr. Murillo is also a product of the California Community College system, having graduated from Barstow Community College with an associate's degree in liberal arts.

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.

Jackson Parham, is Of Counsel at Law at Atkinson, Andelson, Loya, Ruud & Romo with 35 years of experience in all aspects of labor negotiations and educational employment law. Mr. Parham has negotiated more than 500 contracts for California schools and community colleges. In addition, he handles grievance and arbitration matters and personnel issues for schools. He is a skilled trainer, offering clients programs in negotiations, investigations, contract administration, and collaborative conflict resolution.

Leticia Pastrana, ESL Professor, Imperial Valley College.

Henry "Hank" Reichman is Chair of the AAUP's Committee A on Academic Freedom and Tenure, Chair of the AAUP Foundation, and Professor Emeritus of History at California State University, East Bay (CSUEB). He is the author of *The Future of Academic Freedom*, published this month by the Johns Hopkins University Press. From 2012-2018 he was AAUP First Vice-President. At CSUEB he three times chaired the Academic Senate and served three terms as chair of the History Department. He was a member of the CSU system academic senate for nine years and a member of the California Faculty Association collective bargaining team for three cycles. From 1982 to 2015 he edited the American Library Association's *Newsletter on Intellectual Freedom*.

Gary Rhoades is Professor of Higher Education at the University of Arizona, on leave from January 2009 to serve as General Secretary of the American Association of University Professors in Washington, D.C. Rhoades was Professor and Director of the Center for the Study of Higher Education from 1997-2009, and has been a faculty member at the Center for the Study of Higher Education since August 1986. Rhoades' scholarship focuses on the restructuring of academic institutions and of professions in the academy, as well as on science and technology policy, and comparative higher education. That scholarship is informing his work with the AAUP. In addition to his books, *Managed Professionals* (1998, SUNY Press), and *Academic Capitalism and the New Economy* (with Sheila Slaughter, 2004, Johns Hopkins University Press), Rhoades is now working on a new volume, tentatively entitled, *Managing to be Different: From Strategic Imitation to Strategic Imagination*. He is currently a Board Member of the National Center and is Co-editor of the [Journal of Collective Bargaining in the Academy](#).

Carolyn Richie, Field Representative, California Federation of Teachers.

Bill Scroggins, having grown up in the San Gabriel Valley, Dr. Scroggins returned "home" to become 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 44 years of experience in higher education – 27 of those as a chemistry professor and 17 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.

V. Jesse Smith, Labor Organizer, Union Activist, Representation Specialist, Civil Service Advocate and Professional Speaker, has been part of the labor movement for more than 20 years. Born and raised in Brooklyn, East New York, Jesse's whole life has been committed to fighting for working people and championing the causes for social justice. Jesse is a proud graduate of John Jay College of Criminal Justice, City University of New York (CUNY), where he received his Bachelor of Science degree in Criminal Justice. After completing college, Jesse went on to receive a law degree from the University of West Los Angeles School of Law in Inglewood, California. He then subsequently became certified as a Mediator through the Loyola Law School's Conflict Resolution Program, mediating community disputes. Currently, Jesse is a Representation Specialist for the California Faculty Association (CFA), where he represents over 28,000 professors, lecturers, librarians, counselors and coaches who teach in the California State University system (CSU). As part of his commitment to union activism in New York, Jesse worked for the Service Employee International Union, SEIU Local 1199, where he led the organizing campaign to ensure that over 5,000 Home Care Workers received decent wages, benefits and healthcare. In Los Angeles, California, Jesse found himself using his skills and talents to work for SEIU-United Healthcare Workers-West serving in the capacity of a Staff Director in a state-

wide union, representing nearly 100,000 healthcare workers, including Kaiser Permanente. Transitioning from representing healthcare workers, Jesse joined SEIU Local 721 where he served as a Civil Service Advocate speaking on behalf of city and county Los Angeles workers as they fought for their rights to retain their jobs before the Los Angeles Civil Service Commission. Jesse has a vast amount of experience in investigating and responding to Disciplinary matters. He has represented numerous workers regarding allegations of sexual harassment, theft, discrimination, denial of freedom of speech, and so much more. Moreover, Jesse has extensive knowledge of the arbitration process serving on an expedited arbitration panel, and representing union members and workers before numerous arbitrators. He is the author of an acclaimed book entitled *“An A.C.T.I.O.N Guide for Union Reps, Stewards & Leaders in the Labor Movement,”* providing detailed analysis of how to use the *7 Steps of Just Cause in arbitration*, and how to analyze and provide sound judgment in assessing information and evidence with respect to grievance investigation and arbitration procedures. To book Jesse as a speaker, he can be reached at [vjsmith@calfac.org](mailto:vjsmith@calfac.org), or 916-307-9855.

Kerianne R. Steele is a shareholder with Weinberg, Roger & Rosenfeld in Alameda, California. Ms. Steele is licensed to practice law in both California and Nevada. She represents a number of public sector/public service unions in California. Her areas of expertise are drafting and implementation of state and local legislation, legal support for organizing campaigns, contract campaigns, and strategic campaigns, internal union governance and management, contract negotiations and enforcement, administrative hearings including before the Public Employment Relations Board (“PERB”) and the National Labor Relations Board, arbitration, mediation, litigation, and training of union leaders. Ms. Steele routinely handles unfair practice and strike-related matters at PERB and in court. She has directly participated in PERB’s rulemaking process and its recent efficiency initiative. She participated in the following California Court of Appeal cases that resulted in reported decisions: *San Francisco Unified School District, et al. v. City & County of San Francisco, et al.* (1st Dist. 2012) 205 Cal.App.4th 1070; *SEIU, Local 1021 v. San Joaquin County* (3d. Dist. 2011) 202 Cal. App. 4th 449; *City of Richmond v. SEIU, Local 1021* (1st. Dist. 2010) 189 Cal.App.4th 663; *San Francisco Housing Authority v. SEIU, Local 790* (1st. Dist. 2010) 182 Cal.App.4th 933. She is the author of all three editions of the *California Public Employees’ Pension Reform Act of 2013 Pocket Guide*, published by California Public Employee Relations, Institute for Research on Labor and Employment, University of California, Berkeley. She co-authors the public sector case notes column of the *California Labor and Employment Law Review*, the official publication of the State Bar of California Labor and Employment Section. Earlier this year, she helped update *California Public Sector Labor Relations*, published by LexisNexis, which is an essential secondary source used by California practitioners, and in March 2018, she helped completely rewrite three chapters. Prior to becoming an attorney, Ms. Steele was actively involved in innovative efforts to organize low-wage workers in the Los Angeles-area hospitality industry. She later attended law school at U.C. Davis School of Law, where she served as a head steward of the union representing graduate student employees at the University of California campuses. She understands spoken and written Spanish.

Karen R. Stubaus is Vice President for Academic Affairs at Rutgers, The State University of New Jersey. At Rutgers, she is involved in a broad array of academic, budgetary, strategic, and policy matters across the university’s three geographic locations in New Brunswick, Newark, and Camden, plus for

Rutgers Biomedical and Health Sciences. Dr. Stubaus was centrally involved in the full academic and policy integration of Rutgers University and the University of Medicine and Dentistry of New Jersey, the largest academic merger in the nation's history, and led the development and implementation of the first strategic plan for Rutgers' flagship campus in over two decades. Faculty affairs and academic labor relations are areas of particular research interest, as is the changing nature of the academic work force and the long-term implications for U.S. higher education of the continuing rise of contingency and unionization. Dr. Stubaus has also been deeply engaged in the issues around diversification of the faculty, and in advancing women's leadership at all levels of the institution. Most recently she has been Co-Chair of the Rutgers University Committee on Sexual Harassment Prevention and Culture Change, and is leading the multi-year implementation plan arising out of the Committee's recommendations. A Ph.D. in 17<sup>th</sup> Century American History, Dr. Stubaus teaches from time to time in American Studies, Women's and Gender Studies, and in the Ph.D. Program in Higher Education. Her favorite course is Death and Dying in American History, which her students report to be "not nearly as grim as expected."

Will Surbrook, Vice Chancellor, Human Resources, San Diego Community College District. Vice Chancellor Surbrook's responsibilities include: employment and contract negotiations, payroll, benefits, classification and compensation, affirmative action, staff development, risk management, workers compensation, legal services, policies and procedures, injury and illness prevention.

John Swarbrick is the Former Associate Vice Chancellor, Senior Labor Relations Advisor and Chief Negotiator at the California State University System. This position included 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.

Loretta van der Pol is the Director of the State Mediation and Conciliation Service Division of the Public Employment Relations Board. She joined the agency in March 2010, after working for eight years as a Senior Employee Relations Manager for the Orange County Employees Association, an independent labor union. Prior to working for the union, Ms. van der Pol worked as an analyst, supervisor and mid-level manager for twenty years. Nearly half of those years were spent in the line organizations of electric and water utilities, and in facilities maintenance and operations. The amount of labor relations work involved in those positions lead to her full transition into human resources. She has several years of experience as chief negotiator in labor negotiations and advocacy on both sides of the table. Most of her professional working life has also involved providing workplace training in conflict management, interest-based bargaining, employee performance management, the basics of collective bargaining and statutory compliance requirements. Ms. van der Pol earned her undergraduate degree in Social Sciences from Chapman University, hold certificates in Employment Law and Advanced Employment Law, and has completed coursework in the Master of Public Administration degree program at California State University, Fullerton.

Tim Yeung, Managing Partner, Sloan Sakai Attorneys at Law. Mr. Yeung's practice includes all areas of labor and employment law. He regularly defends private and public sector employers in employment lawsuits involving claims of discrimination, harassment, and retaliation; whistle blower retaliation; failure to provide reasonable accommodations; and wage and hour violations. He has extensive experience handling all aspects of litigation, including jury trials and appellate litigation in both the state and federal courts. Mr. Yeung has also served as lead counsel in several wage and hour class actions, in both state and federal courts. Mr. Yeung is also widely recognized for his expertise in public sector labor law. In 2004, he was appointed by the Governor as a Legal Adviser to the Public Employment Relations Board (PERB) where he advised the Board in over 100 precedential decisions. Mr. Yeung has litigated cases before PERB under almost every public sector labor relations statute, including the Dills Act (state employees), MMBA (city, county and other local employees), HEERA (higher education employees), TCEPGA (trial court employees), and TCIELRA (court interpreters). He has extensive experience seeking injunctive relief against strikes by essential employees, both before PERB and in court. He is also the author of the "California PERB Blog" (<http://www.caperb.com>), the first California legal blog focused on public sector labor relations. In addition to litigation, Mr. Yeung often serves as chief negotiator during contract negotiations. He also has extensive experience with factfinding, having served as a presenter/advocate and also as a panel member on several factfindings. Mr. Yeung is a frequent speaker at seminars throughout California and has authored several articles and publications on labor and employment law issues, including serving as editor for the MMBA Pocket Guide published by the California Public Employees Program. He is a past Chair of the 6,000 member Labor & Employment Law Section of the State Bar of California and President of the Labor and Employment Relations Association of Northern California. Mr. Yeung is a former Chair of the Labor & Employment Law Section of the Sacramento County Bar and a former member of the City of Davis Personnel Board. Prior to joining Sloan Sakai Yeung & Wong LLP, Mr. Yeung served as a Deputy Attorney General in the Employment Section of the California Department of Justice. Mr. Yeung has also served as a Legal Adviser to PERB and as a Labor Relations Counsel with the California Department of Personnel Administration.

Brian Young is Senior Labor Relations Representative/Chief Negotiator with the California State University Employees Union (CSUEU). CSUEU represents the majority of non-faculty employees in the twenty-three campus California State University (CSU) system. Brian was a CSU student and blue collar employee. He became a union steward shortly after the adoption of collective bargaining in 1980 and served on the statewide bargaining team from 1986-1996. Brian was the chair of the blue collar bargaining unit and for six years the elected head of the union. In 1996, he became a Labor Relations Representative covering five CSU campuses. In 2008, he became Lead Labor Relations Representative and coordinated representation in Southern California. Recently, Brian became the Senior Labor Relations Representative/Chief Negotiator responsible for system-level negotiations.