



Cornell University
ILR School

**ILR Alumni Association Board of Directors Meeting
Fall Student + Board Event
Homecoming Weekend
September 21-22, 2012
Ithaca, NY**

AGENDA

Friday, September 21, 2012

11:45 a.m. – 12:45 p.m. *Lunch* – ILR Conference Center

- Luncheon with Selected Alumni and MILRSO Members - Room 225, ILR Conference Center. Dean Burrell and Amber Gilbert, facilitators.
- Luncheon with Selected Alumni and Women's Caucus Members - Room 329, ILR Conference Center. Leona Barsky and Ellen Dember, facilitators.
- Luncheon with Selected Alumni and COLA Members - Room 326, ILR Conference Center. Ken Margolies, facilitator.
- Registration and Informal Lunch for Other Board Members – Room 325, ILR Conference Center

1:00 p.m. – 2:30 p.m. *Presentations by ILR Student Leaders* – Room 423, ILR Conference Center. ILR student leaders from various student organizations will provide an update on each of their organizations and provide some first-hand impressions of the ILR School. The following organization will be represented:

- Graduate Student Organization (GSO)
- Minority ILR Student Organization (MILRSO)
- The Society for Human Resources Management (SHRM)

- Cornell Organization for Labor Action (COLA)
- ILR-Cornell Sports Business Society
- Ambassadors
- Student Government Association (SGA)
- Women's Caucus
- ILR Global Affairs Committee

2:45 p.m. – 3:30 p.m. “Google: My Unexpected Career” Keynote by Roland Lange '89 (introduction by Dean Katz) – Room 105, Ives Hall. All ILR Students are invited to attend.

Roland Lange (ILR, '89) is Major Accounts Lead at YouTube Sports.

As Major Accounts Lead for YouTube Sports, Roland heads up content strategy and partner development for high school and college sports on YouTube's growing Sports platform. He is building a long-term sustainable strategy to connect with over 18,000 high schools and over 1,000 Division I, II and III colleges and their major conferences. Prior to joining YouTube four months ago, he was the Major Accounts Lead in support of the Google Books, eBooks and Books on Play programs, responsible for creating partnerships with the top publishers in North America, India and South Africa. He also contributed to the Google Library Project, working with the Cornell Library- among others- during the course of his tenure. Prior to Google, he worked in publishing for ten years and for a start-up (founded by two Cornell friends) focused on business and law schools, which may explain why he focuses on college now. He is the proud father of Tobias and Flora and husband of Abigail Bedrick, whom he met accidentally and happily through a mutual friend (also ILR '89).

3:45 p.m. - 5:15 p.m. *Small Group Career Breakout Panels.* Panelists to present a focused introduction followed by student Q&A to facilitate interaction. All students are invited to attend. Topics and Discussion leaders include:

- *Human Resources and Consultants* – Room 108, Ives Hall
 - Panelist: Dale Bernstein, Ellen Dember, Cory Stern, and Rick Lustig.
Facilitator: Heather Levy.
- *Social Justice and Labor Organizations* – Room 112, Ives Hall

- Panelists: Debra Osofsky. Facilitator: Ken Margolies.
- *The Role of Lawyers* – Room 116, Ives Hall
 - Panelists: Leona Barsky, Michael Clarkson, Susan Panepento, Eliot Schuman, Rob Whitman, and Hon. Jeff Winikow. Facilitator: Harvey Sanders.
- *ILRies in Non-Traditional Fields* – Room 111, Ives Hall
 - Panelists: Krishna Collie, Amber Gilbert, and Kristen McClellan. Facilitator Don Zinn

5:15 p.m. – 5:45 p.m. Reception with Students – 2nd Floor Lobby Area, Ives Hall

A reception between students and alumni will immediately follow the wrap up session to give students the opportunity for further interaction with alumni.

6:00 p.m. – 8:00 p.m. Buffet Dinner for Board and Student Leaders – Statler Hotel

A buffet dinner will be held for board members, student leaders, and other members of the ILR community.

8:00 p.m. –9:15 p.m. While not an ILRAA activity, the University will hold a **Fireworks and Laser Light Spectacular** at Schoellkopf Field.

Saturday, September 22, 2012

BOARD OF DIRECTORS MEETING
(All are Invited to Attend)

8:00 a.m. - 8:30 a.m. Breakfast – Room 429, ILR Conference Center

8:30 a.m. - 10:00 a.m. Board Business – Room 423, ILR Conf. Center

- Greetings and Introductions – Dean Burrell and BOD
- State of School – Dean Harry Katz and Asst. Dean Chris Crooker
- Review of Minutes – Ruth Raisfeld
- Financial Report, Presentation of AY 2012-2013 Budget – Don Zinn
- Membership – Beth Florin and Lisa Hunter
- Elections and Nominations – Ellen Dember and Dean Burrell
- Proposed By-Law Changes – Ellen Dember and Dean Burrell

10:00 a.m. – 10:15 a.m. *Break*

10:15 a.m. - 11:30 a.m. *Board Business*

- Recent Alumni – Heather Levy/Katelyn McClellan and Ruth Raisfeld
- Communications – David Matthews and Ruth Raisfeld
- Programs and Events – Amber Gilbert and Dean Burrell
- Chapters – Harvey Sanders and Joe Cartafalsa
- Graduate Alumni – Lawrence Williams and Esta Bigler
- January 2013 ILRAA Board Meeting Planning – Dean Burrell

11:30 a.m. – 12:00 noon *Presentations Faculty and Administration*

- Bridid Beachler, Managing Director of the Credit Internship Program

12:00 Noon *Adjournment* – Lunch at the ILR Tailgate!

1:00 p.m. *Kickoff!*

BIOS OF SELECTED PANELISTS

Leona L. Barsky. Leona Barsky is a labor and employment arbitrator and mediator and an attorney and consultant specializing in alternative dispute resolution, workplace investigations, training and compliance, equal employment opportunity and employment discrimination, affirmative action and human resources law. Prior to starting her own practice, Leona served as Vice President, Employment Compliance for Revlon Consumer Products Corporation and practiced employment, labor and employee benefits law with two law firms in Manhattan. In her Revlon position, Leona served as corporate-wide human resources legal officer and equal employment opportunity and affirmative action officer with responsibility for employment, labor, affirmative action and employee benefits legal matters.

Leona received her M.S. and B.S. degrees from Cornell University, School of Industrial and Labor Relations (“ILR”) in 1980 and 1981 and was awarded the Daniel Alpern Prize for leadership and scholarship. She received her J.D. degree from the University of Pennsylvania Law School in 1984 and serves on the Board of Managers for the Law Alumni Society. Leona has participated in the Labor Arbitrator Development Certificate Program conducted by the ILR School’s Martin and Laurie Scheinman Institute on Conflict Resolution. Leona is serving her ninth year as a member of the Board of Directors of the ILR Alumni Association and she also serves on the Board of Trustees for Cornell Hillel and as an officer for the Class of 1980. She was involved in many activities as a ILR student, including founder and chair of the ILR Women’s Caucus, editor of the ILR Voice (ILR student newspaper) and teaching assistant for the course, Labor Union Administration.

Dale Bernstein. Dale B. Bernstein is the Chief Administrative Officer of Ironwood Global LLC and the founder of UnCommon Human Resources (UHR), an HR consultancy dedicated to helping organizations ensure that their HR programs are aligned with and supporting the overall business strategy. UHR is founded on the principle that great HR work combines exceptional people focus and interpersonal skills with strong business acumen. Prior to forming UnCommon Human Resources HR, Ms. Bernstein was the Executive Vice President of Global Human Resources for NYSE Euronext, the parent company of the NYSE. Ms. Bernstein graduated from Cornell's ILR School in 1976 is a member of the ILR School Alumni Association Board of Directors and the President's Council of Cornell Women, where she is Vice Chair of the Diversity Committee and a member of the steering committee. Dale also serves on the national board of PFLAG (Parents, Friends and Families of Lesbians and Gays) where she chairs the Business Advisory Committee and is a member of the Executive Committee of the Board. She also serves as a member of the governing board of the social action/social justice committee for Congregation B’nai Jeshurun in NYC.

Michael Clarkson. Michael is a management-side employment lawyer and Shareholder in the Boston office of Ogletree Deakins. In his work with Ogletree Deakins, Michael litigates cases and counsels large and small private for-profit and not-for-profit employers

concerning discrimination, harassment, retaliation, non-compete, wage and hour, employment contract, personnel policy and drug testing issues. Michael is licensed to practice in California and Massachusetts and regularly appears in state and federal courts and before administrative agencies across the country. He frequently writes on and leads seminars on employment law and human resource issues. Michael was named a “Super Lawyer” in *Boston Magazine’s* 2008, 2009 and 2010 Massachusetts Super Lawyer editions and a “Rising Star” in the 2005, 2006 and 2007 editions.

Michael is Vice Chair of the Employment Law and Litigation Committee of the American Bar Association’s Tort Trial and Insurance Practice Section and a member of the South Shore Chamber of Commerce’s Human Resources Advisory Group.

Before joining Ogletree Deakins, Michael was a partner and member of the Management Committee at Morgan, Brown & Joy in Boston. Before moving to Massachusetts, he worked in California as litigation associate for Finnegan, Marks & Hampton and as a staff attorney for the Environmental Law Foundation. Michael received his undergraduate degree from ILR in 1989 and is currently a member of the ILR School’s Alumni Board of Directors. Mr. Clarkson received his law degree from University of California, Hastings College of the Law where he represented the University at the National Moot Court Competition.

Krishna Collie. Krishna is serving as a consultant to the National Institute of Health, working on an artificial intelligence implementation with structured and unstructured biomedical data for portfolio analyses. He is an entrepreneurial leader working primarily in the public health sector. His entrepreneurial activities include participating in the launch of a start-up in the late 1990’s that was later acquired and then founding/co-founding two health information technology companies. He received his Bachelor’s degree from ILR in 1996 and his Master’s Degree in Management of Information Technology from the University of Virginia in 2009. Krishna is a lifetime member of the ILR Alumni Association, a lifetime member of the Cornell Black Alumni Association, has served on the ILR Dean’s Advisory Council and is former Co-President of the Class of 1996. He resides in Washington, D.C. where he is currently serving as the ILRAA Chapter Chair.

Ellen Dember: Ellen has been with KPMG LLP for twelve years, and is currently the Executive Director of Human Resources for KPMG’s Audit function. Ellen is responsible for overseeing the design and implementation of HR programs and initiatives impacting almost 10,000 partners and employees and contributing to KPMG’s acknowledgement by Fortune as the 100 Best Companies to Work For.

Ellen has held HR leadership positions at PricewaterhouseCoopers, PepsiCo and The Hertz Corporation where she managed campus and experienced recruiting, compensation, manpower planning, training, and generalist teams. As a result of her assignments, she has lived in New York, San Francisco, Phoenix, Miami, and Philadelphia.

Ellen has a BS from ILR and an MBA from Fordham University. She is a member of SHRM, on KPMG's KNOW (KPMG Network of Women) Steering Committee, a 2003 TWIN (Tribute to Women in Business) recipient and the NJ chair for the ILR Alumni Association. In 2009 she was the recipient of the Alliance for Work-Life Progress Work-Life Innovative Excellence Award.

Amber Gilbert. Amber has more than 10 years of experience helping clients navigate the business side of medicine including pricing, reimbursement, channel marketing, and customer model development.

Amber currently services as Chief Strategy Officer for the Payer Marketing Division of Ogilvy CommonHealth, the largest healthcare advertising agency in the world. In this role, Amber works in concert with account teams to develop smart and powerful strategies and drive flawless execution in the changing healthcare ecosystem.

Prior to Ogilvy CommonHealth, Amber worked as a management consultant with Advance Insights, an inVentiv Health company and Strategyx, LLC, a boutique consulting firm in the healthcare space. In this capacity, she partnered with both US and global pharmaceutical companies on a range of engagements from organization alignment initiatives to specialty product launch planning and global pricing strategies.

Amber holds a B.S. from ILR (class of 1996) and an MBA from Columbia Business School.

Heather Levy: Heather is a Consultant in Deloitte Consulting's Human Capital practice. At Deloitte, Heather has worked on a variety of engagements with an emphasis on Project Management and HR Transformation/Process Improvement. She graduated from Cornell University in 2010 with a B.S. in Industrial and Labor Relations. Heather remains actively involved with Cornell by serving on the ILR Alumni Association Board of Directors, Co-chairing the ILR Recent Alumni Committee, serving on the ILR Dean's Advisory Council and serving on the Cornell University Librarian's Advisory Council.

Rick Lustig. Rick ('81) is the President of his own consulting boutique, Richard Todd Associates. He executes retained and contract Talent Acquisition and Human Resources consulting projects for pharma, consumer products, and manufacturing clients. He has held Talent Acquisition Leadership and Human Resources Generalist roles at Avon, Sony, Samsung, Unilever, Bestfoods, Collins & Aikman, and Harris Corporation.

Rick serves on the Board of Directors of the Cornell University School of Industrial and Labor Relations Alumni Association. He is also a member of the Staffing Management Association.

Ken Margolies. Ken works for the ILR Extension Division in New York City providing training, consulting and technical assistance to unions. Shortly after graduating from the Ithaca winters and Cornell ILR in 1971 with a BS, Ken moved to California where he found a job as a union representative for an SEIU Local in San Jose representing public employees. After many exciting experiences at SEIU he saw an ad in the ILR Placement

Bulletin for a job with the Association of Flight Attendants based in Washington DC and traveling the country bargaining with airlines. In Ken's next job organizing for the Communications Workers of America he continued the extensive travel overseeing large organizing campaigns in New Jersey, Florida, Missouri, Idaho, Texas, Alabama and other states. In 1986 Ken saw another listing in the ILR Placement Bulletin which led to his joining the ILR Extension faculty in the New York City office. During the mid 1990's Ken took a leave from Cornell to work in the Education Department of the Teamsters Union in Washington DC following the historic election of reformer Ron Carey as General President. Since returning to Cornell Ken has advised and helped place in union staff jobs ILR students and alumni who want to work in the labor movement. By attending classes in NYC during the year and two summers in Ithaca Ken earned a Masters of Professional Studies (MPS) degree from ILR in June 2011.

Kristen M. McClellan is the Founder and CEO of SnappyScreen, Inc. Kristen is a 2012 graduate of the Cornell University School of Industrial and Labor Relations. SnappyScreen is an airbrush sunscreen application system for hotels, beach resorts, cruise lines, water parks, and more. The device aims to provide skin protection for sun worshipers and ultimately diminish the skin cancer epidemic. SnappyScreen disperses a fine mist that completely covers the user with sunscreen from head to toe in 17 seconds. The spray nozzles eliminate blotchy uneven tans and reduce the risks of sunburn and skin damage. All you need to do is stand in front of the device, select your SPF, and let SnappyScreen do the rest. SnappyScreen is a new, easy, and effective alternative to the tedious manual application of sunscreen. Additionally, a percentage of the profits from SnappyScreen will be donated to the Melanoma Research Foundation.

Kristen founded SnappyScreen in 2008, during her Freshman year at Cornell. She built three prototypes while attending Cornell University. In the Fall of Kristen's Junior year, she was a finalist in MTV and the New York Stock Exchange "Movers and Changers" Competition. During the summer between her Junior and Senior year, Kristen conducted a trial period at the Aruba Marriott Resort. Here SnappyScreen received rave reviews. After graduation, this past May 2012, Kristen has been working on the business full time and plans to launch the final design of SnappyScreen this February, 2013. She can be contacted at kristenmcclellan@snappyscreen.com or through the contact page at www.snappyscreen.com

Debra Osofsky. Debra has served for many years as a union lawyer and she is now a negotiator, administrator, problem-solver and teacher with a diverse portfolio.

Debra graduated from ILR in 1985 and from Harvard Law School in 1989. After four years as a general litigator with Shaw, Pittman, Potts and Trowbridge, Debra joined the Air Line Pilots Association, rising to Senior Contract Administrator over the course of a decade of negotiating and administering contracts, advocating in arbitrations, and training pilots to work within their union.

In 2004 Debra became the Executive Director of the faculty union at the University of Medicine and Dentistry of New Jersey. In three years running the organization, she deepened her specialties in contract administration and negotiation, and developed her managerial skills. Faced with declining union membership, she honed her internal organizing skills, reversed the negative trend, and restored the union's influence within the university.

Debra next became National Director of News and Broadcast at the American Federation of Television and Radio artists (AFTRA), where she represented 9,000 unionized television and radio professionals. In a position that combined contract work and negotiation with policy work, Debra led her constituency—including TV news anchors to radio DJs—through a series of policy and contract negotiations at a time when digital media and technological shifts were changing the very nature of the work.

For the past two years Debra has been working as a freelance consultant, with the Amalgamated Transit Union as her main client. Working for a newly-elected administration, she applied a union-side version of management consulting to advise the officers on human resources policy, staff and organizational responsibilities, and work flow.

Debra's consulting practice now ranges from negotiation and staff training to individual employment contract advising to organizational design and management. She also teaches a course on negotiations at Rutgers University's School of Management and Labor Relations.

Susan Panepento. Susan (BS '85) is a labor and employment arbitrator and mediator. In addition to maintaining a private practice, she has served as the Deputy Chair for Dispute Resolution at New York City's Office of Collective Bargaining (OCB) since January 2004. OCB is a municipal agency that administers the collective bargaining law governing the City of New York and its employees. In her capacity as Deputy Chair she hears arbitration cases between the City and its unions. She also mediates contractual disputes, arbitration and improper practice issues and administers a panel of arbitrators. Susan attended Brooklyn Law School ('92). Prior to becoming an arbitrator, she was a Field Examiner and Attorney with the National Labor Relations Board in Brooklyn, New York and practiced law with the firm Cohen, Weiss and Simon in New York City, where she represented national and local unions. Susan currently resides in Brooklyn, New York and is a new member of the Alumni Board. She regularly works with ILR undergraduates who perform summer internships and WISPs at OCB.

Harvey Sanders. Harvey is managing partner at Sanders & Sanders, where he represents clients in all manner of labor and employment-related issues, including litigation in federal and state court and before federal and state administrative bodies. He also serves as a mediator for the Equal Employment Opportunity Commission (EEOC) and has written columns and articles for Business First of Buffalo, Buffalo Law Journal, New York Law Journal and Employment Law Strategist, among others. Mr. Sanders is a graduate of New York University School of Law (J.D., 1989). Before founding Sanders & Sanders, Mr. Sanders was associated with management-side labor and employment

law practices at firms in New York City. Before entering private practice, he was a Law Clerk to United States Magistrate Judge Michael Dolinger in the Southern District of New York.

Mr. Sanders is a member of the New York State Bar Association and its Labor and Employment Law Section and the Erie County Bar Association and its Labor Law Committee. He has also lectured for Western Region ILR Extension Office, SUNY Buffalo Center for Entrepreneurial Leadership, the New York State Bar Association, Erie County Bar Association, and Industrial Relations Research Association for Western New York.

Eliot Schuman. ILR '75; Cardozo Law '79. Assistant Corporation Counsel (Deputy Chief Special Trials Unit) 1979-1984; private practice since in various firms bearing his name. and recently accepted a position as a partner in DelBello Donellan one of the largest firms in Westchester County, New York.

Eliot's primary practice areas include Plaintiff's personal injury specializing in Labor Law 240.1/241(6) cases and medical malpractice, although Eliot also has experience in commercial and estate litigation. He judges and coaches high school, college, and law school Moot Court and Mock Trial competitions. His daughter Rachael is a senior at ILR at the present and President of SDT.

Robert Whitman. Rob Whitman is a partner in the Labor & Employment Department with extensive experience representing management in the full range of employment law matters. He has particular expertise in wage-hour litigation, employment discrimination, non-compete matters, arbitration, and employment counseling.

Rob has authored articles on employment law issues for a number of publications, including Corporate Counsel, New York Employment Law & Practice, The New York Law Journal, The Corporate Board and Employment Law Strategist. He has appeared on CNN, Bloomberg TV and NPR as a commentator on employment law issues and has been quoted frequently in the print media. He also lectures regularly and leads panel discussions before professional audiences.

Rob has been recognized repeatedly as one of the top employment lawyers in Manhattan in polls conducted by New York Super Lawyers. In June 2008, he received the Award for Pro Bono Leadership from Lawyers Alliance for New York in recognition of his pro bono representation of not-for-profit organizations throughout New York City, and in 2011 received the John M. D'Amato Legal Advocacy Award from the New York Center for Interpersonal Development, a longtime pro bono client.

After law school, Rob was a Law Clerk to the Honorable J. Edward Lumbard of the U.S. Court of Appeals for the Second Circuit. He has also served as a Trial Attorney in the Civil Division of the U.S. Department of Justice and as in-house employment counsel for the U.S. Senate.

Rob is a member of the Advisory Board of the Center for Labor & Employment Law at NYU Law School. He also serves as a Director of the Cornell ILR School Alumni Association. He was an Associate Editor of the 2009 Cumulative Supplement of Employment Discrimination Law (4th ed.).

Hon. Jeffrey K. Winikow. On May 18, 2012, California Governor Edmund “Gerry” Brown Jr. announced the appointments of Jeff to a judgeship in the Los Angeles County Superior Court of Los Angeles. Prior to his appointment, Jeff had been a sole practitioner since 1992. Previously, he was an associate attorney at Mitchell Silberberg and Knupp LLP from 1989 to 1992. Jeff earned a Juris Doctorate degree from the University of Chicago Law School in 1989 and a Bachelor of Science degree from ILR in 1986.

Don Zinn. President, Exigent Search Partners. A CEO and entrepreneur with nearly 30 years sales, management and hiring experience, Don Zinn is focused on helping organizations grow through people-focused management.

Don is a frequent speaker and panelist, author of many articles about turnover, employee selection and employee satisfaction, and entrepreneurship. Prior to forming Exigent, Don worked at Starpoint as Executive Vice President and Managing Director of the Starpoint Executive Search retained search division. Don applies both his entrepreneurial experience and search/hiring expertise to helping Starpoint clients *leave no stone unturned* in their quest to find the very best business leaders for their organizations.

In addition to managing the search process, Don focuses on helping technology and service companies build optimal and functional management teams. Don has nearly 30 years of sales, management and hiring experience, and can apply that hands-on experience to finding the best CEO, COO, VP Revenue (Sales, Marketing, BusDev), CTO/Product Development, VP Clients Services, or CFO for companies in these fast paced markets.

For Starpoint Executive Search, Don had been the successful search consultant on critical engagements with clients including Northrop Grumman, Marsh, Embanet, Connotate, Nexa Technologies and SimCorp USA. Prior to Starpoint, as a VP and founder of the Bishop Partners Technology Search practice, Don was instrumental in developing retained search relationships and completing high-level search assignments with clients that included Time Inc., Coca Cola, Sears, IBM, and Rand McNally.

Don served as President & CEO of Execuserve Corp., makers of Hire-Intelligence™, a talent management software tool which helps companies succeed through effective employee selection and retention. At Execuserve, Don applied his experience as both an entrepreneur making critical hires and his three years as a retained Executive Search consultant to Fortune 100 companies. As President and COO of Cognet Corp, he raised over \$16 million in venture capital funding and was honored with an Ernest & Young “Entrepreneur of the Year” nomination. During his tenure as President of Management

Dynamics, Don helped grow the organization into an *Inc. 500*® technology services company.

Other roles have included founder of GeoMODEL USA, a software company he sold to RL POLK, and President of AlphaNet Learning Solutions, the corporate training division of AlphaNet Corp., a publicly traded IT services company. Don worked closely with AlphaNet's CEO on a corporate turnaround strategy, leading to the sale of AlphaNet to industry leader, CIBER (NYSE: CBR), at a 4x multiple of the stock price.

As a board member, he currently lends his expertise to a host of technology firms, educational institutions and philanthropies, including: Connotate Technologies, Maria Fareri Children's Hospital at Westchester Medical Center and Cornell University's ILR Alumni Association Board, where he also serves on the Executive Committee. Previously, Don served as Vice President of the Information Technology Association of America (ITAA) and as a Westchester County Association board member. He also was instrumental in founding the Westchester Information Technology Cluster, a group of business leaders focused on establishing partnerships amongst local companies and government entities.

Don holds a BS in Industrial & Labor Relations from Cornell University and an MBA from New York University.

PLANNING CHAIRS

Dean Burrell. Dean is a skilled and successful labor relations executive, attorney, strategist and chief negotiator, with a history of winning negotiations, union representation campaigns, unfair labor practice proceedings and arbitrations. He holds a B.S. in Industrial and Labor Relations from Cornell University, a J.D. from the Washington College of Law of the American University, and an L.L.M. (Masters of Laws) in Labor and Employment Law from the Georgetown University Law Center.

Dean commenced government service with the District of Columbia Public Employee Relations Board. He thereafter handled federal appellate, district and bankruptcy court matters for the Special Litigation Branch of the Division of Enforcement Litigation of the National Labor Relations Board in Washington D.C., and was later a field attorney with the Board's Baltimore Region. Dean Burrell next joined the New Jersey office of the law firm of Grotta, Glassman, and Hoffman (now Fox Rothschild), becoming counsel to the firm. There his caseload included traditional labor and employment law litigation, arbitrations, union representation campaigns, and NLRB unfair labor practice and representation matters. Dean moved in-house with Penske Truck Leasing as Director of Labor Relations and Labor Counsel, where he handled traditional labor matters for the eastern United States and South America. He is in transition from his last role as Vice President of Labor Relations for Republic Services, Inc. the second largest company in the waste industry, with more than \$8 Billion dollars in annual revenue and operations in 40 states. In this capacity he was responsible for all labor relations of a Fortune 300 corporation with more than thirty thousand employees.

Dean is President of the Cornell Industrial & Labor Relations Alumni Association, a member of the ILR School Dean's Advisory Council and the Cornell Council. He also belongs to 100 Black Men of Phoenix, a national organization that works with at-risk youth. Dean is active with Alpha Phi Alpha Fraternity, Inc. and previously served as President of the Alpha Chapter (Cornell) Alumni Association.

Joseph B. Cartafalsa. Joe is a partner at Putney, Twombly, Hall & Hirson LLP in New York City. He represents management in all aspects of labor and employment law and related litigation, with significant experience in representing the US interests of foreign-based corporations. He has worked closely with employers to provide counseling during particularly sensitive times such as during layoffs, bankruptcies, mergers or corporate restructuring; when sexual harassment or discrimination is alleged; and when an employee requests a medical leave or job accommodation. Joe has also been called upon to draft and litigate employment contracts and non-compete agreements to protect his clients from unfair competition and the theft of trade secrets. Joe received his BS from ILR in 1989 and his JD for Fordham Law School in 1992. Joe is a Vice President of the ILR Alumni Association and serves on the ILR School's Advisory Council and the ILR Labor & Employment Law Program.

Lisa Hunter. Lisa is the founder of the Newport Consulting Group, Inc. a firm specializing in developing comprehensive compensation programs and enhancing organizational effectiveness. Lisa is a seasoned consultant with more than thirty years' experience in compensation, organizational planning and development, and human resource management. She advises clients on a broad range of issues, including total rewards strategy, executive compensation, linking compensation with business strategy, performance management, and organizational change.

In addition to her work as a consultant, Lisa serves as the Program Director for The Conference Board's Executive Compensation Management and Compensation Councils. She is an adjunct faculty member at the Cornell University ILR School.

Prior to establishing the Newport Consulting Group, she held senior human resources management positions at Time-Warner, Simon and Schuster and Home Box Office. Lisa is a graduate of Cornell University with a degree in Industrial and Labor Relations. She serves on the ILR Dean's Advisory Council and has served as President of the ILR Alumni Association and as a Vice Chair of the Cornell University Council.

Lisa currently serves on the Executive Committee of the Board of the Kids' Club of Tarrytown and Sleepy Hollow. She has also served as a Board member of: New Beginnings, an organization that assists the homeless in their transition to permanent housing; My Sister's Place, an organization that assists victims of domestic violence; and the Hackley Parents' Association.

Ruth D. Raisfeld. Ruth is an attorney who serves as a mediator, employment & labor arbitrator, trainer, and workplace investigator. Ruth is a graduate of the Cornell

University School of Industrial & Labor Relations and Fordham Law School, where she was an Editor of the Law Review. Ruth clerked for Judge William Hughes Mulligan, Second Circuit, U.S. Court of Appeals, was in-house Labor Attorney at New York Telephone, and was an associate and Of Counsel at Orrick Herrington & Sutcliffe. She has had a private dispute resolution practice for 10 years and is a member of the AAA Labor & Employment Arbitration and Mediation Panels, a member of the New York Chapter of the National Association of Distinguished Neutrals, and a member of the College of Labor & Employment Lawyers. Ruth has been active in the ILR Alumni Association for many years and currently serves as Vice President-Secretary. Ruth has also been elected as a New York metro-area Superlawyer, Best Lawyers in America, and Top 25 Westchester Lawyers. She can be contacted at rdradr@optonline.net and through her website www.rdradr.com.