

CURRICULUM VITAE

TRACY F. H. CHANG

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EDUCATION

- 2015 M.B.A. Leonard N. Stern School of Business, New York University.
Specializations: *Leadership, Innovation and Entrepreneurship, and Marketing*
- 1998 Ph.D. Sociology, University of Iowa, Iowa City, Iowa.
Specializations: *Social Psychology and Sociology of Work and Occupation*
- 1988 B.A. Social Work, Fu-Jen University, Taipei, Taiwan.

ACADEMIC EMPLOYMENT

- 2022 – Present Associate Extension Specialist, Department of Labor Studies and Employment Relations, and Associate Dean of Diversity, Equity, and Inclusion (DEI), School of Management and Labor Relations (SMLR), Rutgers University, New Brunswick, New Jersey.
- Taught undergraduates courses on *Organizational Behavior and Work* and *Leadership in the Workplace*
 - Led the implementation of the SMLR's DEI Strategic Plan
 - Supported the implementation of the Rutgers DEI Strategic Plan
 - Served as a member of the SMLR Executive Committee
- 2021 Sabbatical
- 2015 – Present Associate Extension Specialist, Department of Labor Studies and Employment Relations, School of Management and Labor Relations, Rutgers University, New Brunswick, New Jersey.
- Taught undergraduates courses on *Organizational Behavior, Social Entrepreneurship, Senior Seminar on Self and Work, Leadership in Organizations, Byrne Seminar on Inner Engineering for Wellbeing and Thriving in College, Work, and Life.*

- Taught Graduate course on *Group Process and Team Dynamics*, International MBA Program, East China University of Science and Technology, Shanghai, China.
- Supervised Rutgers students for “*The Future of Work*” course, MIT Edx MOOCs, taught by Thomas Kochan, Sloan School of Management, MIT.

Spring 2014

Sabbatical

2009-2014

Associate Extension Specialist and Director of Labor Education and Research Now (LEARN), Department of Labor Studies and Employment Relations, School of Management and Labor Relations, Rutgers University, New Brunswick, New Jersey.

- Developed and launched new executive education programs for the national Blue Cross Blue Shield’s executives from 12 states, the State of New Jersey’s public managers and supervisors, and labor leaders leading 2,000 to 200,000 members.
- Collaborated with over 100 Rutgers staff, faculty, chairs, directors, and deans and approximately 200 extension instructors and 50 external speakers from academic, corporate, government, labor, and other non-profit organizations in implementing new education programs and academic and professional conferences.
- Managed 5 certification programs and designed and delivered over 10 customized education programs, 30 professional workshops, and 4 labor and management annual conferences, totaling 2,000 participants annually.
- Grew the programs by creating customized programs for 4 new organizations, 4 new special topic conferences, and 1 new certification program, adding 100 to 200 participants annually.
- Implemented rebranding and new marketing strategy, redesigned website and promotional materials, and used technology to scale marketing activities and student registration and information management.
- Recruited adjunct faculty and students through professional conferences and community outreach and built an extensive network of over 500 instructors, trainers, speakers, and adult students in implementing new and existing education programs.
- Led 25 faculty members in departmental and program strategic planning, played a key role in school-wide strategic planning, and collaborated with school’s advisory board consisting of external constituents and alumni in strengthening community and alumni relations.
- Designed training materials and trained over 500 supervisors and employees on interested-based negotiation and conflict resolution for the world’s largest electronic contract manufacturer in China.
- Advised international corporate and labor organizations in China, South Africa, and Sweden in designing and delivering education programs to supervisors and employees.
- Published and presented 5 research papers in academic journals and conferences.
- Served on the school-wide Labor and Management Committee and Search Committee for the school’s Director of Communication.

- Contracted to execute the annual scholarship competitions for the International Union of Operating Engineers (IUOE) Local 825, Springfield, New Jersey.

2004 - 2009

Associate Professor, Center for Labor Education and Research, School of Business, University of Alabama at Birmingham, Birmingham, Alabama.

- Developed, coordinated, and taught continuing education workshops, customized programs, and conferences for working professionals throughout the Southeast and other regions of the U.S. – approximately 2,000 participants annually.
- Marketed programs through professional network, community outreach, and Internet technology and increased enrollment by 40% for a regional weeklong residential leadership program for professional women.
- Presented more than 20 research papers at academic and professional conferences; published 10 research papers on U.S. and global labor organizations in peer-reviewed academic journals and conference proceedings; organized and presided 7 academic and professional conference sessions.
- Taught undergraduate courses in Organizational Behavior.
- Served as Chair of the Center's Faculty Search Committee and over five school-wide committees.
- Served on the advisor board of the Alabama Labor Award Foundation and contracted to execute its annual scholarship competition.

1998 – 2004

Assistant Professor, Center for Labor Education and Research, School of Business, University of Alabama at Birmingham, Birmingham, Alabama.

- Developed, coordinated, and taught continuing education workshops, customized programs, and conferences for working professionals throughout the Southeast and other regions of the U.S. – approximately 2,000 participants annually.
- Marketed programs through professional associations, community outreach, and Internet technology
- Presented more than 20 research papers at academic and professional conferences; published 10 research papers on U.S. and global labor organizations in peer-reviewed academic journals and conference proceedings; organized and presided 7 academic and professional conference sessions.
- Served as Chair of the Center's Faculty Search Committee and over five school-wide committees.
- Served on the advisor board of the Alabama Labor Award Foundation and contracted to execute its annual scholarship competition.

1993 - 1998

Graduate Instructor, Department of Sociology, College of Liberal Arts and Sciences, University of Iowa, Iowa City, Iowa.

- Taught courses on *Introduction to Sociology*, *Women and Society*, *Gender Inequality*, *Research Methods*, and *Statistics*

1992 - 1995

Research Assistant, Iowa Social Science Institute, University of Iowa, Iowa City, Iowa.

- Supervised the collection of data via computer-aided phone interview on presidential and local elections and public opinions.
- Analyzed primary survey data and wrote statistical reports.

1989 - 1992 Teaching and Research Assistant, Department of Sociology, College of Liberal Arts and Sciences, University of Iowa, Iowa City, Iowa.

- Assisted courses on *Introduction to Sociology* and *Introduction to Social Problems*.
- Assisted research on models of educational attainment and occupational mobility.

PROFESSIONAL EXPERIENCE

1996 – 1998 Special Project Staff, United Electrical, Radio, Machinery Workers of America (UE), Local 96, Iowa City, Iowa.

EXTENSION SCHOLARSHIP - PUBLICATIONS

Peer-Reviewed Research Articles

Tracy F. H. Chang, Sheetal Pundir, Akila Rayapuraju, and Pradeep Purandare (2022), “Inner Engineering for Success – A Complementary Approach to Positive Education,” *Frontier in Education*, October 13, 2022, <https://doi.org/10.3389/feduc.2022.745850>

Tracy F. H. Chang, Rebecca N. Baelen, Triya T. Ramburn, and Pradeep Purandare (2022), “Developing Positive Self-Leadership through ‘Inner Engineering,’” *Journal of Management Development*, vol. 41, no. 7/8, pp. 405 – 416, <https://doi.org/10.1108/JMD-05-2021-0129>

Tracy F. H. Chang, Barbara Ley, Triya T. Ramburn, Sangheeta Srinivasan, Sepideh Hariri, Pradeep Purandare, and Balachundhar Subramaniam (2022). “Online Isha Upa Yoga for Student Mental Health and Wellbeing During the COVID-19 Pandemic – A Randomized Control Trial.” *Applied Psychology: Health and Wellbeing*, 1-21.

Tracy F. H. Chang, Triya T. Ramburn, Sheetal Pundir, Pradeep Purandare, and Balachundhar Subramaniam (2022). “The Effect of the Inner Engineering Online (IEO) Program as A Positive Intervention on Subjective Wellbeing and Positive Work Outcomes.” *Journal of Alternative and Complementary Medicine*, March 2022, 278-282, <https://doi.org/10.1089/jicm.2021.0180>

P. Upadhyay, T F. H. Chang, S. Hariri, S. Rallabandi, Santha Yathavakilla, V. Novack, and B. Subramaniam (2022). “The Effect of Inner Engineering Online (IEO) Program on Reducing Stress for Informational Technology Professionals: A Randomized Control Study,” *Evidence-Based Complementary and Alternative Medicine, eCAM*, 2022, 9001828. <https://doi.org/10.1155/2022/9001828>

- Tracy F. H. Chang (2021), "An Emerging Positive Intervention – Inner Engineering Online (IEO)," *Journal of Occupational and Environmental Medicine*, 63 (9): e657-e659.
- Sadhasivam S, Alankar S, Maturi R, Williams A, Vishnubhotla RV, Hariri S, Mudigonda M, Pawale D, Dubbireddi S, Paekiasabapathy S, Castelluccio P, Ram C, Renschler J, Chang T, Subramaniam B. (2021), "Isha Yoga Practices and Participation in Samyama Program are Associated with Reduced HbA1C and Systemic Inflammation, Improved Lipid Profile, and Short-Term and Sustained Improvement in Mental Health: A Prospective Observational Study of Meditators," *Frontier in Psychology*, May 19;12:659667. doi: 10.3389/fpsyg.2021.659667.
- Sadhasivam, S., Alankar, S., Maturi, R., Vishnubhotla, R. V., Mudigonda, M., Pawale, D., Narayanan, S., Hariri, S., Ram, C., Chang, T., Renschler, J., Eckert, G., & Subramaniam, B. (2020). Inner Engineering Practices and Advanced 4-day Isha Yoga Retreat Are Associated with Cannabimimetic Effects with Increased Endocannabinoids and Short-Term and Sustained Improvement in Mental Health: A Prospective Observational Study of Meditators. *Evidence-based complementary and alternative medicine : eCAM*, 2020, 8438272. <https://doi.org/10.1155/2020/8438272>
- Rangasamy, V., Thampi Susheela, A., Mueller, A., F H Chang, T., Sadhasivam, S., & Subramaniam, B. (2019). The effect of a one-time 15-minute guided meditation (Isha Kriya) on stress and mood disturbances among operating room professionals: a prospective interventional pilot study. *F1000Research*, 8, 335. <https://doi.org/10.12688/f1000research.18446.1>
- Adrienne E. Eaton, Sean E. Rogers, Paula Voos, Tracy F. H. Chang, and Marcus A. Valenzuela (2018), "Assessing Employee Support During Union Organizing Campaign," *Labor Studies Journal*. <https://doi.org/10.1177/0160449X18803694>
- Adrienne E. Eaton, Sean E. Rogers, Tracy F. H. Chang, and Paula Voos (2014), "Choosing Union Representation: the Roles of Attitudes and Emotions," *Industrial Relations Journal*. 45(2), 169-188.
- Tracy F. H. Chang (2009). "'Popcorn and Politics' – Teaching Politics through Film," *Labor Studies Journal*, 34(3): 408-414.
- Tracy F. H. Chang (2005). "Local Union Leader's Conception and Ideology of Stewards' Roles," *Labor Studies Journal*, 30(3): 49-71, 2005.
- Edwin L. Brown and Tracy F. H. Chang (2004). "PACE International Union v. Imerys Groupe: An Organizing Campaign Case Study," co-authored with Edwin L. Brown, *Labor Studies Journal*, 27(1): 21-41.
- Tracy F. H. Chang (2003). "A Structural Model of Race, Gender, Class, and Attitudes toward Labor Unions," *The Social Science Journal*, 40(2): 189-200.
- Tracy F. H. Chang (2003). "A Social Psychological Model of Women's Gender-Typed Occupational Mobility," *Career Development International*, 8(1): 27-39.

- Tracy F. H. Chang (2003). "Electoral Activities of Southern Local Unions in the 2000 Election," *Labor Studies Journal*, 28(1): 53-81.
- Tracy F. H. Chang and Douglas E. Thompkins (2002). "Corporations Go to Prisons: The Expansion of Corporate Power in the Correctional Industry," *Labor Studies Journal*, 27(1): 45-70
- Edwin L. Brown and Tracy F. H. Chang (2002). "International Corporate Campaigns: The Case of Paper, Allied-Industrial, Chemical and Energy Workers Union V. Imerys Groupe," *Proceedings of the Southern Industrial Relations and Human Resources Association* (23): 164-167.
- Tracy F. H. Chang (2001). "Labor Vote in the U.S. National Elections, 1948-2000," *The Political Quarterly*, 72(3): 375-385.
- Tracy F. H. Chang (2001). "Union Leaders' Perceptions of Steward's Roles in the Union," *Proceedings of the Southern Industrial Relations and Human Resources Association* (22): 114-116.
- Tracy F. H. Chang and Douglas E. Thompkins (2000). "Prison Industrial Programs and Organized Labor," with Douglas E. Thompkins, *Proceedings of the Southern Industrial Relations and Human Resources Association* (21): 40-42.

Book Chapters

- Rebecca Baelen and Tracy F. H. Chang (2023), "Getting to the Essence of Leadership Yoga as Foundational Framework," in Satinder K. Dhiman (Ed.), the *Routledge Companion to Leadership and Change*. New York, NY: Routledge.
- Tracy F. H. Chang (2021). "Energy, Joy, Mindfulness, and Engagement at Work – A Pilot Study of an "Inner Engineering" Approach," in Satinder K. Dhiman (Ed.), *The Routledge Companion to Mindfulness at Work*, pp. 448 – 462), New York, NY: Routledge.

Technical Reports

- Tracy F. H. Chang and Jeffrey Keefe (2010). "The State of New Jersey Labor," Research Report, School of Management and Labor Relations, Rutgers University, 2010.
- Tracy F. H. Chang (2010). "The Imyers Corporate Campaign," Research Brief, School of Management and Labor Relations, Rutgers University.
- Tracy F. H. Chang (2010). "Union Shop Stewards' Roles," Research Brief, School of Management and Labor Relations, Rutgers University.

Multi-Media Publication

- Tracy F. H. Chang (2018). "A Mindfulness Approach to Stress Management" [Video]. Sage Research Methods. <https://doi.org/10.4135/9781526443380>

Academic Journal Editorial

Balachundhar Subramaniam, Tracy F. H. Chang, and Senthilkumar Sadhasivam (2022). Research Topics Editorial: Consciousness, Cognition, and Compassion, *Frontiers in Psychology*, <https://doi.org/10.3389/fpsyg.2022.998315>

Book Reviews

Global Unions, Global Business. By Richard Croucher and Elizabeth Cotton. London: Middlesex University Press, 2009, 160 pp., *Labor Studies Journal*, 2010, 35(1): 134-13.

Gender Equality and Decent Work: Good Practices at the Workplace. By ILO Bureau for Gender Equality. Geneva, Switzerland: International Labor Organizations, 2005. 194 pp. Free download from ILO. *Labor Studies Journal*, 32(2), 271-218.

We Can't Eat Prestige: The Women Who Organized Harvard. By John Hoerr, Philadelphia: Temple University Press, 1997, *Labor Studies Journal*, 24(4): 89-90.

Media Publications

“How to Bust Stress With Online Yoga,” Research & Innovation, Rutgers Today, June 21, 2022, <https://www.rutgers.edu/news/how-bust-stress-online-yoga>

“Researchers Confirm Online Yoga Improves Wellbeing,” by Em Sloane, Longevity Magazine, 2022, <https://longevitylive.com/medical-research/online-yoga/>

“Yoga Helps College Students Destress. We Need Your Help to Study It.” Thrive Global Campus. 2020, <https://thriveglobal.com/stories/yoga-helps-college-students-de-stress-we-need-your-help-to-study-it/>

“It is time to talk about inner PPE,” Thrive Global, 2020, <https://thriveglobal.com/stories/its-time-to-talk-about-inner-ppe/>

“sHeroes: How Dr. Tracy Chang, a Professor at Rutgers University is helping her students live their best lives,” The Authority Magazine by Medium, <https://medium.com/authority-magazine/sheroes-meet-dr-b19d7c1bd6ca>

Labor’s Love Lost, interviewed by Linda Ocasio of the Star-Ledger Editorial Board, Labor Day, 2010.

Work in Progress

Barbara Ley, Tracy F. H. Chang, Triya T. Ramburn, Sangheeta Srinivasan, Sepideh Hariri, Pradeep Purandare, and Balachundhar Subramaniam (2022). “The Effect of Online Isha Upa Yoga on Self-Rated Sleep Quality during the COVID-19 Pandemic: Results from a Randomized Control Trial with College Students,” manuscript under review.

Tracy F. H. Chang and Fortunate Silinda, Yoga Tools for Wellbeing during COVID-19, a randomized control study collecting data at the University of South Africa (UNISA). IRB approved and RedCap survey design completed.

Tracy F. H. Chang, “Conscious Leadership - A Case Study of the ‘Save Soil’ Global Ecological Movement.”

EXTENSION SCHOLARSHIP - CONFERENCES

Academic and Professional Conferences

Organizer and Chairperson

- 2023 Moderator, Conscious Leadership Panel, Consciousness: Science, Spirituality, and Social Impact Conference, Beth Israel Deaconess Medical Center, Teaching Hospital of the Harvard Medical School, Boston, MA, October 26-27, 2023.
- 2023 Co-organizer and facilitator, “The power of play: the overlooked potential of play for management learning and development,” Professional Development Workshop, the Academy of Management Conference, Boston, MA.
- 2023 Organizer and Presenter, "Learn Simple Yoga That You Can Do at Work,” Professional Development Workshop, the Academy of Management Conference, Boston, MA.
- 2022 Organizer and Presenter, “Yoga for Creating A Better World Together,” Professional Development Workshop, the Academy of Management Conference, virtual, Seattle, WA.
- 2022 Organizer and Presenter, “Beyond COVID, Developing Conscious Leaders for A Conscious Planet,” Professional Development Workshop, the Academy of Management Conference, virtual, Seattle, WA.
- 2018 Organizer, “From Mindfulness to Wholeness: Inner Engineering for Wellbeing and Improving Lives,” Professional Development Workshop, the Academy of Management Conference, Chicago, IL.
- 2017 Organizer, “Bridging Interfaces: Transform Management Teaching via Mindfulness and Experiential Learning,” Professional Development Workshop, the Academy of Management Conference, Atlanta, GA.
- 2016 Organizer, “What Can We Learn from Silence and Stillness? Building Mindfulness Into Management Curriculum” Symposium, Teaching and Learning Conference, the Academy of Management Conference, Anaheim, CA.
- 2016 Facilitator, “A Stress Management Workshop for Junior Faculty,” Professional Development Workshop, the Academy of Management Conference, Anaheim, CA.

- 2011 Organizer and Moderator, “Food Politics,” the Annual Meeting of the United Association of Labor Education, Mary 24,
- 2010 Chairperson, Research Paper Sessions, International Labor Process Conference, Rutgers University, New Brunswick, NJ.
- 2009 Organizer and Moderator, “Innovative Method of Teaching Economics and Politics” Session, the Annual Meeting of the United Association of Labor Education, Silver Spring, MD.
- 2007 Moderator, “Global Economy, National Unions: Challenges and Opportunities” Roundtable, the Annual Meeting of the American Sociological Association, New York City, NY.
- 2006 Moderator, “Race and Civil Rights” Session, the Annual Meeting of the United Association of Labor Education, Seattle, WA.
- 2002 Organizer, “Global Strategic Campaigns: Keys and Obstacles to Success” Session, the Annual Conference of the United Association of Labor Education, Los Angeles, CA.
- 2000 Chairperson, “Union Building and Union Density,” Session, the 21st Annual Southern Industrial Relations and Human Resource Conference, Birmingham, AL.
- 2000 Chairperson, “Bias, Restrictive Covenants, and Internal Consultant” Session, the 21st Annual Southern Industrial and Human Resources Conference, Birmingham, AL.
- 2000 Presider, “Perception of Economic Restructuring” Paper Session, Annual Meeting of the Mid-South Sociological Association, Jackson, MS.
- 1999 Organizer, “Social Stratification and Inequality” Paper Session, Annual Meeting of the Southern Sociological Society, New Orleans, LA.
- 1999 Organizer and Presider, “Collective Action and Social Movement” Session, the Annual Meeting of the Mid-South Sociological Association, Jackson, MS.
- 1999 Panelist. Mentoring Workshop, the Annual Conference of the University and College Labor Education Association, Atlanta, GA.

Conference Presentations

- Tracy F. H. Chang, “Conscious Approach to Leadership,” Consciousness: Science, Spirituality, and Social Impact Conference, Beth Israel Deaconess Medical Center, Teaching Hospital of the Harvard Medical School, Boston, MA, October 26-27, 2023.
- Tracy F. H. Chang, “Developing Conscious Leaders through ‘Inner Engineering’ Methodology – A Case Study of Conscious Leadership through the Save Soil Movement,” Breaking the Frame: Innovative Approaches to Learning and Development, Research Symposium, accepted for presentation, the Academy of Management Conference, Boston, MA, August 4-8, 2023.

- Tracy F. H. Chang, “Face Off: AI (Artificial Intelligence) to AI (Applied Improv) in Higher Education,” accepted for presentation, the Global Conference of the Applied Improve Network, July 27-30, Vancouver, Canada.
- Tracy F. H. Chang, “Yoga Tools for Realizing Inclusiveness,” Research2Practice Symposium, Division of Diversity, Inclusion, and Community Engagement, Rutgers University, April 18, 2023. Postponed due to the AAUP-AFT strike.
- Tracy F. H. Chang, “Existential Intelligence and Business of Existential Intelligence and Business of Inclusive Wellbeing – An “Inner Engineering” Approach,” UN PRME 5th Northeast Virtual Conference, October 26-29, 2020.
- Tracy F. H. Chang, Sheetal Pundir, Gianjeet Ramburn, Pradeep Purandare, and Balachundhar Subramaniam. “Evaluating the Effect of the Inner Engineering Online (IEO) Program on Wellbeing,” paper presented at the YANTRA 2020, An International Conference, virtual, October 9-10, 16-17, 2020.
- Tracy F. H. Chang, “Enhancing Psychological and Physiological Wellbeing through a Short-Term Yoga and Meditation Retreat on Energy Activation,” accepted for presentation at the 10th European Conference on Positive Psychology, June 18-20, 2020, Reykjavík, Iceland. Conference cancelled due to COVID-19.
- Tracy F. H. Chang, “Mindfulness-Based Management Education for Cultivating Empathetic Concern and Perspective Taking,” poster session at the World Congress of Positive Psychology in Melbourne, Australia, July 19-22, 2019.
- Rebecca Baelen and Tracy F. H. Chang, “Taking A Self-Compassionate Approach to Curb Self-Doubt in the Transition to Teaching, roundtable at the World Congress of Positive Psychology meeting in Melbourne, Australia, July 19-22, 2019.
- Tracy F. H. Chang and Rebecca Baelen, “Foundation of Positive Leadership,” poster session at the World Congress of Positive Psychology meeting in Melbourne, Australia, July 19-22, 2019.
- Tracy F. H. Chang and Rebecca Baelen, “An Inclusive Framework of Flourishing Leaders and Positive Leadership” presented at the Positive Organizational Scholarship (POS) Research Conference, Ross School of Business, University of Michigan, June 5-6, 2019.
- Tracy F. H. Chang and Bryn Chalifoux, “Mindfulness, Empathy, and Perspective Taking,” paper presented at the *Scholarship, Research, and Best Practices in Diversity and Inclusion: Exploring Current Findings and Pursuing New Pathways Symposium*, Rutgers University, April 4, 2019.
- Tracy F. H. Chang, Duysal Aşkun Çelik, Suzanne Klatt (2018), “From Mindfulness to Oneness: “Inner Engineering” of the Complex Adaptive Human System,” paper accepted for presentation at the Academy of Management Conference, Chicago, IL.

- Tracy F. H. Chang (2016), "The Role of Mindfulness in Management Education," at the "*What Can We Learn from Silence and Stillness? Building Mindfulness Into Management Curriculum*" Symposium, Teaching and Learning Conference, Academy of Management Conference, Anaheim, CA.
- Tracy F. H. Chang (2015). "Mindfulness Practicum in Organizational Behavior," Poster Session at the 7th Annual Conference of the Contemplative Mind in Higher Education, Howard University, Washington, D. C.
- Tracy F. H. Chang (2011). "Collective Bargaining in the U.S.," International Symposium of Chinese Labor Relations, Normal University, Beijing, China.
- Tracy F. H. Chang (2011). "'Popcorn and Politics' – Teaching Politics through Film," the Annual Meeting of the United Association of Labor Education, Silver Spring, MD.
- Tracy F. H. Chang (2011). "Organizational Efficacy in Labor Unions," the Annual Meeting of the American Sociological Association, Montreal, Canada.
- Tracy F. H. Chang (2011). "The Fattening of America: The Obesity Epidemic," the Annual Meeting of the United Association of Labor Education, Silver Spring, MD.
- Edwin L. Brown and Tracy F. H. Chang (2009). "Solving Local Grievances with International Corporate Campaign," the Annual Meeting of the American Sociological Association, Montreal, Canada.
- Tracy F. H. Chang (2006). "*Union Members' Perception of Efficacy in Their Unions*," the Annual Conference of the United Association of Labor Education, Philadelphia, PA.
- Tracy F. H. Chang (2006). "*Ideological Orientation of Union Stewards' Roles*," the Annual Meeting of the American Sociological Association, San Francisco, CA.
- Tracy F. H. Chang (2005). *Building International Worker Solidarity: A Case Study of PACE vs. Imerys Groupe*," the Annual Meeting of the American Sociological Association, San Francisco, CA.
- Tracy F. H. Chang (2004). "*Political Efficacy and Participation*," the Annual Conference of the United Association of Labor Education, Chicago, IL.
- Tracy F. H. Chang (2004). "*Organizing Members Around Grievances*," the Annual Conference of the United Association of Labor Education, Miami, FL.
- Tracy F. H. Chang (2004). "*PACE International Union v. Imerys Groupe*," with Edwin L. Brown, the Annual Conference of the United Association of Labor Education, Miami, FL.
- Tracy F. H. Chang (2003). "*Bringing the Members Back In: The Impact of Members' Involvement on Grievance Resolution*," the Annual Meeting of the American Sociological Association, Chicago, IL.

- Tracy F. H. Chang (2003). "*Labor Vote in the 2000 Presidential Election*," the Annual Conference of the United Association of Labor Education, Los Angeles, CA.
- Edwin L. Brown and Tracy F. H. Chang (2002) "*Global Corporate Campaign: PACE vs. Imerys*," the Annual Conference of the United Association of Labor Education, Los Angeles, CA.
- Tracy F. H. Chang and Douglas E. Thompkins (2002). "*Corporations Go to Prisons*," with Douglas E. Thompkins, the Annual Conference of the United Association of Labor Education, Boston, MA.
- Tracy F. H. Chang and Douglas E. Thompkins (2002). "*Organized Labor and Prison Industrial Programs*," the 22th Annual Meeting of the Southern Industrial Relations and Human Resources Conference, Birmingham, AL.
- Tracy F. H. Chang (2002). "*Labor Vote in U.S. Presidential Elections from 1948 to 1996*," the Annual Meeting of the Southern Sociological Society, New Orleans, LA.
- Tracy F. H. Chang (2000). "*Unionization and the Gender Wage Gap*," the Annual Meeting of the American Sociological Association, Washington, D.C.
- Tracy F. H. Chang and Douglas E. Thompkins (2000). "*Race, Incarceration, and Prison Industrial Programs*," the 2nd Annual Meeting of the Race, Gender, and Class Project, Southern University of New Orleans, New Orleans, LA.
- Tracy F. H. Chang (2000). "*Is Union Membership a Basis of Political Cleavage?*" The Southern Labor Studies Conference, Georgia State University, Atlanta, GA.
- Tracy F. H. Chang (2000). "*Race, Class, Gender, and Class Interest*," the Annual Meeting of the American Sociological Society, Chicago, IL.
- Tracy F. H. Chang (1999). "*Class and Class Interest*," the "Class, Identity, and Nation" Conference, Youngstown University, OH.
- Tracy F. H. Chang (1999). "*Collective Bargaining on the Gender Wage Gap*," paper presented at the Annual Southern Sociological Society meeting, Nashville, TN.
- Tracy F. H. Chang (1999). "*Class, Race, Gender, and Attitudes toward Labor Unions*," paper presented at the Annual Conference of the University and College Labor Education Association (UCLEA), Atlanta, GA.
- Tracy F. H. Chang (1996). "*Who Pushes the 'Revolving Doors'?*" - *An Event History Analysis of Women's Transition Between Male-Dominated and Nonmale-Dominated Occupations*," the Annual Meeting of the American Sociological Association, NY.
- Tracy F. H. Chang (1995). "*Social Structure, Attribution Schemes, and Self-Efficacy: An Event History Analysis*," the Annual Meeting of the American Sociological Association, Washington D.C.

Conference Participation

- 2022 The How of Performance Activism, East Side Institute, New York City, New York. Online.
- 2022 Reacting to the Past Summer Conference, University of Colorado, Boulder, Colorado.
- 2019 Social Entrepreneurship and Social Impact in the U.S. and in South Africa Symposium, School of Business, Rutgers University
- 2016 New Jersey Impact Investment Gathering, School of Business, Rutgers University.
- 2016 Social Entrepreneurship Conference, Leonard N. Stern School of Business, New York University.
- 2016 Mindfulness in Business Conference, New York, New York.
- 2016 Sustainatopia, a conference on social, financial, and environmental sustainability and impact, Boston, MA.
- 2015 Crowds 2.0 Conference: New Frontiers in Crowd Funding and Crowd Sourcing, Stern School of Business, New York University, New York, New York.
- 2014 Wisdom 2.0 Conference, New York, New York.
- 2013 “Virtual U: The Coming Age of Online Education,” School for Tomorrow Conference, The New York Times, New York, New York.
- 2013 23rd Annual Art and Science of Health Promotion Conference, American Psychological Association, Hilton Head Island, NC.
- 2012 University Professional and Continuing Education Association (UPCEA) Conference.
- 2011 21st General Conference, the International Federation of Workers Education, Cape Town, South Africa.
- 2011 New Jersey Social Entrepreneurship Summit, Newark, New Jersey.
- 2011 Rutgers Social Entrepreneurship Conference, School of Business, Rutgers University.
- 2011 Advocates Day, Association of Labor Relations Agencies (ALRA), July 25, Jersey City, New Jersey.
- 2011 Annual New Jersey Public Employment Relations Commission Conference, State of New Jersey.
- 2010 Annual New Jersey Public Employment Relations Commission Conference, State of New Jersey.

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- 2010 “Gender, Women, and Leadership – A Cross-National Dialogue,” Invitation Only Research Round Table, organized by the Center for Women and Work, School of Management and Labor Relations at Rutgers University and the Center for Research in Equality and Diversity, School of Business and Management, Queen Mary, University of London.
- 2005 Organizing the Professionals in the 21st Century, AFL-CIO, Virginia, Arlington.
- 2005 Leadership Forum, Women’s Bureau, Department of Labor, Birmingham, Alabama.

ACADEMIC AND EXTENSION SCHOLARSHIP – INVITED LECTURES

- 2022 Conscious Leadership, SMLR Summer Program in Labor Relations and Human Resources, Rutgers Global in partnership Renmin University of China.
- 2022 Speaker, “Isha Upa Yoga and College Student Wellbeing During COVID-10,” Theme: The Psycho-Socio-Political Perspectives on the Effects of Changing Economies and Epidemics Affecting Mental Health, The 2nd Annual School of Social Sciences Colloquium, College of Human Sciences, University of South Africa.
- 2022 Speaker, “Impact of Inner Engineering on the Mental Health of College Students and Professionals,” virtual Sadhguru Center Speakers Series, Sadhguru Center for A Conscious Planet, Beth Israel Deaconess Medical Center, Harvard Medical School Teaching Hospital, Boston, MA.
- 2021 Keynote Speaker, “An ‘Inner Engineering Approach to Positive Organizational Behavior,” Yogastha e-Conference, Research in Yoga: Mind, Consciousness, and Identity, Yogastha Club, India Institute of Technology, Mumbai, August 6-8. 2021.
- 2021 Speaker, Work-Life Balance: Cycle of Achievement, School of Management and Labor Relations Alumni Association,
- 2020 “Mindfulness and Leadership,” WINGS Mentoring Program, Center for Women and Work and the Institute for Women’s Leadership, Rutgers University.
- 2019 Positive Leadership, SMLR Summer Program in Labor Relations and Human Resources, Rutgers Global in partnership Renmin University of China.
- 2018 “Inner Engineering and Social Entrepreneurship,” Vivekananda Institute of Management, Mumbai, India.
- 2016 “Mindfulness and Organizational Behavior,” EAPS 600 Organizational Behavior Graduate Course, Department of Education, State University of New York, Albany.

- 2011 “The Trend of U.S. Union Density,” Executive Council, New Jersey State AFL-CIO, Belmar, New Jersey.
- 2009 “Global Union, Global Solidarity,” Executive Board Meeting, International Federation of Workers’ Education, Rutgers University.
- 2004 “Race and Gender Issues in Industrial Relations.” MG 410 Employee-Employer Relations, Department of Management, School of Business, University of Alabama at Birmingham.
- 2003 “Race and Gender Issues in Industrial Relations.” MG 410 Employee-Employer Relations, Department of Management, School of Business, University of Alabama at Birmingham.
- 2002 “Race and Gender Issues in Industrial Relations.” MG 410 Employee-Employer Relations, Department of Management, School of Business, University of Alabama at Birmingham.
- 2007 “Race and Gender Issues in Industrial Relations.” MG 410 Employee-Employer Relations, Department of Management, School of Business, University of Alabama at Birmingham.
- 2005 “Women’s Economic Status,” Momentum: Building Leadership in Women, YWCA of Central Alabama, co-sponsored by the Women’s Bureau, the Department of Labor, Birmingham, AL.
- 2003 “From Bread and Roses to Jobs with Justice: Women in the Workforce and the Labor Movement,” Department of Sociology, The University of The South, Swanee, TN.
- 2002 “Race and Gender Issues in Industrial Relations.” MG 410 Employee-Employer Relations, Department of Management, School of Business, University of Alabama at Birmingham.
- 2000 “Race and Gender Issues in Industrial Relations.” MG 410 Employee-Employer Relations, Department of Management, School of Business, University of Alabama at Birmingham.
- 1999 “How Do Minorities Affect the U.S. Economy?” New Horizons, Special Studies, Marshall Conference Center, University of Alabama at Birmingham.
- 1998 “Women in the Labor Force,” Hospital Nursing Staff Development, University of Alabama at Birmingham.

EXTENSION SCHOLARSHIP – GRANTS AND CONTRACTS

Grants

- 2018 Investigated opportunities of SMLR study abroad and student exchange programs at the Shailesh J. Meta School of Management at the Indian Institute of Technology (IIT) in Mumbai, India. \$1,500.00 awarded by SMLR/GAIA, Rutgers University.
- 2011-2014 “Teaching and Instruction Services: Certified Public Managers Program,” a joint project among Rutgers School of Public Affairs and Administration in Newark, School of

Management and Labor Relations in New Brunswick, and School of Business in Camden, 3.3 million over 3 years, awarded by the New Jersey Department of Treasury.

- 2011-2012 International Conference on Trade Union Law, Solidary Center, \$38,454.
- 2010 “Tourism and Hospitality Certificate Program for Welfare Recipients,” a joint project between Rutgers Center for Women and Work and the Department of Labor Studies and Employment Relations, \$103,053, awarded by the U.S. Department of Labor and New Jersey Ocean County PIC.
- 2010 The Labor Intern Program, 6-week Internship Program for Union Members, New Jersey Department of Labor and Workforce Development, \$38,600.

Contracts

- 2014 – 2015 Administration of International Union of Operating Engineers Local 825 Undergraduate Scholarship Competition, \$7,000.
- 2014 Contract for “Public Sector Labor Relations Workshop Series,” (1.5 hours, 4 days), NJIT PSA/AAUP Executive Board, November 2014, \$1,800
- 2014 HAPE Leadership Workshop – Self-Knowledge and Leadership Styles, September 14, 2014, HAPE, \$2,200.
- 2013 – 2014 Administration of International Union of Operating Engineers Local 825 Undergraduate Scholarship Competition, 2013-2014, \$7,000.
- 2013 NJESO Leadership Seminar (January 9, 2013), \$500.00.
- 2013 Contract for NJ AFT Leadership Seminar Labor Law Part II, November 16, 2013, NJ AFT, \$2,600.
- 2013 Contract for Shop Steward Training, November 11, 2013, International Union of Operating Engineers, Local 68, \$1,000.
- 2012-2013 Contract for Administration of International Union of Operating Engineers Local 825 Undergraduate Scholarship Competition, 2012-2013, \$7,000.
- 2012 Contract for Shop Steward Training, October 9, 2012, International Union of Operating Engineers, Local 68, \$1,000.
- 2012 Contract for NJ AFT Leadership Seminar Labor Law Part I, September 29, 2012, NJ AFT, \$2,600.
- 2012 Contract for the Blue Cross Blue Shield (BCBS) Labor Certificate Program, June 4-8, 2012, BCBS, \$40,000.

- 2011 Contract for Shop Steward Training, October 9, 2012, International Union of Operating Engineers, Local 68, \$1,000.
- 2011 Contract for Jersey City Hearing Officers' Training, May 30 and June 5, 2012, \$12,000.
- 2011 Contract for The State of Unions and Union Building, September 30, 2010, Passaic County Central Labor Council, New Jersey. \$750.
- 2010 – 2011 Contract for Workplace Bullying, AFT – URA 1766, \$3,500.
- 2010 Contract for Shop Steward Training, October 9, 2012, International Union of Operating Engineers, Local 68, \$1,000.

EXTENSION SCHOLARSHIP – EXTENSION PROGRAMS MANAGED AND DELIVERED

- 2014 “NJIT PSA/AAUP Executive Board Public Sector Labor Relations Workshop Series”
- New Jersey Public Sector Labor Law and Scope of Negotiation
 - Legal Responsibilities and Rights of Union Representatives
 - Conflict Resolution Part I
 - Conflict Resolution Part II
- 2014 New Jersey Continuing Legal Education (CLE), LEARN, Rutgers University.
- Public Sector Labor Relations Program
 - Employment Law for Union Representatives
 - Labor and Management Conference
- 2014 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: February 4 – March 11, Second Term: March 25 – April 29
- Labor and Politics, Thursdays, New Brunswick
 - Building Effective Unions, Thursdays, New Brunswick
 - Media Image and Labor, Tuesdays, Trenton
 - Employment Law, Tuesdays, Trenton
 - Rights to Family and Medical Leave, Wednesdays, Pleasantville,
 - Labor History, Wednesdays, Pleasantville
 - Graduation May
- 2013 – 2014 Certified Public Managers Program (South Brunswick Cohort, Thursday, 8:30 a – 4:30 pm)
- September 19 & 26, Orientation and Introduction to Public Management in the 21st Century
 - October 3 & 10, Developing Self: Knowing and Managing Yourself
 - November 14 & 21, Analytical Thinking
 - December 19 & January 2, Leading Change

- January 9 & 16, Systemic Integration: Strategic Thinking, Planning and Work Process Management
- January 23 & 30 Managing for Results
- February 6 & 13, Project Management
- February 20 & 27, Quantitative Techniques
- March 6 & 13, Administrative Law
- March 20 & 27, Human Resources Management
- April 3 & 10, Budget Process and Financial Management
- May 15 & 22, Leading and Managing in the Public Sector

2013 – 2014 Certified Public Managers Program (New Brunswick Cohort, Fridays and Saturdays, 8:30 a – 4:30 pm)

- September 19 & 26, Orientation and Introduction to Public Management in the 21st Century
- October 3 & 10, Developing Self: Knowing and Managing Yourself
- November 14 & 21, Analytical Thinking
- December 19 & January 2, Leading Change
- January 9 & 16, Systemic Integration: Strategic Thinking, Planning and Work Process Management
- January 23 & 30 Managing for Results
- February 6 & 13, Project Management
- February 20 & 27, Quantitative Techniques
- March 6 & 13, Administrative Law
- March 20 & 27, Human Resources Management
- April 3 & 10, Budget Process and Financial Management
- May 15 & 22, Leading and Managing in the Public Sector

2013 - 2014 Employment Laws for Union Representatives Certificate Program, LEARN, Rutgers University. Courses offered:

- November 1, Workers' Compensation Law
- November 15, Workplace Discrimination
- December 13, First Amendment and Social Media
- January 24, Family and Medical Leave Laws
- February 21, Rights to Privacy and Employment Testing
- March 28, Whistle Blowing and Employment Mediation and Arbitration
- April 18, Workplace Harassment

2013 New Jersey Continuing Legal Education (CLE), LEARN, Rutgers University.

- Public Sector Labor Relations Program
- Employment Law for Union Representatives
- Labor and Management Conference

2013 Certified Public Managers Program, (New Brunswick Cohort, Fridays/Saturdays, 8:30 a – 4:30 pm)

- February 15 & 16, Orientation and Introduction to Public Management in the 21st Century
- March 1 & 2, Developing Self: Knowing and Managing Yourself
- March 15 & 16, Developing Personal and Organizational Integrity
- April 12 & April 13, Communicate Effectively
- April 26 & 27, Analytical Thinking
- May 10 & 11, Problem Solving
- Managing for Results
- June 7 & 8, Leading Change
- June 21 & 22, Systemic Integration: Strategic Thinking, Planning and Work Process Management
- July 12 & 13, Managing for Results
- July 26 & 27, Project Management
- August 8 & 10, Quantitative Techniques
- August 23 & 24, Administrative Law
- September 6 & 7, Human Resources Management
- September 20 & 21, Budget Process and Financial Management
- October 4 & 5, Managing Information Systems (MIS)
- October 18 & 19, Managing Teams
- November 1 & 2, Leading and Managing in the Public Sector
- November 15 & 26, Understanding and Using Public Policy
- December 6, Capstone Project Due
- December 20, Capstone Project Presentation

- 2013 Social Media for Labor Activists by Jerry Mason, April 26, LEARN, Rutgers University.
- 2013 NJ AFT Leadership Seminar II – Labor Law Workshop Part II, November 16, Edison, New Jersey.
- Scope of negotiation
 - Contract interpretation and violation
 - Principles of Arbitration
- 2013 New Jersey Continuing Legal Education (CLE), LEARN, Rutgers University.
- Public Sector Labor Relations Program
 - Employment Law for Union Representatives
 - Labor and Management Conference
- 2013 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: September 24 – October 29, Second Term: November 12 – December 17
- Employment Law, Thursdays, New Brunswick
 - Creative Approaches to Grievance Handling, Thursdays, New Brunswick
 - Labor History, Tuesdays, Trenton
 - Grievance Handling, Tuesdays, Trenton

- NJ Legislative Process, Wednesdays, Pleasantville,
- Employment Law, Wednesdays, Pleasantville

2013 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: February 4 – March 16, Second Term: March 25 – May 4

- Labor and Politics, Mondays, Newark
- Effective Communication, Mondays, Newark
- Collective Bargaining, Thursdays, New Brunswick
- Labor History, Thursdays, New Brunswick
- Finance for Personal and Professional Success, Saturdays, New Brunswick
- Rights to Family and Medical Leave, Tuesdays, Trenton
- Contemporary Labor issue: Think globally, Act Locally, Tuesdays, Trenton
- Grievance Resolution, Wednesdays, Pleasantville,
- Labor and Community Coalition, Wednesdays, Pleasantville
- Social Media, Tuesdays, Online Webinar
- Graduation May 2

2012 – 2013 Certified Public Managers Program (New Brunswick Cohort, Fridays and Saturdays, 8:30 a – 4:30 pm)

- September 20 & 21, Orientation and Introduction to Public Management in the 21st Century
- October 4 & 5, Developing Self: Knowing and Managing Yourself
- November 15 & 16, Analytical Thinking
- January 3 & 4, Leading Change
- January 17 & 18 Systemic Integration: Strategic Thinking, Planning and Work Process Management
- January 31 & February 1, Managing for Results
- February 14 & 15, Project Management
- February 26 & March 1, Quantitative Techniques
- March 14 & 15, Administrative Law
- March 28 & 29, Human Resources Management
- April 11 & 12, Budget Process and Financial Management
- June 6 & 7, Leading and Managing in the Public Sector
- June 6, Capstone Project Due
- June 27, Capstone Project Presentation & Graduation

2012 – 2013 Public Sector Labor Relations Certificate Program, LEARN, School of Management and Labor Relations, Rutgers University. Course offered:

- September 19, Introduction to Public Sector Law
- October 25, Discipline and Grievance Handling in the Public Sector
- November 1, Collective Negotiation in the Public Sector
- December 13, Conflict Resolution
- January 23, Public Sector Grievance Arbitration
- February 27, Advanced Public Sector Grievance Arbitration

- March 14, PERC Procedure and Rules
 - April 12, Contract Interpretation
 - May 2, Scope of Negotiation
- 2012 New Jersey Continuing Legal Education (CLE), LEARN, Rutgers University.
- Public Sector Labor Relations Program
 - Employment Law for Union Representatives
 - Labor and Management Conference
- 2011 – 2012 Public Sector Labor Relations Certificate Program, LEARN, School of Management and Labor Relations, Rutgers University. Course offered:
- September 28, Introduction to Public Sector Law
 - October 20, Discipline and Grievance Handling in the Public Sector
 - November 15, Collective Negotiation in the Public Sector
 - December 13, PERC Procedure and Rules
 - February 16, Public Sector Grievance Arbitration
 - February 27, Advanced Public Sector Grievance Arbitration
 - March 15, Scope of Negotiation
 - April 19, Contract Interpretation
 - May 17, Conflict Resolution
- 2011 - 2012 Employment Laws for Union Representatives Certificate Program, LEARN, Rutgers University. Courses offered:
- September 9, Workplace Discrimination
 - September 30, Disability Discrimination Law
 - October 21, Workers' Compensation Law
 - November 11, First Amendment in Employment and Duty of Representation
 - January 20, Family and Medical Leave Laws
 - February 10, Privacy and Social Media
 - March 2, Whistle Blowing and Immigration Law
- 2012 “What Should Labor and Management Know about the Healthcare Reform,” Labor and Management Conference, School of Management and Labor Relations, Rutgers University
- 2012 Blue Cross Blue Shield Association Advanced Labor Studies for Executives Certificate Program, June 4-7, School of Management and Labor Relations, Rutgers University – a three-and-half day intensive program on Collective Bargaining for account executives from 12 states.
- June 4 - Transforming Healthcare, Overview of the Legal Framework of Collective Bargaining
 - June 5 - Health Insurance Market Regulation, Public Finance, Bargaining in the Public Sector, Introduction of the Mock Bargaining Case
 - June 6 - Bargaining for Healthcare in the Private Sector, Interest-Based Bargaining, Mock Bargaining

- June 7 - Mock Bargaining, Mediation, Debrief
- 2012 NJ AFT Leadership Seminar I – Labor Law Workshop Part I, September 29, Edison, New Jersey.
- Overview of New Jersey public sector labor law
 - Discipline and grievance handling
 - PERC procedures and rules
- 2012 Healthcare Forum for Union Leaders, A Discussion with Jeff Brenner on Changes in the Healthcare Industry, NJ AFL-CIO, Trenton, New Jersey.
- 2012 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: September 10 – October 19, Second Term: October 29 – December 14
- Labor History, Mondays, Newark
 - Contemporary Issue: labor and Technology, Mondays, Newark
 - Effective Communication, Thursdays, New Brunswick
 - Labor and Community Coalitions, Thursdays, New Brunswick
 - Labor and Politics, Tuesdays, Trenton
 - Labor Law, Tuesdays, Trenton
 - Collective Bargaining, Wednesdays, West Berlin
 - Labor and Community Coalition, Wednesdays, West Berlin
 - Contract Enforcement and Interpretation, Wednesday, Pleasantville,
 - Contemporary Labor issue: Think globally, Act Locally, Wednesdays, Pleasantville
 - Employment Law, Tuesdays, Online Webinar
 - Social Media, Tuesdays, Online Webinar
- 2011 “Grievance Handling Under the Railway Labor Act” Online Course for Railroad and Airline Workers, March 21 – April 2.
- 2011 The 36th Annual UALE Northeast Regional Summer School for Union Women, “Fired Up for Change,” July 17 – 22, Labor Education and Research Now (LEARN), School of Management and Labor Relations, Rutgers University.
- Collective Bargaining
 - Basic Grievance Handling
 - Advanced Grievance Handling and Arbitration
 - Labor Law
 - Public Speaking
 - Safety and Health
 - Radio Waves
 - Internal and External Organizing
 - Mobilizing for Political and Legislative Activity
- 2011 New Jersey Continuing Legal Education (CLE), LEARN, Rutgers University.

- Public Sector Labor Relations Program
 - Employment Law for Union Representatives
 - Labor and Management Conference
- 2011 Bargaining in Hard Times Conference, LEARN, Rutgers University.
- 2011 Hospitality and Tourism Certificate Program, LEARN in partnership with Center for Women and Work, Rutgers University.
- 2011 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: September 10 – October 19, Second Term: October 29 – December 14
- Labor History, Mondays, Newark
 - Contemporary Issue: Labor and Technology, Mondays, Newark
 - Effective Communication, Thursdays, New Brunswick
 - Labor and Community Coalitions, Thursdays, New Brunswick
 - Labor and Politics, Tuesdays, Trenton
 - Labor Law, Tuesdays, Trenton
 - Collective Bargaining, Wednesdays, West Berlin
 - Labor and Community Coalition, Wednesdays, West Berlin
 - Contract Enforcement and Interpretation, Wednesday, Pleasantville,
 - Contemporary Labor issue: Think globally, Act Locally, Wednesdays, Pleasantville
 - Employment Law, Tuesdays, Online Webinar
 - Social Media, Tuesdays, Online Webinar
- 2011 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: January 24 – March 4, Second Term: March 21 – April 29
- Creative Approaches to Grievance Handling, Wednesdays, Newark
 - Popcorn and Politics, Wednesdays, Newark
 - Contemporary Labor Issues, Thursdays, New Brunswick
 - Contract Negotiation and Contract Enforcement, Thursdays, New Brunswick
 - Arbitration, Mondays, Trenton
 - Collective Bargaining, Mondays, Trenton
 - Discipline and Grievance Handling, Wednesdays, West Berlin
 - Employee Rights to Family and Medical Leave, Wednesdays, West Berlin
 - Rights to Family and Medical Leave, Online
 - Grievance Handling under the Railway Labor Act, Online
 - Graduation, May
- 2010 – 2011 Public Sector Labor Relations Certificate Program, LEARN, School of Management and Labor Relations, Rutgers University. Course offered:
- September 24, Introduction to Public Sector Law
 - October 26, Discipline and Grievance Handling in the Public Sector

- November 18, Collective Negotiation in the Public Sector
- December 9, PERC Procedure and Rules
- February 16, Public Sector Grievance Arbitration
- February 27, Advanced Public Sector Grievance Arbitration
- March 15, Scope of Negotiation
- April 19, Contract Interpretation
- May 17, Conflict Resolution

2010 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: September 13 – October 22, Second Term: November 1 – December 17.

- Social Media for Union Activists, Wednesdays, Newark
- Union Building, Wednesdays, Newark
- Labor History, Thursdays, New Brunswick
- Labor Law, Thursdays, New Brunswick
- Labor and Politics, Tuesdays, Trenton
- Labor History, Tuesdays, Trenton
- Labor Law, Wednesdays, West Berlin
- Contract Enforcement and Interpretation, Wednesdays, West Berlin
- Rights to Family and Medical Leave, Online
- Union Steward Training, Online

2010 Union Leadership Academy (3 hours per week, 6 weeks, 2 terms per academic semester, multiple locations). First Term: February 1 – March 15, Second Term: March 17 – April 29

- Labor Law, Wednesdays, Newark
- Effective Communication, Wednesdays, Newark
- Union Building, Tuesdays, New Brunswick
- Collective Bargain, Tuesdays, New Brunswick
- Special Offering: Credit Course “Collective Bargain” open to ULA participants, Sundays, New Brunswick
- Labor History, Mondays, West Mammoth
- Employment Law, Mondays, West Monmouth
- Employment Law, Wednesday, Trenton
- Contract Interpretation and Enforcement, Wednesdays, Trenton
- Health and Safety, Thursdays, West Berlin
- Popcorn and Politics, Thursdays, West Berlin
- The Family and Medical Leave Act, Mondays, Atlantic City
- Steward Training, Mondays, Atlantic City
- Creative Approaches to Grievance Resolution, Thursdays, Bergen Community College
- Health and Safety, Thursdays, Bergen Community College
- May Graduation

- 2010 Public Sector Labor Relations Certificate Program, LEARN, School of Management and Labor Relations, Rutgers University. Course offered:
- February 4, Advanced Public Sector Grievance Arbitration
 - March 26, Scope of Negotiation
 - April 10, Contract Interpretation
 - May 26, Conflict Resolution
- 2010 Labor Intern Program, a joint program between LEARN at Rutgers University and the New Jersey Department of Labor – a six-week paid internship program for labor members and leaders, March 10 – June 18, Trenton, New Jersey.
- 2010 “Is Collective Bargaining Broken?” Labor and Management Conference, School of Management and Labor Relations, Rutgers University.
- 2010 Power Structure Analysis Workshop, LEARN, School of Management and Labor Relations.
- 2009 “Labor and Employment Relations: A Time for Change,” 5th Rutgers Labor-Management Partnership Conference, School of Management and Labor Relations, Rutgers University.

Extension Programs Designed and Developed

- 2013 - 2014 Employment Laws for Union Representatives Certificate Program, LEARN, Rutgers University. Courses offered:
- November 1, Workers’ Compensation Law
 - November 15, Workplace Discrimination
 - December 13, First Amendment and Social Media
 - January 24, Family and Medical Leave Laws
 - February 21, Rights to Privacy and Employment Testing
 - March 28, Whistle Blowing and Employment Mediation and Arbitration
 - April 18, Workplace Harassment
- 2010 – 2014 Union Leadership Academy
- 2014 Media Images and Labor
 - 2013 NJ Legislative Process
 - 2013 Finance for Personal and Professional Success
 - 2011 Online Webinar on Employment Law
 - 2011 Online Webinar on Social Media
 - 2011 Contemporary Issue: Think Globally, Act Locally
 - 2011 Contemporary Issue: Labor and Technology
 - 2011 Labor and Community Coalition
 - 2011 Grievance Handling under the Railway Labor Act
 - 2011 Contemporary Issues: Labor and Technology
 - 2010 Social Media for Union Activists

- 2010 Special Offering: Credit Course “Collective Bargain” open to ULA participants, Sundays, New Brunswick
 - 2010 Creative Approaches to Grievance Handling
 - 2010 Popcorn and Politics
- 2013 Union Leadership Academy for the Building Trades
- Building Trades Labor History
 - Labor and Politics in the Building Trades
 - Labor and Employment Law in the Construction Industry
 - Collective Bargaining in the Building Trades
 - Leadership and Communication
 - Organizing and Union Building
 - Contemporary Issues
- 2013 Social Media for Labor Activists by Jerry Mason, April 26, LEARN, Rutgers University.
- 2013 NJ AFT Leadership Seminar II – Labor Law Workshop Part II, November 16, Edison, New Jersey.
- Scope of negotiation
 - Contract interpretation and violation
 - Principles of Arbitration
- 2012 Blue Cross Blue Shield Association Advanced Labor Studies for Executives Certificate Program. A three-and-half day intensive program on Collective Bargaining for account executives from 12 states, June 4 - 7.
- June 4 - Transforming Healthcare, Overview of the Legal Framework of Collective Bargaining
 - June 5 - Health Insurance Market Regulation, Public Finance, Bargaining in the Public Sector, Introduction of the Mock Bargaining Case
 - June 6 - Bargaining for Healthcare in the Private Sector, Interest-Based Bargaining, Mock Bargaining
 - June 7 - Mock Bargaining, Mediation, Debrief
- 2012 “What Should Labor and Management Know about the Healthcare Reform,” Labor and Management Conference, School of Management and Labor Relations, Rutgers University
- 2012 Healthcare Forum for Union Leaders, A Discussion with Jeff Brenner on Changes in the Healthcare Industry, NJ AFL-CIO, Trenton, New Jersey.
- 2011 - 2012 Employment Laws for Union Representatives Certificate Program, LEARN, Rutgers University. Courses offered:
- September 9, Workplace Discrimination
 - September 30, Disability Discrimination Law
 - October 21, Workers’ Compensation Law
 - November 11, First Amendment in Employment and Duty of Representation
 - January 20, Family and Medical Leave Laws

- February 10, Privacy and Social Media
 - March 2, Whistle Blowing and Immigration Law
- 2011 “Grievance Handling Under the Railway Labor Act” Online Course for Railroad and Airline Workers, March 21 – April 2.
- 2011 Summit on Public Safety and The Fiscal Crisis, September 19-20, LEARN, Rutgers University.
- 2011 Bargaining in Hard Times Conference, LEARN, Rutgers University.
- 2011 Hospitality and Tourism Certificate Program, LEARN in partnership with Center for Women and Work, Rutgers University.
- 2011 New Jersey Continuing Legal Education (CLE), LEARN, Rutgers University.
- Public Sector Labor Relations Program
 - Employment Law for Union Representatives
 - Labor and Management Conference
- 2010 “Is Collective Bargaining Broken?” Labor and Management Conference, School of Management and Labor Relations, Rutgers University.
- 2010 Power Structure Analysis Workshop, LEARN, School of Management and Labor Relations.

Funding Summary for LEARN Extension Programs 2010 - 2014

	Total
Public Sector Labor Relations Certificate Program	\$175,995.00
Employment Law for Union Representatives Certificate Program	\$46,740
Custom Trainings	\$108,975.00
Total	\$331,770.00

TEACHING - ACADEMIC

Undergraduate Courses at Rutgers University

Year	Semester	Course Number	Course Title	Enrollment
2024	Spring	37:624:345:01	Organizational Behavior and Work	34
2024	Spring	37:634:348:01	Leadership in the Workplace	35
2023	Fall	37:624:345:03	Organizational Behavior and Work	23
2023	Fall	37:624:345:04	Organizational Behavior and Work	25
2023	Fall	37:634:348:01	Leadership in the Workplace	13
2023	Spring	37:624:345:01	Organizational Behavior and Work	34

2023	Spring	37:634:348:01	Leadership in the Workplace	26
2022	Fall	01:090:101:04	Byrne Seminar: Inner Innovator for Thriving in College, Work, and Life	16
2022	Fall	37:624:345:03	Organizational Behavior and Work	28
2022	Fall	37:624:345:04	Organizational Behavior and Work	23
2022	Fall	37:634:348:01	Leadership in the Workplace	18
2022	Spring	37:575:318:91	Leadership in the Work Organization	15
2022	Spring	37:624:345:04	Organizational Behavior and Work	19
2022	Spring	37:634:348:01	Leadership in the Work Organization	18
2022	Spring	37:634:348:91	Leadership in the Workplace	15
2021	Fall	Sabbatical	NA	0
2021	Spring	Sabbatical	NA	0
2020	Fall	01:090:101:04	Byrne Seminar: "Inner Engineering" for Thriving in College, Work, and Life	19
2020	Fall	37:575:345:03	Organizational Behavior and Work	22
2020	Fall	37:575:345:06	Organizational Behavior and Work	16
2020	Fall	37:575:645:03	Organizational Behavior and Work	9
2020	Fall	37:575:645:06	Organizational Behavior and Work	6
2020	Fall	37:575:318:02	Leadership in the Work Organization	18
2020	Fall	37:634:348:02	Leadership in the Workplace	9
2020	Spring	01:090:101:17	Byrne Seminar: "Inner Engineering" for Thriving in College, Work, and Life	16
2020	Spring	37:575:192:M1	Short Topics on Work: "Inner Engineering" for Success	35
2020	Spring	37:575:345:01	Organizational Behavior and Work	33
2020	Spring	37:575:345:02	Organizational Behavior and Work	34
2020	Spring	37:575:450:01	Senior Seminar Labor Studies	19
2019	Fall	01:090:101:04	Byrne Seminar: "Inner Engineering" for Thriving in College, Work, and Life	18
2019	Fall	37:575:192:MA	Short Topics on Work: "Inner Engineering" for Success	35
2019	Fall	37:575:345:01	Organizational Behavior and Work	32
2019	Fall	37:575:345:03	Organizational Behavior and Work	39
2019	Fall	37:575:345:04	Organizational Behavior and Work	20
2019	Spring	37:575:192:02	Short Topics on Work: "Inner Engineering" for Success	35
2019	Spring	37:575:192:M1	Short Topics on Work: "Inner Engineering" for Success	35

2019	Spring	37:575:318:02	Leadership in the Work Organization	14
2019	Spring	37:575:345:02	Organizational Behavior and Work	35
2018	Fall	01:090:101:04	Byrne Seminar: "Inner Engineering" for Thriving in College, Work, and Life.	17
2018	Fall	37:575:192:02	Short Topics on Work: "Inner Engineering" for Success	35
2018	Fall	37:575:318:01	Leadership in the Work Organization	15
2018	Fall	37:575:345:01	Organizational Behavior and Work	35
2018	Fall	37:575:345:03	Organizational Behavior and Work	40
2018	Summer	37:575:345:H1	Organizational Behavior and Work	10
2018	Spring	37:575:318:01	Leadership in the Work Organization	30
2018	Spring	37:575:345:01	Organizational Behavior and Work	43
2018	Spring	37:575:345:02	Organizational Behavior and Work	35
2018	Spring	37:575:378:01	Social Entrepreneurship	23
2017	Fall	37:575:345:01	Organizational Behavior and Work	35
2017	Fall	37:575:345:03	Organizational Behavior and Work	43
2017	Summer	37:575:345:H1	Organizational Behavior and Work	11
2017	Spring	37:575:345:02	Organizational Behavior and Work	31
2017	Spring	37:575:378:01	Social Entrepreneurship	13
2017	Spring	37:575:450:01	Senior Seminar Labor Studies	32
2016	Fall	37:575:345:01	Organizational Behavior and Work	24
2016	Fall	37:575:345:03	Organizational Behavior and Work	14
2016	Fall	37:575:450:01	Senior Seminar Labor Studies	28
2016	Spring	37:575:345:03	Organizational Behavior and Work	4
2016	Spring	37:575:378:01	Social Entrepreneurship	7
2016	Spring	37:575:394:02	Issue in Work: Shaping the Future of Work	32
2016	Spring	37:575:450:01	Senior Seminar Labor Studies	37
2015	Fall	37:575:345:01	Organizational Behavior and Work	9
2015	Fall	37:575:345:03	Organizational Behavior and Work	13
2015	Fall	37:575:450:01	Senior Seminar Labor Studies	26
2015	Summer	37:575:345:H6	Organizational Behavior and Work	6
2015	Spring	37:575:345:02	Organizational Behavior and Work	35
2015	Spring	37:575:345:03	Organizational Behavior and Work	32
2015	Spring	37:575:450:01	Senior Seminar Labor Studies	24
2014	Fall	37:575:345:01	Organizational Behavior and Work	28
2014	Fall	37:575:450:01	Senior Seminar Labor Studies	21
2014	Spring	Sabbatical	NA	0
2013	Fall	37:575:391:01	Issue in Work: Wellness in the Workplace	15

2013	Spring	37:575:450:01	Senior Seminar Labor Studies	27
2012	Fall	37:575:391:01	Issue in Work: Wellness in the Workplace	61
2012	Spring	37:575:394:01	Issue in Work: Wellness in the Workplace	56
2011	Spring	37:575:360:01	Union Organizing	17
Total Students				1736

Rutgers Certificate for the International MBA Program at the Eastern China University of Science and Technology (ECUST), Shanghai, China.

Year	Semester	Course	Enrollment
2017	Summer	Group Processes and Team Dynamics	20
2018	Summer	Group Processes and Team Dynamics	27
2019	Summer	Group Processes and Team Dynamics	45
2020	Summer	Group Processes and Team Dynamics	42
2021	Summer	Group Processes and Team Dynamics	35
Total Students			169

Undergraduate Courses Developed at Rutgers University

2024	SMLR Global Education Stud Abroad in India – Conscious Leadership and Work Innovations
2018	“Inner Engineering” for Success
2018	Byrne Seminar: “Inner Engineering” for Thriving in College, Work, and Lif
2016	Social Entrepreneurship
2014	Organizational Behavior and Work
2013	Labor Studies Senior Seminar: Self and Work
2012	Wellness in the Workplace
2011	Union Organizing

Graduate Course Developed

2017	Group Processes and Team Dynamics
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TEACHING - EXTENSION

Extension Courses and Workshops Taught at Rutgers University

Date	Extension Courses	Hours/Days	Target Participants
1/24/2024	Tools for Wellbeing	1	Surgeons and residents, Rutgers RWJMS (30 participants)

10/27/2023	Conscious Approach to Leadership	.5 Hour	Scientists and healthcare professionals , CME at Harvard Medical School (400 participants)
9/29/2023	Yoga Tools for Inclusiveness	1.5 Hours	Rutgers faculty and staff (20 participants)
6/22/2022	Yoga Tools for Wellbeing Workshop	1 hour	The staff of the School of Management and Labor Relations, Rutgers University
5/19/2022	Yoga Tools for Wellbeing Workshop	3 hours	The staff of the John Cotton Dana Library, Newark, Rutgers University
11/6/2020	Mindfulness in Leadership	2 hours	Mentors and mentees of WINGS mentoring program, The Center for Women and Work
8/18/2020	Inner PPE – NJ COVID-19 Update	1-hr 15-min	Members and leaders of New Jersey Work Environment Council (NJ WEC)
1/28/2018 – 2/2/2018	How to Educate Your Members and the Bosses about Anything	3 hours/4 days	Leaders of International Longshore and Warehouse Union (ILWU) Local 142, Honolulu, Hawaii.
1/22/2/2018	System Thinking Tools – Don't Solve Problems, Dissolve Them!	3 hours/1 day	The 9 th Labor Institute, Leaders of International Longshore and Warehouse Union (ILWU) Local 142, Honolulu, Hawaii.
12/2/2017	Mindfulness, Healthcare, and Leadership	1 hour 30 minutes	Leaders of Nurses' Unions – Convening of Union Nurses, Center for Health and Work, School of Management and Labor Relations, Rutgers University
9/10/2014	Self-Knowledge and Leadership Styles	6 hours/1 day	Vice President, Local Presidents, and Staff of the Health Professionals and Allied Employees (HPAE)
11/11/2013	Shop Steward Training,	3 hours	International Union of Operating Engineers, Local 68, Atlantic City, New Jersey.
4/26/2013	Conflict Resolution and Interested-Based Bargaining	6 hours / 2 days	600 employees and front line supervisors at Foxconn, Shenzhen, China
3/1/2013 – 3/2/2013	Developing Self-Knowledge and Managing Yourself	8 hours/ 2 days	Participants of the State of New Jersey Certified Public Managers Program
Spring 2013	Mindful Communication	3 hours/6 days	Union members and leaders enrolled in the Union Leadership Academy
Fall 2011	Building Effective Unions	3 hours/6 days	Union members and leaders enrolled in the Union Leadership Academy
10/24/2012	Shop Steward Training,	3 hours	International Union of Operating Engineers, Local 68, Pleasantville, New Jersey.
10/9/2012	Shop Steward Training,	3 hours	International Union of Operating Engineers, Local 68, Atlantic City, New Jersey.

9/12/2012	What Motivates People?	1 hour	Leaders of Jersey Nurses Economic Security Organization (JNESO)
9/29/2011	Shop Steward Training,	3 hours	International Union of Operating Engineers, Local 68, Atlantic City, New Jersey.
5/24/2011	The State of U.S. Labor and Union Building	3 hours	Executive Board of the ABF, Stockholm, Sweden.
4/15/2011	Workplace Bullying	3 hours	Union members and leaders attending the AFTNJ Legislative/Educational Issues Conference, East Brunswick, New Jersey.
3/12/2011	Steward Training and Workplace Bullying	3 hours	Leaders and members of the AFT- RUA 1766
2/1/2011	Organizing and Leading an Effective Committee	1.5 hours	Executive Board members of AAFT-URA 1766
2/1/ 2011	The New American Political Economy and the labor Movement	1.5 hours	Executive Board members of AFT-URA 1766
Spring 2011	Employee Rights to Family and Medical Leave (co-taught with Andrew Watson, Esq.)	3 hours/ 6 days	Union members and leaders enrolled in the Union Leadership Academy
11/17/2010	Workplace Bullying	3 hours	Members and leaders of AFT – URA 1766
Fall 2010	Employee Rights to Family and Medical Leave (co-taught with Andrew Watson, Esq.)	3 hours/ 6 days	Union members and leaders enrolled in the Union Leadership Academy
Fall 2011	Building Effective Unions	3 hours/6 days	Union members and leaders enrolled in the Union Leadership Academy
Fall 2010	Online Shop Steward Training	3 hours/6 days	Union members and leaders enrolled in the Union Leadership Academy
7/20/2010	Shop Steward Training,	3 hours	International Union of Operating Engineers, Local 68, Atlantic City, New Jersey.
6/7/2010, 6/8/2010, 6/9/2010	Workplace Bullying	3 hours/3 days	Members and leaders of AFT – URA 1766
6/9/2010, 6/16/2010, 6/23/2010	Show Steward Seminar: Employee Rights to Family and Medical Leave	3 hours/ 3 days	Shop stewards, UFCW 1360, West Berlin, New Jersey
3/8/2010 – 4/20/2010	“Popcorn and Politics”	3 hours/6 days	Members and leaders of UFCW 1360 enrolled in the Union Leadership Academy
Spring 2010	Building Effective Unions	3 hours/6 days	Union members and leaders enrolled in the Union Leadership Academy

Spring 2010	Shop Steward Training	3 hours/6 Days	Union members and leaders enrolled in the Union Leadership Academy
5/11/2011	The Fattening of America: the Obesity Epidemic	3 hours	CWA, Atlantic City, New Jersey
9/30/2010	The State of Unions and Union Building	6 hours	Passaic County Central Labor Council, New Jersey
Spring 2010	Organizing and Leading an Effective Committee	3 hours	Union members and leaders enrolled in the Union Leadership Academy

Extension Courses Developed at Rutgers University

- 2023 Yoga Tools for Realizing Inclusiveness
- 2022 Yoga Tools for Wellbeing
- 2017 Mindfulness, Healthcare, and Leadership
- 2018 Introduction to System Thinking
- 2013 Effective Communication/Mindful Communication
- 2012 What Motivates People
- 2011 The Fattening of America: the Obesity Epidemic
- 2010 Workplace Bullying
- 2010 The State of New Jersey Unions

SERVICE

Academic and Extension Communities

- 2023 Reviewer, Applied Psychology: Health and Wellbeing.
- 2022 Examiner of Ph.D. dissertation on “The effect of Psychosocial Factors on the Academic Persistence of Undergraduate University Students,” by Bongani Mtshweni, Department of Psychology, University of South Africa.
- 2021- Present Advisory Committee, the Sadhguru Center for A Conscious Planet, Beth Israel Deaconess Medical Center, a Harvard Medical Teaching Hospital.
- 2021-2022 Guest Editor, Frontiers in Psychology, Research Topic: Collection on Consciousness, Cognition, and Compassion.
- 2020 Reviewer, American Journal of College Health
- 2020 Reviewer, International Journal of Workplace Health Management
- 2020 Reviewer, Current Psychology
- 2018 Consultant, Spirituality Grant application titled “Improving Wellbeing and Reducing Burnout of Indiana University Perioperative Health Care Providers,” submitted by

Principle Investigator Dr. Senthil Sadhasivam, Department of Anesthesia, Indiana University School of Medicine.

- 2018 Member of the Guidance Committee, Ph.D. Dissertation “The Turning Wheel: Technology and Labor in On-Demand Services,” by Ashwin Goutham Gopi, Tandon School of Engineering, New York University.
- 2017 Referee, Academy of Management Conference proposals in the divisions of Organizational Behavior, Management Education and Development, and Teaching and Learning Conference
- 2005 – 2012 Editorial Board, Labor Studies Journal, the Official Publication of the United Labor Education Association
- 2011 – 2012 Executive Board of the New Jersey Chapter of the Labor and Employment Relations Association
- 2010 – 2012 Executive Board of the United Association of Labor Education
- 1999 – 2012 Referee, Labor Studies Journal, The Official Journal of the United Association of Labor Education
- 2009 – 2010 Special Issue Editor, “Labor and the Environment,” *Labor Studies Journal*, United Association of Labor Education Conference Issue.
- 2008 – 2009 Referee, Sociological Inquiry, a Wiley-Blackwell Publication.
- 1999 – 2009 Referee, Sociological Spectrum, the Official Journal of the Mid-South Sociological Association.
- 2002-2004 Executive Board of the United Association of Labor Education
- 2002-2004 Conference Planning Committee, United Association of Labor Education
- 2000 Referee, The 21st Southern Industrial and Human Resources Conference, Birmingham, AL.

Academic Institutions

- 2024 Faculty Evaluator, The Dean’s Fellowship, School of Graduate Studies (SGS), Rutgers University.
- 2024 New Major Committee, School of Management and Labor Relations, Rutgers University.
- 2022 - present Executive Committee, School of Management and Labor Relations, Rutgers University.

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- 2022 - present Chair, Diversity, Equity, and Inclusion (DEI) Committee, School of Management and Labor Relations, Rutgers University.
- 2022 - present Equity Advisors Committee, Office of Diversity, Inclusion, and Community Engagement, Rutgers University.
- 2022 - 2023 Scarlet Well Tasks Force and Benchmarking and Wellbeing and Pedagogy subcommittees, Rutgers University.
- 2022 Reader of three promotion applications, two from Assistant Teaching Professors to Associate Professors and one from Assistant Professional Practice Professor to Associate Professional Practice Professor, Department of Labor Studies and Employment Relations, School of Management and Labor Relations, Rutgers University.
- 2020 NTT Promotion and Mentoring Committee, School of Management and Labor Relations, Rutgers University.
- 2019 - 2020 Teaching Committee, School of Management and Labor Relations, Rutgers University.
- 2019 – 2020 Non-credit Committee, overseeing LEARN and other non-credit programs, Department of Labor Studies and Employment Relations.
- 2019 Teaching Evaluation Committee, School of Management and Labor Relations, Rutgers University.
- 2018 Liasson, SMLR Study Abroad Program at the Shailesh J. Mehta School of Management, India Institute of Technology, Mumbai, India.
- 2018 Teaching observer, Organizational Behavior taught by SMLR Ph.D. student Emily Rosado Solomon.
- 2014 – 2015 Labor Studies Major Learning Assessment Committee, Department of Labor Studies and Employment Relations, School of Management and Labor Relations.
- 2009 – 2013 Labor and Management Conference Planning Committee, School of Management and Labor Relations, Rutgers University.
- 2011 Search Committee for the Communication Director, School of Management and Labor Relations, Rutgers University.
- 2006 – 2009 Computer Resource Committee, School of Business, University of Alabama at Birmingham.
- 2007 Chair, Faculty Search Committee, Center for Labor Education and Research, School of Business, University of Alabama at Birmingham.

- 2006 Fundraising and Program Development Committee, Globalization Speaker Tour, School of Humanities and Social Sciences, University of Alabama at Birmingham.
- 2004 – 2006 Faculty Affair Committee, School of Business, University of Alabama at Birmingham.
- 2004 – 2006 Diversity Committee, School of Business, University of Alabama at Birmingham.
- 2002 – 2004 Computer Resource Committee, School of Business, University of Alabama at Birmingham.
- 2000 – 2001 The President’s Teaching Excellence Award Committee, School of Business, University of Alabama at Birmingham.
- 1999 – 2002 Research Advisory Committee, School of Business, University of Alabama at Birmingham.

Communities

- 2011 – 2015 Administrator and Judge, College Scholarship and Grants Competition, International Union of Operating Engineers. Local 825, Spring Field, New Jersey.
- 2011 Board member, New Jersey Chapter of the Labor and Employment Relations Association.
- 2009 Interviewee, “*Labor Education and the Labor Movement in Alabama*,” a documentary film directed by Jake DaSilva for Documenting Justice, the Center for Ethics and Social Responsibility at the University of Alabama at Tuscaloosa.
- 1999 – 2009 Judge, Scholarship Essay Contest, Alabama State UAW Community Action Program Council.
- 1999-Present Judge, College Scholarship Essay Contest, Alabama Organized Labor Awards Foundation.
- 2004-2006 Member of the Executive Board and Chair of the Education Committee, Alabama Organized Labor Awards Foundation.
- 1999-2001 Member of the Executive Board and Chair of the Education Committee, Alabama Organized Labor Awards Foundation.

HONORS AND AWARDS

- 2022-2023 Research2Practice Fellow, Tyler Clementi Center for Diversity Education and Bias Prevention in the Division of Diversion, Inclusion, and Community Engagement (DICE)., Rutgers University. Project: A Contemplative Approach to Developing Inclusive Identity. \$,1,000.

- 2013 Executive M.B.A. Scholarship, \$30,000, awarded by EMBA Graduate Admission Committee, the Leonard N. Stern School of Business, New York University.
- 2000 “The Impact of Unionization on Racial and Gender Wage Gaps,” Faculty Development Program Grant, \$2,530, awarded by University of Alabama at Birmingham, 2000.

PROFESSIONAL CERTIFICATIONS

- 2023 The Badge for Life-Long Learning in Inclusive and Equitable Teaching, Office of Teaching and Evaluation Research, Rutgers University.
- 2021 Certified Isha Hatha Yoga Teacher (1,750 hours), Isha Yoga Center, Coimbatore, India.
- 2017 Qualified Mindfulness Based Stress Reduction (MBSR) Instructor, Center for Mindfulness, medical School, University of Massachusetts.
- 2015 Case Teaching Method Seminar, Part I, Harvard Business Publishing, Rutgers University.
- 2013 Myers-Briggs Type Indicator (MBTI) Certified Practitioner, American Management Association, New York, NY.
- 2000 Strategic Research for Labor Educators, George Meany Center, Washington D.C.
- 1999 Categorical And Longitudinal Data Analysis, ICPSR Summer Workshops, University of Michigan, Ann Arbor.

PROFESSIONAL MEMBERSHIP

- 2013 – Present Academy of Management
- 2013 – Present American Psychological Association
- 2013 – Present The Contemplative Mind in Higher Education
- 1996 – Present American Sociological Association
- 2013 – 2015 International Positive Psychology Association
- 1998 – 2013 United Association of Labor Education
- 2012 – 2014 Wellness Council of America
- 2012 – 2014 The University Professional and Continuing Education Association

2005-2006 Southern Industrial and Labor Relations Association

2004 – 2006 Labor and Employment Relations Associations

1999-2000 Mid-South Sociological Association.