

**Assistant Teaching Professor**  
**School of Management and Labor Relations**  
**Rutgers University**  
50 Labor Center Way  
New Brunswick, NJ 08901-8553  
carla.katz@rutgers.edu

## EDUCATION

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**Seton Hall University School of Law**, Newark, NJ  
*Juris Doctor*, May 2008, admitted to practice before the Bar of the State of New Jersey and the United States District Court for New Jersey

**Rutgers University, School of Management and Labor Relations**, New Brunswick, NJ  
*Master of Arts, Labor Studies*, May 1995

**Rutgers, The State University of New Jersey**, New Brunswick, NJ  
*Bachelor of Arts, Labor Studies and Women's Studies* May 1981

- Paul Robeson Scholar
- Departmental Distinction in Women's Studies

**Harvard University, MIT and Tufts University**, Cambridge, MA  
*Program on Negotiation*, 2000-2001

## TEACHING EXPERIENCE

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**Assistant Teaching Professor, Department of Labor Studies, School of Management and Labor Relations (SMLR) Rutgers University, July 2016- present.**

Work, Society, and Quality of Life, Spring 2021, 85 students, 6 teaching assistants

Negotiation (Undergraduate) Online, Spring 2021, 30 students

Negotiation (MLER), Online, Spring 2021, 19 students

Conflict and Conflict Resolution in the Workplace, RWJ Barnabas Young Professionals Advisory Council (YPAC), January 2021

Workplace Investigations and Interviews, LEARN Certificate Program, March 2021

Decision Making in the Workplace, RWJ Barnabas Young Professionals Advisory Council (YPAC), December 2020

Collective Bargaining and Worker Representation (MLER), Spring 2021, 18 students

Work, Society, and Quality of Life, Fall 2020, 130 students, 10 teaching assistants

Collective Bargaining, Fall 2020, 30 students

Collective Bargaining and Worker Representation (MLER), Fall 2020, 30 students

Decision Making, Conflict Management, and Negotiations, Certified Healthcare Management Program with RWJ Barnabas, September 2020

Introductory Seminar (Online), MLER, Summer 2020, 13 students

Work, Society, and Quality of Life, Spring 2020, 160 students, 12 teaching assistants

Collective Bargaining Online, Spring 2020, 30 students

Collective Bargaining and Worker Representation (MLER), Spring 2020, 25 students

Blue Cross Blue Shield Advanced Labor Studies Program, Faculty Director, scheduled for June 8-11, 2020. Develop program curriculum and teach in the week-long program.

Storytelling for Labor Educators, International Federation of Workers' Education Associations, (IFWEA), Workshop at 23<sup>rd</sup> General Conference, Education for Social Change, Cape Town, South Africa, December 2-4, 2019

Rights at Work: Labor and Employment Law, University Alliance RUHR, August 2019, August 2018.

Work Society and Quality of Life, Fall 2019, 153 students, 12 teaching assistants

Collective Bargaining and Worker Representation (MLER), Fall 2019, 17 students

Collective Bargaining Online, Fall 2019, 23 students

Introductory Seminar (MLER) Online, Summer 2019, 13 students

Develop Online Introductory Seminar (MLER) course with Lisa Schur, Spring, 2019

Work Society and Quality of Life, Spring 2019, 172 students, 12 teaching assistants

MLER Intro Seminar, Spring 2019, 32 students

MLER Collective Bargaining and Worker Representation, Spring 2019, 30 students

Work Society and Quality of Life, Fall 2018, 106 students, 10 teaching assistants

Collective Bargaining, Online, Fall 2018, 24 students

Collective Bargaining, Online, Summer 2018, 11 students

Work Society and Quality of Life, Spring 2018, 126 students, 10 teaching assistants

Collective Bargaining, Online, Spring 2018, 30 students

Blue Cross Blue Shield Advanced Labor Studies Program, Faculty Director, Develop curriculum for the week-long program and teach in the program. June 2018.

Collective Bargaining Online, Developed course and taught the course, Summer 2017

Rights at Work: Labor and Employment Law, University Alliance RUHR, August 8, 2017.

Law of the Workplace, Rutgers University Future Scholars Program, with James Cooney, Esq.; taught 11<sup>th</sup>-grade cohort 110 students, July 5-July 8, 2017.

Managing Performance/Making Decisions and Solving Problems in the Workplace, NJ Turnpike Authority Supervisory Training Program, Developer and Instructor, EPE, June 26-July 6, 2017.

Conflict and Conflict Resolution in the Workplace, East China University of Science and Technology (ECUST) School of Business, International MBA program, Shanghai, China, May 2-14 2017

Work, Society, and Quality of Life, Spring 2017, 140 students; 10 UG teaching assistants.

Introduction to Labor Studies, Spring 2017, 37 students; 3 UG teaching assistants.

Labor Law, Spring 2017, MLER, 10 students.

Social Media Law, Presentation to Firefighters Mutual Benevolent Association (NJ FMBA) Annual Education Conference, February 8, 2017.

Public Sector Employment Issues, Fall 2016, MLER, 19 students

Work, Society, and Quality of Life, Fall 2016, 120 students; 10 UG teaching assistants.

Youth and Work, Fall 2016, 68 students

Rutgers University Future Scholars Program, Developed curriculum on Law of the Workplace with James Cooney, Esq.; taught 11<sup>th</sup>-grade cohort 110 students, July 5-July 8, 2016.

**Teaching Instructor, Department of Labor Studies, School of Management and Labor Relations (SMLR), Rutgers University, Fall 2013-July 2016**

Union Rights in Workplace Investigatory Interviews, June 13, 2016. Training for URA Leadership and Stewards. Developed curriculum and taught program.

Blue Cross Blue Shield Advanced Labor Studies Program (EPE), June 6-9, 2016. Developed curriculum and instructed participants on collective bargaining.

SMLR Ninth Labor-Management Partnership Conference, "Labor and Employment Law: Recent, Pending, and Proposed Changes" May 13, 2016. Presentation entitled "After *Friedrichs*, What's Next?"

Blue Cross Blue Shield Advanced Labor Studies Program, May 10, 2016. Developed and presented a webinar on Labor Law.

Work, Society and Quality of Life, Spring 2016, 145 students, and 10 UG teaching assistants.

American Labor Law Online, Spring 2016, MLER, 22 graduate students.

Work, Society and Quality of Life, Fall 2015, 155 students, and 10 UG teaching assistants.

Youth and Work, Fall 2015, 68 students.

Rutgers University Future Scholars Program, Developed curriculum on Law of the Workplace with James Cooney, Esq.; taught 11<sup>th</sup>-grade cohort 120 students, June 30-July 9, 2015.

Blue Cross Blue Shield Advanced Labor Studies Program (EPE), June 1-4, 2015. Developed curriculum and instructed participants on collective bargaining.

Blue Cross Blue Shield Advanced Labor Studies Program, May 19, 2015. Developed and presented a webinar on Labor Law.

American Labor Law Online, Spring 2015, MLER, 22 graduate students.

Work, Society, and Quality of Life, Fall 2014, Section 01, 149 students; 14 UG teaching assistants.

Work, Society and Quality of Life, Fall 2014, Section 02, 138 students, and 13 UG teaching assistants.

IUOE Local 68 Shop Steward Training, December 2014. 25 participants.

UALE Northeast Women's Summer School at Queens College in New York developed and taught a two-day workshop on recent legal developments that impact labor. July 26-31, 2014.

Rutgers Future Scholars Program, Developed curriculum on Law of the Workplace with James Cooney, Esq.; taught 11<sup>th</sup>-grade cohort 120 students, June 27-July 11, 2014.

American Labor Law Online, Spring 2014, MLER, 20 graduate students.

Work, Society and Quality of Life, Spring 2014, 167 students, and 10 UG teaching assistants.

Introduction to Labor Studies, Fall 2013, Section 05, 72 students, and 11 UG teaching assistants.

Introduction to Labor Studies, Fall 2013, Section 06, 69 students, and 10 teaching assistants.

Work, Society and Quality of Life, Fall 2013, 162 students, and 11 teaching assistants.

Developed American Labor Law as an online course for graduate students only, Summer 2013.

**Acting Director, Labor Education, and Research Now (LEARN), School of Management and Labor Relations (SMLR), Rutgers University, Fall 2013-July 2016**

**Assistant Instructor, Department of Labor Studies, School of Management and Labor Relations (SMLR), Rutgers University, September 2011-July 2013.**

Introduction to Labor Studies, Spring 2013, Section 03, 68 students, and 11 UG teaching assistants.

Introduction to Labor Studies, Spring 2013, Section 02, 74 students, and 3 UG teaching assistants.

Work, Society and Quality of Life, Spring 2013, 136 students, and 10 teaching assistants.

American Labor Law, Spring 2013, 39 students; 20 graduate and 19 undergraduate students.

Workplace Discrimination and Harassment II, Instructor, Employment Law for Union Representatives and Attorneys Certificate Program, LEARN, SMLR, April 18, 2013.

Work, Society and Quality of Life, Fall 2012, 145 students, and 11 teaching assistants.

Introduction to Labor Studies, Fall 2012, Section 05, 68 students, and 12 UG teaching assistants.

Introduction to Labor Studies (ONLINE), Fall 2012, co-taught with Prof. Paula Voos, 28 students.

Guest Speaker, Introductory Seminar in Labor and Employment Relations, Fall 2012, Workers and Unions in the 21<sup>st</sup> Century, for Prof. Lisa Schur.

Jersey City Hearing Officer Training, Developed Curriculum and co-taught with James Cooney, Esq., 30 participants, May 30 and June 5, 2012.

Introduction to Labor Studies, Spring 2012, Sec.05, 67 students, and 12 UG teaching assistants.

Introduction to Labor Studies, Spring 2012, Sec.03, 64 students, and 8 UG teachings assistants.

Employment Law, Spring 2012, 42 students and 4 UG teaching assistants.

Work, Society and Quality of Life, Spring 2012, 120 students, and 10 UG teaching assistants.

Introduction to Labor Studies, Sec. 06, Fall 2011, 55 students, and 8 UG teaching assistants.

Introduction to Labor Studies, Sec. 05, Fall 2011, 60 students.

Employment Law, Fall 2011, 45 students and 1 UG teaching assistant.

Work, Society and Quality of Life, Fall 2011, 142 students, and 13 UG teaching assistants.

**Lecturer, Department of Labor Studies, School of Management and Labor Relations (SMLR), Rutgers University. September 1989 – June 2004; Spring 2011.**

Credit courses taught: Union Organizing, Occupational Safety, and Health, Public Sector Collective Bargaining, Working Women in American Society, Women in American Culture, Introduction to Labor Studies.

**Instructor, Union Leadership Academy, Department of Labor Studies and Employment Relations, Rutgers University. January 1995 – September 1999.**

**Instructor, Department of Fine Arts, Mason Gross School of the Arts, Rutgers University.** June 1981--May 1982. Basic Photography; Intermediate Photography.

### **SERVICE AND EXTENSION RELATED WORK**

LEARN Faculty Committee, Fall 2020 to present

Credit Committee, Chair, Fall 2019 to the present. Assist Credit Director Paula Voos in credit program administration and scheduling faculty for teaching.

SMLR Teaching and Teaching Evaluation Committee, Member, 2016-present.

Administrator, IUOE Local 825 Scholarship program. Manage all aspects of the scholarship program, including student application packets, judging, and selection. Participate in IUOE Scholarship Awards Dinner. September 2015 to present.

Faculty Director, Eastern Atlantic States Regional Council of Carpenters (formerly Northeast Regional Council of Carpenters) Labor Relations Academy. Developed the academy, administer the program, and teach the Organizing section. The program trains Carpenters Union Business Agents in cohorts of 25. April 2016- present.

Faculty Director, Blue Cross Blue Shield Advanced Labor Studies Program with BCBS National Labor Office. June 2018-present.

AAUP/AFT Rutgers, Bargaining Team Member, Fall 2016-April 2019: negotiation of the 2018-2022 Full-Time Faculty, TA/GA Collective Bargaining Agreement, and the 2018-2022 Part-time Lecturers Collective Bargaining Agreement.

AAUP/AFT Rutgers, New Brunswick Chapter President, July 2016 to present

AAUP/AFT Rutgers, Executive Council Member, 2015 to present

AAUP/AFT Bargaining Team Member, Online Negotiations, AAUP-AFT, Fall 2016-2019

PTL Joint Committee on Career Advancement and Evaluation, Member, February 2016-April 2019.

SMLR Online Learning Taskforce, Member May 2016-2019

Participant-Observer, Tough Road, Large Scale Simulation of Global Economy, Tilburg Netherlands, May 30, 2017.

Presenter, Using Simulations in Large Class Environments, SMLR Teaching Workshop, February 17, 2017.

Search Committee member for LEARN Director position, Summer 2015

Member of the Continuing Education Coordinating Council (CECC) representing SMLR. Attend meetings and related correspondence – 2013 to Fall 2016.

Administrator of NJ Continuing Legal Education (NJCLE) with New Jersey State Judiciary on behalf of SMLR. 2013-Fall 2016.

Administration, recruitment, and promotion of the Union Leadership Academy. Oversee development of annual course schedules, hiring of instructors, creation of marketing brochures, and recruitment of students. Fall 2013-Fall 2016.

Administration, recruitment, and promotion of the Public Sector Labor Relations Certificate program. Oversee course development and schedules, hiring of instructors, creating marketing brochures, and recruitment of students. Fall 2013-Fall 2016.

Administration, recruitment, and promotion of the Employment Law for Union Representative and Attorneys Certificate program. Oversee course development and schedules, hiring of instructors, creating marketing brochures, and recruitment of students. Fall 2013-Fall 2016.

Administration, recruitment, development of LEARN Customized Training programs. Fall 2013-Fall 2016.

Attend labor events, continue to develop labor movement contacts and relationships for LEARN and SMLR by meeting with labor leaders, CLCs, NJ State AFL-CIO. 2012-present.

Supervise LEARN staff member Judy Lugo in all aspects of her LEARN-related work. Fall 2013-Fall 2016

Mentoring undergraduate and graduate students, including weekly meetings before classes, individual counseling sessions, writing recommendations for law school and graduate school. 2011-present.

Supervising and mentoring 183 undergraduate teaching assistants, including weekly training and advising. 2011-present.

Participate in job talks, search committee meetings, and interviews for LEARN Director candidates, Non-tenure track, and tenure track candidates. 2011-present.

NYS AFL-CIO, Cornell Union Leadership Institute, July 26-28, 2015. Attended in my capacity as Acting Director, LEARN.

Plan and conduct LEARN annual Graduation Ceremony, May 2014, and 2015.

Served as the NTT Representative on the Negotiations Committee for Rutgers Council of AAUP-AFT Chapters for faculty contract. 2014-2015.

Interview on Fox News's National Show "Your World with Neil Cavuto" regarding the national debate on raising the minimum wage. December 31, 2014.

Published, It's Time We Revived FDR's "Wages of a Decent Living," [www.theconversation.com](http://www.theconversation.com), December 11, 2014. <http://theconversation.com/its-time-we-revived-fdrs-wages-of-a-decent-living-34344>

Radio Interview with "The Union Edge" a national radio program regarding raising the minimum wage. <http://www.theunionedge.com/rutgers-prof-debunks-fox/> November 30, 2014.

Interview on Fox News's National Show "Your World with Neil Cavuto" regarding the Black Friday Walmart protests and worker issues at Walmart. November 27, 2014.

Interview on Fox News's National Show "Your World with Neil Cavuto" regarding the midterm elections and pressure on President Obama to sign an Executive Order raising the minimum wage for federal contractors. November 19, 2014.

UALE Directors' Strategy meeting, SMLR Representative, Washington D.C. November 12-13, 2014.

Interview on Fox News's National Show "Your World with Neil Cavuto" Labor Day Special, regarding the Walmart Black Friday protests and raising the minimum wage. September 1, 2014.

Coordinate SMLR activity for "Rutgers Day," including recruiting faculty, staff, and students to staff the SMLR table, April 26, 2014.

Panelist and Presenter at National AFT Higher Education Issues Conference in Baltimore, MD. "Building the Contingent Faculty Movement Within Our Unions" Panel April 11, 2014.

SMLR Representative to UALE conference on "Organizing for Worker Power" in Los Angeles, CA representing SMLR. March 26-29, 2014.

Interviews on background for New York Times journalist David Chen, regarding a variety of public employee issues. January 9, 2014; January 30, 2014; January 31, 2014; February 26, 2014.

Served as a Negotiations Committee Member AAUP-AFT Rutgers for Non-Tenure Track bargaining with the University. This called for significant time meeting with the Committee and actual negotiations. 2013-2014.

Interview, New York Times journalist William Rashbaum to discuss disclosure requirements for public employee unions. February 25, 2014.

Interview on Fox News' National Show "Your World with Neil Cavuto" regarding the NLRB complaint against Wal-Mart for disciplining workers who participated in strikes and protests. January 17, 2014.

Interview on Fox News' National Show "Your World with Neil Cavuto" regarding the recent legal decision overturning a portion of the Sea-Tac, WA \$15 minimum wage. December 30, 2013.

Interview on Fox News's National Show "Your World with Neil Cavuto" regarding the impact of the Black Friday Wal-Mart protests. November 29, 2013.

Worked with Ingrid Renderos, CPM Director, School of Public Affairs and Administration (SPAA), and Claudia Meer to develop a New Brunswick cohort of Certified Public Manager (CPM) training. 2013.

## **OTHER PROFESSIONAL EXPERIENCE**

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### **Cohen Placitella and Roth, LLP**

#### **Labor Attorney, Of Counsel, 2011-Present**

Practice focused on labor and employment law

*Primarily represented labor organizations and individual union plaintiffs in employment matters in State and Municipal court proceedings. Also represented labor organizations and individual union plaintiffs before the National Labor Relations Board, New Jersey Public Employment Relations Commission, the New Jersey Civil Service Commission, and in Collective Negotiations.*

### **Fox and Fox LLP**

#### **Labor Attorney, Of Counsel, 2010- 2011**

Practice primarily focused on public sector labor and employment law

*Represented labor organization and union plaintiffs in Federal and State court proceedings in employment litigation. Also represented labor organizations and individual union plaintiffs in employment matters before the National Labor Relations Board, New Jersey Public Employment Relations Commission, and the New Jersey Civil Service Commission.*

### **Communications Workers of America**

#### **President, Local 1034, 1999--2009**

#### **Executive Vice President, Local 1034, 1996—1999**

#### **Lead Staff Representative, Local 1034, 1983—1996**

#### **District Organizer, District One, 1987--1989**

#### **Project Organizer, National CWA, 1982--1983**

Leader of a local union of 16,000 private sector and public sector and Healthcare workers across New Jersey and Delaware.

Negotiated collective bargaining agreements for 135 bargaining units.

Directed 32 person staff; developed and managed \$5 million annual budget.

Ran effective and extensive lobbying, legislative initiatives, and political action campaigns.

Acted as the primary spokesperson in public affairs venue and media.

Oversaw large-scale volunteer development and mobilization efforts.

**New Jersey Public Employment Relations Commission  
Commissioner, Employee Organization Member, 2002—2006**

Rendered final administrative decisions involving representation matters, the scope of negotiation issues, unfair practices, mediation, fact-finding, and arbitration.

**Grant writer: New Jersey Department of Labor, Workforce Development Program, "Ergonomics Training for Judiciary Employees", 1998--\$66,000.00, with Eileen Senn, Industrial Hygienist Local 1034.**

**Co-Producer, New Jersey Labor Leaders Oral History Video Project**, video documentation of NJ's leaders including Joel Jacobsen and Sol Stetin, with Larry Evans, 1990.

**Assistant Production Coordinator, "Blowback,"** a feature-length film by Marc Levin, Director, and Producer of "The Secret Government: The Iran-Contra Scandal," Spring 1989.

**Assistant Line Producer, "Mountainview"** by John Sayles and Marta Renzi, Directors, AWGBH "Alive From Off Center" Production, Fall 1988.

**Producer-Director, "Merger,"** an educational video, United Mine Workers of America (UMWA) and Oil, Chemical and Atomic Workers International Union (OCAW), 1988.

**Producer-Director, "We Stand Together" Communications Workers of America (CWA),** organizing video documenting a New Jersey health care drive, December 1988.

**OTHER WRITINGS AND APPEARANCES**

Regular Contributor, Fox News' National Show "Your World with Neil Cavuto" on labor and legal issues. 2009-present

Featured expert at [www.bigthink.com](http://www.bigthink.com)

Columnist at [www.njvoices.com](http://www.njvoices.com); [www.politickernj.com](http://www.politickernj.com)

Radio appearances on New Jersey 101.5 FM radio and CBS 1210 AM, 2009-2010

Keynote Speaker, Women's Business Forum, Burlington County Chamber of Commerce, Burlington County Advisory Council on Women and Burlington County College. June 2008

Panelist, On Paid Family Leave, Tufts University, Fletcher School of Law and Diplomacy. 2006

A Workable Balance: Paid Family Leave, Panelist, Institute for Women's Policy Research (IWPR), Washington D.C., Forum co-sponsored by George Washington University, December 2000

"Finding Balance: Paid Family Leave in New Jersey" Honoree and Speaker, IUC Annual Convention, Atlantic City, NJ. October 2000

"Repetitive Motion Illness: Strategies and Successes" Presenter, CWA National Occupational Safety and Health Conference, Philadelphia, PA. September 2000

"Briefing on Family Leave Income in New Jersey," Rutgers University, Moderator. July 2000

"Effective Grassroots Political Action" Panel Facilitator, Precautionary Principle, 14<sup>th</sup> Annual Conference of the New Jersey Environmental Federation. April 2000

"Public Employee Organizing and the Law" Panelist, Conference cosponsored by the NJ State Federation of the AFL-CIO and the NJ Public Employment Relations Commission. 1999

"Getting Job Hazards Out of the Bedroom," a handbook on workplace hazards, Microchips, 1988.

"Service Workers" photographs and text in HERESIES, A Feminist Journal of Art and Politics, Issue No. 22, 1988.

"Fighting Reproductive Hazards," Panelist, Philadelphia Area Project on Occupational Safety and Health, Philadelphia, PA. 1987

"The Art of Work, the Work of Art" Cultural Democracy, Issue No. 35, writing and photographs, 1985.

"Artists in the Labor Community" Panelist, Alliance for Cultural Democracy, Chicago, IL. 1985

"Union Made" Bread and Roses Cultural Center, New York, NY. Group show curated by Lucy Lippard. 1985

Double Exposure Women's Health Hazards of the Job and at Home, edited by Wendy Chavlon, photographs, 1984.

"Artistes Americain" at Universite Laval Art Gallery, Quebec City, Quebec, Canada. 1983

"Service Workers" Livingston Art Gallery, Rutgers University, Collaboration with Liza McCoy, photography and essay. 1981

## **PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS**

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AAUP/AFT Rutgers, New Brunswick Chapter President, July 2016 to present

AAUP/AFT Rutgers, Executive Council Member, 2015 to present

AAUP/AFT Rutgers, Bargaining Team Member, 2017-2019 and 2013-2015

AAUP/AFT Rutgers, Delegate to State NJ AFL-CIO, 2014, 2015

Labor and Employment Relations Association (LERA), Member, 2015 to present

United Association for Labor Education, (UALE), Member, 2013-2014

American Bar Association

New Jersey State Bar Association, Labor and Employment Section

New Jersey State Industrial Union Council, Vice President, 2000-2009

Mercer County Central Labor Council, VP of Public Employees, 2007-2008

State Advisory Council, School of Management and Labor Relations, 2004-2006

New Jersey Work Environment Council, Treasurer-Executive Committee, 2000-2006

New Jersey Presidents' Coordinating Council, Treasurer, 1999-2008

Philadelphia Area Project on Occupational Safety and Health, Executive Board, 1988-1989