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EDUCATION:

University of Miami School of Law, Coral Gables, Florida
Juris Doctor, 1987

Rutgers University, New Brunswick, New Jersey
Bachelor of Arts (History), 1982

TEACHING EXPERIENCE:

Assistant Teaching Professor, Rutgers University, School of Management and Labor Relations, Labor Studies & Employment Relations Department (2016-Current)

Teaching Instructor, Rutgers University, School of Management and Labor Relations, Labor Studies & Employment Relations Department (2013-2016)

Assistant Teaching Instructor, Rutgers University, School of Management and Labor Relations, Labor Studies & Employment Relations Department (2011-2013)

Part-Time Lecturer, Rutgers University, School of Management and Labor Relations, Labor Studies & Employment Relations Department (2004-2011)

OTHER PROFESSIONAL EXPERIENCE:

Labor Arbitrator & Mediator, Piscataway, NJ – Self-employed (2007-present). Member of grievance arbitration panels of American Arbitration Association, Federal Mediation & Conciliation Service, N.J. Public Employment Relations Commission, N.J. State Board of Mediation, and Pennsylvania Bureau of Mediation. Serve as Impartial Hearing Officer in Civil Service disciplinary cases for the City of Newark Public School District. Mediate employment and civil rights cases assigned by N.J. Superior Court.

Attorney, Weissman & Mintz LLC, Somerset, NJ (1995-2006) – Represented individual workers and labor unions in employment litigation, labor law, and civil rights matters. Practice included appearances before the federal and state courts, National Labor Relations Board, Equal Employment Opportunity Commission, N.J. Division on Civil Rights, N.J. Public Employment Relations Commission, and in arbitration proceedings.

Attorney, Apruzzese, McDermott, et al., Liberty Corner, NJ (1991-1994) – Represented public and private sector employers primarily in employment and labor law matters.

Trial Attorney, National Labor Relations Board, Contempt Litigation Branch, Washington, D.C. (1988-1991) – Represented the Board nationwide in federal court civil contempt and related proceedings to secure compliance with court-enforced Board orders.

-Additional Practice Areas — Served as counsel to Township of Old Bridge Ethical Standards Board (1994-2008). Advised Board on handling of ethics complaints, financial disclosure issues, and related matters. Throughout private practice law career, represented individuals and employers before the Bureau of Citizenship and Immigration Services (formerly Immigration & Naturalization Service), in matters involving political asylum, removal (deportation), naturalization, family and employment-based immigration, employer sanctions/I-9 audits, non-immigrant visas, and labor certifications.

ADMITTED TO PRACTICE LAW:

- New Jersey, 1991
- District of Columbia, 1990 (inactive)
- Florida, 1987 (inactive)
- Various U.S. federal appellate and district courts

CREDIT COURSES TAUGHT:

- American Labor Law (Spring 2012)
- Employment Law (teach each semester and during winter and summer sessions)
- Employment Law/Online Class (Spring and Fall 2012)
- Employment Discrimination Law (teach each spring semester)
- Employee Privacy Rights/Graduate Level (teach each summer session)
- Immigration Law & Employee Rights (teach each semester and occasional summers)

GUEST SPEAKER IN OTHER COURSES:

- Guest Speaker, “*Workplace Sexual Harassment Legal Issues,*” Avoiding Sexual Harassment undergraduate course, 1-3 appearances each semester, 2012-present
- Guest Speaker, “*Employment at Will and Exceptions,*” Introductory Seminar in Labor & Employment Relations” graduate course, various semesters, 2012-present
- Guest Speaker, “*Disability Discrimination Law,*” Health and Public Policy undergraduate class, March 2015, March 2, 2016, and March 1, 2017

SEMINARS/CONFERENCES/TRAINING:

- Courses Taught as Instructor for SMLR *Labor Education Action Research Network* (“LEARN”) Certificate/Extension Program (courses approved for CLE credit):
 - Investigating Sexual Harassment, January 26, 2018 (scheduled)
 - Workplace Retaliation & Whistleblowing, March 10, 2017
 - Social Media & Workplace Law, October 14, 2016
 - Social Media & Workplace Law, November 6, 2015
 - Social Media & Workplace Law, April 17, 2015
 - Whistleblowing & Workplace Retaliation Law, March 6, 2015
 - Whistleblowing & Arbitration of Employment Claims, March 28, 2014
 - Workplace Discrimination & Harassment Law, November 7, 2014
 - Sexual Harassment in the Workplace, May 10, 2012
 - Basic Immigration Law, March 2, 2012
 - Disability Discrimination Law, September 30, 2011

- Co-Instructor, Rutgers University Future Scholars Program, “*Law of the Workplace*,” Summer 2014-2017

- Instructor, SMLR Training, “*Labor Law In The Construction Industry – Practical Implications*,” for Northeast Regional Council of Carpenters, September 21, 2016, December 6, 2016, March 23, 2017, and September 19, 2017

- Instructor, SMLR Executive and Professional Education (“EPE”), “*Employment Law Training Program*,” for NJ Office of Legislative Services, August 11 & 18, 2017, Trenton, NJ

- Instructor, EPE, “*Supervisory Training Program*,” for NJ Turnpike Authority, June 6-9, 2017, Woodbridge, NJ

- Panel Speaker, SMLR Ninth Labor Management Partnership Conference, “*Recent Developments in the Mandatory Arbitration of Employment Claims*,” May 16, 2016

- Co-Instructor, EPE, “*Alternative Dispute Resolution & Resolving Workplace Conflict*,” for Atlantic Healthcare System Human Resources, March 10 & 31, 2016, Morristown, NJ

- Instructor, SMLR Training, “*Sexual Harassment, Family Medical Leave Act, and Employment Discrimination Law*,” for United Association Union Regional Business Manager Seminars, Chicago, IL (September 25 & 26, 2014), Portland, OR (October 23 & 24, 2014), and Hollywood, FL (November 13 & 14, 2014)

-Instructor, SMLR Training, “*Union Executive Board Training,*” for NJIT/PSA-AAUP, Newark, NJ, April 3 & 17, 2014

-Co-Instructor, SMLR Training, “*Hearing Officer Training,*” Jersey City, NJ, May 30 & June 6, 2012

SERVICE:

-Member, Rutgers University Office of Student Conduct, *Faculty/Staff Hearing Board,* 2017-present

-Member, SMLR *Bylaws Committee,* 2015-present

-Faculty Advisor, “*RU POWER*” (*Promoting Overall Worker & Employer Relations*), student organization, graduate and undergraduate chapters, 2012-present

-Law School/Legal Career Advisor, provide guidance and advice to graduate and undergraduate students interested in law school and legal careers, 2011-present

-Member, LSER Department, *Merit Pay Committee,* 2016

MEDIA:

Interview, News 12 New Jersey, “*Victims of Workplace Sexual Abuse Have Options,*” November 22, 2017

Extended Interview, Princeton TV, “*Pro Se Nation,*” regarding current immigration legal issues and policies, April 4, 2017 (taped)

Interview, NJ.com, “*Facebook Rights at Issue Between Nurses, Hospitals,*” November 5, 2015

Interview, NJ.com, “*Union County Bank Violates Anti-Discrimination Laws,*” October 4, 2012

Interview, Rutgers Today, “*Rutgers Professor Weighs In on Apple and Its Labor Missteps,*” March 22, 2012

CURRENT PROFESSIONAL AFFILIATIONS:

-Executive Board Member, *Labor & Employment Relations Association (“LERA”),* New Jersey Chapter, 2012-present

Updated: 11/28/2017