

Former Speakers at IPMA-HR Albany Chapter Events

Alphonso B. David

Alphonso B. David was appointed Special Deputy Attorney General for Civil Rights in April 2010. Mr. David joined the office in June 2008 and previously served as Chief of the Civil Rights Bureau. Prior to joining the Attorney General's Office, Mr. David served as Deputy Commissioner and Special Counselor to the Commissioner for the New York State Division of Human Rights, where he handled all personnel-related litigation and advised the Commissioner on legal, policy, and operational issues affecting the Division. Before joining government service, Mr. David litigated precedent-setting civil rights cases in federal and state courts around the nation as a Staff Attorney at Lambda Legal Defense and Education Fund. He also previously served as Corporate Counsel for the Canyon at Peace Park and as a Litigation Associate at the law firm, Blank Rome LLP. Mr. David began his legal career as a judicial clerk to the Honorable Clifford Scott Green in the United States District Court for the Eastern District of Pennsylvania. He has taught constitutional law as an Adjunct Professor of Law at Benjamin N. Cardozo School of Law since 2008 and at Fordham University School of Law since 2004. Mr. David received his Juris Doctor Degree from Temple University School of Law, where he served as Executive Editor for the Political and Civil Rights Law Review and a member of Temple University's National Trial Team. He received his Bachelor of Arts Degree from the University of Maryland.

Caroline J. Downey

Caroline Downey serves as General Counsel at the Division of Human Rights, supervising the Division's Legal Bureau, which includes the Legal Advisory Unit, the Legislation/Opinions Unit, and the Litigation/Appeals Unit. A long-time Division attorney, she has previously been the Division's Supervising Attorney, the Director of the Legislation and Opinions Unit of the Legal Bureau, and a Senior Attorney in the Litigation and Appeals Unit. Ms. Downey is also the Division's Ethics Officer. A graduate of Antioch School of Law, Ms. Downey was an associate at the New York City law firm of Hawkins, Delafield & Wood prior to entering public service. She has been a frequent speaker on human rights and equal employment issues for state and local agencies, as well as for various other organizations, including the New York State and City Bar Associations, the New York County Lawyers Association and the National Association of Women Lawyers.

Joan Faxton

Joan has been a Program Administrator for the New York State Office for the Prevention of Domestic Violence since October 1998. During her tenure with the agency, she has coordinated the School and Child Welfare Programs, the Health Care Program, and has coordinated the Governor's initiative on Domestic Violence and the Workplace for NYS since its inception. Joan also has an extensive background in musical comedy theater.

Ronald L. Greenburg

Mr. Greenberg was appointed as First Deputy Director in January 2008. The First Deputy Budget Director reports to the Director of the Budget and plays a lead role in formulating and implementing the State's fiscal policy through the development and oversight of the State's Financial Plan. Mr. Greenberg previously served as Deputy Director from May 2007 to January 2008. Ron has held other positions in State government, including Assistant Deputy Commissioner in the Office of Tax Policy Analysis at the Department of Taxation and Finance, Assistant Chief Budget Examiner in the Economics/Revenue Unit and Chief Budget Examiner in the Transportation, Economic Development, Energy and Environment Unit. Mr. Greenberg serves on the Board of Directors of the Statewide Financial System (SFS) Project. Ron has also represented the Budget Director on other boards, including the Dormitory Authority, Housing Finance Agency, and State of New York Mortgage Agency. Mr. Greenberg holds a Bachelor of Arts degree in Political Science and a Masters degree in Public Policy from Binghamton University, as well as a Masters in Business Administration from University at Albany.

Patricia Baugh

Patricia Baugh began her career in New York State Service with the Department of Civil Service in 1998 and served as a Staffing Services Representative for nearly 3 years before joining the Division of Classification and Compensation in 2001. She is currently serving as a Principal Classification and Pay Analyst, heading a team that services the Department of Health, the Office of the Medicaid Inspector General, the Office of Mental Health, and The Office for Persons with Developmental Disabilities. In addition she develops and presents training on a variety of classification and compensation topics. Ms. Baugh has been a member of the IPMA-HR Albany Chapter since 2001 and is currently serving as IPMA-HR Eastern Region President. At this program Ms. Baugh will provide a foundation of “C&C” basics as well as tips and insight into using the Title & Salary Plan, the many resources of the DCS Business Suite, and how to get the most out of NYSTEP Reports. Topics will also include Jurisdictional Classification, Earmarks, how to initially assess a classification request, and the documents and justification required to submit a request in NYSTEP.

Courtney Bernard

Courtney Bernard is an Associate Personnel Administrator at the Office of the State Comptroller in the Personnel Services Unit, responsible for Classification, Examinations and Recruitment. Courtney was co-leader

of the OSC Succession Planning team charged with developing a succession planning process for the agency and continues to take the lead on the workforce implementation and integration strategies in partnership with division management and the Department of Civil Service. She is also our Treasurer this year!

John Black, Esq.

John Black is a partner with the law firm of Hinman Straub. John is a member of the law firm's Government Relation Department and the Chair of firm's Labor Department. Prior to joining Hinman Straub in 2005, Mr. Black was general counsel to the New York State and local retirement systems in the Office of the State Comptroller.

Commissioner Jerry Boone

Jerry Boone is the Commissioner of the New York State Department of Civil Service. Commissioner Boone is a law school graduate from Boston College with extensive human resources experience. Prior to becoming the Commissioner of Civil Service Mr. Boone has served in various human resources capacities including as the Principal of Boone Consulting, Regional Human Resources Senior Vice President of Harrah's Entertainment, Inc., and the Vice President of Human Resources at Harrah's.

Randy Churchill

Randy Churchill was a part-time EAP Coordinator with the Department of State from 1986-2004. In October 2004, he became one of two full-time EAP coordinators for the Capital Area Multi-Agency EAP, the first of its kind in NYS government. He and his colleague serve approximately 4,500 employees, in twelve agencies, located at 32 locations in the Capital District. Randy has served on the Council of Coordinators. He has a Masters Degree in both Public Administration and Psychology, and is a Certified Employee Assistance Professional.

Carol Diotte

Carol Diotte is an Agency Labor Relations Representative 2, in the Bureau of Labor Relations & Employee Safety at the NYS Thruway Authority. Carol has a Bachelor's of Science Degree in Legal Studies with a Minor in Criminal Justice from Russell Sage College. In addition to her degree, she attended Cornell University's School of Industrial and Labor Relations earning a professional certificate in Advanced Employee Relations and Investigations. Carol started her career with the State in July of 1999, when she began working for the New York State Attorney General's Office as a Legal Assistant. From 2005 until 2010 Carol worked for the Department of Civil Service as a Senior Classification and

Pay Analyst in the Division of Classification and Compensation before leaving in May 2010 to work at the Department of Taxation and Finance where she later became an Associate Personnel Administrator in the Labor Relations Bureau.

Carol has been an active member of the Albany IPMA-HR chapter since 2005. She has been a Member-at-Large twice and has been the Chapter's Program Coordinator since 2009. In 2012, Carol was recognized as Outstanding Chapter Member for the Albany Chapter. Carol has also served on various committees for both the Saratoga and Queensbury Eastern Regional Conferences that were hosted by the Albany Chapter.

Joseph Dougherty, Esq.

Joseph Dougherty is a graduate of Hamilton College and he earned his juris doctorate at Albany Law School. As an attorney in the law firm Hinman Straub, he represents a wide variety of clients in addressing issues that arise in and out of the workplace. Mr. Dougherty regularly advises employers and employees on labor and employment as well as commercial litigation matters. He has represented clients in administrative matters before the United States Department of Labor, Equal Employment Opportunity Commission, Financial Industry Regulatory Authority, National Labor Relations Board, NYS Division of

Human Rights, NYS Department of Labor, NYS Department of Tax and Finance, NYS Retirement System, NYS Public Employment Relations Board, NYS Workers' Compensation Board, NYS Department of Health, state legislature and federal and state courts.

Mr. Dougherty's practice includes various aspects of the public and private employer/employee relationship, including: negotiating employment contracts and separation agreements, restrictive covenants, disciplinary procedures, alternative dispute resolution, sexual harassment and discrimination, wage and hour (NYS/FLSA), independent contractors and contingent workers, prevailing wage, I-9 compliance, OSHA, substance abuse and drug testing, class action litigation as well as other employment-related matters.

Douglas Gerhardt, Esq.

Douglas Gerhardt is a partner with the law firm of Harris Beach. Mr. Gerhardt has years of experience counseling school districts, BOCES, municipalities and other government entities on a wide range of issues. He litigates matters in court and through administrative proceedings relating to personnel matters, constitutional questions and labor law issues and as such represents clients in litigation and matters before a variety of government state agencies including the State education

department, the Attorney General's office, State Liquor Authority, the Comptroller's Office and the State Division of Human Rights.

Mr. Gerhardt began his legal career as a counsel to Assembly Speakers Sheldon Silver and Saul Weprin. He has also held the positions of the Director of Government Relations and Assistant Counsel for the School Administrators Association of New York State and General Counsel to the New York State Council of School Superintendents prior to becoming a partner with Harris Beach.

Brian Hodgdon, Esq.

Brian Hodgdon is an associate with the law firm of Hinman Straub's Labor and Employment as well as their Litigation department. Mr. Hodgdon joined the firm in April 2013. Prior to joining the firm, Brian served in the United States Navy as a Judge Advocate, where held positions as a military prosecutor and counsel to senior military officials. Brian has also worked for the New York State Supreme Court, Appellate Division, in the Third Department and was also deployed to Afghanistan in support of Operation Enduring Freedom.

Marybeth Labate

Marybeth Labate is the First Deputy Budget Director for DOB, where she plays a central role in developing a financial plan for the State that

furtheres the Governor's fiscally responsible vision and negotiating with the New York State legislature on a variety of budget and policy-related issues. Ms. Labate has been directly involved in a number of the administration's key fiscal accomplishments, including maintaining State spending to two percent, reforming the Medicaid program to dramatically limit growth, and the developing and advocating for \$60 billion in federal aid in response to Superstorm Sandy. Prior to her role as First Deputy Budget Director, Ms. Labate also led a number of units and sections within DOB responsible for economic development, public authorities, welfare and labor. She has also held positions within the New York State Department of Parks, Recreation and Historic Preservation and New York State Homes and Community Renewal. She received a B.A. from the University of Notre Dame and an M.A. in Public Administration from the Rockefeller School of Public Affairs at SUNY Albany.

Marsha Lawyer

Marsha Lawyer joined the Statewide EAP staff as a Capital Area Regional Representative in November 2005. Before coming to the State, Marsha worked as a counselor in Alcohol and Substance Abuse Treatment and as the Program Director for a three-county mediation center. In addition to her extensive human service experience, Marsha has a bachelor's degree in Business Administration, is a Credentialed Alcohol and

Substance Abuse Counselor, and a Certified Employee Assistance Program Professional.

Karen McCarroll

Karen McCarroll is the Assistant Director of Personnel at the Office of the State Comptroller. Karen manages Personnel Services and is responsible for the agency's Classification, Staffing, Examinations and Recruitment and associated strategic priorities. Prior to joining OSC in 2002, she had a 20 year career in private industry management with experience including enterprise staffing, recruiting, training; performance management and labor relations. Karen has a B.S. in Marketing and Management from Siena College, with a concentration in Computer Science. She holds a Senior Professional in Human Resources (SPHR) certification and is a member of the Society for Human Resources Management (SHRM). Karen has been a member of the Albany Regional International Professional Management Association for Human Resources (IPMA-HR) since 2003, serving as Member at Large in 2013-2014, and serves on the Classification & Compensation Subcommittee of the NYS Personnel Council.

Mark McCarthy, Esq.

Mark McCarthy is an attorney with the law firm of Harris Beach. Listed in *New York Super Lawyers* and *Best Lawyers in America*, Mr. McCarthy's

legal practice focuses on construction, corporate, and employment litigation. In the labor and employment area, he has significant administrative hearing, trial, and appellate experience in the New York state and federal court systems, as well as administrative courts including the Equal Employment Opportunity Commission, New York State Department of Labor, Division of Human Rights, and the Public Employment Relations Board. Building on his experience in labor litigation, Mr. McCarthy has and continues to represent municipalities in the negotiation of public sector labor contracts and in handling related PERB matters involving improper practice charges. He also serves as outside labor counsel, advising both public and private sector clients on issues such as disciplinary matters, work place safety, and best practices for employment rules and regulations. In addition to his position at Harris Beach, Mr. McCarthy has also served as an adjunct professor at the Albany Law School of Union University, and speaks regularly at Continuing Legal Education seminars on trial issues.

Michael Volforte, Esq.

Michael Volforte is the Interim Director of the New York State Governor's Office of Employee Relations (GOER). As Interim Director, Mr. Volforte acts as the Governor's agent in discharging the powers and duties

conferred on the governor by the Public Employees' Fair Employment Act. This involves the negotiation and administration of collective bargaining agreements covering 180,000 plus employees in 14 different bargaining units. Mr. Volforte has also served as the Acting General Counsel and Deputy Counsel providing legal advice on contractual interpretation, obligation to negotiate under the Taylor Law and the interpretation and application of various Federal and state labor laws to the State workforce.

Mr. Volforte was a May 1996 graduate of Albany Law School and began his career with the New York State Governor's Office of Employee Relations in October of 1996. Initially employed as an Assistant Counsel, his duties included the representation of various State agencies and departments in grievance arbitrations and improper practice charges filed under the Taylor Law and representing the State in interest arbitration proceedings concerning the Division of State Police. He has also served as Records Access Officer under FOIL and the Counsel's Office liaison for procurement issues.

In December of 2002, he assumed the additionally duties of contract administrator and chief negotiator for GOER for the three negotiating units consisting of sworn members of the Division of State Police: the Troopers Unit, the Commissioned/Non-Commissioned Officers Unit and

the Bureau of Criminal Investigations Unit and in November 2003 was promoted to Associate Director. Mr. Volforte has developed expertise in the Family and Medical Leave Act (FMLA) and Copyright Law and has conducted numerous trainings for various State agencies and private employers on these subjects. Additionally, Mr. Volforte has conducted training on the following topics: Fair Labor Standards Act, COBRA, the National Labor Relations Act, HIPAA and the Taylor Law and its various aspects.

Former Speakers at IPMA-HR Albany Chapter Events (continued)

Nancy G. Groenwegen

Nancy Groenwegen is the former Commissioner of the New York Department of Civil Service and President of the Civil Service Commission. She oversaw an agency that serves as the central human resources agency for executive branch agencies of state government. The agency also provides technical services to 99 municipal civil service agencies and administers the state's health insurance program, which provides benefits to more than 1 million state and local government employees and their dependents. The three-member Civil Service Commission, which Commissioner Groenwegen headed as President, adopts and modifies rules governing a wide range of state civil service matters and hears and decides appeals on such matters as examination qualifications, pay grade determinations and disciplinary actions.

Nancy B. Kiyonaga

In 2010, Nancy Kiyonaga was appointed the Director of Commission Operations and Municipal Assistance at the Department of Civil Service. With that new assignment, she also maintained the responsibilities of her former position of Director of Workforce and Occupational Planning. Nancy now oversees the operational activities of the Civil Service Commission, the civil service activities of the 97 local civil service agencies, and the Department's statewide workforce and succession management initiatives. Prior to these positions, Nancy served as the Director of the Division of Classification and Compensation. Nancy is an active member of several professional organizations including the International Public Management Association for Human Resources (IPMA-HR) where she just completed a three year term in the elected position of State Government Representative on the International Executive Council; the State Academy for Public Administration where she just finished a five-year term as Treasurer; and the American Society for Public Administration. Nancy has been an adjunct professor of Public Administration for Cornell University and Russell Sage College. She holds Bachelor's and Master's degrees in History and a Master's in Public Administration.

Judy Hampton

Ms. Hampton's experience as president of a successful documentary film company and public relations firm enhances her ability to understand complex leadership challenges. Her years as a senior manager in a major corporation are the foundation of her understanding of challenges in the corporate sector. And her background in civil rights gives her the perspective to connect with issues involving workplace diversity and cross cultural communications on a highly informed level. These three aspects of professional experience, coupled with a talent for teaching, enable Judi Hampton to offer training and coaching programs that provide practical strategies and solutions for complex workplace issues. Judi Hampton has over thirty years of experience as a business skills seminar leader and coach, university professor, and public relations executive. She is president of her own professional development firm, Judi Hampton Public Relations (JHPR), which provides training and coaching to a broad range of clients, including professionals with English as another language. Over the last decade, Judi Hampton has led hundreds of training programs for non-profit organizations, government agencies, and corporations. She has conducted seminars for Cornell University ILR School, Boston University Corporate Education Center, NeighborWorks, and the New York City Department of Citywide Administrative Services. Clients include: the United Nations, MasterCard, Raytheon, W.J. Deutsch, Brigham & Women's Hospital, Weill Medical Center, and numerous universities.

Former Speakers at IPMA-HR Albany Chapter Events (continued)

**Gary
Johnson**

Mr. Johnson is a 1973 graduate of Fordham College at Lincoln Center, where he earned a B.A. in Religious Studies, summa cum laude. He received his law degree from the Fordham University School of Law in 1985. He sat for a number of years on the NYS Continuing Legal Education Board and currently serves on the Advisory Board of the Government Law Center of Albany Law School and as a board member of Unity House in Troy. He also sits as a member of the Independent Judicial Election Qualification Commission, Third Judicial District, and as a member of the Governor's Commission on Creating Diversity in the State Workforce. Some time back in the last century, Gary enjoyed a prior existence as a high school teacher and published a number of textbook teacher's guides. As a result, he considers himself an honorary member of the training and development community. Gary Johnson has served as Director of the Governor's Office of Employee Relations (GOER) since April 2007. Over the past 20 years, Mr. Johnson has held a variety of positions in the area of public sector labor and employment law. Admitted to the practice of law in 1986, he has served as an assistant counsel at GOER, and as an associate counsel at the NYS Office of Court Administration and at NYSUT. He also previously served as an administrative law judge at the NYS Public Employment Relations Board (PERB), as well as at the NYS Public Service Commission. His tenure at PERB also included a decade as that agency's director of litigation. He began his legal career as an assistant district attorney in the King's County District Attorney's Office.

**Gregory K.
Jones**

Gregory K. Jones is Associate Counsel at the NYS Commission on Quality of Care and Advocacy for Persons with Disabilities, obtained his under-graduate degree from Clarkson University in 1970 and his Juris Doctor degree from St. John's University School of Law in 1974. He is admitted to practice in New York and Florida. Currently Mr. Jones serves as Counsel to the Division of Advocacy and serves as a resource for state agencies and the public regarding the legal rights of people with disabilities under the law. He has conducted training and lectured extensively on the requirements of the Americans with Disabilities Act of 1990, the NYS Human Rights Law, and other state and federal disability related laws for numerous groups and organizations, including the NYS Restaurant Association, the American Association for Affirmative Action, the NYS Training Council, Cornell University, the State Universities of New York, Albany Law School Government Law Center, NYS Association of County Attorneys, and the NYS Bar Association Continuing Legal Education programs. He has served on numerous committees and councils, including Legal Services for SSI/SSDI Advisory Committee, New York State's Most Integrated Setting Coordinating Council, Medical Advisory Board to the NYS Department of Motor Vehicles, the Disability Legal Services Advisory Council, the Most Integrated Setting Coordinating Council, the NYS H.A.V.A. Task Force, and the NYC Independent Living Council. Mr. Jones has authored or co-authored numerous works, including "The New Americans with Disabilities Act" (1992 NY Bar Assoc.), "Representing People with Disabilities" (1993 – 2008 NYS Bar Assoc.), and the "National Encyclopedia of Disability and Rehabilitation" (Macmillan Publishing USA, 1995).

**John
Marcellus**

John is an agency trainer at the New York State Division of Parole. He has also worked with several other New York State agencies, and was a Civil Rights Commissioner for the City of Albany in the early 1990s. John holds a Masters degree in Anthropology with a focus in cultural linguists. He provides training on subjects such as: communication, conflict management, cultural competence, generations, leadership, sexual harassment prevention, supervision, and trainer development topics.

**Norma
Meacham**

***Norma Meacham** is a partner at Whiteman Osterman & Hanna. Her areas of expertise include all aspects of labor and employment and education law including employment policy, collective negotiations, arbitration, disciplinary proceedings, PERB and NLRB proceedings, employment discrimination, and related litigation. Prior to joining the Firm, Ms. Meacham was Director of Human Resources for the New York State Unified Court System, with responsibility for employee relations, personnel, equal employment opportunity, training, payroll, and judicial benefits. She previously served as Director of Employee Relations, Deputy Director of Employee Relations, and employment counsel for the judicial branch. Prior to serving in the public sector, Ms. Meacham was in private practice.*

Former Speakers at IPMA-HR Albany Chapter Events (continued)

Scott

Quesnel

Scott Quesnel, Girvin & Ferlazzo, PC, counsels and represents employers of all types and sizes in labor and employment-related contexts, including workplace investigations, policy development and review, wage and hour compliance, and EEO compliance. Mr. Quesnel focuses on representing public and private sector employers in claims arising under Title VII of the Civil Rights Act of 1964, the ADA, the FMLA, the Age Discrimination in Employment Act, the FLSA, the Employee Retirement Income Security Act, a variety of other federal and state employment laws, and the U.S. Constitution. He also provides a broad range of employment law and human resource training to executives, managers, supervisors, employees and HR Groups.

A graduate of the State University of New York at Geneseo, Mr. Quesnel earned his law degree from Albany Law School, with a concentration in civil litigation. During his time at ALS he won the Dominick L. Gabrielli Appellate Advocacy Competition, the Donna Jo Morse Client Counseling Competition, and was a national finalist in the American Bar Association's Negotiating Competition. In 2004, he was selected to be a member of the Albany Law School Chapter of the Order of Barristers.

**Robert
Schofield**

Robert Schofield is a partner at Whiteman Osterman & Hanna's Labor and Employment Law, Education, and Litigation, Arbitration, and Mediation Practice Groups. His areas of expertise include public sector labor and employment issues, education law, and general litigation, as well as State Court practice. Mr. Schofield has been with Whiteman Osterman & Hanna LLP since 2000.

**Kathleen
Caggiano-
Siino**

Since 2007, Kathleen Caggiano-Siino has been the Executive Deputy Commissioner for the New York State Office of Alcoholism and Substance Abuse Services. She provides oversight and guidance to a billion dollar agency with over 800 talented employees all committed to improving the lives of New Yorkers dealing with alcohol, drug and gambling addictions. She is the co-chair of the statewide Talent Management Steering Committee, whose primary focus is to lead the field of addiction (35,000 paid and unpaid talents) toward becoming a "Profession of Choice." Kathleen, Kay Champagne, and Darcy Rickard developed the first OASAS Talent Pool for twenty five employees, focusing on professional development and personal learning. OASAS also proudly supported four Behavioral Health Agencies across the state toward being named a "Best Company to Work For in NYS." Prior to her appointment at OASAS, Kathleen was the senior vice president of people for eight years at the American Cancer Society, the largest voluntary health organization in the country. During her tenure she led teams of employees who were honored with "Best Place to Work in Capital Region, New York and New Jersey." Kathleen was actively involved in a nationwide Talent Management Design Team whose strategic focus included "How to Buy and Build Exceptional Talent." Kathleen actively speaks to government groups and employer groups on maximizing business and people results with a strong emphasis on professional development. She frequently presents on "Servant Leadership and the Workplace," "Best Practices for Employee Productivity, Health & Wellness" and "Leading People in a Difficult Economy." She held an SPHR for many years and in 2005 was proudly awarded the NYC Human Resource Professional of the Year.

Robert Ward

Robert B. Ward is the Deputy Director of the Rockefeller Institute. He heads the Institute's State and Local Government Finance research, and its New York State studies. He has studied and written about New York State government for more than 25 years in his current position, as a newspaper reporter, as assistant to the chairman of the Assembly Ways and Means Committee, and as director of research for The Public Policy Institute of New York State. He is author of New York State Government, the leading text in the field, which was published by the Institute in 2002 and revised in 2006. He has served as an independent fiscal policy adviser to three New York governors. His work on national issues relating to state finances includes leading the Institute's research into gambling revenues for states, and several articles on fiscal sustainability for state and local governments. He is a graduate of Syracuse University.

Former Speakers at IPMA-HR Albany Chapter Events (continued)

Nicholas Vagianelis

Nicholas Vagianelis began his State career as an Intern in the New York State Assembly. He held numerous positions in the Civil Service Department, including Executive Assistant to the State Personnel Council, Executive Assistant to the President of the Civil Service Commission, Director of the Division of Workforce Planning Services, Director of Civil Service Commission Operations, Director of Civil Service Department Operations and Administration, and from 2001 until his retirement in 2009, he was the Director, Division of Classification and Compensation. He also served as a member of the Classification Review Board in the Unified Court System. He received his Bachelor's Degree in Political Science from SUNY Albany and Master's Degree in Public Administration from the Rockefeller College of Public Affairs where he is an Adjunct Instructor in Public Personnel Administration. He was named a Distinguished Alumnus by Rockefeller College in 2000.

Sarah Delaney Vero

Ms. Vero is a graduate of Union College (B.A., magna cum laude) and Albany Law School of Union University (B.A./J.D., magna cum laude) where she served as an Executive Editor of the Albany Law Review and Editor of the NYSBA Government Law and Policy Journal. Ms. Vero represents and counsels employers in all areas of private and public sector labor and employment law, including workplace investigations, employee discipline and discharge, personnel policies, employment contracts and severance agreements, union grievances, anti-discrimination and anti-harassment training, and compliance with the Fair Labor Standards Act, Family and Medical Leave Act and other employment laws. She also represents private and public sector employers in discrimination claims, employment litigation, and unfair labor practice proceedings before Federal and State agencies and courts. Ms. Vero is a frequent lecturer on employment matters, including discrimination and harassment avoidance, workplace investigations, safe hiring practices and Federal and State leave laws.

Kenneth Weinstock

Kenneth Weinstock represents public and private sector employers exclusively in all aspects of labor relations and employment law before state and federal courts, arbitration boards and state and federal administrative agencies. He represents employers in collective bargaining negotiations, grievance and interest arbitrations, union organizing campaigns, and prohibited practice complaints. Mr. Weinstock also represents employers in all types of workplace discrimination claims before state and federal agencies and courts. He counsels public and private sector employers in all aspects of labor and employment including compliance with all laws and regulations governing the workplace, contract administration, personnel policies, sexual harassment training, hiring and firing matters, employee testing and general personnel and human resource concerns. Mr. Weinstock serves as the Update Editor for the Connecticut Conference of Municipalities' Municipal Employee Relations Act Manual, and previously served as Contributing Editor for the Developing Labor Law and Connecticut Employment Law Letter. He is also presently an adjunct faculty member for the University of Connecticut School of Business Executive Education Program and has been an annual presenter for the last six years at the National Public Employer Labor Relations Association Annual Training Conference. He is a faculty member for the National Public Employer Labor Relations Association's Labor Relations Academy and he lectures throughout New England and nationally for various human resource, chamber of commerce, and legal education organizations on various labor and employment topics. Mr. Weinstock also serves on the Board of Directors of the Thames Valley Music School. Mr. Weinstock previously received the Hartford Business Journal's "40 Under Forty" award, recognizing him as one of Greater Hartford's up and coming business and civic leaders. Mr. Weinstock received his Juris Doctor from Boston University School of Law in 1993 where he was a Hennessey Scholar. He received a Bachelor of Arts in Political Science magna cum laude from Boston University in 1990, where he was a Harry S. Truman National Scholar from New Jersey.

<p><i>Lynne Harting</i></p>	<p>Lynne Harting is an Associate Staffing Services Representative with the New York State Department of Civil Service. She has worked at DCS since 1999, in both the Staffing Services Division and the former Municipal Service Division. She is the supervisor for the unit that serves the Office of Children and Family Services, the New York State Justice Center and the Office for People with Developmental Disabilities.</p>
<p><i>Cheryl Humphreys</i></p>	<p>Cheryl Humphreys is a Senior Staffing Services Representative with the Department of Civil Service and has been with the Department for eight years. She works with the Department of Corrections and Community Supervision, Division of Criminal Justice Services, State Police, New York Leaders: Student Intern Program, and is a liaison for the Staffing Division's technical needs. Cheryl is a former member of the Albany Chapter of IPMA and served as a Member at Large and Program Committee Chair.</p>
<p><i>Lisa Kain</i></p>	<p>Lisa Kain joined Staffing Services in 2006. She has direct responsibility for the Office of General Services and several host agencies including the Division of Alcoholic Beverage Control, Division of Homeland Security and Emergency Services and the Division of Veterans' Affairs.</p>
<p><i>Jessica Rowe</i></p>	<p>Jessica Rowe is a Principal Staffing Services Representative and has been with the Department of Civil Service since 2005. Her past assignments included Program Coordinator of the Public Management Institute and Recruitment Services Unit. She is currently the Assistant Section Head of a Staffing Section that serves 33 client agencies such as Department of Labor, Department of Taxation & Finance, State Education Department, SUNY and Office of the State Comptroller. Jessica has been a member of IPMA-HR since 2006 and is a former board member serving as a Member-at-Large and Secretary.</p>