

Instructors – Cornell Municipal Clerks Institute, July 2012



Robin Blakely-Armitage is an Extension Associate with CaRDI in the Department of Development Sociology at Cornell University. She holds a Master's Degree from Cornell University with a focus on Demography, Community Development, and Planning. Robin is particularly interested in demographic trends and the consequences for community and economic development. She spent 8 years working for the University of Wisconsin-Madison before returning to Cornell, working with communities and school districts around Wisconsin who were faced with significant population increases or declines. She currently serves as editor and occasional author of three CaRDI publications. Robin is developing a project around socio-demographic indicators, and will work with community leaders to help them access, interpret and strategically use important measures of community well-being for long term planning purposes. She works with the Empire State Poll every year and develops a rural survey to complement the state-wide information which measures New Yorkers' opinions on a wide variety of social, economic, and community topics.



David Campbell is Associate Professor and Chair of the Public Administration Department in the College of Community and Public Affairs at Binghamton University. Prior to coming to Binghamton (in 2005), he served in senior leadership roles in nonprofit organizations in New York City and Cleveland.



Shawn Cullinane has been the Village Clerk of the Village of Lindenhurst, since 1988. Mr. Cullinane received his Juris Doctorate from Touro College Jacob D. Fuchsberg Law Center and was admitted to practice in New York in 2001. He is a graduate of SUNY Oswego with a Bachelor of Arts degree in Technical Theatre Arts. Mr. Cullinane received his International Institute of Municipal Clerks (IIMC) Certified Municipal Clerk designation from the Syracuse University Municipal Clerks Institute, his Master Municipal Clerk designation through the New England Municipal Clerks Academy and was recently re-certified as a New York Registered Municipal Clerk.



Mary Jo Dudley is the Director of the Cornell Farmworker Program (a collaborative effort of CALS, CHE and CCE under the umbrella of CaRDI), and a faculty member of the Department of Development Sociology. She has extensive research interests in immigrant workers, farmworkers, US-Latin American relations, migration from Latin America to the US, and immigrant communities in the US. She is currently involved in capacity building within the farmworker community in New York State. She is also engaged in research on farmworkers' contributions, farmworkers' perceptions about life in their new communities, farmworker empowerment, and gender and participation.



Kirby Edmonds is the managing partner of TFC Associates, a human relations training and consulting firm based in Ithaca, New York. Kirby is a management consultant, mediator and trainer with experience in the areas of team-building, supervisory issues, building and valuing diversity in the workplace, cultural competence as well as managing conflict and stress in the work environment. He has several years' experience working on diversity in the corporate, higher education and public school environments both with management and unions. He has been a consultant to public-private partnerships throughout the country. He is also been mediator at the Community Dispute Resolution Center in Ithaca, New York and trainer of mediators for the center for over 20 years. Kirby has been speaking to groups about valuing and managing diversity for over twenty-five years, from staff, students and faculty in public schools, colleges, and universities, and in not-for-profit and corporate environments.



Dan Foster is Vice President, General Code, Business Planning, Strategy and Content Management Solutions. Dan has been a valuable leader at General Code for nearly a decade. Dan is responsible for General Code business growth and new product development for all parts of the company including sales to local governments. Over the years, Dan has worked closely with the sales, marketing and production personnel at General Code to understand customer needs and to determine how best to deliver solutions to meet those needs. Dan has taken pleasure in actively working with Clerks and other local government officials around the country to help progressive communities create efficient and effective access to municipal information. Graduate of Ferris State University, Big Rapids, MI, Dan and his family reside in Rochester NY.



Aliqae Geraci is the ILR Research Librarian at Cornell University's Catherwood Library, providing research and instruction services in the field of labor and industrial relations. A recent transplant to Ithaca from New York City, she previously worked as a Research Analyst at AFSCME District Council 37 and Librarian at Queens Borough Public Library. In her spare time, she enjoys knitting and running.



Christina Homrighouse has worked at Cornell University since 1989. She spent nine years at the Johnson School (MBA program) in a variety of positions. She worked for three years with the Technology Services group where she provided desktop support and training. She also spent two years with the Career Services Office as the Assistant Director of Operations. Her experience with students in an academic community, as well as recruiters from the business world, give her a unique perspective to use while instructing. Currently she teaches at the School of Industrial and Labor Relations. There, courses include basic and advanced application software skills, as well as fundamentals on human resource information systems. She also teaches at the Johnson School as part of their Leadership Skills Program and does independent consulting. She enjoys the challenge of a teaching and learning environment, especially getting to know students from many walks of life.



Rod Howe is the Assistant Director of Community & Economic Vitality through Cornell Cooperative Extension and the Executive Director of the Community and Rural Development Institute (CaRDI). Rod fosters collaborative programming among faculty and off-campus Extension educators; and establishes effective working relationships with local, state, regional and national agencies and organizations. His diverse educational background serves the range of issues that come before CaRDI well.



David Kay is a Senior Extension Associate. He has worked at Cornell since the early 1980's and has collaborated with numerous faculty and other on and off-campus partners on a broad range of applied research and extension projects. Most of his projects have had a policy orientation and are focused on improving community decision making in New York communities. Recent projects have involved issues such as land use planning, rural land markets, and sprawl; building local institutional capacity to manage farm-neighbor conflicts; local government fiscal stress; and the economic impacts of child care and strategies for local economic development. Since joining CaRDI in 2006, David has focused his work on land use and landscape preservation. David has chaired or otherwise served on numerous boards and committees for the City of Ithaca and Tompkins County dealing with planning, land use, and transportation issues and also has served over a number of years on the boards of the New York Planning Federation, the New York Upstate Chapter of the American Planning Association, and Ecovillage at Ithaca, Inc.



Pattie McCoy is the Town Clerk and Treasurer for Poultney, Vermont. Elected Clerk and Treasurer in 1991, she began her eighth term in March 2011. She earned a Bachelor of Science degree in Environmental Resource Management from the University of Connecticut in 1977. In 1996, Ms. McCoy received her State's Certified Municipal Clerk and Treasurer designation and her IIMC Certified Municipal Clerk (CMC) designation through the New England Municipal Clerks' Institute and Academy at Salve Regina University in Newport, Rhode Island. She received her Master Municipal Clerk (MMC) designation in May 2005. In May 2008, Pattie received the prestigious IIMC Quill Award.



Poppy McLeod is an Associate Professor in the Department of Communication at Cornell University. She earned her Master's and Ph.D. degrees in Social Psychology from Harvard University, and her B.S. in Psychology from Syracuse University. Prior to joining the Communication faculty at Cornell, Professor McLeod taught in the Business Schools of Case Western Reserve University, University of Iowa and University of Michigan.



Jean McPheeters is the president of the Tompkins County Chamber of Commerce and has served in this position since 2000. Previously she worked for Tompkins-Seneca-Tioga BOCES (Board of Cooperative Educational Services) and as the District Administrator for U.S. Representative Maurice Hinchey and district representative for Congressman Matthew McHugh. Ms. McPheeters currently is a member of the Boards of Directors of Tompkins County Area Development, Tompkins County Workforce Investment Board, Cayuga Medical Center, and the Paleontological Research Institution. She was a co-chair of the successful \$2 million campaign for United Way of Tompkins County in 2007-08 and is a trustee emerita of Tompkins Cortland Community College.



Rhoda Meador, PhD, is the Director of the Ithaca College Gerontology Institute. She is the former Associate Director of Outreach and Extension in the College of Human Ecology, and Associate Director of the Bronfenbrenner Center for Translational Research at Cornell University. Dr. Meador's research focuses on structural changes in health care and social service settings that help older people maintain an enhanced quality of life. She has investigated the impact of professional development and innovative management practices on health and human services practitioners and is currently working with a team of researchers to investigate retiree stewardship in environmental activities. Meador has a Ph.D. in Consumer and Family Sciences Education from Iowa State University, and an MS and BA in adult learning from Marshall University. She has worked with practice and applied audiences in a variety of education, human service, and health care settings, which has enabled her to translate knowledge from social science research into a variety of successful training programs, manuals, and articles. She has authored and co-authored many peer-reviewed publications, consulted, presented seminars and workshops at regional and national events.



Liz Mistretta is a graduate from the State University of New York at Fredonia, earning a Bachelor of Arts degree in Political Science and Legal Philosophy. Liz has been with General Code since 2003 with extensive experience with New York and Pennsylvania government sectors involving Electronic Document Management related project management, building customized document solutions, customer service and marketing. In addition, she has a solid background in both the New York and Pennsylvania codification services. She has worked on-site with many municipal clients and her knowledge of our clients and their needs is tremendous.



Suzanne Motheral is currently an Outreach Worker for the Tompkins County Office for the Aging. She helps elders to get weatherization services and needed home repairs, and to improve home energy efficiency. She also installs medical alert devices through the Personal Emergency Response System program. Suzanne has mediated, facilitated, and taught collaboration and leadership skills for decades. Prior to her current employment, she directed the Interface program of CDRC, which provided collaborative problem-solving, facilitation, and mediation services to a wide range of businesses, governments, and organizations. Also in the Ithaca area she has also been a project manager at the Sciencenter and held a community development position with Cornell Cooperative Extension. Suzanne previously worked on hunger relief in the Boston area, agricultural research at the Harvard School of Public Health, education for action with students at Radcliffe College and Cornell University, and conservation on Ossabaw Island. Her small business experience is with organic farming, landscaping, baking, and ergonomic improvements for work and home settings. Ms. Motheral is a graduate of Pennsylvania State University and the Goddard- Cambridge Graduate School for Social Change, and student at the Ithaca College Gerontology Institute. She committed to life-long experiential learning and the search for wisdom.



Heidi Mouillesseaux-Kunzman is an Extension Associate with the Community and Regional Development Institute (CaRDI) in the Department of Development Sociology at Cornell University. As CaRDI's Community Development Coordinator, she develops educational programs and tools, facilitates regional networking opportunities, and occasionally conducts research designed to help local officials, community and economic developers, and other local leaders to collaboratively identify, pursue, and achieve their community's development goals. Heidi is also a Project Coordinator with the Northeast Regional Center for Rural Development, where she has been heavily engaged in supporting regional economic development initiatives in Pennsylvania and New York, and building regional and national networks of land grant University professionals working in the area of Community Development, with the goals of strengthening collaboration and, in turn, programming in this area for the benefit of communities.



Karl A. Pillemer, Ph.D. is a professor of Human Development at Cornell University and Professor of Gerontology at the Weill Cornell Medical College. An internationally renowned gerontologist, his research examines how people develop and change throughout their lives. He has authored five books and over 100 scientific publications, and speaks throughout the world on aging-related issues. In a recent set of studies, Dr. Pillemer decided to find out what older people know about life that the rest of us don't. This project led to the book: *30 Lessons for Living: Tried and True Advice from the Wisest Americans*, published by Hudson Street Press/Penguin in 2011.



Alfred "Al" E. Piombino is a professional speaker, consultant and published author. Piombino's expertise, dynamic style and rare humor help participants navigate through confusing processes, procedures and concepts. He is a uniquely qualified facilitator because he is both a seasoned past county elected official and an experienced emergency manager. His emergency spokesperson roles include American Red Cross Disaster Services/Public Information Supervisor and Dutchess County EMS Council Public Information Chairman. Piombino earned his Certified Emergency Manager status from the International Association of Emergency Managers. He is a graduate of Marist College and holds a Master's degree in Public Administration.



Joseph Schwartz is a press relations officer with Cornell University. Previously, he was a newspaper reporter, newspaper opinion page editor and a magazine editor. He served two terms as an elected town board member for the Town of Danby in Tompkins County, and also served on Danby's planning board, and currently serves on the board of zoning appeals. He has first-hand experience on both sides of the often contentious municipal-media relationship.



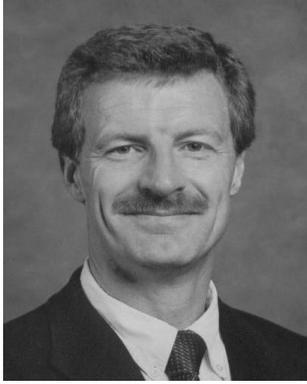
Jeff Shepardson has served CDRC as staff member, mediator and trainer since 2005, mediating cases in a wide variety of settings, including workplace, home, public forums, nursing facilities, schools and social service centers. Jeff provides Mediator Trainings and Conflict Management Workshops on a local, state and national level. As a veteran mediator-trainer and the recipient of intensive and advanced trainings, Jeff holds a deep belief in the power of alternative dispute resolution skills to transform conflict interaction by increasing personal agency and improving interpersonal relationship. Jeff is a certified mediator with the Institute for the Study of Conflict Transformation, Adjunct Trainer at Hofstra University Law School and holds degrees in Literature, Communications and Theology.



Jamila Walida Simon grew up in New York City. She earned her High School Diploma from Benjamin N. Cardozo High School as an engineering major. Ms. Simon graduated from Wells College in 2001, with a degree in Environmental Science and Policy Values and with two limited edition books she printed at the Wells College Press. Shortly after graduation, Ms. Simon entered the corporate world and then reentered academia as a Master's of Science student in natural resources at Cornell University. During her MS work, Simon's work brought her to Durban, South Africa where she explored community gardening for poverty alleviation in township schools. Since then the National Science Foundation, the Garden Mosaics Program, and the National Minorities in Agriculture, Natural Resources, and Related Sciences have honored her. As a Cornell graduate student Ms. Simon served as a Cornell Urban Scholar, and she was involved in a participatory action research project focusing on gentrification in the Rockaways. Ms. Simon joined the staff of Cornell University Cooperative Extension - New York City while she was a master's candidate and served as a Project Coordinator for the CYFAR CITY Project (Children, Youth, Families at Risk, Community Improvement through Youth). CITY encouraged youth to conduct community improvement projects in lower Manhattan and Brooklyn, NY. Currently, Ms. Simon is a Project Manager at Cornell University Cooperative Extension of Tompkins County where she oversees undergraduate and graduate students who serve as volunteers in her 4-H after-school programming. In addition, she works with cloverbuds and preteens who work on civic engagement, healthy living, and STEM projects. In addition to this work she serves as the Program Coordinator for Communications and Civic Engagement for the NYS 4-H Office which is run out of the Bronfenbrenner Center for Translational Research.



Paul Treadwell is currently employed by Cornell Cooperative Extension as Distance Learning Advisor. His current areas of interest include online interactions in the context of learning communities, tools for capturing tacit and explicit embodied knowledge online, and emerging social networking technologies.



Larry Van De Valk is Executive Director of the Empire State Food and Agricultural Leadership Institute, or LEAD New York, a two-year leadership development program for adult professionals in the food, agricultural and natural resource industries. Van De Valk is also a Senior Extension Associate in the Community and Regional Development Institute (CaRDI), part of the Department of Development Sociology at the College of Agriculture and Life Sciences at Cornell University. Larry earned a PhD in Adult and Extension Education, MA in Teaching and BS in Agricultural & Biological Engineering, all from Cornell, as well as an AAS in Forestry from Paul Smiths College. He has published several articles in refereed journals, and his research interests are in the areas of leadership development theory, program evaluation, and the social capital building effect of leadership development initiatives. Larry is the recipient of the State University of New York Chancellor's Award for Excellence in Professional Service and the International Association of Programs for Agricultural Leaders Outstanding Leadership Program Director Award.



Mildred Warner is a Professor in the Department of City and Regional Planning at Cornell University where her work focuses primarily on local government service delivery and new community development models for addressing human services. Dr. Warner's research explores the impact of privatization and devolution on local government and the role of human services as part of the social infrastructure for economic development. Her work shows potential for market based solutions in public service delivery but also raises cautions about the uneven incidence of market approaches in depressed inner city and rural areas. Dr. Warner has a Ph.D. in Development Sociology, a Masters in Agricultural Economics from Cornell University and a BA in History from Oberlin College. She is author of numerous refereed articles and book chapters and has received major research grants from the USDA National Research Initiative and Hatch program to look at the impacts of devolution and privatization on local government service delivery, and grants from the US Dept of Health and Human Services, Rauch and Kellogg foundations to explore the links between economic development and child care. Dr. Warner has a strong extension orientation and consults widely with local government and union leaders on local government reform, and with child care policy makers and business leaders on economic development strategies to support social infrastructure. Recent work has taken her to Spain, England, New Zealand, Australia, Ecuador and Bulgaria. She also has served as a Research Associate with the Economic Policy Institute in Washington, DC where she spent her sabbatical in 2005. Prior to her appointment in Planning at Cornell, she served as a program officer with the Ford Foundation for three years and as Associate Director of Cornell's Community and Rural Development Institute.

Patricia Wilkins is the Assistant Director in Employee and Organizational Development at Ithaca College. In this capacity, she serves as a consultant to managers and staff designing and facilitating retreats and team building workshops, provides individual and group consultation to staff on professional development needs, instruct supervisors on performance management policies and practices, serves as project lead for the Ithaca College's On-boarding initiative, and serves as career coach for staff and the Johnson School of Management Executive MBA program. Prior to her work at Ithaca College, Patricia served as a Staff Development Associate in Organizational Development for Faculty and Staff (ODF&S) at Cornell University. Patricia has a bachelor's degree in Business from Ithaca College's School of Business with concentrations in management and human resources. She earned her Professional in Human Resources (PHR) designation and has served in various capacities as a member of the Society for Human Resource Management of Tompkins County (SHRMTC) board, including

volunteer liaison for the Cornell Student Chapter assisting students interested in obtaining their certification as human resources professionals. Patricia is also a certified Myers-Briggs Type Indicator administrator and certified Deputy Title IX Coordinator.



Paula Younger is Deputy County Administrator for Tompkins County, New York. She is responsible for coordinating a variety of organization development activities for enhancing County government operations. She provides executive-level coaching to senior management and elected officials on matters pertaining to organizational preparedness and efficiency, and assists in identifying competency models to help demonstrate county performance. She serves as the County's Corporate Compliance Officer and has executive oversight of diversity and inclusion activities for the County workforce. She also serves as Administration Department liaison to Legislative Standing Committees, and represents the County at various community meetings and events.