

CORNELL MUNICIPAL CLERKS INSTITUTE
July 20 – 24, 2008

INSTRUCTOR BIOGRAPHIES

Ellen Abend

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Ellen is an Extension Associate and Coordinator of the New York Extension Disaster Education Network (NY EDEN). EDEN is a national collaborative effort throughout the land-grant university system whose goal is to reduce the impact of disasters through education in preparedness, mitigation, response and recovery. Ellen is a RN and Health Educator with a M.S. in Education from SUNY Cortland. Currently, she coordinates the statewide emergency preparedness efforts of Cornell Cooperative Extension (CCE) and is a member of the CCE Communications Team. Her prior work at Cornell University involved agricultural safety research and education in injury prevention. Ellen also serves as secretary of the Comprehensive Plan Committee for the Town of Niles.

Kathy Berggren

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Kathy has always wanted to be a teacher; helping other people to learn fascinates her! While studying animal science and education as an undergraduate at Cornell, she fell in love with Ithaca. Kathy continued on at Cornell pursuing a masters degree in education while teaching in the biology, physical education (horseback riding), and communication departments. She is presently a Senior Lecturer in the Communication Department at Cornell University, teaching Communication 201: Oral communication and a seminar course on Issues in Teaching About Communication. She also advises the Women in Communication and the Help A Life organizations, facilitates the department internship program, and is the Summer Session Coordinator. Serving on the National Board of Directors of AWC has broadened her perspective and connection to the communications industry. Kathy's primary goal is to continue her efforts at improving teaching, advising, and service. She tries to incorporate the notion of audience analysis by realizing that people only learn new material based on their prior knowledge. This premise extends to her service and outreach interests in special needs advocacy and health communication. Kathy's time outside of work is consumed by her eight year old twins, Annika and Linus. She also loves to travel and spend time with her husband, Martin.

Robin Blakely

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Robin Blakely is an Extension Associate with the Community & Rural Development Institute (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, the *Rural New York Minute*, the *Research & Policy Brief Series*, and *CaRDI Reports*. 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. Robin organizes the annual spring semester *Future of Rural New York Seminar Series* which brings together researchers, policymakers, extension educators, and other practitioners to discuss issues important to rural New York. She also serves on the Board of Directors for the NYS Rural Schools Association.

David Campbell

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David Campbell is an assistant professor in the College of Community and Public Affairs at Binghamton University where he teaches nonprofit management and public administration. He has worked in senior leadership positions in nonprofit organizations in New York City and Cleveland and as an adjunct faculty member in the Executive MPA Program at Columbia University. He holds a Ph.D. from Case Western Reserve University; he also holds degrees from Yale University and Bates College. His research interests are the evolution of nonprofit organizations and their performance.

Allison Morrill Chatrchyan

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Allison is the Environment Program Leader for Cornell Cooperative Extension in Dutchess County. The CCEDEC Environment Program provides support, education and technical resources to the County's Environmental Management Council, 21 municipal Conservation Advisory Committees, municipal officials, watershed organizations, and the public. Allison participates with the NYS DEC Hudson Valley Climate Change Network, and has conducted research and written about environmental politics and climate change policy. Previous to her work at CCE, Allison taught graduate environmental policy courses at the Bard Center for Environmental Policy; was a research and teaching assistant with the University of Maryland; program officer with the United Nations Environment Programme in France; and environmental consultant with the Environmental Policy Center, in Washington, DC. She holds a Ph.D. and M.A. in Political Science (environmental politics and policy) from the University of Maryland, and a B.A. in Government/Environmental Studies from Colby College in Maine.

Lisa Cimbaluk

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Lisa Cimbaluk is a PhD student in Development Sociology at Cornell University. At Cornell, she works as a Research Assistant and Teaching Assistant to both undergraduate and graduate students. Her current research uses regression modeling to analyze the consequences of devolution in the U.S. government as financial responsibility shifts from the federal level to the state and local levels. Lisa earned her BA in Sociology from the

University of California, Irvine — graduating Magna Cum Laude and Phi Beta Kappa. Her undergraduate research focused on policy influences of the anti-violence feminist movement in the U.S. and on the effects of debt restructuring programs implemented by the International Monetary Fund and World Bank. Before coming to Cornell, Lisa spent several years working for various social causes both in the U.S. and abroad. She worked on issues as diverse as international development and global governance (Washington, D.C.), fair trade (San Francisco, CA), human rights (Brussels, Belgium), freedom for Burma (Sydney, Australia), HIV/AIDS (Cape Town, South Africa), and learning by school-age children (Wolverhampton, England).

Suzanne Etherington

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Suzanne Etherington is the Region 6 Advisory Officer for the NYS Archives' Government Records Services division. She has a doctorate in history from Syracuse University and is an adjunct instructor at the SUNY Cortland History Department.

Coraline Falco

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Coraline Falco is a Research Analyst with the NYS Office of the State Comptroller's Division of Local Government and School Accountability. She worked on the report, *Green Best Practices: How Local Governments Can Reduce Energy Cost and Minimize Impact on Global Climate Change* and is currently researching an update to the Comptroller's 2004 discussion paper *Smart Growth in New York*. Coraline has graduate degrees from the SUNY College of Environmental Science and Forestry and the Maxwell School of Citizenship and Public Affairs at Syracuse University, and continues to be intrigued by the intersection of environment, people, politics, and money.

Joe Francis

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Joe's research program has been concentrated in two main areas during the last quarter century. These are the areas of environmental systems and economic development in rural areas. He is currently in the third year of a multi-state project to assess economic development strategies, entitled NE-162 Rural Economic Development: Alternatives in the New Competitive Environment. Joe is also involved in a project to assess economic development among communities located along the New York State Canal System, funded by the Ford Foundation and by the Northeast Regional Center for Rural Development. This project will assess the impacts of HUD's Canal Corridor Initiative along side other funding programs being actualized in this region. His teaching program has been concentrated in one area since the inception of his appointment at Cornell University: research methods and statistics. Joe received his Ph.D from the University of Missouri, and received his M.A. and B.A. from Wichita State University.

Cindy Glanville

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Cindy is a Licensed Certified Social Worker in the State of New York. She has her Masters Degree in Social Work from Marywood College in Scranton New York. She has worked in the mental health arena for the past 30+ years. Cindy has been employed as a Counselor and Workplace Consultant for Cornell University since August 2001.

Nina Glasgow

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Nina Glasgow (Ph.D., Sociology, University of Illinois, Champaign-Urbana, 1982) is a senior research associate in the Department of Development Sociology, Cornell University. Her research, extension and outreach focus largely on the sociology of aging and the life course, especially in rural environments. She has conducted research on a number of aging-related topics including demographic aspects of aging; poverty and income status; quality of life; and the health of rural older people. A particular interest is in the social causation of health and longevity, having published research on the positive effect of social integration on health. Recently, Glasgow co-authored (with David L. Brown) a research monograph entitled, *Rural Retirement Migration*, which was published by Springer in 2008. She has published three books, numerous journal articles and book chapters, as well as several policy and research briefs that use evidence from her research to communicate with broader, non-academic audiences. Dr. Glasgow is a co-leader of the Rural Learning Network (RLN) of Central and Western New York, a project co-sponsored by Cornell Cooperative Extension, the Department of Development Sociology and Cornell's Community and Rural Development Institute. The aims of the project are to provide educational activities on topics of importance for community and economic development in Central and Western New York and to foster regional collaborations.

Deborah G. Grantham

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Deborah Grantham is a Senior Extension Associate in the Dept. of Crop and Soil Sciences at Cornell. She has 15 years of Extension work at Cornell, focused on water resources management, including nonpoint source pollution control education and management options for local government officials. Grantham has served on the Tompkins County Hillview Road Landfill Advisory Committee, including as chair for 2 years; the Town of Dryden Planning Board; the Town of Dryden Town Board as an elected official for 8 years; the Cayuga Lake Watershed Intermunicipal Organization; and currently is serving on the Board of Directors of the Cayuga Lake Watershed Network. As Assistant Director of Cornell Cooperative Extension, her statewide responsibilities are in Natural Resources and Environment. Grantham represents Cornell Cooperative Extension on the NYS Soil and Water Conservation Committee, in the NYS Dept. of Agriculture and Markets, the NYS Nonpoint Source Coordinating Committee, and the USDA -- Natural Resources Conservation Services Technical Committee in NYS.

Christina Homrighouse

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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. She believes 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.

Kathy Hovis

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Kathy Hovis, former reporter and city editor at the Ithaca Journal, has more than 15 years of experience with daily newspapers. She is currently a freelance writer and consultant, helping clients with press relations and external communications. She has an undergraduate degree in chemistry and English and a master's in journalism.

Rod Howe

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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. In addition to directing the Cornell Municipal Clerks Institute, Rod is the P.I. for Cornell's Economic Development Administration (EDA) University Center which is hosted by CaRDI.

David Kay

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David is a Senior Extension Associate at the Community and Rural Development Institute in Development Sociology. 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.

Nick Mazza

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Received Bachelor of Science Degree in Business/Public Administration (Magna Cum Laude) from the State University of New York at Utica/Rome in 1975. Received a Masters in Public Administration from the Maxwell School of Public Affairs of Syracuse University in 1985. From 1975-1981 worked for the City of Syracuse in various financial capacities in the area of Federal and State aid. From 1981-1989 was the Director of Finance and Administration for the City of Cortland. In 1989, was appointed as the first County Administrator for Livingston County. He is the past President of New York State Association of County Administrators. Mr. Mazza is a full member of the International City/County Management Association and is a ICMA Credentialed Manager (ICMA-CM). He is a member of the Board of Governor's of the New York State Municipal Insurance Reciprocal (NYMIR) and is a past president of NYMIR. Mr. Mazza has served on a number of NYSAC Committees.

Katherine McComas

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Katherine McComas is an associate professor in the Department of Communication at Cornell University, where she specializes in science, environmental, and risk communication. She is particularly interested in public and community involvement in discussions, planning, and decision making. Much of her research focuses on the use of public meetings, where she investigates the influence of procedural justice considerations on participants' judgments of trust, their satisfaction with the process, and their willingness to engage in future participation activities. She has published widely in refereed journals and is co-author of the book, *Nature Stories: Depictions of the Environment and Their Effects*. In addition to presenting her research at academic and professional meetings, she has given invited talks about risk communication to the National Academy's Institute of Medicine, the U.S. Department of Agriculture's (USDA) Animal and Plant Health Inspection Service, and the New York State Department of Environmental Conservation. Her research has received funding from the U.S. Environmental Protection Agency, the National Science Foundation, JIFSAN, and the Hatch program (USDA).

Jean McPheeters

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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 Tompkins Cortland Community College Foundation. She was a co-chair of the successful \$2 million campaign for United Way of Tompkins County in 2007-08. She is a voting member of the Zone Advisory Board for Tompkins County's new Empire Zone.

Toni Russo Michael

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Toni Russo Michael is a Senior Lecturer at Cornell and serves as director of the basic Public Speaking Course at Cornell. She has been teaching at Cornell on a full time basis since 1976. In addition to her teaching and advising responsibilities, she serves as Chair of the Awards Committee for her department, and is also advisor for Cornell's Chapter of Lambda Pi Eta, the National Honor Society for Communication students, sponsored by the National Communication Association.

Suzanne Motheral

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Suzanne Motheral works part time for the Tompkins County Office for the Aging, one of three staff implementing the personal emergency response system program. She coaches individuals, and consults with organizations, government and business. Her principle client is Empowerment by Design, an occupational therapy business focused on ergonomic improvement of work settings.

Ms. Motheral organized collaborative planning processes, facilitated meetings and mediations, and developed workshops for the Community Dispute Resolution Center. She directed an award-winning pilot program for rural community development through Cornell Cooperative Extension in Tompkins County. With CCE in Tioga County, she spearheaded an innovative community-based telecommunications initiative for government, small business, schools and libraries. She was project manager for two traveling science exhibitions at the Sciencenter developed in partnership with Cornell.

She directed a fellowship in ethical leadership development in Pittsburgh and was adjunct faculty at Carnegie Mellon University. She directed innovative student-community leadership programs at both Radcliffe College and the Cornell University Public Service Center. She conducted research at the Harvard School of Public Health on agricultural practices for small farmers. She coordinated a fresh food salvage and hunger-relief program affiliated with the economic opportunity office in Cambridge, Massachusetts that flourishes over twenty years later.

A graduate of Pennsylvania State University and the Goddard-Cambridge Graduate School for Social Change, Ms. Motheral is a life-long learner. She is now student at the Gerontology Institute at Ithaca College.

Heidi Mouillesseaux-Kunzman

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Heidi is a Community Development Coordinator with the Community and Rural Development Institute (CaRDI). In this role, she develops educational programs and facilitates networking opportunities designed to help local officials and community and economic development practitioners achieve their communities' development goals. Prior to joining CaRDI in 2007, she spent seven years supporting professionals working at the community level to achieve community and economic development goals through agriculture and food system development. Heidi has extensive grant writing experience, developing successful proposals in both professional and community volunteer capacities. Heidi received her undergraduate degree from Bowdoin College, where she studied environmental studies, psychology, and education. She received her masters degree from Cornell University's Development Sociology Department, writing a thesis on Community Supported Agriculture.

Max J. Pfeffer

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Max J. Pfeffer is International Professor of Development Sociology and Chair of the Department. His research currently focuses on immigration to destinations with little recent history of immigrant settlement. His particular interest centers on communities with small immigrant populations and the integration of these newcomers into local social and economic life. Based in this research, he is preparing educational programs that aid communities in building bridges between immigrants and others. In addition, Max's research portfolio includes work on land use and environmental planning. He recently published (with John Schelhas) *Saving Forests, Protecting People? Environmental Conservation in Central America*. Max's research program has covered a variety of rural and urban communities in New York and other parts of the northeastern U.S. and Central America. This work has been made possible with grants from the National Institutes of Health, the National Science Foundation, the U.S. Environmental Protection Agency the U.S. Department of Agriculture's National Research Initiative and the Fund for Rural America and the Social Science Research Council. Max's teaching concentrates on environmental sociology and sociological theory. He previously served as the Associate Director of the Cornell University Agricultural Experiment Station and the Cornell University Center for the Environment.

Susan Riha

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Susan is a professor in the department of Earth and Atmospheric Sciences, and joined the Cornell faculty in 1980. At that time, she was appointed the Charles L. Pack Research Professor of Forest Soils. Her research interests are in the area of the interaction of plants with their physical environment and in dynamic simulation modeling. Most of Susan's projects integrate tools and perspectives from several academic disciplines, among them soil physics, soil fertility, landscape ecology, forestry, plant physiology, weed science, cropping systems ecology, and eco-hydrology. In conjunction with field investigations, her group develops and applies simulation models at the field or landscape scales to integrate and assess system components. Through understanding and simulating plant-environment interactions, they hope to improve human use of plant-environment systems. Susan works on both

environmental and plant production problems on the state, national and international levels. She is a member of the graduate fields of Soil and Crop Sciences and of International Agriculture. In September 2007 she was appointed Director of the New York State Water Resources Institute.

Nadia Rubaii-Barrett

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Nadia Rubaii-Barrett holds a Ph.D. in Political Science with an emphasis on Public Administration and Public Policy and currently is an Associate Professor and Chair in the Department of Public Administration at Binghamton University. She has worked with local government officials in New York, New Jersey, New Mexico, Arizona, Texas, and California, providing professional development education, conducting research and consulting on a range of management and policy issues.

Judy Saul

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Judith A. Saul is the Executive Director and co-founder of CDRC (the Community Dispute Resolution Center, Inc.), a community-based center which provides mediation, facilitation and training services in Chemung, Schuyler and Tompkins Counties. CDRC provides processes and skills that foster constructive responses to conflict. Ms. Saul directs the center's training of community volunteers and has developed conflict education curricula for young people, adults and professionals. She has over two decades of experience mediating interpersonal and multi-party disputes, facilitating meetings and designing public participation processes.

Deb Schmidle

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Deb Schmidle is an Associate Librarian in Collections, Reference, Outreach, and Instruction at the John M. Olin Library, Cornell University. She holds a B.S. from Binghamton University and an M.L.S. from Syracuse University.

She has a wide breadth of experience in the library community, having spent over twenty-five years in the Cornell University Libraries. She has also taught numerous Internet research classes around New York State and in Washington, D.C. From 1997-2001, she headed Labor Outreach Program, a curriculum she developed and taught at the School of Industrial and Labor Relations.

Prior to her return to Cornell in 2004, Deb was the Director of Library and Information Services at Nylink in Albany, New York.

This is Deb's third year working with the Cornell Municipal Clerks Program.

Robert Schwarting

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'Rob' Schwarting is currently an adjunct professor in the Department of City and Regional Planning and teaches courses in professional practice, Urban Public Finance, Quantitative Methods for Program Analysis and Project Management; and Administration in Public Organizations. Before joining the faculty as a visiting lecturer, he managed a federally funded new town (Radisson Community); lead a four county solid waste authority and was the planner/developer for a rural county. Most recently, he has been assisting large scale planned development communities and condominium communities deal with governance and financial crises. His research and teaching interests are in local government leadership in times of crisis and strategies for financially stable, sustainable communities.

Neal Schwartzbach

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Neil Schwartzbach is the Senior Coordinator for Grants and Outreach in Cornell's American Indian Program (AIP). Prior to his work at AIP, Neil was the research coordinator at CaRDI. At AIP and CaRDI, Neil has worked with Cornell faculty and staff on over 52 grant proposals to federal and state agencies and foundations, generating approximately \$4 million in research and extension funding.

David Sears

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Dave Sears has been employed at the New York State Comptroller's Office for about four years as an Associate Examiner in the Division of Local Government and School Accountability. His core responsibilities are to conduct and supervise performance audits of local municipalities, and he has completed a wide variety of audits from single unit school districts to multiple unit statewide projects. One of his most current audits was determining the effectiveness of solar panels in municipalities. Prior to OSC, Dave worked for a regional public accountant firm and as an internal auditor with the State University of New York. His education and degree were completed at the Sage Colleges where he received a Bachelor of Science in Accounting.

Jim Sheridan

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With nearly twenty-five years of varied Human Resources experience, Jim Sheridan is currently a Senior Trainer and Consultant in Cornell University's Organizational Development Services Department, a part of the Office of Human Resources. Jim is principal trainer and coordinator for the University's Supervisor Development Certificate Program as well as its Customer Service training program.

Pam Strausser

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Pamela G. Strausser is a Senior Human Resource Consultant in Organizational Development Services at Cornell University. She received her BA from Harvard University and an MS from the New York State School of Industrial and Labor Relations. Her doctoral research involves organization structure, governance systems and culture as they impact trust and trusting behaviors on the part of employees. Strausser works with organizational change, organization design and governance, coaching and conflict resolution, and training in these areas. She is also the President of Cosmos Hill Associates, an organization specializing in executive coaching, leadership education, organization change, and conflict management and has consulted to organizations in government, industry, military, service and academic sectors.

Paul Treadwell

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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.

Linda Van Buskirk

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Dr. Linda Van Buskirk has taught writing courses in the Department of Communication since 1988, after having taught both English literature and writing courses at UCLA, Southern Illinois University-Carbondale, King Saud University (Riyadh), SUNY Cortland, Wells College, and Clarkson University. A resident of Cayuga County, Linda has also served as a Cayuga County legislator (1994-95) and has been active in a number of county committees and study groups. She lives in Ledyard, New York, where she gardens, raises and shows collies, and helps her busy lawyer son tend his sheep.
Mildred Warner

Chet Warzinsky

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Chester C. Warzynski is director of organizational development services and a lecturer in the Department of Human Resource Studies in the School of Industrial and Labor Relations at Cornell University. He leads a department of professionals in providing management consulting services to academic and administrative units of the university, and teaches graduate courses in leadership and organizational development.

Prior to his appointment at Cornell, Warzynski held a number of leadership positions at both academic and business organizations in the United States and Canada, including director of education for two teaching hospitals, and director of corporate planning, training, and new venture development for a subsidiary of Dow Jones, Inc. He also headed his own management consulting business from 1980 to 1992.

Warzynski completed undergraduate and graduate studies in sociology at Southern Illinois University and the University of Western Ontario, and post-graduate studies in educational planning at the University of Toronto. He has published on leadership, strategic planning, and organizational development, and has presented his research at professional and academic conferences. He consults in the areas of leadership and organizational development to a number of corporate and not-for-profit organizations. His current research interests are in the areas of workforce well-being and cross-cultural negotiations.

Lingwen Zheng

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Lingwen Zheng is enrolled as a master's of regional planning student in the Department of City and Regional Planning at Cornell University. Her research interests primarily focus on economic development policies, particularly high-road economic development strategies and overall socioeconomic justice. Before coming to Cornell, Lingwen has a BE of Urban Planning and a BA of Economics from Peking University in China.

Currently Lingwen is working on the 1994-2004 Economic Development Survey dataset conducted by the International City County Management Association. Her research mainly looks at the trend of local economic development strategies adopted by local municipalities and has identified a broadening tendency of these strategies. And this tendency is featured by a wider concern regarding local business climate and quality of life. In 2007, she also has worked with the ILR School at Cornell University for "The High Road Runs Through the City-Advocating for Economic Justice at the Local Level" conference held in Buffalo, NY. Before coming to the US, she has worked as an intern at Beijing Municipal Institute of City Planning and Design for six months and extensively involved in the Beijing Master Plan 2005-2020.