

CORNELL MUNICIPAL CLERKS INSTITUTE

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INSTRUCTOR BIOGRAPHIES

Kathy Berggren

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Senior Lecturer, Department of Communication. Kathy presently teaches Communication 201: Oral Communication and Communication 398: Issues in Teaching about Communication. She is also the Internship Coordinator and the Summer School Director for the department. Kathy also has an interest in women's issues and special needs advocacy; she actively serves these concerns on and off campus.

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.

Warren A. Brown

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Dr. Brown is Senior Research Associate with the Cornell's Bronfenbrenner Life Course Center and directs the Program in Applied Demographics. Warren represents New York State in the US Census Bureau's Federal-State Cooperative for Population Estimates and Projections. Warren's teaching, research and outreach efforts involve him with the application of demographic information to areas such as workforce and economic development, revitalization of downtown shopping districts, and analysis of housing markets.

Rich Cunningham

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Rich Cunningham is a Program Manager for Thoma Development Consultants of Cortland, New York. A graduate of Syracuse University, Rich has 20 years of experience in the community development and municipal planning fields. Having worked in both the non-profit and private consulting realms, he has significant experience in housing, downtown revitalization, historic preservation, project development, planning, and grant writing. Rich has assisted municipalities across New York in securing funding for projects ranging from small municipal records management programs to multi-million dollar infrastructure projects. He has also developed focused strategic plans and community-wide comprehensive plans, in addition to leading broad inter-municipal planning efforts.

Suzanne Etherington, Ph.D.

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Suzanne Etherington, Ph.D., has been the NYS Archives Government Records Regional Advisory Officer since 1996 for a ten county area. Prior to that appointment, she was an archival and records management consultant whose clients included the National Park Service, a range of government agencies, private corporations, and historical organizations. She started the Archives Division of Maines and Associates in Ithaca, and before that was Director of Library and Archives for the Onondaga Historical Association in Syracuse. She

wrote successful grant applications to state and federal funding agencies, and has been a grant reviewer for the NHPRC and the NEH. Earlier archival experience includes Preservation Coordinator for the Syracuse University Libraries and Senior Assistant Archivist at Cornell University's New York Historical Resources Center. Etherington holds a doctorate in history from Syracuse University and her dissertation was titled '*Less Hell and More Corn: Agriculture in Jefferson County, NY, 1850-1910*'. She has taught history and archives/records management courses as an adjunct instructor at Syracuse University and is currently teaching a graduate course in NYS History at SUNY Cortland. Etherington also has a Master's degree in history from the University of Rochester and received certification as an Archivist by national examination. Publications include the *Guide To Women's Papers At The Seneca Falls Historical Society*, 'American Immigration and the Ethnic Resorts of the Catskills', in *The Best of Both Worlds: The Ethnic Resorts of the Catskills*, and *Catskills Ethnic Resorts: A Guide to Records*. She was a contributor and on the editorial board of *The Encyclopedia of New York State*, published by Syracuse University Press, and has served on several boards of local and statewide organizations.

Resmi Gupta

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Resmi Gupta is a statistical consultant working for the Cornell Statistical Consulting Unit. She has more than 10 years experience working in the fields of economics and biostatistics and holds a master's degree in each. She provides statistical support to the researchers at Cornell University. She advises researchers on a wide range of statistical related issue such as research design, data acquisition and manipulation, planning and interpreting statistical analysis, implementing statistical analysis and write up of results. Besides basic data analysis, she consults on a wide variety of statistical techniques including but not limited to linear and non linear regression, survey research, multilevel modeling, survival analysis, longitudinal data analysis and design and analysis of experiments.

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.

Deb Hover

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Education: B.A. in Business Administration and Education
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For the past 20 years I have been an independent consultant to Cornell University and local organizations to develop and present workshops and semester courses for staff development in communication skills. These have covered a wide variety of topics including business writing for email, correspondence, and reports; grammar and punctuation; presentations; speed-reading; and oral communications for professional office skills and personal use. I currently teach the Human Resources Communications Certificate Program and writing portion of the Office Professionals Certificate Program. Previously I worked as a conversion and training manager for ADP Inc. working with new customers to an online computing service.

David Kay

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David is an 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.

Dominic F. 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 A. McComas, PhD

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Katherine A. McComas (PhD, Cornell) is an assistant professor in the Department of Communication at Cornell University, where she specializes in science, environmental, and risk communication. She is particularly interested in public participation and community involvement in discussions, planning, and decision making about environmental risks. Much of her research focuses on the use of public meetings for risk communication and public participation, 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 public participation activities. She has published widely in refereed journals on the topics of risk and environmental communication and is co-author of the book, *Nature Stories: Depictions of the Environment and Their Effects*. She also currently serves as a member of the editorial board for the *Environmental Communication Yearbook*. 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, Tompkins Cortland Community College Foundation, and United Way of Tompkins County. She is a voting member of the Tompkins County Industrial Development Agency and has recently been appointed to the Zone Advisory Board for Tompkins County's new Empire Zone.

Kenneth Reardon

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Ken Reardon joined the Cornell faculty as an associate professor with tenure after leaving the Urban and Regional Planning Department at the University of Illinois at Urbana-Champaign. For his role there in establishing and directing the university's highly-regarded East St. Louis Action Research Project, he was awarded the 2000 American Institute of Certified Planners President's Award. His research interests focus on community-based planning in severely distressed urban neighborhoods, alternative approaches to community development, urban social movements, and municipal government reform. At Cornell he is working with the Colleges of Architecture, Art, and Planning; Human Ecology; and Agriculture and Life Sciences to strengthen urban outreach activities in Ithaca, Rochester, and New York City.

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.

Robert Scardamalia

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Mr. Scardamalia is currently Chief Demographer for the New York State Department of Economic Development and directs the State Data Center. He has been with the State of New York since 1977. Before coming to New York State he was employed as a Research Associate with Mathematica Policy Research in Washington, D.C.

As Chief Demographer, Mr. Scardamalia is responsible for development, maintenance and dissemination of State economic and demographic data and information. This includes data from a variety of State and federal sources but primarily the Bureau of Census, Bureau of Labor Statistics, and the Bureau of Economic Analysis. The Department of Economic Development is the lead agency for the State Data Center program which Mr. Scardamalia has directed since 1988. The Data Center program is a cooperative effort with the Bureau of the Census and coordinates data dissemination activities of more than 40 Affiliate Data Centers. The Center is the primary State liaison with the Census Bureau for Decennial Census planning, operations, and data dissemination. He currently is a member of the National State Data Center Steering Committee and is a member of the Population Association of America.

Mr. Scardamalia has a Bachelors Degree in Sociology from Penn State University and a Masters Degree in Demography from Georgetown University.

Deborah J. 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 second year working with the Cornell Municipal Clerks Program.

Robert Schwarting

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For 23 years, prior to returning to City and Regional Planning to teach professional practice courses in Urban Finance and Public Administration, Rob has been the director of a county planning department, several different local development agencies and a regional authority; and he also directed a number of private large scale residential communities. He has been a teaching fellow for the International City/County Managers Association on regional consolidations/cooperation; and consults with communities on creating strategic plans and community-based decision making.

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.

Gary Stewart

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Gary Stewart is Cornell University's assistant director of community relations. Among many other opportunities and challenges, his office has daily dealings with local municipalities on everything from building permit procedures to noise violations. He also has frequent

interactions with the press. Before joining university staff, Stewart was Opinion Page Editor of The Ithaca Journal for 10 years, and before that, served as the managing editor of The Moscow Times, the first English language daily newspaper in the history of the former Soviet Union.

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.

Larry Van De Valk

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Larry Van De Valk is Director of the Empire State Food and Agricultural Leadership Institute, or LEAD New York. This is a two-year leadership development program for adult professionals involved in New York's Food and Agricultural Industry. Van De Valk is a Senior Extension Associate in the Department of Education at the College of Agriculture and Life Sciences at Cornell University. He has held this position since January of 2001. He is also a graduate of Class VI of the program.

Prior to this, Van De Valk was a Professor in the Agricultural Engineering Technology Department at SUNY Cobleskill, a position he held for 11 years. He also has previous work experience with Agway and other agricultural businesses throughout the state.

Van De Valk has earned a Master's of Arts in Teaching and a BS in Agricultural and Biological Engineering, both from Cornell University; and has an AAS in Forestry from Paul Smiths College. He is a recipient of the SUNY Chancellor's Award for Excellence in Professional Service, and is currently pursuing his PhD in Adult and Extension Education.

Larry grew up on a small farm just west of Rochester, NY, and now lives in the Town of Genoa with his wife and two young children.

David M. Van Slyke

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David Van Slyke is the Birkhead-Burkhead Professor of Teaching Excellence and an Associate Professor of Public Administration at the Maxwell School of Citizenship and Public Affairs, Syracuse University and a senior research associate in the Campbell Institute of Public Affairs. He is a public and nonprofit management specialist and received his Ph.D. in Public Administration and Policy from the Rockefeller College of Public Affairs and Policy of the University at Albany, State University of New York.

At the Maxwell School Dr. Van Slyke teaches the Public Organizations and Management, Implementation of Social Policy, and Project Management courses. His research areas focus on public and nonprofit management topics including privatization and public-private partnerships, contracting and contract management, policy implementation, strategic management, and philanthropy. He has published on public and nonprofit management topics in *Public Administration Review*, the *Journal of Public Administration Research and Theory*, *Administration and Society*, *Organization Science*, the *American Review of Public Administration*, *Public Performance and Management Review*, *Nonprofit and Voluntary Sector Quarterly*, *Nonprofit Management and Leadership*, *Environment and Planning C: Government and Policy*, *Local Government Studies*, and the *International Journal of Public Administration*. Van Slyke is the recipient of the 2002 Best Article Award and the 1999 Best Conference Paper Award from the Academy of Management's Public-Nonprofit Division for a co-authored article that appeared in *Organization Science*.

Dr. Van Slyke is involved in a range of contract management research with the Department of Homeland Security, the Partnership for Public Service, and several state and local governments. His current contracting research is on systems-of-systems contracting, contract management capacity and relational "incomplete" contract design. In addition, he has been the principal investigator for several studies on philanthropy and nonprofit management as well as projects in which government and nonprofit organizations seek to adopt strategic management tools and practices. He has also worked closely with nonprofit organizations on enhancing the effectiveness of their fundraising and resource development operations. He regularly speaks to groups from China and India on contracting and public-private partnerships, strategic management, policy implementation, and nonprofit organizations as part of the Maxwell School's Executive Education. Dr. Van Slyke also serves as a committee member on the transnational NGO project in the Moynihan Institute of Global Affairs.

Prior to coming to Syracuse University, Dr. Van Slyke was on the faculty of the Andrew Young School of Policy Studies where he taught in the public administration program and directed the nonprofit studies program. Before becoming an academic, Dr. Van Slyke spent twelve years working in project management.

Mildred E. Warner

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Mildred Warner is an Associate 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.