



## THE SCHEINMAN INSTITUTE ON CONFLICT RESOLUTION

### *Educating the Next Generation of Neutrals and Practitioners*

Issue No.3 | April 3, 2018



### **The Scheinman Institute Contributes to ILR School's Forum on Sexual Harassment at Work: Policy, Practice and Law**

Mark E. Brossman, Alexander J. Colvin and Diane Rosen offered their expertise .

On Monday, March 19th, the ILR School held a panel titled *Sexual Harassment at Work: Policy, Practice and Law*, which featured keynote speaker Senator Kirsten Gillibrand and President Martha Pollock. The Scheinman Institute was proud to have both Board Member and Co-Head of the Employment & Employee Benefits Group at Schulte, Roth & Zabel [Mark E. Brossman](#) and Associate Dean and Professor of Conflict Resolution [Alexander Colvin](#) participate on this panel alongside Cornell Vice Provost for Undergraduate Education Associate Professor of Human Resource Studies [Lisa Nishii](#) and Senior Vice President of Human Resources at Corning Inc., [Christine Pambianchi](#).

Senator Gillibrand began the event with a rousing speech in which she outlined the legislation necessary to protect individuals from sexual harassment, with a particular focus on public policy that would value the

#### ***Following Skill-Building Seminar***

*Following this panel, from 4:30 - 5:30 at 217 Ives Hall, Board Member and Of Counsel to Ortoli Rosenstadt LLP [Diane Rosen](#) and Mark Brossman, and Chief Human Resources Officer for Cornell University, [Mary Opperman](#), led an hour-long, personal advocacy skills conversation about confronting harassment at work. They shared practical advice for what to do in difficult workplace*

work of women. President Martha Pollack asked the Senator important questions about the direction public policy would take in response to the Me Too movement and offered the research and resources of Cornell as a guide to policy-making. Following the conversation between the Senator and President Pollock, the expert panel offered both academics and practitioners. The panel provided a holistic view of the practical challenges of dealing with sexual harassment across a variety of industries, informed by empirical and scholarly evidence. The Scheinman Institute is grateful for the thoughtful contributions of both Mark Brossman and Alexander Colvin in this important discussion. The panel is available to view [here](#).

*situations. The panel provided students with practical strategies for how to communicate the problem, how to get answers to questions about legal rights and how to serve as an advocate in the workplace. The Scheinman Institute thanks both Diane and Mark for their salient advice to the students who participated.*

## People



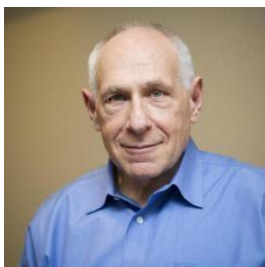
### **Martin F. Scheinman Teaches the Practice of Labor Arbitration**

Martin F. Scheinman, Arbitrator and Mediator and Cornell Board of Trustee Member, led his bi-annual class, ILRLR 6020: The Practice of Labor Arbitration. The course is designed to be an advanced seminar for law, business, graduate, and undergraduate students who participated in classroom discussions, group exercise and readings that focused on the role of labor arbitration in the public and private sectors. Hannah Lorenc '19, said, "Taking a class with Marty Scheinman was such a cool experience. It's not often that you get the opportunity to learn from the leading professional in the field you plan to pursue. Because the class was so intensive (2 1/2 hour classes 4 days in a row), we were basically thrown into the field and the very first night we heard a case and could make our decision as if we were labor arbitrators. My only complaint? I wish it was longer!" "Mr. Scheinman's enthusiasm and expertise made the course both informative and enjoyable," student Alexis Oh '20 said. "It was a night class that lasted for two and a half hours, but it always felt like it went by quickly."



### **Sally Klingel | Director of Labor Management Relations**

Sally Klingel is the director of labor-management relations programming for the Scheinman Institute, where she teaches, trains and provides organizational change consulting services to labor and management groups nation-wide. She specializes in the design and implementation of conflict and negotiation systems, labor-management partnerships, work redesign, strategic planning and change processes, and leadership development. Klingel recently oversaw the creation of a new online certificate program in Workplace Conflict Management. Comprised of four courses, the certificate program will soon become available through [eCornell](#). In addition, the Scheinman Institute plans to incorporate the online courses into blended-learning offerings for both public workshops and external client programs. We thank Sally for all her work at the Scheinman Institute.



### **John August | Program Director, Partners Program at the Scheinman Institute**

John August has three primary areas of work, all within a framework to advance innovations in labor relations and labor-management relations in health care. In addition to his other responsibilities, John participates in research projects under the auspices of the Scheinman Institute. Two current projects include: the impact of healthcare integration in the Staten Island Performing Provider System, and a program which will analyze the underlying economic, educational, industry change, and other factors which impact the challenges in hiring and retaining full time licensed practical nurses in the New York metropolitan area nursing home industry. John has also developed opportunities to establish a

Partners Program in healthcare under the auspices of the Scheinman Institute. For the past two years, this work has involved outreach to industry leaders, the organization and sponsorship of several meetings that have brought people together to consider how ILR can ground learning and dialogue to meet the challenges in the health care industry. Currently, the work is exploring on-going technical assistance and research opportunities that will ground the learning in action-oriented practice to be studied by Cornell faculty and staff. We thank John August for the vital and indelible work he does to support the all who work and are associated in the healthcare industry.

## Professional Programs at The Scheinman Institute

Following on to the recent [Sexual Harassment at Work](#) panel, the NYC Conference Center will host public workshops on [Harassment Prevention in the Workplace](#) and [Internal Investigation Note-taking and Reports](#) during the week of April 16-20. These workshops form part of the Scheinman Institute's [Advanced Employee Relations and Investigations](#) certificate.



### A Successful Launch of the AFT-Cornell ILR Collective Bargaining Certificate Program

The Scheinman Institute's team members and professional program instructors have partnered with the American Federation of Teachers to launch an AFT-Cornell ILR Collective Bargaining Certificate Program. After a 250-person conference kicked things off during the fall, a first cohort of trainees came to NYC in February for the first inaugural five-day program. Of the program, one participant said, "This was so valuable, just the opportunity to go back to our districts and do something with it." Another participant said, "After a while, we became a real negotiating team." The AFT and the Scheinman Institute aim to host similar training sessions throughout the country. The next session will be held in June in Wisconsin. In addition, the AFT has added resources and a certificate landing page to its [eLearning portal](#). We are excited to continue the partnership with the American Federation of Teachers.

## Scheinman Conflict Resolution Club at Cornell



### Martin Scheinman Leads Mock Mediation for ILR Students

On Wednesday, March 21st from 4:30-5:30, Martin Scheinman and the SCRC organized a mock mediation for ILR students. Students Zoe Kohl, Sam Keltz, Michaela Tarpey and Shaloni Pinto participated in the mediation. The simulation provided an opportunity to observe first-hand the intricacies and complexities of the labor arbitration process. Martin Scheinman took breaks throughout the mediation to explain the procedure and strategy he used. The club thanks him for all his work and participation in the mediation. The club also seeks the expertise and knowledge of other professionals in ADR and would gladly schedule events, conversations. If interested email [scrc@cornell.edu](mailto:scrc@cornell.edu).

**Alana Cunningham | BSILR 2016 & Graduating MILR | Media Coordinator**



**Q: What does your role entail within the club?**

A: I am founding member and part of the E-Board. I am the Director of Marketing and Recruitment. Currently, I run the [social media](#) and [email](#) for the club. You can also [email](#) me directly if you would like to access the club.

**Q: What skills have you brought into the club?**

A: I am able to bring perspectives of both the undergraduate and graduate students in order to make the club appealing to all within the ILR School. I took several dispute resolution courses during both degrees. Since I was a TA for an introductory labor relations course, I was able to get access to undergraduate students who may be interested in the club. I have been able to connect with past professors to speak with the club and promote events. I also try to bring a positive attitude and enthusiasm to all meetings!

**Q: What is a fun fact about yourself?**

A: I am the biggest ILR fan, BS ILR 2016, and was extremely excited to come back to campus and get my Master's, MILR 2018. I have also been a Teaching Assistant (Courses: Labor Relations and Managing & Resolving Conflict) for Professor Avgar, who is the Club Advisor.

**Q: How has the Scheinman Institute contributed to your conflict resolution knowledge and skills?**

A: During my undergraduate years in the ILR School, there was not a club that focused specifically on dispute resolution. I am looking for a career related to Dispute Resolution after I graduate in May and this club helps me gain skills that will help me, both professionally and personally. I would like to thank Marty Scheinman, who has been integral to club success; he has been extremely supportive, both academically and professionally. I am excited about being a founding member of a club that has gained so much traction in our first year.

## Events



### Taylor Law @ 50: Bright Spots and Pressure Points

Partnering with the New York State Public Employment Relations Board (PERB), the Scheinman Institute is co-sponsoring a conference celebrating Taylor Law's 50th Anniversary. The conference will recognize Taylor Law's substantial influence on public sector labor relations. It will be held in Albany, NY on May 10-11, 2017. Among the many public labor relations issues discussed, the conference will address consequences associated with the pending Janus v. AFSCME ruling. The link to register for this conference can be found [here](#).

Scheinman Institute on Conflict Resolution presents:

## WOMEN IN ADR SERIES:

From the American Arbitration Association

**Ann Lesser, Esq.**

Labor and Employment



Tuesday, April 17th: 7:00pm  
Ives 217

**Mansi Karol, Esq.**

Commercial Arbitration and Mediation



Wednesday, April 18th: 1:25pm  
Ives 103

Limited seating! Please RSVP to  
Jennifer Merchant at [jrm567@cornell.edu](mailto:jrm567@cornell.edu)

Food and soft drinks will be provided

Scheinman Institute on Conflict Resolution presents:

## 2018 SECURITIES INDUSTRY - FINRA REPORT

The current and future prospects of arbitration  
and mediation to resolve industry disputes.

Tuesday, April 10th, 2018  
7:00pm - 9:30pm  
Room: Ives 217

Food and soft drinks provided

Limited seating! Please RSVP to  
Jennifer Merchant at [jrm567@cornell.edu](mailto:jrm567@cornell.edu)



**FEATURING: RICHARD W. BERRY**  
Executive Vice President and  
Director of Dispute Resolution  
FINRA, NYC

**ILR School**  
ADVANCING THE WORLD OF WORK