

## **2018 CURRICULUM VITAE**

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### **BACKGROUND**

#### **EDUCATION**

<b><u>Year</u></b>	<b><u>Degree</u></b>	<b><u>Institution</u></b>
1984	M. P. S. Agricultural Economics	Cornell University
1974	B.S. Agricultural Economics	Cornell University
1971	A.A.S Agricultural Business	Alfred Agricultural and Technical College

#### **ACADEMIC RANKS**

Senior Extension Associate	1994 - present
Extension Associate	1985 - 1994

#### **PRIMARY DEPARTMENTAL PROGRAM AREA**

Food and Agricultural Economics

#### **AREAS OF EXPERTISE**

Agricultural Human Resource Management  
Multicultural Workforce Management  
Agricultural Labor Policy  
Agricultural Labor Regulations  
Immigration Policy

## PROFESSIONAL EXPERIENCE

<u>Year</u>	<u>Experience</u>
July 1994 - present	Senior Extension Associate, Agricultural Human Resource Management, Charles H. Dyson School of Applied Economics and Management, Cornell University.
1987 - 1994	Extension Associate, Farm Human Resource Management, Department of Agricultural, Resource, and Managerial Economics, Cornell University.
1985 - 1987	Extension Associate, Dairy Farm Audit Program, Department of Agricultural Economics, Cornell University.
1979 - 1985	Cooperative Extension Agriculture Program Leader, Cortland County, New York.
1975 - 1979	Cooperative Extension Agriculture Staff Associate, Cortland County, New York.

## STUDY LEAVES

November 1998 - October 1999	Cornell School of Industrial and Labor Relations <ul style="list-style-type: none"><li>• Applied research on managing a multicultural workforce in agriculture</li><li>• Achieved certificate of management development, Cornell School of Industrial and Labor Relations Extension Program</li></ul>
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## HONORS AND AWARDS

SARE Fellows Sustainability Award, 2012 – 2013

CCE Diversity and Pluralism Award, 2007: Building Cross-Cultural Understanding among NYS Dairy Farmers.

Certificate of Excellence for Cornell University Turfgrass Times (CUTT): Extension Educational materials, American Society of Agronomy (team award) 2001.

Certificate of Excellence for Cornell University Turfgrass Times (CUTT): Extension Educational materials, American Society of Agronomy (team award) 1996.

Landscape-Turfgrass Award Study Tour to North and South Carolina, October 10-15, 1998, awarded by the National Association of County Agricultural Agents (NACAA).

New York State Distinguished Service Award presented at the National Association of County Agricultural Agents annual meeting, Casper, Wyoming, September 1994.

Epsilon Sigma Phi Superior Performance Award for College Based Staff presented by Epsilon Sigma Phi, Lambda Chapter, Cornell University, 1992.

Award for Outstanding New Extension Publication, “Human Resource Management on the Farm: A Management Letter Series,” New York State Association of County Agricultural Agents (NYSACAA), 1990.

NACAA Search for Excellence Award in recognition for the Cornell Dairy Farm Audit Program, 1988.

Northeast Region PRIDE Award presented by NACAA for public relations programs in agriculture, 1983.

New York PRIDE Award presented by NYSACAA for public relations programs in agriculture, 1983.

**GRANT SUPPORT**

**- Current Grants**

Principal Investigator Source Title of Project	Dates of Approved/Proposed Project Annual Direct Costs	% Effort
Eiholzer and Maloney Farm Credit Northeast Ag Enhancement grant	11/1/16 – 6/30/17 \$5,000	
Maloney Smith Lever “Preparing for Dairy Management Changes after Immigration Reform”	10/1/15 – 9/30/18 \$38,000 per year	40%
Gomez New World Foundation “Designing a Feasible Fair Trade Scheme”	6/15 – 12/16 18 months Pending	10%
Rickard NYSDAM “Examining current labor options and the impact of labor policy reform on specialty crop farms New York State”	04/1/13 – 03/31/15 \$15,164 (Maloney portion) Two years	5%
Maloney Smith Lever “Addressing Immigration Policy Issues for Labor-intensive Agriculture	10/1/12 – 09/30/15 \$32,000 per year Three years	30%

Maloney Wayne County Growers and Processors “Agricultural Human Resource Management Gift Fund”	01/12/10 - 01/12/18 \$150,000 gift	
Maloney Smith Lever Funds “Addressing Immigration Policy Issues in New York Agriculture”	10/1/09 - 09/30/12 \$25,000 per year for three years	25%
Maloney NYFVI New York Agricultural Labor Survey	01/1/2010 – 12/31/10 \$89,000 grant withdrawn due to State funding issues	25%

**- Grants Applied for (not funded)**

Maloney and M. Smith NE SARE “Developing Strategic Human Resource Management Plans on Northeast Farms”	\$70,000 per year for 2 years
Maloney NYFVI “Developing an Employee Handbook Template for Farm Businesses”	\$62,000 for one year
Rabobank “Addressing Workforce Issues in New York Agriculture”	\$50,000 for one year

**ACADEMIC RESPONSIBILITIES**

**TEACHING RESPONSIBILITIES** (no formal teaching appointment)

Guest lecturer for AEM 2000, “Immigration Reform and its Implications for Agriculture”, Fall 2014.

Guest lecturer for AEM 4310, “Immigration Reform in Agriculture”, Spring 2013.

Guest lecturer for AnSci 4010, Immigration Reform and its Potential Impact on the Dairy Industry”, Spring 2013.

Guest lecturer for Hort 3500, “Staffing Vegetable Production Enterprises”, Fall 2008, 2010.

Guest lecturer (one lecture) for HIST 431/631, “What Hispanic Dairy Workers and their Employers say about Wages, Job Satisfaction and Working Conditions”, Spring 2006 – 2009, 2012

Guest lecturer (one lecture) for AEM 302 Farm Management, Fall 2005, 2011

Guest lecturer (one lecture) for AEM 200 Contemporary Controversies in the Global Economy, Fall 2003 – 2007

Guest lecturer (one lecture) for AEM 326 Human Resource Management in the Small Business, Fall 1998 - 2000

Guest lecturer (three lectures) for AEM 302 Farm Management 1989 - 1996

### **EXTENSION/OUTREACH RESPONSIBILITIES**

Deliver outreach programs and conduct applied research in the area of human resource management, as it relates to agriculture and horticultural employers.

Work with state and federal agencies and other organizations to facilitate industry understanding of agricultural labor policies and regulations.

Stay abreast of labor policy issues and provide agricultural and horticultural employers with the information they need to participate in the policy making process, especially as it relates to immigration reform and New York State agricultural labor standards.

### **Program Work Team Participation**

Co-Chair - Agriculture and Food Systems Workforce Development Program Work Team, 2001 - 2005

Member - Agricultural Workforce, Family and Community Program Work Team, 2001 - 2003

### **Extension/Outreach Workshops, Field Days, and Conferences**

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
12/17/18	Cornell Hispanic Dairy Worker Survey	Department Ag and Markets Labor Committee	20
11/14/18	Prospects for Immigration Reform and Implications for Farm Managers	CCE Food and Agriculture In-Service	30
7/27/18	Prospects for Immigration Reform and Implications for Farm Owners/Managers	GENEX Profit Alliance Geneva, NY	30
6/27/18	Help Wanted: Workers for New York Agriculture	Compassionate Brockport, Brockport, NY	25

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
2/21/18	Prospects for Immigration Reform and Implications for Farm Managers	Cornell University AEM 4310	40
1/10/18	Agricultural Workforce Trends and Implications for Farm Managers	Dairy Outlook Meeting Cortland, NY	20
1/4/18	Agricultural Workforce Trends and Implications for Farm Managers	Western Wisconsin Ag Lenders Conference Menomonie, WI	120
11/14/17	Agricultural Workforce Challenges and the Implications for Farm Managers	Agriculture and Food Systems In-Service Ithaca, NY	40
10/11/17	How Consumers, Food Companies and Advocates are Influencing Farm Employment Practices	HR in Agriculture Webinar	15
4/12/17	Hispanic Dairy Workers Survey - New York State 2016	Ag HR Webinar	20
2/9/17	Prospects for Immigration Reform and Implications for Farm Managers	2017 Pennsylvania Dairy Summit Lancaster, PA	60
11/2/16	How Workforce Transparency will Impact Dairy Farm Management	2016 Agriculture In- Service, Ithaca, NY	40
11/15-18/16	Steps for Effective Employee Discipline	AWDC Road Show 4 New York Locations	225
10/5/16	Agricultural Workforce Mega Trends and their Implications for Dairy Managers	World Dairy Expo Madison, WI	85
8/4/16	Agricultural Workforce Mega Trends and their Implications for Dairy Managers	PDMP Summer Summit Mill Hall, PA	95
4/28/16	Agricultural Workforce Trends Facing the Next Generation of Dairy Employers	Collegiate Farm Bureau Cornell, NY	50

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
4/21/16	How to Attract and Retain the Right People	Farm Managers Sheldon, VT	25
3/9/16	The Changing Needs for Workforce Development on our Dairy Farms	NEDPA Conference Syracuse, NY	100
3/7/16	Agricultural Workforce Mega Trends and their Implications for Dairy Managers	Cornell Dairy Center of Excellence Cornell, Ithaca, NY	40
2/22/16	Agricultural Workforce Issues Facing New York Specialty Crop Agriculture	Agriculture Employers Compliance Conference Syracuse, NY	90
2/18/16	Writing an Employee Handbook	Cortland County Farm Managers Cortland, NY	15
11/19/15	Managing Human Resource Risk in Agriculture	Annie's Project Webinar Hudson, NY	6
11/11/15	Agricultural Workforce Mega Trends and their Implications for Dairy Managers	National Dairy Leaders Syracuse, NY	45
11/5/15	Agricultural Workforce Mega Trends and their Implications for Dairy Managers	Ag & Food Systems In-service Cornell, Ithaca, NY	15
10/14/15	Hiring the Right People: Back to Basics	Ag HR Webinar Cornell, Ithaca, NY	12
6/17/15	How New York Apple Growers are Addressing Workforce Challenges	Farm Management Rochester, NY	90
4/3/15	Steps for Effective Employee Discipline	Yankee Farm Credit Burlington, VT	50
4/3/15	Employee Recruitment and Selection: How to Hire the Right People	Yankee Farm Credit Burlington, VT	50
3/5/15	Immigration Policy and the Dairy Industry	Penn State Dairy Students Webinar Cornell, Ithaca, NY	6
2/16/15	How New York Apple Growers are Addressing Workforce Challenges	Horticulture Seminar Series Cornell, Ithaca, NY	35

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
2/4/15	How New York Apple Growers are Addressing Workforce Challenges	NCAE Annual Meeting Washington, DC	60
1/26/15	Immigration Policy and U.S. Agriculture: Prospects for Reform	Cortland Service Club Cortland, NY	18
1/21/15	How New York Apple Growers are Addressing Workforce Challenges	Empire State Producers Expo Syracuse, NY	80
1/14/15	Addressing Labor Challenges on New York Apple Farms	Ag HR Webinar Cornell, Ithaca, NY	12
1/9/15	Prospects for Immigration Policy Changes 2015	LEAD New York Liverpool, NY	40
12/9/14	Addressing Labor Challenges on New York Apple Farms	Agribusiness Outlook Conference, Cornell, Ithaca, NY	40
11/20/14	Labor Challenges Facing Farm Managers Over the Next Ten Years	Ag & Food Systems In-Service Ithaca, NY	25
10/20/14	Immigration Reform and its Implications for Agriculture	AEM 2000 Class Cornell, Ithaca, NY	50
7/22/14	Water, Nutrient Management and	SARE Fellows Seminar Sustainability Mobile, AL	45
4/25/14	Human Resource Management	Dyson Agri-Business Extension Program Advisory Council Meeting, Ithaca, NY	20
3/6/14	Managing Human Resource Risk	Annie's Project in Agriculture CCE Tompkins County Ithaca, NY	25
1/14/14	How New York Apple Growers are Addressing Labor Challenges	Webinar to National Agricultural HR Group	20



<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
12/10/13	Legislative Challenges on the Road to Immigration Reform	Agribusiness Outlook Conference Ithaca, NY	150
11/21/13	Will 2014 be the Year for Immigration Reform?	CCE Ag Systems In-service Ithaca, NY	30
11/11/13	Immigration Reform and its Potential Impact on Farm Management	SUNY Cobleskill Cobleskill, NY	15
10/23/13	Ten Things Your Employees Expect From You	NYS Nursery and Landscape Assoc. Ithaca, NY	70
9/17/13	Immigration Reform and its Potential Impact on Farm Management	NACAA Conference Pittsburgh, PA	35
9/4/13	Managing the Hispanic Workforce and Understanding the Dimensions of Culture	SUNY Cobleskill Cobleskill, NY	15
8/15/13	Where Do We Stand on Immigration Reform and What are the Implications for Farm Managers?	Farm Management Retreat Syracuse, NY	60
7/12/13	Immigration Reform: Policy, Politics and Farm Management	Northeast Agri-Business Seminar Geneva, NY	120
4/18/13	Understanding the Affordable Care Act	Farm Employer Conference Syracuse, NY	90
4/8/13	Immigration Reform and Potential Implications for Agriculture	Cornell Animal Science, 4010 Ithaca, NY	30
4/3/13	Immigration Reform and Potential Implications for Agriculture	Cornell, AEM 4310 Ithaca, NY	30
3/6/13	Immigration Reform and Potential Implications for Agriculture	Dyson School Seminar Ithaca, NY	15

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
2/28/13	Immigration Reform and Potential Implications for Agriculture	Farm Women's Discussion Group Watertown, NY	15
2/27/13	Immigration Reform and Potential Implications for Agriculture	Dairy Executive Program Ithaca, NY	30
2/26/13	Ten Things Your Employees Expect From You	Women in Agriculture Dryden, NY	15
1/21/13	Coping with Fewer Agricultural Workers from Mexico	Becker Forum Syracuse, NY	100
1/13/13	Prospects for Immigration Reform in 2013	LEAD NY Liverpool, NY	50
11/30/12	Ten Things Your Employees Expect From You	Webinar, Lake Erie Women in Agriculture	10
11/15/12	Five Staffing Tips to Improve Employee Performance	Webinar CCE Dairy Academy	10
11/14/12	Workforce Challenges Facing Labor-Intensive Agriculture	CCE In-Service Ithaca, NY	25
9/21/12	SARE Fellows Program 2012: What We Learned in Colorado	NYSACAA Annual Meeting, Warsaw, NY	20
9/5/12	Managing the Hispanic Workforce and Understanding the Dimensions of Culture	SUNY Cobleskill Cobleskill, NY	12
7/24/12	Workforce Challenges Facing Labor-Intensive Agriculture	Ag HR Conference Guelph, Ont., Canada	40
4/17/12	Immigration Reform in Agriculture: An Extension Policy Education Program	Public Issues Leadership Development Conference Washington, DC	25
2/28/12	Immigration and the Golf Course Superintendent	GCSAA Conference Las Vegas, NV	15
2/2/12	Ten Things Your Employees Expect From You	Annie's Project Oriskany, NY	15

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
1/13/12	Addressing Immigration Issues in New York's Horticultural Industries	Long Island Agricultural Forum Riverhead, NY	125
12/13/11	Immigration and Labor Outlook	Agribusiness Economic Outlook Conference Ithaca, NY	30
11/29/11	Addressing Immigration Issues in New York Agriculture	CCE Meeting Albany, NY	25
11/16/11	Addressing Immigration Issues in New York Agriculture	Food and Agriculture In-Service Ithaca, NY	15
11/7/11	Managing the Hispanic Workforce and Understanding the Dimensions of Culture	SUNY Cobleskill Class, Cobleskill, NY	15
10/26/11	Hispanic Workers in the Dairy Industry: Addressing Immigration Enforcement and Policy Challenges	Cornell Farmworker Class, Ithaca, NY	6
10/21/11	Hispanic Workers in the Dairy Industry: Addressing Immigration Enforcement and Policy Challenges	AEM 3020 Ithaca, NY	60
10/12/11	Dairy Discussion Group, Managing Employee Performance and Discipline: Proactive Strategies	CCE Oneida County, NY	10
9/21/11	Hispanic Workers in the Dairy Industry: Addressing Immigration Enforcement and Policy Challenges	Dyson School Seminar Ithaca, NY	12
5/12-13/11	Immigration Issues and New York Dairy Farms	Immigration Conference Washington, DC	50
2/24/11	Managing Employee Performance and Discipline: Proactive Strategies	CCE Oneida County, NY	10
2/8/11	Immigration and the Golf Course Superintendent	GCSAA Conference Orlando, FL	30

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
1/26/11	New Challenges and Opportunities For Hispanic Dairy Workers & their Employers	National Mastitis Council Conference Washington, DC	400
1/25/11	Survey of New York Fruit, Vegetable and Dairy Farm Employers 2009	Becker Forum Liverpool, NY	140
1/7/11	Immigration Policy and its Impact on Agriculture	LEAD NY Liverpool, NY	40
12/14/10	Survey of New York Fruit and Vegetable Farm Employers 2009	Agribusiness Economic Outlook Conference Ithaca, NY	20
11/17/10	Survey of New York Dairy Farm Employers 2009	Ag and Food Systems In-service Ithaca, NY	25
11/17/10	“The other side of Immigration” Film Viewing and Facilitated	Ithaca, NY Discussion	25
11/4/10	How to Attract the Right Employees to Your Business	NYSNLA 2010 Leadership Forum	70
11/1/10	Staffing Vegetable Production Enterprises	Hort 3500	30
9/1/10	Managing the Hispanic Workforce and Understanding the Dimensions of Culture	SUNY Cobleskill Cobleskill, NY	20
2/23-25/10	Employee Recruitment and Selection: How to Hire the Right People	Labor Workshops for Farm Employers Northern New York	20
2/9/10	Managing the Hispanic Workforce	GCSAA Conference San Diego, CA	18
2/8/10	Immigration and the Golf Course Superintendent	GCSAA Conference San Diego, CA	35
2/3/10	A Look at Immigration Policies and Your Dairy Business	2010 Pennsylvania Dairy Summit Lancaster, PA	100
1/25/10	Creating a Positive Image as an Employer	Robert Becker Forum Liverpool, NY	140

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
12/8/09	The Farmworkers Fair Labor Practices Act: Implications for Farm Managers	Agricultural Economics Outlook Conference Ithaca, NY	160
11/20/09	Building Your Image as a Great Employer	Webinar Ithaca, NY	14
11/19/09	NY Senate Hearing on Agricultural Labor – Testimony	Watertown, NY	50
11/12/09	The Farmworkers Fair Labor Practices Act: Implications for Farm Managers	Dairy Session Agriculture and Food Systems In-service Ithaca, NY	20
11/11/09	The Farmworkers Fair Labor Practices Act: Implications for Farm Managers	Agriculture and Food Systems In-service Ithaca, NY	20
9/1/09	Managing the Hispanic Workforce	AGSC 399 SUNY Cobleskill, NY	25
6/2/09	Hiring the Right People and Managing the Hispanic Workforce	BWI Companies, Inc. Tampa, FL	50
5/22/09	Hispanic Workers in the U.S. Dairy Industry: A Management Perspective	Immigration Conference Washington, DC	50
3/10/09	Addressing Immigration and Human Resource Issues in New York Agriculture	CCE Program Council Ithaca, NY	40
2/23/09	Immigration: The Road Ahead For the U.S. Dairy Industry	Dairy Executives Ithaca, NY	35
2/16/09	Hispanic Workers in the New York Dairy Industry	Hist 431/631 Ithaca, NY	20
2/10/09	Proactive Approaches to Immigration and Workforce Issues	Becker Forum Liverpool, NY	170
2/4/09	Immigration and the Golf Course Superintendent	GCSAA Conference New Orleans, LA	45

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
2/3/09	Managing the Hispanic Workforce	GCSAA Conference New Orleans, LA	20
12/02/08	Immigration: The Road Ahead for Northeast Agriculture	AGSC 399 SUNY Cobleskill	18
11/24/08	Immigration Reform and its Implications for Agriculture	AEM 2000 Cornell	60
11/14/08	Managing Hispanic Farm Workers and Understanding their Culture	AEM 302 Cornell	60
11/11/08	Immigration Issues: The Road Ahead for New York Agriculture	Ag & Food Systems Ithaca, NY	40
11/06/08	Immigration: The Road Ahead for the U.S. Dairy Industry	DFA Conference Oregon, OH	70
11/05/08	Managing Hispanic Workers and Understanding their Culture	DFA Conference Oregon, OH	70
10/29/08	Ten Things your Employees Expect from You	Dairy Alliance Webinar	6
10/24/08	Staffing Vegetable Production Enterprises	Hort 450 Cornell	18
10/21/08	Human Resource Programs in Cornell Cooperative Extension	Extension In-Service Ithaca, NY	5
10/07/08	Immigration: The Road Ahead for the Northeast Dairy Industry	NEDLT Binghamton, NY	40
09/02/08	Managing the Hispanic Workforce and Understanding the Dimensions of Culture	AGSC 399 SUNY Cobleskill	20
08/07-08/08	Immigration Issues in NY Agriculture	NCAE Conference Niagara Falls, NY	30
07/16/08	A Positive Approach to Employee Discipline	People in Ag Web Seminar	12
06/23-24/08	Effective Leadership for your Hispanic Workforce	Midwest Dairy Conference Wisconsin Dells, WI	100

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06/23-24/08	Immigration Challenges Facing Dairy Managers	Midwest Dairy Conference Wisconsin Dells, WI	100
06/17/08	Hiring the Right People and Managing the Hispanic Workforce	BWI Industries Tampa, FL	15
06/04-05/08	Immigration and Agriculture: Three Challenges Facing Farm Managers	Farm Management Retreat Syracuse, NY	30
05/28-30/08	Navigating the Legal Issues of Immigrant Labor	MAC Conference Wilkes-Barre, PA	50
05/08-09/08	NY Farmer Perceptions of Labor Supply and Immigration Reform	Immigration Conference Washington, DC	40
04/23-24/08	Immigration Reform and its Impact on Agriculture	People in Ag Clifton Park, NY	20
04/23-24/08	Job Design in Agriculture: Is it Worth Another Look?	People in Ag Clifton Park, NY	20
04/16-17/08	Immigration Reform and its Impact on Agriculture	People in Ag College Station, PA	25
04/16-18/08	Job Design in Agriculture: Is it Worth Another Look?	People in Ag College Station, PA	25
04/07/08	Hispanic Workers in the New York Dairy Industry	Hist 431/631 Ithaca, NY	20
04/02/08	Unauthorized Workers and the Future of Immigration Enforcement	Ag Employers Meeting Cortland, NY	15
03/11/08	Employee Recruitment and Selection: How to hire the right people	People in Ag Web Seminar	8
02/19/08	Study Trip to Mexico: What we Learned	Cornell, IARD 602 Ithaca, NY	18
01/30/08	Employee Recruitment and Selection: How to Hire the Right People	GCSAA Conference Orlando, FL	70
01/29/08	Managing the Hispanic Workforce	GCSAA Conference Orlando, FL	50

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
01/08/08	Managing People for Peak Performance	Monroe Ext Office Rochester, NY	15
12/18/07	Immigration Issues and their Implications for New York Agriculture	Outlook 2007 Ithaca, NY	160
12/06/07	Immigration Reform & its Impact on Agriculture	People in Ag Conf Burlington, VT	25
12/06/07	Job Design in Agriculture: Is it Worth Another Look?	People in Ag Conf Burlington, VT	25
11/07/07	Immigration Reform & its Impact on NY Agriculture	Ag & Food Systems Ithaca, NY	30
11/07/07	Immigration Reform & its Impact on NY Agriculture	Dairy Executive Program Ithaca, NY	30
11/02/07	Immigration Reform & its Impact on NY Agriculture	LEAD NY Rochester, NY	30
10/24/07	Immigration Reform & its Impact on NY Agriculture	Myers Council Meeting Ithaca, NY	20
09/18/07	Survey of Hispanic Dairy Farm Workers in New York	Migrant Education Washington, DC	15
09/10/07	Immigration Reform and its Effects on the Future of your Labor Force	Dairy Industry Conv Utica, NY	60
08/06/07	Responding to Immigration Enforcement in Production Agriculture	People in Ag Conf Ithaca, NY	20
06/26/07	Ag Labor Update	Farm Mgt Retreat Syracuse, NY	25
06/25/07	What we Learned in Mexico	Farm Mgt Retreat Syracuse, NY	25
05/01/07	Thinking Strategically about Immigration Reform	People in Ag Conf Lebanon, PA	25
05/01/07	Understanding the Dimensions of Culture	People in Ag Conf Lebanon, PA	25



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04/25/07	Thinking Strategically about Immigration Reform	People in Ag Conf Rochester, NY	30
04/25/07	Understanding the Dimensions of Culture	People in Ag Conf Rochester, NY	30
04/16/07	What Hispanic Dairy Workers and their Employers say about Wages, Benefits, and Working Conditions	Hist 431/631 Ithaca, NY	20
03/26/07	What we Learned in Mexico	Participant Meeting Binghamton, NY	15
03/02/07	Research on Hispanic Workers	Fruit Advisory Comm Rochester, NY	30
02/21/07	Employee Recruitment and Selection: How to Hire the Right People	GCSAA Conference Anaheim, CA	80
02/20/07	Managing the Hispanic Workforce Anaheim, CA	GCSAA Conference	50
01/10/07	Hispanic Workers in New York Agriculture	NY Agribusiness Assoc Auburn, NY	90
11/16/06	Managing Hispanic Workers and Understanding their Culture	Green Industry Show Rochester, NY	12
11/13/06	Immigration Reform: Implications for Agriculture, People in Ag: Success with Human Resources for Ag Advisors	People in Ag Conf Lebanon, NH	20
11/14/06	What Motivates Agricultural Workers?	People in Ag Conf Lebanon, NH	20
11/10/06	Ag Human Resource Management in a Time of Transition	CCE Training Ithaca, NY	25
10/18/06	Immigration Reform: Implications for Agriculture	Myers Council Ithaca, NY	20
06/13/06	Managing the Hispanic Workforce on New York Dairy Farms	Ag Bankers School Ithaca, NY	60
04/21/06	Keys to Success with the Hispanic Workforce	Extension Training Burlington, VT	10

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04/20/06	Survey Results from Hispanic Dairy Workers and their Employers	Vermont Young Farmers, Middlebury, VT	35
04/12/06	What Hispanic Dairy Workers and their Employers say about Wages, Job Satisfaction & Working Conditions	Hist 431/631 Ithaca, NY	20
04/05/06	Immigration Reform Issues in Agriculture	Extension Meeting Cortland, NY	12
03/21/06	Hispanic Dairy Workers in New York State	Cornell Women's Club, Cortland, NY	20
02/27/06	Hispanic Workforce Issues in the Dairy Industry	Dairy Executives Ithaca, NY	30
02/22/06	Keys to Success with the Hispanic Workforce	Fruit School Kingston, NY	120
02/08/06	Employee Recruitment and Selection: How to Hire the Right People	GCSAA Conference Atlanta, GA	70
02/07/06	Managing the Hispanic Workforce	GCSAA Conference Atlanta, GA	70
02/03/06	Hispanic Dairy Workers in New York State	Ag Summit Cortland, NY	50
01/23/06	Dairy Study Trip to Mexico	Syracuse, NY	12
01/19/06	Keys to Success with the Hispanic Workforce	Ag Forum Riverhead, NY	150
01/16/06	Keys to Employee Productivity in Agriculture	MAWS Columbus, OH	60
01/16/06	Managing the Hispanic Workforce	MAWS Columbus, OH	40
12/14/05	Managing the Hispanic Workforce	Morrisville, NY	20
11/17/05	Managing Hispanic Workers and Understanding their Culture	NYSTA Conference Rochester, NY	25

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11/11/05	Survey of Hispanic Dairy Workers In New York	AEM 320 Ithaca, NY	80
11/03/05	Update on Ag Labor Issues	Ag In-Service Ithaca, NY	40
10/27/05	Managing the Hispanic Workforce	Farm Credit Workshop Kingston, NY	50
10/25/05	Impacts of Hispanic Immigration on the U.S. Workforce	AEM 200 Ithaca, NY	60
09/28/05	Survey of Hispanic Dairy Workers in NY	Ag Leaders Forum Batavia, NY	90
06/14/05	Survey of Hispanic Dairy Workers in NY	Bankers School Ithaca, NY	60
05/18-19/05	Farm Management Retreat	Syracuse, NY	35
05/04/05	Survey of Hispanic Dairy Workers in NY	NY Labor Dept. Forum Old Forge, NY	40
03/07/05	Developing Hispanic Workers in the Dairy Business	Ag Executive Program Ithaca, NY	30
02/15/05	Results of Hispanic Dairy Workers Survey	North Country Hispanic Conference, Watertown, NY	25
02/14/05	Results of Hispanic Dairy Workers Survey	North Country Hispanic Conference, Chazey, NY	20
02/09/05	Becoming an Employer of Choice	GCSAA Conference Orlando, FL	60
02/08/05	Managing the Hispanic Workforce	GCSAA Conference Orlando, FL	50
01/20-21/05	Understanding the Dimensions of Culture	Managing the Hispanic Workforce, Syracuse, NY	80
01/18-19/05	Understanding the Dimensions of Culture	Managing the Hispanic Workforce, Harrisburg, PA	45
01/11/05	Survey of Hispanic Dairy Workers	Cayuga Health Network Moravia, NY	25

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
11/19/04	Report on Hispanic Dairy Worker Survey	Ag Extension In-Service Ithaca, NY	40
11/02/04	Cultural Aspects of Supervising Hispanic workers	Extension Symposium Herkimer, NY	40
10/20/04	Report on Hispanic Dairy Worker Survey	W.I. Myers Council AEM Dept.	20
09/15/04	Hispanic Workforce Retention in the Dairy Industry	Report to U.S. Dept. of Education Washington, DC	15
06/15/04	Developing Hispanic Workforce Extension Programs	Triennial Farm Management Conference Lexington, KY	30
05/29-30/04	Farm Management Retreat	Syracuse, NY	30
05/04/04	Update on Hispanic Workforce	U.S. DOL Pre-harvest Meeting, Catskill, NY	40
03/29/04	Managing the Hispanic Workforce Teleconference	Northern NY	25
03/23/04	Managing the Hispanic Workforce	Extension Meeting Arcade, NY	15
02/23-25/04	How to Recruit and Hire the Best Employees	Vermont	35
02/11/04	Managing a Multicultural Workforce, GCSAA Conference	San Diego, CA	20
01/23/04	Training for Hispanic Survey Interviewers	Syracuse, NY	8
01/20/04	Managing a Multicultural Workforce, Kansas City GCSA Conference	Kansas City, MO	80
01/13/04	Managing Hispanic Employees and Understanding their Culture, 2004 Empire State Tree, Nursery and Landscape Conference	Wading River, NY	50

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
01/07/04	Ag & Food Systems Workforce PWT Meeting	Ithaca, NY	20
11/19/03	Implications of H-2A Reform Extension Discussion Group	Cortland, NY	12
11/13/03	Strategies for Utilizing Hispanic Workers in Management Roles,	Ithaca, NY CCE In-Service	25
11/12/03	Policy Implications of H-2A Reform, CCE In-Service	Ithaca, NY	25
11/10/03	Strategies for Utilizing Hispanic Workers in Management Roles	Syracuse, NY Dairy Executive Program	27
10/23/03	Update on Hispanic Workforce Extension Efforts, W.I. Myers Council	Ithaca, NY	20
09/23/03	Impacts of Immigration on the U.S. Workforce, AEM 200	Ithaca, NY	20
03/17/03	How to Find and Hire the Best Employees, Louisiana Golf Course Superintendents Association (GCSA)	New Orleans, LA	30
03/05/03	Managing Multicultural Workforce, Detroit GCSA	Detroit, MI	40
02/25/03	Managing a Multicultural Workforce, Vermont Cooperative Extension	Burlington, VT	25
02/17/03	Developing a High-Performance People Oriented Team, International Dwarf Fruit Tree Growers Association	Syracuse, NY	20
01/23-24/03	Employee Management for Production Agriculture, Conference	Kansas City, MO	40
01/20/03	Managing a Multicultural Workforce, GCSAA Conference	Atlanta, GA	40
01/28-31/03	Managing the Hispanic Workforce, Conference	Canandaigua, NY Grantville, PA	190

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
01/13/03	Report on the Ag and Food Systems Workforce Program Work Team	Ithaca, NY	80
11/21/02	Attracting a Legal Workforce, CCE In-Service	Ithaca, NY	45
10/25/02	Managing the Hispanic Workforce, Myers Council Meeting	Ithaca, NY	20
08/12/02	Managing the Hispanic Workforce, Northeast Dairy Producers Association (NEDPA) Tour	Rutland, VT	50
05/22/02	Training Programs for Farm Employees in New York State	Washington, DC	40
05/16-17/02	Farm Management Retreat	Cazenovia, NY	35
04/13/02	Managing a Multicultural Workforce, Farm Credit Seminar	Auburn, NY	45
03/19/02	How to Attract and Hire the Best Employees, Maine Dairy Conference	Augusta, ME	70
03/18/02	How to Attract and Hire the Best Employees, Connecticut Dairy Conference	Hartford, CT	40
03/12/02	How to Find and Hire the Best Employees, Chicago GCSA	Chicago, IL	75
03/07/02	Managing a Multi-Cultural Workforce, Nassau Suffolk Landscape Gardeners Association	Long Island, NY	50
03/06/02	Managing a Multicultural Workforce	Long Island, NY	20
02/20/02	Multicultural Management, Discussion Group	Cortland, NY	20
02/05/02	Managing a Multicultural, Workforce, GCSAA Conference	Orlando, FL	50

2018 CURRICULUM VITAE

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
01/30/02	Multicultural Management Discussion group	Cortland, NY	20
01/11/02	Managing the Hispanic Workforce, Conference	Saratoga Springs, NY	30
12/10/01	Managing a Multicultural Workforce Seminar, New Jersey GCSA	Atlantic City, NY	60
10/17/01	Managing a Multicultural Workforce, Discussion Group	Sullivan Co., NY	12
08/20/01	Leadership Skills for the Golf Course Superintendent, Colorado GCSA	Denver, CO	60
06/19/01	Leadership Skills, Nutrition Educators	Ithaca, NY	45
05/18/01	How to Find and Hire the Best Employees, Florida GCSA	Naples, FL	45
04/06/01	Managing a Multicultural Workforce and Recruiting, Farm Credit Association	Auburn, NY	30
03/23/01	Communication and Motivation	Canandaigua, NY	20
02/14/01	Managing a Multicultural Workforce, GCSAA Conference	Dallas, TX	65
02/11-12/01	Managing People for Peak Performance and Job Satisfaction, GCSAA Conference	Dallas, TX	60
01/24/01	How to Find and Hire the Best Employees, Maryland Turf Conference	Timonium, MD	300
01/16–18/01	Managing a Hispanic Workforce, Regional Conference	Rochester, NY Harrisburg, PA	190
11/29–30/00	Ag and Food Systems In-Service Training	Ithaca, NY	30
11/28/00	Agricultural Labor Policy in New York State, Agent In-Service	Ithaca, NY	70

<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
11/27/00	How to Attract and Hire the Best Employees, Colorado GCSA	Denver, CO	50
11/10/00	How to Attract and Hire the Best Employees	Batavia, NY	80
11/03/00	Workforce Issues and Trends	Washington Co., NY	60
10/17/00	Managing a Multi-Cultural Workforce, Farm Credit Consultants Conference	Albany, NY	30
10/03/00	The Selection Process, AEM 326	Ithaca, NY	160
07/27/00	Dairy Employer Experiences with Hispanic Workers in New York, State American Dairy Science Association (ADSA) annual meeting	Baltimore, MD	50
06/26–29/00	Business Study Unit	Ithaca, NY	15
06/26/00	Management, Leadership Styles and Employee Motivation, Seeley Conference	Ithaca, NY	80
06/13/00	Workforce Trends and Their Implications, Northeast School of Agricultural Lending	Ithaca, NY	60
05/24–25/00	Farm Management Retreat	Cazenovia, NY	30
03/31/00	How to Be Your Employers' MVP	Rome, NY	10
03/20/00	How to Attract and Hire the Best Employees, Illinois GCSA	Springfield, IL	50
03/14/00	How to Attract and Hire the Best Employees, Central New York GCSA	Syracuse, NY	70
03/01/00	Meeting Your Employees Expectations, Vermont Dairy Conference	Burlington, VT	170
02/16–17/00	Managing People for Peak Performance and Job Satisfaction Louisiana GCSA	New Orleans, LA	70



<b><u>Date:</u></b>	<b><u>Title:</u></b>	<b><u>Event/Location:</u></b>	<b><u>Participants:</u></b>
02/09/00	Testimony at Senate Agricultural Labor Hearing	Albany, NY	250
01/27/00	Managing a Multicultural Workforce	Bath, NY	30
01/13/00	Workforce Trends for the New Millennium	Long Island, NY	120
01/11/00	Communication Skills for Market Managers	Albany, NY	25
12/16/99	Managing Hispanic Workers on New York Dairies	Greenwich, NY	80
12/15/99	Managing Hispanic Workers on New York Dairies	Norwich, NY	70
12/06/99	Attracting and Retaining Employees' Today's Labor Market, Ohio Turf Conference	Columbus, OH	60
12/03/99	History of Ag Labor Policy in New York State, Lead NY	Rochester, NY	30
11/10/99	Workforce Investment Act Extension In-Service	Ithaca, NY	25
11/10/99	Managing a Multicultural Workforce, Food & Ag Systems In-Service	Ithaca, NY	40
10/25-26/99	Dairy Employer Experiences with Hispanic Workers in New York State	Concordville, PA	50
04/26/99	The Golf Course Manager as a Leader and Motivator, British and International Golf Greenkeepers Association (BIGGA)	Chester, England	30

**- Other Relevant Extension/Outreach Activities, Accomplishments**

12/3-11/05 and 1/13-21/2007	Conducted study trips to Mexico for Northeast dairy managers
02/2005 12/2016	Survey of Hispanic Dairy Workers in New York State Follow up Survey of Hispanic Dairy Workers in New York State

**- Summary of Extension and Outreach Activities by CALS Faculty**

100% Formal appointment in Extension (Professorial, Senior Extension Associates and Extension Associates)

0 % Estimation of time spent in outreach activities

Funding: Core                      Soft (e.g., external funding) 100%    Combination 100%

Extension <sup>a</sup>	My extension and outreach program has three primary objectives. The first objective is to improve the ability of agricultural employers to attract, retain and supervise their employees. The second objective is to develop extension programs that will enable the New York’s agricultural employers to promote positive attitudes toward cultural diversity within their business and in their community. The third objective is to provide information that will inform the policy making process as it relates to immigration and other agricultural labor policies.

## **OTHER CURRENT PROFESSIONAL ACTIVITIES**

### **PROFESSIONAL ORGANIZATIONS**

National Association of County Agricultural Agents  
New York State Association of County Agricultural Agents  
Golf Course Superintendents Association of America  
New York Farm Bureau  
Northeast Dairy Producers Association

### **EDITORIAL BOARDS**

#### **Reviewer for Professional Journals and Associations**

Agribusiness Journal – Reviewed Leadership in Poultry Production: Improving Grower - Employee Interpersonal Skills, Dr. Larry Cole, March, 2002.

### **COMMITTEE ASSIGNMENTS**

#### **International/National:**

National Milk Producers Federation Human Resource Task Force: 2017-2018

Multi-State Human Resource Management Committee includes faculty from the U.S. and Canada who work in the area of farm human resource management, 1988–Present. Chair: 2003 - 2008

#### **State/Local:**

Agricultural Workforce Development Council, 2015-Present

Robert Becker Forum Planning Committee; Chair, 2007 – 2011, 2013-2014, 2017-2018

Governor’s Agricultural Labor Work Group, 2007 and 2008

New York State Association of County Agricultural Agents, Recognition and Awards Committee Chair, 1998 - 2000.

Ag Resolve Committee, 1995 - 1998.

New York State Association of County Agricultural Agents, Southern Tier Awards Committee Chair, 1995 - 1997.

Cornell Cooperative Extension Statewide Committee: Building Individual and Family Strengths, 1992 - 1996.

Tompkins Cortland Community College Dairy Farm Worker Training Advisory Board Chair, 1991 - 1996.

Interagency Coordinating Committee for Farm Labor, New York State Department of Rural Affairs, 1990 - 1994.

New York State Association of County Agricultural Agents (NYSACAA) Scholarship Chair, 1989 - 1993.

Cornell Cooperative Extension Forum Planning Committee, 1989 - 1990.

Governor's Task Force on Agricultural Employment, Education, and Labor, Cornell Representative, 1989.

Farm Minimum Wage Advisory Council of the New York State Department of Labor, Ad Hoc Member, 1988 – 1996.

Cornell Cooperative Extension Human Resource Management Advisory Committee, Chair, 1987 – 1997.

### **University**

Cornell School of Industrial and Labor Relations Land Grant Review Panel, 2002.

### **College**

CCE Agricultural Workforce Specialist Search Committee, 2017.

Cornell Farmworker Program Faculty Steering Committee, 2009 – 2012.

Cornell University Turfgrass Team, 1996 – 2004.

Professional Positions Review Committee, 2001 – 2003.

Agriculture and Food Systems Economic Vitality Statewide Program Committee, 1999 – 2000.

College of Agriculture and Life Sciences Committee on Workforce Quality, Co-Chair, 1999 – 2000.

Cornell Cooperative Extension Statewide Committee: Vegetable Competitiveness and Profitability, 1991 – 1997.

Cornell Agriculture and Life Sciences Alumni Association, ALS Capades Committee, 1989 and 1990.

Cornell Agriculture and Life Sciences Alumni Association Membership Committee, 1987 and 1988.

### **School**

AEM Social Committee, 2014 – 17.

Extension Agriculture and Food Systems In-service Coordinator, 2010 – 2013.

AEM Diversity and Leadership Committee, 2008 – 2015.

AEM Economic Outlook Conference Committee, 1988, 1989, 2007, 2009 – 2011 – present.

Farm Management Retreat Committee Chair, 1997 – 2005.

Committee to Report to Farm Bureau on International Trade and Competition, 2002.

AEM Awards Committee, 2001.

Reappointment/Promotion Committee for Senior Extension Associate Colleague, 2000.

ARME Recruitment Committee for Senior Extension Associate in Marketing, 1998.

ARME Extension and Applied Programs Committee, 1996 – 1998.

## **OTHER CURRENT PROFESSIONAL CONTRIBUTIONS**

### **CONFERENCES/WORKSHOPS/IN-SERVICES ATTENDED**

<b>Date</b>	<b>Title</b>	<b>Event</b>	<b>Location</b>
11/13/18	Northeast Area Leadership Conference	Dairy Farmers of America	Liverpool, NY
2/6 – 2/8/18	2018 Annual Meeting	National Council of Agriculture Employers (NCAE)	Washington, DC
1/4/18	2017 Annual Meeting	NY Agricultural Society	Liverpool, NY
10/10/17	Northeast Area Leadership Conference	Dairy Farmers of America	Liverpool, NY
10/3 – 10/6/17	World Dairy Expo	Dairy Conference	Madison, WI
2/7 – 2/8/17	2017 Annual Meeting	National Council of Agriculture Employers (NCAE)	Washington, DC
1/30/17	Agriculture Employers Compliance Conference	Agricultural Affiliates	Syracuse, NY
1/5/17	2017 Annual Meeting	NY Agricultural Society	Liverpool, NY
10/13 – 10/14/16	Northeast Area Leadership Conference	Dairy Farmers of America	Liverpool, NY
10/4 – 10/7/16	World Dairy Expo	Dairy Conference	Madison, WI
2/22/16	Agriculture Employers Compliance Conference	Agricultural Affiliates	Syracuse, NY

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<b>Date</b>	<b>Title</b>	<b>Event</b>	<b>Location</b>
2/1 – 2/4/16	2016 Annual Meeting	National Council of Agriculture Employees (NCAE)	Washington, DC
11/10 – 11//11/15	National Dairy Leaders Coalition Meeting	New York’s Dairy Industry	Syracuse, NY
10/13 – 10/14/15	Northeast Area Leadership Conference	Dairy Farmers of America	Liverpool, NY
9/10 – 9/11/15	Agricultural Labor Relations Forum	Florida Specialty Crop Foundation	Orlando, FL
6/13 – 6/18/15	National Farm Business Management Conference	National Conference	Rochester, NY
2/23/15	Agriculture Employers Compliance Conference	Agricultural Affiliates	Syracuse, NY
2/4/15	2015 Annual Meeting Agriculture Employees (NCAE)	National Council of	Washington, DC
1/8/15	2015 Annual Meeting	NY Agricultural Society	Liverpool, NY
12/9/14	Annual Economic Outlook Conference	Dyson School, AEM	Ithaca, NY
10/14/14	Annual Meeting	DFA Milk Cooperative	Liverpool, NY
7/21-23/14	Annual Meeting	NACAA Professional Improvement Conference	Mobile, AL
2/3 – 2/6/14	Annual Meeting	National Council of Agricultural Employers	Washington, DC
1/8/14	Annual Meeting	NY State Agricultural Society	Liverpool, NY
10/15/13	Annual Meeting	Dairylea Milk Cooperative	Liverpool, NY
2/4 – 2/6/13	Annual Meeting	National Council of Agricultural Employers	Washington, DC
1/8/13	Annual Meeting	NY State Agricultural Society	Liverpool, NY

2018 CURRICULUM VITAE

<b>Date</b>	<b>Title</b>	<b>Event</b>	<b>Location</b>
12/13/11	Annual Economic Outlook Conference	Dyson School, AEM	Ithaca, NY
10/13-14/11	One Great Idea	CCE Centennial Conference	Syracuse, NY
10/11/11	Dairylea Milk Cooperative	Annual Meeting	Liverpool, NY
9/19/11	Dangerous Journeys, Cornell Institute for Social Sciences	Seminar Series	Ithaca, NY
8/7/11	NACAA Professional Improvement Conference	Annual Meeting	Overland Park, KS
5/11-13/11	Immigration Reform: Implications for Farmers, Farmworkers and Communities	UC Davis Conference	Washington, DC
1/27/11	New York State Fruit and Vegetable Expo	Annual CCE Conference	Syracuse, NY
1/6/11	Food Production for the Future	NYS Agricultural Society Annual Meeting	Liverpool, NY
11/12/10	Fair Trade Luncheon	Farmworker Program Discussion	Ithaca, NY
11/5/10	Performance Management Skills	Webinar Multi-State HRM Group	Internet
10/15/10	The Other Side of Immigration	Film Viewing and Discussion with Film Maker	Ithaca, NY
08/11/10	Conservation Luncheon and Dean's Reception	Empire Farm Days	Seneca Falls, NY
05/27-28/10	Immigration Issues in US Agriculture	National Conference	Washington, DC
05/11/10	Multi-State HRM Working Group	International Meeting	Kansas City, MO
03/3-4/10	NY Large Dairy Herd Conference	Conference	Liverpool, NY

2018 CURRICULUM VITAE

<b>Date</b>	<b>Title</b>	<b>Event</b>	<b>Location</b>
03/1/10	The NY Farmworkers Fair Labor Practices Act	NY State Senate Hearing	Albany, NY
01/7/10	Water: The new liquid gold	NYS Agricultural Society Annual Meeting	Liverpool, NY
12/8/09	AEM Economic Outlook Conference	Annual Conference	Ithaca, NY
11/21/09	Agricultural Roundtable With Darrel Aubertine	Public Meeting	Warsaw, NY
09/29/09	Dairy Crisis Meeting	Agricultural Extension Meeting	LaFayette, NY
08/12/09	AEM Dept. Display	Empire Farm Days	Seneca Falls, NY
06/3-4/09	CCE Farm Management Retreat	Annual Retreat	Syracuse, NY
05/21-22/09	Immigration Reform Conference	National Conference	Washington, DC
05/12-13/09	Ag Human Resource Group (National)	Professional Development	Kansas City, MO
05/1/09	Farm Meeting with Congressman Dan Muffei	Farm Meeting	Ontario County
04/3/09	NYFVI Grant Writing Workshop	Workshop	Syracuse, NY
01/8/09	NYS Agricultural Society	Annual Meeting	Syracuse, NY
12/09/08	AEM Economic Outlook Conference	Annual Conference	Ithaca, NY
06/04-05/08	CCE Farm Management Retreat	Annual Retreat	Syracuse, NY
05/08-09/08	Immigration Reform: Implications for Farms, Farm Workers and the Community	National Conference	Washington, DC



2018 CURRICULUM VITAE

<b>Date</b>	<b>Title</b>	<b>Event</b>	<b>Location</b>
03/05/08	Large Dairy Herd Conference	Northeast Conference	Syracuse, NY
01/10/08	NYS Agricultural Society	Annual Meeting	Syracuse, NY
08/16-17/07	AEM Extension Faculty Retreat	Retreat	Geneva, NY
07/25/07	Agricultural Workforce Training	Planning Meeting	Warsaw, NY
07/07/07	Immigration Enforcement in Livingston Country	Town Hall Meeting	York, NY
06/25-26/07	CCE Farm Management Retreat	Annual Retreat	Syracuse, NY
06/13-14/07	Immigration Reform: Implications for Farmers, Farm Workers and Communities	National Conference	Washington, DC
01/10/07	NY State Agricultural Society	Annual Meeting	Syracuse, NY
05/17-18/06	AEM Farm Management Retreat	Retreat	Syracuse, NY
10/14-15/05	Multi-State Human Resource Management Group	Annual Meeting	Buffalo, NY
07/17-21/05	NACAA Meeting	Annual Meeting	Buffalo, NY
05/03-04/05	NY DOC Meeting	Pre-Harvest Meeting	Old Forge, NY
04/19/05	Future of the Land Grant System	Seminar by Dr. Scott Peters	Ithaca, NY
04/07/05	Growing the Northeast Dairy Industry	DairyLea Meeting	Waterloo, NY
02/24/05	Agriculture Labor Issues in the Northeast	NE SARE Meeting	Albany, NY
12/07/04	Cornell Economic Outlook Conference	Statewide Conference	Ithaca, NY
11/19/04	Hispanic Workforce Assimilation	Seminar	Ithaca, NY
11/15-16/04	Multi-State Human Resource Committee	National Meeting	Buffalo, NY

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<b>Date</b>	<b>Title</b>	<b>Event</b>	<b>Location</b>
07/15/04	Health Care for Agricultural Workers	PWT Meeting	LaFayette, NY
06/14-16/04	Triennial Farm Management Conference	National Conference	Lexington, KY
05/12-13/04	AEM Farm Business Management Retreat	Annual Retreat	Syracuse, NY
03/10-11/04	Large Dairy Herd Conference	Northeast Conference	Syracuse, NY
12/09/03	Economic Outlook Conference	Statewide Conference	Syracuse, NY
09/18/03	Cornell Extension Faculty Retreat	Retreat	Ithaca, NY
04/29-30/03	Immigration and the Food Processing Industry	National Conference	Minneapolis, MN
10/25-26/02	Multi-State Human Resource Management Committee	National Committee	Buffalo, NY
09/16/02	Managing Across the Generations	Seminar	Ithaca, NY
03/28/02	Details of the Farm Bill	Seminar	Ithaca, NY
10/08-09/01	Multi-State Human Resource Management Committee	National Committee	Buffalo, NY
02/02-03/01	AEM Faculty Retreat	Retreat	Geneva, NY
12/12-14/00	Opening Doors	Diversity Workshop	Canandaigua, NY
10/20-21/00	Multi-State Human Resource Management Committee	National Committee	Buffalo, NY
10/14/00	Extension Leadership Program	Leadership Training	Washington, DC
10/11/00	Managing Change in Agriculture	Workshop	Ithaca, NY
09/12/00	PowerPoint Workshop	PRO-DAIRY In-Service	Ithaca, NY
04/25-26/00	Pre-Season Labor Conference	Farm Labor Update	Ithaca, NY

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<b>Date</b>	<b>Title</b>	<b>Event</b>	<b>Location</b>
03/06-10/00	Extension Leadership Program	Leadership Training	Albany & New York, NY
10/29/99	Managing a Diverse Workforce	ILR Workshop	New York, NY
10/18-22/99	Extension Leadership Program	In-Service Training	Syracuse, NY
10/15-16/99	Multi-State Human Resource Management	Work Group Meeting	Buffalo, NY
09/24/99	Writing an Employee Handbook	ILR Workshop	New York, NY
08/11-12/99	Manager as a Coach	ILR Workshop	Ithaca, NY
08/05-06/99	The Power of Listening	ILR Workshop	Ithaca, NY
07/15-16/99	Negotiating Effectively	ILR Workshop	Ithaca, NY
07/12-14/99	Resolving Conflict	ILR Workshop	Ithaca, NY
05/13-14/99	Critical Skills for Managers: Beyond the Basics	ILR Workshop	Rochester, NY
03/22-26/99	Extension Leadership Program	Leadership Training	Waterloo, NY
02/08-09/99	Spanish for Golf Course Managers	Golf Course Superintendents Association of America (GCSAA) Conference	Orlando, FL
01/06-20/99	International Field Study	INTAG 602 Graduate Field Study	Ecuador
09/14-15/98	Dairy Management Training	PRO-DAIRY In-Service	Ithaca, NY

**INVITED PRESENTATIONS**

2/9/17	“Prospects for Immigration Reform and Implications for Farm Managers”, 2017 Pennsylvania Dairy Summit, Lancaster, PA		
10/5/16	“Agricultural Workforce Mega Trends and Their Implications for Dairy Managers”, World Dairy Expo, Madison, WI		
12/8/09	“The Farmworkers Fair Labor Practices Act: Implications for Farm Managers”, Agricultural Economic Outlook Conference, Ithaca, NY		

2018 CURRICULUM VITAE

- 11/19/09 “NY Senate Hearing on Agricultural Labor – Testimony”, Watertown, NY
- 5/22/09 “Hispanic Workers in the U.S. Dairy Industry: A Management Perspective”, Immigration Conference, Washington, DC
- 2/10/09 “Creating a positive image as an agricultural employer”, Becker Forum, Liverpool, NY
- 11/06/08 “Immigration: The Road Ahead for the U.S. Dairy Industry”, DFA Large Farm Conference, Oregon, OH
- 11/05/08 “Managing Hispanic Workers and Understanding their Culture”, DFA Large Farm Conference, Oregon, OH
- 10/29/08 “Ten Things Your Employees Expect from You”, Penn State Dairy Alliance, Webinar
- 08/07-08/08 “Immigration Issues in New York Agriculture”, NCAE Summer Meeting, Niagara Falls, NY
- 06/23-24/08 “Effective Leadership for your Hispanic Workforce”, Midwest Dairy Conference, Wisconsin Dells, WI
- 06/22/08 “Immigration and Agriculture: Three Challenges Facing Farm Managers”, Midwest Dairy Conference, Wisconsin Dells, WI
- 06/17/08 “Hiring the Right People and Managing the Hispanic Workforce”, Seminar for BWI Companies Inc., Tampa, FL
- 05/28-30/08 “Navigating the Legal Issues of Immigrant Labor”, MAC Regional Extension Conference, Wilkes-Barre, PA
- 05/08-09/08 “NY Farmer Perceptions of Labor Supply and Immigration Reform”, Conference on Immigration Reform, Washington, DC
- 01/30/08 “Employee Recruitment and Selection: How to Hire the Right People”, GCSAA Conference, Orlando, FL
- 01/29/08 “Managing the Hispanic Workforce”, GCSAA Conference, Orlando, FL
- 12/18/07 “Immigration Issues and their Implications for New York Agriculture”, Outlook 2007, Ithaca, NY
- 12/06/07 “Immigration Reform & its Impact on Agriculture”, People in Ag, Burlington, VT
- 12/06/07 “Job Design in Agriculture: Is it Worth Another Look?”, People in Ag, Burlington, VT
- 11/07/07 “Immigration Reform & its Impact on NY Agriculture”, Dairy Executive Program, Ithaca, NY

2018 CURRICULUM VITAE

- 11/02/07 “Immigration Reform & its Impact on NY Agriculture”, LEAD NY, Rochester, NY
- 09/18/07 “Survey of Hispanic Dairy Farm Workers”, Dairy/Food Processing Migrant Education Meeting, Washington, DC
- 09/10/07 “Immigration Reform and its Effects on the Future of your Labor Force”, 2007 Dairy Industry Convention, Verona, NY
- 08/06/07 “Responding to Immigration Enforcement in Production Agriculture”, People in Ag, Web seminar
- 11/16/06 “Managing Hispanic Workers and Understanding their Culture” 2006 Empire State Green Industry Show, Rochester NY
- 11/13-14/06 “Immigration Reform: Implications for Agriculture”, People in Ag; Success with Human Resources for Ag Advisors, Lebanon, NH
- 11/13-14/06 “What Motivates Agricultural Workers?” People in Ag; Success with Human Resources for Ag Advisors, Lebanon, NH
- 06/13/06 “Managing the Hispanic Workforce on a New York Dairy Farm”, New York Bankers Association, Northeast Agribusiness Seminar Program, Ithaca, NY
- 01/19/06 “Keys to Success with the Hispanic Workforce” Long Island Ag Forum, Riverhead, NY
- 01/16/06 “Keys to Employee Productivity”, The Mid American Ag and Hort Conference, Columbus, OH
- 11/17/05 “Managing the Hispanic Workers and Understanding their Culture”, NYSTA Conference, Rochester, NY
- 10/27/05 “Managing the Hispanic Workforce”, Farm Credit Workshop, Kingston, NY
- 09/28/05 “Survey of Hispanic Dairy Workers in NY”, Ag-Leaders Forum, Batavia, NY
- 05/04/05 “Survey of Hispanic Dairy Workers in NY”, New York Labor Department Forum, Old Forge, NY
- 02/08/05 “Managing the Hispanic Workforce”, GCSAA Conference, Orlando, FL
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- 06/15/04 “Developing Hispanic Workforce Extension Programs”, Triennial Farm Management Conference, Lexington, KY
- 01/13/04 “Managing Hispanic Employees and Understanding their Culture”, 2004 Empire State Tree, Nursery and Landscape Conference, Wading River, NY

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