

The University of Akron

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Michael Jalbert, *University of Akron*



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Michael J. Jabert

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Academic Credentials:

Juris Doctor (1983). McDowell Law Center. The University of Akron - Akron, Ohio. Licensed in Ohio and Rhode Island (State and Federal).

Master of Science in Labor Studies (1975). Labor Relations & Research Center. The University of Massachusetts - Amherst, Massachusetts.

Bachelor of Science in Business Administration/Organizational Management (1973). College of Business Administration. The University of Rhode Island - Kingston, Rhode Island.

Academic Experience:

THE UNIVERSITY OF AKRON. (1979 - present)

- Professor Emeritus - June 2014 - present
- Associate Dean - Summit College, The University of Akron (2001 - 2012). A hybrid community and technical college co-located on UA's main campus offering certificates, minors, associate and baccalaureate degrees. Serve as chief academic officer responsible for all academic functions, including program and curriculum development and review, course scheduling, the retention, tenure and reappointment process, and performance and salary recommendations for full- and part-time faculty and staff. Oversight of instructional and operational budgets; recommend department allocations for part-time instructional support and technology updates. Teach in the area of labor and business law.. (2000 to present)
- Fellow - Institute of Intellectual Property (2001- present) - The University of Akron School of Law. 2001. Inaugural member of the Institute. Participant in the Executive Certificate Program in Intellectual Property Management offered jointly by the College of Business and the School of Law.
- Enrolled in joint graduate program on intellectual property law at Law School and College of Business
- Professor of Labor Studies & Social Science (1991 to present).
- Chair - Department of Associate Studies - (1997 to 2000). Responsible for budgeting, staffing, scheduling, evaluation of faculty and recommendations for retention, tenure and promotion, recommendations for salary increases, development of curriculum and miscellaneous academic duties for 50 full- and part-time faculty in the Math, English and Social Science Areas.
- Acting Chair - Department of Associate Studies - 1995-96.
- Area Coordinator - Social Sciences -- 1991 - 1997. Managed department operating budget; scheduled classes; assigned teaching responsibilities; recruited adjunct faculty; initiated the RTP process; reviewed load hours for all teaching faculty; meeting and communicating with area faculty- providing information and gathering information; handling text orders for all area courses; administering the area's travel budget; completing performance evaluations for each area full-time faculty; reviewing student evaluations for adjunct faculty; recommending salary increases; and served as a member of the College management team; reviewed the area's curriculum and encouraged the ongoing development of new courses. Courses taught included: Hospitality Law, Introduction to Business, Essentials of Business Law, Real Estate Law, Human Behavior at Work, Technology & Human Values, American Urban Society, Labor Law, Equal

Employment Opportunity Law and a variety of courses in area of collective bargaining and labor relations. From 1979 through 1989, I served program coordinator for the University of Akron's Labor Studies Program. As such, I was responsible for curriculum development, selection of part-time faculty, guiding student research and general instruction, and developing partnerships with area unions. Additionally responsible for coordinating the Program's activities in consultation with Program's Labor Advisory Board.

BRYANT COLLEGE:

- Visiting Professor of Labor Relations -- Bryant College (nka Bryant University) - Smithfield, Rhode Island (1977-1979). Instructed upper level students in the theory and practice of collective bargaining and employment law. Extensive use of experiential learning techniques including use of mock negotiation and arbitration simulations.

PROVIDENCE COLLEGE:

- Adjunct Professor of Labor Relations -- Providence College - Providence, Rhode Island (1975 - 1979). Instructed students enrolled in the *Fanning Institute of Labor Relations* in the basics of collective bargaining, labor history, labor law and arbitration. Active member of the Institute's applied research program and the presentation of labor/management workshops, etc.
- Research Assistant -- *Fanning Institute of Labor Relations (1973-4)*

Legal Experience:

- Attorney at Law -- Licensed to practice law in Ohio, Rhode Island, and before the Federal Bar since 1984. A general practice including representation of labor clients. Private practice includes client representation in probate, domestic relations, workers compensation, equal opportunity, labor law, and most recently in the zoning and land use planning. Federal and State court experience, including appearances before federal, state and private administrative agencies, e.g., NLRB, EEC, Bureau of Workers' Compensation, SERB, OFCCP.
- Of Counsel - DeCamp & Roth, Fairlawn, Ohio (1992 to present).
- Of Counsel - Wagner & DeCamp - Akron, Ohio (1991 to 1992).
- Associate - Nicely & Wagner - Akron, Ohio (1984 - 1991).
- Associate - Cobleigh, Higgins & Fleury - Warwick, R.I. (1983 - 1984).
- Labor Consultant -- Labor consultant for the Rhode Island law firm of Noel, Walsh & Cobliegh. In this capacity I provided the firm's labor clients with advice and research on labor/management issues from grievance handling, negotiation strategies and arbitration procedures (1975 - 1979).
- Research Coordinator -- Office of Labor Relations - State of Rhode Island -1974 to 1975. Principal responsibilities included researching the State's contract negotiation position prior to commencement of collective negotiations with the State's unions. Participated in contract negotiations, grievance hearings and arbitration disputes. Reviewed, researched and analyzed the State's position in unfair labor practice cases, fact-finding sessions and arbitration hearings.
- Graduate Research Assistant -- The University of Massachusetts - Labor Relations & Research Center - (1973 - 1974). Participated in an extensive research project involving the evolution, application and effectiveness of New England Labor Standards Programs and their impact on attracting new and developing industries to the si state region. Also involved in a research project which examined the impact of migrant agricultural workers on the economy of the Connecticut River valley and the effect of these workers on the social structure of the local communities.

University of Akron Service:

- 2013-2014- Chair, College Wide Review Committee -- Promotion to Full Professor
- 2009 -- Mediation Skills for the Workshop
- 2005 -- Academic Leadership Forum
- 2000 - 2012: Associate Dean of Summit College. Chief academic officer for the 2nd largest college at UA with over 5000 students, with responsibilities in budget development and administration, program and curriculum development and review, course scheduling, coordinating purchase and utilization of technical equipment; and selection, training of new full- and part-time faculty, oversight of the retention, tenure and promotion process. Permanent chair of college curriculum and strategic planning committees, member on numerous college and university committees and task forces, including the NCA Steering Committee and university Curriculum committee.
- 2000 -- 2012 -- Chair, College Strategic Planning Committee
- 1997-2000: Chair of the Department of Associate Studies. Responsible for the administration of all academic and operational functions of the Math, English and Social Science areas.
- 1996-97: Area Coordinator - Social Sciences. Elected to Faculty Senate, Faculty Rights & Responsibilities, Academic Planning, Policies and Curriculum Committee, University Hearing Board, College Academic Affairs Committee, College Appeals Committee, College Task Force on Faculty Manual, Division Retention, Tenure and Promotions Committee.
- 1995-96: Acting Department Chair -- Department of Associate Studies; Area Coordinator - Social Sciences; Chair of Department Strategic Planning Committee; Served on College Academic Affairs, Strategic Planning Committees; Elected to Faculty Senate; appointed to APCC and Curriculum Subcommittee.
- 1993 -96: Area Coordinator - Social Sciences; Elected to Faculty Senate; Serve on APCC and Curriculum Subcommittee; Serve as staff representative on Shared Governance Committee; Serve on College's Academic Affairs Committee and Serve on the Division's Strategic Planning and Budget Committee and on the Division's RTP and Academic Affairs Committees.
- 1992: Area Coordinator - Social Sciences; Division representative on College's Professional Development Committee; Chair of College Grants Committee; Member of the Division's Strategic Planning & Budget Committee.
- 1991: Appointed Area Coordinator - Social Sciences; Member of Division's Strategic Planning/Budget Committee; Elected to the College Appeals Committee; Member of College Evaluation Committee; and Chair of Social Science Faculty Search Committee.
- 1990: Chair of Division Tenure/Retention Committee; Chair of College Appeals Committee; Professional Development Committee.
- 1989: Chair of College Appeals Committee - responsible for drafting the College's Appeal Procedure and presentation of same to faculty for approval in Spring 1990; Chair of Division's Associate Professor Promotion Committee; Member of Social Science Search Committee (search suspended); Chair of Reference Committee of University Council; Volunteer on College's Phonathon.
- 1987-90: Served as Faculty Advisor for Technical Education Program
- 1979-89: Coordinator of Labor Studies Program
- 1988: Elected Member of University Council: Served on Reference Committee; Elected to University Hearing Board; Elected to College Appeals Committee; Appointed to Minority Recruitment Task Force; Division Chair Search Committee.
- 1987: Appointed to Ad Hoc Committee to Develop Paralegal Program; Elected to Professional Development Committee
- 1986: Elected to College Appeals Committee; College Elections Committee.
- 1985: Appointed to the Sears Foundation Partnership Committee; Community Relations

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Committee.

Professional Organizations:

- Fellow of the Intellectual Property Institute of the University of Akron's Law School. (present)
- Member of the Akron and Portage County Bar Associations. (present)
- Member of the Rhode Island Bar Association. (present)
- Member of Ohio Association of Two Year Colleges (1990 - 1995).
- Participating Member of Women's Entrepreneurial Growth Organization an organization designed to promote education and training for women on Public Assistance (1989 - 1992).
- Participant in panel discussions sponsored by the United States Information Agency in conjunction with International Hosts Association with international travelers involved in labor education and labor relations (1990 to present).
- Member of the University & College Labor Education Association.
- Member of the Federal Bar for the Northern District of Ohio.
- Western Reserve Volunteer Legal Services.
- Ohio State Bar Association and its Section on Labor Law.

Lecturers, Seminars and Workshops Presented:

- Presented several college workshops on the retention, tenure and promotion process.
- Drafted new college retention, tenure and promotion document
- Contracted with Kendall Hunt publishers to author a text for - American Urban Society.
- Completed two book reviews - one for Harper Collins Contemporary Society, Perry & Perry;
- Presented lecture on Fact-Finding Under ORC 4117 for the Akron City employees.
- Presented series of lecture on The Nuts & Bolts of Preparing for Arbitration for the Utility Workers Union of North America, Region III Education Conference, Canton, Ohio.
- Served on a several panels sponsored by United States Information Agency in conjunction with sponsoring international visitors involved in labor organizations from several European, Canadian, Nepalese Unions and Caribbean representatives from St. Kitts and Nevis labor members of parliament.
- Presented four lectures on Collective Bargaining for the Gumsey County AFL-CIO in Cambridge, Ohio.
- Presented six lectures on Collective Bargaining for the Portage County AFL-CIO.
- Presentation on Ohio Public Sector Collective Bargaining Law for the Police Patrolman's Association, Mansfield, OH.
- Presented six lectures on Labor Law for Labor Union Professionals for the Cleveland AFL-CIO Coalition of Labor Union Women.
- Presented two Lecturers on Grievance Handling for the Ashland County Labor Council AFL-CIO.
- Presented a Lecture on Grievance Writing for Wayne/Holmes Labor Council in Wooster, Ohio.
- Presented a Lecture on the Duty of Fair Representation for Ohio Union of Police Patrolmen Association (O.U.P.P.A.) in Cleveland.
- Presented Seminar on Preparation for Contract Negotiations for the Cleveland AFL-CIO Coalition of Labor Union Women
- Presented a Lecture on Just Cause: Due Process in the Workplace at an Ohio AFL-CIO conference in Columbus, Ohio.
- Lecture on Duty of Fair Representation for the United Rubber Workers Union, Cleveland, Ohio.

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- Presented Twelve Seminars on Legal Obligations for Stewards for Portage County AFL-CIO
- Presented a Lecture on Public Sector Collective Bargaining before United Steelworkers Local in Canton, Ohio.
- Co-sponsored with L.E.R.S. a Steward Training Seminar at The University of Akron.
- Co-sponsored with Labor Education & Research Service (L.E.R.S.) of Ohio State a Steward Training Seminar for United Food and Commercial Workers (UFCW Local 880).
- Presented a series of twenty-four Seminar's on Labor Relations Law for Business Agents and Service Representatives for UFCW-Local 880 in Akron and Cleveland.

Community Service:

- Represented Ronald McDonald House at the Bridgestone World Golf PGA Championship
- Volunteer to the Ronald McDonald House of Akron
- Chair of Brimfield Township Zoning Board of Appeals (1996 to 2008).
- Member of the Board of Trustees of the Portage Children's Center in Ravenna, Ohio (1997 to present).
- Vice President of the Board of Trustees of the Portage Children's Center a non-profit social service provider offering a multitude of behavioral modification alternatives for troubled youths and their families. (1999).
- Pro bono counsel for Kent Knights of Columbus.
- Counsel for Non-profit Brimfield Lake Association Participated in a three day AAUP sponsored workshop on Public Sector Collective Bargaining at Hofstra University (1993).
- Elected vice chair of Brimfield Township's Zoning Board of Appeals (1990).
- Serve as an engaged couple sponsor at St. Patrick's parish. This program provides engaged couples with structured sessions designed to address issues that routinely affect married couples.
- Elected representative on Parish Council for St. Patrick's Church in Kent, Ohio (1989 to 1993).
- Volunteer for the Knights of Columbus at Special Olympics in Portage County.
- Basketball Coach for St. Patrick's CYO Grade School Basketball Program (1988 to 2000).
- Baseball Coach – Kent Parks and Recreation (1990 – 1997)
- Served as President and Vice President and member of the Board of Trustees of Brimfield Lake, Inc. (Non-Profit) (1984-present)
- Interview with Akron Beacon Journal, 5-18-91, regarding Striker Replacement Law and my involvement with strikers at Wright Tool and Die.
- Interview with Lorain Journal, 7-16-90, regarding Big Three Contract Negotiations with United Automobile Workers Union.
- Interview on Channel 43 - WUAB, Cleveland on 1-4-89 regarding Akron Public School Teachers strike.
- Numerous background interviews with Akron Beacon Journal and Plain Dealer, on 1989 Akron Teachers strike.
- Interview on WAKR-AM Radio, on 1-4-89 regarding Akron Teachers strike.
- Interview with WKSU-FM Radio, on 1-4-89 regarding Teachers strike.
- Interview Channel 23 - WAKR, Akron 8-88 regarding the UAW on Loral Strike.
- Interview with Cleveland Plain Dealer regarding the bargaining positions of parties during UAW – Loral Aerospace strike in Akron, Ohio 1988.
- Interview with Akron Beacon Journal on 8-88 regarding UAW - Loral dispute.
- Interview with Channel 5 - WEWS, Cleveland on 2-7-88 regarding the contract negotiations between the United Rubber Workers International and Firestone.
- Background interview with Akron Beacon Journal on 2-88 regarding Firestone negotiations