

# Dr. Patricia Campos-Medina

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## PROFILE

Visionary leader and educator with research, policy, legislative and program development & management background. Applied experienced with strategic planning and execution of union organizing, electoral and worker justice community campaigns. Strategic negotiator around changing organizational dynamics managing complex issues and budgets at the highest levels of decision making in labor movement and social justice organizations locally and nationally.

## CORE AREAS OF EXPERTISE

Worker Rights Enforcement and Labor Organizing	Immigration & Immigrant Integration Policy
Workforce Development & Worker Training	Leadership Development, Edu & Training
Organizational Change Management	Program & Curriculum Development
Budget Management & Fundraising	Community Outreach & Coalition Building
Economic Development & Trade Policy	Latino Voting Rights and Voter Mobilization

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## PROFESSIONAL EXPERIENCE

**Co-Executive Director, Worker Institute, ILR-Cornell University, New York, NY**      **Sept 2020 -Present**

### **Extension Faculty & Co-Director Union Leadership Institute, NYS AFL-CIO**

Collaborates with leadership team in the successful leadership and management of the Worker Institute's vision and mission to advance collective bargaining and worker justice via research and education on contemporary labor issues, to generate innovative thinking and solutions to problems related to work, economy and society. Oversees and carries out the strategic direction, major initiatives, and operations of the Worker Institute, including planning, implementation and evaluation of the organization's initiatives and programs; business development, financial planning and management; management of internal and external relationships; responsible for personnel management and unit administration within the Extension programs of the ILR school. Garner new opportunities, promote stronger branding, and cultivate relationships with current and potential funders to expand the Worker Institute's external funding for outreach and research activities.

**Co-Director, Union Leadership Institute, NYS AFL-CIO**      **May 2014-Sept 2020**

### **Extension Faculty, The Worker Institute, ILR School, Cornell University, New York, NY**

Directs the NY State AFL-CIO/Cornell University Union Leadership Institute, a year-long executive leadership development program created in 2010 for union staff and elected leadership in the NY/NJ region. Responsible for the daily operations of the program as well as overseeing implementation and development of the core curriculum in collaboration with Worker Institute and ILR faculty. Leads teaching on specific subjects during each of the sessions and conducts one-on-one coaching sessions with participants before each seminar to assess their progress and to provide ongoing mentoring on program requirements. Assist the preparation of guest faculty and speakers to monitor curriculum compliance during their participation in the program. Leads instruction for ULI's core Seminar on the Global Economy; "*Understanding the Global Economy*" and "*Becoming a Movement Leader*," focusing

on helping participants apply key concepts on social movements, globalization, immigration policy, immigrant worker rights, trade policy and how they impact workers in the US.

As an Extension Faculty of the WI, collaborates with Worker Institute Faculty in the development of customized workforce development programs for unions, non-profits and government agencies. Teaches specific graduate and undergraduate classes as requested by Cornell and /or partner institutions like CUNY Murphy Institute. Acts as PI (Principal Investigator) and Lead Research on academic research projects around immigrant workers' labor rights enforcement. Provides policy advice to labor unions and or worker justice organizations on policy proposals to improve low wage workers' employment conditions in the service industry in warehouses, manufacturing, food processing and industrial laundries & service industry.

**Founder and President,**

**Sept 2011 – May 2014**

**Campos Strategies Group, LLC, Califon, NJ**

Labor, political and organizational development boutique consulting firm focusing on strategic campaign development, grassroots & union organizing, coalition building, messaging & media outreach on progressive issues nationally and internationally. The firm specialized in labor union contract campaigns, progressive coalitions legislative and political campaigns, as well as electoral get out-the-vote efforts with ethnic/minority voters. Provided strategic fundraising planning for non-profits and political candidates.

**National Political Director, Workers United &**

**March 2009-Sept 2011**

**National Assistant Political Director, SEIU (Service Employees International Union),**

**New York, NY and Washington, DC**

Led the re-organization of Workers United (formerly UNITE) government relations and political program after a period of internal restructuring due to merger into SEIU's programs and structures. Worked in consultation with SEIU's Policy and Legislative teams to develop the WU's strategic advocacy campaign plans on issues related to U.S. manufacturing, job creation and international trade. Managed and coached the participation of WU Local unions into the SEIU national legislative and political framework. Implemented the SEIU's PAC fundraising objectives and programs. Managed COPE budget and implemented SEIU's national strategic programs with local union leadership. Engaged elected officials in support of the WU and SEIU's strategic growth and contract bargaining fights. Led key electoral efforts for union endorsed candidates across the US at the state and federal level.

**Director, New Jersey State Council,**

**Aug 2005 - March 2009**

**UNITEHERE, Newark, New Jersey**

Developed and coordinated statewide political and government relations programs for seven local unions, members of the NJ Council of UNITEHERE representing the interests of 30,000 workers in the Casino, Hotel, Warehousing and Industrial sectors in NJ. Developed strategic political campaigns and fundraising goals in support of union's organizing and growth plans. Executed union growth plans with assigned local staff of each of the seven local unions. Worked with elected officials statewide to engage them in support of union-management partnerships, job growth and development. Served as a member of the Casino Re-Development Authority Commission (CRDA), the NY-NJ Port Authority Port Security Task Force, the New Jersey Economic Growth Council and the Newark Workforce Investment Board. Also served as a Member of President Obama's Transition Team for the Office of International Trade (USTR).

**National Legislative Director,**

**Jan 2000 – Aug 2005**

**UNITE (Union of Needletrades Industrial and Textile Employees), Washington, DC**

Responsible for all aspect of UNITE's government relations program with the US Congress, White House and relevant US Agencies. Lead union lobbyist on CAFTA, Fast-Track, Free Trade and workplace issues such as minimum wage and organizing rights. Appointed by President Clinton as the union's staff representative in the Labor Advisory Committee on Trade for the US Trade Office (USTR). Assisted in preparing policy briefings and materials for formal testimony in Congress by international union President and Policy Director. Managed members' engagement in the union's national legislative campaigns. Developed curriculum and conducted an annual COPE (Committee on Political Education) Lobbying Training School for staff and rank-and-file union members to develop them into effective political and legislative advocates. Served as a Board Member of the Congressional Hispanic Caucus Institute (CHCI).

**Assistant National Director,**

**Jan 1998 – Jan 2000**

**LCLAA (Labor Council for Latin American Advancement), AFL-CIO, Washington DC**

Responsible for program development, mobilization and overall operations of 60+ chapters affiliated to LCLAA, AFL-CIO. Developed education and training programs on policy issues of importance to 2 million AFL-CIO Latino trade union members such as the right to organize, immigration reform, international trade, pay equity, US-Mexico border labor rights, remittances and economic development in Latin America. Organized national education campaigns and conferences. Organized and led human rights delegations to the Free-Trade zones Mexico and Central America. Implemented non-partisan GOTV and voter education campaigns in targeted Latino communities around the US. Worked to develop strategic alliances between LCLAA and national Latino organizations and served as a Board Member of the National Hispanic Leadership Agenda. Expanded the presence of LCLAA into the Latino media circles as a voice for Latino workers and immigrants.

**Associate Corporate Researcher & Field Organizer,**

**May 1997-Dec 1997**

**UNITE (Union of Needletrades Industrial and Textile Employees), Los Angeles, CA**

Researched and analyzed financial data and corporate documents for strategic planning on targeted corporate campaigns. Responsible for engaging community allies in support of union organizing and contract negotiations efforts. Engaged directly with union organizers in developing materials, messaging and strategy for power building among workers during an organizing campaign, and during industry wide contract negotiations. Conducted house visits and engaged in workplace organizing during the national campaign to organize workers at the GUESS factories in Los Angeles, CA.

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**ADDITIONAL RELEVANT PROFESSIONAL EXPERIENCE**

<i>Graduate, National Labor Leadership Institute; AFL-CIO and Cornell</i>	<i>Nov 2015-June 2016</i>
<i>Leadership Fellow, Center for American Progress, Washington DC</i>	<i>Sept 2013-June 2013</i>
<i>National Coordinator: International Coalition Against Gold Mining</i> in El Salvador, Global Trade Watch & Economic Policy Institute	<i>Sept 2011-Dec 2012</i>

<u>Next Generation Leader Fellowship</u> , The Rockefeller Foundation	Jan 2000- Dec 2002
<u>Train the Trainer</u> : Labor Economics and the Global Economy, The George Meany Institute (National Labor College), AFL-CIO,	Mar 1998- Jan 2001
<u>NJ Labor Field GOTV Coordinator</u> , Obama for America	Sept 2008-Nov 2008
<u>Director</u> , Latino Vote, Corzine for Governor Campaign	Mar 2009 - Nov 2009
<u>Director</u> , Latino Outreach, Cory Booker for Senate Campaign	2013 & 2014 – Current

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## RESEARCH EXPERIENCE: Qualitative & Empirical Research

*Field Research (Current):*

Workplace Precarity: Assessing the Consequences of Immigration Status on Worker Rights Enforcement by Shannon M. Gleeson, Kati Griffith and Patricia Campos Medina, Cornell University, Ithaca, NY. This research projects examines how immigration status impacts workers ability to find work, and when they do, assert their rights at work. The goal is to understand how race intersects with legal status, through a concerted comparison of the Haitian and Central American TPS Community in NYC and New Jersey. Currently conducting field interviews of Central American and Haitian workers with different levels of immigration status.

Not Legal. Not Illegal. Just TPS. Examining the Integration Experience of Central American Immigrants Living under a Regime of Long-Term Temporality. A Dissertation submitted to the Graduate School, Rutgers, The State University of New Jersey, in fulfillment of the requirements for the degree of Doctor of Philosophy Graduate Program in the Division of Global Affairs, Rutgers University-Newark. Written under the direction of Dissertation Committee Chair: Dr. Ariane Chebel d'Appollonia, Rutgers University. Approved October 2019

## Research Papers

Ethics, Immigration & Labor; "Workers Rights as Human Rights: The Ethical Evolution of Rights Enforcement for Irregular Economic Migrants in the USA." Department of Global Affairs, Rutgers-Newark, Spring 2014

Security & Immigration; "A Critical Analysis of Secure Communities: National Security, Civil Liberties and the Prospects for Desecuritization of Immigration Policy in the USA." Department of Global Affairs, Rutgers-Newark, Fall 2013

Security & Globalization; "Undocumented Migration and Internal Enforcement after 9/11: The Secure Communities Program and its impact on Civil Liberties." Department of Global Affairs, Rutgers-Newark, Fall 2013

International Development; "David vs Goliath: The Struggle for Clean Water and Sustainable Development in El Salvador." Department of Global Affairs, Rutgers-Newark, Spring 2013

International Trade & Labor Rights; "Building the Singapore of the West: Industrial Development vrs Workers Rights in El Salvador." Graduate Thesis, Prof. Maria Cook, Advisor. Cornell Institute for Public Affairs, Cornell University, May 1997.

## International Academic Presentations

"Strategies for Organizing Immigrant Workers in Precarious Work," The Transatlantic Social Dialogue, Brussels, May 2016

"Labor Standards in Free Trade Zones: Field Research in El Salvador, Central, America. International Conference on Free Trade Zones and Labor Standards, Shanghai, China, November 2015

## Current Lecturer & Training Experience

Visiting Lecturer. "Leaning in or joining a union? Solving the Wage Gap at the Workplace." As part of the Prof. Illeen DeVault's Spring Semester class, The Gendered Workplace. School of Industrial and Labor Relations (ILR), Cornell University, Ithaca, NY.

Adjunct Instructor. Graduate level class for Fall Semester 2017. Union Organization and Functions. The Murphy Institute at the City University of NY (CUNY), New York, NY.

Faculty. National Labor Leadership Institute. Instruction on three core areas: Leadership Development, Immigrant Workers & Immigration Policy and Social Movements. January 2017 to Present.

Faculty, Latina Summit October 2014, Douglas College at Rutgers University and LUPE Fund Inc. "Leadership Development Symposium-The Power of You: Finding and building your purpose."

Guest Lecturer, Center for American Progress, Washington, DC. June 2013 "The Case for Diverse Voices in Public Policy: Emerging Themes on the Road to 2050"

Guest Speaker, Hispanic Leadership Summit, Rowan University. Glassborough, NJ. September 2013 & 2014. "Women Empowerment and Leadership: Building a Stronger Foundation for your future."

Guest Lecturer, Cultural Competent Engagement in a Hegemonic World CACP Conference, Rutgers University, Fall 2013. "Immigration: Current Policy Issues and Potential for Reform"

Faculty, Center for American Women & Politics, Eagleton Institute of Politics. Rutgers University, New Brunswick, NJ. 2012-2013-2014 "Eleccion Latina. Ready to Run Campaign Training for Women"

Guest Speaker, Latina Summit 2012, Douglas College at Rutgers University and LUPE Fund Inc. September 2012. "Civic Engagement Track: The Legislative Process and Grassroots Advocacy Campaigns."

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## EDUCATION & TRAININGS

### Rutgers, The State University of New Jersey

Doctor of Philosophy, Department of Global Affairs, Rutgers- Newark October 2019

### Cornell University, Ithaca, NY

Masters of Public Administration, Cornell Institute of Public Affairs (CIPA) May 1997

Bachelor of Science in Industrial and Labor Relations, ILR May 1996

### Human Research-Social-Behavioral Epidemiologic Investigator

Certificate of Training Completion, CITI Program, Rutgers University, SPAA. Valid: 9-14-2015 to 9-13-2019

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## **PRESS & MEDIA EXPERIENCE**

Expert guest commentator on national news outlets such as Yahoo Finance, CNN Business, NPR Radio, National Journal C-SPAN, CNN en Espanol, UNIVISION, TELEMUNDO as well as local cable stations. Issues of expertise include labor rights, international trade, immigration reform, Latin America political economy and global migration.

Guest Columnist for The Start Ledger, InsiderNJ, PolictickerNJ and @LatinaList.

Bilingual; Fluent in English and Spanish.

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## **AWARDS & RECOGNITIONS**

NJ 100 Policy POWER List, Published by NJ Insider; March 2019, 2018 and 2017.

NJ 100 Political POWER List, Published by NJ Insider; March 2019, 2018 and 2017.

ROI Influencers 2019: Included in top 100 influencers People of Color in NJ.

NJ 100 Political POWER List, Published by Politicker NJ, November 2016;

TOP 40 Latino Leaders in NJ, published by Politicker NJ, September 2015.

*Other Awards: Making Democracy Work Award* by the League of Women Voters, 2017; *The Eagle Award* by they Boy Scouts of America, 2016; *Power of Women Award*, Latinas United for Political Empowerment (LUPE), 2009; *Woman of the Year*, Central American Education Center (CEUS), 2008; *Women Leadership Award*, Labor Council for Latin American Advancement, AFL-CIO, 2005; *Portrait of Success, Scholarship Fund of Alexandria*, 2001; *Young Woman of the Year*, Women International Network, 2000; *Professional Achievement Award*, Lambda Pi Chi Sorority Inc., 2000.

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## **APPOINTMENTS TO PUBLIC BOARDS & COMMISSIONS**

Member, NJ Re-Start and Recovery Advisory Council, created by Governor Phil Murphy to address the re-opening concerns of workers in NJ during the COVID-19 pandemic crisis. April-July 2020

Commissioner, NJ Casino Reinvestment Development Authority, 2007-2009

Member, President Obama Transition Team, Office of US Trade Representative, 2008

Member, NJ Economic Growth Council, 2006-2008

Member, NYNJ Port Security Task Force, 2006-2008

Executive Committee, Newark Workforce Investment Board, 2007- 2009

Member, Mayor Cory Booker Transition Team, 2006;

Member, Governor Jon Corzine Transition Team, 2005;

Board Member; Congressional Hispanic Caucus, 2002-2006.

## **VOLUNTEER BOARD MEMBERSHIP & ORGANIZATIONS**

President, Latinas United for Political Empowerment (LUPE Action), May 2020-Present

Board Member, PODER PAC by Latinas for Latinas, 2001-Present

Steering Committee, Ready to Run/Eleccion Latina, Center for American Women and Politics, Rutgers-New Brunswick, 2015- Present

Executive Board Member, Latino Action Network, LAN (2014-Present)

Board Member, NJ Citizen Action, March 2020-Present

Board Member, NJ Working Families, Dec 2019- Present

Advisory Board Members, Centro Comunitario CEUS, 2015-Present

**PAST VOLUNTEER BOARD & CAMPAIGN EXPERIENCES:** Vice-Chair, NJ For Bernie 2020, Sept 2019- April 2020; Executive Board Member, Hunterdon County Democratic Organization, HCDO (2013-2018); Executive Board Member, LUPE PAC (2005-2015); Board Member, LUPE Fund, 2008-2010; Board Member, NJ Citizen Action, 2005-2009; Board Member, NJ Immigration Policy Network, 2005-2009; Founder and Board Member, United Salvadoran Communities (CUS), 2001-2010. National Vice-President, Salvadoran American National Network (2001-2005).

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## **REFERENCES**

Provided upon request.