

# Patricia Campos-Medina, PhD

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**PROFILE:** Visionary leader with research, policy, legislative, 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 leadership. She holds a PhD in Global Affairs-Political Science from Rutgers University, Newark, NJ.

**SUMMARY:** Dr. Campos-Medina is the Executive Director of The Worker Institute, ILR at Cornell University. The Worker Institute advances collective bargaining and worker justice via research and education on contemporary labor issues, to generate innovative thinking and solutions to problems related to work, the economy and society. In this position, Dr. Campos-Medina has developed policy recommendations, designed training, researched and taught on the in the following areas: (1) Leadership Training for labor leaders undertaking organizational change in unions, professional associations and other workers' organizations. She conducts training program design for public sector partners and community social justice groups. (2) Immigrant and Precarious Workers Rights, conducts research, develops policies and trainings to advance the rights of contingent and low-wage workers, day laborers, immigrants, domestic workers, young workers, the unemployed and the formerly incarcerated. (3) Equity at Work, including sexual-harassment prevention; gender and equity rights improvement in the domestic and restaurant worker industry, and (4) Labor programs and technical assistance to unions, workers' organizations and policy organizations that address the environmental and climate crisis and advocate for green union job creation.

Dr. Campos-Medina is considered a policy expert on workplace and labor issues, women rights, voting rights, immigrant worker justice, immigration policy and US trade relations. She is the President of Latina Civic, an organization advancing economic and equity policies and supports Latinas to run for office. She is a board member of PODER PAC and the current PAC Chair for NJ Citizen Action. She currently Serves as an Advisory Committee Member for ELLA Wins/Ready to Run, a program of the Center for American Women in Politics and is a Visiting Fellow at the Eagleton Institute, Rutgers University-New Brunswick.

Dr. Campos-Medina has been recognized as one of New Jersey's most influential political leaders by several publications: ROI-NJ for 2021-2019; InsiderNJ 100 Policymaker in 2021, 2019, 2018, and 2017; InsiderNJ 100 Political Power List in 2021, 2020, 2019, 2018 and 2017; Observer/Politicker's 100 Power List in 2016; PolitickerNJ's Top 51 Most Influential Latino Leaders in New Jersey for 2015.

She served as National Assistant Political Director for the Service Employees International Union (SEIU), National Political Director for Workers United, SEIU; National Legislative Director for UNITE, and the New Jersey State Council Director for the Hotel and Restaurant Workers Union (UNITEHERE). She also served as the Assistant National Director of the Labor Council for Latin American Advancement, AFL-CIO.

## CORE AREAS OF POLICY EXPERTISE

- Worker Rights Enforcement and Labor Organizing
- Economic Development & Trade Policy
- Organizational Change Management
- Workforce Development & Worker Training
- Coalition Building and Community Economic Development Strategies
- Organizational Change Management
- Immigration & Immigrant Integration Policy
- Leadership Development, Equity & Inclusion
- Program & Curriculum Development
- Community Outreach and Organizational Development Strategies

## PROFESSIONAL EXPERIENCE

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### **Executive Director, Sept 2020 - Present**

#### **Worker Institute, ILR-Cornell University, New York, NY**

At the Cornell's School of Industrial and Labor Relations (ILR), Campos-Medina is responsible for 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 including planning, implementation and evaluation of the organization's initiatives and programs, financial planning and management of internal and external relationships. She is responsible for personnel management and unit administration within the Extension programs of the ILR School. Acts as lead PI (Principal Investigator) on public funded research and training projects. She lead business development to 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 and Extension Faculty, May 2014 - Sept 2020**

#### **Union Leadership Institute, NYS AFL-CIO and Cornell University, ILR School, New York, NY**

Directed the NY State AFL-CIO/Cornell University Union Leadership Institute, an executive leadership development program 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. Led teaching on specific subjects during each of the sessions and conducted one-on-one coaching sessions with participants before each seminar to assess their progress and to provide ongoing mentoring on program requirements. Led 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. Collaborated with Worker Institute Faculty in the development of customized workforce development programs for unions, non-profits and government agencies. She taught specific graduate and undergraduate classes at Cornell and /or partner institutions like CUNY Murphy Institute. Acted as PI (Principal Investigator) and Lead Researcher on academic research projects around immigrant workers' labor rights enforcement. Provided policy advice to labor unions and or worker justice organizations on policy proposals to improve low-wage worker's 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 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 Assistant Political Director, March 2009 - Sept 2011**

#### **SEIU (Service Employees International Union), Washington, DC & Workers United, SEIU, New York, NY**

Led the re-organization of Workers United (formerly UNITE) government relations and political program after a period of internal restructuring in preparation for an organizational merger into SEIU's programs and structures. Worked in consultation with SEIU's Policy and Legislative teams to develop 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.

### **State Director, Aug 2005 - March 2009**

#### **NJ State Council, UNITEHERE, Newark-Trenton-Atlantic City, NJ**

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.

### **National Legislative Director, Jan 2000 – Aug 2005**

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

Responsible for all aspect of the union's government relations program with the US Congress, White House and relevant US Agencies. Led the union's legislative campaign in opposition to (Central American Free Trade Agreement (CAFTA), Fast-Track, Free Trade and workplace issues such as minimum wage and card-check for 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 Needletrade 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.

### **ADDITIONAL PROFESSIONAL EXPERIENCE**

- Leadership Fellow, Center for American Progress, Washington DC. Sept 2013-June 2013
- National Coordinator: International Coalition Against Gold Mining in El Salvador, Global Trade Watch & Economic Policy Institute. Sept 2011-Dec 2012
- Next Generation Leader Fellowship, The Rockefeller Foundation. Jan 2000- Dec 2002

### **EDUCATION**

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**Doctor of Philosophy (PhD)**; Rutgers, State University of New Jersey, Newark, NJ. October 2019.

**Masters of Public Administration (MPA)**; Cornell University, Ithaca, NY. May 1997.

**Bachelor of Science (BS)**; School of Industrial & Labor Relations, Cornell University, Ithaca, NY. May 1996.

## RESEARCH EXPERIENCE

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### **Principal Investigator (PI) for Cornell Sponsored Field Research: Nov 2019 - 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 project 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 NY and New Jersey. Currently conducting field interviews of Central American and Haitian workers with different levels of immigration status.

### **Field Research for PHD-Dissertation-Rutgers Newark, NJ: Fall 2018 - May 2020**

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. Currently seeking book publication.

### **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 vs 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.

### **Visiting Lecturer & Training Experience:**

Visiting Associate. Eagleton Institute of Politics, Rutgers, the State University of NJ. Fall 2020 – Present.

Faculty, AFL-CIO/Cornell National Labor Leadership Institute. January 2017 - Present.

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

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

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."

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

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Member, NJ Re-Start and Recovery Advisory Council. Appointed by NJ Governor Phil Murphy. April 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  
Board Member; Congressional Hispanic Caucus, 2002-2006.

### **PRESS & MEDIA EXPERIENCE**

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Expert guest commentator: Yahoo Finance, CNN En Espanol, NPR Radio, National Journal C-SPAN, UNIVISION & TELEMUNDO. Guest Columnist for Start Ledger, InsiderNJ, PolictickerNJ & @LatinaList. Host & Executive Producer, Activista Rise Up. Bilingual: English and Spanish.

### **AWARDS & RECOGNITIONS**

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NJ 100 Policy POWER List, Published by NJ Insider; March 2020, 2019, 2018 and 2017; NJ 100 Political POWER List, Published by NJ Insider; March 2020, 2019, 2018 and 2017; ROI Influencers 2020 & 2019 Top 100 influencers People of Color; NJ 100 Political POWER List, Published by Polifticker NJ, November 2016; TOP 40 Latino Leaders in NJ, published by Polifticker NJ, September 2015. *Other: Making Democracy Work* 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.

### **VOLUNTEER BOARD MEMBERSHIP TO COMMUNITY ORGANIZATIONS**

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President, Latina Civic, May 2020-Present  
Board Member, PODER PAC by Latinas for Latinas, 2001-Present  
Steering Committee, ELLA Wins/Ready to Run, Center for American Women and Politics, Rutgers New Brunswick, 2015-Present  
Executive Board Member, Latino Action Network, LAN, 2014-Present  
Board Member, Our Revolution NJ, Fall 2020 - 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  
Immediate Past-President, LUPE PAC, 2016-2019

**REFERRALS**

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Provided upon request.