

Patricia Campos-Medina, PhD

PATRICIA@PATRICIACAMPOSMEDINA.COM

PROFILE: Visionary leader with research, legislative, policy, program development & management background. Strategic negotiator around changing organizational dynamics managing policy implementation and budgets at the highest levels of decision making in complex organizations.

She is a labor policy expert, a political and social science researcher focusing on the intersection of worker rights, gender, immigration status, race and worker's rights in the American workplace and society.

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, economy and society. In this position, Dr. Campos-Medina leads a team of applied researchers and labor educators that engage in apply research design, training curriculum design and policy innovation in the following areas:

- **Equity at Work**, including sexual-harassment and domestic violence prevention; gender and equity rights; rights standard raising in industries with precarious work arrangements in the gig economy, care and construction industry, and other low wage industry with high immigrant workers with irregular immigration status.
- **Leadership Training** for labor grassroots leaders undertaking organizational change in unions, professional associations, and other worker rights organizations. She also engages in workforce development training program design for public sector partners and community social justice groups.
- **Immigrant and Precarious Workers Rights**, conducting research, developing 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).
- **Immigrant Worker Justice:** Campos-Medina is social scientist and researcher currently examining immigration status precarity and how it impacts workers' ability to find work, and when they do, assert their rights at work.

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

EDUCATION

Doctor of Philosophy (PhD); Rutgers, The State University of New Jersey. Department of Global Affairs, Rutgers- Newark. October 2019

Masters of Public Administration (MPA). Cornell University, Ithaca, NY. Cornell Institute of Public Affairs (CIPA). May 1997

Bachelor of Science in Industrial and Labor Relations (BS). Cornell University, Ithaca, NY, May 1996. Cornell's School of Industrial and Labor Relations (ILR)

PROFESSIONAL EXPERIENCE

Executive Director & RTE Faculty (Senior Extension Associate) Worker Institute, ILR-Cornell University, New York, NY

Sept 2020 - Present

At the Cornell's School of Industrial and Labor Relations (ILR), she 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 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 at Cornell University. 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.

As an Extension Faculty (RTE) of ILR, she collaborates with ILR faculty on research projects and serves as PI (Principal Investigator) on several academic research projects focused on immigrant workers' labor rights enforcement. Has taught classes as an adjunct professor at partner institutions like City University of NY (CUNY)'s Murphy Institute and is a visiting fellow and lecturer at Eagleton Institute of Politics at Rutgers University. As an RTE faculty, she provides strategic 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, industrial laundries & service industry. Collaborates with other WI faculty in the development of customized leadership and workforce development programs for unions, non-profits, and government agencies.

Co-Director and Extension Faculty, Union Leadership Institute, NYS AFL-CIO and Cornell University, ILR School

May 2014-Dec 2020

Directs the NY State AFL-CIO/Cornell University Union Leadership Institute, a year-long executive leadership development program created in 2001 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 movement theory, globalization & neoliberal economic theory, immigration policy, immigrant worker rights, trade policy and how they impact workers in the US.

Founder and President, Campos Strategies Group, LLC, Califon, NJ.

Sept 2011 – May 2014

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 Assistant Political Director, SEIU (Service Employees International Union), New York, NY and Washington, DC Workers United & National Assistant Political Director, an affiliate of SEIU.

March 2009 to Sept 2011

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.

State Director,

Aug 2005 - March 2009

NJ State Council, 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.

National Legislative Director,

Jan 2000 – Aug 2005

UNITE (Union of Needletrades 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 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.

ADDITIONAL RELEVANT PROFESSIONAL EXPERIENCE

- *Graduate, National Labor Leadership Institute; AFL-CIO and Cornell. Nov 2015-June 2016*
- *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
 - Train the Trainer: Labor Economics and the Global Economy,
 - The George Meany Institute (National Labor College), AFL-CIO. Sept 2008-Nov 2008
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RESEARCH & AUTHORSHIP EXPERIENCE: Qualitative & Empirical Research

Published Book:

Beyond Racial Capitalism, Cooperatives in the African Diaspora. Edited by Caroline Shenaz Hossein, Sharon D Wright Austin and Kevin Edmonds. Oxford University Press. Chapter 4: *Tandas and Cooperativas: Understanding the financial social economy of indigenous Mexican immigrants settled in Perth Amboy, New Jersey and Staten Island, New York, U.S.* by Patricia Campos Medina, School of Industrial and Labor Relations, Cornell University with Sol Aramendi and Erika Nava. Spring 2023

<https://global.oup.com/academic/product/beyond-racial-capitalism-9780192868336?cc=us&lang=en&>

Published Academic Journal Articles:

"Centering Race in Studies of Low Wage Immigrant Labor," by Darlène Dubuisson, Patricia Campos-Medina, Shannon Gleeson and Kati L. Griffith. *Annual Review of Law and Social Science*, October 2023
<https://www.annualreviews.org/doi/full/10.1146/annurev-lawsocsci-111622-062400>

"Seizing the Moment to Make Our Care Systems More Equitable," by Sanjay Pinto, Patricia Campos-Medina, Rakeen Mabud and KC Wagner. *Gender Policy Report*, University of Minnesota. May 27, 2021.
<https://genderpolicyreport.umn.edu/about/>

Published Creative Story:

My Pink House, by Patricia Campos-Medina, as published on the book The Write Moment, a collection of Memoir Stories and Prompts to Inspire Your Writing by Deborah Chayes Fedderly. April 2023.

Upcoming Publications: Journals and book manuscript submissions:

Status at Work: Power, Race and the Law in the Immigrant Workplace, by Kati L Griffith, Shannon Gleeson, Darlene Dubuisson & 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 NY and New Jersey. Manuscript has been submitted to Russell Sage Foundation Press for review on Sept 1, 2023. Expected publication Fall 2024.

Displaced and Uprooted: Stories of Belonging; Cornell Migrations/Carnegie Mellon Fund Central American TPS Workers' Defiant Struggle for their Right to Stay Home in US
This ongoing research project is funded by the Cornell Migrations Project (with funds from Carnegie Mellon Fam Fund). Field research has been finalized and analysis of data is underway. Main Research Question: *After decades of living and working in temporality, has the United States become home for workers with Temporary Protective (TPS) status? And if so, does the right of migrants to stay home include their right to define for themselves where home is at this moment in their lives.* This research project will be accompanied by a public community exhibit and lecture series. Publications of findings expected on Fall 2024.

Immigrant Worker Organizing

Campos Medina, Patricia, Darlène Dubuisson, Shannon Gleeson, and Kati Griffith. (Forthcoming). *Handbook on Social Policy and Employment*, edited by Elke Heins, Zoe Irving, Gaby Ramia, and Ricardo Velázquez Leyer. Edward Elgar Publisher. Spring 2024. Manuscript due Spring-Summer 2024.

OTHER ACADEMIC WRITING:

PHD-DISSERTATION-Rutgers Newark, NJ

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 vrs Workers Rights in El Salvador."* Graduate Thesis, Prof. Maria Cook, Advisor. Cornell Institute for Public Affairs, Cornell University, May 1997.

International Academic Presentations

1. CRIMT 2022 INTERNATIONAL CONFERENCE - Better Work for a Better Society: Actor Resilience and the Power of Experimentation, October 27th-29th, 2022 at HEC Montreal, Canada. Campos-Medina presented the following academic paper: *"Tandas and Cooperativas: Understanding the financial social economy of indigenous Mexican immigrants settled in Perth Amboy, New Jersey and Staten Island, New York, U.S."* by Patricia Campos Medina, School of Industrial and Labor Relations, Cornell University. Paper presented at
2. The Transatlantic Social Dialogue, Brussels, May 2016: Campos-Medina presented her research entitled "Strategies for Organizing Immigrant Workers in Precarious Work," ILR Cornell University, 2016.
3. International Conference on Free Trade Zones and Labor Standards, Shanghai, China, November 2015. Campos-Medina presented her field research paper titled "Labor Standards in Free Trade Zones: Field Research in El Salvador, Central, America."

Teaching, Lecturer & Training Experience

Visiting Associate. Eagleton Institute of Politics, Rutgers, the State University of NJ. 2020-present

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

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."

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. Host & Executive Producer, Activista Rise Up, a webcast.

Bilingual; English and Spanish.

RECOGNITION by printed magazines and newspapers:

- Women of Power by Sen. Loretta Weingberg, NJ: Jan 2023, 2022, 2021
- NJ 100 Policy POWER List, Published by NJ Insider; March 2023, 2022, 2020, 2019, 2018 and 2017.
- NJ 100 Political POWER List, Published by NJ Insider; November 2022, 2021, 2020, 2019, 2018 and 2017.
- ROI Influencers 2023, 2022, 2021, 2020 & 2019: Included in top 100 influencers People of Color in NJ and Top Labor Leader, non-building trades edition for August 2023.
- NJ 100 Political POWER List, Published by Politicker NJ, November 2016;
- TOP 40 Latino Leaders in NJ, published by Politicker NJ, September 2015.

AWARDS by Community Organizations:

Walking the Talk Award, YWCA Northern New Jersey Chapter, Oct 2023;

Immigrant Worker Rights Champion, New Labor, Dec 2022;

Labor Rights Award; La Union Latina en Accion, NDLO, Dec 2022;

Civil Rights Champion, The Latino Coalition of NJ, Nov 2021;

Community Service Award, NJ Citizen Action, Sept 2020;

Making Democracy Work Award by the League of Women Voters, 2017;

The Eagle Award by 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, Latinas Promoviendo Comunidad/Lambda Pi Chi Sorority Inc., 2000.

APPOINTMENTS TO PUBLIC BOARDS & COMMISSIONS

- RTE Faculty Committee, Faculty Senate, Cornell University, Ithaca, NY

- Vice-Chair, Integration Task-Force, ILR Extension Unit, Cornell University NY
 - 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, Labor Advisory Committee, Office of the US Trade Representative (USTR) 2000-2005.
 - 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.
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VOLUNTEER BOARD MEMBERSHIP & ORGANIZATIONS

- President, Latinas Civic, 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
- Member, Graduate Chapter, Latinas Promoviendo Comunidad/Lambda Pi Chi Sorority Inc, Founded at Cornell University, NY
- Board Member, NJ Immigration Policy Network, 2005-2009
- President, Latinas United for Political Empowerment PAC (LUPEPAC), 2016-2019
- Founder and Board Member, United Salvadoran Communities (CUS), 2001-2010.
- National Vice-President, Salvadoran American National Network (2001-2005).

References provided upon request.

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