

Resume

Antone Aboud

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EDUCATION

- Ph.D.** Cornell University, 1974. Collective Bargaining, Labor Law and Labor History. Dissertation topic: A Legislative History of the Pennsylvania Public Employee Bargaining Statute.
- B.A.** Cornell University, 1969. Government.
- Other** Villanova University (on-line), 2007, Six Sigma Green Belt certification.
- Attended M.A. program at SUNY Binghamton in Political Science, 1969-1971. Did not complete degree.

PROFESSIONAL EXPERIENCE

- Present** Professor of Practice and Director of Online Programs, School of Labor and Employment Relations, Penn State University.
- President/Treasurer of Antone Aboud Associates, Inc. Provides training and consulting services in human resource management areas to a variety of clients including colleges/universities, private sector employers and government agencies. Specializes in the following areas: conducting serious incident investigations; developing risk management systems; win/win negotiations; management and supervisory training; sexual harassment interventions.
- Also, conducts and creates training programs and other consultations as an Associate of Labor Relations Alternatives, Inc.
- 1985-1997** President/Treasurer of Labor Relations Alternatives, Inc. Founded LRA in 1984. Served as a consultant to numerous state, local and not-for-profit agencies on human resource management topics. Taught hundreds of seminars for managers, supervisors and rank-and-file staff. Facilitated dozens of meetings, including joint labor/management sessions. Developed and taught numerous train-the-trainer programs for clients in New York, Pennsylvania, Texas, Louisiana, Arizona, Illinois and West Virginia.

- 1982-1985** Director, Graduate School of Industrial Relations, St. Francis College, Loretto, PA. In addition to marketing and administrative duties, taught classes for both graduate and undergraduate students. Supervised a faculty of approximately 15 adjunct staff.
- 1980-1982** Associate Professor, SUNY at Potsdam. In addition to teaching duties, chaired the committee which established an undergraduate major in Industrial and Labor Relations. Primary author of curriculum. Also, Labor Arbitrator and Mediator.
- 1979-1980** Assistant Professor, SUNY at Utica/Rome, Labor Arbitrator and Mediator.
- 1977-1979** Self-employed: Labor Relations Advocate; Trainer; Labor Arbitrator and Mediator.
- 1976-1977** Director of Employee Relations for Classified Staff, SUNY Central Office.
- 1974-1976** Employee Relations Associate, SUNY Central Office.

PUBLICATIONS

“Incident Management, Organizational Culture, and Honest Communications,” Mental Retardation, December 2006, Vol 44, No. 6, pp. 438-442.

“Conducting a Fair Investigation,” Dispute Resolution Journal, Nov. 2004-Jan. 2005, Vol. 59, Issue 4, pp. 16-21.

“Conducting Serious Incident Investigations,” Society for Human Resource Management (SHRM), White Paper, December 2004.

“Conducting Investigations,” SUPERVISION: The Magazine of Industrial Relations and Operating Management, November 2003, Vol. 64, No. 11, pp. 6-8.

PLANT CLOSING LEGISLATION, editor [Key Issues, #27, ILR Press, Cornell, 1984].

"An Overview of Plant Closing Legislation and Issues", with Sanford Schram in PLANT CLOSING LEGISLATION, see above.

"Public Policy and Public Sector Strike Behavior", with Sanford Schram. JOURNAL OF COLLECTIVE NEGOTIATIONS, Spring 1984, pp. 109-115.

THE RIGHT TO STRIKE IN PUBLIC EMPLOYMENT, with Grace Sterrett [Key Issues, ILR Press, Cornell, 1982].