

## **CHAD GRAY**

Cornell University, School of Industrial and Labor Relations  
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### **EDUCATION**

**Ph.D. Cornell University**, May 2014, expected

**Industrial and Labor Relations School**

Dissertation: *Riding Bicycles When We Need Cars: The Development and Effects of Union Networks in Brazil*

**M.S. Cornell University**, July 2009

**Industrial and Labor Relations School**

Thesis: *Metalúrgicos Sem Fronteiras: Building a Global Union at Gerdau*

**B.A. The George Washington University**, May 2002

Major: English

Minors: Philosophy; Women's Studies

### **WORK EXPERIENCE**

**Centro de Intercambio y Solidaridad (CIS)**

**Language Instructor**

*San Salvador, El Salvador: June-September 2005*

- Volunteer taught English language courses to adult Salvadoran students using popular education pedagogy. Instruction included political and cultural programs designed to highlight Salvadoran history and contemporary Salvadoran social justice movements.

**Union of Needletrades, Industrial and Textile Workers (UNITE, UNITEHERE)**

**Organizer**

*Multiple locations across US and Canada: August 2002-April 2005*

- Responsible for house calling, facilitating worker-based meetings, leadership development, and managing databases for organizing and bargaining campaigns in the textile, laundry, and apparel distribution industries.
- Built alliances with student groups and community organizations in support of organizing and bargaining campaigns.
- Worked closely with research department to collect data, develop, and implement strategic research plans.
- Familiarity with both NLRB election and card check organizing campaign strategies.

**AFL-CIO Organizing Institute**

**Organizing Apprentice**

*Toronto, ON and Ft. Lauderdale, FL: June-August 2002*

- Completed AFL-CIO three day training and three month field apprenticeship program, interning with UNITE on organizing drives at an auto parts plant in Toronto and a bulletproof vest factory in Ft. Lauderdale.

## **RESEARCH AND TEACHING EXPERIENCE**

### **Graduate Research**

- Designed and implemented independent and original research projects culminating in MS thesis and PhD dissertation. These projects included research proposals, grant writing, literature reviews, hypothesis generation, human subjects approval, data collection, independent writing, public presentation, and oral defense of findings.
- Total of thirteen months of master's and doctoral field research primarily in Brazil: June-August 2007, June-September 2010, February-August 2011.
- Conducted interviews with more than fifty union representatives, staff, and rank and file workers from Brazilian and North American unions in the metalworking and chemicals industries about their participation in global bargaining campaigns and transnational networks at multinational corporations.
- Field research also included participant observation of union meetings, demonstrations, and international worker exchange programs, as well as collecting primary source documents through archival research.

### **Union Research Projects**

- I work as a part-time research consultant for the National Guestworker Alliance (NGA) conducting employer profiles and research support for field campaigns in the seafood processing, fast food, and hospitality industries.
- Collected data and wrote strategic research reports on major shipping companies, port operators, and privately-held equity funds in collaboration with researchers from Cornell University's Global Labor Institute in preparation for the International Longshoreman's Association (ILA) master contract bargaining: January-March 2012, February-May 2013.
- Designed and administered a survey of restaurant owners in São Paulo, Brazil for the Service Employees International Union (SEIU) international organizing campaign at Sodexo: June-August 2011.

### **Teaching and Instruction**

- **Instructor**
  - *Strategic Corporate Research*: Professors Kate Bronfenbrenner and Tom Juravich, and Director of the AFL-CIO's Center for Strategic Research, Glenn Perusek. Summers 2008, 2009, 2010, 2012, 2013
    - Responsible for teaching sections on union power analysis; online and field research methods; and directing and evaluating students' company research and mock campaign modules.
    - Conducted a one-day strategic research training at DeJusticia's Global Action Research Workshop in Bogotá, Colombia in August 2013.
- **Graduate Teaching Assistant**
  - *Introduction to Collective Bargaining*: Professor Harry Katz. Spring 2009, Spring 2010, Spring 2012, Winter 2012 & 2013
  - *Union Organizing (Part-time)*: Professor Kate Bronfenbrenner. Spring 2010
  - *Introduction to Labor Research (Part-time)*: Professor Kate Bronfenbrenner. Fall 2010
  - *Introduction to US Labor History*: Professor Ileen DeVault. Fall 2006
- **Graduate Research Assistant**

- Writing and research assistance for Professor Harry Katz revising a global version of undergraduate textbook, *An Introduction to Collective Bargaining and Industrial Relations*. Summer 2013
- Grant application, writing, and editing to support Professor Kate Bronfenbrenner research report, *No Holds Barred: The Intensification of Employer Opposition to Organizing*. Fall 2009

**LANGUAGES**

**Portuguese-** Proficient (speaking, writing, reading)

**Spanish-** Conversational (speaking, reading)