

Arthur T. Matthews J.D (Dual Residence)

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**Education**

**Doctor of Jurisprudence (J.D)-Concentration: Human Rights, Civil Rights and Public Policy**

**Howard University School of Law 1983**

Bachelor of Arts-Pre-Law, Criminal Justice and Political Science  
C.W Post College, Long Island University, Cum Laude 1979

**Areas of Specialization**

Race, Gender and Employment, ThLaw, Organizational Employment Relations, Dispute Resolution, Employment Law, Negotiation, Mediation, Arbitration, Human Resources, Diversity, Business Law, Organizational Change, Cross Cultural Competence, Leadership, Knowledge & Talent Management, Labor Relations, Labor-Management Cooperation, Collective Bargaining, Power and Politics, Labor Legislation, Employee Relations, Human Rights and Equal Employment Opportunity Diversity, Equity, Inclusion, Belonging and Access and Microinequities

**Current Academic Teaching Experience**

**Penn State University-Labor and Employment Relations**, Race, Gender and Employment, Leadership, The Law of Labor-Management Relations, Dispute Resolution, Employment Law, Pre-Law Advisor

**Committees and Activities**

Appointed to Serve and Chair the Promotion and Tenure Committee for a colleague  
Serve on the Faculty Advisory Committee

Deputized to serve on the Labor Education Hiring Committee (Successful candidate Kate Ragon)

Assigned to the Professor of Practice Faculty Appointment Committee (Successful candidates Angela Heavy and Bruce Tirrell)

Volunteered as a "Ally" and "Upstander" for the Gender, Equity Center at Penn State (Yvette Wilson J.D -Director)

Lion Ambassador Contributor/Lecturer

SHRM Contributor/Lecturer

Field Trip Committee-Co-Chair

**Pre-Law Advisor**

Meet with students across multiple disciplines interested in careers in the law. This includes those interested not only in pursuing their Juris Doctorate, however also interested in government jobs with legal dynamics (eg-HR & EEO). Conceptualize, spearhead and host panel and showcased events including a plethora of industry legal practitioners.

### **Additional Teaching Experience**

#### **Howard University School of Law-2019-2021 Designed, developed and taught unprecedented course in Labor-Management Cooperation**

**New York University**, Leadership and Human Capital Management, Adjunct Professor, 1989-2021

Courses: Organizational Ethics, Conflict Resolution, Managing in a Global Economy, Influence in Leadership, Management Techniques for New Supervisors, Managing Diversity in a Global Economy, Labor-Management Relations, Business Ethics, Human Resources, Business Organization and Management, Multicultural Communication, Workplace Issues, Rights and Responsibilities

#### **Harvard University School of Law, Guest Lecturer-Harvard Trade Union Program (Implicit Bias) and the Negotiation and Mediation Clinical Program-Mediation and Leadership 2017**

**New York University**, Robert F. Wagner Graduate School of Public Service, Adjunct Assistant Professor, 1997-2021

Courses: Labor-Management Cooperation, Human Resources, Capstone courses

**New York University**, Office of Learning and Development, Lecturer, 2007-2021  
Course: Leveraging Influence without Authority, Management Techniques, Leadership and Motivation

#### **Cornell University School of Industrial and Labor Relations, Full Time Faculty and Director 1996-2002**

Courses: Fundamentals of Human Resources, Mediation, Arbitration, Labor Law, Labor History, Labor Relations, Conflict Resolution, Contract Administration, Diversity Awareness, Power and Politics, Mutual Gains, Leadership

#### **Cornell University School of Industrial and Labor Relations, Consulting Extension Faculty, 1989-2021**

Courses: Arbitration Advocacy, Arbitration Skills for Arbitrators, Labor Relations, Labor Law, Labor History, Conflict Resolution, Contract Administration, Diversity Awareness, Power and Politics, Fundamentals of Human Resources, ADR, Advanced Mediation and Leadership

**University of Arkansas, Sam Walton College of Business**, Summer Visiting Assistant Professor, 1997-2023 (Undergraduate and MBA)

Courses: Alternative Dispute Resolution, Negotiations and Organizational Change  
Executive Education in Panama (Negotiations)

**State University of New York/Van Arsdale School of Labor Studies/Empire State College** Lecturer, 1988-1998

Courses: Contemporary Labor Issues, Labor Relations, Race, Class and Gender and Labor Law

**Queens College, Worker Education Program**, Adjunct Professor, 1998-2000

Course: Labor Studies

**Medgar Evers College**, Lecturer, 1987-1988

Courses: Business Law, Advanced Business Law

### **Professional and Administrative Experience**

Office of the Queens District Attorney's Office, Assistant District Attorney 1983-1985

New York State Tax and Finance, Special Investigator, Deputy Commissioner, Office of Internal Investigations 1985-1986

New York State Assembly, Legislative Assistant 1986-1987

New York City Transit Authority, Director of Labor Relations, EEO and Training, Surface Division 1987-1995

Public Employees Federation (PEF/AFL-CIO) Field Representative 1995-1996

Cornell University School of Industrial and Labor Relations, Director of In-House Programs, Senior Extension Associate 1996-2003

Matthews & Matthews Consulting, Founding Partner/Chief Operating Officer 2001-Present

### **Publications**

Matthews, Make The Most of the Nexus Between Leadership and Conflict" The Conference Board 2023

Zach, Arnold "Discipline and Discharge" (With Jacqueline Drucker and Arthur Matthews, Reviewers) Bureau of National Affairs (BNA) 1998

Matthews, Arthur "Downsized with Dignity, The Labor-Management Conundrum" Industrial Relations Research Association (IRRA) Long Island New York Newsletter 2000

Matthews, Arthur “The Dynamics and Nuances of Mediation at the Equal Employment Opportunity Commission (EEOC) New York District Office Training Manual 2006

Ward, Gregg “Bad Behavior, People Problems and Sticky Situations: A Toolbox for Managers and Team Leaders” ( Reviewer Arthur Matthews) Winding Creek Press 1999

## **Podcasts**

<https://www.dropbox.com/s/ixpfbfm55hxm80/Arthur%20Mathews%2C%20Professor%20of%20Labor%20and%20Employment%20Relations%20at%20Penn%20State.mp3?dl=0> On Becoming Bulletproof with Lonnie Brewer

<https://spaces.hightail.com/receive/EM6jhJXdLB> Conference Board Talk on Conflict

<https://podcasts.apple.com/us/podcast/rusk-insights-on-rehabilitation-medicine/id1003641461> NYU Langone-Leadership Showcase

[https://www.podomatic.com/podcasts/businessleadershipseries/episodes/2020-06-28T00\\_00\\_00-07\\_00](https://www.podomatic.com/podcasts/businessleadershipseries/episodes/2020-06-28T00_00_00-07_00) Business Leadership Series/The Artist Evolution

## **Symposia, Conferences, Presentations and Workshops**

2024 State College Young Professionals-Going Beyond Leadership-Releasing the Ambassador Within

2023 Labor Employee Relations Association (LERA) National Conference Detroit, Michigan, The Role of African Americans and Labor History with FMCS Commissioner Stephanie Collier

2021 American Society for Training and Development Annual Conference Presenter Diversity, Equity and Inclusion Bridget K. Dunn Senior Manager, Conference Education 703.683.9209

2021 Metropolitan Museum of Art-Facilitate workshops in Implicit Bias and Anti-Racism Contact-Wendy Amengual Wark (347) 880-077

2020 Johns Hopkins Bloomberg School of Public Health Committee on Equity, Diversity and Civility’s Keynote Address-Celebrating the 30th Anniversary of the ADA

2013 to Present-New York City Office of Administrative Trials and Hearings. Conduct ongoing bi-annual training to judges and hearing officers in the areas of

Leadership, Implicit Bias, Microaggressions. Contact-Judge Raymond Kramer 100 Church Street New York, N.Y 10007 (646) 592-1890

2014 to 2021 -Scheinman Institute at Cornell University School of Industrial and Labor Relations-Teach Employee Relations. Contact Ellen Gallen Procida- Director; Labor Management Relations Programs, Scheinman Institute (917) 359-0953

2015 to Present-Laborers International Union- Lecture in Labor and Employment Law Bi annually Contact Kevin O'Sullivan Director of Education (202) 285-2141

2016 Clinton School of Public Service-Design and teach an unprecedented course in Mediation. Contact-Dr. Susan Hoffpauir 501-683-5202 5

2017 Harvard University School of Law-Harvard Trade Union Program-Dr. Elaine Bernard (617) 495-9265 Presentation on Implicit Bias 6. 2017 Harvard University Harvard University School of Law Dr. Robert Bordone 617-495- 9194 Presentation on Leadership and Mediation

2018 to Present SSEU Local Union 371 DC 37 Conduct annual training in Conflict Resolution, Employee Relations and Leadership Contact-President Anthony Wells 1501 Broadway New York, N.Y 10036 (646) 431-7241

Fall 2019 Contact Cherita Hobbs V-P of Human Resources Johns Hopkins University (443) 610-8788

“Annual Rainbow Push Wall Street Project Economic Summit”  
Diversity & Inclusion Best Practices Colloquium New York 2013

“Black Men: Dreams, America and the Global Challenge” New York University, New York, N.Y 2011

“Valuing and Leveraging Diversity” EEOC EXCEL Conference (Examining Conflicts in Employment Law) Orlando, Florida 2010

“Leveraging Diversity for Competitive Advantage” Zweig White Engineering/Architect Hot Firm Conference Boston, Mass 2007

Labor-Management Committee Strategies” Public Employees Federation Albany, New York 2007

“EEO, Diversity and Best Practices in Leadership” U.S Department of Veteran Affairs Las Vegas, Nevada 2007

“EEO, Diversity, Awareness and Integrality” American Association of Blacks in Energy Washington D.C 2007

“Valuing Diversity and Creating Playmakers” National Conference for Community and Justice” Fayetteville, Arkansas 2007

“Beyond Leadership: Creating a New Cadre of Leaders” City University of New York, New York 2006

“Emotional Intelligence at Mediation: What is your E.I Quotient? EEOC Conference on Examining Conflicts in Employment Laws (EXCEL), Las Vegas, Nevada 2006

“Mediating Outside the Box” Federal Executive Board, New York 2006

“The Utilization of Arbitration: Achieving Best Practices” Presented to the China Labor Federation of Hubei Province, Cornell University School of Industrial and Labor Relations N.Y 2006

“Leveraging Diversity for a Competitive Advantage” Society for Human Resources Management, Fayetteville, Arkansas 2005

“Managing Diversity in the Utility Industry” Utility Workers Union of America, (Philadelphia, Chicago, Irvine and Miami) 2005

“Resolving Conflicts for Small Business Owners” New York State Department of Labor, New York 2005

“Beyond the Borders of Mediation and Arbitration” Association for Conflict Resolution, NYU Law School” New York, 2005

“Courts for the 21<sup>st</sup> Century” New York State Unified Court System-Franklin R. Williams Judicial Commission, Syracuse, New York 2004

“Preparation for Arbitration-Are you Battled Tested” National Association of Letter Carriers” Columbus, Ohio 2003

“Effective Labor-Management Strategies” U.S Department of Veteran Affairs, New York 2002

“The Implications of Bioterrorism in the Workplace” American Postal Workers Union/Cornell School of Industrial and Labor Relations Washington D.C 2002

“Labor-Management and Co-Mediation” Bermuda Ministry of Labor, Home Affairs and Public Safety” Hamilton, Bermuda 2001

“ADR as a Sustainable Strategy” Suffolk University School of Law/EEOC Boston, Mass 2001

“Civil Rights and Political Empowerment” A. Philip Randolph Institute Annual Conference Pittsburg, Pennsylvania 1999

“Managing and Valuing Diversity: What is your Diversity Maturity” National Association of Minorities in Cable (NAMIC) New York 1997

“Alternative Careers in the Law: Leveraging your J.D Degree” University of Michigan MBA Program Ann Arbor, Michigan 1996

“Labor and Empowerment” New York State Black and Puerto Rican Caucus Legislative Conference Albany, New York 1995

“Using Mutual Gains as a Competitive Advantage” U.S Department of Agriculture Richmond, Virginia 1994

“Labor-Management Cooperation in the Public Sector” (with New York State Lt. Governor Stan Lundine) New York University 1993

“Developing Leaders who are Steadfast” (with Supreme Court Justice Thurgood Marshall) Howard University School of Law Washington, D.C 1983

**Professional Memberships and Associations (Past and Present)**

Labor and Employment Relations Association

Industrial Relations Research Association

Howard University School of Law Alumni Association

Association of Conflict Resolution

New York State Dispute Resolution Association

C.W Post Black Alumni Association

American Arbitration Association

Diversity Inc.

Alpha Phi Alpha Fraternity Incorporated (Life Member)

Howard University School of Law Student Bar Association (Past President)

**Consulting Activities (Partial list)**

Communications Workers Union of America

Bermuda Ministry of Labour, Home Affairs and Public Safety

Prudential Securities

Columbia University

New York City Office of Administrative Trials and Hearings

EEOC

Federal Executive Board

Colgate Palmolive

J.P Morgan Chase

Council on Adult and Experiential Learning

DC 37 American Federation of State, County and Municipal Employees Union

Colorado State University

Dayton Power & Light  
Laborers International Union of North America  
City University of New York (CUNY)  
Marshalltown  
Mount Sequoyah  
Cornell University School of Industrial and Labor Relations  
U.S Department of Veteran Affairs  
U.S Department of Labor  
Environmental Protection Administration  
Public Employees Federation  
Utility Workers Union of America  
American Federation of Government Employees  
International Brotherhood of Teamsters  
Council on Adult and Experiential Learning

**Mediation, Arbitration and Related Affiliations (Selected Past and Present)**H

American Arbitration Association Higginbotham Fellows Faculty  
Arbitrator, American Arbitration Association Labor and Employment Panel 2000-  
Present  
Mediator, AAA Super Storm Sandy Claims  
Arbitrator, New York State Department of Education and the New York State United  
Teachers 2012-2016  
Arbitrator, United State Postal Service/National Postal Mail Handlers Union 1996-  
2000  
Mediator, United States Equal Employment Opportunity Commission 1996-2006  
Mediator/Arbitrator, Bermuda Ministry of Labor, Home Affairs and Public Safety  
2000-Present  
Mediator, United States Postal Service, REDRESS Program 1999-2001  
Arbitrator, New York State Unified Courts Fee Dispute Program 2000-2001  
Mediator (Chief) for EEO Matters Con Edison/Utility Workers Union of America  
2000-2004  
Arbitrator, Con Edison/Utility Workers Union of America 2000-2004  
Arbitrator (Chair of Expedited) New York City Transit/Transport Workers Union  
2004-2007  
Mediator, Nuclear Regulatory Commission 2006-2010

**Awards, Recognitions, Scholarships and Features**

Outstanding Service and Teaching Award, New York University 2000  
Certificate of Appreciation, National Tripartite Panel, Bermuda Ministry of Labor  
1999  
New York Caribbean American Association, Outstanding Human Resources  
Leader 1998  
Featured on CNN Special as Positive Role Model 1991  
Howard University School of Law Outstanding Leader Award 1983  
Alpha Phi Alpha Fraternity Outstanding President Award 1979  
C.W Post College, Long Island University Student Government Senator Award 1979  
Martin Luther King Academic Scholarship 1975  
NCAA Athletic Football Scholarship 1975