

Curriculum Vitae

ANNA DuVAL SMITH

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Education:

Ph.D., Managerial Studies (Industrial Relations and Sociology), May, 1986, School of Graduate Studies, Case Western Reserve University.

M.B.A., January, 1978 (Beta Gamma Sigma honorary society), School of Management, Case Western Reserve University.

B.A., Cum laude, Integrated Professional Studies (Psychology), January, 1977, Western Reserve College, Case Western Reserve University.

Teaching:

Case Western Reserve University, Weatherhead School of Management, Division of Labor and Human Resource Policy; Lecturer, 1990-97, 1987-88; Visiting Assistant Professor, Fall, 1987 & 1995; Lecturer and Graduate Assistant, 1977-81. Graduate and undergraduate courses in industrial relations and human resource management.

Cleveland State University, James J. Nance College of Business, Department of Management and Labor Relations; Visiting Assistant Professor, 1988-91 (Joint Appointment to Health Care Administration, 1989-91); Lecturer, 1986-88. Graduate and undergraduate courses in management, labor, personnel, human resource management and health care administration.

University of Wisconsin-Parkside, Assistant Professor of Labor/Industrial Relations and Business Management, 1982-85. Undergraduate courses in industrial relations and management.

Author and trainer of numerous negotiating and collective bargaining simulations and arbitration workshops.

Publications, Presentations and Other Research Activities:

Unions and Labor Law:

Employee Defenses. Labor Law & Arbitration. Labor Arbitration Institute, Cleveland, Ohio, November 16, 2006.

The Troubled Employee. Labor Law & Labor Arbitration. Labor Arbitration Institute, Cleveland, Ohio, November 3, 2004.

Arbitrator Advertising and Soliciting: Arbitrators on the Web. Arbitrator Symposium. Federal Mediation and Conciliation Service, Region 2, Huron, Ohio, November 13-14, 2003.

Current Economic Climate: Impact on the Fact-Finding Process. Panelist. Fall Conference on Ohio Public Sector Fact Finding. Ohio State Employment Relations Board, Dellroy, Ohio, October 24, 2003.

Survey of Interest Arbitration Practice and Legislation. Panelist. Fall Education Conference. National Academy of Arbitrators, Tampa, Florida, November 2-4, 2001.

Code of Professional Responsibility for Arbitrators of Labor-Management Disputes. Panelist. Ethics, Professionalism & Substance Abuse Seminar. American Arbitration Association, North Olmsted, Ohio, December 14, 2000.

Arbitrator as Mediator/Factfinder/Arbitrator. (Co-panelist, Robert G. Stein). Arbitrator Symposium. Federal Mediation and Conciliation Service, Region 2, Oregon, Ohio, November 16-17, 2000.

Expedited Arbitration. Panelist. Challenges of the Heartland IV. American Arbitration Association, Columbus, Ohio, September 19, 2000.

Contract Interpretation. Labor Arbitration: Contract Interpretation, Management and Union Rights, Job Assignments and Seniority Conference. Labor-Management Relations Center, James J. Nance College of Business Administration, Cleveland State University, September 12, 2000.

Arbitral Remedies - Splitting the Baby v. Making Tough Calls. Dealing with Arbitration, An Interactive Educational Workshop, Mahoning Valley Labor Management Council, November 16, 1999.

The Ohio Fact-Finding Model. Panelist at SERB Conference on Fact-Finding, Ohio State Employment Relations Board, Independence, Ohio, September 14, 1999.

Fact-Finding Evidence: What Matters to Neutrals? Presentation at SERB Conference on Fact-Finding, Ohio State Employment Relations Board, Independence, Ohio, September 14, 1999.

The Role of Unions in the Millennium. Panelist at ADR Day, American Arbitration Association, Cleveland, Ohio, November 10, 1998.

Clever Tactics for Labor Arbitration. Panelist at ADR Day, American Arbitration Association, Cleveland, Ohio, September 17, 1997.

Dealing with the ADA and Collective Bargaining. Presentation at Current Topics and Issues, Labor and Management Relations, American Arbitration Association, Columbus, Ohio, August 21, 1997.

ADA, Sexual Harassment and Other Statutory Claims in Labor Arbitration: Damages, Experts, Discovery and Other Problems. Presentation at Alternative Dispute Resolution Day, American Arbitration Association, Cleveland, Ohio, October 13, 1995.

Arbitration of Fair Share Fees. Presentation on Alternative Dispute Resolution Day, American Arbitration Association, Cleveland, Ohio, October 22, 1993.

Sexual Harassment. Presentation at Labor Law and Labor Arbitration, Labor-Management Relations Center, Cleveland State University, October 21, 1993.

Fair Share Fees: Balancing the Rights of Union Dissidents and the Majority. *Proceedings of the 1988 Annual National Conference*, The Council of Employee Responsibilities and Rights, October 13-14, 1988, Virginia Beach, Virginia, pp. 325-337.

Fair Share Fees: Theory, Law, and Implementation. With John E. Drotning. *Proceedings of the Industrial Relations Research Association 1988 Spring Meeting*, Cincinnati, Ohio, March 23-25, 1988. *Labor Law Journal*, 39:8 (August 1988), pp. 464-470.

Deunionization and the Supply of Union Services. Working paper. March 1987.

Union Decertifications, Replacements and Deauthorizations and the Supply of Union Services. Unpublished Ph.D. dissertation, Case Western Reserve University, 1986.

The Extent and Causes of an Open Shop Movement in the United States. Senior Research Assistant to John E. Drotning and Arnold R. Weber.

NLRB Injunctions: Prospects under the Labor Law Reform Act of 1977. Presented at Industrial and Labor Relations Workshop, Case Western Reserve University and Cleveland State University, April 1978.

Labor Economics and Sociology: Social Control and Governance in Cyberspace, Working paper presented at Harvard Extension School, March 21, 2000. **Problems of Conflict Management in Virtual Communities**, in P. Kollock & M. Smith (Eds.), *Communities in Cyberspace*, London: Routledge, 1999. **Keeping Open Learning Communities On Course**, Presented at the Combined Winter Conference on Educational

Uses of MUDS, Teton Village, Jackson, WY, January 1997. **A Preliminary Study of Learning in MicroMUSE: A Small Survey of Online Educators**, Online: www.musenet.org/~macduff/learnstudy.txt, July 26, 1995. **Human Capital and Regional Wage Differentials**, June 1979. **Social Determinants of Union Membership**, April 1979. **Who Shall Govern? Conflict, Power and Structure in Formal Organizations**, April 1978.

Management Education: Of Rabbis and Water-Walkers, *Health Care Administration Newsletter*, March 1991. **Health Care Administration Career Development Seminars**, October 1989. **Health Care Administration Research Paper Standards**, October 1989.

Arbitration, Mediation and Fact-Finding:

Labor Panels: American Arbitration Association, Arbitration and Mediation Service, Federal Mediation and Conciliation Service, Iowa Public Employment Relations Board, Ohio State Employment Relations Board.

Permanent Panels & Umpireships: **Aluminum Company of America and United Automobile Workers**, Local 1050, 1997-2000; **Ashtabula County Sheriff and Ohio Patrolmen's Benevolent Association**, 2002-; **The Beacon Journal Publishing Co. and Northeast Ohio Newspaper Guild** Local 1, 2004-08 (Expedited Discharge panel); **City of Columbus, Ohio and F.O.P.**, Capital City Lodge 9, 2001-02; **City of Findlay, Ohio and I.A.F.F.**, Local 381, AFL-CIO, 1995-; **City of Independence, Ohio and I.A.F.F.** Local 2375 (A.F.L./C.I.O); 2008-; **City of Lima, Ohio and A.F.S.C.M.E.**, Ohio Council 8, Local 1002 (A.F.L./C.I.O), 1993-; **City of Lima, Ohio and F.O.P./O.L.C.**, 2004-; **City of Middleburg Hts., Ohio and I.A.F.F.** Local 2018, 2005-; **City of Parma, Ohio and I.A.F.F.** Local 639, 2000-; **City of Warrensville Heights, Ohio and I.A.F.F.** Local 1591, 2000-; **Cleveland Electric Illuminating Co., FirstEnergy Generation Corp., First Energy Nuclear Operating Co. and Utility Workers Union of America**, Local 270, 2004-; **Cleveland Municipal School District and Cleveland Teachers Union**, 2000- (Student Discipline and Misconduct); **Cuyahoga County (Ohio) Sheriff and Ohio Police Patrolmen's Benevolent Assn.**, 2003-; **Cuyahoga County (Ohio) Sheriff and United Automobile Workers Region 2-B**, 2002-; **Cuyahoga Metropolitan Housing Authority and Ohio Patrolmen's Benevolent Assn.**, 2003-; **Davenport (Iowa) Community School District and Davenport Education Association/ISEA/NEA**, 2001; **Dayton Power & Light and Utility Workers Union of America** Local 175, 2002-; **Greyhound Lines and ATU**, Local 1700, 2005-; **Lakewood, City of and Fraternal Order of Police**; **Oakwood Village and F.O.P.** Lodge 941, 2000-; **Medina County (Ohio) CSEA and I.B.T.** Local 293, 2006-07; **The Ohio State University and Communications Workers of America**, Local 4501, 2001-; **Social Security Administration and American Federation of Government Employees**, 2000- 2006(Expedited); **State of Ohio and Ohio Civil Service Employees Association**, A.F.S.C.M.E. Local 11, A.F.L./C.I.O., 1989-2009 (Main, Abuse, Expedited, Non-Traditional Arbitration and Mediation panels); **State of Ohio and Ohio Education Association**, State Council of Professional Educators, 1997-; **State of Ohio and United Food and Commercial Workers**, 1997-2000; **State of Ohio and Ohio State**

Troopers Assn, 1997-2000 (Expedited); Summit County Children's Services and Communications Workers of America, Local 4546, 2007-; Tuscarawas County Board of Mental Retardation & Development Disabilities and General Truck Drivers & Helpers Union, Local 92, 2002-; Vectren Corp. and Utility Workers Union of America Local 175, 2003-; Village of Valley View (Ohio) and F.O.P. Lodge 67, 2005-; Warrensville Heights, City of (OH) and IAFF Local 1591, 2000-02; Youngstown City School District and Youngstown Education Association/OEA/NEA, 2000-.

Dues Objector/Fair Share Fee Determinations: **United Transportation Union, 1987-2006; Brotherhood of Locomotive Engineers, 1996-2002; Brotherhood of Maintenance of Way Employes, 1988-2000.**

Training: **Mediation Research & Education Project, Northwestern University: National Grievance Mediation Workshop, May 2005. Alliance for Education in Dispute Resolution: Employment Law Mediator Training Program, September 2001. Cornell University, Federal Mediation and Conciliation Service, American Arbitration Association, co-sponsors: Women Arbitrators Development Program, November 1979.**

Professional Memberships:

Association for Conflict Resolution
Labor and Employment Relations Association
National Academy of Arbitrators
National Association of Railroad Referees

Service:

Professional Service

- American Arbitration Association Northern Ohio Region Labor Advisory Council, 1992-2001; Chairperson 1996-97; Vice Chairperson, 1995-96. Faculty, Minorities and Women Arbitrator Training Program, 1994-95.
- Labor and Employment Relations Association of Northeast Ohio, Member of Executive Committee, 1995-; Treasurer, 2002-.
- National Academy of Arbitrators, Region 9, Secretary-Treasurer, 2005-.
- National Association of Railroad Referees, Chair of Committee on Professional Responsibility, 2000-; Chair of Technology Committee, 2002-04.
- Public Sector Labor Relations Association, President, 1994-95; Vice President, 1993-94; Member of Executive Board, 1993-95.

Cleveland State University

- Director, Career Development Seminars, Graduate Program in Health Care Administration, 1989-91: Orientation & Assessment, Managerial Skills Building, and Career Planning & Transition Advising.
- English Advisor, Graduate Program in Health Care Administration, 1989-91.
- Advisor, Society for Human Resource Management Student Chapter, 1989-90.

University of Wisconsin-Parkside

- Labor and Industrial Relations Program 1985 Self-evaluation, co-author.
- Labor and Industrial Relations Student Scholarship Committee, Chair, 1983-85.
- Faculty Senate, 1983-85.
- Awards and Ceremonies Committee, 1983-85.
- Labor Studies Institute Advisory Committee, 1982-86.
- Research Associate, Center for Survey and Marketing Research, 1983-85.

Community Service

- MicroMUSE virtual community; Director of Mediation, System Administrator and Member of Executive Board, 1994-present; Community Mediator and Member (non-voting) of Advisory Board, 1993-1994.
- Boys Hope, Special Event Committee, 1993.
- Club 24, Inc. Board of Directors, 1999-2000.
- Shaker Heights Youth Center, Facilitator and developer of parenting skills and support groups, 1987-93.

Business Experience:

Predicasts, Inc., Cleveland, Ohio. 1964-74. Positions Held: Manager of Library Services, Editor, Industry Analyst, and member of Executive Committee. Selected Publications Authored, Co-Authored or Edited: *Health Care Products for the Aged, Disposable Hospital Supplies, Drug Industry, Cosmetics and Toiletries, F&S Index of Corporations and Industries, F&S International, Growth & Acquisition Guide, Source Directory.*

Coast Counties Glass, Inc., Monterey, California. 1962-64. Company Description: Glass subcontractor and fabricator. Positions Held: Assistant Manager and Estimator.