

**CREATING JOBS; DELIVERING EDUCATION AND SKILLS;  
CONSIDERING LABOR'S AGENDA; EXPANDING LABOR'S ROLE**

**A Seminar on Strategy for Labor and Policy Leaders  
Sponsored by the National Labor College of the AFL-CIO  
and the Albert Shanker Institute**

May 15, 2009

**Speakers**

**R. Thomas Buffenbarger**

R. Thomas Buffenbarger is the 13th International President since the founding of the International Association of Machinists and Aerospace Workers (IAM) in 1888. The son of an IAM member, Buffenbarger assumed his first IAM leadership post in 1970, at age 20, when he was elected Shop Steward of his apprenticeship group at General Electric Jet Engines, IAM LL912, Evendale, Ohio. Seven years later, he was elected as a Business Representative for IAM District 34, Cincinnati. In 1980 he was appointed as an IAM Special Representative for the Great Lakes Territory and three years later became Administrative Assistant to the General Vice President for that territory. Buffenbarger came to IAM Headquarters in 1986 to work in the IAM Organizing Department and two years later, was appointed Executive Assistant to the International President. He served in that position under International Presidents William Winpisinger and George Kourpias. From 1991 to 1997 Buffenbarger served as IAM General Vice President at Headquarters, functioning as chief of staff of all Headquarters operations. As International President, Buffenbarger is a member of the AFL-CIO Executive Council and serves on the International Metalworkers Federation's Executive Committee as Vice President.

**Anthony Carnevale**

Anthony Carnevale currently serves as Research Professor and as President of the Georgetown University Center on Education and the Work Force. Prior to founding the Georgetown Institute, Dr. Carnevale served as Vice-President for Public Leadership at the Educational Testing Service (ETS). Before joining at ETS in 1996, Carnevale was Director of Human Resource and Employment studies at the Committee for Economic Development (CED), the nation's oldest business-sponsored policy research organization. Carnevale was the founder and President of the Institute for Workplace Learning (IWL) working directly with consortia of private companies and unions to develop "high performance work systems" and to develop more effective work and training systems. Carnevale also was Director of Government Affairs for the American Federation of State, County and Municipal Employees (AFSCME). Prior to joining AFSCME he was a senior staff member in both houses of the U.S. Congress. He also served as Senior Economist for the Senate Democratic Leadership Council. In 1993, President Clinton appointed Dr. Carnevale as chairman of the National Commission for Employment Policy, and in 1994 the Secretary of Commerce appointed Dr. Carnevale to the Board of Overseers for the Malcolm Baldrige National Quality Award.

**Stephen Herzenberg**

Stephen Herzenberg is the Executive Director of the Keystone Research Center (KRC), an independent, non-partisan, economic think tank, and holds a PhD in economics from MIT. He has published widely on issues that include the auto industry, international labor standards, the organization of work, workforce and economic development, the service economy, and early childhood education. Before joining the KRC, Dr. Herzenberg worked at the U.S. Congressional Office of Technology Assessment, and the U.S. Department of Labor. At KRC, Dr. Herzenberg has been one of the architects of Pennsylvania's nationally recognized reform of workforce development founded on investment in "Industry (training) Partnerships" linked with key sectors of regional economies. KRC also staffs the Pennsylvania Fund for

Workforce Solutions (PFWS), a statewide collaboration among foundations, United Ways, and the Commonwealth. The PFWS invests in workforce partnership projects that benefit low-income workers as well as employers. PFWS also invests in capacity building and policy advocacy to strengthen workforce partnerships and their ability to effectively serve low-income workers. Most of Dr. Herzenberg's recent publications are available on line at [www.keystoneresearch.org](http://www.keystoneresearch.org).

#### **D. Michael Langford**

Mike Langford was elected National President of the Utility Workers Union of America effective December 1, 2006. He had previously held the position of National Executive Vice President, and had been a member of the National Executive Board since March 1998. Langford is a graduate of the Wayne State University Labor School, and completed labor relations classes at University of Michigan and Michigan State University. He has held a variety of Union offices throughout his career, which began with the Detroit Edison Company in 1978 at the Monroe Power Plant. In addition to his position as UWUA National President, Langford also serves on the Board of Trustees of CAEL (Council for Adult Experiential Learning); as Co-Chair of the Steering Committee for the Council on Competitiveness; on the Executive Committee for the Center for Energy Workforce Development; on the U. S. Department of Labor Secretary's Advisory Committee on Apprenticeship; as Chair of the Trustee Board for the National Power for America Training Trust Fund, which is a multi-employer fund, in partnership with educational institutions throughout the country.

#### **Thea Lee**

Thea Lee is Policy Director at the AFL-CIO, where she oversees research and strategies on domestic and international economic policy. Previously, she worked as an international trade economist at the Economic Policy Institute in Washington, D.C. and as an editor at *Dollars & Sense* magazine in Boston. She received a Bachelors degree from Smith College and a Masters degree in economics from the University of Michigan. Lee is co-author of *A Field Guide to the Global Economy*, published by the New Press. Her research projects include reports on the North American Free Trade Agreement, on the impact of international trade on U.S. wage inequality, and on the domestic steel and textile industries. She has testified before several committees of the U.S. House of Representatives and the Senate on various trade topics. She serves on several advisory committees, including the State Department Advisory Committee on International Economic Policy and the Export-Import Bank Advisory Committee. She is also on the Board of Directors of the Worker Rights Consortium, United for a Fair Economy, and the National Bureau of Economic Research.

#### **Robert Lerman**

Robert Lerman is Professor of Economics, American University, Institute Fellow at the Urban Institute and a Research Fellow at IZA in Berlin. He has published research and policy analyses on employment, income support, and youth development, especially as they affect low-income populations. In the 1970s, he worked on reforming the nation's income maintenance programs and on youth employment policies as staff economist for both the Congressional Joint Economic Committee and the U.S. Department of Labor. He was one of the first scholars to examine the patterns and economic determinants of unwed fatherhood and to propose a youth apprenticeship strategy in the U.S. Lerman served on the National Academy of Sciences panel examining the U.S. post-secondary education and training system for the workplace. He has testified before congressional committees on youth apprenticeship, child support policies, and the information technology labor market. His recent research deals with the impact of family structure on employment and earnings, with assets for low-income families, and with apprenticeship in the United States and other countries. In Fall 2007, Lerman was elected to serve on the Policy Council of the Association for Public Policy and Management. His book (with Stephanie Cellini) *Demography, Education and the Workforce* (Greenwood Press) will be released in May 2009. Dr. Lerman earned his A.B. at Brandeis University and his Ph.D. in economics at MIT.

**William E. Scheuerman**

William Scheuerman became president of the National Labor College on October 7, 2007. Prior to holding this position, Scheuerman served since 1993 as president of the United University Professions (UUP), the largest public higher education union in the nation, representing 33,000 academic and professional faculty, and an affiliate of the American Federation of Teachers. In July 2006, Scheuerman became the first AFT officer from higher education to serve on AFT's Executive Committee. Scheuerman is the author of numerous scholarly works including two books--The Steel Crisis, in 1986, and Private Interests, Public Spending with Sid Plotkin, in 1994, which examined the political origins of the fiscal crisis and organized labor's response. He serves on the boards of several public interest organizations and is a member of the editorial boards for AFT's American Academic journal and the journal Working USA.

**Paul Shearon**

Paul Shearon was unanimously elected to serve as Secretary-Treasurer of the International Federation of Professional and Technical Engineers (IFPTE), AFL-CIO & CLC at the Union's 55th Convention in July 2006. Shearon served as Organizing Director for IFPTE's largest Local, the Society of Professional Engineering Employees in Aerospace (SPEEA/Local 2001) from 1996 until being elected as the Union's Secretary-Treasurer. He ran successful organizing drives in Seattle and Wichita bringing union representation to over 5,000 employees. During SPEEA's famous 40-day strike in 2000, Shearon was charged with developing the strike plan and actively supported strike line activities. He also taught as a teaching fellow for the AFL-CIO Organizing Institute, and was a guest speaker at the Third International Conference for Professional Engineer and Scientist Organizations in Copenhagen Denmark in 2003. During his career, Shearon worked for the Lawrence Livermore National Laboratory, Lockheed Missiles and Space Company Advanced Systems Development, Stanford Research Institute and the Boeing Company. He worked as a Numerical Control Programmer, heading up the programming for Boeing's new Six-Axis Waterjets used to cut the composite empennage for the first 777 aircraft.

**Marshall (Mike) Smith**

Marshall (Mike) Smith, Senior Advisor to Education Secretary Arne Duncan, was the Director of Education Programs at the William and Flora Hewlett Foundation from 2001 to 2008. Prior to that, he served as Acting Deputy Secretary and Undersecretary for Education in the Clinton administration. During the Carter administration, he was Chief of Staff to the Secretary for Education and Assistant Commissioner for Policy Studies in the Office of Education. While not in government, he was at different times an Associate Professor at Harvard University, a Professor at the University of Wisconsin at Madison, and a Professor and Dean of the School of Education at Stanford University. Among his areas of expertise include federal education legislators, education technology and systemic education reform.

**Randi Weingarten**

In July, 2008, Randi Weingarten was elected president of the American Federation of Teachers (AFT), representing more than 1.4-million-member teachers; paraprofessionals and school-related personnel; higher education faculty and staff; nurses and other healthcare professionals; and local, state and federal employees. Weingarten also remains president of the AFT's largest affiliate, the United Federation of Teachers (UFT), an office she has held since 1998. The UFT represents 110,000 non-supervisory educators in the New York City public school system, as well as home child care providers and other workers in health, law and education. A teacher of history and civics at Clara Barton High School in Brooklyn's Crown Heights from 1991 to 1997, Weingarten helped her students win several state and national awards debating constitutional issues. She holds degrees from Cornell University School of Industrial Relations and the Cardozo School of Law, and is a member of the Democratic National Committee and numerous professional, civic, and philanthropic organizations.

**Tom Wilson**

Tom Wilson was appointed Head of the Organisation and Services Department at the Trades Union Congress (TUC) in July 2003. His department covers education, learning and skills policy, public services, Health and Safety, organizing and union development, the TUC regional offices and regional policy, inter-union disputes and the organization of the annual TUC Congress. Wilson was previously head of NATFHE's Universities Department for five years, having before that been Head of Research and then Assistant General Secretary at the Association of University Teachers from 1988. His other experience includes two years in employment research, with Incomes Data, and then five years with the GMB (the UK 's fourth largest trade union). He was also the National Trade Union Liaison Officer for the Labour Party (1986-1988). Tom has an MA in Industrial Relations from Warwick University and a Diploma in Social Administration from York University. His first degree was in Philosophy from St Andrews University and he has a postgraduate Certificate in Employment Law from Middlesex University. A Fellow of the Institute of Personnel and Development, the professional institute for management involved in personnel and staff development, he has written on unions, education and industrial relations for newspapers, magazines, campaigning organizations and academic publications.