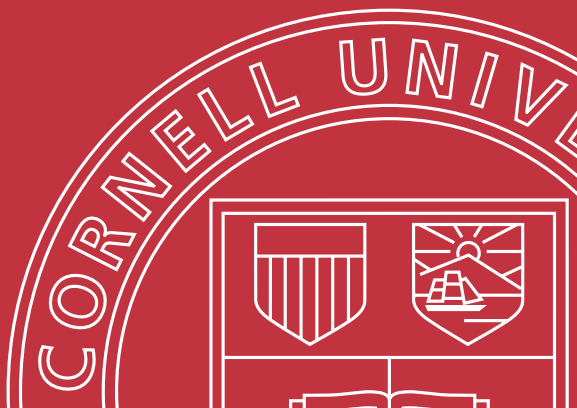


Preparing for the New Century

Innovative Work and Family Strategies



June 3, 2009 ▣ Noon–5:00 p.m. & June 4, 2009 ▣ 8:00 a.m.–12:45 p.m.
ILR Conference Center, Cornell University



She:kon! Bienvenidos! Willkommen! Welcome!

Greetings!

With the focus in the news on career/life integration, now is the time to prepare employers for the changes they will need to make in order to sustain their commitment to child care options, robust work/life policies, and creative approaches to “balancing” work responsibilities and the changing personal and family commitments of our employees.



Through facilitated discussions, this program will provide participants with the new research on work and family issues, as well as practical applications to provide the foundation for innovative strategies.

Cordially,

A handwritten signature in cursive script that reads "Lynette Chappell-Williams". The ink is dark, and the signature is fluid and elegant.

Lynette Chappell-Williams

Director, Office of Workforce Diversity, Equity and Life Quality

June 3, 2009

12:00 p.m. – 1:00 p.m. Welcome and Lunch

Mary George Opperman, Vice President for Human Resources,
Cornell University

1:00 p.m. – 1:15 p.m. Overview of Program and Goals

Mildred Warner, Director of Graduate Studies; Professor in City and Regional Planning and Co-Director of Linking Economic Development and Child Care Research Project, *Cornell University*

Lynette Chappell-Williams, Director of the Office of Workforce Diversity, Equity and Life Quality, *Cornell University*

Vivian Relta, Associate Director of Facilitation for Cornell Interactive Theatre Ensemble, *Cornell University*

1:15 p.m. – 1:30 p.m. Introductions

1:30 p.m. – 1:45 p.m. Break

1:45 p.m. – 3:15 p.m. Discussion I: *An Overview of Effective Work/Life Policies*

Jennifer Glass, Professor, Policy Analysis and Management, *Cornell University*

Carolyn Heinrich, Professor and Director of the La Follette School of Public Affairs, *University of Wisconsin*

Brad Harrington, Executive Director, *Boston College Center for Work and Family*

Michael Layman, Manager, Employment and Labor, *SHRM*

3:15 p.m. – 3:30 p.m. Break

3:30 p.m. – 5:00 p.m. Discussion II: *Restructuring Work to Support Work/Life Integration*

Jennifer Swanberg, Professor and Executive Director of the Institute for Workplace Innovation (iwin), *University of Kentucky*

Julia Henly, Associate Professor in the School of Social Service Administration and faculty affiliate of the Center for Human Potential and Public Policy, *University of Chicago*

Barbara Gniewek, Principal and National Practice Leader,
Deloitte & Touche

Cali Williams Yost, President & Founder, *Work+Life Fit, Inc.*

June 4, 2009

8:00 a.m. – 8:30 a.m.

Continental Breakfast

8:30 a.m. – 10:30 a.m.

Discussion III (A&B): *Financial Support for Dependent Care*

8:30 a.m.-9:30 a.m.

Karen Shellenback, Consultant

Mildred Warner, Director of Graduate Studies; Professor in City and Regional Planning and Co-Director of Linking Economic Development and Child Care Research Project, *Cornell University*

Lena Hipp, Graduate Student, ILR School, *Cornell University*

9:30 a.m.-10:30 a.m.

Deborah King, Executive Director of the 1199SEIU Training and Employment Funds, ILR School, *Cornell University*

Moirra Dolan, Assistant Director, *Public Policy, District Council 37*

K. C. Wagner, Director of Workplace Issues, School of Industrial and Labor Relations, *Cornell University*

10:30 a.m. – 10:45 a.m.

Break

10:45 a.m. – 12:15 p.m.

Discussion IV: *Creative Care Options*

Nancy Bereano, Founding Member, *Tompkins County Working Group on LGBT Aging*

Myra Sabir, Assistant Dean, College of Arts and Sciences, *Cornell University*

Michelle Artibee, Associate Director for Work/Life Programs, Office of Workforce Diversity, Equity and Life Quality, *Cornell University*

Lynette Chappell-Williams, Director of the Office of Workforce Diversity, Equity and Life Quality, *Cornell University*

12:15 p.m. – 12:45 p.m.

Wrap Up

Mildred Warner, Director of Graduate Studies; Professor in City and Regional Planning and Co-Director of Linking Economic Development and Child Care Research Project, *Cornell University*

Lynette Chappell-Williams, Director of the Office of Workforce Diversity, Equity and Life Quality, *Cornell University*

Vivian Relta, Associate Director of Facilitation for Cornell Interactive Theatre Ensemble, *Cornell University*

12:45 p.m.

Lunch “On the Run” (box lunches provided)

Speakers

Michelle Artibee, Associate Director for Work/Life Programs, Office of Workforce Diversity, Equity and Life Quality, *Cornell University*

Michelle Artibee is currently the associate director for work/life programs in the Office of Workforce Diversity, Equity and Life Quality at Cornell University. She is responsible for the creation and maintenance of a variety of work/life programs that help support Cornell's staff, faculty, and student populations, including financial assistance programs for child care, adoption, and hardship, the Cornell Child Care Center, dependent care resource and referral, flexible work, supervisor training, lactation support, special population initiatives, and overall promotion and communication of work/life initiatives at the university.

Artibee earned an M.B.A. from Baker College in Flint, Michigan, and a B.S. degree in digital communication from Franklin College in Columbus, Ohio.

Life experiences have taught her a great deal about the stressors of balancing parenting responsibilities with education and career advancement. She is passionate and committed to assisting the Cornell community navigate through similar experiences. Her story is featured in a new book, *Professor, May I Bring My Baby To Class?*.

Employed at Michigan State University in the Family Resource Center from 2000-07 as assistant to the coordinator, Artibee's responsibilities included work/life program operations related to emergency child care, sick child care, grant management, website development, and event planning. She also provided student-parent guidance and support.

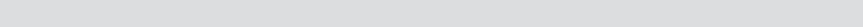
Artibee is a co-founder of the Higher Education Alliance for Students with Children (HEAASC) and currently serves on its board of directors as the communications chairperson. ♦

Nancy K. Bereano, Founding Member, *Tompkins County Working Group on LGBT Aging*

Nancy K. Bereano has lived in Tompkins County for over 40 years and has been a grassroots activist for much of that time. She is a 2008-09 Cornell Public Service Center Civic Fellow, a founding member of the Tompkins County Working Group on LGBT (Lesbian/Gay/Bisexual/Transgender) Aging, and the principal developer of the working group's "Share the Care" for the LGBT Community project. Formerly the editor and publisher of Firebrand Books, an award-winning feminist and lesbian publishing house, she is also trained as an executive coach. She was instrumental in the successful passage of both the city and county sexual orientation/gender identity anti-discrimination laws, and currently sits on the City of Ithaca's Workforce Diversity Committee. For the past two years she has served as volunteer co-chair of Women Swimmin', the principal fundraising event for Palliative and Hospicare Services of Tompkins County, which in 2008 raised over a quarter of a million dollars. Last year she received the Outstanding Contribution by a Senior Citizen Award from the Tompkins County Office for the Aging. ♦

Lynette Chappell-Williams, Director of Workforce Diversity, Equity and Life Quality, *Cornell University*

Lynette Chappell-Williams is currently Cornell University's director of the Office of Workforce Diversity, Equity and Life Quality, where she is responsible for overseeing the university's discrimination resolution program, developing and implementing the university's affirmative action program for staff and faculty, assisting in the development of a strategic plan for the university's diversity/inclusiveness initiative, and coordinating the university's quality of life (work/life and work/family) initiative for staff and faculty employees.



Chappell-Williams came to Cornell from George Washington University in Washington, D.C., where she was the director of the Office of Equal Employment Activities. Chappell-Williams previously held positions as associate vice president of Multicultural Programs and director of affirmative action at Illinois Institute of Technology in Chicago, Illinois; manager of EEO and Employment with the Automobile Club of Michigan in Dearborn, Michigan; staff attorney with the U.S. Equal Employment Opportunity Commission in Washington, D.C.; and judicial law clerk with the U.S. Federal Appellate Court for the fourth circuit in Richmond, Virginia.

Chappell-Williams obtained her law degree from The Ohio State University School of Law and her bachelor's degree from James Madison University.

Chappell-Williams has presented at numerous conferences, including, most recently, the 5th and 7th Annual Diversity Solutions Best Practices conferences in Washington, D.C.; the 7th International Conference on Diversity in Organizations, Communities, and Nations in Amsterdam, Netherlands; the National CUPA-HR Conference in Baltimore and the Georgia CUPA-HR Conference in Gwinnett, GA; the College and University Work Family Association in North Carolina; Association of Black Women in Higher Education (ABWHE) Conference at Princeton, NJ; Women's Leadership Conference in NYC. ♦

Moira Dolan, Assistant Director, *Public Policy, District Council 37*

Moira Dolan, assistant director, Public Policy, District Council 37, AFSCME, AFL-CIO, works on issues related to child care access and affordability on behalf of the 120,000 public sector members of DC 37, AFSCME. She is co-chair of the NY Union Child Care Coalition. She has testified numerous times before the NY City Council and NY State

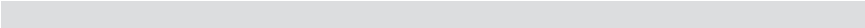
Assembly regarding working parents. She is a graduate of the Cornell School of Industrial and Labor Relations. ♦

Jennifer Glass, Professor of Policy Analysis and Management, *Cornell University*

Jennifer Glass is currently a professor of policy analysis and management and sociology at Cornell University. She has published over 40 articles and books on work and family issues, gender stratification in the labor force, and mothers' employment and mental health. Her research has been funded by the National Science Foundation and the Alfred P. Sloan Foundation and has appeared in the *American Journal of Sociology*, *American Sociological Review*, *Journal of Marriage and the Family*, and the *Journal of Health and Social Behavior*, among others. She has received the Reuben Hill Award from the National Council on Family Relations, and twice been nominated for the Rosabeth Moss Kanter Award. She has chaired the sex and gender section, the family section, and the organizations and work section, and served on the Council of the American Sociological Association. Her most current project explores the wage effects of flexible work practices, for which she has just been invited to join Joan Williams' Flexibility Stigma Working Group at the Center for WorkLife Law. ♦

Barbara Gniewek, Principal and National Practice Leader, *Deloitte & Touche*

Barbara Gniewek is a principal in Deloitte Consulting's Human Capital Advisory Services practice based in Parsippany, New Jersey. Gniewek has a broad health-care consulting background and provides consulting services to large employers and health-care plans. She works on large-scale transformation efforts for managed-care entities, including operational improvement and product development, and



has provided turn-around management services for HMOs. She also heads the practice's operations excellence services team and national consumer-driven health-care team.

Gniewek led the broad implementation of mass career customization ("MCC") within Deloitte's Human Capital service area. She is currently leading Deloitte Consulting's MCC implementation, and was instrumental in developing the MCC consulting methodology.

Gniewek has over 20 years of health-care consulting experience. She has been the practice leader of KPMG's health-care benefit consulting practice in New York City, and spent six years at William M. Mercer Inc. Gniewek holds a B.A. in mathematics and economics from Denison University. She has published articles on the value proposition of health-care auditing, quality of health care, creative solutions to control rising health-care costs and consumer-driven health care. She has served several leadership roles for Deloitte's Human Capital Group and currently serves as the WIN (Women's Initiative) chair for human capital. ♦

Brad Harrington, Executive Director, *Boston College Center for Work and Family Institute*

Dr. Brad Harrington is the executive director of the Boston College Center for Work & Family (CWF) and a research professor and faculty member in the Organization Studies department of the Carroll School of Management. He is responsible for the center's research, convenings, and corporate partnership strategy. He previously served as associate director of the Center for Corporate Citizenship.

Prior to arriving at Boston College, Harrington was an executive with Hewlett-Packard Company for 20 years, serving as corporate director of Global Management and Organization Development,

chief quality officer and member of the executive committee for HP's Medical Products Business, quality director for HP United Kingdom, Ltd., and education manager for European Operations (Agilent Technologies). He has consulted with many major corporations and health-care organizations in the areas of strategic planning and organizational change.

Harrington's teaching in the Graduate School of Management focuses on career management and work-life integration and the management of organizational change. His research interests are career management, mobilizing and leading organizational change, contemporary workforce management strategies, and organizational learning. He is a frequent presenter and keynote speaker at professional conferences and business schools and has published a number of articles and book chapters, co-authoring *Career Management and Work/Life Integration: Using Self-Assessment to Navigate Contemporary Careers* (Sage Publications, 2007). In 2006, he was named as one of the "10 Most Influential Men in the Work-Life Field" by *Work/Life Matters Magazine*. Harrington also serves on the advisory board of the International Centre of Work and Family at IESE Business School in Barcelona, Spain.

Harrington holds a bachelor's degree in business administration from Stonehill College, a master's degree in psychology from Boston College, and a doctorate in human resource development and organization development from Boston University. ♦

Carolyn Heinrich, Professor of Public Affairs and Director of the La Follette School of Public Affairs, *University of Wisconsin*

Carolyn Heinrich (Ph.D., University of Chicago) is the director of the La Follette School of Public Affairs, professor of public affairs and affiliated professor of economics, a Regina Loughlin Scholar, and

the associate director of research and training at the Institute for Research on Poverty. Her research focuses on social welfare policy, public management, and econometric methods for social program evaluation. Ongoing projects involve the evaluation of workforce development programs, an experimental child-support demonstration program, supplemental educational services in public schools, and the study of social investment funds and human capital development programs in Latin America and South Africa. She has also focused on labor market intermediaries and labor market outcomes for low-skilled and disadvantaged workers, and on policy factors that support the effective provision of substance abuse treatment services.

Heinrich recently co-edited the forthcoming book, *Making the Work-Based Safety Net Work Better: Forward-Looking Policies to Help Low-Income Families* (Russell Sage Foundation, 2009) with John Karl Scholz, and she is also a co-author of several books on the empirical study of governance and public management. She served as the editor of the *Journal of Public Administration Research and Theory*, 2005-08. In 2004, Heinrich received the David N. Kershaw Award for distinguished contributions to the field of public policy analysis and management by a person under age 40. ♦

Julia R. Henly, Associate Professor, *University of Chicago*

Julia R. Henly is an associate professor in the School of Social Service Administration and faculty affiliate of the University of Chicago Center for Human Potential and Public Policy. Henly is also a research affiliate of the National Poverty Center at the University of Michigan. Her fields of special interest include family poverty, child care and family policy, work-family strategies of low-wage workers, and informal support networks.

Henly is co-principal investigator of the Scheduling Intervention Study, a randomized experimental study involving scheduling practices in entry-level retail jobs and making work more predictable and flexible for workers, in order to reduce work-family conflict and improve key employee and family outcomes. Henly is also principal investigator and director of the Study of Work-Child Care Fit, a qualitative investigation of the work-family management strategies of low-wage retail workers. The study examines the relationships between work timing, schedule predictability, and employee control, child care needs, and child care providers. In a separate study, Henly is investigating the relationship between nonstandard job features, child care subsidy use, and child care arrangements. Henly's work has appeared in the *Journal of Marriage and Family*, *Social Work Research*, *Children and Youth Services Review*, and *Journal of Social Issues*, as well as several edited book volumes.

Henly received her B.A. in psychology and social work from the University of Wisconsin-Madison and her M.S.W. (policy and planning) and Ph.D. in social work and social psychology from the University of Michigan at Ann Arbor. Prior to joining the faculty of the University of Chicago, she was assistant professor in the School of Public Policy and Social Research at the University of California, Los Angeles. ♦

Lena Hipp, Graduate Student, School of Industrial and Labor Relations, *Cornell University*

Lena Hipp is a Ph.D. candidate in the School of Industrial and Labor Relations at Cornell University. She has studied at Free University, Germany; Institut D'Etudes Politiques, France; and at Albert-Ludwigs University, Germany. At Cornell, she is specializing in organizational behavior and is interested in how institutions shape trust and decision

making. She took the lead in designing the 2009 survey evaluation of Cornell's child care voucher program. In addition to research on child-care issues, her interests are in public policy and employment policy as they relate to job security. She conducts comparative research on employment policy in the US and Germany. She won an award for her article on job training vouchers in the *Journal of Social Policy and Administration* in 2008. She spent summer 2008 researching decentralized labor market policies for the Local Economic and Employment Development division of the Organization for Economic Cooperation and Development in Paris, France, and researching labor market reform and the long-term unemployed with the Institute for Employment Research in Nuremberg, Germany. ♦

Deborah King, Executive Director of the 1199SEIU Training and Employment Funds, School of Industrial and Labor Relations, *Cornell University*

Deborah King is currently executive director of the 1199 Employment, Training and Job Security Program, which covers 150,000 health-care workers and almost 300 employers. The program provides a wide range of training and education benefits as well as job-placement services for both employed and laid-off health-care workers. The program also supports labor-management activities, and is one of the most comprehensive joint labor-management programs in the United States.

King has previously served in both union staff and elected positions and has extensive experience in collective bargaining and partnership projects.

King is presently chair of the New York Union Child Care Coalition, a committee of nineteen unions. The coalition helped lead a successful campaign to win child-care subsidies for working families from the

New York State legislature and is currently working on a state initiative on paid family and medical leave.

She was executive vice president for collective bargaining of 1199 when the union negotiated the first union/multi-employer child-care fund in the country.

King lived and worked in Ireland for five years, during which time she developed and taught courses on a variety of subjects at the College of Industrial Relations and for the Irish Transport and General Workers Union.

King is also a faculty member of the School of Industrial and Labor Relations, Cornell University, where her areas of concentration are worker participation and work and family issues. ♦

Michael Layman, Manager, Employment and Labor, *Society for Human Resource Management*

Michael Layman promotes the Society for Human Resource Management's (SHRM's) views on employment, labor relations, and civil rights issues with House and Senate offices and the Administration. He has delivered speeches around the country on public policy issues, and has been interviewed by numerous national publications, including the *Wall Street Journal*, *Kiplinger's*, *Roll Call* and the *Chicago Tribune*.

Prior to joining SHRM in January 2007, Michael spent over five years on Capitol Hill, where he served as legislative director for U.S. Representative Tim Murphy of Pennsylvania and professional staff member of the House Government Reform Committee staff under Chairman Tom Davis of Virginia.

Michael earned a bachelor's degree in speech communication from the University of Illinois at Urbana-Champaign and a master's degree in public administration at Virginia Tech. ♦

Vivian Relta, Associate Director of Facilitation for Cornell Interactive Theatre Ensemble (CITE), *Cornell University*

Vivian Relta is the human resource specialist for the ensemble, with responsibility for client needs assessment, program design and facilitation, and evaluation processes. Prior to joining CITE, Vivian served as assistant dean of intercultural affairs at Hobart and William Smith Colleges, working with faculty, student and staff populations. As a training consultant, Vivian has over 15 years experience in the design and leadership of programming on diversity and multicultural issues, leadership development, organizational change, conflict resolution, and community networking.

Vivian has been involved with the Multicultural Resource Center “Talking Circles” program both as a participant and facilitator that invites community members to dialogue about issues of race.

She is a graduate of Cornell University, with specializations in social work and human service studies administration. ♦

Myra Sabir, Assistant Dean, College of Arts and Sciences, *Cornell University*

Myra Sabir is a narrative psychologist who has worked with life narratives for the past 20 years. In 1996, she conducted a series of life-narrative workshops with African American adults then living in Atlanta’s lower-income communities. The project earned two community service awards from Emory University: The Jack Boozer Community Development Award (1995) and the Mary K. Mobley Award for Academic Excellence & Significant Community Concern (1996). She continued the workshops for two years in Atlanta’s urban churches, homeless shelters, and community centers before enrolling in the College of Human Ecology at Cornell University and

completing her Ph.D. in human development and family studies. Following the Ph.D., she was awarded a post-doctoral fellowship through the Cornell Institute for Translational Research on Aging (CITRA) to conduct life-narrative workshops with 62 older adults living in Harlem, New York. During this time she was invited to become the assistant director to the Bronfenbrenner Life Course Center at Cornell, then to become an assistant dean in the College of Arts and Sciences at Cornell. Most recently she has founded Got Meaning? The Life Writing Project, a non-profit organization that conducts life-writing workshops; trains volunteer life-writing coaches; and installs life-writing programs at community institutions. For this body of work and related efforts, she has been called a “visionary” with an “unerring instinct for what is sound and valuable.”

Sabir was born in a small town in Alabama, spent her teenage and young adult years in Atlanta, GA., and has enjoyed living in Ithaca, New York for the past 11 years. She is a wife, mother, and grandmother. She wrote and published the new lyric essay, *She*, in 2008. ♦

Karen Shellenback, Consultant

Karen Shellenback has partnered with executive clients to assess, plan and design “100 Best” business strategies for Fortune 500 and government clients while serving as a consultant at PricewaterhouseCoopers LLP and LifeCare Inc. Shellenback holds both a B.S. in human development and family studies and an M.S. in policy analysis and management: program evaluation and planning with a minor in industrial and labor relations from Cornell University. Her publication, *Child Care and Parent Productivity: Making the Business Case* (Cornell University, Linking Economic Development and Child Care Research Project, and Smart Start) has been a “hot seller” for individuals interested in assessing the return on investment for

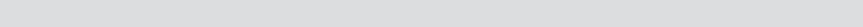
corporate-sponsored child care and other work/life initiatives. This publication can be downloaded at: <http://government.cce.cornell.edu/doc/pdf/ChildCareParentProductivity.pdf>.

Shellenback and her husband recently moved to Colorado Springs, CO, where she enjoys sun-filled days with her adorable six-year-old daughter, Bryn. ♦

Jennifer E. Swanberg, Associate Professor, *University of Kentucky*

Jennifer Swanberg is an associate professor in the University of Kentucky College of Social Work with joint appointments in the colleges of business, medicine, and public health. She is an interdisciplinary social scientist with research interests in understanding how the organization of work impacts individual health and work-life effectiveness as well as organizational outcomes. Her current research focuses on: workplace flexibility; the relationship between the quality of low-wage hourly retail jobs and employee well-being, work-family conflict, employee engagement and customer satisfaction; domestic violence as a workplace issue; and human capital and quality jobs as drivers of economic development. Her research has been funded by organizations such as the Ford Foundation, the Center on Aging & Work, National Institute of Occupational Health and Safety, and the Health and Human Services-funded Center on Poverty Research at the University of Kentucky.

Swanberg serves as the executive director of the Institute for Workplace Innovation (iwin) at the University of Kentucky. She has been featured as a work-life expert in *Wall Street Journal*, *Boston Globe*, and on CNN, MSNBC, and NPR news programs. Swanberg has been recognized by the Alliance of Work-Life Progress as one of



the profession's Rising Stars; her research has been honored by the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, also as one of the top ten research articles in the nation. She is also the work-life columnist for *Business Lexington*, a premier business publication.

Swanberg serves on advisory boards for such organizations as the National Council on Aging's Public Policy Committee, the Sloan Work-Family Network, the Center on Aging and Work's States as Employers-of-Choice Project, the Kentucky Science and Technology Corporation, the University of Kentucky Center on Poverty Research, and Kentucky Girls STEM Project. She holds a Ph.D. in social policy and a master's in human services management from Heller School of Social Policy and Management, Brandies University, and a B.S. in occupational therapy from the University of New Hampshire. ♦

Cali Williams Yost, President & Founder, *Work+Life Fit, Inc.*

Cali Williams Yost, CEO and founder of Work+Life Fit, Inc., is an internationally-recognized work+life flexibility strategy expert with 15 years of experience working with Fortune 1000 companies, government agencies, academic institutions and thousands of individuals. A graduate of Columbia Business School, Yost is the author of the critically-acclaimed, *Work+Life: Finding the Fit That's Right for You* (Riverhead/Penguin Group, April 2004), the first work+life "fit" management strategy for individuals. Yost is an expert blogger for *Fast Company* magazine, and a sought-after speaker, having recently presented to the U.S. Labor Department and United Nations on the subject of strategic work+life flexibility.

Work+Life Fit, Inc. is a research and consulting firm that develops and implements business-based work+life flexibility strategies with broad bottom-line impact, allowing organizations to respond to rapid

change and individuals to strategically manage their work and life day-to-day and throughout their careers.

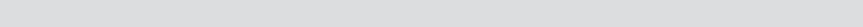
Yost and Work+Life Fit, Inc. have been featured in numerous national media outlets such as *The New York Times*, *The Wall Street Journal*, *BusinessWeek*, *Newsweek*, *USA Today*, *NPR* and *Fox Business News*. Prior to founding WLF, Yost was a senior research associate at Families and Work Institute and strategy consultant with Bright Horizons Family Solutions. She lives in New Jersey with two beautiful daughters and one very supportive husband. ♦

K.C. Wagner, Director of Workplace Issues, *Cornell University*

K.C. Wagner is the director of Workplace Issues at Cornell University's ILR Metro District Office in New York City. For over 28 years, she has specialized in gender bias, the prevention of sexual harassment, and promoting inclusiveness in the workplace. Wagner has provided training to corporations, unions, non-profit and government organizations. She holds an M.S.W. from the Hunter College School of Social Work and a master's degree in labor and industrial relations from Rutgers University. In April 2000, she was awarded the prestigious Alice H. Cook and Constance E. Cook Award from Cornell University's Advisory Committee on the Status of Women. ♦

Mildred Warner, Director of Graduate Studies; Professor in City and Regional Planning and Co-director of the Linking Economic Development and Child Care Research Project, *Cornell University*

As a professor of City and Regional Planning and co-director of the Linking Economic Development and Child Care Research Project, Mildred Warner focuses primarily on local government service delivery and new community development models for addressing human services. Warner's research explores the impact of privatization and



devolution on local government and the role of human services as part of the social infrastructure for economic development. Her work shows potential for market-based solutions in public service delivery but also raises cautions about the uneven incidence of market approaches in depressed inner city and rural areas.

Warner has a Ph.D. in development sociology, a master's in agricultural economics from Cornell University and a B.A. in history from Oberlin College. She is author of numerous refereed articles and book chapters and has received major research grants from the USDA National Research Initiative and Hatch Program to look at the impacts of devolution and privatization on local government service delivery, and grants from the U.S. Dept. of Health and Human Services, Rauch and Kellogg foundations to explore the links between economic development and child care. Warner has a strong extension orientation and consults widely with local government and union leaders on local government reform, and with child-care policy makers and business leaders on economic development strategies to support social infrastructure. Recent work has taken her to Spain, England, New Zealand, Australia, Ecuador, and Bulgaria. She also has served as a research associate with the Economic Policy Institute in Washington, D.C., where she spent her sabbatical in 2005. Prior to her most recent appointment at Cornell, she served as a program officer with the Ford Foundation for three years and as associate director of Cornell's Community and Rural Development Institute, where she brought together policy makers, community development practitioners and academics to explore new approaches to community development.

Copies of recent articles and research can be found at <http://government.cce.cornell.edu> and <http://economicdevelopment.cce.cornell.edu>. ♦

Steering Committee

Lynette Chappell-Williams, Director of the Office of Workforce Diversity, Equity and Life Quality, *Cornell University*

Mildred Warner, Director of Graduate Studies; Professor in City and Regional Planning and Co-Director of Linking Economic Development and Child Care Research Project, *Cornell University*

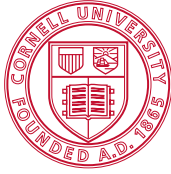
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Lena Hipp, Graduate Student, ILR School, *Cornell University*

Facilitated by

Vivian Relta, Associate Director of Facilitation for Cornell Interactive Theatre Ensemble, *Cornell University*

Sponsored by:



Cornell University



Committee for Economic Development
The Best of Business Thinking



Linking Economic
Development
and Child Care
Research Project at
Cornell University



W.K. KELLOGG
FOUNDATION

Alternative Finance Technical Assistance Consortium,
a project of the W.K. Kellogg Foundation

Conference materials can be found at
<http://economicdevelopment.cce.cornell.edu>