

DR. STANLEY J. SCHWARTZ

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EDUCATION

BS, MS - University of Pennsylvania, 1950 and 1951
Ed.D. - Temple University - 1978

TEACHING
EXPERIENCE

September, 1978 - Present: Rider University,
Lawrenceville, NJ
Associate Professor of Human Resources

Courses: Introduction to Labor Relations; Collective Bargaining; Human Resource Development; Human Resource Law and Legislation; Dispute Resolution in Labor Relations; Compensation; Introduction to Human Resource Administration; Labor Relations and Collective Bargaining (MBA); Legal Aspects of Human Resource Administration.

BUSINESS
EXPERIENCE

1970 - 1978: Temple University, Philadelphia, PA
Urban university with fifteen professional, graduate and undergraduate schools on five separate campuses, with approximately 33,000 students and 9,000 employees.

Director of Personnel Services

Directed university human resource services; employment; compensation; benefits; human resource information systems; communications, training and employee relations.

Act with faculty, academic and administrative officers to assure that human resource transactions and benefits administration are executed in compliance with applicable federal, state and local laws and regulations. Develop and implement university human resource policies and practices consistent with institutional objectives and optimal human resource management. Head up or serve on various special task forces for projects such as: development of a labor-management sponsored training and apprenticeship program for members of collective bargaining units at the university; development of a comprehensive human resource management information system; negotiation of a dental program with faculty union; development of human resource evaluation systems; establishment of management development programs. Maintain the affirmative action posture of university with city, state and federal human relations agencies involving affirmative action and equal pay complaints; aid in writing and enforcing affirmative action plan.

1969 - 1970: ELCO Corporation, Willow Grove, PA
Manufacturers of components for the computer and related markets in three divisions located in Pennsylvania and California, with approximately \$30 million in sales; 1,500 employees.

Director of Industrial Relations

Directed a comprehensive program of industrial relations and personnel administration with responsibility for developing and implementing policies and practices subject to top management review. Included collective bargaining and contract negotiations, administration and grievances. This included affirmative action programs, EEO, handling complaints and maintaining the affirmative action posture of the company with city, state and federal agencies.

1952 - 1969: IRC, Inc., Philadelphia, PA
A Philadelphia-based manufacturing company producing components for the electronic, computer and related industries with \$51 million in sales and 3,000 employees (1,200 in Philadelphia).

Manager of Industrial Relations

Managed comprehensive industrial relations program establishing and implementing human resource policies, practices, procedures, labor relations including collective bargaining, contract negotiations and administration, and grievances through arbitration. Recruited all levels of management, technical personnel, skilled and unskilled employees. Established and administered compensation programs. This included affirmative action programs, EEO, handling complaints and maintaining the affirmative action posture of the company with city, state and federal agencies.

Established and conducted training program for all levels of personnel. Administered employee benefit programs, negotiated with carriers to obtain best plans. Established and implemented company medical policies and programs. Had responsibility for other programs such as safety, cafeteria, recreation and credit union. Established and issued policies in these areas. Served successively in the posts of Job Analyst, Wage Administrator, Manager of Hourly Human Resource Administration and Assistant Manager of Industrial Relations.

ARBITRATION
ACTIVITIES

Currently active arbitrator, fact finder and mediator involving cases concerning public and private sector organizations and companies. Member of the National Academy of Arbitrators.

Member of the Labor Panel of Arbitrators; American Arbitration Association.

Member of the Labor Panel of Arbitrators; Pennsylvania State Mediation Service.

Member of the Labor Panel of Arbitrators; New Jersey State Board of Mediation.

Member of the Labor Panel of Arbitrators, Mediators, and Fact Finders; Public Employment Relations Commission of New Jersey

Member of the Labor Panel of Arbitrators; Federal Mediation and Conciliation Service. Approved Fact Finder for Health Care Industry under the National Labor Relations Act.

Member of the Labor Panel of Arbitrators, National Mediation Board.

Member of various arbitration panels: Teamster locals and various beverage companies; Transport Employers Association and IBT; AFG Industries, Inc. and ABG International Union; Chromoloy, Inc. and IUE Local 1400; Illinois Bell Telephone and System Council T-4, IBEW; Bell Atlantic and IBEW Local 827; Pennsylvania State Police and PSTA.

PUBLICATIONS

"A Cure for the 'I Don't Care' Syndrome." Personnel Journal, July 1971.

"Discipline as Self-Discipline." Supervisory Management, June 1972.

"The Work Ethic Can Be an Employee Motivator." Industry Week, April 8, 1974.

"Collective Bargaining." Management World, February 1975.

"A Study of the Effect of Collective Bargaining on Four Selected Universities in the Commonwealth of Pennsylvania." Doctoral Dissertation, Temple University, 1978.

"What the Sovereign Gives, the Sovereign Can Take Away." Public Employment Perspective, November 1979.