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## PROFESSIONAL PROFILE: SENIOR HUMAN RESOURCES LEADER, FAULTY MEMBER, AND TEXTBOOK AUTHOR

SPHR-certified Human Resources Professional and labor and employment attorney with more than 15 years of face-to-face and online teaching experience. Executive expertise in both unionized and nonunionized environments. Create and deliver interactive and engaging online and face-to-face workshops on a wide range of employment law, employee relations, diversity and inclusion, and leadership development topics. TEFL-certified faculty member and author of a legal and Human Resources textbook entitled *Employment Law: A Guide to Hiring, Managing and Firing for Employers and Employees* (Wolters Kluwer Law & Business, 5th ed. 2023). Proficient in resolving day-to-day employment disputes. Expert in performance management and leadership development, including the coaching of diverse audiences. Experience in company handbook and workplace policy drafting, recruiting, talent management, and succession planning. Extensive experience in all facets of labor relations including first-chair collective bargaining negotiations.

## TEACHING EXPERIENCE

### COLUMBIA UNIVERSITY, SCHOOL OF PROFESSIONAL STUDIES

LECTURER, FACE-TO-FACE & ONLINE, AND CURRICULUM DEVELOPER  
MASTERS OF SCIENCE, HUMAN CAPITAL MANAGEMENT  
FOUNDATIONS OF EMPLOYMENT LAW & LABOR LAW  
*ORGANIZATIONAL BEHAVIOR*

### COLUMBIA UNIVERSITY, MAILMAN SCHOOL OF PUBLIC HEALTH

LECTURER, FACE-TO-FACE, AND CURRICULUM DEVELOPER  
EXECUTIVE MBA PROGRAM FOR HEALTHCARE EXECUTIVES  
HR MANAGEMENT

### CORNELL UNIVERSITY, ILR EXTENSION, SCHEINMEN INSTITUTE ON CONFLICT RESOLUTION

ADJUNCT INSTRUCTOR, FACE-TO-FACE, AND CURRICULUM DEVELOPER  
EMPLOYMENT LAW FOR ARBITRATORS, MEDIATORS, AND HR PROFESSIONALS

### ARIZONA STATE UNIVERSITY, SANDRA DAY O'CONNOR SCHOOL OF LAW

FACULTY ASSOCIATE, ONLINE  
MASTERS OF LEGAL STUDIES  
DUTIES, OBLIGATIONS, AND RIGHTS IN THE WORKPLACE  
HUMAN RESOURCES AND EMPLOYMENT LAW

### TEXAS A&M UNIVERSITY SCHOOL OF LAW

ADJUNCT PROFESSOR, ONLINE, AND CURRICULUM DEVELOPER  
MASTERS OF LEGAL STUDIES  
EMPLOYMENT DISCRIMINATION

### FORDHAM UNIVERSITY SCHOOL OF LAW

ADJUNCT PROFESSOR OF LAW, FACE-TO-FACE & ONLINE, AND CURRICULUM DEVELOPER  
J.D. PROGRAM & MASTERS OF STUDIES IN LAW  
EMPLOYMENT LAW

### NORTHEASTERN UNIVERSITY, SCHOOL OF LAW

LECTURER, ONLINE  
ANTI-DISCRIMINATION LAW

### BERKELEY COLLEGE

ADJUNCT FACULTY, FACE-TO-FACE & ONLINE, AND CURRICULUM DEVELOPER  
ADJUNCT FACULTY MEMBER OF THE YEAR  
BUSINESS LAW, EMPLOYMENT LAW, ALTERNATIVE DISPUTE RESOLUTION, CONTRACT LAW, CAREER DEVELOPMENT, NEGOTIATIONS

### BERKELEY COLLEGE, MBA PROGRAMS

*CURRICULUM DEVELOPER*  
*INTERNATIONAL & COMPARATIVE HR, COMPENSATION & EMPLOYEE BENEFITS, RECRUITMENT AND SELECTION*

## EDUCATION

### NEW YORK UNIVERSITY LAW SCHOOL

LL.M. IN LABOR & EMPLOYMENT LAW

### GEORGE WASHINGTON UNIVERSITY LAW SCHOOL

J.D., WITH HONORS  
NOTE EDITOR, *THE GEORGE WASHINGTON UNIVERSITY JOURNAL OF INTERNATIONAL LAW AND ECONOMICS*.

### TUFTS UNIVERSITY

B.A., *CUM LAUDE*

### THE TEFL ORGANIZATION

*CERTIFICATION, TEACHING ENGLISH AS FOREIGN LANGUAGE (TEFL)*  
*COMPLETED THE 120-HOUR PREMIER TEFL COURSE*

### eCORNELL

CERTIFICATE, DIVERSITY, EQUITY & INCLUSION: BUILDING A DIVERSE WORKFORCE

## **PUBLICATIONS**

*Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees (Wolters Kluwer, 5th Ed. 2023)*

*Lifescrpts for Today's Workplace (2022)*

*Negotiating Without the Nonsense: Straightforward and Effective Strategies to Obtain the Best Possible Compensation Package (2022)*

*It's About You Too: How to Manage Employee Resistance to Your Diversity Initiatives and Improve Workplace Culture and Profitability (2021)*

## **PROFESSIONAL EXPERIENCE**

### **LORI B. RASSAS, LLC, NEW YORK, NY, 2013-PRESENT**

WWW.LORIRASSAS.COM

HR CONSULTANT AND WORKPLACE TRAINER

- Offer a full range of Human Resources services related to the employment of both unionized and nonunionized workforces.
- Provide guidance and counsel on the full spectrum of employment and labor matters including matters that arise under federal laws, diversity and inclusion program development, recruitment, talent management, employee engagement, organizational efficiencies, and succession planning. Provide executive coaching and career counseling.
- Create and deliver in-person and web-based training workshops related to all substantive areas of employment law and Human Resources including diversity and inclusion (implicit bias, white privilege, micro-messaging), sexual harassment, the Family and Medical Leave Act, the Americans with Disabilities Act, the managing of unionized and non-unionized employees, leadership, organizational developments, and conflict resolution.
- Mediate and arbitrate workplace disputes. Negotiate and administer collective bargaining agreements.

### **THE METROPOLITAN MUSEUM OF ART, NEW YORK, NY, 2018-2020**

ASSISTANT CHIEF HUMAN RESOURCES OFFICER

- Responsible for managing employee and labor relations, as well as training initiatives, across all institutional areas.
- Lead a wide range of employee relations and labor relations initiatives. Worked closely with stakeholders across the Museum to address development gaps, designed and executed high-impact and user-friendly programs and training materials to provide tools for more effective performance management, to increase leadership effectiveness, to create a more inclusive workplace, and to support succession planning.
- Lead labor relations for the entire Museum, representing 40% of the workforce working under two collective bargaining agreements. Served as first chair in collective bargaining negotiations, including the Museum's first mid-contract multi-million-dollar agreement to address recruitment and retention issues and to allow for merit rewards for unionized employees. Implemented and administered collective bargaining agreements.
- Created and delivered ongoing coaching sessions to a wide range of audiences, from senior executives to first-time managers. Drafted and implemented the Museum's first mid-year check-in process, which resulted in a 90% participation rate in its first year.
- Directly managed and coached HR Business Partners and museum staff to achieve effective resolution of workplace issues that adversely affect employee engagement, performance, and productivity (e.g., disputes, misconduct, and performance issues).
- Drafted and interpreted Museum policies and procedures, collective bargaining language, and relevant employment laws.

### **COLUMBIA UNIVERSITY, NEW YORK, NEW YORK,**

CONSULTING PROJECTS AND TEMPORARY ROLES

- Provided guidance and counsel related to a wide range of HR matters including performance management matters, policy drafting. Worked on policy review and process evaluations to ensure they met the school's operational needs and were aligned with the University's policies and initiatives.
- Developed and implemented recruitment strategies to attract a diverse applicant pool. Collaborated across the University to organize a talent open house, which attracted hundreds of candidates and established a robust candidate pipeline.
- Created training content, deliver workshops, and provide executive coaching across the University. Content covered a variety of topics such as managing unionized and nonunionized employees, providing reasonable accommodations, avoiding common pitfalls when tracking time for hourly employees, avoiding workplace discrimination, and implicit bias.

DIRECTOR, HUMAN RESOURCES/LABOR RELATIONS (2008-2013)

SENIOR MANAGER, HUMAN RESOURCES/LABOR RELATIONS (2007-2008)

- Handled all aspects of labor relations and employment issues for thirteen bargaining units covering approximately thirty-two hundred employees at the University, Harlem Hospital, and the Medical Center.
- Provided guidance, counsel and training to Department heads, University offices, and Human Resources Client Managers and Generalists on employment law compliance relating to such topics as hiring, terminations, workplace discrimination, working conditions, leave issues, and reorganizations. Conducted investigations for sexual harassment claims and disciplinary matters.
- Negotiated collective bargaining agreements, severance agreements, and settlements for grievances. Resolved grievances, interpreted collective bargaining agreements, and served as the hearing officer for disciplinary hearings. Develop and negotiate a training program for career advancement opportunities.
- Served as first-chair negotiator for collective bargaining agreements. Drafted and administered collective bargaining agreements and company policies and procedures.
- Negotiated and drafted severance agreements, termination agreements, and resolutions to grievances and day-to-day workplace disputes.