

Pamela L. Egan

2521 Channing Way

Berkeley, CA 94720-5555

E-mail: pamegan@berkeley.edu

CURRENT POSITION

Director, Labor-Management Partnerships Program, Center for Labor Research and Education, Institute for Research on Labor and Employment, University of California, Berkeley

EDUCATION

Master of Business Administration, Phi Kappa Phi, University of Nevada, Las Vegas, 2004

Bachelor of Arts, Political Science, Cum Laude, Gonzaga University, 1986

PROFESSIONAL EXPERIENCE**SME Consulting, LLC, 2016 – Present****Principal****Independent consultant, 2003-2016**

With two partners, guide and lead small and midsize labor-management, nonprofit, and for-profit organizations through cycles of opportunity, growth, and challenge. Develop or recruit senior leadership teams to improve fiscal, programmatic, and operational performance. Model and facilitate a culture of compliance. Fully engage board members in policy, strategy, budgeting, finance, programming, evaluation, compliance, and mission development. Design and implement instructional systems using the ADDIE framework, supported by principles of human-centered design and systems thinking. Inspire and coach staff to achieve their potential while executing the organization's mission. Engage community stakeholders in a commitment to organizational goals. We have supported clients in the hospitality, construction, health care, and nonprofit sectors in Las Vegas, Miami, and Los Angeles.

Nevada Health Co-Op, 2013 – 2015**Chief Executive Officer, November 2014 – October 2015**

Led start-up health cooperative in final year of operations under the Affordable Care Act. With board, executive team, regulators, and community stakeholders, developed an orderly wind-down strategy culminating in conservation receivership.

Consultant/Chief Development Officer, August 2013 – November 2014

Supported the development and growth of health insurance cooperative created under the Affordable Care Act, identifying and addressing staffing and systems' needs, and evaluating and improving operational processes. Helped the CO-OP capture 26% of the market in year one of operations and nearly double membership in year two.

Nevada Public Education Foundation, 2011 – 2012**Vice President of Strategic Operations**

Consulted with president and executive team of large public education foundation to develop strategic organizational goals. Reviewed and revised fiscal, programmatic, development, and human resources operations to align with goals. Revamped scholarship and grants processes.

Nevada Partners, Inc., and the Culinary Training Academy, 2004 – 2011

President/Executive Director, NPI, 2009 –2011

Chief Financial and Administrative Officer, NPI/CTA, 2006 –2009

Chief Operating Officer/Executive Vice President, NPI/CTA, 2005 – 2006

Director of Communications and Curriculum Development, NPI/CTA, 2004

In various roles at the multi-employer training trust (CTA) of UNITE-HERE Culinary Local 226, Bartenders Local 165 and their signatory employers, and at CTA's sister agency, a community-based nonprofit organization (NPI), led a team managing more than \$51 million in Taft-Hartley trust funds, federal, state, and local workforce development funds, housing grants, student tuition, and private contributions. We implemented a ground breaking vocational English program, constructed a \$9 million addition to the training facility, instituted the area's first construction pre-apprenticeship program, stood-up a new housing trust fund for hospitality workers, and served more low-income adults and youth than any other service provider in the diverse Southern Nevada workforce system. We were the area's largest sub-recipient of federal stimulus funds for adults, dislocated workers, and youth under the Workforce Investment Act, and we were ranked number one among grant applicants in green economy and health care sector competitions.

Nevada State AFL-CIO, 2003 – 2004

Director of Workforce Development

Developed and managed grant project with Nevada State AFL-CIO to increase labor and signatory employer participation in the public workforce and economic development system.

Nevada State Democratic Party, 2002

Executive Director

Managed state political party organization and staff. Directed voter registration, identification, contact, mobilization, and Get-Out-The-Vote work across Nevada. Worked with supporters, candidates, and party officers to raise \$2,500,000 election cycle budget and to execute coordinated campaign plan.

AFL-CIO Working for America Institute, 1997-2002

Acting Western Regional Coordinator, AFL-CIO Working for America Institute, 2001 –2002

Represented 501(c) (3) employment, training, and economic development organization in 13 Western states. Advised labor organizations, public agencies, employer, and community partners on workforce and economic development grants and initiatives. Developed strategies to build good jobs and strong communities through labor, employer, and community partnerships.

Projects with Industry Program Specialist, AFL-CIO Working for America Institute, 1997 – 2001

Managed federal grant program site for 501(c) (3) employment, training, and economic development organization promoting access to quality employment for individuals with disabilities. Organized the Montana Injured Workers' Resource Council. Provided technical assistance to statewide JTPA/WIA service provider on program development, service delivery strategies, and grants development.

Montana Family Union, AFL-CIO, 1992 – 1997

Executive Director/Secretary-Treasurer

Directed nonprofit 501 (c) (5) organization connecting the community to the labor movement through community-based associate membership. Wrote research report for the Wise Use Public Exposure Project, outlining the nexus between anti-environmental and anti-union interests. Supported union organizing projects, helping win representation for mental health and service sector workers.

Congressman Pat Williams' Campaign, (A Lot of Folks for Pat Williams), 1992

Finance Director

Raised in-state portion of record-setting campaign war-chest via events, direct mail, and telephone solicitation for successful congressional campaign. Produced fundraising concert featuring national and local artists. Developed high-donor finance council. Managed fund-raising activities of statewide field staff.

US Senator Max Baucus, 1987 – 1992

District Office Manager, Field Representative, 1988 – 1992

Managed district field office of United States Senator. Facilitated constituent and community relations.

Scheduler/Assistant to Chief of Staff, 1987 – 1988

Developed and managed Washington, D.C. daily schedule of U.S. Senator. Provided administrative support to Chief of Staff, as necessary.

Receptionist, 1987

BOARDS, COMMISSIONS AND RELATED PUBLICATIONS

Member, Governor's Workforce Investment Board for the State of Nevada, 2003-2015

Board Member, Immigrant Workers Citizenship Project (The Citizenship Project), 2005-2011

Hearing Officer, Clark County, Nevada and IAFF Local 1908, 2004-2008

Montana Governor's Workers' Compensation Regulation Advisory Council, 1997-1998

(Workers' Compensation Regulation Advisory Council Report to the Governor, 1998)

Commissioner, National Commission on Family and Medical Leave, 1993-1996

(A Workable Balance: Report to Congress on Family and Medical Leave Policies, 1996)

PANELS AND PRESENTATIONS

"Labor-Management Partnerships," Democracy and the Workplace: a symposium on labor and employment law, Boyd School of Law, University of Nevada Las Vegas, Las Vegas, NV, 2012

"Developing and Managing Sector Partnerships," Aspen Institute, Sector Skills Academy, Seattle, Washington, and New York, NY, 2008, 2010, 2011

"Creating Opportunity: from the Local to the National to the Global, domestic panel," Brookings Institution, Washington, D.C., 2011

"High-Road Training Strategies in the Las Vegas Service Sector," Strength in Services Summit, Toronto, Ontario, Canada, 2009

"Industry and Labor Management Partnerships – Investors in Sector Initiatives," National Network of Sector Partners, Washington, D.C., 2009

"Workforce and Economic Development Strategies for Unions and Employers," California AFL-CIO Workforce and Economic Development Department, San Diego, CA, 2009

PROFESSIONAL AND EDUCATIONAL ASSOCIATIONS, MEMBERSHIPS, AND AWARDS

Co-Recipient, 2009 Eric Parker Memorial Award for Exemplary Labor-Management Partnership, Insight Center, National Network of Sector Partners

Phi Kappa Phi Academic Honor Society

Past member: Culinary Union Local 226, Laborers Locals 872 and 254, Baltimore-Washington News Guild

Member: UAW Local 5810