

RESUME
JAMES JESSON PARRY

BUSINESS ADDRESS

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Leon County Schools
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EDUCATION

Law: University of Denver College of Law
Juris Doctor, March 1973

Graduate: Indiana University
Master of Science, 1967
Major: College Student Personnel Administration

Undergraduate: The American University
Bachelor of Arts, 1966
Major: Psychology

SUMMARY OF PROFESSIONAL EXPERIENCE

Chief of Labor and Employee Relations Leon County Schools, Tallahassee, FL	November 2002 - present
Director of Employee Relations Leon County Schools, Tallahassee, FL	May 1999 - October 2002
Special Assistant to the Provost Florida State University, Tallahassee, FL	December 1996 - April 1999
Associate Vice Chancellor, Director of Human Resources, and Chief Negotiator Florida Board of Regents, Tallahassee, FL	October 1980 - November 1996
Associate Director of Human Resources and Coordinator of Labor Relations Florida Board of Regents, Tallahassee, FL	December 1976 - September 1980
Visiting Associate Academic Vice President	August 1995 - November 1996

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University of North Florida, Jacksonville, FL

Assistant to the President
State University of New York - Oswego,
Oswego, NY

September 1973 - December 1976

Associate Director of Admissions
Hiram College, Hiram, OH

September 1967 - June 1970

SUMMARY OF MAJOR ACCOMPLISHMENTS and RESPONSIBILITIES

LABOR/EMPLOYEE RELATIONS

- Negotiate multiple collective bargaining agreements on behalf of the Florida Board of Regents with unions representing State University System faculty members; support staff members in various bargaining units such as law enforcement, health care, administrative and clerical, etc.; and graduate students.
- Negotiate major restructuring of the Leon County School District collective bargaining agreements with unions representing District teachers and support staff.
- Direct the contract administration programs of the State University System and the Leon County School District including the disposition of grievances and arbitrations, administration of policies and procedures contained in collective bargaining agreements, and presentation of training programs for university and school administrators.
- Serve as the Board of Regents and Leon County School District representative in impasse and unfair labor practice proceedings before fact-finders, the Public Employees Relations Board, the school board, and the Florida Legislature.

LEGAL - DISPUTE RESOLUTION

- Represent the Board of Regents and the Leon County School District in arbitration, fact-finding, mediation, legislative hearings, and administrative hearings.
- Review grievances/employment complaints and resolve many of them by mediating between administrators and unions or other employee representatives.
- Design and implement a grievance procedure ending in binding arbitration as an alternative to processing non-union employment appeals through a State hearing officer procedure.
- Draft and lobby legislation relating to human resources, labor, and academic policy issues.
- Provide legal counsel on a wide variety of human resources, labor, and academic policy issues.

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HUMAN RESOURCES/PERSONNEL

- Develop, negotiate, and implement a State University System personnel system for over 16,000 support staff members transferred from the State of Florida Career Service System.
- Develop, negotiate, lobby, and implement an Optional Retirement Program and Phased Retirement Program for faculty and professional staff members.
- Develop, lobby, and implement an Executive Service personnel program for upper-level administrators in the State University System.
- Develop and implement a new compensation system for State University System presidents and the Chancellor.
- Preside over major restructuring of the three classification and pay plans encompassing over 30,000 State University System employees.
- Develop and lobby a tax-sheltered medical and dependent care reimbursement plan subsequently adopted for use by all State of Florida employees.
- Provide leadership as Director of the State University System Office of Human Resources - 13 professionals, including two attorneys, and 5 support staff members - during a ten-year period of significant growth and change in mission.

ACADEMIC ADMINISTRATION

- Develop, negotiate, and implement major revisions in faculty policies in areas such as summer appointments and compensation, assignment of responsibilities, salary compression and inequities, intellectual property and instructional technology, conflict of interest, teaching incentive programs, sexual harassment, and layoff.
- Provide staff leadership to the Board of Regents in its comprehensive review of tenure policies including the development of a new post-tenure review process and multi-year appointments as an alternative to tenure.
- Conduct a major revision of State University System rules governing faculty and professional staff members.
- Develop a new instrument for student assessment of faculty instruction used by all State University System institutions.
- Design a Web site to facilitate the transition of new faculty members and their families to Florida State University and Tallahassee (<http://www.fsu.edu/~facinfo>).

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PROFESSIONAL EXPERIENCE

May 1999 – present

Director of Employee Relations (May 1999 – October 2002)

Chief of Labor and Employee Relations (November 2002 – present)

Leon County Schools

Responsibilities include:

- negotiate collective bargaining contracts with three labor organizations on behalf of the Superintendent and School Board and represent the Board in impasse proceedings;
- implement and administer all aspects of labor contracts;
- administer employee grievance and complaint procedures and represent the School District in grievance arbitration;
- coordinate and process disciplinary action taken against School District employees;
- coordinate School District responsibilities under Education Practices Commission legislation, including investigations of District instructional employees;
- administer alcohol and drug testing program required under federal law; and
- direct special projects as assigned by the Superintendent.

December 1996 – April 1999

Special Assistant to the Provost

Florida State University

Responsibilities included:

- develop and revise University policies and rules;
- review and make recommendations regarding faculty employment disputes (grievances, litigation, etc.);
- design and revise Web sites and pages for Provost's Office; and
- teach a graduate-level course, "Public Sector Labor Relations."

December 1976 - December 1996

Board of Regents

State University System of Florida

My work with the Florida Board of Regents from 1976 until 1996 included broad involvement in the labor and employee relations, human resources, and academic policy areas, both as an administrator and attorney. A summary of my responsibilities and accomplishments during that period is described below.

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April 1994 - December 1996
Associate Vice Chancellor and Chief Negotiator
Office of the Executive Vice Chancellor

Responsibilities included:

- develop and negotiate System labor relations policies, and
- provide staff leadership and support to the Executive Vice Chancellor, Chancellor, and Board of Regents on major academic personnel policy initiatives and issues including the following:
 - review the Board's tenure policies and procedures, including development and implementation of the resulting recommendations;
 - develop a System report regarding Distance Learning, including addressing issues relating to faculty involvement such as workload, compensation, and intellectual property rights;
 - recommend and implement action by the Board providing public access to results of a newly-designed student assessment of faculty instruction; and
 - develop and negotiate a system of multi-year appointments as an alternative to tenure-earning appointments at Florida Gulf Coast University.

February 1984 - March 1994
Associate Vice Chancellor and Director of Labor Relations;
Director, Office of Human Resources, and Chief Negotiator

Responsibilities included:

- manage Human Resources Office comprised of thirteen professionals, including two attorneys and five support staff members:
 - develop and negotiate State University System human resources and labor relations policies for over 26,000 faculty members, administrative and professional staff members, and support staff members;
 - administer six collective bargaining agreements; and
 - manage the office personnel and budget;
- manage and coordinate major policy initiatives of Human Resources Office including:
 - develop and implement a new personnel system for more than 16,000 support staff members in the System transferred from State civil service system;
 - develop and lobby a tax-sheltered medical and dependent care reimbursement account program;
 - coordinate development, lobbying, and implementation of an optional retirement program for faculty members and administrative staff;
 - establish a phased retirement program for faculty;
 - implement a new grievance procedure for non-unionized employees, ending in binding arbitration;
 - restructure the classification plans for over 17,000 administrative, professional, and support staff members;
 - develop a new presidential/Chancellor compensation system, including the use of institutional salary ranges;

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- administer collective bargaining agreements negotiated by the Board of Regents, including representing the Board of Regents in approximately seventy-five grievances and arbitrations annually; and
- train and advise university employee relations representatives and other administrators;
- serve as Board of Regents' liaison on State University System labor relations and human resources policy matters with the Governor's Office, Legislature, State Board of Education, and other government entities;
- serve as spokesperson for the Board of Regents in negotiations with the faculty bargaining unit (approximately 7,000 employees), six support staff bargaining units (approximately 13,500 employees), and two graduate assistants bargaining units;
- provide legal counsel and opinion on a variety of personnel and labor matters; and
- prepare and present Board of Regents' position at impasse proceedings before fact-finders and legislative committees.

September 1979 - February 1984

Director, Personnel Programs and Labor Relations;

Associate Director, Labor Relations

Responsibilities included those of the Labor Relations Coordinator (see below) and:

- administer the State University System's personnel programs for faculty and professional staff members.
- direct the operation of the labor relations office;
- revise System personnel rules for faculty and professional staff members; and
- conduct workshops in contract administration for university academic administrators.

December 1976 - September 1979

Labor Relations Coordinator

Responsibilities included:

- review grievances and represent the System in arbitration;
- provide legal counsel on employment and labor issues;
- develop policies and procedures necessary to administer the collective bargaining agreement between the Board of Regents and the union representing over 7,000 System faculty members; and
- serve as a member of the negotiating team.

August 1995 - November 1996

Visiting Associate Vice President for Academic Affairs (part-time, approximately five days per month)

University of North Florida

Jacksonville, Florida 32224

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Responsibilities included:

- serve as liaison with faculty union, including responsibility for administration of faculty collective bargaining agreement at the University and review of all faculty grievances; and
- address issues affecting faculty including faculty relations, tenure and promotion, conflict of interest, and productivity.

September 1973 - December 1976

Assistant to the President

State University of New York - College at Oswego

Oswego, New York 13126

Responsibilities included:

- review grievances under faculty, professional staff, and classified employees collective bargaining agreements;
- assure proper administration of collective bargaining contracts;
- advise administrative officers regarding employee relations and legal matters;
- coordinate investigation of employment discrimination complaints and legal actions brought against the university;
- provide legal advice to student judicial system; and
- serve as Secretary to the College Council.

June 1971 - May 1973

Legal Assistant (part-time)

Environmental Protection Agency

Region VIII

Denver, Colorado

Responsibilities included:

- review and implement water quality standards, and
- draft legal briefs concerning federal legislation.

September 1967 - June 1970

Associate Director of Admissions

Hiram College

Hiram, Ohio 44234

Responsibilities included:

- primary responsibility for all aspects of admissions program in Connecticut, Massachusetts, and New Jersey.

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PROFESSIONAL PRESENTATIONS

Florida Educational Negotiators, Annual Conference, Daytona Beach, FL, May 2005

- Workshop presenter, “Compensation of Regular Non-exempt, Non-instructional School District Employees for Performing Part-time Coaching or Other Extracurricular Activities - FLSA Implications”

Florida Educational Negotiators, Annual Conference, Daytona Beach, FL, May 2004

- Workshop presenter, “Collective Bargaining Basics”

Florida School Finance Officers Association, Annual Conference, Marco Island, FL, June 2002

- Workshop Presenter, “Collective Bargaining Impasse”

Florida Educational Negotiators, Annual Conference, Tampa, FL, May 2002

- Plenary session presenter, “Communications: Addressing the Challenge in the Labor Relations Process”.

Florida School Finance Officers Association, Annual Conference, Stuart, FL, June 2001

- Plenary Session Remarks, “Teachers Compensation”

Florida Educational Negotiators, Annual Conference, Daytona Beach, FL, May 2001

- Workshop presenter, “Legal Issues in Employee Relations”

Florida School Finance Officers Association, Conference, Ocala, FL, November 2000

- Workshop presenter, “Fair Labor Standards Act: An Overview”

Florida Educational Negotiators, Annual Conference, Tampa, FL, May 2000

- Workshop presenter, “Contract Administration: After the Bargaining Ends”

Florida State University, Opportunity Leadership Enhancement Program, August and December 1998

- Workshop presenter, “Perspectives on Human Resources and Leadership in Higher Education”

BioMedNet, HMS Beagle, On-line Debate Participant, March 3 - 7, 1997, “Academic Tenure: Is It Necessary?”

American Association for Higher Education, “Forum on Faculty Roles and Rewards,” San Diego, January 16-19, 1997

- Workshop presenter and panelist, “Post-Tenure Review: From Board Mandate to Campus Plan”

American Association for Higher Education, “Forum on Faculty Roles and Rewards,” Atlanta, Georgia, January 19-21, 1996

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- Workshop presenter and panelist, "Post-Tenure Review and System Governing Boards: Roles and Responses"

Academy for Academic Personnel Administration, Annual Meeting

- October 1989, "Attrition of Tenure-earning Faculty"
- October 1992, "Faculty Workload Measures and Systems"

College and University Personnel Association, National Conference, St. Louis, Missouri, October 1988

- Workshop presenter, "Part-time Employees in Higher Education"

College and University Personnel Association, Southern Region Conference, Miami, Florida, April 1988, "Faculty Personnel Issues"

- Presenter and panel member

National Association of College and University Attorneys, Seminar on Current Issues in Employment, St. Petersburg, Florida, January 1985

- Presenter - "Employee Evaluation and Record-keeping"

Semi-annual Workshops for State University System Deans and Chairpersons presented by the Institute for Academic Leadership, 1982 to present, Howey-in-the-Hills, Florida

- Presenter and discussion leader on various topics related to academic personnel administration and labor relations.

Association for Institutional Research, Annual Conference, Denver, Colorado, May 1982, "The Role of the Institutional Researcher in Employment Discrimination Litigation".

- Presenter and panel member.

Numerous Board of Regents and university personnel and collective bargaining workshops and training sessions for university administrators, including personnel staffs and academic administrators.

- Examples include a Tenure and Promotion workshop at the University of West Florida, and a workshop at the University of North Florida regarding the use of faculty performance data in making academic personnel decisions.

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PROFESSIONAL MEMBERSHIPS

Florida Bar - admitted 1977
Labor & Employment Law Section

Professional Organizations

Academy for Academic Personnel Administration

- President, 1981-82

Florida Association of School Administrators

Florida Educational Negotiators (Member, Board of Directors)

Industrial Relations Research Association

Society of Professionals in Dispute Resolution

TEACHING EXPERIENCE

“Public Sector Labor Relations”

Visiting Instructor

School of Public Administration

Florida State University

1990 to present

“Public Collective Bargaining”

Adjunct Instructor

Florida A&M University

1980 & 1981

PERSONAL AND PROFESSIONAL REFERENCES

Provided upon request.