

EDUCATION

Harvard Law School, J.D., Magna Cum Laude
Rutgers College, B.A., Summa Cum Laude, Phi Beta Kappa.

CURRENT

Advanced Human Resources LLC
Managing Director

Provides human resources and compensation consulting, executive/career coaching, employment negotiations and corporate training in the fields of leadership, influencing, innovation, cross-cultural influencing, negotiating, recruiting, organizational culture and human resources management. Provides expert assistance to attorneys in evaluating employability, human resources, compensation and negotiating issues with regard to litigation matters.

Seton Hall University Stillman School of Management
Adjunct Professor of Management:

Courses in “Human Resources Management,” “Managerial Influencing and Negotiating” and “Reengineering, Organizational Structure and Corporate Culture” in the Masters in Business Administration Program and “Managerial Decision-making” at the Center for Public Policy.

Columbia University
Lecturer Human Capital Management

Courses in Change Management, Compensation and Benefits and in Employment and Labor Law for Human Resources Executives in the Human Capital Management Master’s Degree Program; Courses in Negotiating and Influencing and in Design Thinking; Seminar on Coaching for Managers; Career workshops for graduate students on “How to Find Employment and Negotiate Compensation,” “Cross Cultural Influencing” and “Leadership and Teambuilding.”

University of Southern California
Adjunct Professor of Human Resources Management

Courses in Organizational Culture and Employee Outcomes and Employee Relations in the Human Resources Management Master’s Degree Program.

The Conference Board.
Senior Fellow at The Human Capital Center.

Provides subject-matter-expertise in Human Capital, Organizational Culture and Change Management and Total Rewards; Serves on the Steering Committee for the U.S. Human Capital Center’s Institute on Total Rewards. Helps shape the Institute’s programming based on professional expertise and an understanding of current issues in the profession; moderates virtual briefings to member companies and executives.

HUMAN RESOURCES EXECUTIVE EXPERIENCE**TV Guide Magazine, Online and Media Sales****Chief Human Resources Officer**

Responsible for leading the human resources function, and served on executive committee, for Gemstar-TV Guide. Responsible for all aspects of human resources at TV Guide Magazine (the number 1 selling weekly magazine in the US with a circulation of 10.5 million and a readership of 34 million), TV Guide Online (over 3.5 million unique user monthly), National Media Sales and TV Guide Direct (startup e-commerce group responsible for the TV Guide Online Store).

USA Networks**Chief Human Resources Officer**

Responsible for leading the human resources function for this \$3 billion media conglomerate, which includes the USA & Sci-Fi Cable Networks and USA and SciFi.com

Barneys New York, Inc.**Chief Human Resources Officer**

Brought in to help with the post-bankruptcy turnaround. Responsible for leading the human resources function of this \$400 million specialty retailer, with 1600 employees in 8 specialty retail stores, 13 outlet stores, a distribution center, buying, corporate and Paris offices.

R.H. Macy & Co., Inc.**Corporate Vice President, Human Resources****Corporate Vice President, Employee and Labor Relations****Corporate Vice President, Labor Relations**

Human resources responsibility for this \$7 billion organization with over 100,000 employees, consisting of 119 department stores, specialty stores, outlet stores, distribution centers, overseas offices in Italy, France, Spain, Hong Kong and Japan.

LEGAL EXPERIENCE**Shanley and Fisher (now Faegre, Drinker)****Law Firm Partner and Co-chair of Employment Law Group**

Provided legal advice on employment and labor matters. Advised companies and worked with key executives negotiating compensation packages and employment agreements. Served as chief spokesman for collective bargaining negotiations and advised on labor and employment relations strategies. Handled employment, labor and ERISA litigation.

Seyfarth, Shaw, Fairweather & Geraldson**Law Firm Partner**

Advised corporate clients on employment and labor matters. Advised corporations and senior executive clients on a variety of employment and compensation issues. Advised on, and negotiated, employment agreements for corporate clients and for senior executives. Served as chief spokesperson for collective bargaining negotiations and advised on labor and employment relations strategies. Handled employment, labor and ERISA litigation.

OTHER EXPERIENCE

Career Columnist, New Jersey Star Ledger

Fairleigh Dickinson University, Adjunct Professor teaching Human Resources Management

William Paterson University, Adjunct Professor teaching Human Resources Management

New School, Milano Graduate School, Adjunct Professor of Human Resources in the Masters in Human Resources Program

Monster.com and Careerbuilders.com: Career Columnist

TheLadders.com: Contributor

“Your Career Doctors” Radio Program, Co-Host

PROFESSIONAL ACTIVITIES

New Jersey Organization and Development Network

Business Advisory Council YAI/National Institute for People with Disabilities

Former Chair, International Association of Corporate and Professional Recruiters

Former Member, Advisory Board, Bureau of National Affairs - Corporate Practice Series

Former Chairman, Committee on Employment Law, NY Chapter A.C.C.A.

BOARDS OF DIRECTORS

Former Chairman and Board Member, International Association of Corporate and Professional Recruiters

Former Board Member, American Repertory Ballet Company: Chair, Personnel and Compensation Committee

Former Board Member & Secretary to Union County Motion Picture and Television Advisory Board.

Former Board Member and Secretary to the Board, Garden State Ballet

Former Board Member, Washington State Bar Association Credit Union

Advisor and Honorary Director of the Tianjin Society (Singapore)

SELECTED PUBLICATIONS

Get More Money on Your Next Job... In Any Economy (McGraw Hill 2009)

Up: Influence, Power and the U Perspective- The Art of Getting What You Want

A Woman's Guide to Successful Negotiating: How to Convince, Collaborate and Create your Way to Agreement (McGraw Hill 2010)

Enhancing the Professional Culture and Accountability of Academic Health Sciences Center in a Policy Context, chapter on Communications, co-authored with William Owen, President University of Medicine & Dentistry of New Jersey (Radcliff Publishing, 2011)

Employment Discrimination Law (BNA Corporate Practice Series)

If You Want to Change the World, Learn to Influence and Negotiate: A Study of New York's Negotiations With Amazon Columbia University Urban Journal (2019)

Off-Site: Out Of Mind- Overcoming the Downsides of Hybrid Work, The Conference Board Human Capital Insights (2025)

Let Corporate Strategy and Culture Guide Adoption of Pay Transparency, The Conference Board Human Capital Insights (2022)

Getting People to Believe in Something They Can't Yet Imagine (Harvard Business Review Online 2014).

Influencing for Social Good, Columbia University Urban Journal (2018)

Design Thinking Columbia University Urban Journal (2017)

Boards Should Negotiate Executive Pay, Economist Magazine Executive Briefing (2006)

Executive Compensation After A Restatement, Directors Monthly, National Association of Corporate Directors (September 2005)

Wall Street Journal CareerJournal.com: Eleven Commandments for Smart Negotiating
Contributor: *PRNews' Best Practices in Non-Profit Communications* (Chapter on Social Media)

Why Boards Often Fail to Curb Executive Pay, Wall Street Journal Online (March 2004)

Contributor: Primer for Managers and Supervisors, Molly Vaux Editor, Executive Enterprise Publications (Chapter on Performance Appraisal) (1988)

Director Liability for Compensation Decisions: How Much Is Too Much To Pay? Directors Monthly, National Association of Corporate Directors (April 2003)

SELECTED INTERNET PUBLICATIONS

Careerbuilder.com: Negotiating Guide

Careerbuilder.com: Paid columnist writing regular columns topics such as on interviewing, career management, negotiating and compensation.

Monster.com: Paid columnist writing regular columns on negotiating and compensation, hosting a chat room and a board.

SELECTED SPEECHES

The Conference Board, Executive Compensation Conference, “The Challenge of Crafting Executive Offers ” (October 2025)

The Conference Board, Executive Compensation Conference, “Leaders Roundtable” (November 2022)

The Conference Board, Communicating Total Rewards Conference, “The Future of Total Rewards.” (March 2022)

Vienna University’s Economics Institute for Strategy, Technology and Organization on the topic of “Influencing Strategies to Gain Support for Innovation Within an Organization.” (January 2020)

Executive Forum, Members in Transition, “Getting A Job and Negotiating Your Compensation When You Are Unemployed” (November 2018)

WIN Summit “Influencing and Motivating People to Power Your Career Upward” (May 2017)
National Association of Manufacturers, Speaker “STEP Ahead Awards Recognizing Women for Excellence in Manufacturing” (April 2017)
Construction Industry Resource Training Network “Advanced Influencing and Negotiating” (April 2017)
Garden State Council - SHRM Annual Conference “Influencing for Human Resources Executives” (October 2015)
United Nations, “Multilateral Negotiations: Sustainable Development and Peaceful and Inclusive Societies” (March 2015)
GE Healthcare, “Employability Training” (November 2014)
Financial Women’s Association, “Negotiating for Women In Business,” NYC, (October 2000)
New York Venture Group, “Recruiting and Retention: Winning The War For Talent,” New York, (March 1999)
New York City Venture Capital Conference & Exposition, “Recruiting and Retaining Management & Technical Talent” New York, (June 1999)
American Management Association, “Branding and Talent Retention,” New York, (October 2000)

SELECTED TELEVISION AND RADIO APPEARANCES

CBS’s “The Early Show,”
ABC’s “Good Morning America,”
Fox’s “Fox and Friends,”
ABC’s “Money Talk,”
NBC’s “Today New York,”
CNN’s “Your Money’s Worth,”
CNBC’s “Power Lunch,”
Bloomberg “Personal Finance,”
MSNBC’s “Economy Watch,”
NPR’s “Morning Edition.”

QUALIFIED TO TESTIFY AS AN EXPERT IN EMPLOYABILITY, HUMAN RESOURCES AND COMPENSATION

COURT APPOINTED NEUTRAL EXPERT: Westchester County, Nassau County, New York County, Bronx County

QUALIFIED NY STATE COURTS: Westchester County, New York County, Nassau County, Bronx County

QUALIFIED NJ STATE COURTS: Morris County, Monmouth County, Union County

QUALIFIED FEDERAL COURTS: District of New Jersey; Southern District of California

QUALIFIED UNITED STATES DEPARTMENT OF LABOR: Office of Administrative Law Judges