

Ann W. Martin
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Education

Teachers College, Columbia University, EdD 2000. Adult Learning and Organizational Leadership

Cornell University, New York State School of Industrial and Labor Relations, MILR 1985

Harvard University, Graduate School of Education, MAT 1964

Middlebury College, BA cum laude and with High Honors in American Literature, 1963

Professional Experience

Research Fellow, the Dorothy Cotton Institute, Ithaca, NY, 2011 and ongoing. Documentation and analysis of change processes in human rights education, collective impact, and social justice.

Senior Consultant, Praxis Consulting Group, Inc., 2005-2010. Leadership, collaboration, and organizational learning, with particular focus on non-profits and educational institutions.

Assistant Professor, part-time, Norwegian Technical University, Trondheim, Norway, teaching in a doctoral program in Action Research, 2002-2013.

Adjunct Professor, Teachers College, Columbia University, teaching Action Research in the Summer Principals Academy, 2006-2007. Using collaborative learning as a leadership strategy, students undertake an instructional improvement project.

Associate Dean and Director of Extension, New York State School of Industrial and Labor Relations, Cornell University, July-December 1998 (Acting); January 2000 to January 2003.

Senior Associate and Extension faculty member, Programs for Employment and Workplace Systems, New York State School of Industrial and Labor Relations, Cornell University, 1986 to 2005; Director, 1992-1995.

Mediator and Trainer, Community Dispute Resolution Center, Ithaca, NY, 1986-present; Board member, 2002-2013. Board President, 2008-2009; 2010-2013.

Selected Professional Projects

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| 2010 | Facilitator/Instructor: Action Research Tools for the Basque Institute of Competitiveness, San Sebastian, Spain |
| 2010 | Co-trainer and facilitator: Conflict management, Crucible Industries, Syracuse, NY |
| 2010 | Consultant and facilitator: Elmira City School District, Elmira, NY |
| 2007-2009 | Co-consultant: SEIU/1199 and the Cooperative Home Care Association, Bronx, New York, a historical leadership initiative in the home health care industry |
| 2005-2008 | Seminar leader: Superintendents Study Councils (Penn) engaging leaders in collaborative inquiry and dialogue on matters of educational leadership |
| 2008 | Workshop leader and facilitator: Interest-based Negotiations, Webster, NY Central Schools and the Webster Teachers Association |
| 2007 | Facilitator: All Staff and Board Strategic Planning Retreat, Alternatives Federal Credit Union, Ithaca, New York |
| 2006-2007 | Evaluator: Independent Mediation Alternative Project, the Diocese of Albany, New York |
| 2005 | Presenter: Leadership Development Workshop, Planned Parenthood of New York City. |
| 2005-2008 | Presenter: Strategic Planning for the Non-Profit Executive Leadership Institute, Bryn Mawr College |
| 2001-2009 | Consultant in curriculum and pedagogy: NorwegianVS2010 PhD Program, Participative Organizational Change (POC), an Action Research Doctoral Program. |
| 2004-2008 | Co-leader: Interest-based Bargaining Facilitators Dialogue, Association for Conflict Resolution |

- 2004-2005 Project Leader: Research and Participatory Design for Regional Collaboration Among Twenty-nine School Districts in Western New York for the Erie County Association of School Boards
- 2004 Facilitator: Faculty Strategic Planning for Department of City and Regional Planning, Cornell University
- 1990-2007 Workshop leader: Interest-based Bargaining for public schools and unions. Examples in 2006-7: Elmira City School District and Elmira Teachers Association; Greece, NY Central School District and the Greece Teachers Association; Radnor Township School District, PA and the Radnor Township Education Association
- 2000-2005 Instructor: Interest-based Bargaining for the Cornell University School of Industrial and Labor Relations Public Programs
- 2000-2003 Project Leader: Labor-Management Initiative to Design and Implement Internal Alternative Dispute Resolution System for the 15,000 employees of the New York State Unified Court System.
- 2001 Presenter: Conflict Resolution Seminar for University Department Heads, Cornell University, Ithaca, New York.
- 2000 Project Director and Seminar Leader: Labor Relations and Leadership Training for 45 Superintendents and 1100 members of the New York City Principals' Associations
- 1999 Trainer and facilitator: Interest-Based Negotiations, the Rutgers Chapter of AAUP and Rutgers University. The unit includes full and part-time faculty and graduate students on two large campuses.
- 1999 Co-evaluator: Goals 2000 Initiative in Elmira City Schools, SCT Board of Cooperative Educational Services, Elmira, NY
- 1998-2000 Co-evaluator: Institute for Learning Centered Education, a weeklong summer institute for educators interested in constructivist approaches
- 1998-2004 Consultant and facilitator: Labor management relationships. Examples: Dansville Public Schools, Dansville, NY; Garden City Public Schools; Garden City, NY; Madison-Oneida BOCES, Verona, New York and NYSUT; Mead Paper Company, Escanaba, MI and UPIU, Teamsters, and IBEW.
- 1994-1999 Manager/facilitator of large scale participatory strategic planning processes: Delhi (NY) Central School District; Mobil Lubes Division; Saschatchewan (Canada) Traffic Safety; Alberta (Canada) Air

Transportation Strategy; Western Canada Transportation Advisory Council (on the storing and shipping of grain); Literacy Volunteers of New York; Cornell University's Center for Learning and Teaching.

1995-1997 Trainer and facilitator: Interest-based Bargaining between Ontario teachers unions and Boards of Education, sponsored by the Ontario Education Relations Commission.

Professional Associations

Association for Conflict Resolution (ACR)

Labor and Employment Relations Association (LERA)

Cornell Participatory Action Research Network (CPARN), founding member

Written Work

“Action Research on a Large Scale: Issues and Practice” in Bradbury, H & Reason, P (Eds.) 2007. Handbook of Action Research II. London: Sage.

“The Praxis of Education Action Researchers,” with Morten Levin, in Action Research, Levin, M & Martin, A. (Eds.). London: Sage.

“Large Group Processes as Action Research” in Bradbury, H & Reason, P (Eds.) 2000. Handbook of Action Research. London: Sage.

“Building an Internal Mediation System: An Action Research Case.” 2004. Unpublished award winning paper for Academy of Management 2004.

“Interest-Based Bargaining: What We're Learning.” 1997. Perspectives On Work. IRRA, Volume 1, Number 2.

Elvemo, J, Greenwood, D, Martin, A, Matthews, L, Strubel, A, Thomas, L, and Whyte, WF. 1997. “Participation, Action and Research in the Classroom,” Studies in Continuing Education. Volume 19, Number 1.

“The Implications of Shared Decision Making for Collective Bargaining,” briefing paper prepared for the New York State Special Commission on Educational Structure, Policies, and Practices, December, 1993.

Klingel, Sally and Martin, Ann, editors, A Fighting Chance: New Strategies to Save Jobs and Reduce Costs, Ithaca, New York: ILR Press, 1988.