

DOROTHY COWSER YANCY

Email Address: dcyancy@bellsouth.net

Present Occupation: Retired, President Emerita of Johnson C. Smith University, Charlotte, North Carolina and Professor Emerita of Political Science and Business. Presently serves as Arbitrator, Mediator, Fact-finder and Education Consultant

Business Address:

1372 Cascade Falls Drive, SW
Atlanta, GA 30311

PROFESSIONAL AFFILIATIONS:

American Arbitration Association
Industrial Relations Research Association
Association for Conflict Resolution

EDUCATION:

B.A. History Johnson C. Smith University, 1964
M.A. History University of Massachusetts, 1965
Ph.D. Political Science Atlanta University, 1978

Additional Education

Hampton University, Northwestern University, Northeastern University, University of Illinois, Circle Campus, Georgia Institute of Technology, Washington University (Fulbright Scholar, University of Singapore), Certificate in Management, Harvard University

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Motor Vehicle Warranty Rights Act for the State of Georgia and the American Arbitration Association; Training for Arbitrators; Mediation Certification Training, American Arbitration Association; Commercial Arbitration, American Arbitration Association; Mediation 40-Hour Certification, CDR Association, Boulder, Colorado; Professor in the Planned Education Leave Program (PEL) GM/UAW 1987- present; Lecturer to Unions and Management on Trends in Labor Relation, Labor Relations, Discipline and Grievance Handling, Recent Developments in Arbitration and Collective Bargaining, Arbitration Case Preparation and Witness Utilization; Professor of Business teaching courses in Labor Relations at Georgia Institute 1988-94.

INDUSTRIES:

Aerospace, Airlines, Advertising, Agriculture, Aluminum, Automotive, Bakery, Banking, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Federal Government, Feed & Fertilizer, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Shipbuilding/Dry Dock, Sports, Steel, Stone/Quarry, Textile, Tobacco, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance

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Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS:

United Mine Workers of America and the Bituminous Coal Operators' Association District 31 2000-present; Member of the Southeast Expedited, Southeast Regular Arbitration Panel and Southwest Arbitration Panel of the United States Postal Service and American Postal Workers Union 1996-2001; Special Master, State of Florida Public Employee Relations Commission, 1981-present; Mediator for the mediation research and education project, Northwestern University, 1988-present; Expedited Arbitration Panel (Birmingham Area) American Can Company, Continental Can Company, Inc., National Can Corporation and United Steelworkers of America; Board of Regents State University System of Florida and AFSCME; Mediation Panel, AT&T and CWA, District 3 (9 Southern State Region), 1988-89; Mediation Panel, Southern Bell and CWA, District 3, 1988-1996; Hearing Officer for the City of Atlanta 1993-1995

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service; American Arbitration Association

PUBLISHED CASES:

122 LA 353 (2006); 119 LA 97 (2004); 118 LA 1653 (2004); 97-1 ARB 3118, PP. 3643-3647; 105 LA 13, PP. 13-17; 96-2 ARB 6427, PP. 8221-8226; 94-2 ARB 4995, PP. 4993-4997; 94-1 ARB 4191, PP. 3942-3946; 101 LA 1106-1115; 92-2 ARB 8432; 92-1 ARB 8221, PP. 4011-4018; 90-2 ARB 8323, PP. 4576-4581; 89-2 ARB 8608, PP. 5953-5958; 90-1 ARB 8994, PP. 3478-3484; 90 LA 262-267; 88-1 ARB 3391-3397; 89 LA 51; 86 ARB 8284, P. 4210-4213; 85 LA 155; 85-2 ARB 8431, PP. 4784-4788; 85-1 ARB 8088, PP. 3360-3369; 83 LA 1323; 84-2 ARB 8476, PP. 5083-5088; 84-1 ARB 8127, PP. 3586-3593; 81 LA 141, PP. 141-148 (1984)

SIGNIFICANT PUBLICATIONS:

"The Spectre of Public Sector Unionism from 1966-1976: A Critical Analysis of the Labor Policies of the City of Atlanta", Dissertation, Atlanta University, Atlanta, Georgia; Perceptions of AFSCME and IAFF Rank and File Towards the City of Atlanta's Labor Relations Policy, "Labor Studies Journal, Winter 1981, pp. 222-232; "Public Sector bargaining in the South: A Case Study of Atlanta and Memphis" in Industrial Relations Research Association Proceedings, 1979, 300-310; "Dorothy Bolden, Organizer of Domestic Workers: She was Born Poor But She Would Not Bow Down," Sage, Vol. 111, No. 1, pp. 53-55 Reprinted in Black Women in American History: The Twentieth Century, ed. Darlene Clark Hine Vol. 5-8, New York: Carlson Publishing Inc., 1990; Federal Government Policy and Black Enterprise, Robert J. Yancy (with the collaboration of Dorothy Cowser Yancy). Cambridge Massachusetts: Ballinger Publishing Company, 1974

WORK EXPERIENCE:

Instructor: Albany State College, Albany, Georgia 1965-67; Instructor: Hampton University 1967-1969; Teacher: Evanston High School, Evanston, Ill. 1969-71; Professor: Barat College, Lake Forest, Ill 1970-72; Professor: Georgia Institute of Technology, Atlanta, Georgia 1972-94; President: Johnson C. Smith University, Charlotte, North Carolina, 1994-June 2008.

PER DIEM FEE: \$900.00

DOCKETING FEE: None

CANCELLATION FEE: \$900.00 (14 days)