



HR Professionals Conference

April 30-May 1, 2019

MARY ELLEN DONNELLY

Partner, Putney, Twombly, Hall & Hirson, LLP

Mary Ellen Donnelly devotes her practice to the representation of management exclusively in all aspects of labor relations, employment law, and related litigation. She litigates in state and federal courts throughout the country. She represents management before arbitration tribunals and administrative agencies on the state and federal level, including the United States Equal Employment Opportunity Commission and the New York State Division of Human Rights. She litigates cases before the National Labor Relations Board and has served as spokesperson for management during labor negotiations. Ms. Donnelly represents employers in higher education, health care, manufacturing, financial services, retail, and not-for-profit institutions.



In addition to litigation, Ms. Donnelly frequently counsels clients on a full range of state and federal labor and employment law issues, including hiring and termination, discrimination complaints, sexual harassment, collective bargaining, development and administration of human resource policies and wage and hour compliance. Ms. Donnelly has lectured on numerous employment law topics, including Title VII, Title IX, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the FLSA, Section 296 of the New York State Executive Law and various aspects of employment discrimination. Ms. Donnelly has provided training to executives, supervisors and employees on labor and employment law issues.

Ms. Donnelly has lectured on numerous employment law topics, including: Panelist; Wage and Hour Litigation, Suffolk County Bar Association, 2017; Panelist, Opening Statements in Arbitrations, American Arbitration Association, 2016; Presenter, Nonprofit Organizations; Changes in New York State and New York City Employment Laws, 2016; Speaker, Human Resources Conference for the Association of Healthcare Human Resources Administrators of Greater New York; Speaker "How to Recruit and On-board Employees Legally", 2015; NELA NY Fall 2015 Conference Panelist on Amendments to the Federal Rules of Civil Procedure, National Employment Lawyers Association, 2015.



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CHAD COLARUSSO

Self-Direction Statewide Coordinator, NYS OPWDD

Chad Colarusso, MBA, is the Self-Direction Statewide Coordinator in the Division of Person Centered Supports at the New York State Office for People With Developmental Disabilities (OPWDD). Mr. Colarusso began his career with OPWDD in 2001 as Direct Support Professional, working summers and part-time while attending the University at Albany. While pursuing an MBA he continued to work in the field of developmental disabilities, directing the summer camp program at the Sunmount Developmental Disabilities Office and completing a field study with Living Resources Corporation. In 2007 Chad came to OPWDD's Central Office Medicaid Standard Unit and focused on project coordination, training, and data analysis. Chad transitioned to OPWDD's Division of Workforce and Talent Development in 2011 and worked as an Agency Labor Relations Representative, advocating for people with developmental disabilities while representing OPWDD at a range of hearings across New York State. In 2015 Chad took on the opportunity to be Statewide Coordinator for OPWDD's Self-Direction Program. He works with people who self-direct their services, advocates, families, agencies, and regional staff throughout New York State to advance the goals of self-determination through self-directing OPWDD services.

DIANNE HENK

Director of Workforce Transformation, NYS OPWDD

Dianne Henk is the Director of Workforce Transformation at the NYS Office for People With Developmental Disabilities (OPWDD). She oversees numerous workforce development, cultural and policy initiatives including the Regional Centers for Workforce Transformation (RCWT), the 2018 cross-systems Workforce Summit to address human services workforce challenges, and Executive Order 187 to promote diversity and inclusion in the state workforce. A graduate of Ithaca College, she was employed for 18 years as a writer, editor and manager for the Associated Press. She also worked in the book publishing industry before joining New York State Government in 2007 with the Office of Alcoholism and Substance Abuse Services. Dianne's joined OPWDD in 2012 as Director of Culture Initiatives, facilitating initiatives to foster a positive, learning culture at OPWDD and the developmental disabilities field.

JEREMIAH COLEMAN

Associate Director of Workforce Transformation, NYS OPWDD

Jeremiah Coleman is the Associate Director of Workforce Transformation for OPWDD. In this position, Jeremiah is focused on strengthening the direct support workforce for both OPWDD and Provider Agencies. Jeremiah was the Project Manager for the Transformation Panel Recommendation Supporting Staff 1, which focused on working with Provider Agencies/Associations to strengthen the DSP Workforce. Previously, he led a diverse workgroup of various stakeholders in the development and implementation of a set of standardized core competencies for Direct Support Professionals across NYS. Jeremiah has also played a lead role in the support and development of OPWDD Human Resource offices across NYS. Prior to moving to OPWDD Main Office, Jeremiah oversaw human resources, training, and labor relations for two district offices that support around 3,000 employees across 15 counties. In addition to his experience with OPWDD, Jeremiah has also worked for the NYS Office of the Attorney General and has private sector experience prior to joining NYS. Jeremiah has a Bachelor's Degree in Psychology from Duke University and a Master's Degree in Industrial and Organizational Psychology. Jeremiah has demonstrated success in employee recruitment, selection, development, process improvement, change management, and many other areas.



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ELAINE M. ANGELO

Performance Consultant, ProKnowledge, LLC

Elaine Angelo has over 25 years of experience leading Human Resource and staff development initiatives in a variety of organizations, including Fortune 500, state agencies, nonprofits, member associations and family-owned. She has developed and implemented programs that enhance employee engagement, promote internal advancement, build essential business and people skills, and recognize employee performance. Her experience with 13 mergers and acquisitions and 3 start-up ventures positions her to understand the development needs of employees who are challenged by an ever-changing landscape.



Elaine is an expert facilitator who shares her talents at team building sessions, retreats, conference workshops, professional panels, and executive coaching consultations. Certified to facilitate *Everything DiSC Workplace*® and Caliper Profile/Caliper 360 Plus assessment tools, she consults with staff at all levels to provide insight to work styles and personality traits that build self-awareness and the ability to manage situations to work effectively with those who may have different work styles or traits.

Elaine is a current member of the Capital Region Human Resources Association (CRHRA), Hudson-Mohawk Association for Talent Development (HMATD), and is the recipient of the 2014 Training Organization of the Year Award (HMATD) and the 2009 Trainer of the Year Award (HMASTD). She holds a Bachelor's Degree in Communications from Ithaca College.



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LINDA J. CLARK

Partner, Barclay Damon

Linda Clark is a nationally recognized litigator and chair of the firm's Health Care Controversies practice. Over the past two decades, she has served as lead litigation counsel, as well as national, regional, and local counsel, in a diverse range of matters including the prosecution and defense of claims brought in state and federal courts on behalf of large groups of business and institutional clients, including New York's sprawling failed trust litigation.

In the health care arena, Linda is a trusted advisor to health care providers, pharmaceutical companies, and pharmacies nationwide with regard to the resolution of high-stakes disputes and government investigations. She represents health care professionals and entities in administrative proceedings, hearings, and appeals before various federal and state regulatory agencies, including the New York Office of the Medicaid Inspector General, New York State Department of Health, and New York State Workers' Compensation Board.

Linda's practice also focuses on complex multi-party litigation. She has vast experience as regional, national, and trial counsel, representing drug manufacturers, product manufacturers, and contractors in the defense of class certification applications and mass tort claims. She has successfully litigated and managed thousands of asbestos cases for Garlock and other national and regional manufacturers. These engagements have included extensive trial work, leading to four New York verdicts in upstate asbestos litigation, as well as the successful management and coordination of discovery and national trial strategies. For the past 15 years, Linda served as the court-appointed defense liaison counsel for three jurisdictions in the Northern District of New York. She has also represented insurers, health-related providers, third-party administrators, and other regulated entities in investigative and regulatory proceedings before New York State agencies.

Linda was selected as a Top 100 "Super Lawyers" in the State of New York in 2017; listed in *The Best Lawyers in America*, 2013- 2017 for mass tort litigation/class actions – defendants; and selected by peer review for inclusion in *Super Lawyer* directory 2010-2016 for business litigation. She is a frequent lecturer, organizer, and contributor of written materials at accredited national, regional, and local continuing legal education programs for attorneys, including seminars presented by Harris Martin, HB Litigation Conferences, the New York State Bar Association, the Women's Bar Association of the State of New York, and the state and federal Judicial Advisory Council.





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PANEL MEMBERS

The Impact of the Justice Center on Human Resources – Advocacy Strategies

Mike Alvaro is the Executive Director of Cerebral Palsy Associations of New York State (CP of NYS). In his role as Executive Director, Mr. Alvaro directs the activities of the Affiliate Services office in Cohoes and works on regulatory and policy issues at the State level. The Affiliate Services Office of CP of NYS organizes and coordinates service to 24 Affiliates, including technical assistance on programmatic and funding issues, as well as legislative advocacy. Mr. Alvaro advocates for CP of NYS priority issues with regulatory and legislative leaders at the State and federal level, and he is responsible for coordinating various CP of NYS committees, the partnership with the NYS ELKS, and other activities to support Affiliates. Mr. Alvaro has an MPA in health policy management and has spent almost 30 years in the disability and health advocacy field.

Larry J. Davies received his Bachelor's degree in Psychology from the University of California, Santa Cruz in 1979. He received his Master's Degree in Clinical Psychology from SUNY Stony Brook in 1982. In 1984 he began working at the Cerebral Palsy Association of Nassau County. Over the years he has held a variety of clinical and management positions with the Agency. Since 2000, he has been the Agency's Director of Human Resources and Information Technology.



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The Impact of the Justice Center on Human Resources – Advocacy Strategies

Doreen Nelipowitz joined Enable in 1995, now known as AccessCNY. She started her career as the Human Resource Coordinator, was then promoted into several positions and to her present position as Associate Executive Director of Human Resources in 2014.

In 2015, AccessCNY was formed by the merger of Enable and Transitional Living Services. In 2018, Spaulding Support Services became part of AccessCNY.

Doreen has 33 years of Human Resource experience. She entered the Human Resource field working for American General Life Insurance Company and then for Kaufmann's Department Stores. At AccessCNY, Doreen is responsible for the day to day operations of the Human Resource Department, which includes benefit administration, processing in-house payroll, and oversees a department of 18. AccessCNY currently has over 1,650 employees.

Doreen is a member of the Society for Human Resource Management, the Coalition of Provider Associations, Human Services Leadership Council of Central New York and Cerebral Palsy Associations of New York State Human Resource Committee.

Anne Marie Clabaugh is the Human Resource Director at AccessCNY, formally known as Enable. She began working in Human Resources at Pioneer Inc., who merged with Enable in 1993.

Anne Marie has worked in Human Resources for 30 years. She began her career with AccessCNY working in the Consumer Directed Personal Services program. In 1999, she joined the Human Resource Department as the Human Resource Assistant. Since that time, she has received several promotions to her present position as Human Resource Director. Anne Marie is responsible for oversight of Agency background checks, unemployment, recruitment, health and wellness requirements compliance requirements. She directly supervises seven employees in the Human Resource Department.

Anne Marie is a member of the Human Services Leadership Council of Central New York.