

Ross P. Alander, M.L.I.R.
Labor Arbitrator/Negotiator/Mediator/Lecturer, Negotiations Studies
(Member Labor Panel, American Arbitration Association)

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LABOR/HUMAN RESOURCE EXPERIENCE SUMMARY

Human resources, organizational development executive, labor arbitrator and mediator with over 50 years' experience with service providers, the public sector, the health care and automotive industries with professional organizations, for profits, not for profits, including ten years as an officer of 1,000-bed, 3,500 employee medical center. Created and implemented a total human resource program that includes proactive employee and community relations, conflict resolution, workforce planning, turnover reduction, team leadership, proactive mergers, competitive/cost effective compensation and benefits, and innovative customer service programs. Recognized as a decisive, creative problem solver with excellent interpersonal skills who achieves goals through understanding both organizational and individual needs. ***I have been on both management and union sides in contract negotiations with proven Labor Relations*** (Union-Management) expertise with:

- Labor/Management Contract Negotiations
- Labor Arbitration/Employment Mediation
- Lecturer Negotiation Studies (Training)
- Worked with the following unions:
UAW, SEIU, MNA, UFF, AFSCME, FEA,
OPIEU, UF, AFM, IBEW & ATU

EMPLOYMENT

Labor Arbitrator/Alander Consulting <i>(See attached Client/Customer Listing)</i>	Tampa, FL Longboat Key, FL	1993-Current
Lecturer, Negotiations Studies <i>(Including international)</i>	Tampa, FL	2004-Current
University of South Florida <i>(Senior Lecturer Management Studies)</i> <i>(Adjunct>Part Time>Full Time-Retired-Adjunct again)</i>	Tampa-Sarasota, FL	1990-Current
Tampa General Hospital <i>(Vice President, Human Resources)</i>	Tampa, FL	1983-1993 (Retired)
Lansing General Hospital <i>(Vice President, Human Resources)</i>	Lansing, MI	1980-1983

E.W. Sparrow Hospital
(Personnel Administrative Manager)

Lansing, MI

1976-1980

Oldsmobile Division, GMC
*Quality Control Supervisor/
Training Coordinator/Sales)*

Lansing MI

1967-1976

EDUCATION

Michigan State University

Master's Degree Labor & Industrial Relations 1974

Bachelor's Degree Social Science & Economics 1970

Harvard Law School: Program on Negotiations

Ongoing

90 plus hours, Certificate in Negotiations,

Master Negotiator, 8 negotiation specific topic classes to date

(Kind of like a second masters)

University of South Florida

2001

Certificate in Civil Circuit Mediation

**American Arbitration Association, Labor Employment
Relations Association, National Academy of Arbitrators**

Ongoing

(Various continuing education courses)

PROFESSIONAL, ACADEMIC, and COMMUNITY ACTIVITIES

Member/Volunteer

American Arbitration Association, Member of the Labor Panel

Florida Academy of Professional Mediators, Member

Global Wonks

Beth El Farmworker Mission, Board Member

Labor and Employment Relations Association, Member

Farmworker Focus Group a State of Florida, Member

(an inter-agency farmworker support group)

Hillsborough County Hospital Authority Board, Past Member

Coordinator Organizational Effectiveness Metropolitan Ministries, Volunteer (Tampa)

Vice President People, Big Brothers Big Sisters, Volunteer (Venice)

The Carter Center, Volunteer Conflict Resolution Program (Atlanta, GA)

Recently presented a 12 hour "Negotiations and Conflict Resolution Workshop" for students at the American College in Greece via Zoom.

Recipient

Community Betterment Award, National Conference for Community and Justice

Hillsborough County Commission Award for Service to the People of Hillsborough

Counties

Voted Outstanding Professor, University of South Florida Sarasota-Manatee -

Fall 2009 and Spring 2012

PUBLISHED

Wrote Research materials for Oldsmobile's Drug & Alcohol Program.

Wrote and/or edited three Human Resource textbook chapters' labor relations.

Writing a book on ***The Human Resource Director as the Employee Advocate***

Writing an article on ***Negotiations/Conflict Resolution***

Ross P. Alander, M.L.I.R.
CLIENT / CUSTOMER LISTING

HEALTHCARE

Associated Primary Care
Anesthesia Associates of Pinellas County (ongoing)
Charter (Tampa / Pasco) Hospitals
Clearwater Cardiovascular
Dermatology Partners Inc
Gould and Company
North Pinellas Children's Medical Center
Physicians Resource Network

Clearwater Pain Management
Pathology Associates St. Joseph's Hospital
Clearwater Cardiology Consultants

Radiation Oncology Group
Bay Area Emergency Room Physicians Group
St. Josephs/Women's Hospital
South Florida Baptist Hospital
University Community / Carrollwood (Centurion) Hospitals

OTHER

Numerous labor arbitration cases both public
and private sector organizations

**MANUFACTURING/
CONSTRUCTION**

Carter Construction
Premdor

NON-PROFITS

1 to 1 Tampa Bay
Community Foundation
Corporation to Develop Communities of Tampa Inc.
Divine Providence Food Bank
Eckerd Family Foundation
Family Enrichment Center, Inc.
Greater Tampa Chamber of Commerce
Healthy Start Coalition of Hillsborough County (ongoing)
Healthy Start Coalition of Pinellas County
Healthy Start Coalition of Sarasota County
Healthy Start Coalition of Polk, Hardee & Highlands Counties
Helping Hand Nursery
Hillsborough Education Foundation
Hillsborough Kids
St. John's Episcopal School
The Master Chorale
Mental Health Care, Inc.
The Mustard Seed
The Spring of Tampa Bay, Inc.
Tampa Metropolitan Area YMCA (ongoing)
Tampa United Methodist Center
34th Street Church of God
United Cerebral Palsy

Self Reliance/Tampa
Beth El Farm Worker Mission
Big Brothers/Big Sisters-Sarasota
Metropolitan Ministries- Tampa
v Florida Orchestra

PUBLIC

City of Lakeland
City of Tampa (Personnel and the Water Department)
Florida State Fair Authority
Hillsborough Community College (ongoing)
Hillsborough County / Children's Board (1-to-1 Tampa Bay)
Lakeland Housing Authority (ongoing)
Pasco County Housing Authority
St. Petersburg College Collaborative Labs
Town of Longboat Key
WorkNet Pinellas

**RETAIL / WHOLESALE /
SERVICE**

AdvanTech Solutions (Professional Employer Organization)
Bay Area Concessions (3 retail stores)
Consolidated Repair Services
DMLT Investment Café
Executive Group (Outplacement Counseling)
Ferman Motor Car
First Watch Restaurants
Fowler White Boggs Banker
Gault Enterprises (a start-up Internet Advertising/Graphics company)
Gould and Lamb
William Hough and Company
The Omnia Group/CompLogix.com
Point of View (start up newspaper)
Radiant Networks (United Kingdom)
Suntasia Marketing

Coldwell Banker Southeast USA
G.W. Walker
Move X
Team Staff

Ross P. Alander, M.L.I.R.
BIOGRAPHICAL SUMMARY

Ross P. Alander has an extensive and comprehensive background in Human Resources and Organizational Development in health care, in the auto industry, professional employer organizations, with service companies, with professional groups, the public sector and not for profits. Ross has held a number of management/leadership positions at the Oldsmobile Division of General Motors, including being a factory (foreman) supervisor. Moving into the area of health care, he served as Personnel Administrative Manager of E.W. Sparrow Hospital in Lansing (Michigan) and as Vice President of Human Resources at Lansing General Hospital (Michigan), then for 10 years as the Vice President of Human Resources and Organizational Development for Tampa General Hospital, where he led a team of 200 members.

Ross' areas of responsibility included general Human Resources, Affirmative Action, Compensation, Benefits, Labor Relations, Team Development, Parking, Safety and Security, Dietary, Customer/ Physician Relations, Volunteer Services, Library, Pastoral Care, Child Care, Organizational Development, Minority Business Enterprise and International Relations. Ross also directed and led the implementation of a comprehensive customer service culture for Tampa General. As a member of the Executive Team, Ross served on various hospital and board committees and task forces.

Ross assisted in the coordination of the consolidation (from the Human Resources aspect) of four separate Tampa hospital merger/consolidations: St. Joseph's/Humana Women's, University Community Hospital/Centurion, Charter Tampa/Pasco, and St. Joseph's/South Florida's Baptist/Bay Care. In addition, Ross has worked with employee leasing companies, including a start-up leasing company. Most recently, Ross facilitated the Human Resource factor in the start up of Hillsborough Kids, Inc. (HKI), a community-based child welfare organization. Ross works with or has worked with a number of organizations (nonprofits, for profits and public) and is **committed to making every organization that he works with an Employer of Choice**. Two of his clients have made the **One of the Best Places to Work** list in Tampa and Lakeland, Florida.

Ross has held numerous community leadership and/or chair positions including the Tampa/Hillsborough Urban League Board, the Suncoast Ronald McDonald House Board, United Way, Hillsborough County Human Rights Commission, National Conference of Christian & Jews, and the Tampa Coalition. Ross has been the recipient of the National Conference of Community and Justice Brotherhood and Sisterhood Award and an Outstanding Leadership Award from the Urban League. The former Governor of Michigan recognized him for his efforts on behalf of physically challenged citizens. Ross is the former Chair of the Hillsborough County (Fl.) Human Rights Board and a former member of the City of Tampa's Human Rights Board and currently is on the Calendar Committee for the Hillsborough County School Board. Ross was a candidate as an interim member of the Tampa city council in 2006.

Ross is a Human Resource Consultant, a Labor/Employment Arbitrator and a Mediator in Tampa. Ross has done and is doing consulting work for numerous Tampa Bay area, Sarasota area and Lakeland area companies, public sector organizations and non-profits. Ross is a retired full-time Senior Lecturer in Management Studies in the College of Business at the University of South Florida Sarasota-Manatee (USF S-M) and was **voted Outstanding Professor USF Sarasota-Manatee, fall 2009 and spring 2012**. Ross has a bachelor's degree in social science and economics and a master's degree in Labor and Industrial Relations from Michigan State University and recently attended the Program on Negotiations at Harvard Law. In addition, Ross is a member of the Labor Panel of the American Arbitration Association and the Florida Academy of Professional Mediators. Please visit **alanderconsulting.com** for additional information.