Biographical Sketch

A native of Patton, Pennsylvania, Jim earned his BA in Law Enforcement and Corrections in 1973 and later his MA in Human Resource Management from Indiana University of Pennsylvania. While coping with university conflicts of the Viet-Nam era, he had a short stint playing baseball at PSU. Also notably, he competed on the championship Independent intramural football team that defeated the Fraternity team in 71/72. Jim’s career has been one of public service as an officer of the court for fourteen years, then as an executive HR/Risk Management professional, responsible for managing cities and counties from Pennsylvania to Florida. Jim was appointed the Chief Negotiator, for over 100 labor agreements with fifty different unions. While serving on the board of a statewide labor organization, he was named the Treasurer/Training Coordinator where he created a four-module professional certification program recognized by the University of Central Florida for 3.2 CEU’s.

While Jim continues to provide HR/Risk management services, he has recently been responsible for the development and operation of numerous public employer on-site health centers, which provide comprehensive primary care to employees and their dependents. Jim has made presentations at State and National Conferences on this subject, most recently at the Corporate Wellness Conference in Los Angeles, CA.

Jim is a Certified Court Mediator, Labor Relations Professional, Pension Administrator and a member of several professional HR associations, the Alumni Association Life Members and the Nittany Lion Club.

Position Statement

I am honored to answer the call for change in the standard of governance displayed by the present Board of Trustees. My experiences will bring a new perspective based on the fundamental principles of operating a “public organization.” In light of their recent decisions, the trustees do not seem to have the background to challenge the status quo or their own advisors regarding issues such as administrative investigations, employment contracts, resolution of lawsuits and the instant allocation of millions of dollars in areas where they lack expertise.

I will strive to create governance that will have the confidence not to cower to the media when our University navigates through controversial issues. My position is to determine inadequacies in the governance procedures and move toward real transparency and inclusion; to identify conflicts of interest and other self-serving agendas which led to decisions that purposely focused unwarranted national attention on our beloved University and iconic coach (not even a Governor shall influence my resolve!); to restore faith in the outstanding quality of all Penn State programs in order for our reputation to continue on its previously stellar course; and to assure that Penn State remains a financially viable choice for preparing students to compete in a global marketplace.

For the students, faculty, alumni and community I will continue supporting the words from a man who gave his life to us: “Believe deep down in your heart you are destined to do great things”. My promise is to “Make an impact”.

JAMES E. CARNICELLA ’73