

# Jess Anna Glover

4224 Columbus Avenue  
Minneapolis, Minnesota 55407

(612) 481-3975  
[glover.ja@gmail.com](mailto:glover.ja@gmail.com)

## Experience

### Jess Anna Glover/Neutral JAG, LLC

Arbitrator, Mediator

2021–Present

As an arbitrator, I strive for certainty and clarity in my decisions for the benefit of the parties. I have specialized experience in labor, employment, agriculture and food law, nonprofits, contracts, administrative law, government and public agencies, discrimination, disability law, education law and higher education. Currently listed on the Minnesota Bureau of Mediation Services Arbitrator Roster and have been mentored by Arbitrators Stephen Befort and Gil Vernon.

As a mediator, I seek to resolve disputes as a cost-effective and impartial neutral. I work with parties to customize a process, establish ground rules, and identify goals in order to manage conflicts with integrity. Currently a Qualified Neutral on the Rule 114 Minnesota General Rules of Practice Roster and a trauma-informed practitioner.

### Land Stewardship Project and Land Stewardship Action Fund

Executive Director

April 2020–February 2021

I was responsible for driving the strategic mission, program and policy work, membership, fundraising, board engagement, and management for Land Stewardship Project, a 501c(3) member organization, and its partner organization, Land Stewardship Action Fund, an emerging 501c(4).

For Land Stewardship Project, an upper midwest organization focused on sustainable agriculture and communities, my energy was focused on transitioning from long-term leadership and strengthening the ability to take on new challenges while implementing a bold five-year plan—in the midst of a global pandemic with our main office at the epicenter of a national racial justice awakening. I added new depth in the areas of racial, gender, and rural economic justice, as well as challenging corporate control of our food and farming system. Internally, I worked with staff, members, and the board to implement a major overhaul of the organization's department structure, empower new leaders, and put in place a pay-equity initiative.

As a separate and new political organization, Land Stewardship Action Fund required my focus on building a board, staff, fundraising, data management, and administrative infrastructure, all while we conducted member engagement and candidate endorsements for the first time in the 2020 election.

### MENTOR Minnesota

Executive Director

July 2018–April 2020

I was responsible for driving the strategic vision, program work, fundraising, and all management needs for a statewide organization that supports 200 direct-service mentoring programs.

I was responsible for budget, management, employee development, program development, and fundraising through individuals, foundations, corporations, and government. Although a mature organization, I led the transition from founding leadership to new leadership by adding new board members, new funders, and new collaborations. I addressed capacity limitations, infrastructure, and expanded earned-income funding to maintain the organization's effectiveness. I brought organizing-for-power principles and member-led planning to the organization. My governance structure changes pushed toward a new strategic plan and to support diversity, equity, and inclusion efforts.

## **Education Minnesota**

Attorney

February 2007–July 2018

As an in-house attorney representing organized labor units and individual public school educators across the state, I provided daily legal and strategic advice and analysis, conducted arbitrations and civil litigation on wage and salary disputes, contract enforcement, collective bargaining agreements and labor relations, leaves, layoffs, employee discipline and discharge, data practices, and more.

Many days I worked with individuals who were teachers and leaders in their community but because of a poor choice, addiction, or mental illness, could not continue to teach. I worked with them to face and understand their options, sometimes none of which are good, and balance the union's commitment to student safety and success with employee rights.

Representative of my tenacity and skill, I pursued an unfair labor practice action through mediation, arbitration, and litigation in a case that stretched over six years. Those consolidated grievances over salary disputes for higher education faculty covered hundreds of employees, assignments, and departments at different campuses, all using similar contract language. It ultimately resulted in a multi-million dollar award of back pay and settlement.

I also provided legal and strategic advice to statewide and local elected union officers and leadership on litigation and governance. I had an extensive administrative agency practice with state licensing boards and state agency incident investigations. My public policy work at the union included lobbying, legislative research, strategic analysis and planning, testifying, and bill drafting. I also regularly presented to educators, attorneys, and others at trainings, conferences, and CLEs.

## **Farmers 'Legal Action Group, Inc.**

Attorney; Law Clerk

2003–2007; Summer 2002

Through a state and federal administrative law and litigation practice, I provided direct legal services to attorneys, farmers, and farmer advocates on many issues including credit, corporate concentration in agriculture, federal disaster assistance, grazing rates, administrative law and appellate procedure, agricultural production contracts, bankruptcy, and zoning and land use regulations.

My impact litigation practice included work on several federal court amicus briefs, state court cases addressing issues of municipal zoning, and as one of a three-attorney team challenging federal commodity program in the Western District of Michigan, at the Sixth Circuit, and the U.S. Supreme Court. My work also included direct assistance to farmers across the country such as disaster assistance after Hurricane Katrina and direct outreach to the Hmong farming community in Minnesota, Arkansas, and California.

## Additional Experience

### **Rural Advancement Foundation International**

Attorney

January 2005–August 2005

### **Minnesota Court of Appeals, Hon. Sam Hanson Chambers**

Judicial Extern

Summer 2002

### **U.S. Department of the Interior, Regional Office of Solicitor**

Law Clerk

Summer 2001

### **United States Senate, Hon. Ron Wyden**

Caseworker

November 1997–December 1998

## Leadership & Community Engagement

Committee for Better Schools, Treasurer

2023–present

Humphrey School Policy Fellows, Alumni Board, Member

2019–2020

Citizens League Capitol Pathways Internships, Host Supervisor

2019, 2020

Appeals Self-Help Clinic, Volunteer Attorney

2018

Election Protection Hotline, Volunteer Attorney

2012–2018

COMPAS, Board of Directors, Member

2009–2011

Numerous Political and Ballot Measure Campaigns, Volunteer

2010–present

## Education

### **University of Minnesota Humphrey School of Public Affairs**

Policy Fellow

2015/16 Cohort

### **University of Minnesota Law School**

Juris Doctor

May 2003

### **University of Wisconsin - Madison**

Bachelor of Science in Economics, Int'l Relations, Environmental Studies

May 1996