

## Richard S. Rubin

I will always remember my first encounter with Dick. It was during my campus visit as a job candidate in early 1980. After a rather grueling day of meetings and interviews, I was introduced to Professor Richard Rubin. Expecting more questions about my dissertation, research agenda, and the like, I was pleasantly surprised when Dick said that, while all of that stuff was important, what he really wanted to know was what my best marathon time was. That encounter was the beginning of a long friendship that included many hours running together at noontime from the HPER.

Dick is a native of Boston, Massachusetts, and attended the Boston Latin School, the oldest public school in the United States. Upon graduation he attended Middlebury College and, after receiving his Bachelor of Arts degree, served two years in the U.S. Army as a first lieutenant. Dick then returned to school to obtain his Master of Industrial and Labor Relations degree from Cornell University. With his degree in hand, he went to work at RCA as a labor relations specialist. Approximately a year and one half later he returned to Cornell University to serve as a senior extension associate in the School of Industrial and Labor Relations.

His return to Elmira also marked the beginning of Dick's career in higher education. He began to teach as a visiting lecturer at Elmira College, offering a number of courses, including Labor Relations, Collective Bargaining in Higher Education, and Personnel Administration. Within a few years Dick began work on his Ph.D. in the School of Industrial and Labor Relations; he received it in 1973.

In August 1973 Dick joined the faculty of the School of Public and Environmental Affairs (SPEA), then a brand new school at Indiana University. As one of the first faculty hired by SPEA, he was instrumental in its development and ascension as one of the very best schools of public and environmental affairs in the world. Not surprisingly in his 30 plus years with SPEA, Dick served on a vast number of committees and took his turn in administrative roles, including serving both as director of undergraduate programs and graduate programs and as the director of the Center for Public Sector Labor Relations. At the same time his contributions to Indiana University were numerous, including service on the University Hearing Commission for Student Employee Grievances, the University Hearing Commission for Student Conduct, the University Faculty Grievance Committee, the University Faculty Board of Review, and the University Faculty Mediation Committee.

Despite making significant contributions both to the research and service mission of SPEA, Dick will be remembered most for his contributions in the area of teaching. He was the recipient of SPEA's Distinguished Teaching Award six times, a Teaching Excellence Award four times, and a university-wide Outstanding Faculty Award in 1985 and 2000. In addition to teaching well-received undergraduate and graduate courses in his area of specialization, labor relations, Dick has been a regular fixture in SPEA's undergraduate introductory public affairs course. As a testimony to his teaching acumen, Dick has consistently had the highest conversion rate among faculty offering this course, meaning that a larger proportion of students taking his introduction become SPEA majors than they do for any other instructor.

Throughout his academic career Dick has practiced what he taught, serving as a mediator and arbitrator. While working as an extension associate at Cornell, he served in a part-time role as a mediator/fact-finder for the New York Public Employment Relations Board. Later when he came to Indiana University, he began his service as an arbitrator for the American Arbitration Association. In addition, Dick began his long association with the Indiana Education Employment Relations Board as a part-time mediator/fact-finder/arbitrator. In this role he has, on countless occasions, traveled the state and worked many late nights to assist school corporations, teachers, and staff to resolve their contractual differences.

Retirement will allow Dick to spend more time with his wife, Wendy, their two children, and their grandchildren. It will also allow him to devote more time to one of his passions—following the Boston Red Sox. And undoubtedly we will continue to see him plying the streets of Bloomington on his almost daily runs.

*Kurt Zorn*