

**Tom Chiang, Jr.**  
Law School Candidate | Elected Public Servant  
[tomchiangjr@gmail.com](mailto:tomchiangjr@gmail.com) | [tomchiangjr.com](http://tomchiangjr.com)

---

**WORK EXPERIENCE**

---

**Adjunct Faculty, Instructor (Sociology) - Rowan University** 2020 - Present

- Designed and implemented curricula
- Published peer-reviewed articles on K-12 school curriculum policies & college affordability (see section on page 3)
- Faculty Mentor for *Alpha Kappa Delta* (International Sociology Honor Society)
- Peer-reviewer/ad-hoc referee for *Edward Elgar Publishing Ltd.* (academic book publisher) and *Educational Policy & International Journal of Qualitative Studies in Education* (scholarly journals)

**Lecturer (Criminal Justice) - California State University, Stanislaus** 2020 - Present

- Designed and implemented curricula
- Peer reviewer/ad-hoc referee for *Sociological Perspectives* (scholarly journal)

**Graduate Assistantship - Weingarten Tutoring Center, University of Pennsylvania** 2019 - 2020

- Conducted mixed methods research to determine demographic analysis among tutoring program users
- Conducted undergraduate and graduate tutee intake interviews
- Reviewed policies to meet compliance with the College Learning and Reading Association (CRLA) accreditation standards
- Performed benchmarking research to compare peer institutions' academic support services, identifying service gaps and opportunities

---

**PUBLIC SERVICE EXPERIENCE**

---

**Board Member, Mountain Lakes School District - Borough of Mountain Lakes** 2024 - Present

- Chairman of the Special Education & Student Services Committee (Sept 2025 –)
- Chairman of the Special Education Committee (June 2024 – Sept 2025)
- Overseeing: School district-wide personnel and student policies, school district-wide facilities planning, and \$43,965,698 (Total Operating Budget FY 24 – 25)
- Direct Reports: Superintendent of Schools

**Member, Affordable Housing Advisory Committee - Borough of Mountain Lakes** 2023 - 2025

Chair responsibilities (Sept 2023 – Sept 2025); officially appointed Chair (Jan 2024); Alternate Member #1 (Apr – Dec 2023), Community Member (Jan 2024 – Dec 2025)

- Represent the committee at the NJ State League of Municipalities and stakeholder meetings
- Assist in updating and implementing the Borough's Housing Element and Fair Share Plan (HEFSP)
- Identify and prioritize realistic opportunities for affordable housing
- Recommend potential funding sources to support implementation

**Commissioner, Environmental Commission - Borough of Mountain Lakes** 2023 - 2024

- Engaged experts from the New Jersey State Department of Environmental Protection (NJDEP) on behalf of the Commission to gather pertinent environmental and regulatory insight to advise the Borough Council on a Polystyrene recycling ordinance/initiative

- Drafted a memorandum on behalf of the Commission for the Borough Council outlining experts' recommendations, advantages, disadvantages, and current & pending relevant legislation
- Led the effort to pass a resolution to support a neighboring town's environmental action group in its environmental conservation efforts
  - The resolution, along with supporting resolutions from other Commissions/towns, resulted in a landmark preliminary agreement to preserve The Drew Forest Preserve valued at more than \$65 million

**Poll Worker** - *Morris County Board of Elections, New Jersey*

2022 - Present

- Gained extensive hands-on experience, collaborating with election staff to manage unpredictable, high-volume election period challenges during the 2025 primary, demonstrating crisis management and commitment to election integrity
  - Learned and executed language assistance procedures at check-in and the voting machine for two large non-English-speaking voter groups—one with an interpreter and one without— each unexpectedly arriving en masse, with groups of 12–20
  - Learned and executed provisional balloting procedures on-site, identifying whether English or Spanish instructions on the ballot envelope would best support limited-English-speaking voters, to ensure accurate ballot submission
  - Learned and executed check-in procedures in real time to facilitate voting for individuals with disabilities, adapting processes under ADA election regulations
  - Identified and escalated a rare voter ID verification failure at check-in between voter self-identification, the standard driver's license scan – typically the most reliable method of voter identification – and voter registration records, ensuring the voter was verified to vote

## EDUCATION

---

**Rutgers Law School**

(exp.) 2028

J.D. (1L)

Honors: Recipient, Rutgers Law Scholarship

**Northeastern University School of Law**

2024

MLS, Public Law and Policy

Honors: Recipient, MLS Scholarship Award

**The University of Pennsylvania Graduate School of Education**

2020

M.S.Ed., Higher Education

Master's Paper: Social Cognitive Theory: Determinants of College Persistence among Chinese-American and Chinese International Students

**Teachers College, Columbia University**

2019

M.A., Sociology and Education (policy concentration)

Master's Thesis: Pathways to College: A Study on Suburban Tracking

Honors: Recipient, Teachers College Scholarship

**Drew University**

2017

B.A., Sociology (Elected to the Nu Chapter of *Alpha Kappa Delta* (International Sociology Honors Society), 2016; Civic Honors, 2017), Minor: Anthropology

Honors: Dean's List; Recipient, Elbridge and Edna Smith Prize (outstanding achievement in sociology)

## SELECTED PUBLICATIONS

---

### Peer-Reviewed

Chiang, T., Jr. & Killian, C. (2024). Child education rights versus parental preferences: A paradox between United Nations conventions and alternative schooling methods. *Educational Policy*, 38(5), 1176-1199.

Chiang, T., Jr. (2022). College promise programs: Additive to student loan debt cancellation. *Perspectives on Urban Education*, 20(1).

## ORGANIZATIONAL MEMBERSHIPS

---

- Association of New Jersey Environmental Commissions (ANJEC) - until Dec. 2024
- Morris County School Boards Association (MCSBA)/New Jersey School Boards Association (NJSBA)

## SKILLS, LICENSES, & CERTIFICATIONS

---

- Software: SPSS, R, Qualtrics, Tableau Public
- Languages: Chinese (advanced speaking; elementary reading/writing)
- Licenses & Certifications: Notary Public - The State of New Jersey [Comm. ID: 0050205583]; New Board Member Boardsmanship Certification (NBM) - New Jersey School Boards Association [Awarded 2024]