

Tom Chiang, Jr.

Faculty Member | Elected Public Servant

tomchiangjr@gmail.com | tomchiangjr.com | [Google Scholar](#)

WORK EXPERIENCE

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

- Designed and implemented curricula
- Published peer-reviewed articles on K-12 public/private/religious 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 Committee (Fall 2024 -)
- 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

Chairman, Affordable Housing Advisory Committee - Borough of Mountain Lakes 2023 - Present

Previously served as Alternate Member #1 (Apr. 2023 - Dec. 2023); carried out chair responsibilities (Sept. - Dec. 2023); Community Member & Chair (Jan. 2024 -)

- 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

- Collaborated with election staff to manage unpredictable, high-volume election period challenges during the 2025 primary, demonstrating crisis management and commitment to election integrity
 - Facilitated voting for non-English-speaking and limited-English-speaking individuals by adapting communication strategies to ensure efficient and accurate processing
 - Learned and executed language assistance procedures at check-in 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 and voting machine would best support 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 J.D. (accepted the offer to attend in Fall 2025) Honors: Recipient, Rutgers Law Scholarship	(exp.)	2028
Northeastern University School of Law MLS, Public Law and Policy Honors: Recipient, MLS Scholarship Award		2024
The University of Pennsylvania Graduate School of Education M.S.Ed., Higher Education <u>Master's Paper</u> : Social Cognitive Theory: Determinants of College Persistence among Chinese-American and Chinese International Students		2020
Teachers College, Columbia University M.A., Sociology and Education (policy concentration) <u>Master's Thesis</u> : Pathways to College: A Study on Suburban Tracking Honors: Recipient, Teachers College Scholarship		2019
Drew University B.A., Sociology (Elected to the Nu Chapter of <i>Alpha Kappa Delta</i> (International Sociology Honors Society), 2016; Civic Honors, 2017), Minor: Anthropology Honors: Dean's List; Recipient, Elbridge and Edna Smith Prize (outstanding achievement in sociology)		2017

POLICY RESEARCH

Peer-Reviewed

Chiang Jr., T. & 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 Jr., T. (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]