

# PHIL GILTNER, PH.D.

914.475.7732  
Kinderhook, New York 12106

Phil\_Giltner@mac.com  
www.LinkedIn.com/in/PhilGiltner

*Executive-level organizer, troubleshooter and team leader with experience in higher education,  
federal, state and local government and politics*

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## Core Competencies

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- **Team Leadership**
- **Internal Communications**
- **Government Administration**
- **Organizational Development**
- **IT Systems Solutions**
- **Policy Development**
- **Process Improvement**
- **Emergency Preparedness**
- **Economic Development**
- **Constituent Relations**

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## Special Skills

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- Public Speaking
- Writing & Editing
- Advanced IT User
- Meeting Facilitation
- Researcher
- Proficient in Danish & German
- Published Author

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## Professional Achievements

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- Professional leader with a track record for positively impacting agency/team's cooperation, communication, strategic planning, project management and operational effectiveness.
- Facilitated business development by establishing a New York City presence for New York agricultural products for consumers and processors. Oversaw entrepreneur training, events, including establishing Cornell Food Venture Center to provide process validation, technical expertise and support for incubator space. Additionally supported the food hub project providing value added distribution centers.
- Managed smooth operations and boost employee morale during 4 state agency and State Fair leadership transitions.
- Improved organizational effectiveness at state agency of 500 staff deployed statewide.
- Launched a remote field tablet-based inspection platform securing instantaneous reports and disease tracking.
- Directed bargaining unit relations with management, resolved longstanding issues and improved morale.
- Developed a system to manage a state agency staffing reductions from 700 to 500 employees without layoffs.
- Successfully earned approval for increase of 20 additional essential staff against backdrop of fiscal crisis.
- Improve agency wide opportunities for staff professional development.
- Create emergency preparedness program, including policy, procedures, cohort/agency training, update and evaluation processes. Plan and prepare for diverse emergencies and participate in state and local drills.

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## Professional History

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### **Deputy Commissioner, New York State Department of Agriculture and Markets, Albany, New York, 2013-17**

- Promoted agriculture and food industry of 70,000 New York State farms and food industry entities.
- Implemented and developed Governor's program initiatives, including evaluating, approving and marketing hundreds of businesses in the NYS Grown & Certified Program and established Taste NY in 24 locations.
- Successfully initiated food deserts and rural development policy into the State of the State initiatives, increased grant funding, leveraged USDA funds and developed programming for underserved area.
- Oversaw Human Resources functions for agency of 500 staff.
- Managed IT, including over 200 remote staff statewide, 300-acre state fairgrounds, and ten other remote offices and adoption of new licensing system.
- Fiscal savvy, management of \$140m annual budget.

- Emergency Preparedness, including response to Irene, Lee, Superstorm Sandy, radiological emergency planning and Continuity of Operations Plan. Fierce farm advocate, strived to mitigate disaster related losses.
- Internal Controls Officer, responsible for annual internal controls assessment and process improvement.
- Built relationships, enhanced operational effectiveness of internal communications.

**Special Assistant, New York State Department of Agriculture and Markets, Albany, New York, 2008-13**

- Liaison with industry groups including aquaculture, forestry, farm bureau, food access groups, soil and water, maple, College of Agriculture and Life Sciences at Cornell, etc.
- Successfully impacted agriculture issues through research and develop policy, regulations, and legislation.
- Lead agency efforts on the Federal Farm Bill 2008, 2012.
- Develop private/public partnerships through creating the Wood Products Development Council representing 47,000 industry workers. Selected as the first Executive Director.
- Lead and develop task forces on Wine and Grape Industry, Retired Race Horses and Maple.
- Direct Food Policy Council, lead and built consensus with a diverse group of rural, urban and minority members crafting policy, legislation and produced annual reports.
- Appointed as the Interim Communications Director

**Regional Representative, US Congress: Representative Kirsten Gillibrand, NY20, Hudson, New York, 2007-2008**

**Senior Campaign Advisor, Gillibrand for Congress, Hudson, New York, 2005-2006**

**Teacher, The Albany Academies, Albany, New York, 2002-2006**

**Assistant Professor of History, US Military Academy, West Point, New York, 1998-2002**

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Board Membership | Publications | Accomplishments

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- Food Bank of Northeastern New York, Albany, New York, 2016-Present
- Cornell College of Agricultural and Life Sciences, Community and Regional Development Institute, Lead NY, Ithaca, New York, 2012-Present
- Adirondack North Country Association, Saranac Lake, New York, 2013-Present
- *In the Friendliest Manner: German-Danish Economic Collaboration During the Nazi Occupation of 1940-45*. New York: Peter Lang, 1998
- List of articles in anthologies, refereed journals, and other publications available upon request
- Proficient in German and Danish
- Marathoner since 2010

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Education

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- **University of Toronto, Toronto, Canada.** Ph.D., European History/International Relations. Thesis: German Economic Relations with Occupied Denmark, 1940-45, and “The Extraordinary Industrial Deliveries.”
- **State University of New York, Albany.** M.A., History and Political Science, (GPA 4.0/4.0)
- **State University of New York, Albany.** B.A., *Magna Cum Laude*, History, minor: Political Science
- **Cornell University, Ithaca, New York.** Community and Regional Development Institute, Lead NY