

JOHN F. BURTON, JR.

CURRENT POSITION

Title: Professor II, School of Management and Labor Relations (SMLR), Rutgers University: The State University of New Jersey (since January 1991).  
Address: SMLR, Rutgers University, 56 Primrose Circle, Princeton, New Jersey 08540-9416  
Phone: Rutgers University: (732) 932-1747 Home Office: (732) 274-0600  
FAX: (732) 274-0678  
E-Mail: jfburton@rci.rutgers.edu

EDUCATION

Ph.D. (economics), University of Michigan 1965.  
Dissertation: "The Significance and Causes of the Interstate Variations in the Employers' Costs of Workmen's Compensation."  
LL.B., University of Michigan, 1960.  
B.S. (industrial and labor relations), Cornell University, 1957.

EXPERIENCE INCLUDES

Dean, School of Management and Labor Relations, Rutgers University, 1994-2000; Director, Institute of Management and Labor Relations, Rutgers University, 1991-94.  
Acting Dean, School of Business - New Brunswick, Rutgers University, 1993-95.  
Professor in Departments of Labor Economics and of Collective Bargaining, Labor Law, and Labor History, New York State School of Industrial and Labor Relations, Cornell University 1978-1990.  
Visiting Professor, New York State School of Industrial and Labor Relations, Cornell University, 1977-1978.  
Professor (initially Associate Professor) of Industrial Relations and Public Policy, Graduate School of Business, University of Chicago, 1966-1978.  
Chairman, National Commission on State Workmen's Compensation Laws, 1971-1972.  
Senior Staff Economist, Council of Economic Advisers, 1967-1968.  
Assistant Professor (initially Lecturer), Department of Economics, Yale University, 1964-66.

PUBLICATIONS INCLUDE

(with Cecili Thompson Williams and Virginia Reno) *Workers' Compensation: Benefits, Coverage, and Costs, 2001*. Washington, DC: National Academy of Social Insurance, 2003.  
(with Daniel J.B. Mitchell) "Employee Benefits and Social Insurance: The Welfare Side of Employee Relations." In Bruce E. Kaufman, Richard A. Beaumont, and Roy B. Helfgott,

- eds., *From Industrial Relations to Human Resources and Beyond: The Evolving Management of Employee Relations*. Armonk, NY: M.E. Sharpe, 2003.
- (with Terry Thomason) "Unionization Trends and Labor-Management Cooperation in the Public Sector." In Jonathan Brock and David B. Lipsky, eds. *Going Public: The Role of Labor-Management Relations in Delivering Quality Government Services*. Champaign, IL: Industrial Relations Research Association (Cornell University Press), 2003.
- "The National Commission on State Workmen's Compensation Laws: Some Reflections by the Former Chairman." *IAIABC Journal* [International Association of Industrial Accident Boards and Commissions], Fall 2003.
- "Improving Policies and Approaches to Employment Relations: Protecting Workers and Their Families from Economic Insecurity." In Adrienne Eaton, ed., *Industrial Relations Research Association: Proceedings of the 55<sup>th</sup> Annual Meeting*. Champaign, IL: Industrial Relations Research Association, 2003.
- (with Daniel Mont, Virginia Reno, and Cecili Thompson) *Workers' Compensation: Benefits, Coverage, and Costs, 2000 New Estimates*. Washington, DC: National Academy of Social Insurance, 2002.
- (with Steven L. Willborn and Stewart J. Schwab) *Employment Law: Cases and Materials, 3rd ed.* Lexis Law Publishing, 2002.
- (with Timothy Schmidle) "Occupational Safety and Health." In Malcolm Warner, ed. *International Encyclopedia of Business & Management, 2<sup>nd</sup> ed.* London, UK: Thompson Learning, 2002.
- (with Daniel Mont, Virginia Reno, and Cecili Thompson) *Workers' Compensation: Benefits, Coverage, and Costs, 1999 New Estimates and 1996-1998 Revisions*. Washington, DC: National Academy of Social Insurance, 2001.
- "Economics of Safety." In Neil J. Smelser and Paul B. Bales, Editors-in-Chief, and Orley Ashenfelter, Economics Section Editor, *International Encyclopedia of the Social & Behavioral Sciences*. Oxford, UK: Elsevier Science, 2001.
- (with Emily Spieler) "Workers' Compensation and Older Workers," *Health and Income Security for an Aging Workforce*, Brief No.3. Washington, DC: National Academy of Social Insurance, 2001.
- (with Terry Thomason and Timothy P. Schmidle) *Workers' Compensation: Benefits, Costs, and Safety under Alternative Insurance Arrangements*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001. (Selected by the Princeton University Industrial Relations Section as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 2001*.)
- (with Emily Spieler) "Workers' Compensation and Older Workers." In Peter P. Burdetti, Richard V. Burkhauser, Janice M. Gregory, and H. Allan Hunt, eds., *Ensuring Health and Income Security for an Aging Workforce*. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, 2001.
- (with Terry Thomason) "The Cost of Workers' Compensation in Ontario and British Columbia." In Morley Gunderson and Douglas E. Hyatt, eds., *Workers' Compensation: Foundations for Reform*. Toronto, ON: University of Toronto Press, 2000.
- (with Daniel Mont and Virginia Reno) *Workers' Compensation: Benefits, Coverage and Costs, 1997-98*. Washington, DC: National Academy of Social Insurance, 2000.
- (with Emily Spieler, Peter Barth, Jay Himmelstein, and Linda Rudolph) "Recommendations to Guide the Revision of the Guides to the Evaluation of Permanent Impairment." *Journal of the American Medical Association (JAMA)*. January, 2000.

- (with Daniel Mont and Virginia Reno) *Workers' Compensation: Benefits, Coverage, and Costs, 1996 New Estimates*. Washington, DC: National Academy of Social Insurance. 1999.
- "Prevention of Workplace Injuries and Diseases." In *Medizinisch-Rechtliche Aspekte von Arbeitsunfällen, Band I: Praventio* [Medical Legal Aspects of Work Injuries: Book I: Prevention]. Essen, Germany: DZS GmbH. 1999.
- (with Terry Thomason and Douglas E. Hyatt, eds.) *New Approaches to Disability in the Workplace*. Industrial Relations Research Association/Cornell University Press, 1998. Co-author of chapters on "Disability and the Workplace" (with Thomason and Hyatt) and "Compensation for Disabled Workers: Workers' Compensation" (with Emily A. Spieler).
- (with Steven L. Willborn and Stewart J. Schwab) *Employment Law: Cases and Materials*, 2<sup>nd</sup> ed. Lexis Law Publishing, 1998.
- "Should Work Injuries and Nonwork Injuries Be Compensated Differently?" In Elizabeth H. Yates and John F. Burton, Jr. eds., *International Examinations of Medical-Legal Aspects of Work Injuries*. Scarecrow Press, 1998.
- (with James R. Chelius) "Workplace Safety and Health Regulations: Rationale and Results." In Bruce E. Kaufman, ed., *Government Regulation of the Employment Relationship*. Industrial Relations Research Association, 1997.
- "Workers' Compensation, Twenty-Four Hour Coverage, and Managed Care." In Virginia P. Reno, Jerry L. Mashaw, and Bill Gradison, eds., *Disability: Challenges for Social Insurance, Health Care Financing, and Labor Market Policy*. National Academy of Social Insurance, 1997.
- (with William G. Johnson and Marjorie L. Baldwin) "Why is the Treatment of Work-Related Injuries So Costly? New Evidence from California." *Inquiry*, Spring 1996.
- (with Timothy P. Schmidle) *1996 Workers' Compensation Year Book*. LRP Publications, 1995.
- (with Sandra Sinclair) "Development of a Schedule for Compensation of Noneconomic Loss: Quality-of-Life Values vs. Clinical Impairment Ratings." In Terry Thomason and Richard P. Chaykowski, eds., *Research in Canadian Workers' Compensation*. IRC Press, Queens University, 1995.
- (with Timothy P. Schmidle) *1995 Workers' Compensation Year Book*, LRP Publications, 1994.
- (with Timothy P. Schmidle) *1994 Workers' Compensation Year Book*, LRP Publications, 1993.
- (with Steven L. Willborn and Stewart J. Schwab) *Employment Law: Cases and Materials*. The Michie Company, 1993, with 1996 Supplement.
- (with William G. Johnson, Lisa Thornquist, and Brian Zaidman) "Why Does Workers' Compensation Pay More for Health Care?" *Benefits Quarterly*. Fourth Quarter 1993.
- (with Terry Thomason) "Economic Effects of Workers' Compensation in the United States: Private Insurance and the Administration of Compensation Claims." *Journal of Labor Economics*. January 1993.
- "Twenty-Four Hour Health Care Coverage: Is the Work-Related Test Still Appropriate for Workers' Compensation?" In Judith Greenwood and Alfred Taricco, eds. *Workers' Compensation Health Care Cost Containment*. LRP Publications, 1992.
- (with Timothy Schmidle) *The Workers' Compensation Desk Book*. LRP Publications, 1992.
- (with Alan B. Krueger) "The Employers' Cost of Workers' Compensation Insurance: Magnitudes, Determinants, and Public Policy." *Review of Economics and Statistics*, May 1990.
- (with H. Allan Hunt and Alan B. Krueger) "The Impact of Open Competition in Michigan on the Employers' Costs of Workers' Compensation." In Philip Borba and David Appel, eds., *Workers' Compensation Insurance Pricing: Current Programs and Proposed Reforms*. Kluwer Nighoff (B.S. Huebner Foundation Series on Risk and Insurance), 1988.

- Editor and contributor to *New Perspectives in Workers' Compensation*. ILR Press, Cornell University, 1988.
- (with Terry Thomason) "The Extent of Collective Bargaining in the Public Sector." In Benjamin Aaron et al., eds. *Public-Sector Bargaining*, (2nd ed.). Bureau of National Affairs and IRRRA, 1988.
- (with Monroe Berkowitz) *Permanent Disability Benefits in Workers' Compensation* (Upjohn Institute, 1987). (Awarded the 1989 Kulp Award by the American Risk and Insurance Association as the book "deemed the most outstanding contribution to the literature of risk and insurance.")
- (with Michael C. Dolan) "Evaluating the Cost Impact of Proposed Changes in Workers Compensation Laws." *NCCI Digest* (National Council on Compensation Insurance), April 1987.
- "Determining the Causes of Back Disorders in the Workers' Compensation Program," *Legal Insight*, July/August 1986.
- (with Alan B. Krueger) "Interstate Variations in the Employers' Costs of Workers' Compensation, with Particular Reference to Connecticut, New Jersey, and New York." in James R. Chelius, ed., *Current Issues in Workers' Compensation*, The Upjohn Institute, 1986.
- (with H. Allan Hunt and Alan B. Krueger) "The Recent Moderation in Workers' Compensation Costs in Michigan and the Nation." In *The Economic Outlook 1986* (Proceedings of the Thirty-Third Annual Conference on the Economic Outlook, sponsored by The University of Michigan), 1986.
- "Workers' Compensation During the Next Decade." In J.T. Noblin, ed., *1985 Convention Proceedings of the IAIABC* (International Association of Industrial Accident Boards and Commissions).
- "Disability Benefits for Back Disorders in Workers' Compensation." In Nortin M. Hadler and Dennis B. Gillings, eds. *Arthritis in Society: The Impact of Musculoskeletal Diseases*. Butterworth & Co., 1985.
- (with Lloyd W. Larson) "Special Funds in Workers' Compensation." in John D. Worrall and David Appel, eds. *Workers' Compensation Benefits: Adequacy, Equity, and Efficiency*. ILR Press, Cornell University, 1985.
- "Economic Impact of Unions." in Bernard D. Meltzer and Stanley D. Henderson, *Labor Law-Cases, Materials and Problems*. Little, Brown and Co., 1985.
- Analysis of "Associated General Contractors of California, Inc. v. California State Council of Carpenters, et al." In Michael H. Cardozo, ed., *Preview of United States Supreme Court Cases*. American Bar Association, June 2, 1983.
- "Compensation for Permanent Partial Disabilities." In John D. Worrall, ed., *Safety and the Work Force*. ILR Press, Cornell University, 1983.
- "Workers' Compensation and Occupational Disease: Past, Present, and Future." in Robert E. Landess, ed., *1981 Convention Proceedings of IAIABC*.
- (with Martin W. Elson) "Workers' Compensation Insurance: Recent Trends in Employer Costs." *Monthly Labor Review*. March 1981.
- "The Extent of Collective Bargaining in the Public Sector." In Benjamin Aaron, Joseph R. Grodin, and James L. Stern, eds. *Public-Sector Bargaining*. Bureau of National Affairs (Industrial Relations Research Association), 1979.
- (with Wayne Vroman) "A Report on Permanent Partial Disabilities Under Workers' Compensation." In John H. Noble and Ronald W. Conley, eds., *Research Report of the Interdepartmental Workers' Compensation Task Force*. Vol. 6, 1979.

- "Workers' Compensation Costs for Employers. " In John H. Nobel and Ronald W. Conley, eds. *Research Report of the Interdepartmental Workers' Compensation Task Force*. Vol. 3, 1979.
- "The Impact of Work-Related Injuries on Wisconsin Workers." in *Policy Analysis with Social Security Research Files*. U.S. Department of Health, Education, and Welfare, 1978.
- "Public Sector Strikes: Legal, Ethical, and Practical Considerations" In Richard DeGeorge and Joseph A. Pichler, eds., *Ethics, Free Enterprise, and Public Policy*. Oxford University Press, 1978.
- "Federal or State Responsibility for Workers' Compensation." *Proceedings of the 29th Annual Meeting, Industrial Relations Research Association*, 1977.
- "Workers' Compensation Reform." *Labor Law Journal*, July 1976.
- "Permanent Partial Disabilities and Workers' Compensation." *Journal of Urban Law*. May 1976.
- (with Charles Krider). "The Incidence of Strikes in Public Employment." In Daniel S. Hamermesh, ed., *Labor in the Public and Nonprofit Sectors*, Princeton University, 1975.
- "The National Commission on State Workmen's Compensation Laws: A Year Later." *Archives of Environmental Health*, July 1974.
- "A Summary of the Report of the National Commission on State Workmen's Compensation Laws." *Proceedings of the Twenty-Fifth Annual Winter Meeting, Industrial Relations Research Association*, 1973.
- "Analyses and Implications: Report of the National Commission on State Workmen's Compensation Laws." *State Government*, Spring, 1973.
- (with Nancy L. Watkins). "Employers' Costs of Workmen's Compensation," in *Supplemental Studies for the National Commission on State Workmen's Compensation Laws*, 1973.
- "Local Government Bargaining and Management Structure." *Industrial Relations*, May 1972.
- "Introduction to the Occupational Safety and Health Act." *Proceedings of the 1972 Annual Spring Meeting, Industrial Relations Research Association*, 1972.
- (with other Members of Commission). *The Report of the National Commission on State Workmen's Compensation Laws*. 1972.
- (with Monroe Berkowitz) "Objectives Other Than Income Maintenance for Workmen's Compensation." *The Journal of Risk and Insurance*. September 1971.
- (with John E. Parker) *The New Industrial Feudalism: Secular Trends in Voluntary Labor Mobility*. Occasional Paper, Industrial Relations Center, University of Chicago, 1971.
- "The Maintenance of Income Objective in Workmen's Compensation." In *Report of the National Workshop on Rehabilitation and Workmen's Compensation*. National Institutes on Rehabilitation and Health Services, 1971.
- (with Lee K. Benham, William M. Vaughn III, and Robert J. Flanagan) *Readings in Labor Market Analysis*. Holt, Rinehart, and Winston, 1971.
- (with Monroe Berkowitz) "The Income Maintenance Objective in Workmen's Compensation," *Industrial and Labor Relations Review*. October 1970.
- "Can Public Employees Be Given the Right to Strike?" *Proceedings of the 1970 Annual Spring Meeting, Industrial Relations Research Association*, 1970.
- (with Charles Krider) "The Role and Consequences of Strikes by Public Employees." *Yale Law Review*. January 1970.
- Book Review of Harold M. Levinson, *Determining Forces in Collective Wage Bargaining*, In *Journal of Political Economy*, July/August, 1969.

- (with John E. Parker) "Interindustry Variations in Voluntary Labor Mobility." *Industrial and Labor Relations Review*, January 1969, and "Reply" to "Comment" by John Pencavel, *ibid.*, October 1969.
- (with John E. Parker) "Voluntary Labor Mobility in the U.S. Manufacturing Sector." *Proceedings of the Twentieth Annual Winter Meeting, Industrial Relations Research Association*, 1969, and excerpts published in *Monthly Labor Review*, April 1968.
- (with Arnold R. Weber, et al.) *Faculty Participation in Campus Governance*, American Association for Higher Education, 1967.
- (with James M. Clabault) *Sherman Act Indictments 1955-65: A Legal and Economic Analysis*, Federal Legal Publications, 1966, with 1967 and 1968 Supplements.
- Interstate Variations in Employers' Costs of Workmen's Compensation: Effects on Plant Location Exemplified in Michigan*. The W.E. Upjohn Institute for Employment Research, 1966.
- "Workmen's Compensation in Maine." *Maine Business Indicators*. April 1966.
- "The Uniform Commercial Code and Conflict of Laws." *The American Journal of Comparative Law*. 1960.

#### REPORTS INCLUDE

- (with Terry Thomason) *The Employers' Costs of Workers' Compensation in Ontario and Other Canadian and U.S. Jurisdictions*. (prepared for the Ontario Workplace Safety and Insurance Board), 2001.
- (with Terry Thomason) *Benefits and Costs* (prepared as part of the *Final Report: Oregon Major Contributing Cause Study* conducted by Edward M. Welch for the Workers' Compensation Division of the Oregon Department of Consumer and Business Services), 2000.
- (with Terry Thomason) *Workers' Compensation Benefits in Washington and the Nation* and (with Terry Thomason), *The Cost of Workers' Compensation in Washington and North America*, (prepared as part of the *Workers' Compensation System Performance Audit* conducted by Edward M. Welch for the Joint Legislative Audit and Review Committee of the State of Washington), 1998.
- (with James R. Chelius and Monroe Berkowitz) *Workers' Compensation Insurance: Fundamental Issues in the North American Context* (prepared for The Victorian WorkCover Authority), 1997.
- (with Monroe Berkowitz, James R. Chelius, and David H. Dean) *Development of a Three Year Plan to Guide Future Policies and Operations of the Division of Workers' Compensation* (prepared for the Florida Division of Workers' Compensation), 1995.
- The Effect of Open Competition on the Costs of Workers' Compensation in Michigan* (prepared for The Bureau of Workers' Disability Compensation, Department of Labor, State of Michigan), 1990.
- (with Timothy P. Schmidle) *The Employers' Cost of Workers' Compensation in Michigan and the Nation* (prepared for The Bureau of Workers' Disability Compensation, Department of Labor, State of Michigan), 1990.
- (with Lisa Thornquist and others) *Report to the Legislative: Health Care Costs and Cost Containment in Minnesota Workers' Compensation* (prepared for the Minnesota Department of Labor and Industry), 1990.

- (with Monroe Berkowitz) *Goals, Agency Roles, Organizational Structure, and the Data System for the Minnesota Workers' Compensation Program* (prepared for the Minnesota Department of Labor and Industry), 1989.
- (with Janie Gittleman) *Occupational Diseases and the New York Workers' Compensation Program* (prepared for the New York State Department of Labor), 1988.
- The Role of the Permanent Disability Rating Schedule in the Ontario Workers' Compensation Program* (prepared for the Ontario Workers' Compensation Board), 1986.
- (with Dane M. Partridge and Terry Thomason) *The Final Draft of a Research Project on Nonscheduled Permanent Partial Disability Benefits Provided by the New York State Workers' Compensation Program* (Prepared for the New York Temporary State Commission on Workers' Compensation and Disability Benefits), 1986.
- (with H. Allan Hunt and Alan B. Krueger) *Interstate Variations in the Employers' Costs of Workers' Compensation, with Particular Reference to Michigan and the Other Great Lakes States*, prepared for Theodore J. St. Antoine, Special Counselor on Workers' Compensation for Michigan Governor James J. Blanchard, 1985.
- (with Dane M. Partridge) *Workers' Compensation Benefits in Michigan and the Other Great Lakes States* also prepared for Special Counselor St. Antoine, 1985.
- Interstate Variations in the Employers' Costs of Workers' Compensation with Particular Reference to Ohio and Pennsylvania*, prepared for the Workers' Compensation Coalition, 1984.
- (with Lloyd W. Larson and Janet P. Moran) *The Final Report on a Research Project on Permanent Partial Disability Benefits*, prepared for the Joint Labor/ Management Committee of the State of New York, 1980.
- (with Monroe Berkowitz and Wayne Vroman) *Permanent Disability Benefits in the Workers' Compensation Program*, submitted to the National Science Foundation, 1979.

#### PROFESSIONAL ACTIVITIES INCLUDE

- Member, Executive Board, 1987-93, 2001-03; President 2002; Editor-in-Chief 1990-94; and Member 1962- Industrial Relations Research Association.
- Member, Scientific Advisory Committee, Institute for Work and Health (Ontario), 2001-
- Editor, *Workers' Compensation Policy Review*, a bimonthly journal, 2001-
- Chair, Steering Committee on Workers' Compensation, National Academy of Social Insurance, 1996-
- Member, Executive Board, New Jersey Chapter of Industrial Relations Research Association, 1994- Secretary-Treasurer 1997-
- Member, Workers' Compensation Advisory Council, New Jersey Department of Labor, 1991-
- President, Workers' Disability Income Systems, Inc., 1974-
- Member, Executive Board, United States Branch, International Society for Labor Law and Social Security, 1995-2003
- Member, U.S. Department of Energy, Workers Advocacy Advisory Committee for the Energy Employees Occupational Illness Compensation Program Act, 2001-02.
- Chair, National Advisory Committee, Workers' Compensation Health Initiative, Sponsored by the Robert Wood Johnson Foundation, 1996-2001.
- Co-Director (with Edward Welch), National Symposium on Workers' Compensation, 1991-2000 and Speaker at National Symposium, 1976-2000.

Editor, *Workers' Compensation Monitor*, a bimonthly newsletter, 1988-1997  
Member, New Jersey Task Force on Higher Education, 1995.  
Consultant on Workers' Compensation, Florida Division of Workers' Compensation, 1992-94.  
Consultant, Governor Lawton Chiles, 1993 Helped draft changes in Florida workers' compensation law.  
Associate Editor, *Industrial and Labor Relations Review*, 1982-1990; Acting Editor 1988.  
Consultant, House Commerce Committee (Chaired by Rep. Art Simon), 1990. Helped draft changes in the Florida workers' compensation law.  
Consultant on Workers' Compensation to Minnesota Department of Labor and Industry, 1987-1990.  
Public Co-Chairman, Committee on Workers' Compensation, Section of Labor and Employment Law, American Bar Association, 1983-1988.  
John R. Commons Lecturer, University of Wisconsin-Madison, 1988.  
Member, Mediators and Factfinders Panel, New York State Public Employment Relations Board, 1981-86.  
Consultant on Workers' Compensation to U.S. Department of Labor, 1977-86.  
Consultant to the New York Temporary State Commission on Workers' Compensation and Disability Benefits; helped prepare cost estimates of various possible changes in the New York Workers' Compensation program, 1985-86.  
Consultant to the Commerce and Labor Committee of the Massachusetts Legislature. Helped draft legislation that substantially revised the workers' compensation program. The legislation was enacted by both houses and signed by Governor Dukakis in December, 1985.  
Chairman, Education and Research Committee, Society of Professionals in Dispute Resolution, 1983-1984.  
Chair, Select Committee on Workers' Compensation, which was appointed by Governor Bob Graham to review the 1979 bill revising the Florida workers' compensation statute. The committee recommended that Governor Graham not sign the bill. The Governor ignored the advice.  
Consultant, Florida Workers' Compensation Advisory Committee, 1977-78.

#### MEMBERSHIPS

American Economic Association  
American Bar Association  
Ohio State Bar  
Industrial Relations Research Association  
National Academy of Social Insurance (Founding Member)  
International Society for Labor Law and Social Security

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