

ADRIENNE EATON

Labor Studies & Employment Relations Department
Rutgers University
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New Brunswick, NJ 08901
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216 Lawrence Ave.
Highland Park, NJ 08904
(732) 828-4718

EDUCATION

Ph.D. in Industrial Relations, University of Wisconsin, 1988. Dissertation topic: Local Union Control of Worker Participation and Labor-Management Cooperation Programs.

Master in Labor and Human Resources, Ohio State University, 1983.

AB in Anthropology and Social Science, Residential College, University of Michigan, 1979.

PROFESSIONAL EXPERIENCE

July 2001 - present. Professor, Labor Studies and Employment Relations Department, Rutgers University. January 2003 – present, Director, Labor Extension Program.

July 2001 - July 2002. Acting Director, Ph.D. Program in Industrial Relations and Human Resources, Rutgers University.

July 1994 - July 2001. Associate Professor, Labor Studies and Employment Relations Department, Rutgers University.

Spring 1998, Spring and Fall 1999. Associate Dean for Academic Affairs, School of Management and Labor Relations, Rutgers University.

July 1993 - July 1998, Fall 1999, Fall 2000, Fall 2002. Director of Credit Programs, Labor Studies and Employment Relations Department., Rutgers University.

September, 1987 - June, 1994. Assistant Professor, Labor Education Department, Rutgers University.

Summer, 1987, 1986. Lecturer, Department of Economics, University of Wisconsin.

1984 - 1987. University of Wisconsin, School For Workers Institutes. Lectures and preparations of materials for labor education classes.

May, 1985 - May, 1986. January, 1984 - January, 1985. Research Assistant for Samuel Cohn (Univ. of Wisconsin, Sociology)

PUBLICATIONS

Edited Volumes

Adrienne E. Eaton. Special (Conference) Issue Editor. Labor Studies Journal: Labor and Healthcare, Spring, 2006.

Adrienne E. Eaton and Jeff Keefe. Eds. Employment Dispute Resolution in the Changing Workplace". Madison, WI: Industrial Relations Research Association, 1999.

Adrienne E. Eaton and Susan J. Schurman. Guest Editors. Labor Studies Journal, Special Issue, Labor and Workplace Democracy: Past, Present and Future, Vol. 21, No. 2, Summer 1996.

Book Chapters

Adrienne E. Eaton and Jill Kriesky. "Dancing with the Smoke Monster: Employer Motivations for Negotiating Neutrality and Card Check Agreements," in "Justice on the Job: Perspectives on the Erosion of Collective Bargaining in the United States, ed. by R. Block, S. Friedman, M. Kaminski, and A. Levin. Upjohn, 2006.

Steven E. Abraham, Adrienne E. Eaton, and Paula B. Voos, "Supreme Court Supervisory Status Decisions: The Impact on Union Organizing of Nurses under the NLRA, in "Justice on the Job: Perspectives on the Erosion of Collective Bargaining in the United States, ed. by R. Block, S. Friedman, M. Kaminski, and A. Levin. Upjohn, 2006.

Adrienne E. Eaton and Paula B. Voos, "Wearing Two Hats: The Unionization of Public Sector Supervisors", in J. Brock and D. Lipsky (eds.), Going Public: The Role of Labor-Management Relations in Delivering Quality Government Services, Industrial Relations Research Association, 2003, pp. 295-315.

Adrienne E. Eaton and Jeff Keefe. "Introduction and Overview", in Eaton and Keefe (eds.), Employment Dispute Resolution in the Changing Workplace". Madison, WI: Industrial Relations Research Association, 1999.

Adrienne E. Eaton, "The New American Workplace: Big Deal or Too Little, Too Late?", chapter in B. Nissen (ed.), Unions and Workplace Reorganization. Detroit: Wayne State University Press, 1997, pp. 57-77.

Adrienne E. Eaton, Paula B. Voos and Dong-one Kim, "Voluntary and Involuntary Aspects of Employee Participation in Decision-Making", in Handbook for Human Resource Management, ed. by D. Lewin, D.J.B. Mitchell and M.A. Zaidi, JAI Press, 1997, pp. 63-85.

PUBLICATIONS, continued

Book Chapters, continued

Adrienne E. Eaton, "The Role of the Union and Employee Involvement in Lean Production", in Steve Babson (ed.), Lean Work: Empowerment and Exploitation in the Global Auto Industry, Wayne State University Press, 1995

Adrienne E. Eaton and Jill Kriesky, "Collective Bargaining in the U.S. Paper Industry: Developments Since 1979", in Paula B. Voos (ed.), Contemporary Collective Bargaining in the Private Sector, (1994 IRRA Research Volume).

Adrienne E. Eaton and Paula B. Voos. "Unions and Contemporary Innovations in Work Organization, Compensation, and Employee Participation", with Paula Voos, in Unions and Economic Competitiveness, ed. by L. Mishel and P. Voos, (M.E. Sharpe, 1992).

Jeffrey Keefe, Adrienne E. Eaton, and James Begin. "Has Labor-Management Cooperation Come to New Jersey?". In The Economy of New Jersey, ed. by J. Chelius, 1989.

Refereed Journal Articles

Adrienne E. Eaton and Saul A. Rubinstein, "Tracking Local Unions Involved in Managerial Decision-Making", Labor Studies Journal, Summer 2006, Vol. 31, No. 2, pp. 1-30.

Adrienne E. Eaton, Paula B. Voos and Chad Anderson, "Managerial Unions: Prospects and Forms", Labor Studies Journal, Fall 2004, Vol. 29, No. 3, pp. 25-56.

Adrienne E. Eaton and Jill Kriesky. "Union Organizing Under Neutrality and Card Check Agreements", Industrial and Labor Relations Review, October 2001, V. 55, No. 1, pp. 42-59.

Adrienne E. Eaton and Thomas Nocerino. "The Effectiveness of Health and Safety Committees: Results of a Survey of Public Sector Worksites", Vol 39, No. 2, Industrial Relations, April 2000, pp. 265-290.

Adrienne E. Eaton and Jill Kriesky, "Decentralization of Bargaining Structure: Four Cases from the U.S. Paper Industry", Relations Industrielles/Industrial Relations, Vol. 53, No. 3, 1998, pp. 486-516.

John McClendon, Jill Kriesky, and Adrienne E. Eaton. "Union Mergers: Determinants of Individual Member Support", Journal of Labor Research, Winter 1995, Vol 16, pp. 9-23.

Adrienne E. Eaton, "New Production Techniques, Employee Involvement and Unions", Labor Studies Journal, Vol. 20, No. 3, Fall 1995, pp. 19-41.

PUBLICATIONS, continued

Refereed Journal Articles, continued

Adrienne E. Eaton and Paula B. Voos. "Productivity-Enhancing Innovations in Work Organization, Compensation, and Employee Participation in the Union Versus Nonunion Sector", Advances in Industrial and Labor Relations, Vol. 6, JAI Press, 1994, pp. 63-109.

Adrienne E. Eaton. "Factors Contributing to the Survival of Participative Programs in Unionized Settings", Industrial and Labor Relations Review, Vol. 47, No. 3, April 1994.

Adrienne E. Eaton, Michael Gordon, and Jeffrey Keefe, "Quality of Work Life Programs, Union Commitment and Confidence in the Grievance System", (Industrial and Labor Relations Review, April 1992, v. 45, no. 3, pp. 591-604.)

Adrienne E. Eaton. "Extent and Correlates of Union Control of Participative Programs", Industrial and Labor Relations Review, July 1990, v. 43, no. 5.

Adrienne E. Eaton. "The Role of the Local Union in a Participative Program", Labor Studies Journal, Spring 1990, v. 15, no. 1, pp. 33-53, pp. 604-620.

Samuel Cohn and Adrienne E. Eaton. "Historical Limits On Neoclassical Strike Theories: Evidence from French Coal Mining 1890 - 1935". Industrial and Labor Relations Review, July 1989, v. 42, no. 4.

Conference Proceedings

"High Performance Work Systems and Political Efficacy: A Panel Analysis", Proceedings of the Annual Meeting of the Industrial Relations Research Association, San Diego, January 2004, pp. 9-18 (with Lisa Schur and Saul Rubinstein).

Adrienne E. Eaton, "Discussion - Bringing the Industry Back in Industrial Relations Studies: A Twenty-Year Examination of Collective Bargaining Trends in Four Industries." Proceedings of the Fifty-Second Annual Meeting of the Industrial Relations Research Association, Boston, January, 2000. Pp. 227-229.

Adrienne E. Eaton and Jill Kriesky, "A Preliminary Investigation of Neutrality Agreements Negotiated in the Private Sector", Proceedings of the Forty-Ninth Annual Meeting of the Industrial Relations Research Association, New Orleans, January, 1997, pp. 79-86.

Adrienne E. Eaton, "Educating for AT&T, CWA and IBEW's Workplace of the Future", Proceedings of the Forty-Seventh Annual Meeting of the Industrial Relations Research Association, Washington, DC, January, 1995, pp. 383-390.

PUBLICATIONS, continued

Conference Proceedings, continued

Adrienne E. Eaton, "Discussion: Contributed Papers in Collective Bargaining", Proceedings of the Forty-Sixth Annual Meeting of the Industrial Relations Research Association, Boston, January 1994.

Adrienne E. Eaton, "Discussion: Contributed Papers in Employee Rights", Proceedings of the Forty-Fifth Annual Meeting of the Industrial Relations Research Association, Anaheim, December, 1992.

Paula B. Voos, Adrienne E. Eaton, and Dale Belman, "Reforming Labor Law to Remove Barriers to High Performance Work Organization", Labor Law Journal (Proceedings of the IRRA Spring Meetings), August 1993, pp. 469-476.

Adrienne E. Eaton and Paula B. Voos. "The Ability of Unions to Adapt to Innovative Workplace Arrangements". Proceedings and Papers of the American Economic Association, American Economic Review, May, 1989, pp. 172-176.

Other

Adrienne E. Eaton and Jill Kriesky, "No More Stacked Deck: Evaluating the Case Against Card-Check Union Recognition", Perspectives on Work, Vol. 7, No. 1, June 2003.

Susan J. Schurman and Adrienne E. Eaton, "Introduction to the Special Issue", Labor Studies Journal, Special Issue, Labor and Workplace Democracy: Past, Present and Future, Vol. 21, No. 2, Summer 1996, pp. 3-20.

Reviews

Organizing to Win: New Research on Union Strategies. Kate Bronfenbrenner, Sheldon Friedman, Richard W. Hurd, Rudolph A. Oswald, and Ronald L. Seeber, (eds.). (Cornell University Press, 1998). Industrial and Labor Relations Review, Vol. 53, No. 2, January 2000, pp. 328-329.

Farewell to the Factory: Auto Workers in the Late Twentieth Century, Ruth Milkman, (University of California Press, 1997). Industrial and Labor Relations Review, April 1998, pp. 526-527.

Employee Representation: Alternatives and Future Directions, ed. by Bruce Kaufman and Morris M. Kleiner, (Madison, WI: IRRA, 1993). Contemporary Sociology, vol. 23, no. 6, 1994, pp. 872-873.

Worker Buyouts and QWL: Job Saving Strategies, Hochner et al., (W.E. Upjohn Institute for Employment Research, 1988). Labor Studies Journal, vol. 16, no. 2.

**CONFERENCE
PRESENTATIONS
AND LECTURES**

The Kaiser Permanente Labor Management Partnership: Lessons to Date. Conference at University of California - Berkeley sponsored by Institute of Industrial Relations, UC – Berkeley and Institute for Work and Employment Research, MIT, April 10, 2006.

“Dynamics of a Union Coalition in a Labor Management Partnership”, A.E. Eaton, S.A. Rubinstein, and T.A. Kochan

“The Potential and Precariousness of Partnership: The Case of the Kaiser Permanente Labor Management Partnership”, T.A. Kochan, P.S. Ader, R.B. McKersie, A.E. Eaton, P. Segal, P. Gerhart

“The 2005 National Negotiations Between KP and the Coalition: Bargaining Theory Meets Interest Based Negotiations: A Case Study”, P.S. Ader, R.B. McKersie, T. Sharpe, T.A. Kochan, A.E. Eaton, G. Strauss, and M. Morgenstern

“The Coalition of Kaiser Permanente Unions: Labor-Management Partnership and Union Outcomes”, United Association of Labor Educators Conference, Philadelphia, April 2005.

“NLRB Elections vs. Card Check Campaigns: *Preliminary* Results of a Worker Survey“, United Association of Labor Educators Conference, Philadelphia, April 2005.

“The Coalition of Kaiser Permanente Unions: Lots of Unions *and* Partnership *and* Organizing“, (with Tom Kochan and Peter diCicco), “Organizing Professional Workers”, AFL-CIO Department of Professional Employees Conference, Arlington, VA, March 2005.

“NLRB Elections vs. Card Check Campaigns: *Preliminary* Results of a Worker Survey“, (with Jill Kriesky), Annual Meeting, Labor and Employment Relations Association, Philadelphia, January 2005.

“Update on Card Check Research“, Organizing Research Network Conference, Washington, DC, July 2004 (with J. Kriesky).

“Worker and Union Involvement in Kaiser Permanente“, IRRRA Annual Meeting, San Diego, January 2004 (with Paul Litsky).

“Preliminary Report on LMP Case Studies“, National Labor Management Partnership Leadership Conference, Kaiser-Permanente, San Francisco, December 2-3, 2003 (with R. McKersie).

CONFERENCE

PRESENTATIONS, continued

“Preliminary Report on LMP Case Studies”, Kaiser-Permanente Labor Management Partnership, Regional Co-Chairs Meeting, Portland, Oregon, October, 2003.

“The Impact of Kentucky River: A Multi-Method Analysis,” with Steve Abraham and Paula Voos, Worker Rights Conference, Michigan State University, October 2002.

“Tracking Local Unions Involved in ‘Co-Management’”, with Saul Rubinstein, Industrial Relations Research Association Annual Meeting, Atlanta, January 2002.

“Reactions to the Voice@Work Research Agenda”, United Association for Labor Education Annual Meeting, Boston, April, 2001.

“Bargaining to Organize”, Federation of Nurses and Health Care Professionals, 2001 Professional Issues Conference: “Keeping a Quality Workforce: The Key to Quality Care”, Washington, DC, April 2001.

“Union Organizing Under Neutrality and Card Check Agreements”, Industrial Relations Research Institute, University of Wisconsin, February, 2001.

“Union Organizing Under Neutrality and Card Check Agreements”, University of Oregon, March 2001

“Managerial Responses to Organizing Agreements”, Industrial Relations Research Association Annual Meeting, New Orleans, January 2001.

“Shortcomings in New Jersey Public Sector Labor Law”, Public Employment Relations Commission Conference, Rutgers University, New Brunswick NJ, June 2000.

“Union Organizing Under Neutrality and Card Check Agreements”, Meeting Industrial Relations Research Association, New Brunswick Chapter, Edison, NJ, May 2000.

“High Performance Work Systems in the U.S.”, Warsaw University, Poland, May 2000

“Wearing Two Hats: The Unionization of Supervisors in the Public Sector In New Jersey”, with Paula Voos, presented at “The Future of Public Sector Labor-Management Relations: Working Together to Achieve Excellence for the 21st Century”, Chicago, IL, April 2000.

“Publishing in Refereed Journals”, presentation to Mentoring Group, University and College Labor Education Association (now UALE) Annual Meeting, Milwaukee, WI, April 2000.

CONFERENCE

PRESENTATIONS, continued

“Negotiating Agreements in Support of Organizing”, Workshop Presentation with Jill Kriesky, University and College Labor Education Association (now UALE) Annual Meeting, Milwaukee, WI, April 2000.

“Discussion”, Symposium: “Bringing The Industry Back in Industrial Relations Studies: A Twenty-Year Examination of Collective Bargaining Trends in Four Industries.” Industrial Relations Research Association Annual Meeting, Boston, January, 2000.

“Does the Social Contract Form a Useful Basis for Theory Development in Industrial Relations and Human Resources?”, Doctoral Student Workshop, Industrial Relations Research Association Annual Meeting, Boston, January, 2000.

“Research on Neutrality and Card Check Agreements”, Annual Labor Law Conference, Region 22, NLRB, New Brunswick, NJ, November, 1999.

“Introduction to the 1999 IRRA Research Volume”, presented at Industrial Relations Research Association Annual Meeting, New York, January, 1999.

“Organizing Experiences Under Union-Management Non-Interference Agreements”, with Jill Kriesky, presented at University and College Labor Education Association Annual Meeting, San Jose, CA, May 1998

"A Preliminary Investigation of Neutrality Agreements in the Private Sector", with Jill Kriesky, presented at Industrial Relations Research Association Annual Meeting, New Orleans, January, 1997.

"Discussion: Employment Involvement Programs and the Law", Conference on Collective Bargaining and Public Policy, University of Minnesota, October 1996.

"The Incidence of Participative Programs in the Private Sector in New Jersey", with Jeff Keefe, presented at Industrial Relations Research Association Annual Meeting, San Francisco, January, 1996.

"Discussion: Institutional Analysis of Strategic Approaches to Competitive Pressures", Union of Radical Political Economists Annual Meeting, San Francisco, January 1996.

"Educating for AT&T, CWA and IBEW's Workplace of the Future", Industrial Relations Research Association Annual Meeting, Washington, DC, January, 1994.

"Discussion: Contributed Papers in Collective Bargaining", Industrial Relations Research Association Annual Meeting, Boston, January 1994.

CONFERENCE

PRESENTATIONS, continued

"The Role of Unions and Employee Involvement in Lean Production", Lean Production and Labor: Critical and Comparative Perspectives, May 1993, Wayne State University.

"Trends in Worker Participation; Concerns for Labor Educators", University and College Labor Education Association Annual Meeting, Los Angeles, March 1993.

"Collective Bargaining in the U.S. Paper Industry", IRRA Conference on Contemporary Collective Bargaining, February 1993, Detroit, with Jill Kriesky.

"Individual Support for Union Mergers: An Examination of Determinants of Individual Voting Behavior", Industrial Relations Research Association Annual Winter Meeting, New Orleans, January, 1992, with Jill Kriesky and John McClendon.

"The Extent of Participative Programs in the Union and Nonunion Sectors", University and College Labor Education Association Annual Meeting (Worker Participation Task Force, Miami, April, 1991.

"State Support for Labor-Management Cooperation in New Jersey", University and College Labor Education Association Annual Meeting (Worker Participation Task Force section), Miami, April, 1991.

"Just Saying No': Local Union Opposition to Participation Programs". Poster Session, Industrial Relations Research Association Annual Meeting, Atlanta, December, 1989.

"Union Responses to Participative Programs", Panel Presenter: "What the Labor Movement Thinks About Employee Involvement/Worker Participation", University and College Labor Education Association Worker Participation Task Force, Nashville, Tennessee, December, 1989.

"Union Attitudes Toward Labor-Management Cooperation". Conference on Labor-Management Cooperation, Potsdam College, Potsdam, New York, April, 1989.

"Which Way for Labor: Team Concept or Class Struggle?", Debate Moderator. Socialist Scholars' Conference, New York, April, 1989.

"The Ability of Unions to Adapt to Innovative Workplace Arrangements". Presented at American Economic Association meetings, New York, December, 1988. With P. Voos.

GRANTS

Coalition of Kaiser Permanente Unions - \$96,000, 2004-5, "Union-Union Cooperation: A Case Study of the Coalition of Kaiser Permanente Unions".

GRANTS, continued

OSHEP Training Grant, 2004-2005, \$171,000, New Jersey Department of Labor and Workforce Development.

Kaiser Permanente/MIT - \$14,000, 2004, "Outcomes of KP Labor-Management Partnership".

American Rights at Work - \$22,000, 2004, "Workers' Experiences of Union Organizing Campaigns Under Different Regimes", with Jill Kriesky.

Rutgers University, Academic Excellence Grant - \$66,312, Program on Economic Restructuring and Worker Outcomes (PERWO).

U.S. Department of Labor - \$200,000, "Program to Establish a Masters-Level IR-HRM Degree Program in a Polish University".

Institute for the Study of Labor Organizations, George Meany Center, Research on Neutrality Agreements - \$5000, with Jill Kriesky.

Office of the Vice President for Undergraduate Education, "Improving Tools for Evaluating Teaching in the Labor Education Department - \$3500

Economic Policy Institute, Research on unions and workplace innovations - \$3000, with Paula Voos

Rutgers University Research Council, Miscellaneous research projects on labor-management cooperation - \$400

Rutgers University, IMLR, Technology and Employment Research Center, Research on the survival of participative programs in unionized settings - \$550

WORK IN PROGRESS

"Tracking Local Unions Involved in 'Co-Management'" (with Saul Rubinstein) (under review Labor Studies Journal)

"The Kaiser-Permanente Labor-Management Partnership: 2002-2005", (with Tom Kochan, Robert McKersie, Paul Adler, Phyllis Segal, Paul Gerhardt), Working Paper, Institute for Work and Employment Relations, MIT Sloan School of Management, 2005.

"The Effects of Participative Work Systems on Employee and Union-Management Communications" (with Saul Rubinstein)

"The Coalition of Kaiser-Permanente Unions: A Case Study", (with Saul Rubinstein and Tom Kochan)

**NONACADEMIC
PAPERS**

“Organizing Agreements and Management: Negotiations, Implementation and Outcomes”, Report to Study Participants, September 2002.

“Report on Independent Union Research Project, Submitted to AFL-CIO, January 2000.

“Organizing Experiences Under Union-Management Neutrality and Card Check Agreements”, Report to the Institute for the Study of Labor Organizations, George Meany Center for Labor Studies, April 1999 (with Jill Kriesky)

"Local Union Control Over Worker Participation and Labor-Management Cooperation Programs: Summary of Results". Research report to trade unionists and other participants in the research project.

"Survival of Participation Programs: Report to Respondents of Survey Results".

CREDIT COURSES TAUGHT

Rutgers University:

Graduate - Ph.D. Seminar in Industrial Relations, New Directions in Collective Bargaining, Foundations of Collective Bargaining, Introduction to Research Methods in Labor Studies

Undergraduate - Employment Law/Protective Labor Legislation, Current Labor Problems, Occupational Safety and Health, Public Sector Collective Bargaining, Conflict and Conflict Resolution in the Workplace, Introduction to Labor Studies

University of Wisconsin: Labor Problems

**OTHER
ACTIVITIES**

June 2005, testimony, Congressional Field Forum, Employee Free Choice Act, Trenton, NJ.

Spring 2005, External Review, Labor Extension Program, Michigan State University

April 2003 – present, Project Director, Institute of Museums and Library Services, Collection Preservation Project, Carey Library (SMLR), \$248,375 Congressional earmark

November 2003, External Review, Master of Human Resources and Labor Relations, University of Wisconsin – Milwaukee.

October 1998-present. Consultant to Kaiser Permanente Labor-Management Partnership, Performance Measurement Committee (formerly Metrics Workgoup).

OTHER

ACTIVITIES, continued

Fall 1997-January 2000. Project Director for AFL-CIO Grant to Study Independent Unions.

1996-2001. Consultant, Industrial Relations Module, Institute of Sociology, University of Warsaw.

1997-2003. Member, Rutgers University Consulting Team, Bristol-Myers Squibb/OCAW Local No. 8-438, High Involvement/High Performance Work System Project.

1995-2000. Statistical consultant on various employment discrimination lawsuits.

1993-1999. Member, Rutgers University Consulting Team, Educational Programming and Issues, Workplace of the Future, Joint Program of AT&T, Communications Workers of America, and International Brotherhood of Electrical Workers.

1994-1995. Member, Task Force on High Commitment Work Organization, State Employment and Training Commission.

December 1992, "Policy Recommendations for Labor-Management Cooperation", written at the request of the Clinton transition team, with Paula B. Voos and Dale Belman.

June 1989 - April 1990. Consultant to New Jersey Right to Know and Act Coalition.

June 1989 - June 1990. Project Director for N.J. Department of Health Grant, Joint Labor-Management Safety and Health Committees in the Public Sector.

NON-CREDIT

PROGRAMS (Programs include but not limited to)

Program Coordinator, NJ/Rutgers Labor-Management Partnership Forum, 2003 – present. (Programs include Employer-Provided Health Benefits, Prescription Drug Benefits, Interest-Based Bargaining and Problem-Solving, Pension Crisis)

Instructor, "Collective Bargaining", HPAE/AFT, Rutgers University, January 2006.

Instructor, "Collective Bargaining", Union Leadership Academy, Rutgers University, Fall 1996, Fall 2001, Spring 2003, Fall 2005.

Instructor, Harvard University/Harvard Clerical and Technical Workers Union Labor-Management Committee Training, June 2005

Coordinator, GM/UAW (Linden, NJ) PEL Program. Instructor: Changing Labor Relations and Work Organization, June 2003 – December 2004.

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**NON-CREDIT
PROGRAMS, cont.**

Designed and taught Measurement and Tracking Workshop, 1199/League of Voluntary Hospitals (NY) Labor-Management Partnership, May 2003.

Co-Coordinator, Local Union Conference on Co-Management and Participation, Rutgers University, December 2001.

Instructor, “Collective Bargaining”, Trade Union Women’s Summer School, Northeast Region, Rutgers University, July 2001.

Instructor, “Employee Involvement and Unions” Mini-Workshop, Northeast Trade Union Women’s Summer School, Storrs, Connecticut, July 2000.

Organized and taught session on Bargaining to Organize, Union Leadership Academy Organizing Class, December 1999.

Instructor, “Labor-Management Partnerships”, United Steelworkers, District 10 Education Conference, June 1999.

Instructor, High Involvement/High Performance Team Based Work System Training, Bristol-Myer Squibb/OCAW Local No. 8-438, 1998-present.

Workshop Facilitator, Conference on Local Unions and Comanagement, March, 1998.

Instructor, Collective Bargaining, SEIU and OPEIU, Winter, 1997-1998.

Co-Coordinator, Train the Trainer Labor Educators on Workplace Change, UCLEA, Worker Participation Task Force, George Meany Center, October 1996.

Instructor, Use of Computers for Costing Proposals, CMD, Rutgers University, April 1996.

Instructor, Legal Framework of Prevailing Wage Laws/Davis Bacon, Rutgers University, Prevailing Wage Training Program, N.J. Department of Labor, March 1996.

Instructor, Union Approaches to Employee Involvement, IBEW Local 827, Atlantic City, November, 1994.

Instructor, Employee Involvement for Local Unions, one-day workshop at Rutgers University, May 1993.

Coordinator, Labor Internship Program (joint program of Rutgers Labor Education

Department and N.J. Department of Labor), September 1992 - May 1994.

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NON-CREDIT

PROGRAMS, cont.

Coordinator Joint UAW/Engelhard Corporation Destiny Program (paid education leave),
Instructor (New Labor Relations segment), September 1992 - present.

Co-coordinator, University and College Labor Education Association, Northeast
Regional Institute for Trade Union Women, 1991,.

Workshop Leader, Strategic Planning for Local Unions, April 1991.

LABOR RELATIONS

FIELD EXPERIENCE

American Association of University Professors, Rutgers Chapter. Member: September,
1987 - present. Vice President, 2004-present. Secretary, 2003-4. Bargaining Team,
2003-2004. Co-chair, Affiliation Committee, 2004-2005.

Teaching Assistant Association, AFT Local 3220. Member: January, 1984 - 1987.
Steward: September, 1984 - September, 1985.

Organizing Committee for Clericals (University of Michigan). Volunteer organizer:
October, 1979 - August 1980. Representative to All-Campus Labor Council: April,
1980 - August, 1980.

SCHOLARSHIPS

AND HONORS

Norman F. Washburne Distinguished Service Award, Rutgers Council of AAUP
Chapters, 2005

University of Wisconsin Dissertation Fellowship, 1986-1987.

University of Wisconsin Non-Resident Scholarship, Fall, 1983.

University of Michigan, Class Honors, March, 1978 and March, 1977.

**PROFESSIONAL ACTIVITIES
AND MEMBERSHIPS**

Member, Labor and Employment Relations Association (formerly Industrial Relations Research Association)

Editor (September 2002 - present)

Member, Program Committee, Annual Meetings, 2003 - present

Chair, Committee on Education, December 2000 - January 2002

Organizer of Symposia for 2002 Meetings: "The Impact of Participative Work Systems on Unions" Co-organizer of Workshop for 2002 IRRA Meetings, "Innovations in Teaching: A Conversation with the IRRA Teaching Award Winners"

Co-organizer of Workshop for 2001 IRRA Meetings, "Union Organizing Outside the NLRB: Neutrality and Card Check Agreements"

Labor Studies Journal, Member, Editorial Board, April 1999-present. Section Editor (Innovations), January 2001 - present. Chair, Search and Screen Committee, 2002.

Reviewer: Cornell University Press

Research Proposal Reviewer: Center for Paper Business and Industry Studies, 2001-present

Referee: Industrial and Labor Relations Review, Labor Studies Journal, Industrial Relations, International Contributions to Labour Studies, Academy of Management Journal, Relations Industrielles/Industrial Relations, British Journal of Industrial Relations

Member, United Association for Labor Education (formerly University and College Labor Education Association)

Member, Executive Board, Northeast Professional Council Representative (May 1998 - April 2000)

Member, Planning Committee for 1999 & 2000 Annual Meetings

Member, Women's Committee

Member, Worker Participation Task Force (Chair, 1992-1996)

Member, Conference Planning Committees, 1999, 2000.

Member, Ad Hoc Committee to Review Mission of Labor Studies Journal (2000)

CURRENT UNIVERSITY SERVICE

Chair, University College, Academic Policy Committee. Member, University College Fellows.

Member, Social Sciences Area Committee, Graduate School-New Brunswick.

Member, Search Committee, SMLR Dean.

Member, PLAD Committee, SMLR.

Member, Budget Committee, SMLR.