Professor of Labor Studies and Employment Relations School of Management and Labor Relations Rutgers University 50 Labor Center Way New Brunswick, NJ 08903

(848) 932-1748 or (732) 261-5958; pbvoos@smlr.rutgers.edu

Professional Positions:

Rutgers University, Professor, Labor Studies and Employment Relations Department, School of Management and Labor Relations. Professor July, 1998 – present; Academic Program Director, September 2022 – Present; Undergraduate Program Director LSER Department, July 2016 – August 2022; Academic Program Director, July, 2007 – June 2016; Associate Dean for Academic Affairs, March, 2014 – December, 2015; Chair July, 1999 – June, 2007.

University of Wisconsin-Madison, Director, Industrial Relations Research Institute, 1993-1998, Professor, Economics and Industrial Relations, 1992-1998; Associate 1987-91, Assistant 1981-86.

University of Massachusetts-Boston, Instructor, Economics, 1978-1981.

Harvard University, Teaching Assistant, 1978-1979.

NBER, Research Assistant, Summer - Fall, 1978.

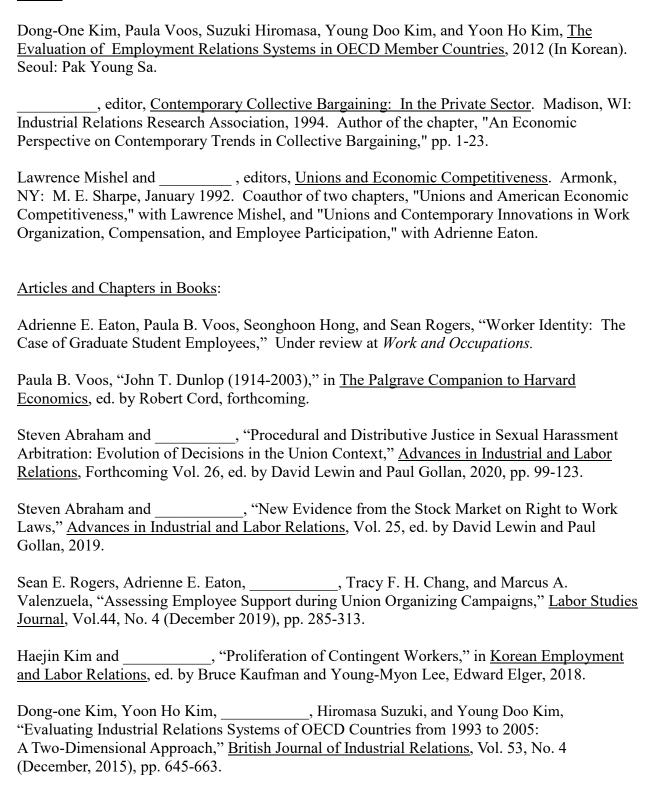
Portland State University, Instructor, 1974-1976. Institute on Aging, Portland State, Research Assistant, 1974.

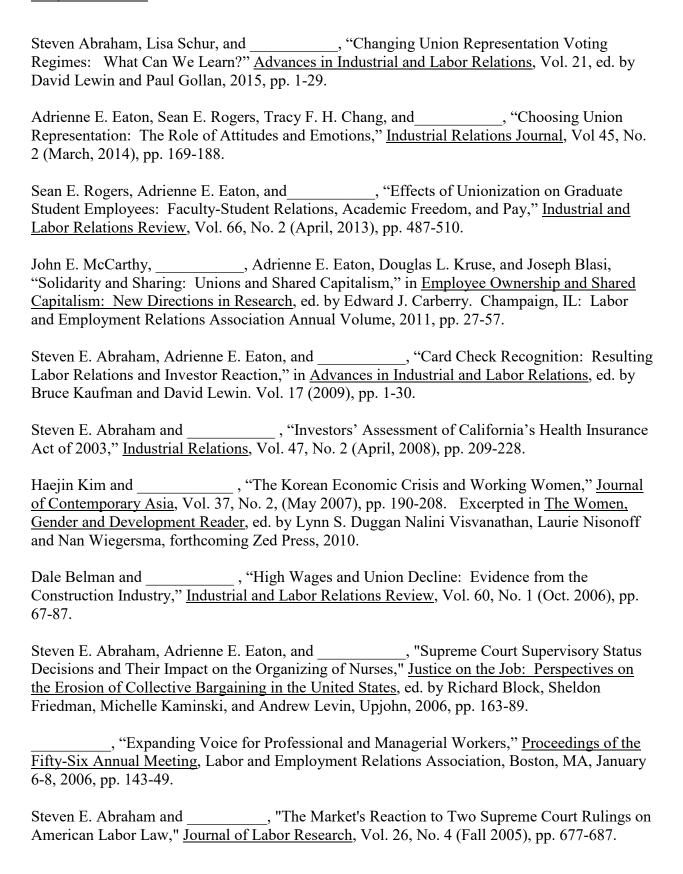
Education:

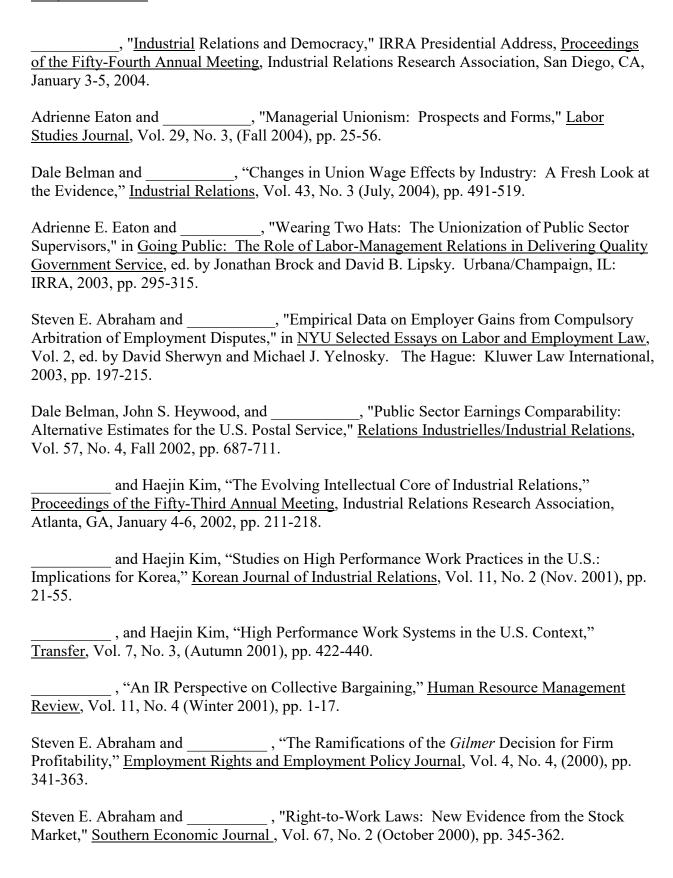
Harvard University, Ph.D. Economics, 1982. Portland State University, MA Economics, 1976. Whitman College, AB English, 1971.

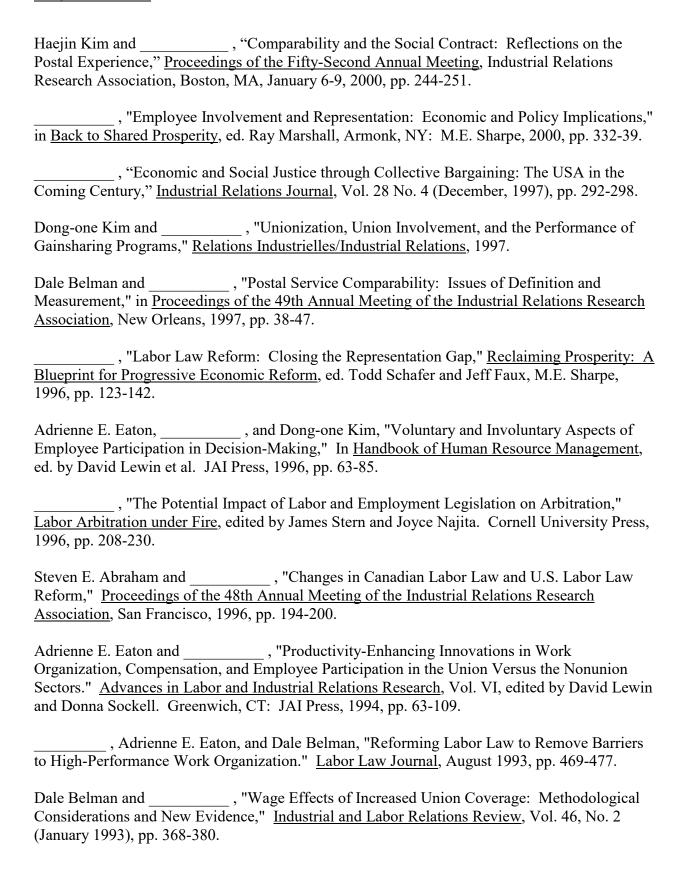
Lifelong Learning and Inclusive Teaching Badge, 2022, from Rutgers: https://credentials.rutgers.edu/18e0fa2b-0a25-4675-a81e-29b7ead0e41a

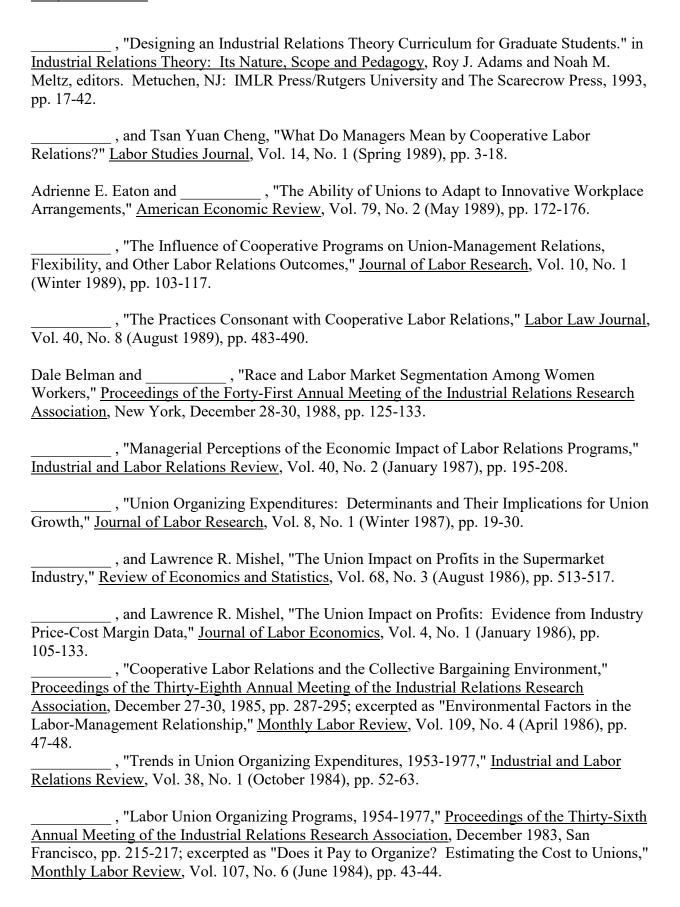
Books:











, "Determinants of U.S. Unionism: Past Research and Future Needs, A Comment" <u>Industrial Relations</u> , Vol. 22, No. 3 (Fall 1983), pp. 445-450.
, "Union Organizing: Costs and Benefits," <u>Industrial and Labor Relations Review</u> , Vol. 36, No. 4 (July 1983), pp. 576-591.
Other Academic Publications, Reports, Manuscripts, and Discussion Papers:
Steven Abraham, Adrienne Eaton and Paula Voos, "A First Look at How Representation Election Delay is Judged by Investors." Working paper, May 2010. Posted to EPRN research site, July 5, 2011 at http://www.employmentpolicy.org/topic/578/research/how-investors-judge-union-election-delay
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Steven E. Abraham, Adrienne E. Eaton, and, "Card Check vs. NLRB Election: Stock Market and First Contract Effects," AILR/LERA Best Paper, San Francisco, January 1/4/09.
, "Improving Korean Labor Management Relations," in conference volume, International Seminar on the Evaluation of Korean Industrial Relations (in English and Korean), Korea University, November, 2007.
, as one of five experts. "Industrial Relations as a Field of Study: Opportunities, Threats and Legitimacy A Roundtable," in the 2006 Labor and Employment Relations Association Research Volume, (Contemporary Issues in Industrial Relations, pp. 285-305.
, "Changing Labor Markets: Implications for Industrial Relations," Don Wood Lecture, Queen's University, Kingston, Ontario, 10/29/98.
, and Dale Belman, "The Household Income of Wisconsin Union Members," Institute for Wisconsin's Future, October, 1997.
, "Discussion of Richard Hymen's 'The Future of Employee Representation," British Journal of Industrial Relations, Vol. 35, No. 3 (September, 1997), pp. 332-336.
, "The Continued Vitality of Collective Bargaining for the Twenty-First Century," Presented at the Conference, <u>Jobs and Justice</u> , Pennsylvania State University, June 26-29, 1996.
Dong-one Kim and, "The Type of Gainsharing Adopted in North America: A Multinomial Logit Model," Unpublished paper, January, 1996.
Dale Belman and, "Prevailing Wage Laws in Construction: The Costs of Repeal to Wisconsin." Institute for Wisconsin's Future, Milwaukee, October, 1995

90.

, Francine Horton, and Susan J. Moeser, "The Contribution of Employee Participation and Voice to the Successful Implementation of New Technology, Work Organization and Training: Insights from Four Paper Mills." Report to the National Center for the Workplace, June, 1995.
Adrienne E. Eaton, and Dale Belman, "Public Policies to Encourage Labor Management Cooperation," Written at the request of the Clinton transition subcommittee on labor policy, December 1992.
Ross Finnie and, "Job Turnover by Sex and Race: Some Methodological Considerations and New Empirical Findings," Working Paper 9121, Departement D'Economique, Universite Laval, July 1992.
, "The Interrelationships Between Economics and Industrial Relations," Report prepared for the Commission on Graduate Education in Economics, American Economics Association, October 1989.
women and Minorities in State Government." Report to the State of Wisconsin, October, 1988.
, "Wage Discrimination: A New Approach Based on the Direct Measurement of Productivity," Presented at CSWEP Session, American Economics Association, New York City, December 28, 1985, pp. 1-9.
, and Lawrence R. Mishel, "The Union Impact on Profits: Evidence from the Supermarket Industry," Working Paper No. 88, North Central Project 117, Department of Agricultural Economics, University of Wisconsin-Madison, October, 1985, pp. 1-28.
, "Discussion of Contributed Papers in Labor Economics," <u>Proceedings of the Thirty-Seventh Annual Meeting of the Industrial Relations Research Association</u> , December 1984, Dallas, Texas, pp. 134-137.
, "Discussion of Papers on Comparable Worth," <u>Proceedings of the Thirty-Seventh Annual Meeting of the Industrial Relations Research Association</u> , December 1984, Dallas, Texas, pp. 201-204.
, "Labor Union Organizing Programs, 1954-1977" Unpublished Ph.D Thesis, Harvard University, 1982. Supervised by John T. Dunlop, James L. Medoff, and Richard B. Freeman.
Invited Reviews:
Ruth Milkman. L.A. Story: Immigrant Workers and the Future of the U.S. Labor Movement.

(New York: Russell Sage, 2006). For Industrial Relations, Vol 46, No. 4 (Oct., 2007), pp. 687-

Brother Outsider: The Life of Bayard Rustin. Video produced by California Newsreel. (South Burlington, VT, 2002). For <u>Labor Studies Journal</u>, forthcoming.

Beth Shulman. <u>The Betrayal of Work: How Low-Wage Jobs Fail 30 Million Americans and Their Families</u>. (New York: The New Press, 2003). Review coauthored by Gwen Evans. For <u>Labor Studies Journal</u>, Vol. 29, No. 4 (Winter, 2005), pp. 119-120.

<u>Lost Futures: The Problem of Child Labor</u>. Video produced by the International and Public Affairs Departments of the American Federation of Teachers. (Washington, DC: n.d.). For <u>Labor Studies Journal</u>, Vol. 27, No. 4 (Winter, 2003), pp. 103-4.

Michael H. Belzer. <u>Sweatshops on Wheels: Winners and Losers in Trucking Deregulation</u>. (New York: Oxford University Press, 2000). For <u>Industrial and Labor Relations Review</u>, Vol. 54, No. 4, July 2001, pp. 891-893.

Appelbaum, Eileen, Thomas Bailey, Peter Berg, and Arne L. Kalleberg. <u>Manufacturing</u> <u>Advantage: Why High-Performance Systems Pay Off.</u> (Ithaca, ILR Press, 2000). For <u>Journal of Economic Literature</u>, Vol. 39, June 2001, pp. 148-49.

Book review essay, "Progressive Perspectives on Union Renewal," of Gregory Mantsios, ed. <u>A New Labor Movement for the New Century</u> (New York: Monthly Review Press, 1998); Bruce Nissen, ed. <u>Which Direction for Organized Labor</u> (Detroit: Wayne State University Press, 1999), and Michael Yates, <u>Why Unions Matter</u> (New York: Monthly Review Press, 1998). For <u>Work and Occupations</u>, Vol 27, No. 2, May 2000, pp. 244-254.

Bronfenbrenner, Kate, Sheldon Friedman, Richard W. Hurd, Rudolph A. Oswald and Ronald Seeber, <u>Organizing to Win: New Research on Union Strategies</u>. (Ithaca, NY: Cornell University Press, 1998). For <u>British Journal of Industrial Relations</u>, Vol. 37, No. 3, September 1999, pp. 511-513.

Cappelli, Peter, Laurie Bassi, Harry Katz, David Knoke, Paul Osterman, and Michael Useem, <u>Change at Work</u>. (New York: Oxford University Press, 1997). For <u>Comparative Labor Law and Policy</u>, forthcoming 1999.

Levine, David I. <u>Reinventing the Workplace: How Business and Employees Can Both Win</u>. (Washington, DC: Brookings, 1995.) For <u>Journal of Economic Literature</u>, Vol. 34, No. 2, June, 1996, pp. 790-2.

Clark Kerr and Paula D. Staudohar, eds. <u>Labor Economics and Industrial Relations</u>: <u>Markets and Institutions</u>. Wertheim Publications in Industrial Relations. (Cambridge, MA and London: Harvard University Press, 1994). For <u>Journal of Economic Literature</u>, Vol. 33, No. 4, December, 1995, pp. 2001-2.

Bruce E. Kaufman and Morris M. Kleiner, eds. <u>Employee Representation: Alternatives and Future Directions</u>. (Madison, WI: IRRA, 1993). For <u>Industrial and Labor Relations Review</u>, Vol. 49, No. 1, October, 1995, pp. 172-3.

Eileen Appelbaum and Rosemary Batt, <u>The New American Workplace: Transforming Work Systems in the United States</u>. (Ithaca, NY: ILR Press, 1994). For <u>Relations Industrielles</u>, 1995.

Barry Bluestone and Irving Bluestone, <u>Negotiating the Future: A Labor Perspective on American Business</u>, (New York: Basic Books, 1992). For <u>Industrial and Labor Relations</u> Review, Vol. 47, No. 2 (January 1994), pp. 332-334.

Juliet B. Schor, <u>The Overworked American: The Unexpected Decline of Leisure</u>, (New York: Basic Books, 1991). For <u>The Annals of the American Academy of Political and Social Science</u>, March 1993, p. 234.

David Bensman and Roberta Lynch, <u>Rusted Dreams: Hard Times in a Steel Community</u>, (Berkeley and Los Angeles: University of California Press, 1987). For <u>Journal of Labor Research</u>, Vol. 10, No. 3, Summer, 1989, pp. 333-335.

Charles R. Perry, <u>Union Corporate Campaigns</u>, (Philadelphia: The Wharton School, University of Pennsylvania, 1987). For <u>Industrial and Labor Relations Review</u>, Vol. 42, No. 1, October, 1988, pp. 124-125.

Hilda Kahne, <u>Reconceiving Part-Time Work: New Perspectives for Older Workers and Women</u>, (Totowa, N.J.: Rowman and Allanheld, 1985). For the <u>Journal of Economic Literature</u>, Vol. 24, No. 4, December 1986, pp. 1841-1842.

Richard Blandy and Sue Richardson, eds., <u>How Labour Markets Work</u>. For the <u>Journal of Economic Literature</u>, Vol. 22, No. 1 (March 1984), pp. 143-144.

Other Publications:

Video presentation in the session "Tribute to the IRRI" at the 15th Annual Meetings of the International Labor and Employment Relations Association, Sao Paulo, Brazil, August 2011. Video available on the web at http://www.mediafire.com/?21xbvbm6cb6v18r

OpEd in the Newark <u>Star-Ledger</u>, "Free Choice is the Backbone of a Strong Economy," March 31, 2009.

Two OpEds online at <u>Politico.com</u>, "Our Economy Needs Unions Now," March 31, 2009 and "Rebuttal," April 1, 2009.

"The Impact of Union Coverage on the Hourly Earnings of Represented State Government Employees," (with Dale Belman). Report submitted to the American Federation of State, County, and Municipal Employees, Washington, D.C., August 1993.

"Non-Teaching Local Government Employees: How the Proportion Represented in a Given State Influences Hourly Earnings," (with Dale Belman). Report submitted to the American Federation of State, County, and Municipal Employees, Washington, D.C., August 1993.

"The Relationship between Average Hourly Earnings of Individuals Working in the Grocery Industry and the Percent of Such Workers Organized in a Given Metropolitan Area," (with Dale Belman). Report submitted to the United Food and Commercial Workers, Washington, D.C, February 1991.

"Programs to Improve Labor Relations: Report of Major Findings from a Survey of Wisconsin Firms," Industrial Relations Research Institute, December, 1984, pp. 1-4. [Summary sent to survey participants and other interested persons.]

Professional Activities and Honors (since 2003)

Lifetime Achievement Award, Labor and Employment Relations Association, June 2021

Honorary Fellow, Labor and Employment Relations Association, June 2018.

Member, Advisory Board, Korea University Business School, Fall 2014 – June 2016.

Track Coordinator for the 16th Annual Meetings of the International Labor and Employment Relations Association, Philadelphia, 2012.

Public member, Board of Ford-UAW Voluntary Employee Benefit Association, July, 2006 – December, 2009.

Member, National Advisory Council, National Workrights Institute, Princeton, NJ, Fall 2006 – 2008.

Chair, Finance and Membership Committee, Industrial Relations Research Association, January 2005-December 2007.

President, Industrial Relations Research Association, January-December 2003.

Selected Public and University Service (since 2005):

Member, Rutgers Undergraduate Education Council, formerly Undergraduate Academic Affairs Leadership Council, Rutgers University, Fall 2015-Present.

Member, Executive Steering Committee and Administration & Financial Structure Committee, Discovery Advantage initiative, Rutgers New Brunswick, Fall 2022 – Present.

Member, Rutgers Core Requirements Committee, Rutgers University, Sept. 2023 – Present, also also 2017-2019.

Member, Transfer Policies and Practices Committee, Rutgers, Fall 2022 – Present.

SMLR/Departmental Committees/Service, 2021-23 includes: (1) Member, SMLR Executive Committee, (2) Vice-Chair, LSER, (3) Director of Academic Programs, LSER, (4) misc. faculty service including reviewing papers, writing recommendations, editing website, serving on MLER admissions committee, and supervisor of graduate students hired as writing assistants.

Public Member, New Jersey Public Employment Relations Commission, January, 2010 – December, 2023.

Member, Rutgers Executive Steering Committee: Transition to Canvas, January, 2019 – March 2022.

Member, Rutgers Learning Management System Steering Committee, 2019-2020.

Member, Rutgers Digital Badging and Micro-Credentials Committee, 2019-20.

Member, Rutgers RFP Process for selecting fully-online program vendor, Fall 2019.

Member, Rutgers Professional Graduate Degree Committee, Rutgers University, Fall 2016 – 2019.

Member, Rutgers Course Scheduling Committee (Faculty Issues), Rutgers University, Spring-Summer 2018.

Member, Rutgers Improving the Graduation Rate Task Force, Rutgers University, Spring 2018.

Member, Rutgers Non-Traditional Students Task Force, Rutgers University, Spring 2018.

Member, Rutgers Learning Management Systems Committee, Rutgers University, Spring 2017; Chair of the Subcommittee on Benchmarking (report written Summer 2017).

Member, Rutgers Academic Oversight Committee for Non-Traditional Student Undergraduate Education, Rutgers University, Fall 2010 – Present.

Member, Transfer Student Task Force: Credits and Curriculum, Rutgers University, Fall 2015 – June 2016.

Member, Executive Committee of the School of Management and Labor Relations, and various preceding leadership committees within the school, Fall 1998-December 2015.

Member, Core Curriculum Committee, Rutgers University, Fall 2008 – June 2015.

Member, Task Force on Lifelong Learning, Rutgers University, Spring 2008 – December 2008.

Member, Ad-Hoc Core Curriculum Committee for the School of Arts and Sciences, Rutgers University, 2007-08.

Member, Working Group IV, Assessment of Undergraduate Student Learning, Self-Study for the Middle State Reaccreditation, Rutgers University, 2006-07.

Member, Task Force on Nontraditional Students, Rutgers University, 2006-07.

Member of the following transition committees and task forces involved in creating Rutgers School of Arts and Sciences: Committee on the Core Curriculum; Committee on Academic Standing; and Task Force on Nontraditional Students, Spring-Summer, 2006.

Member, Benefits Review Task Force, State of New Jersey, Appointed by Governor Codey, May-Nov. 2005.