

Eileen Appelbaum \_\_\_\_\_ Date January 2007

Name Eileen Appelbaum \_\_\_\_\_

Present Title Professor II \_\_\_\_\_

College/Faculty School of Management and Labor Relations \_\_\_\_\_

Department Labor Studies and Employment Relations \_\_\_\_\_

Academic Degrees (institutions and dates):

Ph.D. 1973 University of Pennsylvania, (Economics)  
M.A. 1968 University of Pennsylvania (Economics)  
M.A. 1965 Temple University (Mathematics)  
B.A. 1961 Temple University (Mathematics)

Employment History (include employment prior to Rutgers; Rutgers employment with dates and date when candidate entered the tenure stream; and appointments within Rutgers, e.g., memberships in organized research centers, collegiate fellowships or interdisciplinary programs):

Rutgers University, 2002 to present:  
Tenure 7/1/2002  
Professor II (distinguished professor) 7/1/2006  
Professor, School of Management and Labor Relations  
Director, Center for Women and Work

Concurrent Appointment Rutgers University, 2002 to present:  
Graduate Faculty, Women's and Gender Studies

University of Manchester, Professor (20% appointment), CY 2007 and 2008

University of Auckland, Distinguished Visitor, Summer 2005

Concurrent Appointments to Major Academic and Policy Committees

- Academic Advisory Committee of the Center for American Progress' Economics Program, 2004 to present

- National Institute for Occupational Safety and Health, NORA Work Organization and Women's Health Subgroup, 2004 to present
- Advisory Committee, Work and Family, New America Foundation, 2004 to present
- Editorial Board of *Challenge: The Magazine of Economic Affairs*, 2004 to present
- Senior Executive Council, New Jersey Foundation for Aging, 2004 to present
- European Future of Work Advisory Committee, 2003 to present
- New Jersey Corporate Business Tax Study Commission, 2003-2004
- Advisory Committee (Beirat) of the Wissenschaftszentrum Berlin, 1996 to 2004
- Editorial Board of the IRRA, 2000 to 2006
- Executive Board of the IRRA, 1995-1998

Economic Policy Institute:  
Research Director, 1998- 2002  
Associate Research Director, 1991-1998

Temple University:  
Professor of Economics, 1988 – 1993 (on leave 1991-1993)  
Associate Professor of Economics, 1981-1988  
Assistant Professor of Economics, 1972-1981

University of Massachusetts at Amherst:  
Visiting Professor of Economics, 1980-1981

Wissenschaftszentrum Berlin (WZB), Labor Market and Employment Unit:  
Research Fellow (5 Summers), 1987-1991

Research Fellow, Centre for International Research on Communication and Information Technology (CIRCIT), Melbourne, Australia, June 1992

### Scholarship

List of publications (please provide all entries in reverse chronological order).

1. Title of dissertation, date and name of director.

***A Non-Marginalist Approach to Price Formation and Income Distribution***, 1972,  
Professor Sidney Weintraub, University of Pennsylvania.

2. Books (give title, press, date of publication, page numbers and list of authors as it appears in the publication).

A. Published

(a) Authored

***Achieving a Workable Balance: New Jersey Employers' Experiences Managing Employee Leaves and Turnover.*** New Brunswick, NJ: Rutgers University Center for Women and Work, 2006 (Eileen Appelbaum and Ruth Milkman), 27 pages.

***Manufacturing Advantage: Why High Performance Work Systems Pay Off.*** Ithaca, NY, Cornell University Press, 2000 (Eileen Appelbaum, Thomas Bailey, Peter Berg, and Arne Kalleberg), 259 pages.

This book was selected by Princeton University for its distinguished list of Noteworthy Books in Industrial Relations and Labor Economics (2000).

***The New American Workplace: Transforming Work Systems in the U.S.*** Ithaca, NY, Cornell University ILR Press, 1994 (Eileen Appelbaum and Rosemary Batt), 287 pages.

Korean translation published 1995.

Japanese translation published 2004.

This book was selected by Princeton University for its distinguished list of Noteworthy Books in Industrial Relations and Labor Economics (1994).

***Job Saving Strategies: Worker Buyouts and QWL.*** Kalamazoo, MI, Upjohn Institute For Employment Research, 1988 (A. Hochner, C. Granrose, J. Goode, E. Simon and Eileen Appelbaum), 345 pages.

***Macroeconomics and the Financial System.*** Malvern, PA: American Institute, 1988, 2nd edition, 1993, 361 pages.

***Back to Work: Determinants of Women's Successful Reentry.*** Boston: Auburn House, 1981, 141 pages.

***Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys.*** Praeger Special Studies, 1978 (P. Andrisani, with the assistance of Eileen Appelbaum, R. Koppel and R. Miljus), 263 pages.

This book has been summarized and widely disseminated by the Department of Labor as ***Work Attitudes and Work Experience***, R and D Monograph 60, Employment and Training Administration, 1979.

(b) Edited

***Low-Wage America: How Employers Are Reshaping Economic Opportunity in the Workplace.*** New York: Russell Sage, 2003 (ed., Eileen Appelbaum, Annette Bernhardt, and Richard Murnane), 535 pages.

This book was selected by Princeton University for its distinguished list of Noteworthy Books in Industrial Relations and Labor Economics (2003).

***Balancing Acts: Easing the Burdens and Improving Options for Working Families.*** Washington, D.C.: Economic Policy Institute, 2000 (ed., Eileen Appelbaum), 149 pages.

***Labor Market Adjustments to Structural Change and Technological Progress.*** New York: Praeger Publishers, 1990 (ed., Eileen Appelbaum and Ronald Schettkat), 243 pages.

(c) Chapters in books

“Transformationsprozesse von Arbeit und Beschaeftigung in den USA: Herausforderungen, Chancen und Lernerfahrungen” in Hildebrandt Juergens, Oppen und Teipen (hg.), ***Arbeitspolitik im Wandel***, Berlin: Edition Sigma, 2007, pp. 165-186.

“Employee Control of Working Time: International Comparisons,” in Rene Haak (ed): ***The Changing Structure of Labour in Japan, Japanese Human Resource Management - between Continuity and Innovation.*** Basingstoke: Palgrave Macmillan, 2006, pp. 140-154. (Peter Berg, Eileen Appelbaum, Thomas Bailey, and Arne L. Kalleberg).

“Crossing Over: From Working Poverty to Self-Sufficiency via Job Training that is Flexible in Time and Space,” in Ariane Berthoin Antal and Sigrid Quack (eds.), ***Grenzüberschreitungen-Grenzziehungen: Implikationen für Innovation und Identität.*** Berlin: Edition Sigma, 2006, pp. 135-155. (Eileen Appelbaum and Mary Gatta).

"Union Participation in Strategic Decisions of Corporations," in Richard Freeman and Lawrence Mishel, (eds.), *Emerging Labor Market Institutions for the 21<sup>st</sup> Century*, Cambridge, MA: National Bureau of Economic Research, 2005, pp. 265-291 (E. Appelbaum and L. Hunter).

"Les Incidences des Nouvelles Formes d'Organisation du Travail sur les Travailleurs (The Incidence of New Forms of Work Organization on Workers)," in A. Giles, G. Murray, and J. Belanger (editors), *L'Organisations de la Production et du Travail: Vers un Nouveau Modele?* Quebec: Presses de l'Universite Laval, 2004, pp. 119-154.

"Organizations and the Intersection of Work and Family: A Comparative Perspective," in P. Thompson, S. Ackroyd, P. Tolbert and R. Batt, *The Oxford Handbook on Work and Organizations*, London: Oxford University Press, 2004, pp. 52-73 (Appelbaum, Bailey, Berg and Kalleberg).

"Shared Work/Valued Care: New Norms for Organizing Market Work and Unpaid Care Work," in H. Mosley, J. O'Reilly and K. Schoemann (editors), *Labour Markets, Gender and Institutional Change*, Cheltenham, UK: Edward Elgar 2002, pp. 136-165 (Appelbaum, Bailey, Berg and Kalleberg).

"The Impact of New Forms of Work Organization on Workers," in G. Murray, J. Belanger, A. Giles & P-A. Lapointe (editors), *Work & Employment Relations in the High-Performance Workplace*, London: Continuum 2002, pp. 120-149.

"High Performance Work Systems and Labor Market Structures," in Ivar Berg and Arne L. Kalleberg (eds.), *Sourcebook of Labor Markets: Evolving Structures and Processes*. New York: Kluwer Academic/Plenum Publishers, 2001 (Eileen Appelbaum and Peter Berg), pp. 271-293.

"Structural Change, Employment and Inequality: Impacts on Productivity Growth," in Arne Heise (ed.), *USA - Modell fall der New Economy?* Marburg: Metropopolis Verlag, 2001 (Eileen Appelbaum and Christan Weller) pp. 169-198.

"Are Prices Unimportant? The Changing Structure of the Industrialized Economies," in Thijs ten Raa and Ronald Schettkat (eds.), *The Growth of Service Industries: The Paradox of Exploding Costs and Persistent Demand*. Cheltenham, UK: Edward Elgar, 2001 (Eileen Appelbaum and Ronald Schettkat) pp. 121-131.

"Do High Performance Work Systems Pay Off?" in Steven P. Vallas (ed.), *The Transformation of Work*. Research in the Sociology of Work, Vol. 10. Amsterdam: JAI,

an imprint of Elsevier Science, 2001 (Eileen Appelbaum and Thomas Bailey, Peter Berg, Arne L. Kalleberg), pp. 85-107.

“High Performance Work Systems: Giving Workers a Stake,” in Margaret Blair and Tom Kochan (eds.), *The New Relationship: Human Capital in the American Corporation*. Washington, DC: Brookings Institution Press, 2000 (Eileen Appelbaum and Peter Berg), pp. 102-144.

“Modular Production: Improving Performance in the Apparel Industry,” in Casey Ichniowski et al (eds.), *The American Workplace*. New York: Cambridge University Press, 2000, Chapter 3 (P. Berg, Eileen Appelbaum, T. Bailey, and A.L. Kalleberg), pp. 62-80.

“Institutions and Employment Performance in Different Growth Regimes,” in Jonathan Michie and Angelo Reati (eds.), *Employment, Technology and Economic Needs*. Cheltenham, UK: Edward Elgar, 1998 (Eileen Appelbaum and R. Schettkat), pp. 67-87.

Reprinted in Geoffrey Hodgson (ed.), *Modern Reader in Institutional and Evolutionary Economics*. UK: Edward Elgar, 2002 (with R. Schettkat).

"Work Reorganization and Flexibility in Job Design," in D. Lewin, D. Mitchell and M. Zardi (eds.), *The Human Resource Management Handbook*, Greenwich, CT: JAI Press, 1997, (Eileen Appelbaum and P. Berg), pp.45-62.

"The Importance of Wage-Bargaining Institutions for Employment Performance," in G. Schmid, J. O'Reilly and K. Schoemann (eds.), *International Handbook of Labor Market Policy and Policy Evaluation*. Aldershot, UK: Edward Elgar, 1996 (Eileen Appelbaum and R. Schettkat), pp. 791-810.

"The Importance of Labor Market Institutions for Economic Development," in K. Gerlach and Ronald Schettkat (eds.), *Beitraege zur neukeynesianischen Makrooekonomie*. (Contributions to New Keynesian Macroeconomics). Berlin: Edition Sigma, 1996 (R. Schettkat and Eileen Appelbaum), pp. 135-155.

"Financial Market Constraints and Business Strategy in the U.S.A." in J. Michie and J. Grieve-Smith (eds.), *Creating Industrial Capacity: Towards Full Employment*. Oxford: Oxford University Press 1996 (Eileen Appelbaum and P. Berg), pp. 192-221.

"Economic Development in the Industrialized Countries and the Prospects for Full Employment," in Philip Arestis (ed.), *The Political Economy of Full Employment*. Aldershot, UK: Edward Elgar, 1995 (with R. Schettkat), pp. 238-255.

"Beyond Socialism: The Uncertain Prospects for East German Women in a Unified Germany," in N. Aslanbeigui S. Pressman, and Gale Summerfield (eds.), *Women in the Age of Economic Transformation*. London: Routledge 1994 (H. Rudolph, Eileen Appelbaum and F. Maier), pp. 11-26.

"New Technology and Work Organisation: The Role of Gender Relations," in Belinda Probert and Bruce Wilson (eds.), *Pink Collar Blues: Work, Gender and Technology*. Melbourne: Melbourne University Press, 1993, pp. 60-84.

"Integration of Household Structure and Industrial Structure: An Extension of the Input-Output Model" in W. Milberg (ed.), *The Megacorp & Macrodynamics: Essays in Memory of Alfred Eichner*. Armonk, NY: ME Sharpe, 1992, pp. 75-86.

"Employment and Industrial Restructuring in the United States and West Germany," in E. Matzner and W. Streeck (eds.), *Beyond Keynesiansim: The Socio-Economics of Production and Full Employment*. Aldershot, UK: Edward Elgar, 1991 (Eileen Appelbaum and R. Schettkat), pp. 137-158.

"The Impacts of Structural and Technological Change: An Overview", in E. Appelbaum and R. Schettkat (eds.) *Labor Market Adjustments to Structural Change and Technological Progress*. New York, Praeger Publishers, 1990 (with R. Schettkat), pp. 3-13.

"Flexible Employment: Union Perspectives," in P. Doeringer (ed.), *Bridges to Retirement: Older Workers in a Changing Labor Market*. Ithaca, NY: Cornell University ILR Press, 1990 (Eileen Appelbaum and J. Gregory), pp. 130-145.

"Differential Characteristics of Employment Growth in Service Industries," in E. Appelbaum and R. Schettkat (eds.), *Labor Market Adjustments to Structural Change and Technological Progress*. New York, Praeger Publishers, 1990 (with P. Albin), pp. 36-53.

"Shifts in Employment, Occupational Structure, and Educational Attainment, in T. Noyelle (ed.), *Skills, Wages, and Productivity in the Service Sector*. Boulder, CO: Westview Press, 1990 (Eileen Appelbaum and P. Albin), pp. 31-66.

"Computer Rationalization and the Transformation of Work?: Lessons from the Insurance Industry," in S. Wood (ed.), *The Transformation of Work?: Skill Flexibility and the Labour Process*, London: Unwin Hyman, 1989 (Eileen Appelbaum and P. Albin), pp. 247-265.

"The Growth in the U.S. Contingent Labour Force," in R. Drago and R. Perelman (eds.), *Microeconomic Issues in Labour Economics: New Approaches*. New York: Harvester Wheatsheaf, 1989, pp. 62-82.

"The Computer Rationalization of Work: Implications for Women Workers," in E. Hagen, J. Jenson, and T. Koziol (eds.), *Feminization of the Labour Force: Paradoxes and Promises*. Oxford: Polity Press, 1988 (P. Albin and Eileen Appelbaum), pp. 137-152.

"Union Approaches to Contingent Work Arrangements" in M. Murphree and K. Christiansen (eds.) *Women and Work in the Year 2000*. U.S. Department of Labor, Women's Bureau. Washington, DC: Government Printing Office, 1988 (Eileen Appelbaum and J. Gregory), pp. 69-75.

"Technology and the Redesign of Work in the Insurance Industry," in B. Wright et al. (eds.), *Women, Work, and Technology Transformations*. Ann Arbor: University of Michigan Press, 1987, pp. 182-201.

"Restructuring Work: Temporary, Part-Time and At-Home Employment," in H. Hartmann (ed.), *Computer Chips and Paper Clips: Technology and Women's Employment*, Vol. 2. Washington: National Academy of Sciences Press, 1987, pp. 268-310.

"High Tech and the Structural Employment Problems of the Eighties," in E. L. Collins and L.D. Tanner (eds.), *American Jobs and the Changing Industrial Base*. Ballinger, 1984, pp. 23-48.

"Women and the Stagflation Economy," in Sidney Weintraub and M. Goodstein (ed.), *Reagonomics in the Stagflation Economy*. Philadelphia: University of Pennsylvania Press, 1983, pp. 34-47.

"The Economics of Technical Progress: Labor Issues Arising from the Spread of Programmable Automation Technologies," in Office of Technology Assessment,

*Automation and the Workplace*. Washington, DC: Government Printing Office, March 1983, pp. 60-69.

"Radical Economics," in S. Weintraub (ed.) *Modern Economic Thought*. Philadelphia: University of Pennsylvania Press, 1976, pp. 559-574.

3. Journal articles (refereed). (Give title, journal, date, page numbers and list of authors as it appears in the publication.)

A. Published

"Low Wage Employment in America: Results from Recent Case Studies," *Socioeconomic Review*, May 2005, Eileen Appelbaum, Annette Bernhardt, Richard J. Murnane, Jeremy A. Weinberg. Pp. 295-311.

"Contesting Time: International Comparisons of Employee Control of Working Time," *Industrial and Labor Relations Review*, April 2004 (Peter Berg, Eileen Appelbaum, Thomas Bailey and Arne Kalleberg), pp. 331-349.

"Balancing Work and Family: The Role of High Commitment Environments," *Industrial Relations*, April 2003 (Peter Berg, Arne L. Kalleberg and Eileen Appelbaum), pp. 168-188.

"Are Prices Unimportant? The Changing Structure of the Industrialized Economies," *Journal of Post Keynesian Economics*, Spring 1999, (Eileen Appelbaum and Ronald Schettkat), pp. 387-398.

"The Changing Pattern of Employment Relations," *New Directions for Higher Education*, Winter 1998, (M. Edith Rasell and Eileen Appelbaum), pp. 29-38.

"The Performance Effects of Modular Production in the Apparel Industry," *Industrial Relations*, July 1996 (Peter Berg, Eileen Appelbaum, Thomas Bailey, and Arne L. Kalleberg), pp. 356-373.

"Worker Participation in Diverse Settings, Does the Form Affect the Outcome, and If So, Who Benefits?" *British Journal of Industrial Relations*, September 1995 (R. Batt and Eileen Appelbaum), pp. 353-378.

"Employment and Productivity in Industrialized Economies," *International Labour Review*, 1995, Vol. 134, No. 4-5: 605-23 (Eileen Appelbaum and R. Schettkat), pp. 605-623.

Reprinted in H, Hagemann, M. Landesmann, and R. Scazzieri (eds.), *The Economics of Structural Change* (Cheltenham, UK: 2001)

"Policy Levers for High Performance Production Systems," *International Contributions to Labour Studies*, October 1993 (Eileen Appelbaum and R. Batt), pp. 1-30.

"What Was Driving the 1982-88 Boom in Temporary Employment: Preference of Workers of Decisions and Power of Employers?" *American Journal of Economics and Sociology*, July 1992 (L. Golden and Eileen Appelbaum), pp. 473-494.

"Determinants of Employment Developments: A Comparison of the United States and the Federal German Economies," *Labour and Society*, Vol. 15, No. 1, 1990 (Eileen Appelbaum and R. Schettkat), pp. 13-31.

"Unbalanced Growth and the US Employment Expansion," *Structural Change and Economic Dynamics*, Vol. 1, No. 1, 1990, pp. 91-101.

"Implications of Workplace Information Technology: Control, Organization of Work, and the Occupational Structure," *Research in the Sociology of Work*, Vol. 4, 1988 (R. Koppel, Eileen Appelbaum, and Peter Albin), pp. 125-152.

"Hospital Employment Under Revised Medicare Payment Schedules," *Monthly Labor Review*, August 1986 (Eileen Appelbaum and C. Granrose), pp. 37-45.

"Speiser's Superstock Solution: A Dissent," *Journal of Post Keynesian Economics*, VIII (4), Summer 1986. pp. 637-641.

"The Efficiency of Temporary Help and Part-Time Employment," *Personnel Administrator*, 31 (1), January 1986 (C. Granrose and Eileen Appelbaum), pp. 71-82.

"Employment and the Distribution of Earned Income," *Journal of Post Keynesian Economics*, VII (4), Summer 1985, pp. 594-602.

"The Incomplete Incomes Policy Vision," *Journal of Post Keynesian Economics*, IV (4), Summer 1982, pp. 546-557.

B. Works in progress and/or items not yet accepted (be specific, as above).

“For Better or Worse: Union and Company Trust and Citizenship Behaviors,” Arne L. Kalleberg, Eileen Appelbaum, Steve Sleight, and John Schmitt, revise and resubmit at *Work and Occupations: An International Sociological Journal*.

“Effects of Trust and Workplace Practices on Worker Practices and Plant Performance,” Arne L. Kalleberg, Peter Berg, and Eileen Appelbaum, revise and resubmit at *Industrial Relations*

4. Journal articles (not refereed). (Give title, journal, date, page numbers and list of authors as it appears in the publication.)

A. Published

“Paid Family Leave in California: New Research Findings,” *State of California Labor*, December 2004, pp. 45-67. (R. Milkman and Eileen Appelbaum)

“Company Practices: A barrier to good-quality part time employment in the U.S.,” *Economic Bulletin* (DIW, Berlin), Vol. 40, No. 10, October 2003 (Eileen Appelbaum and Kimetha Firpo), pp. 333-340.

“The Failure to Reform the Workday: Employers fail to offer workers flexible arrangements that help relieve the time squeeze,” *Challenge: The Magazine of Economic Affairs*, January-February, 2003. (E. Applebaum and Lonnie Golden) pp. 79-92

“Arbeitszeitregulierung und –kontrolle: Ein Internationaler Vergleich (Regulation and Control of Working Time),” *WSI Mitteilungen*, 2001 (Peter Berg, Eileen Appelbaum, Thomas Bailey, and Arne L. Kalleberg), pp. 643-44.

“Research-Practitioner Workshop at IRRA Brings Unionists and Academics Together to Discuss Joint Efforts,” *Perspectives on Work*, June 1999 (Eileen Appelbaum and S. Eaton), pp. 56-58.

“Atypische Arbeitsverhaeltnisse in den USA. Eine Herausforderung fuer Arbeitnehmer und Gewerkschaften (Atypical Employment Relations in the USA),” *WSI Mitteilungen*, June 1998 (E. Rasell and Eileen Appelbaum), pp. 381-386.

“Nonstandard Work Arrangements: A Challenge for Workers and Labor Unions,” *Social Policy*, Winter 1997 Vol. 28, No.2, (E. Rasell and Eileen Appelbaum), pp. 31-36.

"The End of Full Employment? On Economic Development in Industrialized Countries" *Intereconomics*, 29(3) May/June 1994 (Eileen Appelbaum and R. Schettkat), pp. 122-130.

"Das Ende der Vollbeschaeftigung? Zur Wirtschaftsentwicklung in Industrielaendern (The End of Full Employment? On Economic Development in Industrialized Countries)" *Wirtschaftsdienst*, 74(4) 1994 (Eileen Appelbaum and R. Schettkat), pp. 193-202.

"Rethinking Rewards," *Harvard Business Review*, Nov./Dec. 1993, pp. 38-39.

"American Models of High Performance Work Systems," *Workplace Topics*, September 1993 (Eileen Appelbaum and R. Batt), pp. 67-100.

"Labor's New Agenda," *Dollars and Sense*, September/October 1993 (R. Batt and Eileen Appelbaum, pp. 6-7 and 26.

"After German Unity: A Cloudier Outlook for Women." *Challenge: The Magazine of Economic Affairs*, November/December 1990 (H. Rudolph, Eileen Appelbaum and F. Maier), pp. 33-40.

“Winners and Losers in the High Tech Workplace,” *Challenge: The Magazine of Economic Affairs*, September/October 1983, pp. 52-55.

"Post Keynesian Theory of the Labor Market," *Challenge: The Magazine of Economic Affairs*, January/February 1979, pp. 39-47.

Reprinted in J.E. King (ed.), *Readings in Australian Labour Economics*, South Melbourne: Macmillan Australia, 1992, pp. 46-58.

Excerpted as a "Last Word" in McConnell and Pope, *Economics*, 4th edition 1987,

pp. 640-641.

Reprinted in M.J. Piore (ed.), *Unemployment and Inflation: Institutional and Structuralist Views*. White Plains: M.E. Sharpe, 1979, pp. 33-45.

Reprinted in A. S. Eichner (ed.), *A Guide to Post Keynesian Economic Theory*. White Plains: M.E. Sharpe, 1979, pp. 100-119.

Reprinted in A. S. Eichner (ed.), *A Guide to Post Keynesian Economic Theory*. White Plains: M.E. Sharpe, 1979, pp. 109-126. Japanese version of the above book.

7. Published conference proceedings.

A. Published

Reflections on the High Road Path: Work Organization, Knowledge Management and Corporate Governance," *Industrial Relations & Industrial Change, Joint Proceedings of the June 1998 EU-US Workshop on Work Organization*, Luxembourg: European Commission, 1999, pp. 54-55.

"Balancing Work and Family: Evidence from Surveys of Manufacturing Workers," *Proceedings of the Forty-Ninth Annual Meeting of the Industrial Relations Research Association*, Madison, WI: IRRA, 1997 (Eileen Appelbaum and Peter Berg), pp. 115-122.

"Are Japanese Workplace Practices Transferable?" *Proceedings of the Forty-Fifth Annual Meeting of the Industrial Relations Research Association (IRRA)*, 1993, pp. 443-445.

"Making the Connection: New Technology, Work Organization and Skills," *Proceedings of a Conference on High Performance Work and Learning Systems: Crafting a Worker-Centered Approach*, Washington, DC: AFL-CIO Human Resources Development Institute, 1992, pp. 25-36.

"Human Resource Flexibility and Older Workers: Management and Labor Views," *Industrial Relations Research Association (IRRA), 41st Annual Proceedings*, December 28, 1988, (Eileen Appelbaum and R. Belous) pp. 29-32.

"Saving Jobs Through Worker Buyouts: Economic and Qualitative Outcomes for Workers in Worker-Owned QWL, and Non-QWL Supermarkets," *Proceedings of the Thirty-Eighth Annual Meeting of the Industrial Relations Research Association (IRRA)*, 1986 (C. Granrose, Eileen Appelbaum and V. Singh) pp. 196-204.

8. Notes, book reviews, abstracts (be specific, as above).

A. Published

Review of Vicki Smith, “**Crossing the Great Divide: Worker Risk and Opportunity in the New Economy**” in *Work and Occupations: An International Sociological Journal*, November 2005, pp. 504-507.

Review of David Fairris, “**Shopfloor Matters: Labor-Management Relations in Twentieth-Century American Manufacturing**” in *Journal of Economic Literature*, March 1999, pp. 209-211.

Review of Harry C. Katz (editor), “**Telecommunications: Restructuring Work and Employment Relations Worldwide**” in *British Journal of Industrial Relations*, March 1998, pp. 315-317.

Review of Laurie Graham, “**On the Line at Subaru-Isuzu: The Japanese Model and the American Worker**” in *Administrative Science Quarterly*, December 1997 (P. Berg and Eileen Appelbaum), pp. 819-821.

Review of Lester Thurow, “**The Zero-Sum Society: Distribution and the Possibilities for Economic Change**” in *Challenge*, September - October 1980, pp. 58-60.

9. Conference presentations, lectures, demonstrations.

A. Keynote or plenary addresses

Keynote speaker, “Innovative Management Practices and Competitive Advantage,” conference on *The High Performing Workplace: Insights from leading edge research and experience*, University of Auckland, New Zealand, July 28, 2005

Keynote speaker at Cornell University, in honor of Rosemary Batt, First Alice H. Cook Professor of Women and Work, Cornell University, Ithaca, NY, November 20, 2003

Keynote speaker, “Transformationsprozesse von Arbeit und Beschaeftigung in den U.S.A.: Haerausforderungen, Chancen und Lernerfahrungen,” *Regulation of Work Symposium*, Wissenschaftszentrum Berlin, Berlin, Germany, May 16, 2003

Keynote speaker, “Successful Strategies for Work/Life Balance,” *HR Tomorrow Conference: Organizational Health, Worker Wellness, Workplace Strength*, Carlson School of Management, University of Minnesota, April 26, 2002.

Plenary Speaker at the conference, *Persons, Processes, and Places: Research on Families Workplaces, and Communities*, an academic conference sponsored by the Business and Professional Women’s Foundation, the Center for Families at Purdue University, and the Alfred P. Sloan Foundation, San Francisco, February 7-9, 2002.

Keynote speaker, “The Changing Economy and Work/Life Strategy” at the 6<sup>th</sup> Annual AWLP (Association of Work/Life Professionals) Conference, *Expanding Synergies for Work/Life Impact*, San Francisco, CA, February 6-8, 2002.

Lead speaker, “Transformation of Work and Employment, and New Insecurities,” at the first *France/ILO Symposium on the Future of Work, Employment and Social Protection: The Search for New Securities in a World of Growing Uncertainties*, Annecy, France, January 18-19, 2001

B. Other presentations, lectures, demonstrations

INTERNATIONAL CONFERENCES

“Low Wage America: How Employers Are Shaping Opportunity in the Workplace,” *European Social Research Council, The Future of Work: An International Symposium*, London, June 23-24, 2003.

Organizer of an international panel on the relationship between work and family for the conference *The Future of Work, Employment and Social Protection: The Dynamics of Change and the Protection of Workers*, ILO, Annecy, France, January 17-18, 2002.

“What Explains Employment Developments in the U.S.?” Paper prepared for the German Institute for Labour Market and Occupational Research (IAB), **International Labour Market Conference, EXPO 2000**, Hanover, Germany, September 5, 2000.

“Labour and Employment in the Global Economy”, French Ministry of Employment and ILO (convened by Martine Aubrey, La Ministre de l’Emploi et de la Solidarite, and Juan Somavia, Director-General of the ILO). Paris, March 6, 2000.

“Why High Performance Work Systems Pay Off”, **Fourth International Progressive Policy Conference**, Hamburg, Germany, March 2-5, 2000.

“Reflections on the High Road Path: Work Organization, Knowledge Management, and Corporate Governance”, **EU/US Workshop on Work Organisation**, Brussels, June 8-9, 1998.

“Transatlantic Trade Union Dialogue, The German and U.S. Models: A Comparison”, Washington, DC, February 24, 1998.

“The Impact of New Forms of Work Organization on Workers”, Presentation at the Colloquium on Industrial Relations in the New Work Place, Laval University, Quebec, September 1997.

“Organizations, Labour and Society”, **Conference on Management at a Crossroads**, Groningen University, The Netherlands, September 1997.

Social Democratic Party of Germany, "Das Beschäftigungsproblem der Industrielaender: Eine Neuinterpretation (The Employment Problem in Industrialized Countries)," 1. Internationale Wirtschaftstagung der SPD, Bonn-Bad Godesburg, August 28, 1996.

"The Increasing Importance of Labor Market Institutions for Employment Outcomes," Presentation at the Wissenschaftszentrum, Berlin, July 1995.

"The New American Workplace," Paper presented at European Commission conference in Strasbourg, France, July 1994.

"Policy Levers for High Performance Work Systems." Paper presented at the International Institute for Labour Studies, Geneva, February, 1993.

"New Technology and Work Organization: The Role of Gender Relations," Centre for International Research on Communication and Information Technology, June 1992.

"What Explains Differences in Employment Performance Among Industrialized Economies?" **13th Annual Meeting of the International Working Group on Labor Market Segmentation**, Bremen, June 1991.

"Employment Adjustments in the Process of Industrial Restructuring: A Comparison of the US and the FRG." Conference on **No Ways to Full Employment?** Berlin, July 1989. Also appears as a Working Paper, Wissenschaftszentrum Berlin, 1989.

"International Comparison of Employment Services," OECD Working Group on Technological Change and Human Resource Development in the Service Sector, Washington, DC, June 1989.

"Differential Characteristics of Employment Growth in Tertiary Service and Information and Knowledge Service Industries," conference on *The Impacts of Structural and Technological Change on the Labour Market*, Berlin, October 1988.

"Employment, Occupational Structure, and Educational Attainment in the United States: 1973, 1979, 1987". OECD Working Group on Technological Change and Human Resource Development in the Service Sector, Lyon, France, September 1988.

"Economic Implications of Computer Rationalization," Seminar at the Wissenschaftszentrum Berlin, December 1986.

"Computer Rationalization of Work: Implications for Women Workers," Harvard University, Center for European Studies, April 1986.

#### PROFESSIONAL MEETINGS

"The Politics of Policymaking," Rutgers University Institute for Women's Leadership, New Brunswick, NJ, October 20, 2006.

Invited participant, Symposium on *Working Time for Working Families: Europe and the United States*, American University Washington College of Law, Washington, DC, June 9-10, 2004.

"Social Capital in the Workplace: Trust, Knowledge-Sharing, and Citizenship Behaviors among the Machinists," *IRRA Annual Meeting*, San Diego, January 3-5, 2004 (with A. L. Kalleberg, S. Sleight, and J. Schmitt).

Invited participant, High-level Scientific Conference, *Demand Patterns and Employment Growth in Europe and the United States*, Seville, Spain, October 17-18, 2003.

"Low Wage America," *15<sup>th</sup> Annual Meeting on Socio-Economics*, Aix-en-Provence, France, June 26-28, 2003.

"Transformation of Work and the Employment Relationship in the U.S.," presented at NICHHD conference on *Work, Family, Health, and Well-Being*, Washington, DC, June 16-18, 2003.

“Who Gets to Ride on the High Road: The Distribution of Flexible Schedules in the U.S.,” presented at the conference ***From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work and Communities***, Orlando, FL, February 28 – March 1, 2003.

“Contesting Time: Employee Control over Work Time,” presented at the *IRRA Annual Meeting*, January 2003.

Organizer and panelist, “Social Capital at Work,” special session at Academy of Management meetings, Denver, August 12, 2002.

Opening Speaker, “Successful Strategies for Work-Life Integration,” at the conference ***Organizational Health: Worker Wellness, Workplace Strength*** held at the Carlson School of Management, University of Minnesota, April 26, 2002.

Opening Speaker at the **Annual Conference of the Alliance of Work-Life Professionals**, “The State of the Economy and Implications for Work-Life Integration Practices”, San Francisco, February 6 – 8, 2002.

“Balancing Work and Family: Do the Nature of Jobs and the Workplace Environment Matter?” AEA Annual Meetings, New Orleans, January 2001 (with P. Berg and A. L. Kalleberg).

“Shared Work/Valued Care: New Norms for Organizing Market Work and Unpaid Care Work,” IRRA Annual Meetings, New Orleans, January 2001 (with T. Bailey, P. Berg, and A. L. Kalleberg).

"High Performance Workplace Practices in an Era of Restructuring," Luncheon Address at Conference on ***Corporate Effectiveness and Human Resource Practices***, Japan Institute of Labor and Institute of Labor and Industrial Relations at the University of Illinois, Urbana-Champaign, Chicago, October 24, 1996.

"Worker Participation in Diverse Settings," ***10th World Congress IRRA***, Washington, DC, June 1995.

"Policy Levers for High Performance Production Systems," ***Allied Social Science Association Meetings***, Anaheim, CA, January 1993.

"Equity and Efficiency Effects of Differences in Work Organization in Telephone Services: A First Look," *Society for the Advancement of Socio-Economics*, Irvine, CA, March 1992.

"The Potential for High Performance Work Organization," *American Economics Association Meetings*, New Orleans, January 1992.

"Flexible Employment and Older Workers," *Industrial Relations Research Association Meetings*, December 1988.

Moderator, "Temporary and Part-Time Work: Trends and Puzzles." *Allied Social Sciences Association Meetings*, December 1987.

"Work Organization and Productivity Change in Computer Rationalized Corporations," *American Economics Association Meetings*, December 1987.

"Workplace Change and Its Limits in Worker-Owned Supermarkets," Panel on Workplace Democracy and Political Socialization, *Tenth Annual Meeting of the International Society of Political Psychology*, July 1987.

"Keynes after 50 Years: Comment," *American Economics Association Meetings*, December 1986.

"Office Automation and the Future of Clerical Work," *Allied Social Sciences Association Meetings*, December 1985.

"Saving Jobs through Worker Buyouts," *Industrial Relations Research Association Meetings*, December 1985.

"Assessment of Recent Developments in Radical Economic Theory," *American Economic Association Meetings*, December 1984.

"The Structural Unemployment of the Eighties," *American Economics Association Meetings*, December 1981.

"Is Part-Time Work a Successful Resolution to the Role Conflicts of Working Mothers?" *Ninth World Congress of Sociology*, Upsala, Sweden, August 1978.

"The Impact of Labor Market Sex Discrimination on Wages and Earnings of Young Women," *Eastern Economics Association Meetings*, March 1976.

NATIONAL POLICY CONFERENCES/GOVERNMENT AGENCIES

“Middle Class Realities,” Testimony presented to the House Committee on Education and Labor, Washington, DC, January 31, 2007.

“Economic Security and Opportunity for Working Families,” Testimony presented to the Senate Committee on health, Education, Labor, and Pensions, Washington, DC, January 16, 2007.

“Supporting Families: Opportunities for Policymakers to Make a Difference,” Hill Briefing sponsored by Senators Barack Obama, Hillary Clinton, Edward Kennedy, and Christopher Dodd and by Representatives Rosa DeLauro, George Miller, Carolyn Maloney, and Lynn Woolsey, Washington, DC, October 12, 2006.

“Economic Security and Wages,” Hill Forum sponsored by Congressman Barney Frank, George Miller, Charles Rangel and Congresswoman Carolyn Maloney, Washington, DC, September 22, 2006.

“Economic Security for America’s Families,” Meeting on the Hill sponsored by the Democratic Steering and Outreach Committee, chaired by Senator Hillary Clinton, Washington, DC, June 15, 2006.

“Job Quality in the Upside Down Economy,” Presented at Center for American Progress Symposium, *Righting the Upside Down Economy*, Washington, DC, July 1, 2004.

“New Jobs, Old Story: Examining the Reasons Older Workers Accept Contingent and Nonstandard Employment” (with Jeffrey Wenger), *3rd Annual Invitational Journalism-Work/Family Conference, Communities, Families and Work Program*, Boston, May 20-21, 2004.

Panelist (one of 3) at Democratic Senators Policy Retreat, Domestic Economic Issues, Cambridge, MD, April 30–May 1, 2004.

Panelist at National Press Club Forum at which a survey of Presidential candidates from Take Care Net of Presidential candidates on their views of public policies to support paid and unpaid caregivers was released, Washington, DC, January 13, 2004.

“Women in Management: Are They Breaking the Glass Ceiling?” Testimony before a Field Hearing of the Subcommittee on Government Efficiency, Financial Management and Intergovernmental Relations, Committee on Government Reform, House of Representatives, Congress of the U.S., New York, NY, April 22, 2002.

“Women and Workplace Issues,” Remarks Presented to the JEC Forum organized by Senator Jon Corzine and Congresswoman Carolyn Maloney, Rutgers University, March 26, 2002.

“Inequality: A Blot on American Life, Americans for Democratic Action,” *51<sup>st</sup> Annual Convention*, Washington, DC, June 14, 1998.

“Time to Reform Labor-Management Relations,” Testimony before the House Committee on Education and the Workforce, April 28, 1998.

“The Changing Nature of the Workforce,” Remarks for the House Democratic Caucus Conference, Wintergreen Conference Center, VA, February 9, 1998.

“Technology, Jobs, and Productivity in the Service Sector,” Office of Technology Assessment, U.S. Congress, April 1995.

Testimony before John Dunlop and the Commission on the Future of Labor-Management Relations, January 1994.

"Expanding Employment in the U.S.," Capitol Hill Seminar on the 15th Anniversary of the Humphrey-Hawkins Bill, October 29, 1993.

Government Accounting Office, Expert Panel on Jobs, Competitiveness, and Employment Issues in a Changing World, Washington, DC, September 13-14, 1993.

"Management Strategies for Competitiveness: Contingent Workforce or High Performance Work Systems," Testimony before the Committee on Labor and Human Resources, United States Senate, June 15, 1993.

"Union Responses to Contingent Work: Are Win-Win Outcomes Possible?" Conference on *The Contingent Work Place: New Directions for Work in the Year 2000*, January 1988.

US Department of Labor, Women's Bureau "International Competition in the Service Sector", (coauthored, 240 pages), Report to the Office of Technology Assessment, US Congress, 1986.

"Computer Rationalization of Work: The Choice of Organizational Design," Conference on *Human Factors, Productivity and Technology*, Department of Commerce, Washington, DC, September 1985.

"Alternative Work Schedules of Women," National Academy of Sciences, March 1985.

"The Shrinking Middle: Evidence from the Insurance Industry," Testimony before the US House of Representatives, Committee on Banking, Finance and Urban Affairs, Subcommittee on Economic Stabilization, June 1984.

"Technology and Employment: Future Considerations," Testimony before the US House of Representatives, Joint Hearings before the committee on Science and Technology and the Task Force on Education and Employment, June 1983.

"The Economics of Technological Change: Labor Issues Arising from the Spread of Programmable Automation Technologies," Office of Technology Assessment, US Congress, July 1982.

"Alternative Labor Market Strategies," National Extension Manpower Workshop, May 1980.

"Determinants of Successful Reentry of Mature Women into the Labor Force," Report to the US Department of Labor, 1980.

"Perspectives on Economic Policy," Congressional Research Service, Washington, DC, April 1979.

#### **PRESENTATIONS TO BUSINESS ORGANIZATIONS**

"Effects of New Overtime Regulations," Alumni and Friends of SMLR, Rutgers University, February 9, 2005.

"Successful Strategies for Work-Life Balance," HR Tomorrow Conference, Organizational Health: Worker Wellness, Workplace Strength, Carlson School of Management, University of Minnesota, Minneapolis, MN, April 26, 2002

"The American Workplace: Flourishing in the World Economy," Conference on Beyond the Bottom Line: Building a Better Workplace Minneapolis, MN, February 1996.

"Team-Based Production Systems," Seminar for the Board of Directors of Wheeling-Pittsburgh Steel, Pittsburgh, PA, October 1994.

"Improving Efficiency: Self-Managed Work Teams vs. Off-Line Teams," 1994 International Conference on Work Teams, Dallas, TX, September 1994.

"Work Restructuring," International Human Resource Management Conference, Queen's College, Kingston, Ontario, Canada, September 1994.

USIA Tour of Germany, Meetings with Business and Labor Representatives, July 1994.

"Work Teams for Achieving High Performance," Allen-Bradley 1994 Corporate Leaders Roundtable, Massachusetts, June 1994.

"Deficit Reduction and the Economy," Seminar on **Shifting Public Policy: The Blueprint for Tomorrow, Leadership America**, Washington DC, March 1993.

"Training Programs in Industrialized Nations," Knight Center, College Park, MD, February 1993.

"Economic Implication of Computational Technology," Jerome K. Levy Institute Conference, May 1990.

"Employment in Information and Knowledge Intensive Services," Jerome Levy Institute Conference, June 1989.

"Productivity Growth and Employment: A Comparison of the US and Germany," WEFA Quarterly Senior Management Seminar, March 1989.

"The Future of Work: Expectations and Realities," Senior Management Seminar for Northern Telecom Ltd., Mississauga, Ontario, seminar held in Princeton, NJ, June 1983.

10. Other (be specific, as above).

Research Report

*"Taking the Measure of Workers and Jobs: Surveying What Workers Want (and Get) from Their Union and Company"*, Final Report to the Alfred P. Sloan Foundation, A. Kallerberg, Eileen Appelbaum, S. Sleight, and J. Schmitt, September 2004.

11. Fellowships (give name of the fellowship, period of the award and amount awarded).

None

12. Grants - Single Discipline

(a) External - Indicate (i) period of the award, (ii) amount awarded, (iii) role (principal investigator, co-principal investigator or other). If other than principal investigator, indicate percentage effort.

Co-Principal Investigator, 2005-2007  
Alfred P. Sloan Foundation  
Sloan Center on Online Learning and Workforce Development  
\$849,522

Principal Investigator, 2004-2005  
Schumann Fund for New Jersey  
"Managers' Experience with Employee Leave and Turnover in NJ Establishments"  
\$24,000

Principal Investigator, 2004-2007  
Fund for New Jersey  
"Paid Family Leave in New Jersey"  
\$15,000; \$50,000

Co-Principal Investigator, 2003-2004  
Institute for Labor and Employment, "Impact on California Companies of Paid Family Leave",  
\$26,000

Co-Principal Investigator, 2002-2003  
Sloan Foundation  
"Social Capital at Work"  
\$21,000

Principal Investigator, 2002-2003  
Sloan Foundation  
"Persistence of Headcount as Measure of Employment"

\$43,103

Co-Principal Investigator, 2000-2002.

Russell Sage and Rockefeller Foundations

“The Transformation of Low-Skilled Work and Careers in the North American Health Care Industry”

\$393,076

Co-Principal Investigator, 1999-2001.

Sloan Foundation

“Business Organizations and Working Families”

\$546,000

Organize Conference, 1999  
Department of Labor  
"Balancing Acts: Increasing the Options and Reducing the Burdens on Working Families"  
\$72,000

Co-Principal Investigator, 1994-1998  
Sloan Foundation  
"Cross-Industry Employee-Employer Survey"  
\$1,900,000

Principal Investigator, 1994-1997  
Robert Wood Johnson Foundation  
"Organizational Dynamics and Market Success in Health Care"  
\$389,171

Co-Principal Investigator, 1993-1994  
Sloan Foundation  
"Cross-Industry Employee-Employer Survey Pilot Project"  
\$450,000

Principal Investigator, 1994  
International Labour Office, Geneva  
"The Employment Problem in the Industrialized Economies"  
\$10,000

Principal Investigator, 1994.  
Wissenschaftszentrum Berlin  
"Contribution to the International Handbook of Labour Market Policy and Policy Evaluation"  
\$10,000

Principal Investigator, 1992  
Sloan Foundation  
"Transforming the Production System in U.S. Firms"  
\$30,000

Co-Principal Investigator, 1987-1990 US Department of Labor

Bureau of International Labor Affairs, Washington, DC and Organization for Economic Cooperation and Development, Paris  
"Shifts in Employment, Occupational Structure, and Educational Attainment"  
\$5,000

Co-Principal Investigator, 1989  
US Department of Labor Women's Bureau, Washington DC  
"What is Driving the Boom in Temporary Employment: An Economic Analysis of the Determinants in the US"  
\$10,000

Principal Investigator, 1986-87  
Office of Technology Assessment, Washington, DC  
"International Competition in Service Industries: Impacts of Technological Change and International Trade on US Employment"  
\$5,000

Associate Project Director, 1984-86  
Upjohn Institute for Employment Research, Kalamazoo, MI  
"Economic Consequences of Employee Ownership Compared to QWL"  
\$45,000

Principal Investigator, 1985  
National Academy of Sciences, Washington, DC  
Panel on Technology and Women's Employment "Restructuring Work: Alternative Work Schedules of Women"  
\$5,000

Consultant, 1983, 1984, 1985  
Office of Technology Assessment, Washington, DC  
"Social Security Administration and Information Technology" (1985)  
"Automation of America's Offices" (1984)  
"Programmable Automation Technologies in Manufacturing" (1983)  
\$3,000 each

Principal Investigator, 1982  
Office of Technology Assessment, Washington, DC  
"Automation and the Workplace: Economic Issues"  
\$3,000

Principal Investigator, 1978-80

US Department of Labor, Washington, DC  
Employment and Training Administration  
"Analysis of Reentry of Mature Women into the Labor Force, Using the National Longitudinal Survey of Mature Women"  
\$14,000

Co-Principal Investigator, 1976-1979  
Pennsylvania Department of Education, Harrisburg, PA and School District of Philadelphia, Philadelphia, PA  
"Educational and Occupational Aspirations of Eighth and Ninth Grade Students, Decision Model for Vocational Education" (1977) and "Occupational Choices and Employment Opportunities for Philadelphia High School Students, Decision Model for Vocational Education" (1979)  
\$45,000 each

(b) Internal - Indicate (i) period of the award, (ii) amount awarded, (iii) role (principal investigator, co-principal investigator or other). If other than principal investigator, indicate percentage effort.

Principal Investigator, 2005-2006  
Rutgers University  
President's Program for Research in Service to NJ  
\$10,000

13. Grants - Multi-Discipline

(a) External - Indicate (i) period of the award, (ii) amount awarded, (iii) role (principal investigator, co-principal investigator or other). If other than principal investigator, indicate percentage effort.

Rutgers University Center for Women and Work, 2002-2004  
Increased annual budget from \$250,000 when I arrived in March 2002 to \$1,200,000 in FY 2005

**CWW funders include**

- New Jersey Department of Labor
- New Jersey Department of Education
- Ford Foundation

- Sloan Foundation
- Annie E. Casey Foundation
- Rockefeller Family Foundation
- Fund for New Jersey
- Schumann Fund for New Jersey
- Institute for Labor and Employment
- 9 to 5, Organization of Working Women
- U.S. Department of Labor
- Corporate sponsors via membership in the Rutgers University Corporate Forum on Women and Work

July 2005, IAB (Institute of Employment Research of the German Department of Labor) Research Fellow, Title awarded to external scientists who rendered outstanding services to the IAB

July-August 2005, University of Auckland Foundation Visitor

May 2005, Recipient of President's Program for Research in Service to New Jersey Award

January 2005, recipient of Susan C. Eaton 2004 Outstanding Scholar-Practitioner Award of the Industrial Relations Research Association (now the Labor and Employment Relations Association)

### Teaching

1. Doctoral theses currently being supervised:

Soo Jung Jang, School of Social Work, Rutgers University – member of the committee (company policies and the ability of parents of children with chronic health problems to balance work and family)

Rhokeun Park, School of Management and Labor Relations, Rutgers University – member of the committee (effects of employee ownership and workplace practices)

Supervised 10 doctoral dissertations at Temple University

2. Postdoctoral trainees (identify by name and years of training).

2003-2004, Karrie Snyder, Ph.D in sociology at Rutgers University. Training in gender equity in employment. She wrote two papers on men in nursing and has subsequently submitted this research for publication.

3. Teaching areas

- a. Employment Relations
- b. Comparative Employment Systems
- c. Women and Work
- d. Dynamics of Work and Work Organization
- e. Low Wage Work

Service

1. Rutgers University Center for Women and Work

The Center for Women and Work serves the Rutgers community, the residents of New Jersey, and the larger American community through its research, programs, interventions, and policy proposals. CWW encompasses four main areas of work: innovative training and workforce development; gender equity in education and labor; women's leadership and advancement in corporations and the professions; work and family issues. CWW houses the Sloan Center on Innovative Training and Workforce Development (ITWD), which has pioneered the use of online and other technologies to upgrade the skills and earnings of workers in low wage jobs. Having evaluated the successful use of online learning in New Jersey, ITWD has taken the concept to a national level and promulgated this approach to training to other states. Its third annual conference, in Washington, DC in December 2006 attracted high level participation from 20 states and 4 cities. ITWD is now extending its approach to prison and re-entry populations. CWW is building on this experience to develop web-based literacy and work readiness programs for adults. CWW also houses the Nontraditional Career Resource Center for the NJ State Dept. of Education. NCRC's award winning programs serve NJ students in middle and high school, their parents, teachers and guidance counselors. CWW provides research and operational support to the New Jersey Council on Gender Parity, producing major research reports on New Jersey women in engineering, men in nursing, and other topics. In this regard, CWW is currently undertaking a study of retention and advancement of women in New Jersey law firms. CWW, jointly with the Institute for Women's Leadership, has developed the WINGS mentoring program that links Rutgers undergraduate women with successful women

professionals and managers in companies that partner with the Center. CWW and IWL also offer a Senior Leadership Program for senior women corporate managers poised to break through the glass ceiling. The program on work and family carries out research and public education on policies that can enable companies and employees to achieve a workable balance between work and care responsibilities. Research on work organization and management practices in early care and education will identify practices that reduce turnover and improve effectiveness in child care programs.

2. Contributions to the advancement of the academic profession.

Affiliate of the Sloan Industry Centers, 2002-

Institute Fellow, Institute for International Corporate Governance and Accountability, George Washington University Law School, 2001-

Publications Committee, Industrial Relations Research Association, 2001-2006

Work and Family Research Network Member, Chaired by Professors Robert Drago, Lotte Bailyn, and Thomas Kochan, 1999-

Advisory Council, Industrial Relations Center, Carlson School of Management, University of Minnesota, November 1997-June 2002

Executive Board, Industrial Relations Research Association, 1996-1999

Advisory Council, Wissenschaftszentrum Berlin, 1996-2005

Co-chair, Restructuring Work and Family Network, Work and Family Institute Boston University, 1995-1997

Work and Employment Research Network Member, 1992-

Research Council Member, Economic Policy Institute, Washington DC, 1986-1991

Refereed articles for the following journals:

Journal of Women, Politics & Policy  
Journal of Industrial Relations  
Academy of Management Review  
Journal of Human Resources  
Cambridge Journal of Economics  
Journal of Post Keynesian Economics

Structural Change and Economic Dynamics  
Computers in the Social Sciences  
Industrial Relations  
Journal of Economics and Business Organization  
British Journal of Industrial Relations  
Social Problems

Also referees projects for NSF and the Economics Council of Canada and for various Foundations, including the Sloan Foundation and Russell Sage Foundation.

Temple University Press, Board of Review, 1981-1991.

3. Contributions to the effective operation of the University, including contributions to the department, school or college.

Director, Rutgers University Center for Women and Work, 2002 –  
The Center for Women and Work undertakes research and evaluation, develops policy recommendations and partners with government, and carries out interventions in its efforts to advance women at every rung of the occupational ladder. Among its many accomplishments, the Center's programs greatly enhance the contribution that Rutgers, as the state university of New Jersey, makes to the state. The Center partners with the State Employment and Training Commission (workforce development), the NJ Department of Education (nontraditional career resource center), and the NJ Council on Gender Parity in Labor and Education, and with the New Jersey business community to develop programs in women's leadership and advancement. Budget and staff have more than quadrupled in the last five years.

Temple University, University Committee on the Status of Women, 1980-1991.

Temple University, Served on first university committee to hear a case of sexual harassment against a faculty member, 1988-1989.

Temple University, University Committee on Convocations and Awards, 1984-1988.

Temple University, Committee to Eliminate Duplication in Math and Statistics Courses, 1978-1980.

4. Contributions to the college of which you are a fellow (if applicable). List committee memberships and/or other specific activities.

Rutgers University, Wrote LSER department Reader's Report for tenure and promotion of Lisa Schur, from Assistant Professor to Associate Professor, Fall 2003

Rutgers University, Coauthored Reader's Report for department of Women's and Gender Studies for tenure decision of new hire, Yana Rodgers, Fall 2003

Rutgers University, School of Management and Labor Relations, Served on the A&P Committee for Mark Huselid's promotion to full professor, Fall 2003

Rutgers University, School of Management and Labor Relations, PL/AD committee, 2002-

Temple University, School of Business and Management, Promotion and Tenure Committee, 1988-1991.

Temple University, School of Business and Management, Dean's Committee on Merit Pay (reviewed accomplishments and recommended awards for merit pay for faculty to the Dean),  
1986-1990.

Temple University, School of Business and Management, Curriculum Committee, 1986-1989.

Temple University, School of Business and Management, Committee to Revamp the MBA Program, 1985-1986.

Temple University, Economics Department, Curriculum Committee, 1989-1991, 1983-1985,  
1976-1978.

Temple University, Economics Department, Promotion and Tenure Committee, 1986-1988,  
1982-1984.

5. Contributions to society at large.

New Jersey Corporate Business Tax Study Commission 2002- 2004

National Academy of Sciences, National Research Council, Committee on High Technology/Information Technology Workforce, June 1999 -December 2000

National Alliance of Business, National Workforce Assistance Collaborative, Advisory Group on Work Restructuring, 1994-1999

Advisory Board, Southern Growth Policy Board, 1996-1997

Expert Witness, Equal Employment Opportunity Commission, Washington, DC, 1984-1985, 1993-1994

Pay Equity Committee, Mayor's Commission for Women, City Hall Annex, Philadelphia, PA, 1986-1991

Advisory Board, Women's Alliance for Job Equity (WAJE), Philadelphia, PA, 1984-1991

US National Team, Organization for Economic Cooperation and Development, Paris, 1987-1990

Advisory Council Member, Technology Policy Project, Labor Institute, New York, NY 1985-1988

Advisory Panel, Study of Social Security Administration and Information Technology, Office of Technology Assessment, Congress of the United States, Washington, DC, 1985-86

Employment Practices Task Force Member, Mayor's Commission for Women, City Hall Annex, Philadelphia, PA, 1983-1986

Youth Employment Task Force Member, Youth Services Coordinating Commission, Philadelphia, PA, 1982 to 1984