

**CURRICULUM VITAE**

June 2, 2009

**RICHARD B. FREEMAN**

**ADDRESS:**

Department of Economics  
Harvard University  
Littauer M-5  
Cambridge, MA 02138

National Bureau of Economic Research  
1050 Massachusetts Avenue, 3rd Fl  
Cambridge, MA 02138  
(617) 868-3900

London School of Economics  
Centre for Economic Performance  
Houghton Street  
London WC2A 2AE GREAT BRITAIN  
(011) 44-71-955-7048

**DATE OF BIRTH:**

June 29, 1943 Newburgh, NY

**NATIONALITY:**

USA

**EDUCATION:**

B.A. Dartmouth College 1964  
Ph.D. Harvard University 1969

**CURRENT TITLE:**

Herbert Ascherman Professor of Economics,  
Harvard University  
Faculty Director, Labor and Worklife Program at the  
Harvard Law School  
Program Director for Labor Studies,  
National Bureau of Economic Research  
Senior Professorial Research Fellow, Labour Markets, Centre for  
Economic Performance, LSE

**PREVIOUS POSITIONS:**

Assistant Professor of Economics, Yale University  
Assistant Professor of Economics, Univ. of Chicago  
Assistant, Associate Professor of Economics,  
Harvard University  
Fairchild Distinguished Research Professor,  
California Institute of Technology  
Research Economist, Area Redevelopment Administration,  
Committee For Economic Development  
Research Economist, Harvard Economic Research Project

ADDITIONAL POSITIONS, ACTIVITIES and AWARDS:

Annual Kenneth M. Piper Lecture at Chicago-Kent Law School, 2009

Executive Committee of the Center for American Political Studies (CAPS), Harvard University  
2008-2011

External Peer Reviewer. Draft Report on U.S. Air Force's STEM (Science, Technology,  
Engineering and Mathematics) Workforce Needs. 2009.

Inaugural Academic Fellows, Labor and Employment Relations Association, LERA

International Scientific Committee of the Angelo Costa Economics Theses Prize, Università  
LUISS Guido Carli, Rome, 2008-09

Technical Advisory Group, 2009 ILO Tripartite Meeting on Collective Bargaining, International  
Labour Organization, 2008-09

Committee on Capitalizing on the Diversity of the Science and Engineering Workforce in  
Industry, National Academies, Member (2008-2009)

Angelo Costa Lecturer - Università LUISS Guido Carli, Rome, 2008

Donald Wood Honorary Lecture, Queen's University, Kingston, Canada, 2008

Jefferson Memorial Lecture - University of California, Berkeley, 2007-08

International Labour Review, Editorial Advisor, 2008-

IZA Prize in Labor Economics, IZA-German Institute for the Study of Labor, 2007

Sawyer Lecture, Stanford University, 2007

ISAE Conference, Honorary Lecturer, 2007

Advisory Board, Global Economic Symposium, Kiel Institute for World Economics

Advisory Board, future Dept of Economics, Eotvos Lorand University, Budapest, Hungary

Carnegie-IAS Commission on Mathematics and Science Education - Commission Member,  
2007-

Scientific Advisory Board, Kiel Institute for the World Economy, Member 2007-

Regional Flagship on Tertiary Education and Economic Growth & Competitiveness in Africa,  
International Advisory Panel, World Bank, 2007

American Academy of Arts and Sciences, Initiative for Science and Technology, Study of  
Alternative Models of Federal Funding of Science, Committee Member, (2007-current)

AAAS, American Association for the Advancement of Science (2004); Fellow, AAAS (2007-)

AEA, Representative to the Section Committee of the AAAS Section on Social, Economic, and Political Sciences (2004-2006, 2007-2009)

Professorial Research Fellow, Centre for Economic Performance, LSE, 2006-2010

London School of Economics, Visiting Professor of Economics, 2006-2010

External Reviewer, National Academies Committee on Prospering in the Global Economy of the 21<sup>st</sup> Century: An Agenda for American Science and Technology, Rising Above the Gathering Storm 2007

Future of Work Advisory Committee, Russell Sage Foundation

Public Lecture, Univ of CA Berkeley, Institute for Legal Research, Fall 2007.

**Jacob Mincer Award for Lifetime Contribution to the field of Labor Economics, SOLE, Society of Labor Economics, 2006**

IZA (Institute for the Study of Labour, Bonn, Germany - Research Fellow, 2006-

Hamilton Project, Expert on Innovation and Infrastructure, Brookings, 2006-07

Asian/American Who's Who, Volume V.

Public Lecture, London School of Economics, The Old Theatre (2006)

Ernst Fraenkel Distinguished Lecture, Freie Universität, Berlin, 2006

CreAM, Centre for Research and Analysis of Migration, University College London, External Fellow

Program on Survey Research, Institute for Quantitative Social Science, Harvard University, Program Affiliate (2005)

Keynote Speech, University of Michigan, School of Social Work - Conversations Across Social Disciplines CASD (2005)

W.J. Usery Lecturer on Workplace Issues, Georgia State University (2005)

Weatherhead Center for International Affairs, Weatherhead Initiative Associate (2005-06)

International Economic Journal, Editorial Advisory Board (2005- ), Korea Economic Association

Socio-Economic Review, Advisory Board, The Society for the Advancement of Socio-Economics SASE (2006-06)

Committee on Policy Implications of International Graduate Students and Postdoctoral Scholars in the United States, (COSEPUP Committee on Science, Engineering, and Public Policy, a joint unit of the NAS, NAE and IM), The National Academies (2004-2005)

Member, American Academy of Arts and Sciences (current)

TIAA-CREF Institute Fellow (2005-06)

Roco C. Siciliano Forum: Considerations on the Status of the American Society (2004)

Center for American Progress' Economic Program - Advisory Committee (2004-05)

Dr. Heinz Kienzl Lecture, Oesterreichische Nationalbank (OeNB), Vienna (2003)

Affiliated Scholar, Center for the Advancement of Scholarship on Engineering Education, National Academy of Engineering

Peers Review Committee, Amsterdam Institute for Advanced Labour Studies AIAS ('04)

University of Nottingham, World Economy Annual Lecture (2003)

Okun Lecturer, Yale University (2003)

Expert Meetings on Trade and Labor Standards - LATN and IADB

Consultant, DTI (Structural Reform in Britain) (2003 - current)

Consultant, European Union, Brussels (The Future of Social Policy in an Enlarged European Union) - (2003 - current)

Editorial Advisory Board for the New Economy Handbook, Elsevier Science Publishers (2003)

Member, Sigma Xi, The Scientific Research Society (current)

Advisor, Sigma Xi, Postdoc Survey Project (current)

External Advisory Committee, BECON - NIH Bioengineering Consortium (current)

United Nations Millenium Project Task Force on Poverty and Economic Development (current)

The International Who's Who (2002)

Luigi Einaudi Lecture, Cornell (2002)

First Morgan Fellow, Berlin American Academy, Hans Arnhold Center (2001)

Academic Advisory Council of the National Campaign Against Youth Violence (1999-02)

Lionel Robins Lecture, London School of Economics (1999)

President, Society of Labour Economists (1997)

Vice-President, American Economics Association (1997)

Elector, Montague Burton Professorship of Industrial Relations, University of Cambridge (1994-1998)

South African Labour Commission, 1996

Study Group on Global Trade and Wages, Council on Foreign Relations

Member, Advisory Board for the Report on Economic Life, Radcliffe College

Doctor Honoris Causa, Université de Mons Hainaut, Belgium (1996)

Member of the United States Secretary of Labor and Commerce's Commission on The Future of Worker-Management Relations (1993-94)

1994 Clarendon Lecturer, Oxford University, England.

1993 Hooker Distinguished Visiting Professor, McMaster University.

1989 Suntory-Toyota Lecturer, London School of Economics.

Consultant to Norwegian Trade Unions, Wage Policy in an Open Economy.

Consultant for the World Bank, World Development Report.

Consultant to the International Labour Organisation (ILO), Labor Organisation Issues in Former Eastern Bloc Countries.

Chairman of the IWM (Institut für die Wissenschaften vom Menschen, or Institute for Human Sciences) Central European Forum, Program on Social costs of economic and labor market transformation in Central Europe.

Project Director for the joint SNS-NBER (Studieförbundet Näringsliv och Samhälle), Project on Reforming the Swedish Welfare State.

Project Co-Coordinator, Chinese Labor Market Survey.

Project Co-Coordinator, Youth Unemployment and Employment in Advanced Countries.

Consultant, Labor Reform in China, 1990 Institute.

Chairman, Drafting Committee on Palestinian-Israeli-Jordanian Labor Mobility: The Current Situation and Issues for a Peaceful Future. Institute for Social and Economic Policy in the Middle East, John F. Kennedy School of Government, Harvard University.

Series Editor, NBER Comparative Labor Market volumes, University of Chicago Press

PAST ACTIVITIES:

Panels of the United States National Academy of Science, National Research Council:  
Committee on Employment and Technical Change '85-87;  
Committee on High Risk Youth '89-93;  
Committee on Post Secondary Education and Training in the Workplace;  
Committee on Demographic and Economic Impacts of Immigration '95-97  
Committee on National Needs for Biomedical and Behavioral Sciences '97-

Distinguished Fulbright Lecturer, Binational Program of Education Exchange between United States and Uruguay.

Consultant to the Congressional Budget Office.

Consultant to the US Dept of Labor, Pension and Welfare Benefits Administration.

Consultant to Equal Employment Advisory Council

Consultant to World Bank, Polish Mission, Korea Mission

Director, "El Sector Turistica", for the Government of the Dominican Republic.

Consultant (in conjunction with HIID) on the "Food Stamp Program, for the Government of Sri Lanka.

Director, Study of Human Capital Formation, for the Government of Venezuela.

Member of Comission de Expertos on Unemployment, for the Government of Spain.

## BOOKS:

Making Europe Work: IZA Labor Economics Series 2008. (Oxford University Press, forthcoming 2009)

Beyond Flexibility: Roadmaps for Korean Labor Policy, (or Rising to the Challenge: Democratization and Globalization in Korea) with Sunwoong Kim and Jaeho Keum (editors). KLI Press Monograph (2008).

Globalization, Democratization, and Labor Market and Education System Changes in Korea during 1987-2007 with Sunwoong Kim and Kyungsoo Choi (Korea Development Institute, in progress, forthcoming 2009).

Working at the Endless Frontier, based on the Yale Okun Lectures, in progress.

The Labor Market Comes to China (forthcoming 2008).

America Works: The Exceptional Labor Market, (NY: Russell Sage Foundation, 2007).

What Workers Want, with Joel Rogers. Ithaca : ILR Press ; New York : Russell Sage Foundation, 1999, 2006 updated edition.) Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 1999*, Princeton University Industrial Relations Section.

Can Labor Standards Improve Under Globalization? w/ Kimberly Ann Elliott (Washington DC: IIE, 2003). Global Trade Negotiations GTN book of the month, July 2003, <http://www.cid.harvard.edu/cidtrade>. Featured in Labor History Special Symposium Issue 45:4 (November) 2004. Nominated for the Grawemeyer Award for Ideas Improving World Order, University of Louisville. Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 2003*, Princeton University Industrial Relations Section. Pages 49-72 and 143-50 reprinted in volume The WTO and Labor and Employment (eds Drusilla Brown and Robert Stern) in the series Critical perspectives on the Global Trading System and the WTO (series editors Kym Anderson and Bernard Hoekman) (Edward Elgar, 2007).

What Do Unions Do to the European Welfare States? with Agar Brugiavini, Bernhard Ebbinghaus, Pietro Garibaldi, Bertil Holmud, Martin Schludi and Thierry Verdier. Part 2 of the volume The Role of Unions in the Twenty-first Century, a Report for the Fondazione Rodolfo De Benedetti, Tito Boeri, Agar Brugiavini, and Lars Calmfors (eds) (Oxford University Press, 2001). Published in Italian as *Un Nuovo Ruolo per il Sindacato?*."

The New Inequality: Creating Solutions for Poor America (series: New Democracy Forum, edited by Joshua Cohen and Joel Rogers) (Boston: Beacon Press, 1999).

When Earnings Diverge: Causes, Consequences, and Cures for the New Inequality in the U.S. Commissioned by the Committee on New American Realities of the National Policy Association (NPA Report #284). Washington, DC, 1997.

Labor Markets in Action: Essays in Empirical Economics. Woodhead Faulkner Publishers, England and Harvard University Press, 1989.

What Do Unions Do? With James Medoff. NY: Basic Books (currently Perseus Book Group) (1984). Japanese translation (1986), French translation (1987), Management Association

Prize Book, 1985. Reissued in Mandarin and English, by Beijing University Press, first in series, Classics in Economics (Beijing: 2006). Excerpts reprinted in Summers, Dau-Schmidt and Hyde (eds) Legal Rights and Interests in the Workplace (Indiana University, 2006)

Labor Economics. Prentice-Hall, 1979. (Japanese translation of first edition, 1976; Spanish translation of second edition, 1981; Chinese Translation, 1983.

The Overeducated American. Academic Press, 1976. (Japanese translation, 1977). Chapter 8 reprinted in Readings in Labor Economics and Labor Relations. ed. by L. Reynolds, S. Masters, and C. Moser, Prentice Hall, Inc., 1978. Reprinted in Kenkysusha Modern English Readers. (Tokyo 1982).

The Black Elite: The New Market for Highly Educated Black Americans. McGraw Hill, 1976.

Labor Market Analysis of Engineers and Technical Workers. with Glen Cain and Lee Hansen, The Johns Hopkins University Press, 1973.

The Market for College Trained Manpower. Harvard University Press, 1971. (Named one of "Outstanding Books in Industrial Relations and Labor Economics, 1970-1979"). Chapter 6 reprinted in Labor Market Analysis. ed by J. Burton, L. Benham, W. Vaughn, and R. Flanagan, 1971.

#### EDITED VOLUMES: NBER Series Editor, Comparative Labor Markets and Social Policy

International Comparison of the Structure of Wages, edited by Kathryn Shaw and Richard B. Freeman. (Univ of Chicago Press for NBER, 2009 forthcoming).

Reforming the Welfare State: Recovery and Beyond in Sweden. R. Freeman, B. Swedenborg, and R. Topel (eds) (Univ of Chicago Press for NBER-SNF, 2009 forthcoming)

Att Reformera Valfärdsstaten - Amerikanskt perspektiv på den svenska modellen, R. Freeman, B. Swedenborg, and R. Topel (eds) (SNS Conference Volume: Stockholm, 2006).

Seeking a Premiere League Economy, with Richard Blundell and David Card (eds) (Univ of Chicago Press for NBER, CEP and IFS, 2004).

Emerging Labor Market Institutions for the 21<sup>st</sup> Century, with Joni Hersch and Lawrence Mishel (eds) (Chicago: Univ of Chicago Press for NBER, CEP and IFS, 2005, paperback 2007). Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics of 2005*, Princeton University Industrial Relations Section.

Youth Employment and Joblessness in Advanced Countries with David Blanchflower (eds) (Univ of Chicago Press for NBER, 2000).

The Welfare State in Transition: Reforming the Swedish Model, R. Freeman, B. Swedenborg, and R. Topel (eds) (SNS-NBER Conference Volume, Univ of Chicago Press, 1997.) SNS (Studieförbundet Näringsliv och Samhälle) Conference vol published as Valfärdsstat i omvandling - Amerikanskt perspektiv på den svenska modellen (SNS: Stockholm, 1997).

Differences and Changes in Wage Structures with Lawrence F. Katz (eds) NBER Conference Volume, University of Chicago Press, 1995. Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics of 1996*, Princeton University Industrial Relations Section.

Small Differences that Matter: Labor Markets and Income Maintenance in Canada and the United States with David Card (eds), NBER Conference Volume, University of Chicago Press, 1993. Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics of 1993*.

#### OTHER EDITED VOLUMES:

Richard B. Freeman and Daniel L. Goroff (eds) Science and Engineering Careers in the United States SEWP Conference Volume Proceedings (University of Chicago for NBER, forthcoming 2009)

Shared Capitalism: at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options, with Joseph Blasi and Douglas Kruse (University of Chicago Press for NBER, forthcoming 2009).

What Workers Say: Employee Voice in the Anglo-American Workplace. Richard B. Freeman, Peter Boxall and Peter Haynes, editors (Ithaca, NY: ILR Press, An Imprint of Cornell University Press, 2007).

Policy Implications of International Graduate Students and Postdoctoral Scholars in the United States as member of the authoring *Committee on Science, Engineering and Public Policy (COSEPUP)*, Board on Higher Education and Workforce, National Research Council (Washington, DC: National Academies Press 2005). <http://www.nap.edu/catalog/11289.html>

Inequality Around the World. IEA Conference Volume #134 (London, UK: Palgrave, 2002).

Generating Jobs: How to Increase Demand for Less-Skilled Workers ed. with Peter Gottschalk. (NY: Russell Sage Foundation Press, 1998, paper edition 2000). Selected by the Industrial Relations Section at Princeton University as: Noteworthy Book in Industrial Relations and Labor Economics, 1998.

Working Under Different Rules (ed.) NBER Research Volume. Russell Sage Foundation Press, 1994. Selected as one of *Top Ten Business Books of 1994*, by Businessweek. Selected as one of the *Noteworthy Books in Industrial Relations of 1994*, Princeton University Industrial Relations Section.

Making Schools Work: Improving Performance and Controlling Costs. Erik A. Hanushek (ed) with Charles S. Benson, Richard B. Freeman, Dean T. Jamison, et al. DC: Brookings, 1994.

Immigration and the Work Force: Economic Consequences for the United States and Source Areas ed. with George Borjas, NBER Conference Volume, Univ of Chicago Press, 1992. Selected by the Industrial Relations Section at Princeton University as: Noteworthy Book in Industrial Relations and Labor Economics, 1992.

Immigration, Trade, and the Labor Market ed. with John Abowd, NBER Conference Volume, Univ of Chicago Press, 1991.

Immigration, Trade, and the Labor Market, Editor. NBER Summary Report. NBER, 1980.

When Public Sector Workers Unionize. ed. with Casey Ichniowski, NBER Conference Volume, University of Chicago Press, 1988.

The Black Youth Employment Crisis. ed. with Harry Holzer, NBER Conference Volume. University of Chicago Press, 1986.

The Youth Labor Market Problem: Its Nature, Causes and Consequences. ed. with D. Wise, NBER Conference Volume, Univ of Chicago Press, 1981.

Papers, By Topic:

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I. TRADE UNIONISM AND WORKPLACE REPRESENTATION

"Collective Bargaining and Countervailing Power," in Susan Hayter (ed) Negotiating for Social Justice (Geneva, ILO: forthcoming 2010)

"Helping Workers Online and Offline: Innovations in Union and Worker Organization Using the Internet," Chapter 8 in David Autor (editor) Studies in Labor Market Intermediation (forthcoming, University of Chicago Press for NBER, 2009). First published as "Helping Workers Online and Offline: Union and Nonunion Organizations as Labor Market Intermediaries," with Marit Rehavi. NBER WP # 13850, March 2008.

"The Same Yet Different: Worker Reports on Labor Practices and Outcomes in a Single Firm Across Countries," with Douglas Kruse and Joseph Blasi. In Richard B. Freeman and Kathryn Shaw (editors), International Comparison of the Structure of Wages (Univ of Chicago Press for NBER, 2009 forthcoming). Labour Economics 15:3 (2008), pp 334-355. First presented at the *CAFÉ Conference: The Analysis of Firms and Employees*, Nuremburg, September 29, 2006. NBER WP # 13,233 (July 2007).

"Labor Regulations, Unions, and Social Protection in Developing Countries: Market Distortion or Efficient Institutions," in Dani Rodrik and Mark R. Rosenzweig (eds) Handbook of Development Economics (North Holland, Elsevier BV forthcoming 2009). NBER WP # 14,789, March 2009.

"Countervailing Power and Collective Bargaining Post the Collapse of Wall Street Capitalism," presented at the ILO Conference on Negotiating Decent Work, March 30, 2009.

"How Does Shared Capitalism Affect Economic Performance in the UK?," with Alex Bryson. In Joseph Blasi, Douglas Kruse, and Richard B. Freeman (eds), Shared Capitalism: at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (University of Chicago Press for NBER, forthcoming 2009). WP 14,235, August 2008. First presented as "Doing the Right Thing? Does Fair Share Capitalism Improve Firm Performance?: Analyzing Effects in Britain," with Alex Bryson, presented at the U.S. Census

Bureau, the Federal Reserve Bank of Chicago, and the OECD *2006 International Comparative Analysis of Enterprise (micro) Data (CAED) Conference*, September 18, 2006.

“Understanding Trade Unions and the Labour Market,” CentrePiece in Brief on IZA prize, 13:1 (Spring 08) p.7.

“When Workers Share in Profits: Efforts and Responses to Shirking”. Angelo Costa Lecture, Jan 15, 2008, Rome, Italy. SIPA SpA - Rivista di Politica Economica (Nov-Dec) 2007.

“The Same Yet Different: Worker Reports on Labor Practices and Outcomes in a Single Firm Across Countries,” with Douglas Kruse and Joseph Blasi.

“Jobs Online,” with Alice Nakamura and Kathryn Shaw. Presented at the NBER *Conference on Labor Market Intermediation* May 17-18, 2007, Cambridge, MA.

“Do Workers Still Want Unions? Yes More than Ever!” Presented at the Economics Policy Institute Policy Forum on Broadly Shared Prosperity, Work that Works. EPI BP182, February 2007.

“Adoption and Termination of Employee Involvement Programs,” with Wei Chi and Morris Kleiner, NBER WP # 12878, February 2007.

“Creating a Bigger Pie? The Effects of Employee Ownership, Profit Sharing, and Stock Options on Workplace Performance,” with Joseph Blasi, Christopher Mackin, and Douglas Kruse. Presented at the LERA Symposium on *The Shared Capitalism Route to the Ownership Society*, January 7, 2006. In Joseph Blasi, Douglas Kruse, and Richard B. Freeman (eds), Shared Capitalism: The Economic Issues, (Russell Sage Foundation for NBER, forthcoming 2007).

“Worker Responses to Shirking,” with Douglas Kruse and Joseph Blasi. In Joseph Blasi, Douglas Kruse, and Richard B. Freeman (eds), Shared Capitalism: The Economic Issues, (Russell Sage Foundation for NBER, forthcoming 2007).

“Do Workers Gain by Sharing? Employee Outcomes Under Employee Ownership, Profit Sharing, and Broad-based Stock Options,” with Douglas Kruse and Joseph Blasi. In Joseph Blasi, Douglas Kruse, and Richard B. Freeman (eds), Shared Capitalism: The Economic Issues, (Russell Sage Foundation for NBER, forthcoming 2007).

“Will Labor Fare Better Under State Labor Relations Law?”, presented at the LERA Symposium, *The NLRA After Seventy Years (An Assessment)*, January 7, 2006.

The following are chapters in What Workers Say: Employee Voice in the Anglo-American World, with Peter Boxall and Peter Haynes (eds). (Cornell University Press, 2007).

“The Anglo-American Economies and Employee Voice,” with Peter Boxall and Peter Haynes. Introduction.

“Can the US Clear the Market for Representation and Participation?” Chapter 1.

“What Voice Do British Workers Want?”, with Alex Bryson. Chapter 3.

“Conclusion: What Workers Say in the Anglo-American World,” with Peter Boxall and Peter Haynes. Chapter 9.

“Worker Needs and Voice in the US and UK,” with Alex Bryson. NBER WP # 12,310, June 2006.

“Shared Capitalism at Work: Impacts and Policy Options,” with Joseph Blasi and Douglas Kruse, Chapter 16 in eds. Edward E. Lawler III and James O’Toole America at Work: Choices and Challenges, (Palgrave MacMillan, 2006) pp 275-296.

The Diffusion and Decline of Employee Involvement Policies in U.S. Manufacturing Plants,” with Wei Chi and Morris Kleiner, LERA Symposium on *Labor Markets and Economics and Work and Employment Relations*, January 6, 2006.

“The Role of Worker Needs in Generating Desire for Voice: The case of Workers in the US and the UK,” with Alex Bryson. November 2005. Unpublished manuscript.

“What Do Unions Do? The 2004 M-Brane Stringtwin Edition,” Chapter 20 in James T. Bennett and Bruce E. Kaufman, eds. *What Do Unions Do? The Evidence Twenty Years Later. Journal of Labor Research* XXVI(4) Fall 2005, pp 641-68. NBER WP # 11410 (June 2005).

“The Last American Shoe Manufacturers: Decreasing Productivity and Increasing Profits in the Shift from Piece Rates to Continuous Flow Production,” with Morris M. Kleiner, Industrial Relations Vol 44:2 (April 2005). Published under the title “The Last American Shoe Manufacturers: Changing the Method of Pay to Survive Foreign Competition” as NBER WP #6750 (October 1998), and in Michael J. Yelnosky, ed. NYU Working Papers on Labor and Employment Law: 1998-1999 Center for Labor and Employment Law at NYU School of Law. (Kluwer Law Intl, Boston, 2001).

“Does Changing Employers Improve Job Satisfaction?” with Wei Chi and Morris Kleiner. Presented at the *SOLE / EALE Tenth Annual meetings*, June 3, 2005, San Francisco.

“Similar Problems, Different Solutions? How U.S. and U.K. Workers Confront Workplace Problems” with Alex Bryson. To be presented at the *SOLE / EALE Tenth Annual meetings*, June 3, 2005, San Francisco.

“The Advent of Open Source Unionism?” Critical Perspectives on International Business CPOIB, Double Special Issue, Vol 1: No 2/3 (2005): pp 79-92.

“Establishment Impacts on Satisfaction: Estimates from NLSY Job Stayers and Changers,” with Morris M. Kleiner, manuscript in process, 2004.

“The Rise and Fall of Employee Involvement Practices in Manufacturing Establishments,” with Wei Chi and Morris M. Kleiner, Proceedings of the 56<sup>th</sup> Annual Meeting, IRRA Poster Session, January 3-5, 2004, p 198..

“The Anatomy of Employee Involvement and Its Effects on Firms and Workers”, with Morris M. Kleiner and Cheri Ostroff, forthcoming British Journal of Industrial Relations 2004. NBER Working Paper # 8050, December 2000.

“ ”, Chapter 8 in Virginie Pérotin and Andrew Robinson (eds), Employee Participation, Firm Performance and Survival: Advances in the Economic Analysis of Participatory and Labor-Managed Firms, (Netherlands: Elsevier BV, 2004), pp: .

“Monitoring Colleagues at Work: Employee Ownership, Profit Sharing, Peer Pressure, and Workplace Performance in the United States,” with Joseph Blasi and Douglas Kruse. Presented at the *ASSA Meetings in San Diego 2004*. Also presented at the *Conference on ESOPs and Worker Ownership*, Seoul, Korea, July 22, 2004.

“Searching Outside the Box: The Road to Union Renaissance and Worker Well-being in the U.S.” in Chapter 4 of Julius G. Getman and Ray Marshall (eds) The Future of Labor Unions: Organized Labor in the 21<sup>st</sup> Century (Austin, TX: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, 2004): pp 75-110.

“Motivating Employee-Owners in ESOP Firms: Human Resource Policies and Company Performance,” with Doug Kruse, Joseph Blasi, Robert Buchele, Adria Scharf, Loren Rogers, Chris Mackin. NBER Working Paper 10177, December 2003, forthcoming in Advances in the Economic Analysis of Participatory and Self-managed Firms. CEP-DP Paper #0658. Re-printed in Employee Motivation (ICBR Bangalore Center for Business Research 2007).

“Young Workers and Trade Unions,” with Wayne Diamond, Chapter 3 in Howard Gospel and Stephen Wood (eds) Representing Workers: Union Recognition and Membership in Britain Leverhulme Series Volume 1 on The Future of Trade Unions (London: Routledge 2003) pp 29-50. NBER Working Paper # (Nov 2002).

“Can a Work Organization Have an Attitude Problem? The Impact of Workplaces on Employee Attitudes and Economic Outcomes,” with Anne Bartel, Casey Ichniowski and Morris M. Kleiner. NBER WP #9987, September 2003. LSE-CEP DP #0636, May 2004.

“The Effects of Employee Attitudes about Their Workplaces on Turnover and Productivity: An Analysis of Retail Commercial Banking,” with Morris Kleiner and Ann Bartel. Presented at the NBER *Personnel Economics Meeting*, March 6-7, 2003.

“A Proposal to American Labor”, with Joel Rogers. The Nation Feature story, Vol 274:24 (June 24, 2002) pp 18-24.

“Open Source Unionism: Beyond Exclusive Collective Bargaining,” with Joel Rogers, WorkingUSA: The Journal of Labor and Society vol 7:2 (Spring 2002), pp 3-4 (ME Sharpe). <http://www.workingusa.org/> <http://www.workingusa.org/2002sp/fulltext/osunionism.htm>

“(Open Source-Unionism) Wiedergeburt der Gewerkschaften aus dem Internet?” with Joel Rogers, Transit Europäische Revue 24 (Winter 2002/2003), pp: 27-49.

“Modelling Parental Union Status Transition Rates,” Mimeo, Centre for Economic Performance, London School of Economics, 2002.

“Unions in the Information Economy,” entry in the Human Resources Management Encyclopedia published in French as "les syndicats et l'économie de l'information", in Allouche J. (ed.), Encyclopédie des ressources Humaines (Paris, Economica, 2005 2<sup>nd</sup> edition, 2002 1<sup>st</sup> edition).

“What Unions Do: Conclusion and Balanced Scorecard (IV),” Chapter 20 in What Do Unions Do?: A Reassessment and Balanced Scorecard, James T. Bennet and Bruce E. Kaufman (eds) (forthcoming 2004).

“The Economic Effects of Employee Stake-Holding,” with Martin Conyon. Financial Times (Nov 5, 2001).

What Workers Want from Workplace Organisations: A Report to the TUC’s Promoting Trade Unionism Task Group. with Wayne J. Diamond. (London: TUC 2001).

“Liking the Workplace You Have: The Incumbency Effect in Preferences toward Unions,” with Wayne J. Diamond. Working Paper 115, Centre for Economic Performance, London School of Economics, Spring 2001.

“Introduction: Worker Representation...Again!”, in the Symposium Issue “What Do Workers Want: Reflections on the Implications of the Freeman & Rogers Study,” University of Pennsylvania Journal of Labor and Employment Law Vol 3:3 (Spring 2001), pp 375-384.

“The Trouble with Airlines,” New York Times Op-Ed April 16, 2001.

“Shared Modes of Compensation and Firm Performance: UK Evidence”, with Martin J. Conyon. Chapter 3 in Seeking a Premiere League Economy, Richard Blundell, David Card and Richard Freeman (eds) (Univ of Chicago Press for NBER, CEP and IFS, 2004) pp: 109-146. NBER WP #8448, August 2001.

“Who Benefits Most from Employee Involvement: Firms or Workers?”, with Morris Kleiner. American Economic Review: Papers and Proceedings of the Hundred and Twelve Annual Meeting, Vol 90, No 2, May 2000 pp 219-223.

“What Do Workers Want? Voice, Representation and Power in the American Workplace,” with Joel Rogers. Chapter 1 in Samuel Estreicher (ed.), Employee Representation in the Emerging Workplace: Alternatives/Supplements to Collective Bargaining (Boston: Kluwer Law Intl, 1999), pp 3-31.

“Do Unions Make Enterprises Insolvent?”, with Morris M. Kleiner. Industrial and Labor Relations Review 52:4 (July 1999) pp: 510-527.

“Evolving Institutions for Employee Voice,” first presented at the Italian Economic Association *Session in Honor of Albert Hirschman*, November 6-7, 1996.

"Spurts in Union Growth: Defining Moments and Social Processes," in The Defining Moment: The Great Depression and the American Economy in the Twentieth Century. Michael Bordo, Claudia Goldin, and Eugene White (editors). University of Chicago Press for NBER, 1998, pp 265-295; NBER WP #6012, May, 1997.

“Public Sector Worker Attitudes toward Workplace Representation and Participation,” with Joel Rogers. A Report to the Secretary of Labor’s Task Force on Excellence in State and Local government Through Labor-Management Cooperation. February 1996.

"Worker Representation and Participation Survey: Second Report of Findings," with Joel Rogers. June, 1995.

"Worker Representation and Participation Survey: First Report of Findings" with Joel Rogers. (Summary Report) In Paula B. Voos, Editor, Industrial Relations Research Association Series, proceedings of the Forty-Seventh Annual Meeting, January 6-8, 1995.

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