

CURRICULUM VITAE

May 26, 2005

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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
Co-Director, Labor and Worklife Program,
Harvard Law School
Program Director for Labor Studies,
National Bureau of Economic Research
Visiting Professor, London School of Economics
Senior 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:

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

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

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

Member, American Academy of Arts and Sciences (current)

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

Member, American Association for the Advancement of Science (2004)

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

TIAA-CREF Institute Fellow (2005-06)

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:

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.

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

Visible Hands: Labor Institutions in the Economy (Clarendon Lectures, Oxford University Press, forthcoming 2006)

The Labor Market Comes to China (forthcoming 2006).

What Do Unions Do to the European Welfare States? with Agar Brugiavini, Bernhard Ebbinghaus, Pietro Garibaldi, Bertil Holmund, 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?*."

What Workers Want, with Joel Rogers. (NY: Cornell University Press, 1999). Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 1999*, Princeton University Industrial Relations Section.

The New : 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, Basic Books (1984). Japanese translation (1986), French translation (1987), Management Association Prize Book, 1985.

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

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 21st Century, with Joni Hersch and Lawrence Mishel (eds) (Chicago: Univ of Chicago Press for NBER, CEP and IFS, 2004).

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 Välfärdsstat 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:

What Workers Say: Employee Voice in the Anglo-American World w/ Peter Boxall and Peter Haynes. Cornell University Press (forthcoming 2006).

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.

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.

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.

I. TRADE UNIONISM AND WORKPLACE REPRESENTATION

“What Do Unions Do? The 2004 M-Brane Stringtwister Edition,” in Journal of Labor Research: Symposium What Do Unions Do? A Twenty-Year Perspective, 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). NBER WP #6750 (October 1998) under title “The Last American Shoe Manufacturers: Changing the Method of Pay to Survive Foreign Competition”.

“Future Unionism Today: How Union Reps Use the Web,” with Marit Rehavi, mimeo in process, London School of Economics.

“Does Voluntary Job Changing Improve Work Satisfaction?” with Wei Chi and Morris Kleiner. To be 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 (forthcoming, 2005)

The following are chapters in What Workers Say: Employee Voice in the Anglo-American World, with Peter Boxall and Peter Haynes (eds). (forthcoming, Cornell University Press, 2006).

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

“Can Unions Close the Unfilled Demand for Representation and Participation in the US?”

“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 56th 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 21st Century (University of Texas at Austin, LBJ School of Public Affairs, 2004) pp 75-110. Presented at the Conference on *The Future of Organized Labor: Restoring the Balance in a Market Economy*, Hosted by the Ray Marshall Center Texas, Washington DC April 22-23, 2003.

“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.

“The Road to Union Renaissance in the U.S.,” Chapter 1 in Phanindra V. Wunnava (ed) Changing Role of Unions: New Forms of Representation (ME Sharpe, 2004), pp 3-21. First presented as “Redefining Unionization in the US: How the Internet Makes Minority Unionism Viable,” at the 23rd *Annual Economics conference - The Changing Role of Unions*, Middlebury College, April 13-14, 2002.

“Young Workers and Trade Unions,” with Wayne J. Diamond. Chap 3 in H. Gospel and S. Wood (Eds) Representing Workers: Union Recognition and Membership in Britain Leverhulme Trade Union Volume, (Routledge, UK: 2003).

“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>

“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 2nd edition, 2002 1st 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, 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; 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.

"Worker Representation and Participation Survey: First Report of Findings," with Joel Rogers. December, 1994.

"Through Public Sector Eyes: Employee Attitudes toward Public Sector Labor Relations in the U.S.", in Dale Belman, Morley Gunderson and Douglas Hyatt (eds), Public Sector Employment Relations in a Time of Transition (IRRA Volume, 1997).

"Relational Investing: The Worker's Perspective," with Edward P. Lazear. In Ronald Gilson, John C. Coffee, Louis Lowenstein (eds) Meaningful Relationships: Institutional Investors, Relational Investing, and the Future of Corporate Governance? (NY: Oxford University Press, 1997). Also published as NBER Working Paper #5436, January 1996.

"An Economic Analysis of Works Councils", with Edward P. Lazear, in Joel Rogers and Wolfgang Streeck (eds) Works Councils: Consultation, Representation, Cooperation. (University of Chicago Press for NBER, 1995), pp 27-50. Summary reprinted in The Changing Nature of Work, Vol 4 in the series *Frontier Issues in Economic Thought*, Robert Reich (intro) (Covelo, CA: Island Press: 1998 and Cd-Rom 2004).), and in Chapter 10:b of Foundations of Labor and Employment Law eds Samuel Estreicher and Stewart J. Schwab (Foundation Press 2000), pg 360-364.

"Will the Union Phoenix Rise Again... in the U.K. or the U.S.?" Scottish Journal of Political Economy 42:3 (1995) pp 347-62.

"H.G. Lewis and the Study of Union Wage Effects," Journal of Labor Economics Vol 12:1 (January, 1994) pp 143-49.

"Who Speaks for Us? Employee Representation in a Non-Union Labor Market", with Joel Rogers, in Morris Kleiner and Bruce Kaufman (eds) Employee Representation: Alternatives and Future Directions (volume selected as "Noteworthy Book in Industrial Relations and Labor Economics", 1993) (Madison, WI: Industrial Relations Research Association, 1993).

"Do Unions Make Enterprises Insolvent?", with Morris Kleiner. NBER Working Paper 4797, July 1994.

"American Exceptionalism in the Labor Market: Union/Nonunion Differentials in the United States and Other Countries" in Clark Kerr and Paul D. Staudohar Labor Economics and Industrial Relations: Markets and Institutions (Cambridge: Harvard University Press, 1994).

"A New New Deal for Labor", with Joel Rogers. New York Times Op-Ed, March 10, 1993.

"How Much Has De-Unionisation Contributed to the Rise in Male Earnings Inequality?", NBER WP#3826, 8/91; Chapter 4 in Sheldon Danziger and Peter Gottschalk (eds) Uneven Tides (NY: Sage Press, 1992) pp 133-163.

"Unionism in the U.S. and Other OECD Countries" with David G. Blanchflower, Industrial Relations Vol 31:1 (Winter 1992) pp 56-79 and Chapter 4 in Mario F. Bognanno and Morris M. Kleiner (eds) Labor Market Institutions and the Future Role of Unions (Cambridge, MA: Blackwell Pub, 1992). First published as "Going Different Ways: Unionism in the US and Other OECD Countries", prize-winning essay for Minnesota Industrial Relations Conference; NBER Working Paper #3342.

"The Fall in Private Pension Coverage in the U.S." with David E. Bloom, NBER WP #3973, 1/1992; American Economic Review Vol 82:2 (May 1992) pp 539-545, reprinted as Chapter 4 in Pension Coverage Issues for the '90s edited by Richard P. Hinz, John A. Turner, and Phyllis A. Fernandez. (Washington, DC: US Govt Printing Office, 1994).

"Employee Councils, Worker Participation, and Other Squishy Stuff," Proceedings of the 43rd Annual IRRA Mtgs, Washington DC, 1991.

"Is Declining Unionization of the U.S. Good, Bad or Irrelevant" in Lawrence Mishel and Paula B. Voos (eds) Unions and Economic Competitiveness (Armonk, NY: M.E.Sharpe, 1992).

"The Impact of Industrial Labor Legislation on Union Density in the U.K., 1945-1986", with Jeffrey Pelletier, British Journal of Industrial Relations 28:2, July 1990.

"Crumbling Pillar? Declining Union Density in Japan" with Marcus Rebeck, in Journal of the Japanese and International Economies, 1990, pp 578-605; and printed in Japanese in Nihon Rodo Kyokai Zassi. 1989. Also reprinted in Peter Dryer and Luke Gowers (eds) Labour Markets (Part 2:Vol 2 of the Series The Japanese Economy (or Vol:6 of the entire series). London: Routledge, 1999 (forthcoming).

"Employer Behavior in the Face of Union Organizing Drives", with Morris Kleiner, Industrial and Labor Relations Review 43:4 (April, 1990), pp 351-365.

"The Impact of New Unionization on Wages and Working Conditions: A Longitudinal Study of Establishments Under NLRB Elections", with Morris Kleiner, Journal of Labor Economics 8:1, Part 2, pp. S8-S25, (January 1990), and NBER WP#2563, April 1988.

"The Changing Status of Unionism Around the World", in Wei-Chiao Huang (ed) Organized Labor at the Crossroads (Michigan: Upjohn Institute for Employment Research, 1989).

"What Does the Future Hold for U.S. Unionism", Conference Proceedings of the 1st Industrial Relations Congress of the Americas: Relations Industrielles 44(1), p 25-43, 1989; revised and published in The Challenge of Restructuring: North American Labor Movements Respond, Jane Jenson and Rianne Mahon (eds) (Philadelphia: Temple Univ Press 1992).

"Collective Bargaining Laws & Threat Effects of Unionism in Determination of Police Compensation," with B. Ichniowski and H. Lauer, Journal of Labor Economics 1989. NBER WP #1578, March 1985.

"Union Density and Economic Performance, An Analysis of U.S. States," European Economic Review 32(1988): 707-716.

"Contraction and Expansion: The Divergence of Private and Public Sector Unionism in the United States", Journal of Economic Perspectives. Spring 1988, 2(2): 63-68. Reprinted in Samuel Estreicher and Stewart Schwab (eds) Foundations of Labor and Employment Law (NY: Oxford University Press, 2000).

The following are chapters in When Public Sector Workers Unionize (University of Chicago Press for NBER, 1988).

"The Public Sector Look of American Unionism", with Casey Ichniowski.

"The Effects of Public Sector Labor Laws on Labor Market Institutions and Outcomes", with Robert Valletta. pp 81-106.

"Collective Organization of Labor in the Public Sector", with Casey Ichniowski and Jeffrey Zax.

"The NBER Public Sector Collective Bargaining Law Data Set", with Robert Valletta.

"Union Maids: Unions and the Female Workforce," with Jonathan Leonard, in Gender in the Workplace (ed C. Brown and J. Pechman) Brookings Institution 1987, and NBER WP#1652, June 1985.

"Union Organizing Drive Outcomes from NLRB Elections During a Period of Economic Concessions", with Morris Kleiner. IRRA 39th Annual Proceedings.

"Effects of Unions on the Economy," in Seymour Martin Lipset, ed. Unions in Transition: Entering the Second Century. (San Francisco, ICS Press: 1986).

"The Effect of the Union Wage Differential on Management Opposition and Union Organizing Success" American Economic Review: AEA Papers and Proceedings May 1986, 76(2): 92-96.

"In Search of Union Wage Concession in Standard Data Sets," Industrial Relations 1986.

"Unionism and Protective Labor Legislation", IRRA 39th Annual Proceedings 1986.

"Unionization in Troubled Times", New Management Winter 1986.

"Unionism Comes to the Public Sector," Journal of Economic Literature Vol 24 (March 1986): 41-86, NBER Reprint #717. Reprinted in The Economics of Labor Unions (Alison Booth, ed), part of the series The International Library of Critical Writings in Economics (series editor: Mark Blaug) (Cheltenham, UK: Edward Elgar, 2001)

"Why Are Unions Faring Poorly in NLRB Representation Elections?" in Tom Kochan (ed), Challenges And Choices Facing American Labor (Cambridge: MIT Press, 1985).

"Looking at Labor Unions: A Current Portrait", with J. Medoff, Dialogue February 1985, 68: 25-31.

"Unionism, Price-Cost Margins, and the Return to Capital" NBER Working Paper No. 1164 (July 1983).

"Unions, Pensions, and Union Pension Funds," in D. Wise (ed.), Pensions, Labor, and Individual Choice (University of Chicago Press for NBER, 1985).

"Trade Unions and Productivity: Some New Evidence on an Old Issue," with J. Medoff, Annals of the American Academy May 1984.

"A New Portrait of U.S. Unionism", with J. Medoff, Entrepreneurial Economy June 1984, 2(12): 2-4.

"Longitudinal Analysis of the Effect of Trade Unions," Journal of Labor Economics 1984, 2(1): 1-26; reprinted in Piero Tedeschi (ed) Economic Models of Trade Unions (London: Chapman and Hall, 1992). Also reprinted in The Economics of Labor Unions (ed Alison Booth) in the series The International Library of Critical Writing in Economics (Mark Blaug, series editor) (UK: Edward Elgar 2001); and in Jacqueline Scott and Yu Xie (eds) Quantitative Social Science, part of the SAGE Benchmarks in Social Research Methods series (Sage, 2005).

"The Impact of Collective Bargaining: Can the New Facts Be Explained by Monopoly Unionism?" with J. Medoff, in Research in Labor Economics J. Reid,(ed), (JAI Press, 1984). HIER Discussion Paper #886, February 1982.

"Union Wage Practices and Wage Dispersion Within Establishments," Industrial and Labor Relations Review October 1982, 36(1): 3-21. HIER Paper #847, Sept. 1981.

"The Impact of Collective Bargaining: Illusion or Reality?" with J. Medoff, in J. Stieber, R.B. McKersie, D.Q. Mills, (eds.), U.S. Industrial Relations 1950-1980: A Critical Assessment (Madison, WI: Industrial Relations Research Association, 1982).

"The Impact of the Percentage Organized on Union and Nonunion Wages," with J. Medoff, Review of Economics and Statistics LXIII:4, p 561-572, November 1981.

"The Effect of Trade Unionism on Fringe Benefits," Industrial Labor Relations Review July 1981, 34(4): 489-509.

"Unionism and the Dispersion of Wages," Industrial Labor Relations Review October 1980, 34(1): 3-23. Reprinted in Income Distribution Vol II, Part IV, Michael Sattinger (ed) (Edward Elgar 2000).

"The Exit-Voice Tradeoff in the Labor Market: Unionism, Job Tenure, Quits, and Separations," Quarterly Journal of Economics June 1980, pp 643-673. Summary reprinted in The Changing Nature of Work, Vol 4 in the series *Frontier Issues in Economic Thought*, Robert Reich (intro) (Island Press: 1998).

"The Effect of Unionism of Worker Attachment to Firms," Journal of Labor Research Spring 1980 (Winner, Trade Union Essay Prize Contest); NBER Reprint #73.

"The Two Faces of Unionism," with J. Medoff, Public Interest, Fall 1979, reprinted in Revue Economique May 1980 as "Le Syndicalisme a deux Visages." Reprinted in Spanish in Teoria Economica y Analisis Empirico de los Sindicatos A. Alba (ed) (Ministerio de Trabajo y Seguridad Social, Spain); in Japanese in Trends 1980/8; portions reprinted in Labor Relations: Law, Practice & Policy, second edition, G. Getman and J.D. Blackburn (eds.) (Foundation Press), and in Chapter 2:c of

Foundations of Labor and Employment Law eds Samuel Estreicher and Stewart J. Schwab (Foundation Press 2000), pgs 69-74.
Also reprinted in Henderson (ed) Labor Law, Cases and Comment (Foundation Press, 2000).

"Why Do Unions Increase Job Tenure?" H.I.E.R. Discussion Paper #723, October 1979.

"New Estimates of Private Sector Unionism in the U.S.," with J. Medoff, Industrial and Labor Relations Review Jan 1979, 32(2): 143-74.

"Productivity and Industrial Relations: The Case of U.S. Bituminous Coal," with M. Connerton and J.L. Medoff. December 1979, unpublished.

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