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KATE BRONFENBRENNER

2009

Professional Address

Director of Labor Education Research
New York State School of Industrial and Labor Relations
356 ILR Research Building
Cornell University
Ithaca, New York 14853
Telephone: 607-255-7581 Mobile: 607-229-5556
Fax: 607-255-0245
E-mail: klb23@cornell.edu

Areas of Specialization

Research and teaching in the areas of Global Corporate Restructuring and Capital Mobility, Union Organizing, Global Unions, Collective Bargaining Theory and Practice, Contract Administration, Work and Occupations, Strategic Corporate Research, Research Methods, Trade Policy, Labor Law, Labor History, Contingent Workers, Gender, Race, and Labor, Contemporary Labor Issues, and Leadership Development. Research competency in survey research, multivariate data analysis, qualitative analysis, strategic corporate research, and computer skills.

Education

Ph.D. in Labor and Industrial Relations. Major subject Collective Bargaining, Labor Law and Labor History; Minor subjects Women's Studies/Women's Labor History and Urban and Regional Theory. Cornell University, College of Industrial and Labor Relations, January 1993.

BA Magna Cum Laude with Distinction in all Subjects, Major: Sociology. Cornell University, September, 1976.

Related Work Experience

- 2005 to present Director of Labor Education Research/Senior Lecturer for Cornell ILR's Extension Department, responsible for teaching resident side undergraduate and graduate credit courses in collective bargaining, research methods, organizing, contract administration, work and occupations, writing, and strategic corporate research as well as conducting research and providing research training for students in the areas of union and employer organizing and bargaining strategies in the global economy and global corporate restructuring, trade policy and capital mobility.
- 1993 to 2005 Director of Labor Education Research for New York State School of Industrial and Labor Relations Extension Division, Cornell University, as above.
- 1995 to present Adjunct Faculty Member and Internship Supervisor for the University of Massachusetts--Amherst Masters Degree Program in Union Leadership and Administration, a limited residency masters degree program for local and national union leaders, where I teach required courses in organizing and bargaining theory and practice.
- 1991-1993 Labor education coordinator and assistant professor for the Department of Labor Studies and Industrial Relations, Penn State University, responsible for coordinating and teaching labor education programs for unions in Western Pennsylvania.
- 1986-1991 Adjunct instructor for Cornell ILR Extension credit and non-credit labor courses including Contract Campaigns, Contract Administration, Contemporary Labor Issues, Unions and the Contingent Workforce, Health and Safety of VDT's, Labor and the Media, Mobilizing the Rank and File, Grievance Handling, Strikes and Strike Alternatives, Organizing Women Workers, Bargaining for Family Issues, and Communication for Organizers.

Related Work Experience, continued

- 1987-1988 Teaching assistant in Labor History, and research assistant in the areas of associational membership, unionization of the contingent workforce and industrial relations in the health care industry for Cornell ILR.
- 1981-1986 Business agent and union representative for SEIU Local 285, Boston, Massachusetts. Responsibilities included contract negotiations, organizing, grievance and arbitration handling, legislative lobbying, research, and member and leadership education and development for a jurisdiction of 1200 public sector and health care workers in the Boston area.
- 1981 SEIU International organizer in campaign for 7000 Connecticut state clerical workers.
- 1980-1981 Union organizer responsible for local organizing, statewide leadership development and the establishment of a worker owned and managed credit union for the United Woodcutters Association, an organization of 1000 pulp-woodcutters from across rural Mississippi.
- 1978-1979 Director of Welfare Rights and Food Advocacy Project, North Community Service Center, Seattle, WA, responsible for welfare rights organizing and advocacy, fund raising, and staff training and supervision.

Publications

- 2009 "No Hold Barred: The Intensification of Employer Opposition to Organizing" Economic Policy Institute Briefing Paper No. 235, May 20, 2009.
- "Re-establishing a Workers' Rights Agenda" (with Dorian Warren) in Mandate for Change: Policies and Leadership for 2009 and Beyond. Chester W. Hartman, ed. Lanham, MD: Lexington Press.
- 2008 "The Experience of Organizing in the Context of the Global Economy" in The State of the Unions: Challenges Facing Organized Labour in Ireland. Tim Hastings, ed. Dublin: The Liffey Press.
- 2007 "Introduction" and "Conclusion" in Global Unions: Challenging transnational capital through cross-border campaigns. Editor. Ithaca, N.Y.: ILR Press
- Global Unions: Challenging transnational capital through cross-border campaigns. Editor. Ithaca, N.Y.: ILR Press.
- "Race, Gender, and the Rebirth of Trade Unionism" (with Dorian T. Warren) In New Labor Forum, Volume 16, Issue 3 & 4 June 2007, pages 142 - 148
- "Capital Mobility and Job Loss in Massachusetts: A Look at Production Shifts and Outsourcing" (with Stephanie Luce). In The Future of Work in Massachusetts. Tom Juravich, ed. Amherst: University of Massachusetts Press.
- 2006 "Comprehensive Strategy: The Key to Successful Organizing" in The State of the Union Report. Ohio Education Association. November, 2006.
- "Significant Victories" (with Tom Juravich and Robert Hickey). In Justice on the Job: Perspectives on the Erosion of Collective Bargaining in the United States. Richard N. Block, Sheldon Friedman, Michelle Kaminski, and Andy Levin, eds. Kalamazoo: W.E. Upjohn Institute for Employment Research, 2006.
- 2005 "Organizing Women: The Nature and Process of Union Organizing Efforts among US Women Workers since the mid-1990s." Work and Occupations, Vol. 32, No. 4, November 2005.
- "What Is Labor's True Purpose? The Implications of SEIU's Unite to Win Proposals for Organizing." New Labor Forum. Vol. 14, No. 2: 19–26, Summer 2005.

Publications, continued

- Transcribed remarks, in “New Unity for Labor?” (Ruth Milkman and Kim Voss). Labor Studies in Working-Class History of the Americas. Vol. 2, No. 1, Spring 2005.
- “2004 UALE Conference Papers.” Guest editor with Tom Juravich. Labor Studies Journal. Vol. 30, No. 1, Spring 2005.
- “Introduction: Bringing the Study of Work Back to Labor Studies” (with Tom Juravich). In 2004 UALE Conference Papers. Labor Studies Journal, Vol 30, No. 1, Spring 2005.
- “Union Organizing among Professional Women Workers.” A research study commissioned by the department for professional employees, AFL-CIO and presented at the DPE Conference on Organizing Professionals in the 21st Century, Crystal City, Virginia, March 14-16, 2005.
- 2004 “The Changing Nature of Corporate Global Restructuring: The Impact of Production Shifts on Jobs in the US, China, and Around the Globe” (with Stephanie Luce). Submitted to the US-China Economic and Security Review Commission, October 14, 2004.
- “Offshoring: The Evolving Profile of Corporate Global Restructuring.” Multinational Monitor. Vol. 25, No. 12, December 2004.
- “Changing to Organize: A National Assessment of Union Organizing Strategies,” (with Robert Hickey) Rebuilding Labor: Organizing and Organizers in the New Union Movement. Ruth Milkman and Kim Voss eds. Ithaca, N.Y.: Cornell University Press/ILR Press, 2004.
- New York State AFL-CIO and ILR Labor Program Needs Assessment Survey: Summary Report. Ithaca, NY: Office of Labor Education Research, 2004.
- 2003 “The State of Organizing in California: Challenges and Possibilities.” (with Rob Hickey). The State of California Labor: 2003. Ruth Milkman, ed. Berkeley, CA: University of California Press, 2003.
- Blueprint for Change: A National Assessment of Winning Union Organizing Strategies. (with Rob Hickey). Ithaca, N.Y.: Cornell Office of Labor Education Research, 2003.
- “Declining Unionization, Rising Inequality: an Interview with Kate Bronfenbrenner.” Multinational Monitor. Vol. 24 No. 5. May 2003, pp.21-24.
- “Out of the Ashes: The Steelworkers’ Global Campaign at Bridgestone/Firestone.” (with Tom Juravich). Multinational Companies and Global Human Resource Strategies, ed. William N. Cooke. Westport CT: Quorum Books. 2003
- 2002 Overcoming the Challenges to Organizing in Manufacturing. (with Rob Hickey). Report submitted to the AFL-CIO, December 6, 2002.
- “The American Labor Movement and The Resurgence in Union Organizing.” Chapter in Trade Union Renewal and Organizing: A Comparative Study of Trade Union Movements in Five Countries, Peter Fairbrother and Charlotte Yates eds. London: Cassell Academic/Mansell Imprint. 2002.
- 2001 “Changing to Organize.” The Nation. Vol. 273, No. 7, September 13, 2001.
- “The Evolution of Strategic and Coordinated Bargaining Campaigns in the 1990s: The Steelworkers’ Experience.” Chapter in Rekindling the Movement: Labor’s Quest for Relevance in the 21st Century Lowell Turner, Harry C. Katz, and Richard W. Hurd eds.
- “Impact of U.S.-China Trade Relations on Workers, Wages, and Employment: Pilot Study Report.” Commissioned research paper submitted to the U.S. Trade Deficit Review Commission. June 30, 2001.

Publications, continued

- “Uneasy Terrain: The Impact of Capital Mobility on Workers, Wages, and Union Organizing. Part II: First Contract Supplement.” Submitted to the U.S. Trade Deficit Review Commission, June 1, 2001.
- “What do Workers Want: Reflections on the Implications of the Freeman and Rogers Study.” University of Pennsylvania Journal of Labor and Employment Law. 2000 Symposium Issue. Volume 3.3, Spring 2001.
- 2000 “Raw Power: Plant-Closing Threats and the Threat to Union Organizing.” Multinational Monitor, December 2000.
- “Uneasy Terrain: The Impact of Capital Mobility on Workers, Wages, and Union Organizing.” Submitted to the U.S. Trade Deficit Review Commission. September 6, 2000.
- “Testimony submitted to the AFL-CIO Consultation Towards a New Policy in Catholic Healthcare Institutions.” April 1, 2000.
- “Foreword” The Killing of Karen Silkwood. Richard Rashke. Ithaca N.Y.: Cornell University Press/ILR Press. April 2000.
- “Health and Safety at National Steel: Preliminary Results, USWA/National Steel Health and Safety Survey.” February 21, 2000.
- 1999 “Steelworkers’ Victory at Ravenswood: Picket Line Around the World.” (with Tom Juravich). WorkingUSA. July/August 1999. pp. 53-65.
- “Locked Out but Holding Together in Ravenswood.” (with Tom Juravich). WorkingUSA. May/June 1999. pp. 8-24.
- Ravenswood: The Steelworkers’ Victory and the Revival of American Labor (with Tom Juravich). Ithaca, N.Y.: Cornell University Press/ILR Press, 1999.
- “Organizing for Keeps: Building a Twenty-first Century Labor Movement. Introduction to the Special Conference Issue.” Guest Editor. Labor Studies Journal. Vol. 24, No. 1, Spring. pp. 3-6.
- 1998 “We’ll Close” Southern Exposure Vol. XXVI, No. 2 &3, Summer 1998. pp. 50-54.
- “Workplace Change and the New Labor Movement.” Editor with Jim Rundle in New Labor Forum, Vol 2, Spring 1998.
- “Lifting as They Climb: The Promise and Potential of Organizing Women Workers.” Report commissioned by the Working Women’s Department of the AFL-CIO. Washington, DC, March, 1998.
- “New York State AFL-CIO Organizing Education Program,” in Working Together to Revitalize Labor in our Communities: Case Studies of Labor Education-Central Labor Body Collaboration, Jill Kriesky, ed., Orono, ME: UCLEA/University of Maine, 1998.
- “Reversing the Tide of Organizing Decline: Lessons from the U.S. Experience.” New Zealand Journal of Industrial Relations, Volume 23, No. 2, June 1998.
- Organizing to Win: New Research on Union Strategies. Editor (with Sheldon Friedman, Richard Hurd, Rudy Oswald, and Ron Seeber). Ithaca, N.Y.: ILR Press, January, 1998.
- “It Takes More than Housecalls: Organizing to Win with a Comprehensive Union-Building Strategy” (with Tom Juravich). Organizing to Win. Kate Bronfenbrenner, Sheldon Friedman, Richard Hurd, Rudy Oswald, and Ron Seeber, eds. Ithaca, N.Y.: ILR Press, January, 1998.

Publications, continued

- "Preparing for the Worst: Organizing and Staying Organized in a Changing Public Sector Climate" (with Tom Juravich). Organizing to Win. Kate Bronfenbrenner, Sheldon Friedman, Richard Hurd, Rudy Oswald, and Ron Seeber, eds. Ithaca, N.Y.: ILR Press, January, 1998.
- 1997 "Organizing in the NAFTA Environment." New Labor Forum, Vol 1(1), Fall, 1997, pp. 50-60.
- "Worker Turnover and Part-Time Employment at UPS." Report commissioned by International Brotherhood of Teamsters, June, 1997.
- "The Effect of Plant Closings and the Threat of Plant Closings on Worker Rights to Organize" Supplement to Plant Closings and Workers Rights: A Report to the Council of Ministers by the Secretariat of the Commission for Labor Cooperation, Dallas, TX, Bernan Press: June, 1997.
- "We'll Close! Plant Closings, Plant-closing Threats, Union Organizing and NAFTA." Multinational Monitor. Vol. 18 (3). March 1997.
- "The Role of Union Strategies in NLRB Certification Elections." Industrial and Labor Relations Review, Vol 50, No. 2, January, 1997.
- 1996 "Lasting Victories: Successful Union Strategies for Winning First Contracts." Proceedings of the Forty-Ninth Annual Meetings (San Francisco, January 5-7, 1996). Madison, WI: IRRRA, 1996.
- 1995 "Staying Union: The Dynamics of Union Success in Public Sector Decertification Campaigns." Washington, DC: AFL-CIO.
- "Union Tactics Matter: The Impact of Union Tactics on Certification Elections, First Contracts, and Membership Rates," Silver Spring, MD: Institute for the Study of Labor Organizations Working Paper.
- Union Organizing in the Public Sector: An Analysis of State and Local Elections (with Tom Juravich). Ithaca, N.Y.: ILR Press, 1995.
- Review of When Strikes Make Sense--and Why: Lessons from the Third Republic Coal Miners by Samuel Cohn. Work and Occupations, vol. 22, no. 2, 234-5. May, 1995.
- "The Impact of Employer Opposition on Union Certification Win Rates: A Private/Public Sector Comparison" (with Tom Juravich). Washington, D.C.: Economic Policy Institute, Working Paper No. 113. February, 1995.
- "The Premature Obituary." IRRRA Dialogues, 1-4. February, 1995.
- "Obits for Labor Unions are Premature." Viewpoint piece in Newsday. January 12, 1995.
- 1994 The USWA Victory at Ravenswood (with Tom Juravich). Report to the United Steelworkers of America, April, 1994.
- "Unions and the Contingent Workforce." The Labor Law Rights of Contingent Workers: Organization and Representation Issues. Kate Bronfenbrenner and Virginia L. duRivage. Department of Labor Studies and Industrial Relations, Pennsylvania State University, 1994.
- "Employer Behavior in Certification Elections and First Contracts: Implications for Labor Law Reform." Restoring the Promise of American Labor Law. Sheldon Friedman, Richard Hurd, Rudy Oswald and Ronald Seeber editors. Ithaca N.Y.: ILR Press, 75-89, 1994.
- "Seeds of Resurgence: The Promise of Organizing in the Public and Private Sectors" (with Tom Juravich). Working Paper, Institute for the Study of Labor Organizations. Washington, DC, 1994.

Publications, continued

- 1993 Professional Workers and Unions (with Tom Juravich and Nancy DellaMattera). Revised and updated edition, Washington D.C.: AFL-CIO Department of Professional Employees, October, 1993.
- "Seeds of Resurgence: Successful Union Strategies for Winning Certification Elections and First Contract Campaigns in the 1980's and Beyond." Ph.D. Dissertation. Cornell University. January, 1993.
- 1991 Successful Union Strategies for Winning Certification Elections and First Contracts: Report to Participants, Part 1: Organizing Survey Results. Reprinted by Department of Labor Studies and Industrial Relations, Penn State University. University Park: 1991.
- Successful Union Strategies for Winning Certification Elections and First Contracts: Report to Participants, Part 2: First Contract Survey Results. Reprinted by Department of Labor Studies and Industrial Relations, Penn State University. University Park, 1991.
- "Review of Academic Research on Union Organizing: Results for AFL-CIO Organizing Survey and Expanded Sample; Case Studies of Union Organizing and First Contract Campaigns; Research on First Contract Campaigns, and Findings from Published Academic Research on Union Organizing," Chapters V-IX in the Cornell University/IBEW Industrial Project: Research Report. (Ithaca, N.Y.: New York State School of Industrial and Labor Relations). April, 1992. pp. 54-127.
- 1990 "California Farmworker Strikes ,1933," "Imperial Valley Strike, 1930," "Imperial Valley Strike, 1934," "Pea Pickers Strike, 1932" and "Vacaville Tree Pruners Strike, 1932" in Labor Conflict in the United States: An Encyclopedia, ed. Ronald L. Filippelli. (N.Y: Garland Press) September. 1990.
- 1988 "Unions and the Contingent Workforce," Interface, November 1988, p.1-2.

Presentations

- 2009 Closing Plenary Speaker. Left Forum. New York, NY. April 19, 2009.
Presentation at "Global Unions" panel. Left Forum. New York, NY. April 19, 2009.
- "A National Survey of Organizing" presentation at "Lessons of New Research for the Coming Debate Over Labor Law" panel Labor and Employment Relations Association annual meeting. San Francisco, CA. January 4, 2009.
- 2008 "Increasing Union Density" speech on "Where Should We Go from Here" panel at "The Future of Low Wage Work in Metropolitan America" Center for Urban Research at the City University of New York Graduate Center. New York, NY. October 11, 2008.
- "Global Unions: Challenging Trans-national Capital Through Cross-Border Campaigns" Book talk. University of California, Los Angeles. Los Angeles, CA. June 2, 2008.
- "Global Unions: Innovative Strategies from Cross-Border Labor Campaigns" Talk and panel discussion Center for Labor Education and Research, University of California, Berkeley. May 29, 2008.
- "US Experience of Organizing in the Context of the Global Economy" presentation at the "Unions in the Twenty-First Century: Retreat or Renewal" conference at the National College of Ireland, Dublin, April 9 2009.
- "The Impasse in Unions and Union Organizing." Panel presentation at Left Forum Conference, Cooper Union. NY, NY. March 10, 2008.
- 2007 "Global Companies, Global Unions, Global Research, Global Campaigns." Presentation on book release. American Bar Association International Conference. London. England. October 5 2007

Presentations, continued

- "US Labor movement and Labor Law Reform in 2007: Myths, Challenges, and Possibilities" Panel presentation at CRIMT Conference in Montreal Quebec May 25, 2007.
- "Trends in Organizing Women Workers: What the Data Show." Opening panel speaker at Cornell ILR Sisters on the Frontline Organizing Conference, NY., NY. March 13, 2007
- Somebody's winning and nobody's paying attention: The hidden promise and challenge of disproportionately higher organizing gains among low-wage women of color since the mid-1980s" Paper presented at panel on Organizing Low Wage Workers—Successes and Failures. Left Forum Conference, New York, NY. March 10, 2007.
- "Changing Demographics and the Impact on Labor." 2007 National Labor Management Healthcare Strategies Conference. "360 degree view of organized labor." Hollywood, Florida. February 23, 2007.
- 2006 "Organizing and Bargaining in a Global Context" Speech given at Faculty Seminar as Ontario Law Foundation Visitor for School Year 2006-2007, Queens University Law School, Kingston Ontario, CA. November 26, 2007.
- "Holding the Fort and Conquering New Ground: Union Organizing and Renewal in the 21st Century - Panel Discussion." Speaker, with Jim Stanford (Canadian Auto Workers), Chris Schenk (Ontario Federation of Labour), Felice Martinello (Brock University) and Charlotte Yates McMaster University). 2006 University of Toronto and Queen's University MIR/MIRHR Student Exchange, March 24, 2006.
- "Global Unions, Global Companies, and Cross Border Campaigns: The Vision, Opportunities, and Challenges Raised by the Global Union Conference 2006." 24th Annual Sefton Lecture, Centre for Industrial Relations and Human Resources, University of Toronto, March 23, 2006.
- Opening plenary address and chair of opening plenary. Global Companies - Global Unions; Global Research - Global Campaigns: An International Conference. New York, NY, February 9, 2006.
- "Global, national and local responses to Walmart: barriers to union organizing and global union strategies." Conference on Walmart race and gender. Local controversies, global processes. Center for Gender Studies and the Center for race, politics and culture, University of Chicago, January 21, 2006.
- 2005 "Organizing women: Strategies for Winning." 30th Annual Northeast Regional Summer School for Union Women, Cornell University, August 7-12, 2005.
- "Swimming against the global riptide: Women, union organizing, and globalization " The Ray Smith Symposium 2005: Seeking Gender Justice Beyond the Beijing Conference, Syracuse University, Syracuse, NY, September 18, 2005.
- "Women organizing in the global economy." Keynote Address. LIUNA Minority Advancement/Leadership Conference, New York, NY, September 19, 2005.
- "Union Organizing among Professional Women Workers." Presented at the DPE Conference on Organizing Professionals in the 21st Century, Crystal City, Virginia, March 14-16, 2005.
- "Capital Mobility and Job Loss in Massachusetts: A Look at Production Shifts and Outsourcing." (with Stephanie Luce). Presented at The Future of Work in Massachusetts: A Statewide Conference, University of Massachusetts, Boston, April 28, 2005.
- 2004 "Does Union Density Matter?" Presented at Labor at the Crossroads Forum, Queens College, New York, December 3-4, 2004.

Presentations, continued

- “Union Renewal in Practice.” Plenary Session at the Colloquium on Union Renewal (With Larry Haiven, Christian Lévesque, and Charlotte Yates), CRIMT, Montreal, November 18-20, 2004.
- “A National Assessment of Winning Union Organizing Strategies.” Keynote address at the CSEA Organizer and Continuing Legal Education Training, New York Law School, New York, NY, May 14, 2004.
- “Organizing for Change in the US.” Presented to the ACTU, Next Steps for Change Education Conference, Silver Springs, MD, May 10, 2004.
- “Organizing the Labor Movement: Structure, Substance, and Style.” Panelist at the 2004 Metro NY Labor Communications Council Convention. New York, NY, May 7, 2004.
- “Global Companies, Global Unions, Global Campaigns.” Guest speaker in International Studies in Planning Spring Seminar Series, Cornell University, Ithaca, NY, March 19, 2004.
- “Organizing Women and the Legacy of 925.” Keynote address at the 925 Legacy Conference, George Meany Center, Silver Springs, MC, February 7, 2004.
- 2003 “Organizing Women: The Nature and Process of Union Organizing Efforts among US Women Workers since the mid-1990s.” Paper presented at the Cornell ILR Conference on Women and Unions, Ithaca, NY, November 22, 2003.
- “Future of the Labor Movement.” Panelist in a three session labor forum series in Berkeley and Los Angeles sponsored by the University of California Institute for Labor and Employment, October 29-30, 2003.
- “Testimony before the Academic Labor Board regarding Yale University’s anti-union campaign,” New Haven, CT.
- “Organizing Fundamentals.” Presentation to the AFL-CIO Organizing Directors Meeting, AFL-CIO Executive Council, Chicago, IL. August 4, 2003.
- “The challenge of union organizing in the United States.” Presentation to the Danish-American Trade Union Meeting on LEGO, Goodwin Hotel, Hartford, Connecticut, June 30, 2003.
- “Testimony before the Briefing on the Impact of Free Trade on America’s Working Poor” Congressional Progressive Caucus. Washington, D.C., June 12, 2003.
- “Overcoming the Challenges to Organizing in Manufacturing.” AFL-CIO/UALE 2003 Education Conference. Miami, Fl. April 10, 2003.
- 2002 “Significant victories: The Practice and Promise of First Contracts in the Public and Private Sectors.” (with Tom Juravich and Rob Hickey). AFL-CIO/Michigan State University Conference on Worker Rights, Lansing, Michigan. October 11-12, 2002
- “The Challenge and Promise of Organizing in New York State: 2002 Update.” New York State AFL-CIO Statewide Video Conference on Winning Union Organizing Strategies. March 1, 2002.
- “Organizing Women Workers in the Global Economy.” Institute for Women’s Policy Research Conference. Washington, D.C. June 8, 2001.
- “Uneasy Terrain, Impact of Capital Mobility on Workers, Wages, and Union Organizing.” Presented at the Future of Unions Conference. Quebec City, Quebec. May 26, 2001.

- “Testimony before the New Haven Board of Aldermen Hearing on Card Check Neutrality at Yale University and Yale Hospital.” New Haven, CT. May 17, 2001.
- “Testimony before the Technical Briefing on Business, Trade, and Economic Issues.” U.S.-China Security Review Commission. Washington, DC. May 9, 2001.
- “The Impact of New Work Systems on Worker Safety and Health: Steelworkers at National Steel.” (with Tom Juravich). Presented at the annual AFL-CIO/UALE Education Conference. Boston, MA. April 27, 2001.
- 2000 “In A Union Town: Round Table on Working Class Studies.” American Studies Association Conference, Detroit, MI. October 11, 2000.
- “Labor in the New Millennium.” Troy Labor Council/NY Labor History Association/ NY AFL-CIO. Troy, NY. May 1, 2000
- “The Killing of Karen Silkwood.” Cornell Press/PACE Reception. Ithaca, NY. April 26, 2000
- “Union and the Global Economy: Labor Education at the Crossroads/ Closing Remarks” AFL-CIO/UCLEA Annual Education Conference. Milwaukee, WI. April 15, 2000.
- “Strategic Campaigns in the Global Economy: The Steelworkers’ Campaign at Bridgestone Firestone.” AFL-CIO/UCLEA Annual Education Conference. Milwaukee, WI. April 15, 2000.
- “What do Workers’ Want: Reflections on the Implications of the Freeman and Rogers’s Study.” University of Pennsylvania Journal of Labor Law and Employment Symposium. Philadelphia, PA. April 7, 2000.
- “Out of the Ashes: The U.S. Steelworker Contract Campaign at Japanese-owned Bridgestone/Firestone” Multinational Companies & Emerging Workplace Issues: Practice, Outcomes, and Policy, Douglas A. Fraser Center for Workplace Issues, Wayne State University, April 1-3, 2000.
- 1999 “The American Labor Movement and the Resurgence in Union Organizing” Presentation to the Future of Trade Unions November Seminar, Cardiff University, Wales, November 19, 1999
- “The Impact of US Trade policy on Union Organizing, Collective Bargaining, and Wage distribution.” Testimony before the Public Hearing of the US Trade Deficit Review Commission Trade in Manufacturing, Labor, and Environment Issues, Pittsburgh, PA, October 29, 1999
- “Corporate Threats to Academic Freedom: Lessons from Beverly Enterprises versus Bronfenbrenner” Presentation to the American Sociological Association Annual Meeting workshop on “The Hostile Legal Climate for Social Research: A Threat to Academic Freedom,” Chicago, IL. August 7, 1999.
- “Lessons from the Steelworkers’ Victory at Ravenswood Aluminum” USWA Kaiser Strike Rally, Coeur d’Alene Idaho, August 4, 1999.
- “Women in Today’s Labor Movement.” Keynote Address. UCLEA 1999 Northeast Working Women’s Summer School. Silver Springs MD., August 1, 1999.
- 1999 “Challenges and Opportunities Facing the American Labor Movement.” Ithaca Rotary Club, Ithaca, NY. June 23, 1999.
- “The Challenge and Promise of Union Organizing in New York State.” Presentation to the New York State AFL-CIO Executive Council. Albany, NY, June 22, 1999.
- “Beverly versus Bronfenbrenner: A SLAPP at Free Speech and Academic Freedom.” Cornell Club, NY, NY, May 19, 1999.

Presentations, continued

- “Report Card on Academic Freedom” National Center for the Study of Collective Bargaining in Higher Education. NY, NY. May 19, 1999.
- “Labor Rights, Free Speech and Academic Freedom” and “Alternative Models of Organizing” Scholars, Artists and Writers for Social Justice Annual Conference, New Haven CT, May 17, 1999.
- “Revitalizing a Labor Council in Transition” Mid-State Central Labor Council. Dryden, NY, March 17, 1999.
- “The Current State of Union Organizing in the US” presentation at the conference on “Organizing and Re-organizing: Unions Meet the Millennium” McMaster University, Hamilton, Ontario, March 13, 1999.
- “Organizing Despite the Law: Unions Confront the 21st Century” NYU Law School. NY, NY, January 25, 1999.
- 1998 “Labor Rights Academic Freedom, and Legislative Immunity” Keynote speaker, Philadelphia IRRA. Philadelphia, PA, December 8, 1998.
- “The Challenge and Promise of Organizing in the 1990s” LA County Federation. Los Angeles, CA, November 18, 1999.
- “Lifting as they Climb: The Promise and Potential of Organizing Women Workers” UCLA Center for the Study of Women. Los Angeles, CA, November 18, 1999.
- “Labor Rights and Free Speech” UC Berkeley and the Neptune Jade Defense Fund. Berkeley and San Francisco CA, October 21 and 22, 1999.
- “The Evolution of Strategic and Coordinated Bargaining Campaigns in the 1990s: The Steelworkers’ Experience” (with Tom Juravich) Paper presented at the conference on “The Revival of the American Labor Movement?: Arguments, Evidence, Prospects.” Cornell University, Ithaca, NY, October 16, 1998.
- “Labor Rights, Academic Freedom and Free Speech” Keynote speaker, Rochester Metro Justice Dinner. Rochester, NY, October 4, 1998.
- “Labor Unions: Does Membership Pay” Hispanic Congressional Caucus, Washington, DC.
- “The Challenge and Promise of Organizing in the 1990s” Keynote Address. United Electrical Workers 1998 National Convention. Pittsburgh, PA, August 24, 1998.
- “Beverly Enterprises vs Kate Bronfenbrenner: The Issue of Congressional Testimonial Immunity” U.S. Congress. Washington, DC, August 27, 1998.
- “Women, Economic Justice, and Today’s Labor Movement” Seneca Falls Celebration 1998. Seneca Falls, NY, July 17, 1998.
- 1998 “From the Bottom Up: Building Unions and Building Leaders Through Organizing and First Contract Campaigns.” Plenary address at the 1998 UCLEA/AFL-CIO Education Conference, San Jose, CA, May 1, 1998.
- “The Big Chill.” Presentation at the Democracy and the Right to Organize: National Labor Teach In, (Scholars, Artists, and Writers for Social Justice), Washington, DC, April 25, 1998.
- “Lifting as They Climb: The Promise and Potential of Organizing Women Workers.” Presentation to the Working Women’s Organizing Conference, Las Vegas, NV, March 18, 1998.

Presentations, continued

- “The USWA Victory at Ravenswood.” Presentation at the Strategic and Coordinated Campaigns Workshop. 1998 Industrial Relations Research Association Annual Meetings. Chicago, IL. January 3, 1998.
- 1997 “Impact of NAFTA on Union Organizing and First Contract Campaigns.” Testimony at Congressional Teach-In on Fast Track and Expansion of NAFTA,” U.S. Congress, Washington, D.C. September 11, 1997.
- “Effect of Plant Closing and Threat of Plant Closing on the Right of Workers to Organize.” Presentation to the AFL-CIO. Washington, D.C. May 29, 1997.
- “Effect of Plant Closing and Threat of Plant Closing on the Right of Workers to Organize.” Presentation to U.S. Congressional Staff. Washington, D.C. May 29, 1997.
- “Research Findings on the Behavior of Beverly Enterprises during Certification Election and First Contract Campaigns.” Testimony before a Congressional Town Meeting, sponsored by Representatives William Coyne, Mike Doyle, Lane Evans, and Frank Mascara. Pittsburgh, PA, May 19, 1997.
- “Organizing to Win: Lessons from the U.S.” Presentation to the Ontario Federation of Labor. Toronto, ON. April 8, 1997.
- “Overcoming Barriers to Organize.” American Federation of Musicians National Organizing Meeting. New York, NY. March 8, 1997.
- “What the Labor Movement Needs to Survive and Grow.” Keynote Address. Mid-State Central Labor Council. Dryden, N.Y. February 19, 1997.
- 1996 “Organizing in the U.S.: Lessons for Japan.” Presentation to RANGO staff and officers. Ithaca, NY. December 3, 1996.
- “Organizing to Win: Lessons from the U.S.” Ontario Federation of Labor. Toronto, ON. November 25, 1996.
- “The Effect of Plant Closings and Threat of Plant Closings on Workers’ Rights to Organize.” ILR Collective Bargaining Workshop. ILR. November 12, 1996.
- “Organizing in the Public Sector: New York and the Nation.” Luncheon Address. ILR/PERB Conference. Syracuse, N.Y. November 7, 1996.
- “Research Findings on Union Organizing Strategies” and “Research Findings on Strategic Corporate Campaigns.” Presentation to the IBT Organizing Committee and Resolutions Committee. IBT Convention. Philadelphia, PA. July 10-11, 1996.
- Respondent to address by AFL-CIO President John Sweeney on “Labor’s New Activism” in New School Public Forum on Campaign ‘96. June 3, 1996.
- 1996 “Successful Union Organizing Strategies.” Presentation to the Spring IRRA Meetings in St. Louis, MO. May 4, 1996.
- “Conducting Strategic Union Research.” Presentation at Teamsters Research Department. Washington, D.C. April 3, 1996.
- “It Takes More than Housecalls: Organizing to Win with a Comprehensive Union-Building Strategy.” Presentation to the AFL-CIO/Cornell Joint Union/University Conference on Organizing. Washington, D.C. April 2, 1996.

Presentations, continued

- "Preparing for the Worst: Organizing and Staying Organized in a Changing Public Sector Climate" (with Tom Juravich). Presentation to the AFL-CIO/Cornell Joint Union/University Conference on Organizing. Washington, D.C. April 1, 1996.
- "Building and Running Effective Organizing Campaigns." Presentation to CSEA Organizing staff and Officers. Albany, N.Y. March 13, 1996.
- "Towards a New Model of Organizing Education: Implications of Organizing Research for Training." Presentation with Tom Juravich to the 1996 UCLEA Meetings in Philadelphia, PA. March 8, 1996.
- "The Effect of Plant Closings and the Threat of Plant Closings on the Right of Workers to Organize." Testimony before the U.S. Department of Labor Public Forum on the Effects of Sudden Plant Closure on the Principle of Freedom of Association and the Right of Workers to Organize. San Francisco, CA. February, 1996.
- "Successful Union Organizing Tactics: What's Working Out There?" Address at the University of Oregon Labor Education and Research Center Conference on "The Organizing Challenge: From Rhetoric to Action", Eugene Oregon. February 26, 1996.
- "Preventing Decertifications." Presentation to Oregon AFSCME. Portland Oregon, February 25, 1996.
- "Lasting Victories: Successful Union Strategies for Winning First Contracts." Presentation at the IRRA Spring Meetings. San Francisco, CA, January 6, 1996.
- 1995 "Staying Union: The Dynamics of Union Success in Public Sector Decertification Elections." Presentation with Tom Juravich to CSEA Leadership Training. November 29, 1995.
- "Conducting Strategic Union Research." Presentation with Tom Juravich to SEIU Research Department. Washington, D.C. September 7, 1995.
- "Current Status of Organizing in the Public Sector." Keynote Address at the 1995 ALRA Meetings. Chicago, IL. July 25, 1995.
- "Strategic Targeting." New York State AFL-CIO Organizing Symposium. Albany, N.Y. July 20, 1995.
- "Overcoming Barriers to Organizing Women Workers in the Private and Public Sectors." Paper presented to conference on Women and Labor Law Reform, jointly sponsored by the Institute for Women's Policy research, the Coalition of Labor Union Women, and the Cornell University Institute for Women and Work. May 12, 1995.
- "Union and Employer Behavior In Certification Election Campaigns: A Private/Public Sector Comparison" (with Tom Juravich). Presentation to the AFL-CIO, National Organizing Committee Meeting. May 5, 1995.
- "Women and the Labor Movement" Keynote address at the Tompkins County League of Women Voter's Annual Meeting. Women's Community Building. Ithaca, N.Y. April 24, 1995.
- 1995 "The Impact of Employer Opposition on Union Certification Win Rates: A Private/Public Sector Comparison" (with Tom Juravich). Presentation to ILR Collective Bargaining Workshop. April 11, 1995.
- "For True Voice and Power in the Workplace: Women Organizing in the 1990s." Keynote address at Cornell ILR Rochester Conference on "Workplace Empowerment for Women: The Suffrage Issue of the 90s". Monroe County Cooperative Extension. Rochester, N.Y. March 18, 1995.
- "Public/Private Comparison of Organizing and Elections" (with Tom Juravich). Testimony presented to the Secretary of Labor's Task Force on Excellence in State and Local Government through Labor Management Cooperation. U.S. Labor Department. Washington, D.C. March 14, 1995.

Presentations, continued

- 1994 "Current Research On Labor Law Reform" (with Tom Juravich). Presentation to the Meeting of Union Researchers and Economists, AFL-CIO, September 21, 1994.
- "Winning Against the Odds: Successful Union Organizing Strategies in the Public and Private Sectors." Presentation to the UAW Organizing Staff. Bellaire, Michigan, August 29, 1994.
- "Union Response to Labor Law Reform." General Session. XIX UCLEA Northeastern Summer School for Union Women. University of Connecticut. July 4, 1994.
- "Seeds of Resurgence: The Promise of Organizing in the Public and Private Sectors" (with Tom Juravich). Sixth Annual Larry Rogin Lecture, AFL-CIO, Washington D.C., March 10, 1994.
- "The Current State of Organizing in the Public Sector" (with Tom Juravich). Presentation at the Executive Board Meeting of the AFL-CIO Public Employee Department, Bal Harbour, FL, February 20, 1994.
- "Employer Behavior in Certification Elections and First Contract Campaigns: Implications for Labor Law Reform." Testimony before the Commission on the Future of Worker-Management Relations. Boston, MA. January, 1994.
- "Winning Against the Odds: Successful Union Strategies for Winning Certification Elections." Paper presented at the 1994 IRRA meetings. Boston, MA. January, 1994.
- 1993 "Current Status of Organizing in the Public Sector." Presentation to the U.S. Canadian meeting of public sector union presidents. Washington, D.C. December, 1993.
- "Successful Union Organizing Strategies." Presentation to the Chicago Federation of Labor/University of Illinois-Champaign Urbana annual organizers conference. Chicago, Illinois. November, 1993.
- "Employer Behavior in Certification Elections and First Contract Campaigns: Implications for Labor Law Reform". Presentation at the AFL-CIO Secretary Treasurer's Meeting, Myrtle Beach, South Carolina, November, 1993.
- "Employer Behavior in Certification Elections and First Contract Campaigns: Implications for Labor Law Reform." Presentation at the 1993 AFL-CIO/Cornell University Conference on Labor Law Reform. Baltimore Maryland, October, 1993.
- "Current Status of Union Organizing in the Public Sector: Report on Preliminary Results" (with Tom Juravich). Presentation to PED Executive Board, May, 1993.
- 1992 "Organizing Contingent Workers." Presentation to the AFL-CIO Conference on Organizing White Collar Workers, December, 1992.
- "Successful Union Strategies for Winning Certification Elections and First Contract Campaigns." Keynote speaker at the New York City Industrial Relations Research Association Dinner, November, 1992
- 1992 "Union Organizing and First Contract Strategies." Presentation to the Executive Board of the United Steelworkers of America, pre-convention session. August, 1992.
- "Seeds of Resurgence: Successful Union Organizing Strategies." Paper presented to the 1992 American Sociological Association Annual Meetings. August, 1992.
- "Research on Organizing and First Contract Campaigns." Presentation to the AFL-CIO Union Administrators Meeting, George Meany Center. May, 1992.

Presentations, continued

- "Internal Organizing and Contract Campaigns." Presentation to the New York State School of Industrial and Labor Relations Extension Division Labor Advisory Meeting. May, 1992.
- 1991 "Union Organizing and First Contract Strategies." Presentation at the Fall meeting of the Midwest-South Chapter of the UCLEA. November, 1991.
- "Successful Union Organizing and First Contract Strategies." Research Report to the Collective Bargaining Institute, Cornell University School of Industrial and Labor Relations. November, 1991.
- 1989 "Organizing and Bargaining for Contingent Workers." Presentation at the Spring 1989 Labor Notes Conference.
- 1988 "The Legal Status of Part-time and Temporary Workers." Presentation to the September 1988 meeting of the AFL-CIO Directors' of Organizing.

Grants

2009

Panta Rhea Foundation \$15,000— Grant renewal. Inspiring Global Economic and Social Justice Activism. Second year renewal of grant supporting and encouraging youth activism both through funding the student staff support for the labor round table and through funding the training young scholars gain as research assistants on the organizing research project both during the summer and the school year.

Public Welfare Foundation Grant- \$50,000 Grant Renewal The Changing Climate for Union Organizing at the Turn of the Millennium. Project support to complete the final phase of a 3 1/2 year large-scale study to provide data to inform the national debate over the need for comprehensive labor law reform and the Employee Free Choice Act to advance workers' rights under the National Labor Relations Act, Railway Labor Act, in public sector units under state and local jurisdictions, and private sector elections and "card-check" campaigns that occur outside of the NLRB process. This phase of the project will complete data collection, data analysis and report writing from the RLA, card check, and public sector portions of the data.

- 2008 Panta Rhea Foundation-\$5000 Grant Renewal Inspiring Global Economic and Social Justice Activism. Supplemental grant supporting and encouraging youth activism through funding the training young scholars gain as research assistants on the organizing research project.

Berger Marks Foundation-\$20,000 (with Dorian T. Warren from Columbia University) The Changing Climate for Union Organizing at the Turn of the Millennium. Project support to complete the final phase of a 2 ½ year study or organizing in every sector of the economy. Funding will support supplemental analysis focused specifically on what these data suggest about the role of gender in organizing both in terms of the workers being organized and the organizers themselves.

Public Welfare Foundation Grant- \$25,000 (with Dorian T. Warren) The Changing Climate for Union Organizing at the Turn of the Millennium. Project support to complete the final phase of a 2 1/2 year large-scale study to provide data to inform the national debate over the need for comprehensive labor law reform and the Employee Free Choice Act to advance workers' rights under the National Labor Relations Act, Railway Labor Act, in public sector units under state and local jurisdictions, and private sector elections and "card-check" campaigns that occur outside of the NLRB process.

Panta Rhea Foundation \$25,000— Grant renewal. Inspiring Global Economic and Social Justice Activism. Renewal of last years grant supporting and encouraging youth activism both through funding the student staff support for the labor round table and labor career lunch forum series and through funding the training young scholars gain as research assistants on the organizing research project both during the summer and the school year.

- 2007 Discount Foundation \$10,000 (with Dorian T Warren from Columbia University) The Changing Climate for Union Organizing at the Turn of the Millennium: Unionization as an Anti-Poverty Strategy and Successful Strategies for Organizing Workers of Color. December 1 2007-June 2008 (for data collection and analysis and reporting out on unionization data relating to black and Latino workers especially women of color for the organizing research study)
- Poverty & Race Research Action Council \$6500 (with Dorian T Warren from Columbia University) The Current State of Union Organizing at the Turn of the Millennium: Unionization as an Anti-Poverty Strategy and Successful Strategies for Organizing Workers of Color. September 2007-September 2008 (support for data analysis and reporting out on unionization data relating to low wage workers of color for the organizing research study)
- Panta Rhea Foundation \$25,000 grant to the Office of Labor Education Research to fund my work in supporting and encouraging youth activism both through the Labor Roundtable and the speakers I bring in for lunch time career forums and through the training I do of students as labor researchers by having them work on large research projects such as the organizing research project.
- America Rights at Work: \$50,000, in support of the “Changing Climate for Union Organizing at the Turn of the Millennium” organizing research project, a joint Cornell ILR and Columbia University Study with myself and Professor Dorian Warren, Columbia University as Co-Principal Investigators.
- The AFL-CIO, CTW, and 20 of their largest affiliates contributed grants together totaling \$190,000 to the same Cornell/Columbia research study, while the Economic Policy Institute agreed to pay for all publication and publicity costs of the preliminary report
- “Animation Writers Wage Analysis Study.” A Grant from the Writers Guild of America East to Analyze Compensation Received by Animation Writers across the Industry, October 2006- present.
- 2006 “Global Companies, Global Research, Global Unions, Global Campaigns” conference. Grants for planning, fundraising, and coordinating the conference were received from The Marianist Sharing Fund, The Arca Foundation, The Nathan Cummings Foundation, The Pierce Memorial Fund, ILR, Cornell University, and WalMart Watch / The Unitarian Universalist Veatch Program at Shelter Rock. In addition, funding was received from Cardiff University, Freie Universität Berlin, CRIMT (Université de Montréal, Université Laval and HEC Montréal), University of Strathclyde, Wayne State University, Monash University, the Joseph S. Murphy Institute for Worker Education and Labor Studies, the University of Herfordshire Business School, the University of Massachusetts Labor Center, UC Berkeley and UCLA, London Metropolitan University. Support for research and for sponsored travel for participants from the Global South was received from AFL-CIO, AFSCME, AFT, BCTGM, CLC, CSN, CWA, IBT, IFPTE, ILWU, LIUNA, NUPGE, SEIU, Solidarity Center, UFCW, UNITE HERE, and USW (including both PACE and USWA). The conference was held in New York, NY, February 9-11, 2006/
- “Koch Industries, Inc.: A Strategic Corporate Research Report.” A grant from the United Steelworkers to research Koch Industries, June 2006.
- 2005 “The U.S. Mailing Industry and the Potential for Organizing: An Industry Analysis.” A grant from the American Postal Workers Union, AFL-CIO to study the U.S. mailing industry. The research was completed June 2005.
- “Global Companies, Global Research, Global Unions, Global Campaigns.” Grant from Institute of Labor and Employment at the University of California to act as seed money for planning, fundraising, and coordinating global union and university conference on strategic corporate research and comprehensive campaigns in multinational companies for Fall of 2005.
- 2004 “Documenting the USW victory at North Star Steel.” Co-investigator with Tom Juravich. A grant from the United Steelworkers of America to conduct an in-depth qualitative study of the USWA contract victory at North Star Steel. Study completed December 30, 2004.

Grants, continued

- 2003 “State of Organizing in California.” A grant from the Institute of Labor and Employment of the University of California to study the current state of organizing in the public and private sector in California. Submitted for book to be published in 2003
- “Blueprint for Change.” A grant from the AFL-CIO to prepare a booklet for publication summarizing findings from our research on organizing strategies. Booklet completed for reprinting July 2003.
- “Significant Victories: First Contracts in the Public and Private Sector.” A grant from the AFL-CIO to provide a systematic analysis of the scope and content of first contracts in both the public and private sector. Co-Investigator with Tom Juravich. Study completed October 2003.
- “Changing to Organize.” Grant from the Institute of Labor and Employment of the University of California to update research on the impact of union organizing strategies. Findings summarized in chapter in book to be published by ILR Press in 2003.
- 2002 “Overcoming the Challenges to Organizing in Manufacturing.” A grant from the AFL-CIO to conduct an in-depth study of the current state of union organizing in U.S. manufacturing industries. Report submitted to AFL-CIO December 2002.
- 2001 “Impact of U.S.-China Trade Relations on Workers, Wages, and Employment.” Grant from the U.S.-China Security Review Commission to study the impact of Permanent Normal Trade Relations with China on U.S. workers, wages, and employment. Final report submitted to the Commission, June 2001.
- 2000 “The Impact of Capital Mobility on Workers, Wages, and Union Organizing.” A grant from the US Trade Deficit Review Commission to study the impact of plant closing threats and plant closings on NLRB certification election and first contract campaigns. Final report submitted to the commission in September, 2000.
- “National Steel Health and Safety Project” A grant from National Steel Corporation in conjunction with the United Steelworkers of America to design and conduct an in depth health and safety survey of all hourly and salary employees at National Steel’s US operations. Study completed June 2000.
- 1999 “USWA Internship Project.” A grant from the United Steelworkers of America to train and supervise graduate student research interns at Cornell and University of Massachusetts Amherst to research, - document and write-up recent USWA contract campaigns. Summer 1998 and Summer 1999.
- 1998 “Current Status of Women and Organizing.” A grant from the AFL-CIO Working Women’s Department to update research on women in organizing campaigns. Completed March, 1998.
- 1996 “New York State AFL-CIO Organizing Education Program.” A grant from the New York State AFL-CIO to develop and coordinate a long term organizing education program to facilitate union organizing in the state. Ongoing starting in January, 1996.
- "The Effect of Plant Closings and the Threat of Plant Closings on Worker Rights to Organize." A grant from the Labor Secretariat of the North American Commission for the Labor Cooperation with matching funds from the AFL-CIO, CWA, SEIU, UNITE, UFCW, and IBT to study the impact of plant closings on union organizing and first contract campaigns in the U.S. April-August, 1996.
- "Organizing Research Project in the Television Industry." A grant from the Directors' Guild of America to conduct targeting research in the cable television industry. Co-Investigator with Tom Juravich. April-September, 1996.

Grants, continued

- 1996 "Evaluation of the SEIU Leadership Development Program." A grant from the SEIU Education Department to develop and implement an evaluation and tracking system to assess the effectiveness of the SEIU Leadership Development Program in developing union and leadership skills of local officers, staff, and rank-and-file activists and bringing more women and people of color into leadership and staff positions. April 1995-April 1996
- 1995 "The Current Status of Union Organizing in the Public Sector: Part Two: Factors Contributing to Union Success or Failure in Public Sector Certification and Decertification Election Campaigns." Co-Investigator with Tom Juravich. A grant from the Department of Organization and Field Services, AFL-CIO, AFSCME, SEIU, CWA, AFT, UAW, and the AFL-CIO Legal Department to survey union staff to gather information on union and employer behavior, bargaining unit demographics, and membership and first contract rates in public sector organizing drives. July 1, 1994-July 1, 1995.
- "Illegal Employer Activity in Public Sector Organizing Campaigns." Co-Investigator with Tom Juravich. A grant from the Fund with Labor Relations Studies to gather and analyze data on unfair labor practices in a sample of public sector union elections. Completed June, 1995.
- "Factors Contributing to Union Success or Failure in Public Sector Certification and Decertification Election Campaigns." Co-Investigator with Tom Juravich. A grant from the Economic Policy Institute to publish a report of the overall findings of our public sector research as well as a shorter preliminary report to the Dunlop Commission. Completed July, 1995
- "Membership and First Contract Rates in Public Sector Certification Elections." Co-Investigator with Tom Juravich. A grant from the Institute for the Study of Labor Organizations to examine membership and first contract rates in the public sector. Completed June, 1995
- 1994 "The Current Status of Union Organizing in the Public Sector." Co-Investigator with Tom Juravich. A grant from the AFL-CIO Department of Public Employees, the AFL-CIO Organizing Department, AFSCME, AFT, NEA, CWA and SEIU to establish and analyze the first national data-base of public sector certification and decertification elections in states with collective bargaining provisions including 1991-1992 elections for all states and a longitudinal study of elections in Ohio and Illinois since 1984. Completed February, 1994.
- "Documenting the Struggle at Ravenswood Aluminum." Co-Investigator with Tom Juravich. A grant from the United Steelworkers of America to document their recent victory at the Ravenswood Aluminum Company, based on oral histories with staff, officers, rank-and-file members, and supporters in the community and the labor movement around the world. An initial report to the union was completed in April, 1994. Book published by ILR Press/Cornell University Press in 1999.
- "SEIU Education Department Evaluation Project." Co-Investigator with Ken Margolies and Jim Rundle, funded by the SEIU Education Department. This is a year long project to develop and analyze pre-and post training evaluations for participants in SEIU education programs for staff development. Completed January, 1995.
- 1993 "Evaluation of USWA Contract Campaign Training." In depth evaluation of curriculum, instruction and materials used in USWA International staff training program in contract campaigns funded by the USWA Education department. Completed August, 1993.
- 1992 "Professionals and Unions." Co-Investigator with Tom Juravich and Nancy DellaMattera. A grant from the AFL-CIO Department of Professional Employees to update and revise a handbook on professional workers and unions in the United States. Completed November, 1992.
- 1991 "Successful Union Strategies for Winning Certification Elections and First Contracts." A study of 261 organizing and 100 first contract campaigns funded by the AFL-CIO Organizing Department and the Collective Bargaining Institute of Cornell University. Completed October, 1991.

Professional Membership

Labor and Employment Research Association
American Sociological Association (Labor Section Chair)
United Association for Labor Education

Awards

- 2009 Labor Research Association Ernest DeMaio Labor Award
- 2007 ILR 60th Anniversary Award for contribution academic research has made to labor education
- 2007 Robert N. Stern Award for Excellence in Teaching and Mentoring
- 2006 National Head Start Association Award of Appreciation
- 2006 Ontario Law Foundation Visitor for School Year 2006-2007, Queens University Law School
- 2006 24th Annual Sefton Lecture, University of Toronto
- 2004 Cornell Merrill Scholar most influential teacher award.
- 2003 General Mills Foundation Award for Exemplary Undergraduate Teaching, Cornell ILR
- 2000 John Commerford Labor Education Award, New York State Labor History Association
- 1999 Karen Silkwood Award, Labor Party.
- 1998 Outstanding Young Scholar Award for Best Contribution to Labor and Employment Research, IRRA

References available upon request.