

## John W. Budd

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### **Education**

Ph.D., Economics, Princeton University, 1991.

M.A., Economics, Princeton University, 1989.

B.A., High Honors in Economics, Honors in Mathematics, Colgate University, 1987. Graduated *magna cum laude*. Elected to *Phi Beta Kappa*.

### **Academic and Administrative Positions**

Professor (Associate Professor 1997-2003, Assistant Professor 1991-1997), Carlson School of Management, University of Minnesota, 2003-present [Industrial Relations Land Grant Professor, 2001-2007. Industrial Relations Land Grant Chair, 2007-present].

Director, Center for Human Resources and Labor Studies, and Chair, Department of Work and Organizations (formerly, Department of Human Resources and Industrial Relations), Carlson School of Management, University of Minnesota, 2009-2018.

Graduate Faculty Member, Applied Economics Graduate Programs, University of Minnesota, 2005-present.

Affiliated Faculty Member, Law School, University of Minnesota, 2004-2010.

Director of Graduate Studies, Industrial Relations Center, Carlson School of Management, University of Minnesota, 1998-2001, 2002-2008. Acting Director, HRIR M.A. Program, Spring 2011.

Acting Director, Center for Labor Policy, Hubert H. Humphrey Institute of Public Affairs, University of Minnesota, Fall 1995.

Short-term Visiting Professor: Montague Burton Visiting Fellowship, Management, Employment and Organisations section, Cardiff University (May 2019); Department of Management, London School of Economics (October 2014); Department of Marketing and Management, Macquarie University (October 2012).

### **Honors and Awards**

President, Labor and Employment Relations Association, 2025-26.

LERA 2023 James G. Scoville Best International/Comparative Industrial Relations Paper Award.

Outstanding Service Award, Carlson School of Management, University of Minnesota, 2023.

Outstanding Research Award, Carlson School of Management, University of Minnesota, 2022.

Herbert G. Heneman, Jr. Distinguished Teaching Award (“The Herbie”) “presented in recognition of teaching excellence” by the students of the Industrial Relations Center, University of Minnesota, 1991-92, 1993-94, 1996-97, 1997-98, 2000-01, 2004-05, 2010-11, 2014-15, 2021-22, 2024-25.

Melvin Lurie Labor-Management Cooperation Prize from the University of Wisconsin-Milwaukee for “outstanding service in the cause of promoting, creating or researching labor-management cooperation,” 2020.

Fellow, Labor and Employment Relations Association, in recognition of “contributions of unusual distinction to the field,” 2019.

“Texty” Textbook Excellence Award (Accounting/Business/Economics/Management category) from the Textbook and Academic Authors Association, for *Labor Relations: Striking a Balance*, 2005.

Richard A. Lester Prize for the Outstanding Book in Labor Economics and Industrial Relations published in 2004 from Princeton University, for *Employment with a Human Face: Balancing Efficiency, Equity, and Voice*.

Industrial Relations Research Association Excellence in Education Award “for outstanding teaching in the academic area of Collective Bargaining,” 2002.

Industrial Relations Research Association Outstanding Young Scholar Award “for best contribution to labor and employment research,” 1998.

MAIR Teacher of the Year, Carlson School of Management, University of Minnesota, 1995-96.

### **Books**

John W. Budd (2025) *Labor Relations: Striking a Balance*, 2025 release (New York: McGraw Hill).

6th edition, 2021. Published in Chinese by China Workers Press, 2020. 5th edition, 2018. 4th edition, 2013. Published in Chinese by China Machine Press, 2013. 3rd edition, 2010. 2nd edition, 2008. 1st edition, 2005. Winner of the “Texty” Textbook Excellence Award

(Accounting / Business / Economics / Management category), from the Textbook and Academic Authors Association, 2005.

John W. Budd (2011) *The Thought of Work* (Ithaca, NY: Cornell University Press).

Published in Spanish by Tirant lo Blanch, 2014. Published in Korean by Ewha Press, 2016. Published in Turkish by Ayrinti Publishers, 2016. Published in Chinese by Tsinghua University Press, 2018.

Stephen F. Befort and John W. Budd (2009) *Invisible Hands, Invisible Objectives: Bringing Workplace Law and Public Policy Into Focus* (Stanford, CA: Stanford University Press).

John W. Budd (2004) *Employment with a Human Face: Balancing Efficiency, Equity, and Voice* (Ithaca, NY: Cornell University Press).

Published in Turkish by Kure Yayinlari, 2018. Published in Chinese by Peking University Press, 2007. Published in Arabic by Al-Ahlia, 2007. Released in paperback, 2005. Winner of the Richard A. Lester Prize for the Outstanding Book in Labor Economics and Industrial Relations published in 2004, from Princeton University.

### **Edited Books and Volumes**

John W. Budd, Paul J. Gollan, and Adrian Wilkinson, guest editors (2010) “Special Issue: New Approaches to Employee Voice and Participation in Organizations,” *Human Relations*, vol. 63, no. 3 (March).

Mario F. Bognanno, John W. Budd, and Morris M. Kleiner, guest editors (2007) “Symposium: Governing the Global Workplace,” *Industrial Relations*, vol. 46, no. 2 (April).

John W. Budd and James G. Scoville, eds. (2005) *The Ethics of Human Resources and Industrial Relations* (Champaign, IL: Labor and Employment Relations Association, distributed by Cornell University Press).

### **Journal Articles and Book Chapters**

John W. Budd, John Kammeyer-Mueller, and Dionne Pohler (forthcoming) “Competing Frames of Reference on the Employment Relationship and Their Importance for the Study of Work,” in Jonathan Lavelle, Tony Dobbins, Tony Dundon, and Dionne Pohler, eds., *New Frontiers and Trajectories in Labor-Management Relations* (SIOP Organizational Frontiers Book Series) (Oxford: Oxford University Press).

John W. Budd and J. Ryan Lamare (2025) “Organizational Governance and Trade-Offs Between Pay and Subjective Employee Well-Being: A Comparative Analysis,” *British Journal of Industrial Relations*, vol. 63, no. 2 (June), pp. 305-322.

John W. Budd, Stewart Johnstone, and J. Ryan Lamare (2023) “Never ‘One-Size-Fits-All’: Mick Marchington’s Unique Voice on Voice, From Micro-Level Informality to Macro-Level Turbulence,” *Human Resource Management Journal*, vol. 33, no. 3 (July), pp. 539-550.

Stephen F. Befort, Silvia Borelli, and John W. Budd (2022) “Using Efficiency, Equity, and Voice for Defining Job Quality and Legal Regulation For Achieving It,” in Chris Warhurst, Chris Mathieu, and Rachel Dwyer, eds., *The Oxford Handbook of Job Quality* (Oxford: Oxford University Press), pp. 522-541.

John W. Budd, Dionne Pohler, and Wei Huang (2022) “Making Sense of (Mis)Matched Frames of Reference: A Dynamic Cognitive Theory of (In)stability in HR Practices,” *Industrial Relations*, vol. 61, no. 3 (July), pp. 268-289. [Featured article with invited commentaries packaged into a special issue on “Frames and Framing in Human Relations and Industrial Relations Research”]

J. Ryan Lamare and John W. Budd (2022) “The Relative Importance of Industrial Relations Ideas in Politics: A Quantitative Analysis of Political Party Manifestos across 54 Countries,” *Industrial Relations*, vol. 61, no. 1 (January), pp. 22-49.

Winner, LERA 2023 James G. Scoville Best International/Comparative Industrial Relations Paper Award.

John W. Budd and J. Ryan Lamare (2021) “The Importance of Political Systems for Trade Union Membership, Coverage, and Influence: Theory and Comparative Evidence,” *British Journal of Industrial Relations*, vol. 59, no. 3 (September), pp. 757-787.

John W. Budd and J. Ryan Lamare (2021) “Worker Voice and Political Participation in Civil Society,” in Klaus F. Zimmermann, ed., *Handbook of Labor, Human Resources and Population Economics* (Cham: Springer-Verlag).

Senia Kalfa and John W. Budd (2020) “The Future of Employee Voice,” in Adrian Wilkinson, Jimmy Donaghey, Tony Dundon, and Richard B. Freeman, eds., *The Handbook of Research on Employee Voice*, 2nd edition (Northampton, MA: Edward Elgar Publishing), pp. 566-579.

Mark Bray, John W. Budd, and Johanna Macneil (2020) “The Many Meanings of Cooperation in the Employment Relationship and Their Implications,” *British Journal of Industrial Relations*, vol. 58, no. 1 (March), pp. 114-141.

John W. Budd, Alexander J.S. Colvin, and Dionne Pohler (2020) “Advancing Dispute Resolution by Understanding the Sources of Conflict: Toward an Integrated Framework,” *ILR Review*, vol. 73, no. 2 (March), pp. 254-280.

- John W. Budd (2020) “The Psychologisation of Employment Relations, Alternative Models of the Employment Relationship, and the OB Turn,” *Human Resource Management Journal*, vol. 30, no. 1 (January), pp. 73-83.
- John W. Budd and Devasheesh P. Bhave (2019) “The Employment Relationship: Key Elements, Alternative Frames of Reference, and Implications for HRM,” in Adrian Wilkinson et al., eds., *SAGE Handbook of Human Resource Management*, 2nd ed. (London: Sage), pp. 41-64.
- Tae-Youn Park, Eun-Suk Lee, and John W. Budd (2019) “What Do Unions Do for Mothers? Paid Maternity Leave Use and the Multifaceted Roles of Labor Unions,” *ILR Review*, vol. 72, no. 3 (May), pp. 662–692.
- John W. Budd, J. Ryan Lamare, and Andrew R. Timming (2018) “Learning about Democracy at Work: Cross-National Evidence on Individual Employee Voice Influencing Political Participation in Civil Society,” *ILR Review*, vol. 71, no. 4 (August), pp. 956-985.
- John W. Budd, Aaron J. Sojourner, and Jaewoo Jung (2017) “Are Voluntary Agreements Better? Evidence from Baseball Arbitration,” *ILR Review*, vol. 40, no. 4 (August), pp. 865-893.
- John W. Budd (2016) “The Eye Sees What the Mind Knows: The Conceptual Foundations of Invisible Work,” in Marion Crain, Winifred R. Poster, and Miriam A. Cherry, eds., *Invisible Labor: Hidden Work in the Contemporary World* (Berkeley: University of California Press), pp. 28-46.
- John W. Budd and David A. Spencer (2015) “Worker Well-Being and the Importance of Work: Bridging the Gap,” *European Journal of Industrial Relations*, vol. 21, no. 2 (June), pp. 181-196.
- John W. Budd (2014) “Implicit Public Values and the Creation of Publicly Valuable Outcomes: The Importance of Work and the Contested Role of Labor Unions,” *Public Administration Review*, vol. 74, no. 4 (July/August), pp. 506–516.
- John W. Budd and Alexander J.S. Colvin (2014) “The Goals and Assumptions of Conflict Management in Organizations,” in William K. Roche, Paul Teague, and Alexander J.S. Colvin, eds., *The Oxford Handbook of Conflict Management in Organizations* (Oxford: Oxford University Press), pp. 12-29.
- John W. Budd, Wei Chi, Yijiang Wang, and Qianyun Xie (2014) “What Do Unions in China Do? Provincial-Level Evidence on Wages, Employment, Productivity, and Economic Output,” *Journal of Labor Research*, vol. 35, no. 2 (June), pp. 185-204.

- John W. Budd (2014) "The Future of Employee Voice," in Adrian Wilkinson, Jimmy Donaghey, Tony Dundon, and Richard B. Freeman, eds., *The Handbook of Research on Employee Voice* (Northampton, MA: Edward Elgar Publishing), pp. 477-487.
- John W. Budd (2013) "Neue Organisations- und Beschäftigungskonzepte - Arbeitsbeziehungen im Fokus" ["Bringing Industrial Relations Into Focus in the New World of Work, Organizations, and Employment;"] in German], *WSI-Mitteilungen*, vol. 66, no. 6, pp. 444-451.
- John W. Budd (2013) "The Thought of Work in Employment Relations," *Employee Responsibilities and Rights Journal*, vol. 25, no. 1 (March), pp. 61-65.
- Elizabeth T. Welsh, Deshani B. Ganegoda, Richard D. Arvey, Jack Wiley, and John W. Budd (2012) "Is There Fire? Executive Compensation and Employee Attitudes," *Personnel Review*, vol. 41, no. 3, pp. 260-282.
- Jonathan E. Booth, John W. Budd, and Kristen M. Munday (2010) "First-Timers and Late-Bloomers: Youth-Adult Unionization Differences in a Cohort of the U.S. Labor Force," *Industrial and Labor Relations Review*, vol. 64, no. 1 (October), pp. 53-73.
- John W. Budd (2010) "Does Employee Ignorance Undermine Shared Capitalism?" in Douglas L. Kruse, Richard B. Freeman, and Joseph R. Blasi, eds., *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-Based Stock Options* (New York: University of Chicago Press and National Bureau of Economic Research), pp. 291-316.
- John W. Budd (2010) "When Do U.S. Workers First Experience Unionization? Implications for Revitalizing the Labor Movement," *Industrial Relations*, vol. 49, no. 2 (April), pp. 209-225.
- John W. Budd and Stefan Zagelmeyer (2010) "Public Policy and Employee Participation," in Adrian Wilkinson, Paul Gollan, Mick Marchington, and David Lewin, eds., *The Oxford Handbook of Participation in Organizations* (Oxford: Oxford University Press), pp. 476-503.
- John W. Budd, Paul J. Gollan, and Adrian Wilkinson (2010) "New Approaches to Employee Voice and Participation in Organizations," *Human Relations*, vol. 63, no. 3 (March), pp. 303-310.
- Jonathan E. Booth, John W. Budd, and Kristen M. Munday (2010) "Never Say Never? Uncovering the Never-Unionized in the United States," *British Journal of Industrial Relations*, vol. 48, no. 1 (March), pp. 26-52.
- John W. Budd and Devasheesh Bhave (2010) "The Employment Relationship," in Adrian Wilkinson, Tom Redman, Scott Snell, and Nicolas Bacon, eds., *SAGE Handbook of Human*

*Resource Management* (London: Sage), pp. 51-70. [Chinese translation: *Human Resource of Development of China*, No. 255 (September 2011), pp. 85-95.]

John W. Budd (2008) "A Meta-Paradigm for Revitalizing Industrial Relations," in Charles J. Whalen, ed., *New Directions in the Study of Work and Employment: Revitalizing Industrial Relations as an Academic Enterprise* (Northampton, MA: Edward Elgar Publishing), pp. 48-67.

John W. Budd (2008) "Fairness At Work, and Maybe Efficiency But Not Voice: An Evaluation of the Arthurs' Commission Report," *Comparative Labor Law and Policy Journal*, vol. 29, no. 4 (Summer), pp. 477-489.

John W. Budd and Alexander J.S. Colvin (2008) "Improved Metrics for Workplace Dispute Resolution Procedures: Efficiency, Equity, and Voice," *Industrial Relations*, vol. 47, no. 3 (July), pp. 460-479.

John W. Budd and Devasheesh Bhawe (2008) "Values, Ideologies, and Frames of Reference in Industrial Relations," in Paul Blyton, Nicolas Bacon, Jack Fiorito and Edmund Heery, eds., *SAGE Handbook of Industrial Relations* (London: Sage), pp. 92-112.

John W. Budd (2007) "The Effect of Unions on Employee Benefits and Non-Wage Compensation: Monopoly Power, Collective Voice, and Facilitation," in James T. Bennett and Bruce E. Kaufman, eds., *What Do Unions Do? A Twenty-Year Perspective* (New Brunswick, NJ: Transaction Publishers), pp. 160-192.

John W. Budd and Karen Mumford (2006) "Family-Friendly Work Practices in Britain: Availability and Perceived Accessibility," *Human Resource Management*, vol. 45, no. 1 (Spring), pp. 23-42.

John W. Budd (2005) "Practicing What We Preach: Using Professional Degree Principles to Improve HRIR and Management Teaching," *Human Resource Management Review*, vol. 15, no. 3 (September), pp. 187-199.

John W. Budd and James G. Scoville (2005) "Moral Philosophy, Business Ethics, and the Employment Relationship," in John W. Budd and James G. Scoville, eds., *The Ethics of Human Resources and Industrial Relations* (Champaign, IL: Labor and Employment Relations Association), pp. 1-21.

John W. Budd (2005) "The Effect of Unions on Employee Benefits: Updated Employer Expenditures Results," *Journal of Labor Research*, vol. 26, no. 4 (Fall), pp. 669-676.

John W. Budd (2005) "Employment With A Human Face: The Author Responds," *Employee Responsibilities and Rights Journal*, vol. 17, no. 3 (September), pp. 191-199.

- John W. Budd, Jozef Konings, and Matthew J. Slaughter (2005) "Wages and International Rent Sharing in Multinational Firms," *Review of Economics and Statistics*, vol. 87, no. 1 (February), pp. 73–84.
- John W. Budd (2004) "Non-Wage Forms of Compensation," [Symposium on "What Do Unions Do?: A Twenty-Year Perspective"] *Journal of Labor Research*, vol. 25, no. 4 (Fall), pp. 597-622.
- John W. Budd, Rafael Gomez, and Noah M. Meltz (2004) "Why a Balance is Best: The Pluralist Industrial Relations Paradigm of Balancing Competing Interests," in Bruce E. Kaufman, ed., *Theoretical Perspectives on Work and the Employment Relationship* (Champaign, IL: Industrial Relations Research Association), pp. 195-227.
- John W. Budd and Matthew J. Slaughter (2004) "Are Profits Shared Across Borders? Evidence on International Rent Sharing," *Journal of Labor Economics*, vol. 22, no. 3 (July), pp. 525-552.
- John W. Budd and Brian P. McCall (2004) "Unions and Unemployment Insurance Benefits Receipt: Evidence from the CPS," *Industrial Relations*, vol. 43, no. 2 (April), pp. 339-355.
- John W. Budd and Yijiang Wang (2004) "Labor Policy and Investment: Evidence from Canada," *Industrial and Labor Relations Review*, vol. 57, no. 3 (April), pp. 386-401.
- John W. Budd and Karen Mumford (2004) "Trade Unions and Family-Friendly Policies in Britain," *Industrial and Labor Relations Review*, vol. 57, no. 2 (January), pp. 204-222. [Finalist, 2005 Kanter Award for Excellence in Work-Family Research]
- John W. Budd (2004) "Mind Maps as Classroom Exercises," *Journal of Economic Education*, vol. 35, no. 1 (Winter), pp. 35-46.
- John W. Budd and Angela M. Brey (2003) "Unions and Family Leave: Early Experience under the Family and Medical Leave Act," *Labor Studies Journal*, vol. 28, no. 3 (Fall), pp. 85-105.
- John W. Budd (2002) "Teaching Labor Relations: Opportunities and Challenges of Using Technology," *Journal of Labor Research*, vol. 23, no. 2 (Summer), pp. 355-374.
- John W. Budd and Brian P. McCall (2001) "The Grocery Stores Wage Distribution: A Semi-Parametric Analysis of the Role of Retailing and Labor Market Institutions," *Industrial and Labor Relations Review*, vol. 54, no. 2A (March), pp. 484-501.
- John W. Budd and In-Gang Na (2000) "The Union Membership Wage Premium for Employees Covered by Collective Bargaining Agreements," *Journal of Labor Economics*, vol. 18, no. 4 (October), pp. 783-807.

- John W. Budd (2000) "The Effect of Strike Replacement Legislation on Employment," *Labour Economics*, vol. 7, no. 2 (March), pp. 225-247.
- John W. Budd and Yijiang Wang (1999) "The Ambiguity of Strike Replacement Legislation and Wages: A Sequential Investment-Bargaining Model," in David Lewin and Bruce E. Kaufman, eds., *Advances in Industrial and Labor Relations, Volume 9* (Stamford, CT: JAI Press), pp. 239-252.
- John W. Budd (1998) "The Effect of International Unions on Wage Determination in Canada," *British Journal of Industrial Relations*, vol. 36, no. 1 (March), pp. 1-26.
- John W. Budd and Yongjin Nho (1997) "Testing for a Structural Change in U.S. Wage Determination," *Industrial Relations*, vol. 36, no. 2 (April), pp. 160-177.
- John W. Budd and Brian P. McCall (1997) "The Effect of Unions on the Receipt of Unemployment Insurance Benefits," *Industrial and Labor Relations Review*, vol. 50, no. 3 (April), pp. 478-492.
- John W. Budd (1997) "Institutional and Market Determinants of Wage Spillovers: Evidence from UAW Pattern Bargaining," *Industrial Relations*, vol. 36, no. 1 (January), pp. 97-116.
- Victor G. Devinatz and John W. Budd (1997) "Third Party Dispute Resolution - Interest Disputes," in David Lewin, Daniel J.B. Mitchell, and Mahmood A. Zaidi, eds., *The Human Resource Management Handbook Part II* (Greenwich, CT: JAI Press), pp. 95-135.
- John W. Budd (1996) "Union Wage Determination in Canadian and U.S. Manufacturing, 1964-1990: A Comparative Analysis," *Industrial and Labor Relations Review*, vol. 49, no. 4 (July), pp. 673-689.
- John W. Budd (1996) "Canadian Strike Replacement Legislation and Collective Bargaining: Lessons for the United States," *Industrial Relations*, vol. 35, no. 2 (April), pp. 245-260.
- John W. Budd, Richard D. Arvey, and Peggy Lawless (1996) "Correlates and Consequences of Workplace Violence," *Journal of Occupational Health Psychology*, vol. 1, no. 2 (April), pp. 197-210.
- John W. Budd and Paul K. Heinz (1996) "Union Representation Elections and Labor Law Reform: Lessons from the Minneapolis Hilton," *Labor Studies Journal*, vol. 20, no. 4 (Winter), pp. 3-20.
- John W. Budd (1995) "The Internal Union Political Imperative for UAW Pattern Bargaining," *Journal of Labor Research*, vol. 16, no. 1 (Winter), pp. 43-55.

Mario F. Bognanno, John W. Budd, and Young-Myon Lee (1994) "Institutional Turmoil and Strike Activity in Korea," *Journal of Industrial Relations*, vol. 36, no. 3 (September), pp. 353-369.

John W. Budd (1994) "The Effect of Multinational Institutions on Strike Activity in Canada," *Industrial and Labor Relations Review*, vol. 47, no. 3 (April), pp. 401-416.

John W. Budd (1993) "A Social Welfare Theory of Trade Unions," *Labour*, vol. 7, no. 3 (Autumn), pp. 19-33.

John W. Budd (1993) "Changing Food Prices and Rural Welfare: A Nonparametric Examination of the Côte d'Ivoire," *Economic Development and Cultural Change*, vol. 41, no. 3 (April), pp. 587-603.

John W. Budd (1992) "The Determinants and Extent of UAW Pattern Bargaining," *Industrial and Labor Relations Review*, vol. 45, no. 3 (April), pp. 523-539. [Reprinted in Morris M. Kleiner, ed., (1994) *Industrial Relations: Institutions and Organizational Performance* (Aldershot, England: Dartmouth Publishing Company).]

John W. Budd and Timothy Guinnane (1991) "Intentional Age-Misreporting, Age-Heaping, and the 1908 Old Age Pensions Act in Ireland," *Population Studies*, vol. 45, no. 3 (November), pp. 497-518.

### **Reports**

John W. Budd (2004) "Achieving Decent Work By Giving Employment a Human Face," IFP/DIALOGUE Paper No. 7, Geneva: International Labour Office (InFocus Programme on Social Dialogue, Labour Law, and Labour Administration). Reprinted in *The ICFAI Journal of Employment Law* (Hyderabad, India), October 2005.

John W. Budd and Karen Mumford (2003) "The Relative Availability of Work-Life Balance Practices to Lone Parents in Britain," Employment Relations Occasional Papers, Department of Trade and Industry (UK).

### **Conference Participation (Presenter Unless Otherwise Specified)**

78<sup>th</sup> Labor and Employment Relations Association annual meeting (presidential keynote address, research presentation, moderator (2X), session organizer (2X)), May 2026.

14<sup>th</sup> European Congress of the International Labor and Employment Relations Association (remote). September 2025.

77<sup>th</sup> Labor and Employment Relations Association annual meeting (program chair, session organizer), June 2025.

76<sup>th</sup> Labor and Employment Relations Association annual meeting / 20<sup>th</sup> World Congress of the International Labor and Employment Relations Association (presenter, session organizer, session chair (2X)), June 2024.

LSE Conference on Employment Relations and Human Resource Management: Building on David Marsden's Legacy (presenter, chair, discussant), June 2023.

75<sup>th</sup> Labor and Employment Relations Association annual meeting (presenter, session organizer, discussant), June 2023.

DaveFest 2022: A Conference in Honor of David Card (University of California Berkeley), June 2022.

ADAPT/ILO International Conference (remote), November 2021.

BUIRA 2021 Annual Conference (remote), July 2021.

36th Eurasia Business and Economics Society (EBAS) Conference (remote), July 2021.

19<sup>th</sup> World Congress of the International Labor and Employment Relations Association (remote) (presenter, session organizer), June 2021.

73<sup>rd</sup> Labor and Employment Relations Association annual meeting (remote) (presenter, session organizer, panelist), June 2021.

Association of Industrial Relations Academics of Australia and New Zealand (remote), February 2021.

Society for the Advancement of Socio-Economics annual meeting (remote), July 2020.

Americas Congress of the International Industrial Relations Association (remote) (session organizer (2X), presenter, panelist), June 2020.

72<sup>nd</sup> Labor and Employment Relations Association annual meeting (remote) (session organizer, presenter, panelist), June 2020.

European Congress of the International Industrial Relations Association (presenter, panelist), September 2019.

Regulating for Decent Work conference, International Labour Organization, July 2019.

Canadian Industrial Relations Association conference (presenter (2X), panelist, and closing remarks), June 2019.

Association of Industrial Relations Academics of Australia and New Zealand conference (presenter (2X) and panelist), February 2019.

Industrial Relations in Europe Conference (two papers), September 2018.

18<sup>th</sup> World Congress of the International Labor and Employment Relations Association (presenter (3X), session chair, discussant), July 2018.

70<sup>th</sup> Labor and Employment Relations Association annual meeting (presenter (2X)), June 2018.

MIT/ILRR Conference Toward New Theories in Employment Relations, May 2018.

Cornell/ILRR Conference in Honor of David Lipsky, November 2017.

Industrial Relations in Europe Conference (two papers), September 2017.

Democracy and Participation in the 21<sup>st</sup> Century, International Sociological Association RC10 conference, July 2017.

69<sup>th</sup> Labor and Employment Relations Association annual meeting (presenter (3X)), June 2017.

Association of Industrial Relations Academics of Australia and New Zealand conference (keynote address and presenter), February 2017.

Labor and Employment Relations Association winter meeting (discussant), January 2017.

Midwest Academy of Management annual meeting (keynote address), October 2016.

European Congress of the International Industrial Relations Association (presenter (2X)), September 2016.

68<sup>th</sup> Labor and Employment Relations Association annual meeting (session chair (2X) and panelist), May 2016.  
Labor and Employment Relations Association winter meeting (session chair and discussant), January 2016.  
17<sup>th</sup> World Congress of the International Labor and Employment Relations Association (presenter (2X), rapporteur), September 2015.  
Workplace Practices: Creating Win-Win Arrangements for Companies and Employees, EU Latvian Presidency conference (panelist), March 2015.  
XIII International Conference in Commemoration of Professor Marco Biagi, March 2015.  
Economic and Social Research Council (UK) Seminar on International Regulation (plenary speaker), September 2014.  
International Association for Conflict Management annual meeting, July 2014.  
66<sup>th</sup> Labor and Employment Relations Association annual meeting (presenter (2X)), May 2014.  
CRIMT International Conference on New Frontiers for Citizenship at Work (presenter (2X)), May 2014.  
International Labour Process Conference (presenter and session chair), April 2014.  
Eastern Sociological Society annual meeting, February 2014.  
Irish Research Council/Economic and Social Research Council Research Symposium on Regulating for Employee Information and Consultation on the Island of Ireland, NUI Galway, October 2013.  
Work - Continuities and Disruptions in Modern Life conference, University of Turku, August 2013.  
American Sociological Association annual meeting, August 2013.  
Strengthening Democracy at Work conference, Scottish Universities Insight Institute, Plenary Speaker, July 2013.  
Asian Congress of the International Industrial Relations Association (presenter (3X)), April 2013.  
Invisible Labor Colloquium, Washington University School of Law, February 2013.  
International Expert Conference on Job Quality, Copenhagen Business School, July 2012.  
16<sup>th</sup> World Congress of the International Labor and Employment Relations Association (track organizer, presenter, panelist, session chair), July 2012.  
HR Leadership Summit, June 2012.  
HR Tomorrow, April 2012.  
LSE Voice and Value conference, March 2012 (presenter and panelist).  
Association of Industrial Relations Academics of Australia and New Zealand conference, February 2012.  
64<sup>th</sup> Labor and Employment Relations Association annual meeting, January 2012.  
17th LG HR Conference, LG Academy (plenary speaker), September 2011.  
British Universities Industrial Relations Association conference (plenary speaker), July 2011.  
International Labour Process Conference, April 2011.  
63<sup>rd</sup> Labor and Employment Relations Association annual meeting (discussant), January 2011.  
25th Annual Employment Research Unit conference, Cardiff Business School (plenary speaker, session chair), September 2010.  
European Congress of the International Industrial Relations Association, July 2010.

China Forum on the Humanities and Social Sciences, June 2010.  
LSE Voice and Value conference, March 2010.  
62<sup>nd</sup> Labor and Employment Relations Association annual meeting (presenter (2X)), January 2010.  
Tennessee Employment Relations Research Association annual meeting (plenary speaker), October 2009.  
15<sup>th</sup> World Congress of the International Industrial Relations Association (presenter (2X)), August 2009.  
LSE/BJIR Conference in Honor of Richard Hyman, May 2009.  
Fifth Innovative Teaching in Human Resources and Industrial Relations conference (lead organizer), April 2008.  
60<sup>th</sup> Labor and Employment Relations Association annual meeting, January 2008.  
European Congress of the International Industrial Relations Association, September 2007.  
59<sup>th</sup> Labor and Employment Relations Association annual meeting, January 2007.  
NBER Shared Capitalism Research conference, October 2006.  
Southern Industrial Relations and Human Resources conference (presenter (2X)), October 2005.  
Governing the Global Workplace: An International Symposium, Organizer (with Mario Bognanno and Morris M. Kleiner), April 2005.  
Innovative Teaching in Human Resources and Industrial Relations conference, April 2005.  
57<sup>th</sup> Industrial Relations Research Association annual meeting (discussant and session chair), January 2005.  
Canadian Industrial Relations Association meetings (plenary speaker), June 2004.  
United Association for Labor Education conference, April 2004.  
56<sup>th</sup> Industrial Relations Research Association annual meeting (presenter, poster session), January 2004.  
55<sup>th</sup> Industrial Relations Research Association annual meeting (presenter, panelist, discussant), January 2003.  
Innovative Teaching in Human Resources and Industrial Relations conference, November 2002.  
United Association for Labor Education conference, April 2002.  
BPW Foundation conference, Research on Families, Workplaces, and Communities, February 2002.  
54<sup>th</sup> Industrial Relations Research Association annual meeting (presenter, discussant), January 2002.  
52<sup>nd</sup> Industrial Relations Research Association annual meeting, January 2000.  
Innovative Teaching in Human Resources and Industrial Relations conference, June 1999.  
HR Network Conference on Industry Studies of Wage Inequality, March 1999.  
51<sup>st</sup> Industrial Relations Research Association annual meeting, January 1999.  
50<sup>th</sup> Industrial Relations Research Association annual meeting, January 1998.  
Association for Canadian Studies in the United States conference, November 1997.  
Fifth Bargaining Group conference, University of Minnesota (organizer (with John A. Fossum and Morris M. Kleiner), presenter, session chair), October 1996.  
48<sup>th</sup> Industrial Relations Research Association annual meeting (presenter (2X)), January 1996.  
Fourth Bargaining Group conference, University of Toronto (discussant), October 1994.  
CSOM Interdisciplinary Schoolwide conference, University of Minnesota, June 1994.

46<sup>th</sup> Industrial Relations Research Association annual meeting, January 1994.  
AFL-CIO/Cornell University Conference on Labor Law Reform (session chair), October 1993.  
45<sup>th</sup> Industrial Relations Research Association annual meetings (presenter (2X)), January 1993.

### **Other Authored Materials**

Varied entries on my blog (“Whither Work?”), <http://whitherwork.blogspot.com/>, November 2011-present.

“The End of Pluralism” (LERA presidential address), *LERA Perspectives on Work* (forthcoming).

Entries for Stewart Johnstone, Jenny K. Rodriguez, and Adrian Wilkinson, eds. (2023) *Encyclopedia of Human Resource Management*, 2nd edition (Cheltenham: Edward Elgar) [entries: employment relationship, equity, work].

“Will Post-Pandemic Work Change Much?” *LERA Perspectives on Work*, vol. 25 (2021), pp. 42-43.

“What Is at Stake if Unions Wield Greater Clout?” (with Brigham R. Frandsen and Aaron Sojourner), *EconoFact* (March 2021).

“Can a Resurgence in Labor Unions Help Working Women?” *Gender Policy Report* (March 2021).

“Facilitating Family-Friendly, Inclusive Workplaces,” *LERA Perspectives on Work*, vol. 23 (2019), pp. 14-16.

Book review of “Just Work: Narratives of Employment in the 21st Century,” *Industrial and Labor Relations Review*, vol. 68, no. 1 (September 2015), pp. 1222-1223.

Entries for Adrian Wilkinson and Stewart Johnstone, eds. (2015) *Encyclopedia of Human Resource Management* (Cheltenham: Edward Elgar) [entries: employment relationship, equity, work].

Book review of “The Development of Human Resource Management Across Nations: Unity and Diversity,” *LERA Perspectives on Work*, vol. 19 (2015), pp. 50-51.

Book review of “Trade Unions in Western Europe: Hard Times, Hard Choices,” *Journal of Economic Literature*, vol. 53, no. 1 (March 2015), pp. 129-131.

“Work, Definitions of” entry in Vicki Smith, ed., *Sociology of Work: An Encyclopedia* (Thousand Oaks, CA: Sage, 2013).

Book review of “Transforming Japanese Workplaces,” *LERA Perspectives on Work*, vol. 17 (2013).

Book review of “Branded Lives: The Production and Consumption of Meaning at Work,” *Administrative Science Quarterly*, vol. 57, no. 3 (September 2012), pp. 535-536.

“The Nature of Work, In Its Purer Forms,” Commentary in the *Star-Tribune*, September 5, 2011.

Book review of “The Embedded Corporation: Corporate Governance and Employment Relations in Japan and the United States,” *Journal of Socio-Economics*, vol. 36, no. 1 (February 2007), pp. 161-163.

Book review of “Taking Back the Workers’ Law: How to Fight the Assault on Labor Rights,” *Working USA*, vol. 9, no. 4 (Winter 2006), pp. 474-477.

John W. Budd (2005) “The Effect of Unions on Employee Benefits: Recent Results from the Employer Costs for Employee Compensation Data,” *Compensation and Working Conditions Online*, <http://www.bls.gov/opub/cwc/cm20050616ar01p1.htm>.

Book review of “Just Work,” *Working USA*, vol. 8, no. 4 (June 2005), pp. 507-510.

Book review of “The Blue Eagle at Work: Reclaiming Democratic Rights in the American Workplace,” *British Journal of Industrial Relations*, vol. 43, no. 2 (June 2005), pp. 326-329.

Book review of “The Paradox of American Unionism: Why Americans Like Unions More Than Canadians Do But Join Much Less,” *Working USA*, vol. 8 (March 2005), pp. 363-365.

John W. Budd (2005) “Ideas versus Ideology: The Origins of Modern Labor Economics—Comment on Gallaway and Vedder,” *Journal of Labor Research*, vol. 26, no. 1 (Winter), pp. 177-180.

“Giving Employment a Human Face,” Commentary in the *Upholstery Journal*, October-November 2004.

Book review of “Collective Bargaining in the Private Sector,” *Journal of Industrial Relations*, vol. 46, no. 1 (March 2004), pp. 125-127.

Entries for Robert E. Weir and James P. Harlan, eds. (2004) *Historical Encyclopedia of American Labor* (Westport, CT: Greenwood Press) [entries: Railway Labor Act, NLRB v. Jones and Laughlin, right-to-work, worksharing, lien laws].

Book review of “How New is the ‘New Employment Contract’? Evidence from North American Pay Practices,” *Relations Industrielles/Industrial Relations*, vol. 58, no. 1 (Winter 2003), pp. 140-142.

Entries for Carl E. Van Horn and Herbert A. Schaffner, eds. (2003) *Work in America: An Encyclopedia of History, Policy, and Society* (Santa Monica, CA: ABC-CLIO) [entries: collective bargaining, National Labor Relations Act, Railway Labor Act, strikes, right-to-work, International Labor Organization, Fair Labor Standards Act, worksharing].

Entries for Stanley Kutler, ed. (2003) *Dictionary of American History*, 3rd. ed. (New York: Scribners) [entries: arbitration, Comprehensive Employment and Training Act].

“Bush’s Intervention in NWA Talks Did More Harm than Good,” Commentary in the *Star-Tribune*, March 16, 2001.

“The National Labor Relations Act Doesn’t Need to be Revised,” Commentary in the *Star-Tribune*, June 10, 1996.

“Exercising a Right that Can Get You Fired,” Commentary in the *Star-Tribune*, August 27, 1993.

### **Teaching Experience**

Undergraduate, Master’s, and Ph.D.-level teaching in Labor Relations and Collective Bargaining; Business Statistics; Personnel Economics; Race, Power, and Justice in Business; Comparative and International Human Resources and Industrial Relations; Labor Policy; Negotiations; and Human Resource Management.

Author of “The Zinnia and Service Workers Local H-56” (multiple editions), an online collective bargaining simulation ([www.thezinnia.com](http://www.thezinnia.com))

Coursera MOOC, “Preparing to Manage Human Resources”

Graduate Advising:

Doctoral Dissertation Committees in Human Resources and Industrial Relations, Human Resource Development, and Mass Communication

Master of Arts Committees in Applied Economics, Human Resources and Industrial Relations, and Public Affairs

Faculty Participant: Leadership, Education, and Development (LEAD) Program Summer Business Institute, University of Minnesota, 1993.

Faculty Participant: Bush Faculty Development Program for Excellence and Diversity in Teaching, University of Minnesota, 1991-92.



Labor and Employment Relations Association (formerly, Industrial Relations Research Association) (Member 1990-present)

National Chapter Advisory Council, Chair (2026-present)

Executive Committee and Board (Immediate Past President, President, President-Elect) (2024-2027)

President (2025-2026)

2025 Annual Meeting Program Committee, Chair

2022 Annual Meeting Program Committee, Academic Vice Chair

Vice President, Midwest Region (2017-2019)

Executive Board (2014-2017)

2016 Annual Meeting Program and Arrangements Committee Co-Chair

Education Committee (2000-2002, 2007-2009)

Excellence in Education Awards Committee (2002-2004, 2006-2009)

Nominating Committee (2011; 2017 (chair), 2018; 2024 (chair))

Scoville Best International Paper Awards Committee (2009-2013, 2016-2021, 2024-present)

North Star Chapter of the Labor and Employment Relations Association (Member 2024-present)

Co-founder and Inaugural Board Member (2024)

Secretary-Treasurer (2024-present)

International Labor and Employment Relations Association (formerly, International Industrial Relations Association)

Track Organizer, 16th World Congress (2012)

Publication Committee (2013-2015)

Teaching Track Co-Organizer, 10th Americas Regional Congress (2020)

ADAPT International (Association for International and Comparative Studies in the field of Labour Law and Industrial Relations)

International Scientific Committee (2020-present)

International Consortium for Research in Employment & Work (iCREW), Monash Business School, Monash University

Global Affiliated Member: (2021-present)

Textbook and Academic Authors Association

Texty/McGuffey Awards Committee (2009-2010, 2014-2018, 2021-2022)

Member, Research Advisory Council, North Star Policy Action (2024-present).

Public Member, [Minnesota] Governor's Committee on the Compensation, Wellbeing, and Fair Treatment of Transportation Network Company Drivers, 2023.

Member, External Review Team, Centre for Industrial Relations and Human Resources, University of Toronto, 2018.

Member, External Graduate Program Review Team, Masters in Human Resources and Labor Relations, University of Wisconsin–Milwaukee, 2015.

Member, External Review Team, School of Human Resources and Labor Relations, Michigan State University, 2015.

Board of Directors, Industrial Relations Council on GOALS (2000-2002)

### **Selected University Committees and Service**

Member, Senate Judicial Committee, University of Minnesota, 2006-2008, 2019-2025.

Member, University Senate, University of Minnesota, 2003-2006, 2022-2025.

Member, Undergraduate Faculty Advisory Committee (UFAC), Carlson School of Management, University of Minnesota, 2023-2024.

Member, Ally Week Planning Committee, Carlson School of Management, University of Minnesota, 2022, 2023.

Member, Faculty Search Committee, Department of Work and Organizations, University of Minnesota, 2022-23.

Member, Dean's Advisory Committee for Diversity, Equity and Inclusion [subcommittees: Student Experience; Faculty and Staff Cultural Competency], Carlson School of Management, University of Minnesota, 2020-2022.

Member, MHRIR Program Review Committee, Center for Human Resources and Labor Studies, University of Minnesota, 2022.

Member, Labor Educator Search Committee, Labor Education Service, University of Minnesota, 2013, 2015, 2022.

Member, "Race, Power, and Justice in Business" Course Development Committee, Department of Work and Organizations, University of Minnesota, 2021.

Member, Center for Human Resources and Labor Studies 75<sup>th</sup> Anniversary Planning Committee, University of Minnesota, 2019-2020.

Member, M.A. Admissions; Financial Aid; Student Recruitment Committee, Center for Human Resources and Labor Studies, University of Minnesota, 1991-92, 1993-94, 1997-2001, 2002-2008, 2010-2018.

Chair, WOrg Written Ph.D. Prelim Exam Committee, Department of Work and Organizations, University of Minnesota, 2012-2018.

Hearing Officers' Panel, University of Minnesota, 2000-2004; Arbitration Panelist, 2015.

Chair, Assistant Director Search Committee, Office of Conflict Resolution, University of Minnesota, 2011.

Faculty Consultative Committee, Carlson School of Management, University of Minnesota, 2005-2008 (chair, 2006-07).

Herman Reference Room Task Force, Industrial Relations Center, University of Minnesota, 2005-2008.

Social Sciences Policy and Review Council, University of Minnesota Graduate School, 1999-2001, 2002-2008.

Curriculum Committee, Industrial Relations Center, University of Minnesota, 1992-93, 1994-95, 1998-2001, 2002-2008.

Faculty Research Computing Advisory Committee, Carlson School of Management, University of Minnesota, 2002-2007.

Learning Excellence Steering Committee, Carlson School of Management, University of Minnesota, 2003-2007.

Graduate School Academic Grievance Committee, 2002-2005 (Chair, 2003-2005).

Advisory Committee, Center for Labor Policy, Hubert H. Humphrey Institute of Public Affairs, University of Minnesota, 1995-2004.