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: Department of Management, London School of Economics (October 2014); Department of Marketing and Management, Macquarie University (October 2012).

Honors and Awards

The 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.

"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 (2018) *Labor Relations: Striking a Balance*, 5th ed. (New York: McGraw-Hill Education).

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).

To be published in Chinese by China Worker Publishing House.

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

To be published in Turkish by Kure Yayinlari. 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

Tae-Youn Park, Eun-Suk Lee, and John W. Budd (forthcoming) "What Do Unions Do for Mothers? Paid Maternity Leave Use and the Multifaceted Roles of Labor Unions," *Industrial and Labor Relations Review*.

Stephen F. Befort, Silvia Borelli, and John W. Budd (forthcoming) "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*.

John W. Budd and Devasheesh P. Bhave (forthcoming) "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).

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," *Industrial and Labor Relations 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," *Industrial and Labor Relations 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 Bhave (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.

Working Papers

John W. Budd, Dionne Pohler, and Wei Huang (2018) "(Mis)Matched Frames of Reference: Cognitive Foundations of Employment Systems."

John W. Budd, Alexander J.S. Colvin, and Dionne Pohler (2018) "Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an Integrated Framework."

Mark Bray, John W. Budd, and Johanna Macneil (2015) "The Many Meanings of Cooperation in the Employment Relationship and Their Implications."

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)

World Congress of the International Labor and Employment Relations Association (three papers, session chair, discussant), July 2018.
Labor and Employment Relations Association annual meetings (two papers), 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 21st Century, International Sociological Association RC10 conference, July 2017.
Labor and Employment Relations Association annual meetings (three papers), 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 (two papers), September 2016.

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.
World Congress of the International Labor and Employment Relations Association (two papers, 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.
Labor and Employment Relations Association meetings (two papers), May 2014.
CRIMT International Conference on New Frontiers for Citizenship at Work (two papers), 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 (three papers), April 2013.
Invisible Labor Colloquium, Washington University School of Law, February 2013.
International Expert Conference on Job Quality, Copenhagen Business School, July 2012.
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.
Labor and Employment Relations Association meetings, 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.
Labor and Employment Relations Association meetings (discussant), January 2011.
25th Annual Employment Research Unit conference, Cardiff Business School, Plenary Speaker and 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.
Labor and Employment Relations Association meetings (two papers), January 2010.
Tennessee Employment Relations Research Association annual meeting (plenary speaker), October 2009.
World Congress of the International Industrial Relations Association (two papers), 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.
Labor and Employment Relations Association meetings, January 2008.
European Congress of the International Industrial Relations Association, September 2007.
Labor and Employment Relations Association meetings, January 2007.
NBER Shared Capitalism Research conference, October 2006.
Southern Industrial Relations and Human Resources conference (two papers), 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.
Industrial Relations Research Association meetings (discussant and session chair), January 2005.
Canadian Industrial Relations Association meetings (plenary speaker), June 2004.
United Association for Labor Education conference, April 2004.
Industrial Relations Research Association meetings, Presenter and Poster Session, January 2004.
Industrial Relations Research Association meetings, Presenter, Panelist, and 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.
Industrial Relations Research Association meetings, Presenter and Discussant, January 2002.
Industrial Relations Research Association meetings, January 2000.
Innovative Teaching in Human Resources and Industrial Relations conference, June 1999.
HR Network Conference on Industry Studies of Wage Inequality, March 1999.
Industrial Relations Research Association meetings, January 1999.
Industrial Relations Research Association meetings, 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, and Session Chair, October 1996.
Industrial Relations Research Association meetings (two papers), January 1996.
Fourth Bargaining Group conference, Discussant, University of Toronto, October 1994.
CSOM Interdisciplinary Schoolwide conference, University of Minnesota, June 1994.
Industrial Relations Research Association meetings, January 1994.
AFL-CIO/Cornell University Conference on Labor Law Reform, Session Chair, October 1993.
Industrial Relations Research Association meetings (two papers), January 1993.

Other Authored Materials

Varied entries on my blog ("Whither Work?"), http://whitherwork.blogspot.com/, November

2011-present.

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," *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," *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," W*orking 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, 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," an online collective bargaining simulation (*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.

Grants and Fellowships

McKnight - Business and Economics Research Grant, "Labor Policy and Investment: Theory and Aggregate Canadian Evidence," University of Minnesota, 1999.

Alfred P. Sloan Foundation via The Retail Food Industry Center, with Brian P. McCall, "Decomposing Changes in the Retail Food Wage Distribution, 1983-1993: A Semi-Parametric Analysis," University of Minnesota, 1997-98.

Alfred P. Sloan Foundation via The Retail Food Industry Center, "Human Resources and Labor Relations in the Grocery Industry," University of Minnesota, 1996.

McKnight - Business and Economics Research Grant, "The Impact of Strike Replacement Legislation," University of Minnesota, 1995.

IPD Small Grant for Research in International Business, "The Effect of Integrated Product Markets and International Corporations on Wage Determination in Canada," University of Minnesota, 1995.

Canadian Studies Faculty Research Grant, "Unionized Wage Determination in Canada and the United States: A Comparative Analysis," Canadian Embassy, 1993.

IPD Small Grant for Research in International Business, "Assessing the Effects of International Unionism on International Business Decision-Making," University of Minnesota, 1992.

Henry J. Kaiser Family Foundation Research Travel Grant, Walter P. Reuther Library of Labor and Urban Affairs, Wayne State University, 1990.

Olin Graduate Summer Fellowship, "Testing the Signaling and Human Capital Models of Education," Princeton University, 1989.

Jacob K. Javits Fellow (formerly the National Graduate Fellows Program), U.S. Department of Education, 1987-91.

Professional Affiliations and Activities

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

Member: Labor and Employment Relations Association (formerly, Industrial Relations Research Association)
- Education Committee (2000-2002, 2007-2009)
- Excellence in Education Awards Committee (2002-2004, 2006-2009)
- Best International Paper Awards Committee (2009-2013, 2016)
- Nominating Committee (2011; 2017 (chair))
- Executive Board (2014-2020)
- Co-Chair, 2016 Annual Meeting Program and Arrangements Committee (2015-2016)

International Labor and Employment Relations Association (formerly, International Industrial Relations Association)
- Track Organizer, 16th World Congress (2012)
- Publication Committee (2013-present)

Textbook and Academic Authors Association
- Texty/McGuffey Awards Committee (2009-2010, 2014-2016)

Editorial Boards:
- *British Journal of Industrial Relations* (2007-present)
- *Human Resource Management Journal* (2017-present)
- *Industrial and Labor Relations Review* (2003-present)
- *Labour and Industry* (2016-present)
- *Perspectives on Work* (2007-2010)
- *Working USA* (2004-2010)

Reviewer:
- *American Economic Review*
- *American Sociological Review*
- *B.E. Journals in Economic Analysis and Policy*
- *British Journal of Industrial Relations*
- *Business Ethics Quarterly*
- *Canadian Public Policy*
- *China Economic Review*
- *Community, Work and Family*
- *Comparative Labor Law and Policy Journal*
- *Economic Development and Cultural Change*
- *Economic Inquiry*
- *Economics Bulletin*
- *Economics Letters*
- *Human Resource Management Journal*

Human Resource Management Review
Industrial and Labor Relations Review
Industrial Relations
Journal of Business and Economic Statistics
Journal of Business Ethics
Journal of Comparative Economics
Journal of Economic Behavior and Organization
Journal of Economic Education
Journal of Industrial Relations
Journal of Labor Research
Journal of Labor Economics
Journal of Risk and Insurance
Labor Studies Journal
Labour
Labour & Industry
Labour Economics
M@n@gement
National Tax Journal
The North American Journal of Economics and Finance
Quarterly Journal of Economics
Regulation & Governance
Sociological Forum
Weltwirtschaftliches Archiv
Cornell University Press
Economic and Social Research Council (UK)
Labor and Employment Relations Association
National Science Foundation
Netherlands Organisation for Scientific Research (NWO)
Oxford University Press
Prentice Hall
Routledge
Sage
Social Sciences and Humanities Research Council of Canada
Stanford University Press
West Publishing

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.

Extensive media interviews on labor-related issues (average: 40 interviews per year)

Selected University Committees and Service

M.A. Admissions; Financial Aid; Student Recruitment Committee, Industrial Relations Center, University of Minnesota, 1991-92, 1993-94, 1997-2001, 2002-2008, 2010-2018.

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

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

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

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).

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

Chair, Faculty Search Committee, Industrial Relations Center, University of Minnesota, 2007-08.

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.

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

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.

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

Ph.D. Admissions Committee, Industrial Relations Center, University of Minnesota, 1995-2001, 2005-06.

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