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<https://scholar.google.com/citations?user=AzDcUkAAAAAJ&hl=en>

EDUCATION:

Ph.D. Industrial and Labor Relations at Cornell University, 1983. Minors: Public Policy, Economic and Social Statistics. Dissertation: "The United Auto Workers and the Campaign for National Health Insurance."

Courses in Statistics, Inter-University Consortium for Political and Social Research, University of Michigan, Summer 1979.

M.A. in U. S. History, University of Michigan, 1976. Minors: Recent European History, Political Science.

B.A. in History of Ideas with Honor, Residential College, University of Michigan, 1974.

CURRENT POSITION:

Professorial Lecturer  
Kogod School of Business  
American University

PROFESSIONAL EXPERIENCE:

2018-2020. Professor of Business Administration, Morgan State University, Baltimore, Maryland.

2014. Consultant to United Brotherhood of Carpenters..

2008-2009. Consultant to American Rights at Work.

2005-2018. Associate Professor of Business Administration, Morgan State University, Baltimore, Maryland.

2002 to 2005. Professor of Management, Hood College, Frederick, Maryland.

Fall 2001. Visiting Fellow, Institute for Philosophy and Public Policy, University of Maryland.

1986 to 2002. Assistant and Associate Professor of Management, Kogod School of Business, American University, Washington, D.C.

1995 to 2002, Consultant to Americans for Democratic Action and Critical Management Studies Interest Group at Academy of Management on web design.

1994 and 1995. Consultant to AFL-CIO Legislative Department on striker replacement and TEAM Act.

1986. Visiting Assistant Professor of Policy, Weatherhead School of Management, Case Western Reserve University, Cleveland, Ohio.

1983-1986. Assistant Professor of Management, School of Management, University of Michigan-Flint.

1983-1986. Assistant Research Scientist, Institute of Labor and Industrial Relations, University of Michigan-Ann Arbor.

Fall 1984. Lecturer in Political Economy, Residential College, University of Michigan-Ann Arbor.

1982-1983. Assistant Professor of Labor Relations and Personnel, College of Business Administration, Kansas State University, Manhattan, Kansas.

1980-1982. Guest Scholar, Government Studies, Brookings Institution, Washington, D.C.

#### BOOKS:

Co-editor of research volume, *The Disunited States of America: Labor Regimes in Conflict*, for Labor and Employment Relations Association. Ithaca, New York: Cornell University Press, 2014.

Editorial Board, *Sage Encyclopedia of Case Study Research*. London: Sage, 2009.

With Joel Yudken, *The Internet, Organizational Change, and Labor*. New York: Routledge, 2003.

Co-editor of research volume, *The Future of the Safety Net*, for the Industrial Relations Research Association. Ithaca, New York: Cornell University Press, 2001. Nominated for American Risk and Insurance Association Kulp-Wright Award.

*Business Lobbies and the Power Structure in America: Evidence and Arguments*. Westport, Connecticut: Quorum Books, 1999..

*Collective Bargaining as an Instrument of Social Change*. Westport, Connecticut: Quorum Books, 1994.

#### UNDER REVIEW:

With Fernanda Sauerbronn and Marcelo Castaneda, "Political CSR, Populism, and Neoliberal Cleavage in Brazil," submitted to *Business and Society*.

With Rosetta Morris and Oya Zincir, Special Issue proposal on critical biography submitted to *Organization*.

“The Inversion of Catholic Social Teaching: The Case of the Catholic University Business School,” submitted to *Teaching Ethics*.

REFEREED ARTICLES AND CHAPTERS IN REFEREED VOLUMES:

“A Differentiated Model of Work Regulation,” forthcoming in 2022 in *Advances in Industrial and Labor Relations*.

With Joel Yudken, “Worker Voice in Technological Change: The Potential of Recrafting.” In Tobias Schulz-Cleven and Todd E. Vachon, *Revaluing Work(ers)*, for Labor and Employment Relations Association. Ithaca, New York: Cornell University Press, 2021.

“Business Ethics: The Big Picture.” *Teaching Ethics* (2019) 19(1): 89-90.

With Rosetta Morris, “Beatrice Webb: Social Investigator.” In Robert McMurray and Alison Pullen, eds., *Power, Politics and Exclusion in Organisation and Management*. London: Routledge, 2019.

With Rosetta Morris, “Frontiers of Efficiency Wages: Unconventional Wisdom?” *Journal of Management History* (June, 2018): 300–315.

“Review Essay: Platform Cooperativism?” *Renewal: A Journal of Labour Politics* (July 1, 2017).

“Pragmatist Integrity: A Second Look.” Orlitzky, M. and Monga, M. *Integrity in Business and Management*. New York, Routledge, 2017, pp. 156-170.

“Human Nature” and “Sweatshops,” *Sage Encyclopedia of Business Ethics and Society*. Thousand Oaks, California: Sage, 2017.

With Ogbolu, M. and Ogbolu, Y., “Efficiency, Equity, and Voice: Perspectives on Foreign Nurse Sourcing,” *Journal of International Business and Economics*, (September 2014).

“Resisting the Sense of Futility,” Murphy, J., Malin, V., Siltaoja, M., *Getting Things Done: Practice in Critical Management Studies*. Bingley, UK: Emerald Publishing Group, 2013.

“Pragmatism, Social Reconstruction, and Organizational Theory,” Kelemen, M. and Rummens, N. *American Pragmatism and Organization: Issues and Controversies*. Farnham, UK: Ashgate, 2013.

With Michael and Yolande Ogbolu. “Perspectives on Nurse Migration,” *Perspectives on Work* (Fall 2012).

With Robbin Derry, "Corporate Social Responsibility and Labor Policy in the Disunited States of America," *Proceedings of the International Association of Business and Society*. 2011 (22): 142-150.

"Philosophy of Science," "Pragmatism," "Natural Science Model," "Equifinality" (with Milton Jacobs), "Bayesian Inference, Boolean Logic," *Sage Encyclopedia of Case Study Research*. Thousand Oaks, California: 2009.

"Dialog on Locke's Business Ethics," *Academy of Management Learning and Education Journal* (June 2009).

"Business Lobbies and the Employee Free Choice Act," *Proceedings of the Labor and Employment Relations Association*, 2009.

With Jill Jacobs, Jill Kreisky, Richard Marens, and Warner Woodworth, "Religion and Work: A Symposium," *Perspectives on Work* (Winter 2008).

With J. Luhman, L. Poonamallee, R. Marens, and C. Whalen, "Local Solidarity: Experiments in Socially Responsible Business Development," *Ephemera* (October 2007).

"Human Nature," *Sage Encyclopedia of Business Ethics and Society*. Thousand Oaks, California: Sage Publications, 2007.

"Integrity," *Sage Encyclopedia of Organizational Studies*. Thousand Oaks, California: Sage Publications, 2007.

"Critical Biography and Management Education," *Academy of Management Learning and Education Journal* (December 2006).

"Internet Activism and the Democratic Emergency in the US," *Ephemera* (UK on-line journal) (February 2005).

"A Pragmatist Approach to Integrity in Business Ethics" and "Response to Commentary by Dr. Thomas Becker," *Journal of Management Inquiry* (August 2004).

"Douglas McGregor: The Human Side of Enterprise in Peril," *Academy of Management Review* (April 2004).

"The Prospect of Internet Unionism," *Philosophy and Public Policy Quarterly*, (Winter/Spring 2002).

"The Prospects for National Health Insurance in the United States," in Sheldon Friedman and David Jacobs, eds., *The Future of the Safety Net: Social Insurance and Employee Benefits*. Ithaca: Cornell University Press, 2001.

"Labor and Social Legislation: Case Studies in Business Obstructionism and Accommodation," *Labor Studies Journal* (Summer 1998).

With Virginia duRivage, "Social Policy and Part-Time Work: Lessons from Western Europe," in Dorothy Sue Cobble, ed., *Women and the Labor Movement: Forging a New Partnership*. Ithaca: ILR Press, 1993.

"Polish Solidarity and Transformational Bargaining," *Negotiation Journal* (January 1992).

"Comment on Murray and Reshef," *The Academy of Management Review* (October 1990).

"Bargaining during the Reagan Administration: Political Bulwarkism," *Negotiation Journal* (October 1989).

"Labor and the Strategy of Mandated Health Benefits," *Labor Studies Journal* (September 1989).

With Virginia duRivage, "Home-Based Work: Labor's Choices," in Eileen Boris and Cynthia R. Daniels, eds., *Homework: Contemporary and Historical Perspectives on Paid Labor at Home*. Urbana: University of Illinois, 1989.

"The Concept of Adversary Participation," *Negotiation Journal* (April 1988).

"The UAW and the Committee for National Health Insurance: The Contours of Social Unionism" in David Lipsky, David Lewin, and Donna Sockell, eds., *Advances in Industrial and Labor Relations* Volume 4. Greenwich, Connecticut: JAI Press, 1987.

#### DIALOGS FOR THE ACADEMY OF MANAGEMENT REVIEW:

With Marc Orlitzky, "A Candid and Modest Proposal: The Brave New World of Objectivism," *The Academy of Management Review* (October 1998).

With Kathy Getz, "Dialogue on 'The Stakeholder Theory of the Corporation: Concepts, Evidence, and Implications'," *The Academy of Management Review* (October 1995).

#### REVIEW ESSAYS FOR ACADEMIC JOURNALS:

"Sanford M Jacoby, Labor in the Age of Finance: Pensions, Politics, and Corporations from Deindustrialization to Dodd-Frank and Jo Carby-Hall and Lourdes Mella Méndez (eds), *Labour Law and the Gig Economy: Challenges Posed by the Digitalisation of Labour Processes*," *Work, Employment and Society*. First Published 9 Mar 2022.

The future of work, *Organization*. First Published 27 Jan 2022.

"On 'I am not a brain.'" *Organization Studies*\_(2021) 42(3): 519–525.

“*Honorable Business: A Framework for Business in a Just and Humane Society*, by James Otteson; *The Form of the Firm: A Normative Political Theory of the Corporation*, by Abraham A. Singer,” *Academy of Management Learning and Education* 20(1): 108-115. (Part of an ongoing project on the teaching of business ethics. Participated in Paper Development Workshop for Academy of Management Learning and Education June 2019.)

Review of Paul C. Weiler, *Governing the Workplace* and Arthur Shostak, *Robust Unionism*, *Academy of Management Review* (January 1992).

"John Dunlop and the Quest for Consensus," *The Academy of Management Review* (July 1986).

#### PRACTITIONER ARTICLES:

Unionism and Democracy,” *Perspectives on Work* (Fall 2020).

“Health Care Reform as a Prism through which to View Business Values in the United States,” *Perspectives on Work* (Fall 2017).

"The Internet and the Workplace: Introduction to a Technological Revolution," *Perspectives on Work* 6: 2.

“US Employers Defect in Pay Floor Wrangle,” *Personnel Today* (UK) (November 5, 1998).

"Pay Floor Begg Questions of a Moral Minority,” *Personnel Today* (April 9, 1998).

“US Labour Act Ushers in a New Uncertainty,” *Personnel Today* (January 15, 1998).

“Are Recognition Rules Made to be Broken?” *Personnel Today* (November 13, 1997).

"In Society: New Representational Roles for Labor and Management," *Labor Law Journal* (August 1985). Also published in *Proceedings of the Spring 1985 Meeting of the Industrial Relations Research Association* (Madison: Industrial Relations Research Association, 1985).

"The Issue of Social Insurance," *ILR Report* (NYSSILR-Cornell) (Fall 1984).

#### REVIEWS:

Twenty-seven reviews for *Choice*, 2012-2020.

Review of Rosemary Batt and Eileen Appelbaum, “Private Equity at Work.” *Management Learning* (May 2016) 47(4): 477-479.

Review of Marie Gottschalk, *The Shadow Welfare State in Relations Industrielles* (Winter 2001).

Review of Max Green, *Epitaph for American Labor* in *Industrial and Labor Relations Review* (October 1997).

Review of John Kelly, *Trade Unions and Socialist Politics* in *Journal of Labor Research* (April 1990).

Review of Sar A. Levitan and Martha R. Cooper, *Business Lobbies: The Public Good and the Bottom Line* in *Industrial and Labor Relations Review* (January 1986).

Review of Lela B. Costin, *Two Sisters for Social Justice: A Biography of Grace and Edith Abbott* in *Labor Studies Journal* (Fall 1985).

Review of Hervey Juris and Myron Roomkin, eds., *The Shrinking Perimeter: Unionism and Labor Relations in the Manufacturing Sector* in *Industrial and Labor Relations Review* (April 1981).

Review of Robert Heilbroner, *Marxism: For and Against* in *ADA World* (Fall 1980).

Review of Morris Janowitz, *The Last Half Century* in *Cornell Journal of Social Relations* (Fall 1979).

#### PRESENTATIONS:

*Organization* and Critical Management Studies Webinar: "Business and Democracy, September 24, 2020. <https://youtu.be/n6Gd8ns28Iw>

*Organization* and Critical Management Studies Webinar: "The Pandemic and Governance Structures: Divergent national and state responses," June 29, 2020. <https://youtu.be/2zuk-X7lmVE>

"The Defense of Corporate Power as a Political and Intellectual Project," Academy of Management, Boston, 2019. Other symposia 2010-2020.

"Family Medical Leave: Who Is Against It and Why," DCLERA Luncheon, February 2015.

"The Affordable Care Act and the Neoconfederate Challenge," DCLERA Luncheon and universities in UK, November and December, 2012.

"The Employee Free Choice Act and the Prospects for a New Green Social Contract," Symposium, Academy of Management, Chicago, Illinois, August 6, 2009.

"Business Lobbies and the Employee Free Choice Act," Labor and Employment Relations Association, San Francisco, California, January 3, 2009.

"Business as a System of Power," Symposium, Academy of Management, Philadelphia, Pennsylvania, August 7, 2007.

"Local Solidarity: Experiments in Socially Responsible Business Development," Symposium, Academy of Management, Atlanta, Georgia, August 14, 2006.

"Critical Biography," Teaching Business Ethics 2006, University of Colorado-Boulder, June 9, 2006.

"The Internet, Stakeholder Activism and Politics in the US," Academy of Management, New Orleans, Louisiana, August 9, 2004.

"Stakeholder Management and Labor," Academy of Management, Seattle, Washington, August 5, 2003.

"Internet Unionism," presented at European Industrial Relations Network Conference, Madrid, Spain, April 27, 2001.

"The Internet and Stakeholder Activism," presented at International Association of Business and Society, Sedona, Arizona, March 18, 2001.

"Prospects for National Health Insurance in the US," presented at the Industrial Relations Research Association, New Orleans, January 7, 2001.

"The Internet, Social Intelligence, and Labor-Anchored Organizations," presented at the Critical Management Studies Workshop, Refereed Roundtable, Academy of Management, August, 2000, Toronto, Canada.

"Living Wages," presented to International Association of Business and Society, Spring 2000 Meeting.

"A Pragmatist Approach to Integrity," presented to Connelly Program in Business Ethics, Georgetown University, November 19, 1999.

"Flexibility in U.S. Industrial Relations," presented to European Industrial Relations Conference in Aix-en-Provence, France, May 1999.

"A Union-Free Politics?" presented to the AFL-CIO/Cornell University Research Conference, Linthicum, Maryland, April 3, 1996.

"Labor and Social Legislation in the United States: Case Studies in Business Obstruction and Accommodation," presented to the Employee Rights and Industrial Justice Study Group at the International Industrial Relations Association, June 4, 1995, Washington, D.C. and the Canadian Industrial Relations Association, June 10, 1994, Calgary, Alberta.

"Labor's Role in Economic Restructuring," presented to Southern Regional Industrial Relations Academic Seminar, October 5, 1991, Atlanta, Georgia. Proceedings published.



"The Industrial Relations System of the Southern United States," presented to the Canadian Industrial Relations Association, June 4, 1991, Kingston, Ontario. Proceedings published. An earlier version presented to Southern Regional Industrial Relations Academic Seminar, October 4, 1989, Morgantown, West Virginia.

"Polish Solidarity and Transformational Bargaining," presented to the Canadian Industrial Relations Association, June 3, 1990, Victoria, Canada. A revised version presented to the Industrial Relations Research Association, December 28, Washington, D.C. Proceedings published.

"Bargaining and Social Change: the Course of Solidarity," presented to International Industrial Relations Association, September 8, 1989, Brussels, Belgium.

"Labor and Mandated Health Benefits," presented to the Industrial Relations Research Association, December 28, 1988, New York, New York. Proceedings published.

"The Concept of Adversary Participation," presented to the Cornell Collective Bargaining Workshop, November 3, 1988, Ithaca, New York.

"Labor and the Strategy of Mandated Health Benefits," presented to the Southern Regional Industrial Relations Academic Seminar, October 6, 1988, Baltimore, Maryland. Proceedings published.

"The American Federation of Teachers, the Depression, and Social Unionism," presented to the Industrial Relations Research Association, December 28, 1987, Chicago, Illinois. Proceedings published.

"John Dewey, Industrial Democracy, and the Evolving Industrial Relations System," presented to the Southern Regional Industrial Relations Academic Seminar, October 8, 1987, St. Petersburg, Florida. Proceedings published.

"Labor and Homework," presented to the Congressional Caucus on Women's Issues, May 22, 1987.

"The UAW and the Committee for National Health Insurance," presented to the Collective Bargaining Workshop, Cornell University, April 29, 1986.

"John Dewey and Industrial Democracy," presented to Washington Consortium Schools of Business Research Conference, February 28, 1987. Proceedings published.

"In Society: New Representational Roles for Labor and Management," presented to the Spring 1985 Meeting of the Industrial Relations Research Association, April 19, 1985, Detroit, Michigan.

"Legal Aspects of Personnel," for Flint Urban League, March 28, 1985, Flint, Michigan.

### OFFICES HELD

President, DC Labor and Employment Relations Association, 2022.  
Secretary and Board member, 2008-2021.

Board, Americans for Democratic Action Education Fund, 2019 - Present.

Member, Division and Interest Group Review Committee, Academy of Management, 2005-2006.

Chair, Critical Management Studies Interest Group, Academy of Management, 2004-2005.

Program Chair, Critical Management Studies Interest Group, Academy of Management, 2002-2003.

### AWARDS AND FELLOWSHIPS:

University System of Maryland MOST curriculum grant, 2020.

CIBER-CMCC grant, 2019.

Aspen Institute Faculty Pioneer Finalist, 2007.

Graves School Research Grant, Summer 2006, 2007, 2019.

Hood College Curriculum Grant, Summer 2004.

KCBA Summer Research Grant, Summer 1995, 1990.

Economic Policy Institute research grant, 1993-1994.

American University Summer Research Grant, Summer 1993.

United Parcel Service Faculty Fellow (American University), Summer 1988.

American University Curriculum Development Grant, 1987-1988.

Gerald R. Ford Foundation Research Grant for research at Gerald R. Ford Presidential Library, Ann Arbor, Michigan, Summer 1984.

University of Michigan-Flint Faculty Development Grant, Summer 1984.

Alcoa Foundation (Graduate) Fellowship, 1981-1982.

Veatch Foundation Grant, 1980-1981.

ILR Graduate Fellowship, 1978-1979.

Cornell Summer (Graduate) Fellowship, 1978, 1980.

SERVICE:

Referee *Organization, Business Ethics Quarterly, Journal of Workplace Rights, etc.*

External Reviewer, Sobey Business School at St Marys University, Halifax, Nova Scotia.

Associate Editor, *Qualitative Research in Organizations and Management*, 2017-Present.

Editorial Advisory Board, *LERA Perspectives on Work*, 2007-2011.

Associate Editor, *Academy of Management Learning and Education*, 2009-2011.

Editorial Board, *Sage Encyclopedia of Case Study Research*, 2008.

Graves School Ph.D. Committee, 2005-2020. Includes service on dissertation committees.

Economics and Management Search Committee, 2003.

Chair, AU Faculty Development Committee, 1999-2001.

Member, Provost-Senate Committee on Obstacles and Incentives, 2000-2001.

Member (chair for 1997-1998), KCBA Rank and Tenure Committee, 1991-1992, 1993-1998.

Member (chair 1996-1998), University Library Committee, 1994-Present.

Member, University Diversity Committee, 1993-1995

Member, Business and Society Search Committee, 1990-1991.

Chair, Educational Policy Committee, 1990-1991.

Member, Management Chair Search Committee, 1988-1989.

Member, Organizational Behavior Search Committee, Spring 1988.

Faculty Advisor, American University Human Resources Club.

Member, American Studies Faculty, American University.

Member, Provost Search Committee, University of Michigan-Flint, 1985-1986.

Member and Chair, Library Committee, University of Michigan-Flint, 1983-1985.

Delegate, Senate Assembly, University of Michigan, 1984-1986.

LANGUAGES:

English and French

REFERENCES:

Paul Adler

Professor of Management and Organization

Marshall Business School

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Robbin Derry

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Dhillon School of Business

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David Levy

Professor of Management

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