

January 2006

## VITA

### PERSONAL INFORMATION

Name: Michele M. Hoyman  
Date of Birth: January 20, 1949  
634 Kensington Dr.  
Chapel Hill, N.C. 27514  
Telephone: (919) 960-0934 (home)  
(919) 962-6867 (office)  
(919) 960-0077 (office - fax)

### CURRENT POSITION

Associate Professor  
(with tenure) Awarded 2000  
Political Science Dept.  
University of North Carolina  
315 Hamilton Hall  
CB 3265  
Chapel Hill, N.C. 27599-3265  
Adjunct Faculty  
(1998- date)  
Master's in Public Administration  
U.N.C.-C.H.

### PAST POSITION

Full Professor  
(awarded May 1999)  
(Tenured May 1987))  
Political Science Department  
University of Missouri-St. Louis  
8001 Natural Bridge Road  
St. Louis, Missouri 63121

At the time of tenure, my work had received thirty four citations.

Assistant Professor  
(1978-1981)  
Institute of Labor & Industrial Relations  
University of Illinois  
504 East Armory  
Champaign, Illinois 61820

### ACADEMIC BACKGROUND

	London School of Economics and Political Science University of London	1970-1971	
B.A.	Antioch College	1972	Sociology
M.A.	University of Michigan	1974	Political Science
Ph.D.	University of Michigan	1978	Political Science

### PRODUCTIVITY

## A. BOOKS

### \* Before Tenure; \*\* After Tenure Scholarly Books

\*\**Power Steering: Economic Development and the Transformation of Rural America* (Lawrence Kansas: University Press of Kansas, 1997.)  
(refereed process)  
Nominated for best book in 1997-1998 for Urban Politics and Political Economy

### Edited:

\*\*(Co-editor with L. Ferman, J. Cutcher-Gershenfeld and E. Savoie), *Joint Training Programs: A Union Management Approach to Preparing Workers for the Future*, Cornell Labor and Industrial Relations Press, Ithaca, NY, 1991. (refereed process -two reviewers).

\*\*(Co-editor with L. Ferman, J. Cutcher-Gershenfeld, and E. Savoie) *New Developments in Worker Training: A Legacy for the 1990s* (1990 Industrial Relations Research Association annual volume; Madison, Wisconsin, 1990).

\*\*(With L. Ferman and Stuart Henry), *The Informal Economy*, *The Annals of the Academy of Political and Social Science*, Vol. 493, September, 1987.)

### Textbooks

None

## B. ARTICLES OR CHAPTERS PUBLISHED

### REFEREED ARTICLES IN PROFESSIONAL JOURNALS:

\*\*Prisons in N.C.: Are they a Rational Strategy for Rural Economic Development", *International Journal of Economic Development*, 2002, Vol. 4 no. 1

\*\*A Typology of Workplace Policies: What is Worker Friendly vs. What is Family Friendly? co-authored with Heidi Duer. March 2004 publication of Review of Public Personnel Administration

(With Micah Weinberg) " The Process of Policy Innovation: Prisons as Rural Economic Development" *Policy Studies Journal* Vol. 34, no. 1 (forthcoming in March 2006; in press; proofs are in.)

\*\*"Working Women: The Potential of Unionization and Collective Action," *Women's Studies International Forum*, Vol. 12, No. 1, 1989, pp. 51-58.

\*(with Lamont Stallworth) "Participation in Local Unions: A Comparison of Black and White Members," *Industrial and Labor Relations Review*, April 1987, Vol. 40, No. 3, pp. 323-335.

\*\*"Alternative Models of Policy Compliance With Civil Rights Legislation" in *Law and Policy*, Vol. 8., No. 1. January 1986, pp. 77-102.

\*(with Lamont Stallworth) "The Arbitration of Discrimination Grievances in the Aftermath of Gardner-Denver: A Labor Management Perspective," in *Arbitration Journal*, September 1984, Vol. 39, No. 3, pp. 49-57.

\*(with David Linowes) “Data Confidentiality, social Research and the Government,” in *Library Trends*, Vol. 31, Winter 1982, pp. 489-504

\*(Ronda Robinson) “Interpreting the New Sexual Harassment Guidelines,” *Personnel Journal*, December 1980, pp. 996-1000.

### **Law Review Articles**

\*(with Lamont Stallworth) “Suit Filing by Women: An Empirical Analysis” *Notre Dame Law Review*, Vol. 62, Issue 1, December, 1986, pp. 61-82.

\*(With Lamont Stallworth,) “ Who Files Suits and Why: An Empirical Portrait of the Litigious Worker” *University of Illinois Law Review*, Vol. 1981, No. 1, pp. 115- 159 (44pp)

### **Non-refereed Articles in Professional Journals:**

\*(with Lamont Stallworth) “Arbitrating Discrimination Grievances in the Wake of Gardner Denver,” *Monthly Labor Review*, October 1983, p. 3-10. Reported in Nov. 18, 1983 *Summary of Daily Labor Report* p. 1 and in Fair Employment Practices Nov. 17, 1983 p. 3. (Also Reprinted in its entirety on p. E-1 of *Daily Labor Report*, November 18, 1983.)

This article was selected for the Lawrence E. Klein Award for best labor article of the year for the *Monthly Labor Review* for 1983.

### **Chapters in Edited Scholarly books**

\*“State Correlates of Equal Employment Opportunity Commission Complaints,” in Bulmer, Charles, and Carmichael, John, eds., *Employment and Labor Relations Policy*, D.C. Heath, 1980, pp. 115-128.

### **Refereed Chapters in Books**

\*\*\*(with L. Ferman, J. Cutcher-Gershenfeld and E. Savoie), “Introduction,” in L. Ferman, J. Cutcher-Gershenfeld and E. Savoie Joint Training Programs: A Union Management Approach to Preparing Workers for the Future, Cornell LIR Press, Ithaca, NY, 1991, pp. 1-10. (Refereed process).

\*\*\*(with Lou Ferman) “Service Delivery in Joint Training Programs,” in L. Ferman, M.Hoyman, J. Cutcher-Gershenfeld, and E. Savoie, editors, *Joint Training Programs: A Union Management Approach to Preparing Workers for the Future*, Cornell LIR Press, Ithaca, NY, 1991, pp. 181-206. (refereed review process.)

\*\*\*(with Lou Ferman) “Scope and Extent of Joint Training Programs,” in L. Ferman, M.Hoyman, J. Cutcher-Gershenfeld, and E. Savoie, editors, *Joint Training Programs: A Union Management Approach to Preparing Workers for the Future*, Cornell LIR Press, Ithaca, NY, 1991, pp. 11-30.

\*\*\*(with J. Cutcher-Gershenfeld) “Public Policy and Research Implications of Joint Training Programs,” in L. Ferman, M. Hoyman, J. Cutcher-Gershenfeld, and E. Savoie, editors, *Joint Training Programs: A Union Management Approach to Preparing Workers for the Future*, Cornell LIR Press, Ithaca, NY, 1991, pp. 229-252.

## Chapters in Textbooks

C. Other:

\*\* “Sexual Harassment in the Public Sector: An Emerging Issue for Public Personnel Management” in *Handbook for Personnel Management*, edited by Steve Condrey, (Jossey-Bass, 1997)

(Refereed by two reviewers)

\*\*\*“Sexual Harassment in the Public Sector: An Emerging Issue for Public Personnel Management”, a complete revision of the chapter for the new edition in 2004 (refereed by two reviewers).

## ARTICLES BEING RE DRAFTED:

With Jenn Weaver, Micah Weinberg and Catherine Moga, “Economic Impact of Prisons on Rural Communities” redrafted for review by *Economic Development Quarterly*

With Jenn Weaver and Micah Weinberg, “You see a Prison; We see Jobs: Attitudes of County Leaders to Prisons as Rural Economic Development” for submission to *State and Local Policy and Politics Quarterly*

Exit Voice Loyalty and Decay: A New Theory of Worker-Friendly Policies

“Politics of the NLRB: Regional Variation versus Over Time Variation in Disposition of Cases” (re draft of a conference paper ) with co-author Diane Schmidt

“Regional Variation in Charges Filed with the National Labor Relations Board” (presented as a refereed poster session at the Industrial Relations Research Association, being re-drafted for submission)

For Midwest Political Science conference in 2006 and for submission to journals (With Chris Faricy) An Empirical Examination of the Creative Class Theory: Does the Creative Class Bring Jobs

(With Cameron Morgan and Mary Deason) for submission to a public administration journal “An Experimental Test of the Hybrid Model of Participative Bureaucracy”, a re-draft of a convention paper

## Chapters in Books

\*\*\*“Female Participation in Informal Economy: A Neglected Issue,” in *The Informal Economy*, edited by M. Hoyman, L. Ferman and S. Henry, *Annals of American Academy of Political and Social Science*, September 1987, Vol. 493, pp. 64-82. Reprinted in *Work Beyond Employment in Advanced Capitalist Countries: Classic and Contemporary Perspectives on the Informal Economy*, Vol. II: Revisions and Criticism, L Ferman, L. Berndt, and S. Henry, (eds.), (Edwin Mellen Press, 1993), pp.158-186

\*\*(with S. Henry and L. Ferman) “Issues and Prospects for the Study of Informal Economies: Concepts, Research Strategies and Policy,” in *The Informal Economy, Annals of AAPSS*, Vol. 493, September 1987, pp. 154-172. Reprinted as “Conclusion: Research Prospects and Policy Issues for the Study of Informal Economies,” in *Work Beyond Employment in Advanced Capitalist Countries: Classic and Contemporary Perspectives on the Informal Economy*, Vol. II: Revisions and Criticism, L Ferman, L. Berndt, and S. Henry, (eds.), (Edwin Mellen Press, 1993), pp. 311-338.

\*\*(with L. Ferman, J. Cutcher-Gershenfeld, and E. Savoie), “Editors’ Introduction,” in L. Ferman, M. Hoyman, J. Cutcher-Gershenfeld, and E. Savoie, editors, *New Developments in Worker*

*Training: A Legacy for the 1990s* (1990 Industrial Relations Research Association annual volume), pp. 1-24.

\*\*(with L. Ferman and J. Cutcher-Gershenfeld), "Joint Union-Management Training Programs: A Synthesis in the Evolution of Jointism and Training", in L. Ferman, J. Cutcher-Gershenfeld, and E. Savoie in *New Developments in Worker Training: A Legacy for the 1990s* (1990 Industrial Relations Research Association annual volume), pp. 157-190.

\*\*"Joint Labor-Management Training Programs: A Useful Innovation" in Joseph, Lawrence B. editor, *Creating Jobs Creating Workers: Economic Development and Employment in Metropolitan Chicago* (Center for Urban Research and Policy Studies, University of Chicago, 1990), published by the University of Illinois Press, 1990, pp.209-227.

### **Book Reviews**

\*Book review of Miner and Miner's *Policy Issues in Contemporary Personnel and Industrial Relations* in *Labor Studies Journal*, Spring 1979, Vol. 4, No. 1.

\*Book Review of Slassarev's *Betrayal of the Urban Poor in the American Political Science Review*, June 1998, one page.

(with Ronda Robinson) Abstract from "The E.E.O.C. Guidelines on Sexual Harassment: The Solution or Just the Beginning?" for *Academy of Management Proceedings*, Summer 1981 meetings.

### **Articles in Proceedings:**

"Leadership Responsiveness in Local Unions and Title VII Compliance: Does More Democracy Mean More Representation for Blacks and Women?" *Proceedings of the Industrial Relations Research Association*, Winter 1979 Meeting, pp. 29-35.

(with Lamont Stallworth) "An Empirical Analysis of the Filing of Discrimination Claims" in *Proceedings of the Industrial Relations Research Association*, Winter 1981 meeting, pp. 179-185.

"Designing an Ideal Conflict Resolution Device for Discrimination Grievances" in *The Elements of Good Practice in Dispute Resolution*; 1984 Proceedings of the 12th Annual Conference of Society of Professionals in Dispute Resolution, October 14-17, 1984, San Francisco, CA, pp. 90-105.

"Discussion" in *Proceedings of Industrial Relations Research Association 38th Annual Meeting*, New York, December 28-30, 1985, pp. 486-489 (Madison, Wi: Industrial Relations Research Association, 1986).

"Discussion," Remarks on State Economic Development Initiatives in Employee Training and Labor Management Relations in *Proceedings of the IRRA Annual Winter Meeting*, Atlanta, Georgia, December 28, 1989.

### **PAPERS PRESENTED**

(With Jenn Weaver and Audrey Sprung) "Community Decision-Making and Innovation", paper presented at the Midwest Political Science convention, April 7-10, 2005

(With Micah Weinberg), "Rural Prison Sitings and the Process of Policy Innovation" paper presented at the Midwest Political Science convention, April 2004, Chicago, Illinois.

(With Alison Beloin) " Economics of Rural Prison Sitings: What Makes Counties Gallup Toward a NIMBY?" Midwest Political Science Convention April 2002, Chicago, Il.

(with Anne Draznin) "Gender Factors in Selection and Decisions in Labor Arbitration", paper presented at the Midwest Political Science meetings in Chicago, Il., April 19-21, 2001

(with Michael Jordan) "Prisons as Public Administration versus Economic Development" paper presented at the Midwest Political Science meetings in Chicago, Il., April 19-21, 2001.

"Prisons in North Carolina: Are they a Viable Economic Development Strategy, a paper presented at SECOPA Conference in Greensboro, N. C., October 4-6, 2000.

"Dimensions of Worker Friendly Policies: A New Theoretical Perspective" a paper presented at SECOPA Conference in Greensboro, N. C., October 4-6, 2000.

"Toward a Reconceptualization of Worker Friendly Policies" paper presented at the American Society of Public Administration annual meetings, San Diego, Calif., April 1-4, 2000

Prisons as an Economic Development Trophy", presented at the American Society of Public Administration convention, April 6-8, 1999

"The Case of the Female Labor Arbitrator" presented at the Midwest Political Science Convention, April 15-17, 1999

. "Public Opinion, Politics and Plant Sitings", a paper presented at the Midwest Political Science Association meetings, Chicago, Il., April 10-12, 1997

(With Sandy Crews) "Arbitration as a Social System: The Importance of Gender and Other Characteristics in Determining Arbitrator Reasoning" a paper presented at the Midwest Political Science Association meetings, Chicago, Il., April 10- 12, 1997

(with Sandy Crews) "Impact of Gender on Arbitral Outcomes" Industrial Relations Research Association Annual Meeting, January 4-6, 1996, San Francisco, Calif.

(With Sandy Crews) "Gender and Arbitration" for the Gender Institute University of Missouri - St. Louis, March 25, 1996.

Presented "Economic Impact of Large Automobile Plant Sitings: Beyond Wages to a Notion of General Welfare"

(With Sandy Crews) "Gender and Arbitration: Implications for Alternative Dispute Resolution" Midwest Political Science Association, Chicago, April 18- 21, 1996

Presented "Impact of Economic Development on Small Communities: The Case of the Automobile Industry" American Political Science Association, August 29 - September 1, 1991.

Presented "Economic Development of Rural Areas As Agenda-Setting: Of Earthquakes and Economic Development" Midwest Political Science Association, April 1991, Chicago, Illinois.

Presented "Grievance Mediation: Its Potential and Its Limits" Weldon Springs Conflict Resolution Conference, St. Louis, Mo. November 4, 1988.

Presented "Individual Rights" at Michigan State University Symposium on Labor and Public Policy, East Lansing, September 16, 1988.

Presented "Emerging Health Issues in Industrial Relations: AIDS and No-Smoking Policies of Employers" American Society of Public Administration, July 13, 1988

Presented "Women in the Informal Economy. The Invisible Workforce" at the Midwest Political Science Convention, April 13-16, 1988, Chicago, Illinois.

Chair and Moderator of "Training, Retraining and Outplacement," Industrial Relations Research Association, Gateway Chapter, a day-long seminar, October 23, 1986.

Presented "An Empirical Examination of the Arbitration of Discrimination Grievances," Society of Professionals in Dispute Resolution, Twelfth International Conference, San Francisco, CA, October 15, 1984.

Presented "Participation of Women in Local Unions", Midwest Political Science Association, April 1984, Chicago.

(with Lamont Stallworth) "Reactions of the Parties to the Gardner-Denver Decision," Eastern Economics Association meetings, April 29-May 1, 1982, Washington, D.C.

(with Lamont Stallworth) “An Empirical Analysis of the Filing of Discrimination Claims,” presented at Industrial Relations Research Association national meeting, December 29-31, 1981, Washington, D.C.

“The E.E.O.C. Guidelines on Sexual Harassment: The Solution or Just the Beginning?” a reviewed panel session in the Status of Women Division, at the Academy of Management Meetings, August 2-4, 1981, in San Diego.

“Perspectives on the Weber Case,” speaker on panel, “E.E.O. in a Changing Labor Market,” Alumnae Conference of ILIR, Spring 1980.

“Leadership Responsiveness in Local Unions and Title VII Compliance: Does More Democracy Mean More Representation for Blacks and Women?” presented at the Winter 1979 Industrial Relations Research Association Meeting in Atlanta, Georgia.

“Coercive and Noncoercive Mechanisms for Compliance with the Civil Rights Act of 1964,” presented at the Midwest Political Science Association Convention, April 19-22, 1979.

### **PARTICIPATION IN PANELS (Chair/Discussant)**

Facilitator, for Discussion on Livable Wage Movement at “Table Talk”, a Campus Y event for undergraduates at University of N.C. – Chapel Hill, N.C. September 15, 2003

Discussant on Panel on “Assessing Economic Development Strategies” American Political Science Association Meetings, August 29- September 2, 2003 in Philadelphia, Pa.

Chairperson of Panel on communities and policy, American Political Science Annual Meetings, Arbitration, September 5, 1998 in Boston, MA.

One of three speakers in plenary session, First Annual Arbitration Institute, Jan. 28-Jan. 29, 1998, Sponsored by University of Mo. Labor Education Program, Ramada Inn, Columbia, Mo. Approximately forty participants who were shop stewards, local officers, and international representatives.

Lectures: March 7 - 16 for Use of Research in Public Policy, a conference held in Muscat, Oman via U.M. St. Louis, Center for International Studies and Interactive Consultants; Lectured on “Human Resources: Two Models of Personnel”; “Human Resources: Conflict Resolution” and “Use of Information in Human Resources” sessions

Discussant. Panel on Labor Organizing Strategies, Industrial Relations Research Association, Spring Meeting, May 4, 1996, St. Louis Mo.

Invited participant in national conference, “Employee Involvement: Staying Power,” May 1993, Dearborn, Michigan, sponsored by Wayne State University, Michigan State University and UAW Ford Joint Training Center.

Discussant for Workshop “AFL-CIO Themes for the 90s” Industrial Relations Research Association 43rd Annual Meeting, Washington, D.C., December 28, 1990.

Discussant for Panel on “Gender, Race and Ethnicity: Employment as a Barrier to Social Mobility,” Midwest Political Science Convention, April 11-14, 1989.

Chair, Panel on “Labor Unions and Policy” American Political Science Association Annual Meetings, Atlanta, Ga., September, 1989.

Chair and Moderator of Panel on “Innovative Work Site Programs,” October 14, 1989 in Balancing Home and Work Conference, St. Louis, Mo. , October 13-14, 1989

Discussant on Panel “State Economic Development Initiatives in Employee Training and Labor-Management Relations” IRRR Annual Winter Meeting, Atlanta, Georgia, December 28, 1989.

Discussant for Panel on Equal Employment Act and its Administration: An Appraisal of the Commission and its Act, Industrial Relations Research Association, 38th Annual Meeting, Dec. 28-30, 1985.

Discussant for Panel on Interest Groups, Midwest Political Science Association meetings, April 1983.

Chairperson, Panel on “The Economics of Discrimination,” Eastern Economics Association meetings, April 29-May 1, 1982, Washington, D.C.

Chairperson, Panel on "Equal Employment Developments for the 1980's," at Industrial Relations, Research Association national meetings, December 29, 1981, Washington, D.C.

Discussant for Panel on "Equal Employment: Trends and Implications," at Eastern Economic Association 6th Annual Convention, Montreal, May 8-10, 1980.

Poster Session on "Economic Impact of Prisons" American Political Science Association meetings, Washington D.C., August 31-September 2, 2005.

(With Jenn Weaver, and Audrey Sprung) "Community Decision-Making and Innovation", paper presented at the Midwest Political Science convention, April 7-10, 2005

(With Micah Weinberg), "Rural Prison Sitings and the Process of Policy Innovation" paper presented at the Midwest Political Science convention, April 2004, Chicago, Illinois.

(With Alison Beloin) " Economics of Rural Prison Sitings: What Makes Counties Gallup Toward a NIMBY?" Midwest Political Science Convention April 2002, Chicago, Il.

(with Anne Draznin) "Gender Factors in Selection and Decisions in Labor Arbitration", paper presented at the Midwest Political Science meetings in Chicago, Il., April 19-21, 2001

(with Michael Jordan) "Prisons as Public Administration versus Economic Development" paper presented at the Midwest Political Science meetings in Chicago, Il., April 19-21, 2001.

"Prisons in North Carolina: Are they a Viable Economic Development Strategy, a paper presented at SECOPA Conference in Greensboro, N. C., October 4-6, 2000.

"Dimensions of Worker Friendly Policies: A New Theoretical Perspective" a paper presented at SECOPA Conference in Greensboro, N. C., October 4-6, 2000.

"Toward a Reconceptualization of Worker Friendly Policies" paper presented at the American Society of Public Administration annual meetings, San Diego, Calif., April 1-4, 2000

Discussant for Office of Economic Development roundtable, September 2005, Florida's Theory of Amenities" Carolina Seminar series, Chapel Hill, N.C.

Facilitator, for Discussion on Livable Wage Movement at "Table Talk", a Campus Y event for undergraduates at University of N.C. – Chapel Hill, N.C. September 15, 2003

Discussant on Panel on "Assessing Economic Development Strategies" American Political Science Association Meetings, August 29- September 2, 2003 in Philadelphia, Pa.

## **POSTER SESSIONS**

\*\*(with Crystal Daniel), " Prisons as Rural Economic Development" Midwest Political Science Association, April 15-17, 2003 in Chicago, Ill.

\*\*Refereed Poster Session (with Diane Schmidt and Jonathan Jones), Regional Variation in Charges Filed with NLRB" Industrial Relations Research Association, Jan. 2-5, 2004. in San Diego, Calif.

(with Cameron Morgan and Mary Deason, "An Experiment to test Hybrid Participation in the Bureaucracy" American Political Science Association meetings, August 2004, Chicago, Il.

"Economic Impact of Prisons" American Political Science Association meetings, August 31-September 2, 2005, Washington, D.C.

## **OTHER PUBLICATIONS: SPONSORED RESEARCH REPORTS:**

(With Jenn Weaver and Micah Weinberg) Final Research Report on Economic Impact of Prisons on Rural Communities- report to NC Rural Economic Development Center September 2005

Community Decision Making Guide, a report to the NC Rural Economic Development May 2005

## **RESEARCH IN PROGRESS**

The Effect of Gender on Arbitral Outcomes - I have produced three conference papers from this area of research with Anne Draznin and Sandy Crews. One version of this is being re-drafted for publication.

Prisons as Economic Development Projects for rural communities: I am continuing a project on the economic viability of prisons as an economic development strategy for rural communities. This project has three parts: First, we ask the question: are poorer rural counties more likely to site prisons than richer ones? (This is now in print in Policy Studies Journal.)

A second stage of this project is whether and how leadership matters. Campaigns matter as it turns out. This was based on 84 in-depth interviews with county commissioners. This was presented as a convention paper at the Midwest Political Science Association meetings in April 2004.

The third part is What is the economic impact of prisons. This appeared first as a report to the funding agency, N.C. Rural Economic Development Center in 2005. Now it is being revised for submission to a journal.

Family Friendly Policies of Employers: This project is born of my interest in labor and personnel: family friendly policies of employers. The first article from this project was published in ROPPA in the March 2004 edition. It presents a typology with four distinct types of worker friendly programs and argues that they are distinctive. The second article is a more theoretical piece on whether the theory of exit, voice, or loyalty is powerful enough to explain behavior that derives from sticking with an employer who has a greater commitment to family – friendly. Also, it addresses whether the market or other forces are more powerful in the spread of innovations such as family friendly policies. It is being revised for submission.

#### PROFESSIONAL HONORS COMMITTEES

Committee to Determine Best Teaching Award for Industrial Relations Research Association, (IRRA) Summer-Fall 2000.

Committee for Teaching Awards in Collective Bargaining, IRRA, 2001 Convention

Committee for Teaching Awards in Collective Bargaining, IRRA, 2001 Convention

Alice Paul Award Committee for Best Paper Presented at the American Political Science Association Aug. 29-Sept. 1, 2002

Committee on Kline Award for Best Paper and Collins Award for Best Paper given at the SECOPA conference 2001 and 2002

#### HONORS AND ELECTIONS OF SIGNIFICANCE.

Elected to Executive Committee, Section on Personnel and Labor Relations of American Society of Public Administration 2000 and re-elected in 2005

Elected to Labor Employment Relations Association (Formerly IRRA) Bi-State Executive Committee May 2005

Elected to Carolinas Labor Management Executive Committee May 2005

#### SERVICE (EXTERNAL) OF NATIONAL SIGNIFICANCE

Midwest School for Women Workers Co-Taught Arbitration Summer 2001, Kansas City, Mo.

Grievance and Arbitration Instructor July 13- July 17, 2003, Southern School for Union Women through the auspices of University of Alabama – Birmingham, Center for Labor Education And Research

#### RESEARCH IN PROGRESS

The Effect of Gender on Arbitral Outcomes - I have produced three conference papers from this area of research with Anne Draznin and Sandy Crews. One version of this is being re-drafted for publication.

Prisons as Economic Development Projects for rural communities: I am continuing a project on the economic viability of prisons as an economic development strategy for rural communities. This project has three parts: First, we ask the question: are poorer rural counties more likely to site prisons than richer ones? (This is now in print in Policy Studies Journal.)

A second stage of this project is whether and how leadership matters. Campaigns matter as it turns out. This was based on 84 in-depth interviews with county commissioners. This was presented as a convention paper at the Midwest Political Science Association meetings in April 2004.

The third part is What is the economic impact of prisons. This appeared first as a report to the funding agency, N.C. Rural Economic Development Center in 2005. Now it is being revised for submission to a journal.

Family Friendly Policies of Employers: This project is born of my interest in labor and personnel: family friendly policies of employers. The first article from this project was published in ROPPA in the March 2004 edition. It presents a typology with four distinct types of worker friendly programs and argues that they are distinctive. The second article is a more theoretical piece on whether the theory of exit, voice, or loyalty is powerful enough to explain behavior that derives from sticking with an employer who has a greater commitment to family – friendly. Also, it addresses whether the market or other forces are more powerful in the spread of innovations such as family friendly policies. It is being revised for submission.

#### PARTICIPATION IN OTHER PROFESSIONAL PANELS (Chair/Discussant)

Discussant for Office of Economic Development roundtable, September 2005, Florida's Theory of Amenities" Carolina Seminar series, Chapel Hill, N.C.

Facilitator, for Discussion on Livable Wage Movement at "Table Talk", a Campus Y event for undergraduates at University of N.C. – Chapel Hill, N.C. September 15, 2003

Discussant on Panel on "Assessing Economic Development Strategies" American Political Science Association Meetings, August 29- September 2, 2003 in Philadelphia, Pa.

#### Arbitration:

Professional Arbitrator since 1987

Federal Mediation and Conciliation Refereed List of Arbitrators (accepted in 1990)

National Mediation Board (arbitrator, starting in 1996)

The third part is What is the economic impact of prisons. This appeared first as a report to the funding agency, N.C. Rural Economic Development Center in 2005. Now it is being revised for submission to a journal.

Family Friendly Policies of Employers: This project is born of my interest in labor and personnel: family friendly policies of employers. The first article from this project was published in ROPPA in the March 2004 edition. It presents a typology with four distinct types of worker friendly programs and argues that they are distinctive. The second article is a more theoretical piece on whether the theory of exit, voice, or loyalty is powerful enough to explain behavior that derives from sticking with an employer who has a greater commitment to family – friendly. Also, it addresses whether the market or other forces are more powerful in the spread of innovations such as family friendly policies. It is being revised for submission.

#### PROFESSIONAL HONORS COMMITTEES

Member, Committee for Best Paper for SECOPA Conference

2000

Member, Committee for Teaching Excellence Award, Industrial

Relations Research Association

2000

### 3. HONORS AND ELECTIONS OF SIGNIFICANCE.

Elected to Executive Committee, Section on Personnel and Labor Relations of American Society of Public Administration 2000 and re-elected in 2005

Elected to Labor Employment Relations Association (Formerly IRRA) Bi-State Executive Committee May 2005

Elected to Carolinas Labor Management Executive Committee May 2005

### **ACTIVITIES IN COMMUNITY SERVICE AND EXTENSION**

“Equal Employment Legislation: An Overview,” speech before the Industrial and Personnel Association of Decatur, Illinois, May 4, 1978.

“Strategies for Women’s Career Development: Where Do We Go From Here?” speech before the Rantoul Chapter of the National Business and Professional Women's Association, October 4, 1978.

“Grievance Handling and Stewardship,” class taught for Steelworkers and GBBA (ILIR Labor Education Classes), October 9-10, 1978.

“An Overview of Employment Discrimination Law,” class taught for Steelworkers Local Union Leadership Classes (ILIR Labor Education Classes), July 20 and July 27, 1978.

“Recent Developments in Equal Employment,” speech before the I.F.T.P.E. Conference, May 4-6, 1979.

“An Overview of Employment Discrimination Law” taught classes (ILIR Labor Education Classes), July 19 and July 26, 1979.

“An Overview of Labor as an Interest Group: Its Legal Institutional, and Political Role in the American Industrial Relations System,” Spring 1980, guest lecturer in University of Illinois sponsored Center for Economic Education Series.

Equal Employment Legislation, Labor Extension Classes, I.L.I.R- Univ. of Illinois, 1978-1981

“Emerging Equal Employment Issues: Sexual Harassment and Comparable Worth,” speech before the National Labor Relations Board, National Women's Program, Fall 1980, in Peoria Regional Office, Peoria, Illinois.

“Experience of Labor and Management with Arbitration of Race and Sex Discrimination Cases” speech before the National Academy of Arbitrators, Region 12 Meeting, April 27, 1984, St. Louis, Missouri.

“Labor Law and Public Policy Toward Labor Section for Alliance of Federal and Postal Employees,” classes taught May 30 & 31, 1984 and November 28, 29, and 30, 1984.

Vice President for Membership and Member of Executive Board, Industrial Relations Research Association, St. Louis Chapter, 1982-1983.

Vice President for Research and Member of Executive Board, Industrial Relations Research Association, St. Louis Chapter, 1983-1984.

Member of Executive Board, Industrial Relations Research Association, St. Louis Chapter, 1984-1985.

Treasurer, Industrial Relations Association, St. Louis Chapter 1985-1986.

Secretary, Industrial Relations Association, St. Louis Chapter, 1986-1987.

“Women in Labor Unions: How Much Power Do They Have?” keynote speech for the Post Office Women for Equal Rights (P.O.W.E.R.) Group within the American Postal Workers Union at the Annual POWER Conference, May 23, 1986, St. Louis, MO.

“How to Increase the Participation of Women in Local Unions,” panel chair at the P.O.W.E.R. Conference of APWU, May 23, 1986, St. Louis.

Negotiated the permanent location of the Industrial Relations Research Association chapter on the UM-St. Louis Campus in the Center for Metropolitan Studies in January, 1986.

“Coalition Building” A Speech to State Coalition of Labor Union Women November 14, 1987, Columbia, Missouri.

President, Industrial Relations Research Association - Gateway Chapter (500 members) 1988-1989.

Elected to National IRRA Executive Board Election: July 1989

Taught: Women in Unions (Political Action) Workshop - a five day workshop for women unionists from the Midwest July 1990, Midwest Summer School for Women Workers, St. Louis, Missouri.

Taught: E.E.O. Concepts as they apply to personnel practices for Police and Fire for “Doing it Right,” a 2 session conference for City Administrators, October 1991 through M.P.P.A outreach.

V.I.S.I.O.N. Task Force, St. Louis Committee on Training, 1992-1993

Speaker, Japan-Missouri Network conference, sponsored by Center for International Studies, Dec. 5, 1996.

Planning Committee for National IRRA conference to be held in St. Louis, May 1-4, 1996. Involved twelve meetings over a year and a half.

“Tax Abatement Packages”, a talk given at the Adult Forum, Ethical Society, St. Louis, Mo. February 9, 1997

Service on Taskforce for Mediation of Race and Sex Discrimination Claims appointed by the Equal Employment Opportunity Commission Regional Director, Lynn Bruner, 1996-1997. ( I was campus contact liaison between Center for Employment Dispute Resolution, and the EEOC). The

Steering Committee to set up an equal employment opportunity mediation program and to hold a conference on that in July 1997.

Ad Hoc Labor Studies Program Advisory Board, appointed by Bob Kelly, Pres. St. Louis Labor Council.

Chair, College Ad Hoc Committee on Labor Studies, Summer 1997.

Labor Studies Certificate Advisor (to 14 students)	Fall 1997
	Winter 1998
Member, College Committee on Labor Studies,	1997-1998
Campus liaison to other campus labor studies faculty and to external labor community	1997-1998
Member, Committee for Best Paper for SECOPA Conference	2000
Member, Committee for Teaching Excellence Award, Industrial Relations Research Association	2000
Member, Voice at Work project (AFL-CIO and Political Science joint committee)	2000
Executive Committee, Section on Personnel and Labor Relations of American Society of Public Administration	2000-2002

Midwest School for Women Workers Co-Taught Arbitration (Volunteered) Summer 2001  
Kansas City, Mo.

Grievance and Arbitration Instructor (Volunteered) July 13- July 17, 2003, Southern School for Union Women through the auspices of University of Alabama – Birmingham, Center for Labor Education And Research

UNIVERSITY SERVICE ACTIVITIES (UNIVERSITY OF MO. SYSTEM)

Speech before the Board of Curators, University of Missouri, “The Tenure Process and Salary Policies for Faculty”, Columbia, Mo., October 29, 1987.

Preparation of a Feasibility Study for the Establishment of a Labor Extension Program at UM-St. Louis (in progress 1987-1988) for the University of Missouri-St. Louis.

Member, University-Wide Benefits Committee, January-June 1988.

Facilitator, Conference on Legislative Decision-Making (The first Legislative Conference - a small working conference for Missouri state legislators) June 15 - June 18, 1989; Sponsored by Institute for Center for Policy Leadership, St. Louis, Mo.

Facilitator, Second Annual Legislative Conference sponsored by the Bush Center for Policy Leadership. May 30 - June 1, 1990. The theme was Rural and Urban Differences in Missouri.

Gave speech entitled “Sexual Harassment in the Workplace,” for St. Louis Women in Business, June 1, 1992, Clayton, MO.

Invited Carey Hammond, labor lawyer and partner in Diekemper, Hammond, Shinnors, Larew to speak on the Future of Labor Law Reform, through the Centers on Public Policy Research Forum February 1994.

Abatements: The Community Impacts”, a speech given to the Ethical Society, February 9, 1997.

Testimony before the House Finance Committee of the North Carolina General Assembly, May 1999 on the proposed amendments to the Lee act (tax incentives)

Member, Vision 2030 (Governor's initiative) Taskforce on Innovation (North Carolina) 2001  
Speech on "Sexual Harassment: What's Lawful and What's Not" before the Undergraduate Law Fraternity March 2002

Speech on The Livable Wage Movement at Table Talk, (sponsored by the Campus Y) September 13, 2003, Chapel Hill, N.C.

## **OTHER PROFESSIONAL ACTIVITIES**

Reviewer, National Science Foundation, Law and Social Science Program, 1978-1979.

Committee Member, American Political Science Association Committee on Professional Careers for Women, 1978-1979.

Executive Committee (elected member), Institute of Labor and Industrial Relations, University of Illinois, 1978-1980, two terms.

Ad Hoc Advisory Subcommittee on Information Privacy Project under the direction of Professors D. Linowes and J. Steuckel (University-wide committee), Winter 1980, University of Illinois.

Advisory Committee, Women in Work Program, I.L.I.R., University of Illinois, 1980.

Invited Conferee to National Conference on Research in Labor, co-sponsored by Cornell N.Y.S.I.L.R. and AFL-CIO, Boston, Massachusetts, March 12-14, 1980.

Advisory Committee, Women's Studies, University of Illinois, 1980-1981.

Symposium for Study of Women and Minorities in Unions -- co-organizer of this conference held in Philadelphia, October 9-10, 1980.

Official Representative from U.M.S.L. to I.C.P.S.R. Official Representatives Meeting, Ann Arbor, Michigan, November 11-13, 1983.

Invited Conferee to National Conference on Research in Labor, March 1982, Co-Sponsored by AFL-CIO and Cornell NYSILR, Maryland.

Invited Speaker for Labor Policy Conference (invited conference) sponsored by School of Labor and Industrial Relations, Michigan State University and Bureau of Social Research, Michigan State University, September 1988, East Lansing, Michigan.

Invited Speaker for National Conference on Research in Labor co-sponsored by AFL-CIO and Cornell, NYSLIR, Linthicum Heights, Maryland, October 1988.

Reviewer, Western Political Quarterly, 1991.

Member, Editorial Committee of Industrial Relations Research Association, 1992-1993 (this committee determines the selection of authors and contributors for the annual research volume).

Reviewer, Social Science Quarterly and Urban Affairs Quarterly 1992

Member, Statistics Committee of Industrial Relations Research Association, 1995-1997

Revitalized defunct Chapter of Triangle American Society of Public Administration -1999

Executive Board Member, Triangle Chapter of the American Society of Public Administration, 1999-date.

Statistics Committee, Industrial Relations Research Association present (2000-2001)

Committee to Determine Best Teaching Award for IRRA, Summer-Fall 2000.

Committee for Teaching Awards in Collective Bargaining, IRRA, 2001 Convention

Taught Economic Development in Newly Appointed Municipal and County Officials School, run by Institute of Government, March 23, 2001 in Burlington, N.C.

Alice Paul Award Committee for Best Paper Presented at the American Political Science Association Aug. 29-Sept. 1, 2002

Committee on Kline Award for Best Paper and Collins Award for Best Paper given at the SECOPA conference, 2000-2002

## **PROFESSIONAL AFFILIATIONS**

American Society of Public Administration

American Political Science Association

Midwest Political Science Association

Industrial Relations Research Association

President, Industrial Relations Research Association, Gateway Chapter (St. Louis chapter, 500 members) (1988-1989)

Federal Mediation and Conciliation (starting in 1990)

National Mediation Board (arbitrator, starting in 1996)

Executive committee, Triangle chapter (N.C.) of American Society of Public Administration

Executive committee member, Section on Personnel and Labor Relations, American Society of Public Administration 2000-2002; elected in April 2000

Editorial Board, Review of Public Personnel Administration - Put on in 2001

Reviewer, American Review of Public Administration & ROPPA

## **CURRICULUM DEVELOPMENT**

Developed a new permanent course, 422: Government Regulation of Industrial Relations for ILIR (University of Illinois); petitioned for its addition to the LIR Curriculum. Approved in Spring 1979 by the Graduate College.

Developed three courses (1981) which previously had not been taught at UM-St. Louis: PS 242, Public Policy; and PS 342, Public Personnel Management for the fledgling BSPA program and a new course in the MPPA program, PS/PPA 449, Human Resources in the Public Sector.

Developed and gained approval of a new cross-disciplinary course PS045 Introduction to Labor Studies, to be offered in Winter of 1999 for the new three-campus Certificate in Labor Studies.

With graduate student association leadership developed the Learning to Teach seminars for Ph.Students Winter 1997 University of Missouri- St. Louis.

POLI 342 Developed new Master's course in Economic Development, Master's of Public Administration and Political Science (UNC-CH) 1999

Developed a Freshman Seminar on The American Worker I proposed and the College accepted this new Freshman Seminar in Labor in the US: The American Worker 2001  
2004

Labor Studies certificate advisor (UMSL) 1997-1998

Advisor to Public Administration Students (UMSL) 1995- 1998

#### **OTHER (TEACHING HOW TO TEACH):**

Volunteered as a graduate student at University of Michigan to co-teach the Learning How to Teach course;

Facilitated the same course at University of Mo. St. Louis as the faculty advisor.

#### **COMMITTEE SERVICE**

(University of North Carolina)

Committee on Methods Sequence, MPA Program	1998
On four committees exit projects	1999-2000
Co-authorship with three MPA students	1998-2003
Co-authorship with two Ph.d. students	2004
Dissertation committee, Poli Sci. (Dwayne Pinckney)	2000
Dissertation committees of Chung Lae Cho	2001
Jonathan Morgan (NC State Univ)	2001-2004
Kim Nelson (NCState Univ)	2003-2004
Chair, two capstone committees for Master's in P.A.	2001
Liason to MPA Program	1999-2001
Examination Committee for Capstone Proposals and First Drafts (Two full days of Hearings)	2001
Served on Six Capstone (Master's of Public Administration Committees)	2002
Serve on six Ph.D committees (ongoing)	2002-2004
Serve as outside member on two Ph.D committees at NC State University	2001-2003
Several Master's By-Pass Committees	2000-2001
On Several Minor Exam (Ph.D) committees	2000-2001
Supervised Multiple Independent Studies (undergrad)	2000, 2002
Supervised Internships	2000 -2002
Supervised Independent Studies	2002- 2003
Chair, three Capstone Committees (MPA)	2003-2004
Chair or Serving on five Master's Thesis committees (Poli Sci)	2004
Ph.D Committees in Political Science (Approximately 5)	2005-2006
Capstone or Master's Committees Three in MPA Program	2005-2006