

## **CURRICULUM VITAE**

**Paul F. Clark**

**Director & Professor  
School of Labor and Employment Relations  
Penn State University**

### **Work Address:**

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### **EDUCATION**

B.A. Economics and History  
Bucknell University, 1976

M.S. Industrial and Labor Relations  
Cornell University, 1979

Ph.D. Public Policy and Administration  
University of Pittsburgh, 1986

Graduate Fellowship, 1977-78  
University of Glasgow, Scotland, UK

### **VISITING FACULTY APPOINTMENTS**

Visiting Professor, School of Management, University of St. Andrews, St. Andrews, Scotland, UK, June-July 2015, June-July 2016

Visiting Professor, Department of Human Resource Management, Strathclyde Business School, University of Strathclyde, Glasgow, Scotland, UK, June-July 2015.

Visiting Professor, Faculty of Economics and Commerce, Department of Management and Marketing, University of Melbourne, Melbourne, Australia, July-August 2009.

Visiting Professor, Industrial Relations Centre, Victoria Management School, Victoria University of Wellington, Wellington, New Zealand, June-July 2009.

Visiting Professor, Department of Geography, University of Arizona, Tucson, Arizona, January-May 2007.

## TEACHING INTERESTS

Employment relations, the American labor movement, collective bargaining, organizational culture

## RESEARCH INTERESTS

Employment relations in the health care industry, the American labor movement, union administration and government, workplace voice, labor-management collaboration/partnership programs, union member commitment and participation, union member socialization programs

## AWARDS

Penn State University, President's Award for Excellence in Academic Integration, 2014.

College of the Liberal Arts, Penn State University, Welch Alumni Relations Award, 2006

Outstanding Books in Industrial Relations and Labor Economics, Princeton University, 2001

College of the Liberal Arts, Penn State University, Outstanding Faculty Advisor Award, 2000

Outstanding Contribution Award, Union Leadership Academy, 1992

## RESEARCH AND SCHOLARSHIP

### A. Research and/or Scholarly Publications

#### 1. Books

Clark, Paul F., Howard Stanger, and Ann Frost (eds.). *Collective Bargaining Under Duress: Case Studies of Major North American Industries*. Ithaca, NY: Cornell ILR Press, 2013, 350 pages.

Clark, Paul F. *Building More Effective Unions*, 2<sup>nd</sup> Edition. Ithaca, N.Y.: Cornell ILR Press, 2009, 228 pages.

Clark, Paul F., John Delaney, and Ann Frost (eds.). *Collective Bargaining in the Private Sector: Current Developments and Future Challenges*, Champaign, IL: Industrial Relations Research Association and Ithaca: Cornell University Press, 2002, 320 pages.

Clark, Paul F. *Building More Effective Unions*, 1<sup>st</sup> Edition. Ithaca, N.Y.: Cornell ILR Press, 2000, 224 pages (named a "Noteworthy Book in Industrial Relations and Labor Economics, 2001," by Princeton University Industrial Relations Section).

Clark, Paul F., Peter Gottlieb, and Don Kennedy (eds.). *Forging a Union of Steel -- Philip Murray, S.W.O.C., and the United Steelworkers*, Ithaca, NY: Cornell Press, 1987, 153 pp.

Clark, Paul F. *The Miners' Fight for Democracy: Arnold Miller and the Reform of the United Mine Workers*, Ithaca, New York: Cornell University ILR Press, 1981, 190 pp.

## 2. Parts of Books

Clark, Paul F. "Reflections on the History and Theory of Trade Unionism." Chapter in Adrian Wilkinson, Tony Dundon, Jimmy Donaghey and Alex Colvin (eds.), *The Routledge Companion to Employment Relations*. New York: Routledge, in press.

Clark, Paul F. "Nurses Union Strategies for Improving the Quality of Patient Care." Chapter in Ariel Avgar and Timothy Vogus, (eds.), *The Evolving Healthcare Landscape: How Employees, Organizations, and Institutions Are Adapting and Innovating*. Ithaca, NY: Cornell ILR Press, in press.

Clark, Paul F. "Health Care: Collective Bargaining's Growing Role in a Time of Transition." Chapter in Howard Stanger, Paul F. Clark, and Ann Frost (eds.). *Collective Bargaining Under Duress: Case Studies of Major North American Industries*. Ithaca, NY: Cornell ILR Press, 2013, pp. 119-164.

Clark, Paul F., Lois S. Gray, and Paul Whitehead. "Results of a Longitudinal Study of Union Administrative Practices: Implications for Member Representation." *Proceedings of the 64th Annual Meeting of the Labor and Employment Relations Association*, 2013, pp. 33-39.

Clark, Paul F., Lois S. Gray, and Paul Whitehead. "Adapting Internal Administrative Policies and Practices of American Unions to External Challenges." *Proceedings of the 63rd Annual Meeting of the Labor and Employment Relations Association*, 2012, pp. 171-177.

Clark, Paul F. and Julie Sadler. "Labor Unions and Labor Markets." Chapter in *21st Century Economics: A Reference Handbook*. Rhona C. Free (ed.). Thousand Oaks, CA: Sage Publications, 2010, pp. 163-173.

Clark, Paul F. and Darlene A. Clark. "Nurses' Unions Efforts to Give RNs a Greater Voice in Patient Care." *Proceedings of the 61st Annual Meeting of the Labor and Employment Relations Association*, January 2009, p. 19-30.

Clark, Paul F., A. E. Carroll, J. Barling, D. G. Gallagher, and C. J. Fullagar. "Leadership During Critical Times: Transformational Leadership Influences Newcomer's Union Attitudes Eleven Years Later." *Proceedings of the Administrative Sciences Association of Canada International Federation of Scholarly Associations*. H. Kelly (ed.). ASAC, 2006.

Clark, Paul F. and Darlene A. Clark. "Nurse Recruitment and Emigration: Costs for Some; Benefits for Others." Chapter in *Industrial Relations—Where Tradition Meets the Future*, Quebec: Les Presses de L'University Laval, 2004, pp. 133-142.

Clark, Paul F. and Darlene A. Clark. "World Survey of Nurses' Unions and Associations: Results and Analysis." *Proceedings of the 56th Annual Meeting of the Industrial Relations Research Association*, January 2004, pp. 61-67.

Clark, Paul F., "Health Care: A Growing Role for Collective Bargaining." Chapter in

*Collective Bargaining in the Private Sector: Current Developments and Future Challenges*, Paul F. Clark, John Delaney, and Ann Frost (eds.). Champaign, IL: Industrial Relations Research Association, 2002, pp. 91-136.

Clark, Paul F. and Lois S. Gray. "Assessing the Proposed U.A.W., U.S.W., and I.A.M. Merger: Critical Issues and Potential Outcomes." Chapter reprinted in *The Internal Governance and Organizational Effectiveness of Labor Unions: Essays in Honor of George Brooks*, Samuel Estreicher, Harry C. Katz, and Bruce Kaufman, eds. New York, NY: Kluwer 2001.

Clark, Paul F., Darlene A. Clark, David Day, and Dennis Shea. "Health Care Reform's Impact on Hospitals: Implications for Union Organizing," *Proceedings of the 51st Annual Meeting of the Industrial Relations Research Association*, January 1999, pp. 61-67.

Clark, Paul F. "The Legacy of Democratic Reform: The Trumka Administration and the Challenges of the Eighties," Chapter in *The United Mine Workers of America: A Model of Industrial Solidarity?*, J. H. M. Laslett, Ed., Penn State University Press, 1996, pp. 459-483.

Clark, Paul F., Clive Fullagar, Daniel G. Gallagher, and Judi Parks. "Organizational Citizenship and Union Participation: Measuring Discretionary Membership Behaviors," in *The Psychology of Industrial Relations under Changing Employment Relationships: An International Perspective*, Julian Barling and Lois Tetrick, Eds., American Psychological Association, 1995, pp. 311-332.

Clark, Paul F., Clive Fullagar, Daniel G. Gallagher, and Michael Gordon. "New Member Socialization Programs: The Impact on Union Commitment and Participation," *Proceedings of the 46th Annual Meeting of the Industrial Relations Research Association*, January 1995, pp. 452-459.

Clark, Paul F. "Coal Miners," "United States Labor Movement," *Encyclopedia of Social History*. New York: Garland Publishing Co., 1993, p. 501 and pp. 764-766.

Clark, Paul F. and Lois S. Gray. "The Management of Human Resources in American Unions," *Proceedings of the 44th Annual Meeting of the Industrial Relations Research Association*, 1993, pp. 414-423.

Clark, Paul F. and Lois S. Gray. "Union Administration," in *The State of Unions*, Eds. George Strauss, Daniel G. Gallagher, and Jack Fiorito. Madison, WI: Industrial Relations Research Association, 1991, pp. 175-200.

Clark, Paul F., Daniel Gallagher, and Thomas Pavlak. "Due Process in the Workplace: Member Attitudes Toward the Grievance Procedure," Chapter in *Resolving Disputes in the Public Sector*, Miriam Mills, ed., Nelson Hall Press, 1991, pp. 58-80.

Clark, Paul F. and Lois S. Gray. "A Survey of Research Activity Among Labor Educators," *Proceedings of the Forty-Second Annual Meeting of the Industrial Relations Research Association*, 1990, pp. 416-424.

Clark, Paul F. "Coal Strike of 1977-78," "Mingo County Coal War, 1920-21," Herrin

Massacre, 1922," Captive Mines Strike, 1941," "Coal Strike, 1943," "Coal Strike, 1946," "Coal Strike, 1977-78," *Encyclopedia of U. S. Labor Conflict*, ed. Ronald L. Filippelli. New York: Garland Publishing Co., 1990.

Clark, Paul F. and Daniel G. Gallagher. "Membership Perceptions of the Value and Effect of Grievance Procedures," *Proceedings of the Fortieth Annual Meeting of the Industrial Relations Research Association*, 1987, pp. 406-414.

Clark, Paul F., Daniel G. Gallagher, and Thomas Pavlak, "Correlates of Public Employee Attitudes Toward the Grievance Procedure: The Case of the U.S. Postal Service," *Academy of Management Best Paper Proceedings*, August, 1987, pp. 307-311.

Clark, Paul F. "Anti-Union Politics: Labor and the New Right," in *Readings in Contemporary Labor Issues*, Eds. Gerald Glyde and Donald Kennedy. Dubuque, Iowa: Kendall/Hunt, 1986, pp. 161-171.

### 3. Articles in Refereed Journals

Avgar, Ariel C., Julie A. Sadler, Paul F. Clark, and Wonjoon Chung. In press. "Labor-Management Partnership and Employee Voice: Evidence from the Healthcare Setting," *Industrial Relations*, Volume 55, Issue 4, October 2016, pp.576-603.

Gray, Lois S., Clark, Paul F., and Paul Whitehead. "The Evolution of Administrative Practices in American Unions: Results from a Twenty-Year Study." *Monthly Labor Review*, April 2016.

Clark, Paul F. and Lois S. Gray. "Administrative Practices in American Unions: A Longitudinal Study." *Journal of Labor Research*, Volume 29, Number 1, March, 2008, pp. 42-55.

Clark, Paul F., James B. Stewart, and Darlene A. Clark. "The Globalization of the Labor Market for Healthcare Professionals." *International Labor Review*, Volume 145, Numbers 1-2, 2006, pp. 37-64.

Clark, Paul F. and Darlene A. Clark. "Union Strategies for Improving Patient Care: The Key to Nurse Unionism." *Labor Studies Journal*, Vol. 31, No. 1, Spring 2006, pp. 51-70.

Clark, Paul F. and Darlene A. Clark "Workplaces Challenges Facing the Nursing Profession." *Perspectives on Work*, Vol. 9, No. 2, Winter 2006, pp. 40-42.

Clark, Paul F. and Lois S. Gray. "Changing Administrative Practices in American Unions: A Research Note." *Industrial Relations*, Vol. 44, No. 4, October 2005, pp. 654-658.

Fullagar, Clive, Paul F., Clark, Daniel G. Gallagher, and Anthony Carroll. "Union Commitment and Participation: A 10-Year Longitudinal Study." *Journal of Applied Psychology*, Vol. 89, No. 4, August, 2004, pp. 730-737.

Clark, Paul F. and Darlene A. Clark. "Challenges Facing Nurses' Associations and Unions: A Global Perspective." *International Labor Review*, Vol. 142, No. 1, 2003, pp. 29-48.

Clark, Paul F. and Darlene A. Clark. "Retos Que Enfrentan Asociaciones Y Sindicatos de Enfermeras: Una Perspectiva Global." *Revista de Enfermeria (Review of Nursing, Argentina)*, Vol. 4, Number 18, April 2003, pp. 4-9.

Clark, Paul F., Darlene A. Clark, David Day, and Dennis Shea. "The Impact of Health Care Reform On Nurses' Attitudes Toward Unions: The Role of Climate For Patient Care." *Industrial and Labor Relations Review*, Vol. 55, No. 1, October 2001, pp. 133-148.

Clark, Paul F. and Marick Masters. "Competing Interest Groups and Union Members' Voting." *Social Science Quarterly*, Vol. 82, No. 1, March 2001, pp. 105-116.

Clark, Paul F. and Lois S. Gray. Assessing the Proposed U.A.W., U.S.W., And I.A.M. Merger: Critical Issues and Potential Outcomes. *Journal of Labor Research*, Vol. XXI, No. 1, Winter 2000, p. 65-82.

Clark, Darlene A., Clark, Paul F., David Day, and Dennis Shea. "The Relationship Between Health Care Reform and Nurses' Interest in Union Representation: The Role of Workplace Climate," *Journal of Professional Nursing*, Vol. 16, No. 2, April 2000, pp. 92-97.

Clark, Paul F. "Using Members' Dues for Political Purposes: The Paycheck Protection Act," *Journal of Labor Research*, Vol. XX, No. 3, Summer 1999, pp. 329-342.

Clark, Paul F. and Kay Gilbert. "Personnel Policies and Practices in British Trade Unions: An Exploratory Study," *Industrial Relations Journal (U.K.)*, Vol. 29, No. 2, June 1998, pp. 162-169.

Clark, Paul F., "Conservative Interest Group Impact on Union Voters: The Link Between Social and Economic Issues," *Labor Studies Journal*, Vol. 22, No. 4, Winter 1998, pp. 47-61.

Clark, Paul F., Lois S. Gray, Kay Gilbert, and Norm Solomon. "Union Administrative Practices: A Comparative Analysis," *Journal of Labor Research*, Vol. XIX, No. 1, Winter 1998, pp. 149-161.

Clark, Paul F., Norm Solomon, and Lois Gray. "Working for the Union: Personnel Practices in Canadian Labor Organizations," *Industrial Relations/Relations Industrielles*, Vol. 51, No. 3, Fall 1996, pp. 488-505.

Clive Fullagar, Daniel G. Gallagher, Michael Gordon, and Clark, Paul F., "A Longitudinal Study of Union Member Commitment and Participation," *Journal of Applied Psychology*, Vol. 80, No. 1, February 1995, pp. 147-157.

Clive Fullagar, Clark, Paul F., Daniel G. Gallagher, and Michael Gordon, "A Model of the Antecedents of Early Union Commitment: The Role of Socialization," *Journal of Organizational Behavior*, Vol. 15, November 1994, pp. 517-533.

Clark, Paul F., Clive Fullagar, Daniel G. Gallagher, and Michael Gordon, "Building Commitment Among New Members: The Role of Formal and Informal Socialization," *Labor Studies Journal*, Vol. 18, No. 3, Fall 1993, p. 3-16.

Clark, Paul F. "Professional Staff in American Unions: Changes, Trends, Implications," *Journal of Labor Research*, Vol. XIII, No. 4, Fall 1992, pp. 381-392.

Clark, Paul F., Daniel G. Gallagher, and Thomas Pavlak, "Measuring Attitudes Toward Grievance Systems: A Procedural Justice Perspective Applied to the Workplace," *Social Justice Research*, Vol. 5, No. 2, June 1992, pp. 173-194.

Clark, Paul F. et al. "Deindustrialization," *Pennsylvania History*, Vol. 58, No. 3, July 1991, pp. 181-211.

Clark, Paul F. and Lois S. Gray. "Broadening the Mission: Research Activity Among University Labor Education/Labor Studies Professionals," *Labor Studies Journal*, Vol. 15, No. 2, Summer 1990, pp. 3-19.

Clark, Paul F., Daniel G. Gallagher, and Thomas Pavlak. "Member Commitment in an American Union: The Role of the Grievance Procedure," *Industrial Relations Journal*, Vol. 21, No. 2, Summer 1990, pp. 147-157.

Clark, Paul F. "Union Image-Building at the Local Level: Labor Education Techniques and Resources," *Labor Studies Journal*, Vol. 14, No. 3, Fall 1989, pp. 48-68.

Daniel G. Gallagher and Clark, Paul F., "Research on Union Commitment: Implications for Labor," *Labor Studies Journal*, Vol. 14, No. 1, Spring 1989, pp. 52-71.

Clark, Paul F. "Organizing the Organizers: Professional Staff Unionism in the American Labor Movement," *Industrial and Labor Relations Review*, Vol. 42, July 1989, pp. 564-599.

Clark, Paul F. and Daniel G. Gallagher. "The Role of the Steward in Shaping Union Member Attitudes Toward the Grievance Procedure," *Labor Studies Journal*, Vol. 13, No. 3, Fall 1988, pp. 3-17.

Clark, Paul F. "Determinants of the Quality of Union-Management Relations: An Exploratory Study of Union Member Perceptions," *Journal of Collective Negotiations in the Public Sector*, Vol. 18, No. 2, Summer 1988, pp. 103-116.

Clark, Paul F. "Introducing Productivity Incentives in the British Coal Industry," *Industrial Relations Journal*, Univ. of Nottingham, Volume 11, Number 2, May-June 1980, pp. 24-36.

#### 4. Research Reports, Working Papers, and Non-Refereed Publications

Clark, Paul F. "The State of Unions in the American Healthcare Industry," *Perspectives on Work*, Labor and Employment Relations Association, November 2013, pp. 23-26.

Clark, Paul F., Julie Sadler, and Ariel Avgar. *Service Employees International Union Healthcare PA Survey of Member Attitudes Toward Collaborative Initiatives: Preliminary Report*. Service Employees International Union Healthcare PA, November 2012, pp. 1-26.

Clark, Paul F., Julie Sadler, and Ariel Avgar. *Vermont Federation of Nurses and Health Professionals (VFNHP) Member Survey of Attitudes Toward the Model Unit Project (MUP): Final Report*. VFNHP American Federation of Teachers, August 2011, pp. 1-27.

Clark, Paul F. and Darlene A. Clark. *Final Report: Health Professionals and Allied Employees (HPAE) Survey of Member Attitudes Toward Union Effectiveness*. HPAE--American Federation of Teachers, June 2007, pp. 1-20.

Clark, Paul F., Darlene A. Clark, and James Stewart. "Migration and Recruitment of Healthcare Professionals: Causes, Consequences, and Policy Responses." Policy Brief. *Focus Migration*. Hamburg (Germany) Institute of International Economics, No. 7, August 2007.

Clark, Paul F. and Darlene A. Clark "Workplaces Challenges Facing the Nursing Profession." *Perspectives on Work*, Vol. 9, No. 2, Winter 2006, pp. 40-42.

Clark, Paul F. and Darlene A. Clark. *World Survey of Nurses' Unions and Associations: Preliminary Report*. International Council of Nurses, April 2002.

Clark, Paul F. and Marick Masters. *Pennsylvania COPE Union Member Survey*. Report to the Pennsylvania AFL-CIO, April 1996.

Clark, Paul F. and Daniel Gallagher. *Building Commitment to the Union Among New Members: The Practical Implications of Socialization Research*. Working Paper. Institute for the Study of Labor Organizations (ISLO), AFL-CIO, June 1994.

#### 5. Papers and Presentations at Scholarly and Professional Conferences, Seminars, and Public Lectures

Paul F. Clark. "A Labor Management Partnership Success Story: The National Health Service Scotland." School of Industrial and Labor Relations, Cornell University, Ithaca, NY, September, 2016. Invited Lecture.

Paul F. Clark. "Health Care Industry Staffing: Strategies, Solutions, and Stalemates." Federal Mediation and Conciliation Service *Future@Work* National Conference. Chicago. August 2016.



Paul F. Clark. "Labor-Management Partnership in Scotland's National Health Service: Lessons We Can Learn." Sixty-Eighth Annual Meeting of the Labor and Employment Relations Association, Minneapolis, May 2016.

Paul F. Clark. "Nurse Voice as a Mechanism for Improving Patient Care: The Role of Unions." Sixty-Eighth Annual Meeting of the Labor and Employment Relations Association, Minneapolis, May 2016.

Paul F. Clark. "Labor Management Partnership at the National Health Service Scotland." School of Management and Labor Relations, Rutgers University, New Brunswick, NJ, February, 2016. Invited Lecture.

Paul F. Clark. "Union Member Orientation Programs: What We Have Learned." National Jobs with Justice Conference, Washington D.C., February, 2016.

Paul F. Clark. "Employment Relations in the U.S. Healthcare Industry: The Role of Labor-Management Partnership." School of Business, University of Strathclyde, Glasgow, Scotland, June, 2015.

Paul F. Clark. "Unions Do HR Too: Innovative Human Resource Policies and Practices in American Unions." Sixty-Seventh Annual Meeting of the Labor and Employment Relations Association, Pittsburgh, May 2015.

Paul F. Clark. "The Cradle of the American Labor Movement: The Labor History of Pittsburgh." Sixty-Seventh Annual Meeting of the Labor and Employment Relations Association, Pittsburgh, May 2015.

Paul F. Clark. "Lessons Learned: Reflections for Building a Stronger Labor Movement." Annual Meeting of the Labor Research and Action Network, Washington, DC, June 2014.

Paul F. Clark. "The Evolution of Labor Education in the United States and the New Role for Online Education." Annual Meeting of the AFL-CIO Northeast Region Council of Presidents, San Juan, Puerto Rico, January 2014.

Paul F. Clark, Lois S. Gray, Paul Whitehead, and Kay Gilbert. "The Implications of Changing Hiring Practices in U.S. and U.K. Unions: Results of a Longitudinal Study." Tenth European Congress of the International [Labor and Employment Relations Association](#), Amsterdam, the Netherlands, June 2013.

Paul F. Clark. "Health Care: Collective Bargaining's Growing Role in a Time of Transition." Sixty-Fifth Annual Meeting of the Labor and Employment Relations Association, St. Louis, MO, June 2013.

Paul F. Clark, Ariel C. Avgar, Julie Sadler, and WonJoon Chung. "Partnership in Context: Moderating the Effects of Frontline Partnership on Perceptions of Patient Care." Sixty-Fifth Annual Meeting of the Labor and Employment Relations Association, St. Louis, MO, June 2013.

Paul F. Clark, Kay Gilbert, Lois S. Gray, and Paul Whitehead. "Do Formal Union Administrative Practices Promote or Hinder Labor Revitalization? Results of a Survey of American and British Unions," Interuniversity Research Centre on Globalization and Work Conference, Montreal, Canada, November 2012.

Paul F. Clark, Kay Gilbert, Lois S. Gray, and Paul Whitehead. "A Comparative Study of Administrative Practices in American and British Unions," Sixteenth World Congress of the International [Labor and Employment Relations Association](#), Philadelphia, PA, July 2012.

Paul F. Clark, Lois S. Gray, and Paul Whitehead. "Results of a Longitudinal Study of Union Administrative Practices: Implications for Member Representation," Sixty-Fourth Annual Meeting of the Labor and Employment Relations Association, Chicago, IL, January 2012.

Paul F. Clark, Lois S. Gray, and Paul Whitehead. "Adapting Internal Administrative Policies and Practices of American Unions to External Challenges: A Longitudinal Study," Sixty-Third Annual Meeting of the Labor and Employment Relations Association, Denver, CO, January 2011.

Paul F. Clark. "The Battle To Reform U.S. Labor Law: Making the Case for the Employee Free Choice Act," Canadian Industrial Relations Association Annual Conference, Quebec City, Canada, June 2010.

Paul F. Clark and Darlene A. Clark. "Winning a Greater Voice for Healthcare Workers: Lessons from Recent Research," Conference on Restructuring America's Health Care Delivery System. New York City, May 2010.

Paul F. Clark. "New Member Orientation/Socialization Programs: A Key to Building Union Membership Commitment and Participation," United Association for Labor Education Annual Conference, San Diego, CA, March 2010.

Paul F. Clark and Darlene A. Clark. "The Role of Employee Voice in Increasing the Quality of Healthcare: An International Comparison of Nurses' Unions' Strategies," 15<sup>th</sup> World Congress of the International Industrial Relations Association, Sydney, Australia, August, 2009.

Paul F. Clark and Darlene Clark. "The Migration of Registered Nurses (RNs): Brain Drain or Free Trade?" Faculty of Business and Economics, Monash University, Gippsland Campus, Gippsland, Australia, August 2009.

Paul F. Clark and Darlene Clark. "Giving Nurses a Greater Voice in the Workplace: The Role of Nurses' Unions in Improving the Quality of Patient Care," Research Matters Workshop, Monash University, Gippsland Campus, Gippsland, Australia, August 2009.

Paul F. Clark and Darlene Clark. "Giving American Nurses a Greater Voice in Patient Care," Research Workshop on Employee Participation and Teamwork for Effective Patient Care, Victoria University, Faculty of Business and Law, Melbourne, Australia, August, 2009.

Paul F. Clark. "The Reshaping of Labor-Management Relations in the U.S.: The Effort to Reform American Labor Law," Centre for Research in Employment and Work Research Seminar Series, Monash University, Caulfield Campus, Australia, August, 2009.

Paul F. Clark and Darlene Clark. "Giving Nurses a Greater Voice in the Workplace: The Role of Nurses' Unions in Improving the Quality of Patient Care," Australian Healthcare Workforce Institute Public Lecture Series, University of Melbourne, Australia, August 2009.

Paul F. Clark. "The Employee Free Choice Act: Fundamental Reform or Political Adjustment?" Department of Management and Marketing, Melbourne Graduate School of Management, University of Melbourne, Australia, August 2009.

Paul F. Clark. "The Reshaping of Labor-Management Relations in the U.S.: The Effort to Reform American Labor Law," Industrial Relations Centre Seminar Series, Victoria Management School, Victoria University of Wellington, New Zealand, July 2009.

Paul F. Clark and Darlene A. Clark. "Improving the Quality of Patient Care: A Central Concern for Nurses' Unions," 1<sup>st</sup> Annual Sloan Industries Conference," Chicago, May 2009.

Paul F. Clark. "The Migration of Healthcare Professionals: Brain Drain or Free Trade?" PSU Symposium on Migration," University Park, PA, April 2009.

Paul F. Clark and Darlene A. Clark. "The Role of Union Member Voice in Nurses' Unions Efforts to Improve the Quality of Patient Care," Cornell University Symposium on Organizational Change in the Healthcare Workplace," New York City, April 2009.

Paul F. Clark and Darlene A. Clark. "Collective Bargaining in American Hospitals: The Response of Nurses' Unions to the Crisis in American Health Care," Sixty-First Annual Meeting of the Labor and Employment Relations Association, San Francisco, CA, January 2009.

Paul F. Clark and Darlene A. Clark. "Improving the Quality of Patient Care: A Central Concern for Nurses' Unions," Sloan Foundation Conference on the Healthcare Workforce, University of Illinois, Urbana-Champaign, IL, October 2008.

Paul F. Clark and Darlene Clark. "Union Efforts to Increase Nurse Voice in Patient Care," Sixtieth Annual Meeting of the Labor and Employment Relations Association, New Orleans, LA, January 2008.

Paul F. Clark, Julian Barling, Anthony Carroll, Clive Fullagar, and Daniel G. Gallagher. "The Influence of Transformational Leadership on Newcomers' Union Attitudes: A Longitudinal Study," Annual Meeting of the Academy of Management, Philadelphia, PA, August 2007.

Anthony Carroll, Paul F. Clark, Clive Fullagar, and Daniel G. Gallagher. "The Why and How of Building Membership Commitment: Some Suggested Courses of Action," 13th European Association of Work and Organizational Psychology Congress, Stockholm, Sweden, May 2007.

Clark, Paul F., James B. Stewart, and Darlene A. Clark. "The Migration of Healthcare Professionals: Brain Drain or Free Trade?" International Industrial Relations Association 14th World Congress, Lima, Peru, September 2006.

Paul F. Clark, Clive Fullagar, and Daniel G. Gallagher. "The Chicken and the Egg: Revisiting the Relationship Between Union Commitment and Union Participation." Fifty-Eighth Annual Meeting of the Labor and Employment Relations Association, Boston, MA, January 2006.

Paul F. Clark and Darlene Clark. "Union Strategies for Greater Nurse Involvement in Patient Care Decisions." Fifty-Eighth Annual Meeting of the Labor and Employment Relations Association, Boston, MA, January 2006.

Clark, Paul F., D.G. Gallagher, M. Sverke, C. Fullagar, A. Carroll, and J. Hellgren. "Commitment to the Union: A Longitudinal Investigation of Construct Stability", International Conference on Commitment, Ohio State University, Columbus, Ohio, October 2005.

Clark, Paul. F., "Strategies for Addressing the Brain Drain of Nurses from Africa," University of Witwatersrand, Department of Sociology, Johannesburg, South Africa, Invited Lecturer, August 2005

Clark, Paul. F. and Darlene A. Clark. "Workplace Voice and Union Strategies for Organizing Nurses." United Association for Labor Education/AFL-CIO National Meeting, Philadelphia, PA, April 2005.

Clark, Paul. F. and Darlene A. Clark. "The Migration of Caribbean Nurses: Addressing the Problem," 24th Biennial Caribbean Nurses Organization Conference, Curacao, Netherlands Antilles, July 2004.

Clark, Paul. F. and Darlene A. Clark. "The International Migration of Nurses: Problem or Solution." Arizona Nursing Research Consortium Conference, Phoenix, AZ, March 2004.

Clark, Paul. F. and Darlene A. Clark. "Organizing Nurses: Results of a Global Survey." Fifty-Sixth Annual Meeting of the Industrial Relations Research Association, San Diego, California, January 2004.

Clark, Paul. F. and Darlene A. Clark. "Challenges Facing Nurses' Unions: A Global Perspective." Beta Sigma Chapter, Sigma Theta Tau, University Park, November 2003

Clark, Paul. F. and Darlene A. Clark. "Recruiting Nurses From Abroad: Emerging Practices and Problems," 14<sup>th</sup> International Nursing Research Congress of Sigma Theta Tau, St. Thomas, U.S. Virgin Islands, July 2003.

Clark, Paul. F. and Darlene A. Clark. "Nurse Recruitment and Emigration: Costs for Some, Benefits for Others," Annual Meeting of the Canadian Industrial Relations Association, Halifax, Nova Scotia, June 2003.

Clark, Paul F., Clive Fullagar, Daniel Gallagher, and Anthony Carroll. "Union Commitment and Participation: A Ten-Year Longitudinal Study." 18<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, Orlando, Florida, April 11-13, 2003.

Clark, Paul F. and Darlene A. Clark. "The Nursing Crisis in Latin America: Problems and Priorities." Tenth Congress of the Cuban Nursing Society Congress, Havana, Cuba, October 2002.

Clark, Paul F. and Darlene A. Clark. "Challenges Facing Nurses' Unions and Associations: A Global Perspective." International Industrial Relations Association Congress of the Americas, Toronto, Canada, June 2002.

Clark, Paul F., "The State of Collective Bargaining in the U.S. Health Care Industry." Fifty-Fourth Annual Meeting of the Industrial Relations Research Association, Atlanta, Georgia, January 2002.

Clark, Paul F. and Darlene A. Clark. "Preliminary Report: World Nurses Unions and Associations Project." Quadrennial Congress of the International Council of Nurses, Copenhagen, Denmark, June 2001.

Clark, Paul F. and Darlene A. Clark. "World Survey of Nurse Associations and Unions: Common Concerns and Alternative Strategies." International Research Conference, Sigma Theta Tau International Nursing Society, Copenhagen, Denmark, June 2001.

Clark, Paul F. "Developments in Union Administration." Fifty-Third Annual Meeting of the Industrial Relations Research Association, New Orleans, Louisiana, January, 2001.

Clark, Paul F. and Lois S. Gray. "Assessing the Proposed IAM, UAW, USW Merger: Structural Alternatives and Potential Outcomes." National Symposium on Union Governance and Democracy, Georgia State University, Atlanta, Georgia, May 1999.

Clark, Paul F., Darlene A. Clark, David Day, and Dennis Shea. "Nurses and Unions: Changing Attitudes." Second Annual Health Services Research Conference. Penn State University, State College, Pennsylvania, April 1999.

Clark, Paul F. and Darlene A. Clark, "Health Care Reform's Impact on Hospitals: Implications for Union Organizing," Fifty-First Annual Meeting of the Industrial Relations Research Association, New York, NY, January 1999.

Clark, Paul F., "Reform of the General Education Curriculum at a Large State University" International Conference on the First Year Experience, Dublin, Ireland, July 1998.

Clark, Paul F. and Marick Masters. "The Impact of Conservative Interest Groups on Union Member Voting Behavior in the 1994 Elections," Fiftieth Annual Meeting of the Industrial Relations Research Association, Chicago, January 1998.

Clark, Paul F., Clive Fullagar, and Daniel Gallagher, "Employee Involvement: Implications for Labor Organizations," European Congress of Psychology, Dublin, Ireland, July 1997.

Clark Paul F. "Labor and the Global Economy," Canadian Industrial Relations Association Annual Conference, St. Johns, Newfoundland, Canada, June 1997.

Clark, Paul F. "Effective Use of Classroom Technology in Large Section Industrial Relations Courses," Conference on Innovative Teaching in Human Resources and Industrial Relations, Atlanta, June 1996.

Clark, Paul. F., Norman Solomon, Kay Gilbert, and Lois Gray. "Union Administrative Practices: A Comparative Analysis," World Congress of the International Industrial Relations Association, Washington, D.C., June 1995.

Clark, Paul. F., Norman Solomon, and Lois Gray. "Human Resource Practices in U.S. and Canadian Unions: A Comparative Study," Forty-Seventh Annual Meeting of the Industrial Relations Research Association, Washington, D.C., January 1995.

Clark, Paul. F. and Norman Solomon. "Administrative Practices in Canadian Unions: An Exploratory Survey," Canadian Industrial Relations Association, Calgary, Alberta, June 1994.

Clark, Paul F., Clive Fullagar, and Daniel Gallagher, "Determinants of Union Participation: Results of a Longitudinal Study," Conference on the Psychology of Industrial Relations: An International Perspective, American Psychological Association, Detroit, Michigan, May, 1994.

Clark, Paul F., Clive Fullagar, Daniel Gallagher, and Michael Gordon. "Union Socialization, Commitment and Participation: A Structural Equation Modeling Approach" Conference on Causal Modeling, Research Methods Division, West Lafayette, Indiana, March 1994.

Clark, Paul F., Clive Fullagar, Daniel Gallagher, and Michael Gordon. "New Member Socialization Programs: The Impact on Union Commitment and Participation," Forty-Sixth Annual Meeting of the Industrial Relations Research Association, Boston, Massachusetts, January 1994.

Clark, Paul F., Clive Fullagar, Daniel Gallagher, and Michael Gordon. "The Impact of Early Socialization on Union Commitment and Participation," Annual Meeting of the Academy of Management, Atlanta, Georgia, August 1993.

Clark, Paul F., Clive Fullagar, Daniel Gallagher, and Michael Gordon. "Leadership and the Shop Steward: Implications for Union Commitment and Participation," Annual Meeting of the American Psychological Association, Toronto, Canada, August 1993.

Clark, Paul F., Clive Fullagar, Daniel Gallagher, and Michael Gordon. "The Impact of

New Member Socialization Experiences: A Longitudinal Investigation," International Symposium: Comparative Research on Union Commitment, Vakgroep Sociale Psychologie, The Free University of the Netherlands, Amsterdam, Holland, June 1993.

Clark, Paul F., Clive Fullagar, Daniel Gallagher, and Michael Gordon. "The Relationship of Socialization to Union Commitment: Results of a National Survey," Academy for the Study of Organizational and Industrial Psychology, Montreal, Canada, May 1992.

Clark, Paul F. and Lois S. Gray. "Human Resource Management in American Unions," Forty-Fourth Annual Meeting of the Industrial Relations Research Association, New Orleans, Louisiana, January 1992.

Clark, Paul F. and Lois S. Gray. "Research Among Labor Studies/Labor Education Faculty: Results of a Survey," Forty-Second Annual Meeting of the Industrial Relations Research Association, Atlanta, Georgia, December 1989.

Clark, Paul F. "The Employment of Professional Staff Among American Unions: Changes, Trends, and Implications," Forty-First Annual Meeting of the Industrial Relations Research Association, New York, New York, December 1988.

Clark, Paul F. "The Role of the Democratic Reform Movement in the United Mine Workers New Bargaining Strategy," Annual Meeting of the Northeastern Sociological Association, Pittsburgh, Pennsylvania, March 1988.

Clark, Paul F. and Daniel Gallagher. "Membership Perceptions of the Value and Effect of Grievance Procedures," Fortieth Annual Meeting of the Industrial Relations Research Association, Chicago, Illinois, December 1987.

Clark, Paul F., Daniel Gallagher, and Thomas Pavlak. "Correlates of Public Employee Attitudes Toward the Grievance Procedure: The Case of the U.S. Postal Service," Annual Meeting of the Academy of Management, New Orleans, Louisiana, August 1987.

Clark, Paul F. and Daniel Gallagher. "Workplace Change Programs and Determinants of the Quality of Union-Management Relations," First Annual Meeting of the Association for the Study of Conflict Management, Alexandria, Virginia, June 1987.

Clark, Paul F., Daniel Gallagher, and Thomas Pavlak. "Measuring Union Member Attitudes Toward the Grievance Procedure," Thirty-Ninth Annual Meeting of the Industrial Relations Research Association, New Orleans, Louisiana, December 1986.

Clark, Paul F. "Union-Image Building: Labor Education Techniques and Materials," Eastern Regional Meeting, University and College Labor Education Association, New York, New York, October 1986.

Clark, Paul F. "Anti-Unionism in Western Pennsylvania: A Historical Review," Annual Meeting, Pennsylvania Labor History Society, New Kensington, Pennsylvania, September 1986.

Clark, Paul F. "Labor, the Media, and Public Opinion," National Meeting, University and

College Labor Education Association, Los Angeles, California, March 1985.

Clark, Paul F. "Labor and the New Right: Developing a Data Base," Eastern Regional Meeting, University and College Labor Education Association, Washington, D.C., October 1982.

## 6. Opinion Pieces

Clark, Paul F., "Public Sector Collective Bargaining Has a Proud History: But Wisconsin's Governor Doesn't Seem to Know or Care," *Pittsburgh Post-Gazette*, March 29, 2012.

Clark, Paul F. and Frank Snyder. "Young Americans Are Part of a New Generation Less," *Harrisburg Patriot-News*, October 24, 2011.

Clark, Paul F. "Employee Fair Choice Act Would Restore Fairness to Labor Laws," *Harrisburg Patriot-News*, July 11, 2009.

Clark, Paul F., Darlene A. Clark, and James Stewart. "Importing Foreign Nurses Isn't the Answer to Health Care Needs," *Allentown Morning Call*, August 30, 2006.

Clark, Paul F., "Recruiting Foreign Nurses Won't Help," *Pittsburgh Post-Gazette*, August 14, 2006.

Clark, Paul F., Darlene A. Clark, and James Stewart. "Nursing Shortage: International Nurses Are No Solution," *Scripps Howard News Service*, August 12, 2006.

Clark, Paul F., "Is the NRA a Friend of Workers," *Pittsburgh Post-Gazette*, September 4, 2004.

Clark, Paul F., "What Price Are We Paying for Wal-Mart Economics?" *Centre Daily Times*, January 8, 2004.

Clark, Paul F., "Today's Unions Are More Relevant Than You May Think," *Los Angeles Times*, September 12, 2003.

Clark, Paul F., "Look for the Union Influence," *Pittsburgh Post-Gazette*, August 31, 2003.

Clark, Paul F., "Unions Are Still Relevant," *Baltimore Sun*, August 27, 2003.

## 7. Grants

Jobs With Justice/ Berger-Marks Foundation. National Survey of New Member Orientation and Member Attitudes Survey. American Federation of State, County, and Municipal Employees, \$18,000. September 2015-December 2016.

Service Employees International Union, Pennsylvania Healthcare, Nurse Attitudes



Toward Employee Engagement Programs, \$3,000, September 2010-December 2011

Berger-Marks Foundation, Union Organizing of Registered Nurses, \$5,000, January 2008-June 2009

Health Professionals and Allied Employees, Member Engagement Survey, \$6,000, January 2004-December 2006.

George Meany Center for Labor Studies, Building a Culture of Member Involvement in Local Unions, \$12,000, March 2001-February 2002

Pennsylvania AFL-CIO, Union Member Political Attitudes, \$10,000, March 1994-December 1995

National Association of Letter Carriers, Member Attitudes and Participation Follow-up Survey, \$5,000, June 1991-December 1991

National Association of Letter Carriers, Branch 84, Member Attitudes and Participation Survey, \$12,000, June 1986-September 1987

United Steel Workers of America, 50<sup>th</sup> Anniversary of the Steel Workers Organizing Committee, \$10,000, September 1985-August 1986

## **B. Service (since 1990)**

### **1. Service to the University**

AD-14 Committee for Dean Susan Welch, Member, February 2016 – April 2016

Australia/New Zealand Faculty Task Force, Committee Member, October 2015-April 2016

Promotion and Tenure Committee, Penn State Altoona, Outside Member, 2014

President's Award for Excellence in Academic Integration Selection Committee, Member, 2014-present

*Ad Hoc* Subcommittee for the Review of Graduate Faculty Membership, Graduate School, Member, August 2013-February 2014

University Committee on Faculty Rights and Responsibilities, Member, July 2011-June 2013; Alternate Member, July 2013-June 2014

Search Committee, World Campus Director of Academic Affairs, Member, July 1, 2011 –October 15, 2011

Penn State Alpha Sigma Lambda Honor Society, Installation Speaker, May 2012

#### Faculty Senate

- Member, August 1998-May 2010
- Member, Committee on University Outreach, August 2008-May 2010
- Vice-Chair, Committee on Intercollegiate Athletics, August 2005-May 2008
- Member, Committee on Intercollegiate Athletics, August 2003-May 2008
- Member, Sub-Committee on Athletic Scholarship Retention, Committee on Intercollegiate Athletics, Sept. 2007-June 2008
- Member, Committee on Undergraduate Education, August 1998-May 2004
- Senate Representative, National Coalition on Intercollegiate Athletics, 2008

Task Force on Professional Masters Degrees, Graduate School, Member, Jan 2009-April 2009

Search Committee, Executive Director, Office of Admissions, Member, September-November 2007

Committee to Revise Undergraduate Education, Member, 1997-98

## **2. Service to the College (since 1990)**

Search Committee, Head, Department of African-American Studies, Chair, September-December, 2015

Faculty Advisory Committee, Rock Ethics Institute, College of the Liberal Arts, Member, February 2014-present

New Head's Orientation Program, College of the Liberal Arts, Speaker, 2010-2014

College Prior Learning Assessment Committee, Member, May 2013-December 2014

Internal Head Search Committee, Member, Department of Spanish, January-March, 2013

Dean's Heads' Advisory Committee, Member, August 2011-present

Committee on Awards, 1997-1999

Committee on Undergraduate Education, Chair, 1995-1997

Committee on Undergraduate Education, Member, 1993-1995

Committee on Curriculum, Member, 1992-93

## **3. Service to the Department/School (since 1990)**

School Director, May 2013-present

Department Head, August 2002-May 2013

Acting Department Head, August 2001-August 2002

Co-Coordinator, Labor Leadership Institute, 2013-2016

Director of Online Programs, August 2007-May 2013

Academic Officer, Online Programs, August 2007-present

Coordinator, Annual Philip Murray Memorial Lecture, University Park October 1986-2009

Graduate Officer, August 1999-2015

Course Designer, HRER 504, online version, August 2006-May 2007

Undergraduate Officer, August 1992-August 2004

Honors Advisor, August 1992-August 2009

Study Abroad Advisor, August 1996-August 2011

Coordinator, Penn State Occupational Safety and Health Institute, June 2004-2009

Coordinator, Penn State Arbitration Academy, October, 2005-2007

Faculty Advisor, Penn State Student Action with Farmworkers Fellowship Program, 2006-2008

Student Labor Action Project, Faculty Advisor, August 2005-August 2010

Committee on Development of M.S. in HRER Program, Member, 1994-1995

Course Designer, LER 435, correspondence course, 1994

Course Designer, LER 434, correspondence course, 1992

Course Designer, LER 100, correspondence course, 1988

Search Committee, Department Head, Member, August 1991-May 1992,  
Chair, August 1992-January 1993

#### **4. Service to the Profession and Field**

##### **--Labor and Employment Relations Association (LERA)**

Member, National LERA, September 1979-present

Co-Chair, National Program Committee, June 2016-present

Chair, Labor and Employment Relations University Council of Industrial Relations and Human Resources Programs, Acting Chair, January 2016-May 2016;  
Chair, June 2007-June 2010

Member, Program Committee, May 2014-May 2015

Member, Executive Board, National LERA, June 2010-May 2013

Member, National Strategy Planning (Architecture) Committee, National LERA,  
January 2010-May 2011

Co-Chair, Healthcare Industry Group, National LERA, June 2010-present

Past President, Nittany Chapter, LERA, August 2008-August 2009

Member, Nominating Committee, National LERA, June 2007-2010

Member, Program Committee, National LERA, June 2007-June 2010

Member, Local Chapter Committee, National LERA, June 2007-present

President, Nittany Chapter, LERA, August 2007-August 2008

Executive Board, Member, Nittany Chapter, LERA, August 2007-Present

Founding Committee, Chair, Nittany Chapter, LERA, April 2007-August 2007

Member, University Council of Industrial Relations and Human Resources Programs,  
June 2002-present

Past President, Western Pennsylvania Chapter, LERA, April 1989-April 1990

President, Western Pennsylvania Chapter, LERA, April 1988-April 1989

Treasurer, Western Pennsylvania Chapter, LERA, April 1985-April 1989

Executive Board, Western Pennsylvania Chapter, LERA, April 1983-April 1990

**--Labor Research Action Network (LRAN)**

Member, Founding Committee, LRAN, January 2011-June 2012

Member, Executive Committee, June 2012-June 2013

Member, Program Committee, January 2011-July 2014

**--Workers' Rights Consortium (WRC)**

Member, Advisory Council, 2010-present

**--University Association for Labor Education (UALE)**

Member, UALE, April 1977-present

Member, Directors and Deans Committee, April 2002-present

Member, Executive Board, April 1997-April 2000

Eastern Region Representative to National UALE, April 1997-April 2000

Chair, Eastern Region, April 1987-April 1990

Member, Editorial Board, April 1985-April 1988

Member, Eastern Region, Program Committee, April 1982-1984

**--Additional Service to Profession and Field**

Speaker, Electrical Alliance, National Apprenticeship Conference, Ann Arbor, MI,  
August 2016

Judge, American Federation of State, County, and Municipal Employees, National  
Scholarship Program, Washington, DC, March 2015-present.

Speaker, Allied Pilots Association, National Executive Board Meeting, Dallas, Texas,  
March 2015.

Speaker, Allied Pilots Association, Miami Domicile Meeting, March 2015.

Speaker, Pennsylvania State Education Association, Annual Collective Bargaining  
Conference, Pittsburgh, October 2014

Speaker, Labor and Employment Relations Association, Harrisburg, PA Chapter,  
October 2014.

Facilitator, Strategic Planning Meeting, Northeast Region, AFL-CIO, Philadelphia, PA,  
November 2013.

Expert Legal Witness, American Federation of State, County, and Municipal Employees,  
California, March 2013-June 2013

Expert Legal Witness, National Labor Relations Board, Newark NJ Field Office,  
December 2012-present

Speaker, American Federation of Teachers, National Organizing Committee, Detroit, MI, July 2012.

Seminar Leader, Professional Air Safety Specialists, National Education Conference, Reno, Nevada, July 2012.

Member, Republic Airlines Labor Practices Monitoring Committee, Interfaith Worker Justice, 2012

Expert Testimony, National Labor Relations Board, Washington, DC, June 2011

Chair, Curriculum Evaluation Committee, National Labor College, November 2011-December 2011

Member, Labor Law Reform Advisory Committee, AFL-CIO, June 2009-January 2011

Keynote Speaker, Seyfarth Shaw Law Firm, Healthcare Labor-Management Partnership Forum, New York City, February 2008

Consultant, Labor Relations in the American Healthcare Industry Project, Federal Mediation and Conciliation Service, National Office, November 2006-June 2007

Speaker, Pennsylvania Coalition on Labor Law Reform, Altoona, PA  
Pennsylvania Coalition on Labor Law Reform, State College, PA

Seminar Leader, United Steelworkers National Leadership Program, November 1979-June 1990, June 2009-present

Member, Workers Rights Consortium, Advisory Board, 2009-present

Consultant, Vermont Federation of Nurses, September 2008-May 2010

Consultant, Service Employees International Union, Pennsylvania Healthcare, October 2010-November 2012

Consultant, Service Employees International Union, Nevada Healthcare, July 2006-May 2008

Program Reviewer, West Virginia University, Institute of Labor Studies and Research, February 2005

Conference Coordinator—Northeast and Midwest University Association for Labor Educators Annual Summer Institute for Union Women, University Park, July 25-30, 2004.

Coordinator, Town Meeting on Trade, Pennsylvania AFL-CIO and Pennsylvania Manufacturers Association, April 2004

Commenter, Monthly Radio Program, America's Workforce Radio Show, WERE-AM, Cleveland, OH, Jan. 2004-Dec. 2007

## Seminar Leader/Speaker—Labor Organizations

- IBEW, Local 459, Johnstown, Penna
- Philadelphia Union Leadership Academy
- Harrisburg Union Leadership Academy
- AFT National Organizing Committee
- Health Professional and Allied Employees, American Federation of Teachers (AFT)
- California State Universities Employee Association
- National Education Association
- American Federation of State, County, and Municipal Employees (AFSCME), National Office
- AFT Healthcare Division
- AFSCME Council 13, Pennsylvania
- Minnesota Nurses Association
- United American Nurses
- AFSCME, New Jersey
- Ohio Civil Service Employee Association, AFSCME
- Rhode Island Federation of Nurses and Health Professionals, AFT
- National Association of Letters Carriers, Pennsylvania Council
- National Federation of Independent Unions
- AFSCME Council 86, Pennsylvania
- United Steel Workers of America, District 15
- Pennsylvania AFL-CIO, Committee on Political Education
- International Association of Machinists, Pennsylvania Council
- Hershey Chocolate Workers Local Union 464
- National Association of Letters Carriers, Branch 84
- Communications Workers of America, District 13
- Pennsylvania AFL-CIO, Community Services Program
- United Steel Workers of America, National Headquarters
- National Labor Press Association
- AFSCME Council 84, Pennsylvania
- American Federation of Government Employees
- Maryland State Education Association
- United Steel Workers of America, Canada
- Laborers International Union, National Business Agents Leadership Program
- AFSCME Council 83, Pennsylvania
- International Brotherhood of Electrical Workers
- Pennsylvania State Education Association
- AFSCME Council 89, Pennsylvania
- United Steel Workers of America, Press Association
- Oregon Nurses Association
- Pennsylvania Laborers Council
- United Steel Workers of America, District 17
- New York State United Teachers
- Service Employees International Union, Pennsylvania Healthcare
- AFSCME Council 85, Pennsylvania
- United Auto Workers, Local 666
- Brotherhood of Maintenance of Way Workers

- Professional Air Safety Specialists
- United Steel Workers of America, District 10
- International Ladies Garment Workers Unions, Pennsylvania District
- New York Independent Telephone Workers Union
- Marine Engineers' Beneficial Association
- Syracuse Central Labor Council
- Rome/Utica Central Labor Council
- Minnesota AFL-CIO
- Utility Workers System Local 102
- Communications Workers of America, District 1
- Service Employees International Union, Local 585
- United Mine Workers, District 19
- Teamsters, Local 317
- Amalgamated Transit Union, Local 85
- Utility Workers, Local 537

#### Seminar Leader/Speaker—Universities

- Cornell University, ILR School, Ithaca, NY
- West Virginia University, Institute for Labor Studies and Research
- Youngstown State University, Labor Studies Program
- Cornell University, ILR School, Buffalo, NY
- University of the District of Columbia, Labor Studies Program
- Wayne State University, Labor Studies Center
- Cornell University, ILR School, Syracuse, NY
- University of Illinois, LER School, Labor Education Program
- Cornell University, ILR School, Albany, NY

Selected Media Interviews (accepted requests for, and conducted interviews with, print, radio, and tele-vision reporters from the following media outlets on issues related to work, labor, employment, collective bargaining, and unions)

- Pittsburgh Post-Gazette
- New York Times
- ABC News
- Philadelphia Inquirer
- Baltimore Sun
- Chicago Tribune
- ESPN-TV
- Bloomberg Business Network
- U.S News and World Report
- Wall Street Journal
- Los Angeles Times
- The Oregonian
- Charleston (WV) Gazette
- Detroit Free Press
- Harrisburg Patriot



- WJET-TV (Erie)
- KDKA-TV (Pittsburgh)
- Toronto Sun
- Altoona Mirror
- Valley News Dispatch (Tarentum PA)
- Pittsburgh Tribune-Review
- WBLF (radio)
- Reuters Europe
- Centre Daily Times
- Scranton Times
- Portland (ME) Press-Herald
- Daily Collegian
- Associated Press
- Pocono Record
- WPSX-Radio
- Rocky Mountain News (Denver) Marketplace
- PBS National Radio, October 27,2004.
- Voice of America Radio
- Education Week, August, 2004.
- Times Herald-Record (Hudson Valley, NY)
- San Antonio Express-News,
- San Jose Mercury-News
- Christian Science Monitor
- Porterville (CA) Recorder
- Contra Costa (CA)Times
- Louisville (KY) Courier-Journal
- Lafayette (LA) Advertiser
- Copley News Service
- Newhouse News Service
- San Diego Union-Tribune
- Cleveland Plain Dealer Reporter
- Wausau (WI) Daily Herald
- Indianapolis Star
- Billings, MT Gazette
- Charleston (W.Va.) Daily Mail
- Syracuse Post-Standard
- Allentown Morning Call
- Business Weekly, Washington, DC
- WJAC-TV, Altoona/Johnstown
- Asahi Shimbun Japan (International Herald-Tribune)
- Detroit News
- Toledo Blade
- Berlingske Tidende (Copenhagen, Denmark)
- Swiss Business Magazine
- Northeastern Pennsylvania Business Review
- St. Petersburg Times
- Westchester (NY) Journal New
- Supermarket Industry News

