

CURRICULUM VITAE

Paul F. Clark
Professor
School of Labor and Employment Relations
Penn State University

Work Address:

School of Labor and Employment Relations
Penn State University
Keller Building
University Park, PA 16802
Ph.--814-865-0752
[Email--pfc2@psu.edu](mailto:pfc2@psu.edu)

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

TEACHING INTERESTS

Employment relations in the public and private sectors, the American labor movement, labor law, collective bargaining, building organizational culture and commitment

RESEARCH INTERESTS

Employment relations in the health care and law enforcement industries, police discipline and arbitration processes, the American labor movement, union administration, workplace voice, labor-management collaboration/partnership programs, union member commitment and participation, new member orientation programs, workplace dispute resolution

AWARDS AND HONORS

Visiting Fellow, University of Cambridge, Institute of Criminology (UK), 2024

National President, Labor and Employment Relations Association, 2022-2023

National President-Elect, Labor and Employment Relations Association, 2021-2022

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

VISITING FACULTY APPOINTMENTS

Visiting Fellow, Institute of Criminology, University of Cambridge, Cambridge, England, UK, Spring Semester 2024.

Visiting Scholar, Social Justice Academy, Edinburgh Law School, University of Edinburgh, Edinburgh, Scotland, UK, Spring Semester 2022.

Visiting Scholar, Centre for Criminology, Oxford Law School, University of Oxford, Oxford, England, UK, Spring Semester 2022.

Visiting Professor, International Consortium for Research on Employment and Work (iCREW), Monash University, Melbourne, Australia, Spring Semester 2020.

Visiting Professor, School of Management, Royal Melbourne Institute of Technology, Melbourne, Australia, Spring Semester 2020.

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.

AFFILIATE FACULTY APPOINTMENT

Department of Health Policy and Administration, 2008-2018

Department of Sociology and Criminology, 2023-present

PROFESSIONAL AFFILIATIONS

International Consortium for Research on Employment and Work (iCREW),
Monash University, Melbourne, Australia, Faculty Associate

Labor and Employment Relations Association

International Labor and Employment Relations Association

Worker Rights Consortium, Advisory Council, Washington, DC, Member

RESEARCH AND SCHOLARSHIP

A. Research and/or Scholarly Publications

1. Books

Clark, Paul F., Howard Stanger, and John Delaney (eds.). Forthcoming. *Organizing and Collective Bargaining at the Crossroad: Renewal or Continued Decline?* Ithaca, NY: Cornell University Press.

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

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

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

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

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

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

2. Parts of Books

Clark, Paul F. Forthcoming. “Police Collective Bargaining: An Integral Part of American Law Enforcement.” Chapter in Howard Stanger, Paul F. Clark, and John Delaney (eds.). *Union Organizing and Collective Bargaining at the Crossroad: Renewal or Continued Decline?* Ithaca, NY: Cornell ILR Press.

Clark, Paul F., Howard Stanger, and Ann Frost (eds.). 2013. Clark, Paul F. 2017. “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.

Clark, Paul F. 2016. “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.

Clark, Paul F. 2013. “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, pp. 119-164.

Clark, Paul F., Lois S. Gray, and Paul Whitehead. 2013. “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*, pp. 33-39.

Clark, Paul F., Lois S. Gray, and Paul Whitehead. 2012. “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*, pp. 171-177.

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

Clark, Paul F. and Darlene A. Clark. 2009. "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, pp. 19-30.

Clark, Paul F., A. E. Carroll, J. Barling, D. G. Gallagher, and C. J. Fullagar. 2006. "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.

Clark, Paul F. and Darlene A. Clark. 2004. "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, pp. 133-142.

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

Clark, Paul F., 2002. "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, pp. 91-136.

Clark, Paul F. and Lois S. Gray. 2001. "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.

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

Clark, Paul F. 1996. "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, pp. 459-483.

Clark, Paul F., et al. 1995. "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, pp. 311-332.

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

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

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

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

Clark, Paul F., Daniel Gallagher, and Thomas Pavlak. 1991. "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, pp. 58-80.

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

Clark, Paul F. 1990. "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.

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

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

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

3. Articles in Refereed Journals

Bamber, Greg, Jerrard, Marjorie, and Clark, Paul F. 2022. "How Do Trade Unions Manage Themselves? A Study of Australian Unions' Administrative Practices." *Journal of Industrial Relations*, May. <https://doi.org/10.1177/00221856221083715>

Clark, Paul F., Whitehead, P. S., Bamber, G., Gray, L. S., Cockfield, S., & Gilbert, K. 2021. "Does Modernising Trade Union Administrative Practices Promote or Hinder Union Revitalization." *British Journal of Industrial Relations*, Volume 59, Issue 2, June, pp. 370-397. <https://doi.org/10.1111/bjir.12526>

Clark, Paul F. 2021. "The Impact of New Member Orientation Programs on Union Member Commitment: Evidence from a National Study in a Post-Janus Setting." *Labor Studies Journal*, Volume 46, Issue 2, June, pp. 158–181. <https://doi.org/10.1177/0160449X20978823>

Morin, Alexandre J.S., Daniel G. Gallagher, John P. Meyer, David Litalien, and Paul F. Clark. 2021. "Investigating the Dimensionality and Stability of Union Commitment Profiles Over a 10-Year Period: A Latent Transition Analysis," *ILR Review*, published online October 2019, print version 74(1), January, pp. 224-254

Whitehead, Paul, Paul F. Clark, and Lois S. Gray. 2017. "Adapting Union Administrative Practices to New Realities: Results of a Twenty-Year Longitudinal Study," *Advances in Industrial and Labor Relations*, Vol. 24, pp. 155-184.

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

Gray, Lois S., Clark, Paul F., and Paul Whitehead. 2016. "The Evolution of Administrative Practices in American Unions: Results from a Twenty-Year Study." *Monthly Labor Review*, April, <https://www.bls.gov/opub/mlr/2016/article/evolution-of-administrative-practices-in-american-unions.htm>

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

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

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

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

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

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

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

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

Clark, Paul F., Darlene A. Clark, David Day, and Dennis Shea. 2001. "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, pp. 133-148.

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

Clark, Paul F. and Lois S. Gray. 2000. "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, p. 65-82.

Clark, Darlene A., Clark, Paul F., David Day, and Dennis Shea. 2000. "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, pp. 92-97.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Clark, Paul F. 1988. "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, pp. 103-116.

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

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

Clark, Paul F. 2023. “Final Report: Arbitrators’ Assessment of Police Discipline and Arbitration Processes.” National Academy of Arbitrators Grant Project, December.

Clark, Paul F. 2023. “2023 LERA Presidential Address: Making Work a Positive Part of the Human Experience. For Everyone.” *Perspectives on Work*, Labor and Employment Relations Association, November, pp. 82-85.

Clark, Paul F. 2022. “Comparing Police Discipline in the US and the UK: Lessons for American Law Enforcement – Part 2,” *Global Justice Blog*, Global Justice Academy and Global Development Academy, University of Edinburgh, Scotland, September 14, URL: <https://www.globaljusticeblog.ed.ac.uk/2022/09/14/comparing-police-discipline-in-the-us-and-the-uk-lessons-for-american-law-enforcement-part-2/>

Clark, Paul F. 2022. “Comparing Police Discipline in the US and the UK: Lessons for American Law Enforcement – Part 1,” *Global Justice Blog*, Global Justice Academy and Global Development Academy, University of Edinburgh, Scotland, September 7, 2022, URL: <https://www.globaljusticeblog.ed.ac.uk/2022/09/14/comparing-police-discipline-in-the-us-and-the-uk-lessons-for-american-law-enforcement-part-1/>

Clark, Paul F. 2017. *Results of a National Survey of New Union Members: Insights for Building Greater Member Commitment and Participation*. Jobs with Justice. Report to Sponsor, November.

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

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

Clark, Paul F., Julie Sadler, and Ariel Avgar. 2011. *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, pp. 1-27.

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

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

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

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

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

Clark, Paul F. and Daniel Gallagher. 1994. *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.

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

Clark, Paul F. "The Year Ahead in Employment Relations: Semi-Bold Predictions for 2023." Virtual Labor and Employment Relations Association (VLERA) Chapter." January 26, 2023.

Clark, Paul F. "Labor Market Developments and the Role of Voice in Healthcare Workplaces." American Federation of Teachers--Nurses and Health Professionals Division, National Listening Sessions, April 26, 2022.

Clark, Paul F. "Holding Police Accountable: Dysfunctional Disciplinary Processes in American Law Enforcement." Criminology Seminar, Centre for Criminology, Law School, University of Edinburgh, Edinburgh, Scotland, April 24, 2022.

Clark, Paul F., Peter Lazes, and Zach Zobrist. "Labor-Management Partnerships: A Better Way to Deal with the Challenges Facing Healthcare Workplaces." Webinar, Center for Workplace Performance, Penn State School of Labor and Employment Relations, March 9, 2022.

Clark, Paul F. "Holding Police Accountable: Dysfunctional Disciplinary Processes in American Law Enforcement." Criminology Seminar, Centre for Criminology, Law School, University of Oxford, Oxford, England, February 10, 2022.

Clark, Paul F. "Employment Relations in Healthcare: Is There a Better Way?" Presentation to Washington, DC Chapter, Labor and Employment Relations Association, November 10, 2021.

Clark, Paul F. "The Year Ahead in Employment Relations: Semi-Bold Predictions for 2021." Virtual Labor and Employment Relations Association (VLERA) Chapter." March 17, 2021.

Clark, Paul F. “The Trump Administration’s Impact on Work and Employment Policy in the United States.” Industrial Relations Society of Tasmania, Webinar, April 1, 2020.

Clark, Paul F. “Is Business Winning? President Trump’s Impact on Work and Employment Policy in the USA.” Special Seminar in Honour of The Late Dr. Sandra Cockfield, Centre for Global Business, Monash Business School, Monash University, Melbourne, Australia, March 17, 2020.

Clark, Paul F. “Comparing the American and Australian Systems of Employment Relations.” School of Management, Royal Melbourne Institute of Technology, Melbourne, Australia, March 16, 2020.

Clark, Paul F. “The State of U.S. Labor-Management Relations in 2020.” School of Management Research Series, Royal Melbourne Institute of Technology, Melbourne, Australia, March 11, 2020.

Clark, Paul F. “Publishing Scholarly Work in the Employment Relations Field.” Faculty of Labor Relations and Trade Unions, Ton Duc Thang University, Ho Chi Minh City, Vietnam, February 24, 2020.

Clark, Paul F. “Labor-Management Relations in the U.S. Healthcare Industry.” Faculty of Labor Relations and Trade Unions, Ton Duc Thang University, Ho Chi Minh City, Vietnam, February 24, 2020.

Clark, Paul F. “Recent Findings from the International Trade Union Administrative Practices Study.” Center for Industrial Relations and Human Resources, University of Toronto, Toronto, Canada, Invited Lecture, January 29, 2020.

Clark, Paul F., Greg Bamber, and Paul Whitehead. “How do Unions Manage Themselves? Results from a Survey of US, UK, and Australian Unions.” Labor and Employment Relations Association National Meeting, Cleveland, Ohio, June 16, 2019.

Clark, Paul F. “The Year Ahead in Employment Relations: Semi-Bold Predictions for 2019.” Virtual Labor and Employment Relations Association (VLERA) Chapter.” January 17, 2019.

Clark, Paul F., Greg Bamber, and Paul Whitehead. “Results of a Longitudinal, Comparative Study of Administrative Practices in American, Australian & UK Unions,” International Labor Symposium, Monash and Renmin Universities, Beijing, China, June 2, 2019.

Clark, Paul F. and Darlene A. Clark. “A Comparison of Labor Management Partnerships in the Health Care Industries of Scotland and the United States,” International Labor and Employment Relations Association World Congress, Seoul, Korea, July 26, 2018.

Clark, Paul F., Greg Bamber, Lois Gray, Sandra Cockfield, and Paul Whitehead. "Do Formal Union Administrative Practices Promote or Hinder Labor Revitalization? A Study of American, British and Australian Unions," International Labor and Employment Relations Association World Congress, Seoul, Korea, July 25, 2018.

Clark, Paul F., "Advice for Young Faculty," Labor and Employment Relations Association National Meeting, Baltimore, MD, June 15, 2018.

Clark, Paul F., "The Benefits of Healthcare Partnerships." Symposium on Labor Management Partnerships in Healthcare: Learning from Experience, Baltimore, MD, June 13, 2018.

Clark, Paul F., "The Challenges Facing Nurse's Unions in Canada, the United States, and the United Kingdom," Labor and Employment Relations Association National Meeting, Baltimore, MD, June 15, 2018.

Clark, Paul F., "Making the Case for Union Membership: The Strategic Value of New Hire Orientation." Labor Research and Action Network, Vanderbilt University, Nashville, TN, May 31, 2018.

Clark, Paul F., "Lessons from Research on Union Member Engagement," National Air Traffic Controllers Association, National Convention, Philadelphia, April 2018.

Clark, Paul F., "Evidence-Based Strategies For Increasing Member Commitment and Participation," Department for Professional Employees, AFL-CIO, Washington, April 2018.

Clark, Paul F., "Results of a Longitudinal Study of New Union Members' Socialization Experiences," Jobs With Justice Seminar/Webinar, Washington DC, November 2017.

Clark, Paul F., Greg Bamber, Lois Gray, Sandra Cockfield, and Paul Whitehead. "How do Unions Manage Themselves? A Comparative Study of American, Australian and U.K. Unions," British Universities Industrial Relations Association Annual Conference, Portsmouth, England, June 2017.

Clark, Paul F. "Analyzing Labor's Performance in the 2106 Presidential Election: Union Member Voting Patterns and Rationales," United Association for Labor Education National Meeting, Detroit, April 2017.

Clark, Paul F., Greg Bamber, Lois Gray, Sandra Cockfield, and Paul Whitehead. "Union Administrative Practices in Australia: An Internationally Comparative Perspective." 2017 Association of Industrial Relations Academics in Australia and New Zealand (AIRAANZ) Annual Conference. Canberra, Australia. February 2017.

Clark, Paul F. "Research on the Effectiveness of New Member Orientation Programs in Labor Organizations." *Convening Union Nurses Conference*. Rutgers University, New Brunswick, NJ. Invited Lecture. December 2016.

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

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

Clark, Paul F. "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.

Clark, Paul F. "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.

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

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

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

Clark, Paul F. "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.

Clark, Paul F. "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.

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

Clark, Paul F. "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.

Clark, Paul F., 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.

Clark, Paul F. "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.

Clark, Paul F., 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.

Clark, Paul F., 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.

Clark, Paul F., 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.

Clark, Paul F., 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.

Clark, Paul F., 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.

Clark, Paul F. "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.

Clark, Paul F. 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.

Clark, Paul F., "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.

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

Clark, Paul F. 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.

Clark, Paul F. 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.

Clark, Paul F. 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.

Clark, Paul F. "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.

Clark, Paul F. 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.

Clark, Paul F. "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.

Clark, Paul F. "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.

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

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

Clark, Paul F. 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.

Clark, Paul F. 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.

Clark, Paul F. 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.

Clark, Paul F. 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.

Clark, Paul F., 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.

Clark, Paul F., Anthony Carroll, 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.

Clark, Paul F., 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.

Clark, Paul F. 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," 14th 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." 18th 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. Webinars and Podcasts

Clark, Paul F., and Peter Lazes. 2024. "Methods to increase our ability to deal with the social determinants of care and improving health inequalities in communities by using community health workers?" Webinar #9, Penn State Healthcare Labor-Management Partnership Learning Collaborative. March 12.

Clark, Paul F., and Peter Lazes. 2023. "Addressing moral injury in the healthcare workplace: What partnerships can do?" Webinar #8, Penn State Healthcare Labor-Management Partnership Learning Collaborative. October 17.

Clark, Paul F., and Peter Lazes. 2023. "Future healthcare jobs, how technology will impact them, and how labor and management can make sure these jobs are meaningful and result in better patient." Webinar #7, Penn State Healthcare Labor-Management Partnership Learning Collaborative. April 27.

Clark, Paul F., and Peter Lazes. 2023. “Partnership and Process Improvement Training/Education for Frontline Staff and Labor and Management Leaders.” Webinar #6, Penn State Healthcare Labor-Management Partnership Learning Collaborative. January 19.

Clark, Paul F., Peter Lazes, and Zach Zobrist. 2022. “How Are Healthcare Partnerships Helping to Improve Retention and Hiring.” Webinar #5, Penn State Healthcare Labor-Management Partnership Learning Collaborative. April 20.

Clark, Paul F., and Peter Lazes. 2022. “Labor-Management Partnerships: A Better Way to Deal with the Challenges Facing Healthcare Workplaces.” Webinar, Center for Workplace Performance, Penn State School of Labor and Employment Relations, March 9.

Clark, Paul F., Peter Lazes, and Zach Zobrist. 2021. “Healthcare Partnerships: Understanding the Interests and Challenges Facing Other Stakeholder Groups.” Webinar #4, Penn State Healthcare Labor-Management Partnership Learning Collaborative. September 9.

Clark, Paul F., Peter Lazes, and Zach Zobrist. 2021. “Dealing with Challenges Facing Middle Management and Leadership.” Webinar #3, Penn State Healthcare Labor-Management Partnership Learning Collaborative. July 14.

Clark, Paul F., Peter Lazes, and Zach Zobrist. 2021. “Challenges of Sustaining Healthcare Partnership.” Webinar #2, Penn State Healthcare Labor-Management Partnership Learning Collaborative. June 24.

Clark, Paul F., Peter Lazes, and Zach Zobrist. 2021. “What are Healthcare Partnerships Doing That Are Making Difference.” Webinar #1, Penn State Healthcare Labor-Management Partnership Learning Collaborative. June 3.

Clark, Paul F. 2020. “On the Front Lines in the COVID-19 Pandemic.” Labor and Employment Relations Association Webinar, May 7.

Clark, Paul F. 2020. “Pennsylvania’s Role in the 2020 Presidential Election.” Labor Forum Podcast Series, University of Illinois Labor Education Program, November 8.

7. Public Scholarship and Opinion Pieces

Clark, Paul F., “Today’s Workers Want a Voice at Work,” *Pittsburgh Tribune-Review*, September 5, 2022, <https://triblive.com/opinion/paul-f-clark-todays-workers-want-a-voice-at-work/>

Clark, Paul F., “Why Police Unions Are Not Part of the American Labor Movement,” *The Conversation: An Independent Source of News and Views from the Academic and Research Community*, August 25, 2020, <https://theconversation.com/why-police-unions-are-not-part-of-the-american-labor-movement-142538>

Clark, Paul F., “Essential US Workers Often Lack Sick Leave and Health Care – Benefits Taken for Granted In Most Other Countries,” *The Conversation: An Independent Source of News and Views from the Academic and Research Community*, May 6, 2020, <https://theconversation.com/essential-us-workers-often-lack-sick-leave-and-health-care-benefits-taken-for-granted-in-most-other-countries-136802>

Zobrist, Zach and Paul F. Clark, “There Is a Crisis in Pennsylvania Nursing Homes. And We Need to Address It. Now.” *Harrisburg Patriot-News*, July 24, 2019 (also appeared in *Allentown (PA) Morning Call* and *Centre Daily Times*).

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.

8. Grants

National Academy of Arbitrators, Research and Education Fund. Comparative Study of Police Disciplinary Processes in the U.S. and the U.K. \$30,000. December 2021-December 2023.

International Consortium for Research on Employment and Work (iCREW). Monash University, Melbourne, Australia, \$8,000. Fall Semester 2020.

Visiting Faculty Grant, School of Management. Royal Melbourne Institute of Technology, Melbourne, Australia, \$5,000. Fall Semester 2020.

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. 50th Anniversary of the Steel Workers Organizing Committee, \$10,000, September 1985-August 1986

Pennsylvania Humanities Commission. 50th Anniversary of the Steel Workers Organizing Committee, \$10,000, September 1985-August 1986

B. Service (since 1990)

1. Service to the University

Search Committee, Department of Workforce Education, College of Education, Member,
January 2018- January 2019

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, 2014-2016

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.

University Committee to Revise Undergraduate Education, Member, 1997-98

2. Service to the College (since 1990)

Dean's Heads' Advisory Committee, Member, August 2011-December 2019

Faculty Advisory Committee, Rock Ethics Institute, College of the Liberal Arts,
Member, February 2014-July 2017

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

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

College Committee on Awards, 1997-1999

College Committee on Undergraduate Education, Chair, 1995-1997

College Committee on Undergraduate Education, Member, 1993-1995

College Committee on Curriculum, Member, 1992-93

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

Chair, School Promotion and Tenure Committee, August 2021-present

Graduate Director, MS in HRER Program, 2000-2015, 2021-2024

Chair, School Teaching Award Committee, May 2021-present

Coordinator, Annual Philip Murray Memorial Labor Lecture, October 1986-2009, August
2021-present

Member, School Teaching Faculty Promotion Committee, August 2021-present

Member, Organizational Leadership Program Advisory Committee, August 2021-present

Search Committee, Tenure Track Faculty, Member, August 2021-present

Search Committee, Teaching Faculty, Member, August 2021-present

School Director, August 2002-June 2021

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

Internship Advisor, 2002-2014, 2017-2021

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

Member, Academic Program Review Committee, University of Toronto, Centre for
Industrial Relations and Human Resources, November 2021

Member, Academic Review Committee, University of Illinois, School of Labor and Employment Relations, November 2018

Chair, Academic Review Committee, Indiana University of Pennsylvania, Department of Employment and Labor Relations, April 2018

Labor and Employment Relations Association (LERA)

--Member, National LERA, September 1979-present

--National President, LERA, June 2022-2023

--National President-Elect, LERA, June 2021-present

--Speaker, Central Pennsylvania LERA Chapter, Harrisburg, PA, October 18, 2022.

--Speaker, Washington DC LERA Chapter, Washington DC,

--Chair, National Program Committee, LERA, June 2021-present

--Chair, Awards Committee, LERA, June 2018-June 2021

--Chair, LERA University Council of Industrial Relations and Human Resources Programs, Acting Chair, January 2016-May 2016; Chair, June 2002-2005, June 2007-June 2010, June 2018-June 2021

--Member, Executive Board, National LERA, June 2010-May 2013, June 2018-present

--Member, LERA Program Committee, May 2014-May 2015, May 2020-May 2021

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

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

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

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

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

--Member, Local Chapter Committee, 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
- 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
- Pennsylvania Labor History Society
 - Member, Executive Board, 1990-2010; 2015-present
- University Association for Labor Education (UALE), formerly UCLEA
 - Member, UALE/UCLEA, April 1977-present
 - Member, Directors and Deans Committee, April 2002-August 2017
 - 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

Member, Fulbright Student Award Committee, 2023-present.

Consultant, International Union of Painters and Allied Trades (IUPAT). New Member Orientation Initiative, November 2023-present.

Speaker, Inaugural Educators Conference, Winpisinger Education Center, International Association of Machinists, March 2023.

Speaker, Mid-Atlantic Region, Education Conference, United Food and Commercial Workers, Atlantic City, August 2022.

Program Committee Chair, Act 195 50th Anniversary Commemoration Conference, Pennsylvania Labor History Society, 2021-2022.

Member, Lois Gray Innovation Initiative, Cornell University, School of ILR, Advisory Committee, 2019-present

Speaker, United Auto Workers, Local Union 677 75th Anniversary Commemorative Dinner, Allentown, PA, November 2019.

Speaker, Cornell School of Industrial and Labor Relations, Memorial Service for Professor Emeritus Lois S. Gray, Ithaca, NY, November 2018.

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

- Maryland State Education Association, Staff Training Conference,
- UFCW, National Organizing Conference
- National Air Traffic Controllers Association, National Convention
- Department for Professional Employees, AFL-CIO
- Lehigh Valley Union Leadership Academy
- Jobs With Justice
- Michigan Nurses Association
- 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
- Cornell University, ILR School, Armonk, 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)

- PBS News Hour
- Minnesota Medicine
- Marketshare
- 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
- Voice of America Radio
- Education Week
- 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