



Western Michigan University
ScholarWorks at WMU

Werner Sichel Lecture Series

Economics

1987

Organized Labor at The Crossroads 1987-88

Department of Economics

Follow this and additional works at: <https://scholarworks.wmich.edu/sichel-series>



Part of the Economics Commons

WMU ScholarWorks Citation

Department of Economics, "Organized Labor at The Crossroads 1987-88" (1987). *Werner Sichel Lecture Series*. 31.

<https://scholarworks.wmich.edu/sichel-series/31>

This Article is brought to you for free and open access by the Economics at ScholarWorks at WMU. It has been accepted for inclusion in Werner Sichel Lecture Series by an authorized administrator of ScholarWorks at WMU. For more information, please contact wmu-scholarworks@wmich.edu.



Lecture-Seminar Series 1987-1988

Department of Economics
Western Michigan University
Kalamazoo, Michigan 49008-5023

"Organized Labor at the Crossroads" is the twenty-fourth Annual Public Lecture Series organized by the Department of Economics at Western Michigan University. This year's series is directed by Dr. Wei-Chiao Huang of the WMU Economics Department, and is co-sponsored by the W.E. Upjohn Institute for Employment Research. All lectures are open to the public and no admission is charged. A question and answer session will follow each lecture. For further information, please contact Dr. Huang at (616) 383-1426.

The guest scholars also participate in a graduate student and advanced undergraduate student seminar under the supervision of Professor Wei-Chiao Huang of the WMU Economics Department which is offered for academic credit to students enrolled at the University. Interested guests are also welcome.

Lecture: 8:00 p.m., 3750 Knauss Hall, WMU
Seminar: 3:00 p.m., 3760 Knauss Hall, WMU

Directions: Take 131 to Exit 36A (about 2 miles north of the I94-131 junction) onto Stadium Drive. Travel east on Stadium Drive until reaching the 3rd traffic light. Turn left onto Howard Street, cross the railroad track, and turn right onto VandeGiessen Road. Turn right at the stop sign and bear left to the Wood Hall parking lot. The dark brown building on your left is Knauss Hall.

1987-88 Lecture-Seminar Series
Department of Economics
Western Michigan University

Organized Labor At The Crossroads

3750 Knauss Hall, WMU
8:00 p.m.

(Please see directions on back cover)

The public is cordially invited to attend

Fall Semester

Wednesday, September 16	1987
Wednesday, October 14	1987
Wednesday, November 11	1987

Winter Semester

Wednesday, January 20	1988
Wednesday, February 17	1988
Wednesday, March 23	1988

The Department of Economics, Western Michigan University is pleased to have this seminar-lecture series co-sponsored by the W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan.

"Bargaining Realities: Responding to a Changing World"



Dr. Sharon P. Smith
Manager-Labor Relations
Labor Relations Department
Corp. Headquarters
American Telephone and Telegraph Co.

Dr. Sharon P. Smith is Manager of Labor Relations in the Labor Relations Department, Corporate Headquarters of the American Telephone and Telegraph Company. She received her B.A. (Summa Cum Laude), M.A., and Ph.D. degrees from Rutgers University.

Dr. Smith has previously served as Research Associate and Adjunct Assistant Professor of Industrial Relations at Princeton University (1974-1976), Economist and Senior Economist at the Federal Reserve Bank of New York (1976-1981), and Visiting Associate Professor of Labor Economics at the New York State School of Industrial and Labor Relations, Cornell University (1981). Prior to her present position with AT&T, Dr. Smith was Manager of Economic Reports in the Economic Analysis Section of AT&T. She is currently in charge of estimating both existing and potential contractual costs for AT&T's 200,000 non-management employees for use in corporate financial plans, developing wage positions for bargaining at the national level, and supervising outside consultants who help design major research on wage and benefit patterns across the country.

Dr. Smith is the author of *Equal Pay in the Public Sector: Fact or Fantasy* (1977). She has also written numerous articles and reviews in professional journals such as *American Economic Review*, *AMA Management Digest*, *Annals of Regional Science*, *Federal Reserve Bank of New York Quarterly Review*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Journal of Human Resources*, *Journal of Urban Economics*, *Quarterly Review of Economics and Business*, *Review of Economics and Statistics*, *Southern Economic Journal*. Dr. Smith is a member of the American Economic Association, Industrial Relations Research Association, and New York Women Economists Association. She also serves as a selected member of the Advisory Committee to the Urban Institute, and of the Editorial Board of the *Journal of Labor Research*.

In addition to the 8:00 p.m. lecture, Dr. Smith will present a seminar at 3:00 p.m., 3760 Knauss Hall, WMU.

Wednesday
September 16, 1987
8:00 p.m.
3750 Knauss Hall
WMU

"Innovation on Confrontation: Alternative Scenarios for the Future of U.S. Industrial Relations"



Dr. Thomas A. Kochan
Professor of Industrial Relations
Massachusetts Institute of Technology

Dr. Thomas A. Kochan is Professor of Industrial Relations at M.I.T.'s Sloan School of Management. From 1973 to 1980 he was on the faculty of the School of Industrial and Labor Relations at Cornell University. He also served one year as a consultant to the Secretary of Labor in the Department of Labor's Office of Policy Evaluation and Research. Professor Kochan received his Ph.D. in Industrial Relations from the University of Wisconsin in 1973. Since then he has served as a third-party mediator, factfinder, arbitrator and as a consultant to a number of different labor-management committees and groups, including the New York State Public Employment Relations Board, the Labor Panel of the American Arbitration Association, the German Marshall Fund of the United States, and the Occupational Safety and Health Administration.

Dr. Kochan has done research on a variety of topics related to collective bargaining in both the public and the private sector. He has received funding for his research projects from the Department of Labor, Ford Foundation, National Science Foundation, and Sloan Foundation. He has published eleven books and monographs, and about sixty journal articles, chapters in books, and book reviews. His recent books include: *Collective Bargaining and Industrial Relations—From Theory to Policy and Practice* (1980), *Industrial Relations Research in the 1970s: Reviews and Appraisal* (1982), *Worker Participation and American Unions: Threat or Opportunity* (1984), *Challenges and Choices for American Labor* (1985), *Human Resource Management and Industrial Relations* (1985), and *The Transformation of American Industrial Relations* (1986). Professor Kochan is on the editorial boards of *Industrial Relations* and *Academy of Management Journal*. He also serves as a referee for papers submitted to seven different journals and for research proposals submitted to the National Science Foundation.

In addition to the 8:00 p.m. lecture, Dr. Kochan will present a seminar at 3:00 p.m., 3760 Knauss Hall, WMU.

Wednesday
October 14, 1987
8:00 p.m.
3750 Knauss Hall
WMU

"Organized Labor's Political Agenda: An Economic Evaluation"



Wednesday
November 11, 1987
8:00 p.m.
3750 Knauss Hall
WMU

Dr. George E. Johnson
Professor of Economics and Public Policy
University of Michigan, Ann Arbor

Dr. George E. Johnson is Professor of Economics and Public Policy in the Economics Department and the Institute of Public Policy Studies at the University of Michigan. He has been teaching at that institution since he received his Ph.D. from the University of California, Berkeley in 1966. During that period Professor Johnson has been a Visiting Research Associate in the Industrial Relations Section, Princeton University (1967-1968), Visiting Research Fellow at the Institute for Development Studies, University of Nairobi (1970-1971), Director of the Office of Evaluation, U.S. Department of Labor (1973-1974), Senior Staff Economist, President's Council of Economic Advisors (1977-1978), Visiting Research Fellow, Centre for Labour Economics, London School of Economics (since 1979), Research Associate, National Bureau of Economic Research (since 1983), and a member of the Faculty of the Federal Judicial Center (1985).

Dr. Johnson has done much important research in the fields of labor economics, macroeconomics, and cost-benefit analysis. He has written over fifty articles that appeared in leading economic journals including the *American Economic Review*, *Economica*, *Economic Development and Cultural Change*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Economic Review*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Political Economy*, *Quarterly Journal of Economics*, *Review of Economic Studies*, *Scandinavian Journal of Economics* and the *Southern Economic Journal*. He is currently a member of the Editorial Board of the *American Economic Review*.

Dr. Johnson is a noted expert on public policy and program evaluation. He has developed a theory of labor market intervention, and analyzed the effects of several public employment and training programs, affirmative action program, immigration policy, employment subsidies, higher education subsidies, and comparable worth policy.

In addition to the 8:00 p.m. lecture, Dr. Johnson will present a seminar at 3:00 p.m., 3760 Knauss Hall, WMU.

"The Promise of Profit-Sharing"



Wednesday
January 20, 1988
8:00 p.m.
3750 Knauss Hall
WMU

Dr. Martin L. Weitzman
Professor of Economics
Massachusetts Institute of Technology

Dr. Martin L. Weitzman is Mitsui Professor of Economics at Massachusetts Institute of Technology (MIT). He received his B.A. in mathematics and physics at Swarthmore College, M.S. in Statistics and Operations Research at Stanford University and Ph.D. in Economics at MIT. He was an Assistant Professor (1967-1970) and Associate Professor (1970-1972) of Economics at Yale University. During 1970-1971 he was a Guggenheim Fellow in the U.S.S.R. Dr. Weitzman has taught economics at MIT since 1972.

Dr. Weitzman has served as a consultant for numerous organizations including the World Bank, Stanford Research Institute, International Monetary Fund, Agency for International Development, and Arthur D. Little. He has been Associate Editor of the *Journal of Comparative Economics*, *Economic Letters*, and the *Journal of Japanese Economy*. He was elected as a fellow of the Econometric Society in 1976.

Dr. Weitzman has published more than fifty scholarly articles in leading economic journals such as the *American Economic Review*, *Econometrica*, *Economic Journal*, *Journal of Economic Theory*, *Journal of Political Economy*, *Quarterly Journal of Economics*, and the *Review of Economic Studies*. His writings cover a wide variety of fields, including comparative economic systems, economic planning and development, energy economics, operations research, the economics of research and development, mathematical economics, and the macroeconomics of alternative compensation systems.

Dr. Weitzman has attracted national attention with his book, *The Share Economy*, published by Harvard University Press in 1984. Some acclaimed his proposal for a "share economy" as the best economic idea since the theories of John M. Keynes, while some leaders of organized labor have heavily criticized his idea and dubbed him "the guru of profit-sharing."

In addition to the 8:00 p.m. lecture, Dr. Weitzman will present a seminar at 3:00 p.m., 3760 Knauss Hall, WMU.

"Divergence of Unionism in the Free World"



Wednesday
February 17, 1988
8:00 p.m.
3750 Knauss Hall
WMU

Dr. Richard B. Freeman
Professor of Economics
Harvard University, and
Program Director for Labor Studies
National Bureau of Economic Research

Dr. Freeman is Professor of Economics at Harvard University and Program Director for Labor Studies at the National Bureau of Economic Research. He received his Ph.D. from Harvard University in 1969. Before returning to Harvard in 1975 he taught at the University of Chicago and Yale University. He has also been a Research Economist for the Area Redevelopment Administration, the Committee for Economic Development, Fairchild Distinguished Research Professor at the California Institute of Technology and Visiting Research Professor at the London School of Economics.

Dr. Freeman is one of the most prolific labor economists in the world today. He has published over 100 articles dealing with topics in trade unionism, youth labor market problems, high skilled labor markets, economic discrimination, social mobility, and income distribution. In addition, he has written 12 books several of which have been translated into Japanese and Spanish. His recent books include: *The Youth Joblessness Problem* (1981), *What Do Unions Do?* (1984, winner of the Management Association Prize), *The Minority Youth Unemployment Crisis* (1986), *Public Sector Unionism in the U.S.* (1987), and *Capitalism and Generosity: Nonselfish Behavior in a Selfish Economy* (forthcoming). *What Do Unions Do?* (with James L. Medoff) is the first comprehensive economic assessment of labor unions in more than 20 years. Freeman and Medoff argue that contrary to public belief, unions play a crucial and largely beneficial role in improving workplaces, increasing productivity and reducing inequality. Their views have prompted a great deal of comment and debate. Two review symposia were held on this book in 1985; one published in the *Industrial and Labor Relations Review* and the other in the *Industrial Relations Research Association Annual Proceedings*.

In addition to the 8:00 p.m. lecture, Dr. Freeman will present a seminar at 3:00 p.m., 3760 Knauss Hall, WMU.

"Innovations in Dispute Resolution"



Wednesday
March 23, 1988
8:00 p.m.
3750 Knauss Hall
WMU

Dr. Orley C. Ashenfelter
Professor of Economics and
Director, Industrial Relations Section
Princeton University

Dr. Orley C. Ashenfelter is Professor of Economics and Director of the Industrial Relations Section, Princeton University. He is also the current Managing Editor of the *American Economic Review*, and a member of the faculty of the Law and Economics Center at Emory University. While continuing his association with Princeton University since receiving his Ph.D. from that institution, he has served as Director of the Office of Evaluation, U.S. Department of Labor (1972-1973), Visiting Scholar of the Federal Reserve Bank of Philadelphia (1979-1980), Benjamin Meeker Visiting Professor at the University of Bristol (1981), and as a faculty member of the Federal Judicial Center (1984-1985).

Dr. Ashenfelter has written over sixty articles in leading economic journals, some of which have become "classics" in the field of labor economics and industrial relations. He has co-edited several books including *Discrimination in Labor Markets* (1973), *Labor and the National Economy* (1975), *Evaluating the Labor Market Effects of Social Programs* (1976), *Equal Rights and Industrial Relations* (1977), *Essays in Labor Market Analysis* (1978), and *Handbook of Labor Economics* (1986). Dr. Ashenfelter has received many awards and honors for his research, including a Guggenheim Fellowship (1976-1977), Econometric Society selected fellow (1977) and the Ragnar Frisch Prize of the Econometric Society (1984). He is on the editorial boards of the *Journal of Labor Economics*, *Pakistan Development Review*, *Journal of Labor Research*, and the *Journal of Urban Economics*.

Dr. Ashenfelter is regarded as a foremost expert on the economic analysis of resolving disputes with arbitration. He has been asked to testify before Congressional committees, and has been a member of the advisory boards of the Center for Economic Policy Research at Stanford University, the Project on Women at the Urban Institute, the National Commission for Employment Policy, and the National Commission on Employment and Unemployment Statistics.

In addition to the 8:00 p.m. lecture, Dr. Ashenfelter will present a seminar at 3:00 p.m., 3760 Knauss Hall, WMU.