Organized Labor at The Crossroads 1987-88

Department of Economics

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"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 Department of Economics, 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) 583-1436.

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

Directions: Take 131 to Exit 36A (about 2 miles north of the I-94-131 junction) onto Stadium Drive. Travel east on Stadium Drive until reaching the 3rd traffic light. 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.

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

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  
Wednesday, October 14  
Wednesday, November 11  
1987

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

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

"Bargaining Realities: Responding to a Changing World"

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

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

Dr. Smith has previously served as Research Associate and Adjunct Associate 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 a member of the American Economic Association, Industrial Relations Research Association, and New York Women Economists Association. In addition to serving as a member of the Labor Relations Committee at the Urban Institute, and of the Editorial Board of the Journal of Labor Research, she has also served as a consultant to the Equal Employment Opportunity Commission, the Federal Trade Commission, the Labor Department, and the National Labor Relations Board.

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

"Innovation on Confrontation: Alternative Strategies 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 has also served in a number of different labor-management committees and groups, including the National 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 1970’s: Reviews and Appraisals (1981), Workforce 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 (1987). Professor Kochan is on the editorial boards of Industrial Relations and Academy of Management Journal. He also serves as a referee 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, September 16, 1987  
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In addition to the 8:00 p.m. lecture, Dr. Kochan will present a seminar at 3:00 p.m., 3760 Knauss Hall, WMU.
“Organized Labor’s Political Agenda: An Economic Evaluation”

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 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 (Council of Economic Advisors (1977-1978), Visiting Research Fellow at Stanford University (1973-1974), Professor of Economics at Yal e University. During 1970-1971 he was a Visiting Economist at MIT since 1972. Dr. Johnson has done much important research in the fields of labor economics, macroeconomics, and cost-benefit analysis. He has written over sixty articles appearing in leading economic journals including the American Economic Review, 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.

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

“The Promise of Profit-Sharing”

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

Dr. Martin L. Weitzman is MIT’s 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.

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”

Dr. Richard B. Freeman
Professor of Economics
Harvard University, Industrial Relations Section

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 1976 he taught at the University of Chicago and Yale University. He has also been a Research Economist for the Arms Control and Disarmament Administration, the Committee for Economic Development, the National Bureau of Economic Research, 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) and The Management Association Prize, The Minority Youth Unemployment Crisis (1986). Public Sector Unions in the U.S. (1987), and Capitalism and Generosity: Nussbaum’s Behavior in a Jaffil 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 popular 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.

Dr. Freeman 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.

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

“Innovations in Dispute Resolution”

Dr. Orley C. Ashenfelter
Professor of Economics
and Director of the 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 also served as Director of the Office of Evaluation, U.S. Department of Labor (1975-1976), 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 is regarded as a foremost expert on the economic analysis of resolving labor disputes with arbitration. He has been asked to testify before Congressional committees, and has testified before four presidential boards of the Council 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.

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

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