

IIR Annual Report

2001 - 2002

The Institute of Industrial Relations
Organized Research Unit Reporting to the Vice Chancellor for Research

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Established: 1945

Description

The Institute of Industrial Relations (IIR) supports research about work and working life with a broad, inter-disciplinary emphasis. IIR currently has over 50 faculty affiliates from over a dozen different academic disciplines, spanning the humanities, social sciences and physical sciences. Founded in 1945 with a focus on labor and industrial relations, IIR has enlarged its research agenda to include related areas of study, including the high tech workforce, work and technology, cultural geography, and workforce demography. In June 2000, the legislature supported the creation of the Institute for Labor and Employment (ILE, <http://www.ucop.edu/ile>), a multi-campus research program which is jointly based within IIR and its sister institute at UCLA. The ILE expands upon IIR's research objectives, and has enabled the Berkeley and UCLA Institutes of Industrial Relations to collaborate with the ILE, involving faculty throughout UC as well as community partners.

Throughout its history, IIR has made outreach a priority. As a result IIR enjoys robust ties to state policy makers and agencies, as well as with labor leaders. The Center for Labor Research and Education, its flagship community service program, offers a wide array of conferences and events that bring UC specialists and community leaders together. The Institute's Library and peer-reviewed journal enjoy national respect as well as strong faculty support.

Ongoing Research Activity and Academic Support Services

- *Faculty Research.* IIR's affiliated faculty study many diverse issues, all of which pertain in some way to labor and employment issues. Examples include production techniques and organizational strategies in the semiconductor industry; demography of unionized and non-unionized employees; the impact of public transportation on job creation; assessment of "new economy" labor institutions in Silicon Valley. Through the ILE, IIR faculty have conducted several major surveys in California, including a 2001 household survey probing workforce conditions and attitudes about public policy, and a 2002 employer survey.

- *Faculty Working Paper Series.* IIR and its centers publish several working paper series, the most active of which are included in the California Digital Library's eScholarship Working Paper Repository, under the Library's oversight.
- *Research Colloquia* IIR sponsors several colloquia, at which Berkeley faculty and scholars from outside the University present their research. Recent themes include: Changing Labor Market Institutions in the United States; Labor Markets and Globalization; and Workforce Problems and Metropolitan Economies.
- *The Institute of Industrial Relations Library.* The Library at IIR has been recognized by the American Library Association and AFL-CIO for outstanding service to the Labor Movement, and maintains strong outreach programs to the community. It is also the site for all digital library initiatives and Web administration, both for IIR and for ILE affiliated centers throughout the UC system.
- *Industrial Relations: A Journal of Economy and Society.* IIR's peer reviewed journal is considered the pre-eminent in the field, and has been distinguished as the most frequently cited journal in industrial relations literature.

Research Centers

- *California Studies Center.* The center advances broad scholarly research on the past and present of the State of California, unbounded by traditional disciplinary restrictions
- *Center for Labor Economics.* The main activities of the center include a weekly Labor Lunch for faculty and graduate students, a formal weekly seminar in labor and applied economics, and the sponsorship of graduate students and visiting research scholars.
- *Center for Labor Politics.* The center focuses on labor issues in the developing nations of Asia and Latin America, exploring the ways in which economic changes, especially marketization and changes in labor processes, affect labor's political representation.
- *Center for Culture, Organizations and Politics.* The center investigates how social arrangements evolve to organize new social spaces. This set of approaches has been labeled "new institutional theories."
- *Center for the Study of Childcare Employment.* The center assesses the issues raised by the prevalence of dual-income families and their resulting reliance on non-family workers.
- *Center for Work, Technology and Society.* The Center studies technology's impact on how work is done, how work and technology are managed, and the skills and knowledge required for work.

Community Outreach Programs

- *California Public Employee Relations (CPER).* CPER is a highly respected professional journal covering public sector labor issues in California.
- *Center for Labor Research and Education (The Labor Center).* The Labor Center is IIR's flagship outreach program. It addresses labor issues within California in

concert with labor leaders, policy makers and the faculty. The Labor Center sponsors extensive research about labor unions and the issues surrounding labor, as well as a broad spectrum of lectures, colloquia and seminars.

- *John F. Henning Center for International Labor Relations.* The Henning Center has focused on international labor issues, job migration and related issues, with a special focus on the Pacific Rim nations.

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Institute of Industrial Relations Research Narrative, 1999-2002

From 1999 to 2002, the Institute of Industrial Relations's research direction was strongly influenced by its relationship with the Institute for Labor and Employment (ILE), a multi-campus research program created in 2000. Funded by the state at \$6 million annually (\$5 million in 2002), the ILE has opened significant new opportunities for IIR research. The ILE's research agenda focuses on the "new economy," "new labor," and "new workers" in California. These themes became a prominent part of IIR research as IIR faculty participated in ILE research projects and received ILE funding. In addition to supporting individual faculty research, the ILE involved IIR faculty in producing an annual report on The State of California Labor. As the IIR pursued these new research directions, it also supported ongoing research projects on a variety of topics related to labor, employment, and public policy through IIR research centers and service programs. The IIR held a weekly Faculty Seminar at which faculty affiliates presented their research.

One of the centerpieces of ILE research, in which the IIR played a central role, was the production of an annual volume entitled The State of California Labor. The purpose of these volumes is to provide timely analyses of the California economy, its workforce, and related public policy issues. The first volume, jointly edited by Paul Ong (University of California, Los Angeles, IIR Director) and James Lincoln (University of California, Berkeley, IIR Director and Professor Haas School of Business) appeared in 2001. The book included chapters by faculty and Labor Policy Specialists from four UC campuses, including nine from UC Berkeley's IIR. Drawing on the established research agenda of these scholars, the volume provided an overview of trends in the California economy and workforce. Its central focus was on the lower-skill lower-wage segments of the labor force, examining their conditions of work, efforts to organize such, and the impact of public policies on low-wage, low-skill workers.

The second State of California Labor volume appeared in 2002 as a research annual published by the University of California Press. Many of the chapters in this volume drew on original data collected with ILE support. These included a household survey of Californians, entitled "The 'California Workforce Survey.'" The survey was designed by IIR faculty Margaret Weir (Professor, Departments of Sociology and Political Science) and Neil Fligstein (Department of Sociology) and Labor Center specialist Carol Zabin, with the assistance of Tom Piazza, Senior Statistician at UCB's Survey Research Center. The telephone survey included a sample of 1,404 cases. One focus of the survey was to measure the attitudes of California adults about a range of public policy issues related to employment. Another focus was to measure the extent to which various groups of workers differ in regard to wages, hours, benefits, and control over their working environment. Unionized workers were oversampled in this survey to facilitate comparative analyses of unionized workers and non-unionized workers.

Weir and Fligstein (and Sociology graduate student Ofer Sharone) contributed chapters to the 2002 State of California Labor based on the survey. The chapters highlighted the impact of labor market inequality on California's workers and the implications of this inequality on attitudes about state policy initiatives. Weir's chapter analyzed personal economic problems and the public policy views of Californians of different income levels, racial and ethnic backgrounds, and regional locations. The analysis showed that while all Californians support a stronger state role in addressing such problems as low wages, lower income workers and members of racial and ethnic minorities are most strongly supportive. In contrast to previous research, the study found that southern Californians were more supportive of government assistance than respondents from other regions of the state. Fligstein and Sharone's chapter showed the growing divergence between professionals and blue collar workers in terms of the quality of their work experience. In addition to this work based on the California Workforce Survey, the 2002 State of California Labor includes a chapter co-authored by IIR specialist Carol Zabin. This chapter examines the impact of the September 11 terrorist attacks on labor in California.

IIR faculty initiated additional research projects with ILE support. IIR Associate Director Kim Voss (Associate Professor, Department of Sociology) and former IIR Director George Strauss (Professor Emeritus, Haas School of Business) with Harvard University's Marshall Ganz conducted a study of the development of union leadership in California. The study relies on a unique data base that traces the career paths of one hundred and thirty union leaders from 1984 to the present. The longitudinal study relies on an initial set of interviews conducted by Ganz in 1984. Assisted by a team of graduate students, Voss, Strauss, and Ganz located and re-interviewed most of the original interviewees. The data set is notable because, in contrast to most studies of leadership, it allows for analyses of successful as well as unsuccessful leaders. This work was presented at an ILE workshop in 2002 co-

organized by Voss; the research team is working on articles for journal submission. The research promises to provide important new insights into leadership development and career paths, not only in unions but in many organizational contexts.

Another significant area of IIR research has examined the “living wage movement.” Since 1999, IIR Associate Director Michael Reich (Professor, Department of Economics and ILE Research Director) has conducted several studies on the economic and workforce impact of such measures, which require public agencies to pay wages that are considerably higher than the federal or state minimum. In a series of papers, Reich estimated the costs and benefits of implementing the living wage at the Port of Oakland, in the city of San Francisco, and at the Port of San Francisco. He also examined the impact of the living wage on labor turnover at the San Francisco Airport, showing that labor turnover declined substantially after the living wage ordinance came into effect. Reich’s work has been influential in local public policy debates about the living wage. With ILE support, Reich and Steven Raphael (Associate Professor, Public Policy) also began a large scale employer survey, the California Establishment Survey, that will provide an important new data source about employer workforce decisionmaking.

IIR-affiliated faculty pursued ongoing research projects examining a wide range of issues related to the workforce and the economy. Clair Brown, (Professor, Department of Economics), head of the IIR’s Center for Work, Technology, and Society, continued her Sloan Foundation-funded work on the Competitive Semiconductor Manufacturing Human Resources Project. She also hosted a Sloan-funded “Globalization Workshop” at which Sloan industry centers and researchers met to structure a common research agenda and data collection effort designed to support the creation of a Sloan Globalization Network. IIR Associate Director David Levine (Professor, Haas School of Business) continued his research on careers and wage structures. He produced several reports funded by the Upjohn Institute on wages and careers, as well as a co-edited book on The American Workplace published by Cambridge University Press in 2001. In addition, Levine edited the Institute’s journal Industrial Relations and oversaw the Institute’s working paper series. Ruth Collier (Professor, Department of Political Science) launched a major new research project in collaboration with colleagues in Latin America. The project examines how the decline of unions and the growth of the informal economic sector has altered patterns of interest representation.

In addition to faculty research, the IIR’s outreach and service-oriented centers produced numerous studies. The Center for Labor Research and Education (CLRE), whose mission includes outreach to labor, grew from a staff of three to nine Labor Policy Specialists with new resources from the ILE. CLRE’s research focused on three areas – union transformation, economic development and social policy, and organizing. In addition, the John F. Henning Center for International Labor Relations promoted the study of labor in the global economy, worked to build relationships between international labor activists and scholars, and conducted policy research on the impact of the global economy on working Californians. The Center assessed the effectiveness of methods of factory monitoring in the global apparel industry, developed an educational curriculum, including a video documentary, on the Free Trade Area of the Americas, and hosted a series of round table discussions on labor and the global economy with international union leaders. CLRE also convened research conferences and workshops on such issues as immigrant workers, alternative forms of organizing, and the role of unions in politics. In addition to these workshops and conferences, CLRE pursued its outreach mission through its Labor Center Reporter, published twice a year, and the popular Bay Area Labor Studies Seminar. The CLRE also co-sponsored the annual Summer Institute for Union Women and launched a Labor Summer internship program for undergraduates and graduate students. Participants are placed with a union and get hands-on training in applied research skills.

The California Public Employee Relations Program (CPER), housed at IIR since 1969, continued to publish its highly-regarded bimonthly journal California Public Employee Relations. Since 1999, it also produced nine volumes in its series of “Pocket Guides,” which provide concise guides to the various laws operating in the public sector.

Two centers focused on problems related to work and family issues. Under the direction of Marcy Whitebook, the Center for the Study of Child Care Employment conducted research on child care employment and on the relationship between good child care jobs and high quality child care services. Whitebook produced several studies examining the childcare workforce including a longitudinal study of center-based quality and staffing in three Northern California communities funded by the David and Lucille Packard Foundation. The Labor Center for Working Families, directed by Netsy Firestein, continued to maintain the Work/Family Database of best union

contract language on work/family issues in the country. The Center also produced several research papers, including a study analyzing the costs and benefits of paid family leave, a survey of joint labor/management initiatives around work and family issues, and an analysis of labor's role in addressing the problem of inadequate child care.

SUMMARY TABLE

Item	2000-2001	2001-2002
Number of Active Unit Participants		
Number of Faculty	20	20
Number of Academic Researchers/Postdocs/Visiting Scholars	22	24
Number of Students	17	21
Number of Professional/Technical Staff	8	11
Space (total square footage)	15,471	16,950
Extramural Funding Proposals		
Number Submitted	17	9
Number Awarded	3	7
Proposed Total Funding Requested	\$7,260,352	\$552,941
Number of Projects (research projects, conferences, workshops, etc.)		
New	56	37
Continuing	10	27
Central Support (fund numbers 07427, 19900, 20000, 20095, 69750)		
Total FTE (include temporary and casual) paid	22.99	22.33
Permanent FTE	23.53	21.53
Permanent Centrally-Funded Budget	\$1,127,254	\$1,103,238
Extramural Expenditures (contracts and grants) (1)		
Direct Research Expenditures	\$409,312	\$635,069
Other (create categories as necessary and define)	N/A	N/A
Indirect Cost Generated	\$50,481	\$54,475
Earned Revenue		
Institute of Industrial Relations Journal	\$48,246	\$50,775
Center for Labor Research and Education Sales & Service	\$31,988	\$45,795
Center for Organization and Human Resource Effectiveness	\$35,000	\$3,000
California Public Employee Relations Program	\$193,395	\$228,051
Total Earned Revenue	\$308,629	\$327,621

(1) See appendix 2 and 3.

Institute of Industrial
ILE Grants (0 Continuations)
Fiscal Year 2002

<u>PI Name</u>	<u>Project Title</u>	<u>Funding Period</u>	<u>Approp.</u>	<u>Direct Research Exp.</u>
Bloom, Joan/Spaulding, Kristen	Construction Worker's Work and Family Survey	1/01/01-6/30/02	\$ 20,000	\$ 16,460
Burawoy, Michael	Survival in Russia's Descent into Capitalism	1/01/01-06/30/02	\$ 7,500	\$ 5,274
Collier, Ruth	Challenges of Working-Class Representation in the New Economies of Latin America	6/01/01- 12/31/02	\$ 15,000	\$ 104
Evans, Peter	California Labor and Global Solidarity: A Preliminary Mapping	6/01/01- 8/31/02	\$ 6,500	\$ 4,941
Lee, David/Dinardo, John	NLRB Elections, the Likelihood of Having a Contract, and the Impact of Unionization on Establishment Survival	6/01/01- 4/03/03	\$ 32,000	\$ 32,000
Peterson, Trond	Equal Opportunity in the California High-Tech Economy: Hiring of Women and Minorities	1/01/01- 12/31/02	\$ 45,000	\$ 1,708
Quan, Katie	Conference on Methods of Monitoring in the Global Apparel Industry	6/01/01- 6/30/02	\$ 25,000	\$ 10,900
Reich, Michael & Runsten, David	Living Wage Ordinances in California-Impacts on Businesses, Employees, Unions and Local Governments	1/01/01- 6/30/02	\$ 60,000	\$ 13,301
Reif, Laura/Zabin, Carol	Fiscal and Workforce Stability Consequences of Varying Wages and Benefits for Homecare Workers	6/01/01- 6/30/02	\$ 43,000	\$ 32,149
Sum, Julian	Legal Services Available to Injured Workers in California	1/01/01-6/30/02	\$ 10,500	\$ 10,500
Ullman, Lloyd	Second Tri-national Conference of Trade Unionists	6/01/01- 6/30/02	\$ 15,000	\$ 7,600
Voss, Kim	Leadership, Organization and Institutional Change: Next Steps	6/01/01- 12/01/02	\$ 10,000	\$ 306
Voss, Kim/Ganz, Marshall/Strauss, George	Leadership, Organization, and Institutional Change: Revitalization of California Unions, 1984-2000.	1/01/01-12/01/02	\$ 60,000	\$ 39,784
Walker, Richard	Conference on Immigration Policy	6/01/01- 6/30/02	\$ 15,000	\$ 3,566
Walker, Richard & Benner, Chris	Working Families and Social Well-Being in the Heart of the New Economy: Getting a Grip on the Bay Area Labor Market	1/01/01-12/01/01	\$ 10,600	\$ 98
Whitebook, Marcy	Who Leaves? Who Stays?: A Longitudinal Study of the Alameda County Child Care Workforce	6/01/01- 6/30/02	\$ 14,000	\$ 13,990
Whitebook, Marcy & Firestein, Netsy	Assessing Strategies for Improving Child Care Jobs	1/01/01-12/01/01	\$ 7,915	\$ 7,900
Zabin, Carol/Borrego, John	The Role of Unions in Publicly Funded Training Programs in California Firms	01/01/01-6/30/02	\$ 40,623	\$ 33,947
Totals	18 projects total		\$ 437,638	\$ 234,527

**Institute of Industrial Extramural
Contract Grants
Fiscal 2002**

[illegible]

Fiscal Year 2001

[illegible]

Personnel (Institute of Industrial Relations)Faculty (grouped by major research program)

Name	Title	Affiliation	Contribution ORU PI	(check all Research Team Member	that apply, Student Supervision	define other ORU Advisory Committee	Publications	Workshop / Seminar Participant	Other
Clair Brown	Professor	Economics, UCB	X		X			X	
Michael Burawoy	Professor /Chair	Sociology, UCB	X		X			X	
Glenn Carroll	Professor	Business, Stanford University	X					X	
Jennifer Chatman	Associate Professor	Business, UCB	X		X			X	
Ruth Collier	Professor	Political Science, UCB	X		X		X	X	
Lauren Edelman	Professor	Law, Jurisprudence & Social Policy, UCB	X		X			X	
Edward Miguel	Assistant Professor	Economics, UCB	X		X			X	

Name	Title	Affiliation	Contribution ORU PI	(check all Research Team Member	that apply, Student Supervision	define other) ORU Advisory Committee	Publications	Workshop / Seminar Participant	Other
Neil Fligstein	Professor	Sociology, UCB	X		X		X	X	
Linda H. Krieger	Acting Professor	Law, UCB	X		X			X	
Jonathan Leonard	Professor	Business, UCB	X		X			X	
David Levine	Associate Professor	Business, UCB	X		X		X	X	
James Lincoln	Professor	Business, UCB	X		X			X	
Charlan Nemeth	Professor	Psychology, UCB	X		X		X	X	
Trond Petersen	Associate Professor	Sociology, UCB	X		X			X	
Steven Raphael	Assistant Professor	Public Policy, UCB						X	
Michael Reich	Professor	Economics, UCB	X		X		X	X	
Karlene Roberts	Professor	Business, UCB	X		X		X	X	

Name	Title	Affiliation	Contribution ORU PI	(check all Research Team Member	that apply, Student Supervision	define other) ORU Advisory Committee	Publications	Workshop / Seminar Participant	Other
George Strauss	Professor Emeritus	Business, UCB						X	
Lloyd Ulman	Professor Emeritus	Economics, UCB	X		X		X	X	
Kim Voss	Associate Professor	Sociology, UCB	X		X			X	

Personnel - (continued, Institute of Industrial Relations)

Academic Researchers, Postdocs, and Visiting Scholars (grouped by major research program)									
Name	Title	Affiliation	Contribution ORU PI	(check all that apply,		define Other)	Workshop / Seminar Participant	Other	
				Research Team Member	Student Supervision				Publications
<u>Center for Labor, Education & Research (CLRE)</u>									
Jeremy Blasi	Jr. Specialist	Center for Labor, Research & Education, UCB		X			X		
Sara Flocks	Assistant Specialist	Center for Labor, Research & Education, UCB		X	X		X		
Katherine Quan	Specialist	Center for Labor, Research & Education, UCB		X	X	X	X		
Carol Zabin	Specialist	Center for Labor, Research & Education, UCB	X		X	X	X		
<u>California Public Employee Relations (CPER)</u>									
Whitney Gabriel	Associate Specialist	California Public Employee Relations, UCB			X	X			
Carol Vendrillo	Specialist	California Public Employee Relations, UCB	X		X	X			

Name	Title	Affiliation	Contribution ORU PI	(check all Research Team Member	that apply, Student Supervision	define Other) Publications	Workshop / Seminar Participant	Other
Sloan Grant (PI: Clair Brown)								
Gregory Linden	Postgraduate Researcher	Sloan Grant: PI: Clair Brown, UCB		X			X	
California Industrial Relations Grant								
Julianne Sum	Coordinator of Public Programs	California Industrial Relations Grant, UCB	X		X			
Center for the Study of Child Care Employment (CSCCE)								
Marcy Whitebook	Professional Researcher	Center for the Study of Child Care Employment, UCB	X		X		X	
IIR Library								
Terence Huwe	Librarian-Career	IIR Library					X	

Personnel (continued, Institute of Industrial Relations)

Students (grouped by major research area)					Admin (e.g. conference organization, etc.)	Other Participation (colloquia, workshops, seminar, etc.)
Name	Undergrad	Graduate	Affiliation	Paid Research (GSR)		
<u>IIR/GSR Award Support</u>						
Robert Brayer		Graduate	Law, UCB	X		
Benjamin Campbell		Graduate	Economics, UCB	X	X	X
Kok Hoe Chan		Graduate	Economics, UCB	X		
Jennifer Chun		Graduate	Sociology, UCB	X		
Michael Enriquez		Graduate	Economics, UCB	X	X	X
Tasha Fairfield		Graduate	Political Science, UCB	X		
Sergio Firpo		Graduate	Economics, UCB	X		
Laura Giuliano		Graduate	Economics, UCB	X		
Chuan Goh		Graduate	Economics, UCB	X		

Name	Undergrad	Graduate	Affiliation	Paid	Admin (e.g. conference organization, etc.)	Other Participation (colloquia, workshops, seminar, etc.)
				Research (GSR)		
Jack Goncalo		Graduate	OBIR, UCB	X		
Olga Khessina		Graduate	Business, UCB	X		
Sally Kwak		Graduate	Economics, UCB	X		
Virginia Mellema		Graduate	Jurisprudence & Social Policy, UCB	X		
Andrew Noymer		Graduate	Sociology, UCB	X		
Margaret Ormiston		Graduate	OBIR, UCB	X		
Andrew Penner		Graduate	Sociology, UCB	X		
Jules Reinhart		Graduate	Argricultural & Resource Economics, UCB	X		
Jennifer Reisch		Graduate	Jurisprudence & Social Policy, UCB	X		
Dov (Ben) Rothman		Graduate	Business, UCB	X		

Name	Undergrad	Graduate	Affiliation	Paid	Admin (e.g. conference organization, etc.)	Other Participation (colloquia, workshops, seminar, etc.)
				Research (GSR)		
Sally Roever		Graduate	Political Science, UCB	X		
Daniel Scott		Graduate	Business, UCB	X		
Jason Seawright		Graduate	Political Science, UCB	X		
Carl Somers		Graduate	Sociology, UCB	X		X
Carmit Tadmor		Graduate	OBIR, UCB	X		
Elaine Wong		Graduate	OBIR, UCB	X		
<u>Sloan Grant (PI: Clair Brown)</u>						
Benjamin Campbell		Graduate	Economics, UCB	X		
<u>Aspen Grant (PI: Carol Zabin)</u>						
Shawn Collins		Graduate	Sociology, UCSC	X		
CPER						
John Kim		Graduate	Law, UCB	X		
Carolyn Leary		Graduate	Law, Hastings	X		

Name	Undergrad	Graduate	Affiliation	Paid	Admin (e.g. conference organization, etc.)	Other Participation (colloquia, workshops, seminar, etc.)
				Research (GSR)		
<u>Chancellor's Chair- Neil Fligstein</u>						
Jason McNichol	Graduate		Sociology, UCB	X		
<u>Hewlett Packard Grant (PI: Dick Walker)</u>						
Sandra Nicols	Graduate		Geography, UCB	X		
<u>IIR Student Assistants</u>						
Kaneshka "King" Alamshahi	Undergraduate		MCB, UCB		X	
Jennifer Batoon	Undergraduate		International Business, UCB		X	
Ilham Hosseini	Undergraduate		Political Science, UCB		X	
Lila Park	Undergraduate		Psychology, UCB		X	
Judy Wong	Undergraduate		Business/ Economics, UCB		X	

Name	Undergrad	Graduate	Affiliation	Paid	Admin (e.g. conference organization, etc.)	Other Participation (colloquia, workshops, seminar, etc.)
				Research (GSR)		
<u>IIR Information Sys & Tech Assistants</u>						
Rodolfo Cabada	Undergraduate		Development Studies, UCB		X	
Ngoc Nguyen	Undergraduate		Cognitive Science, UCB		X	
Kiran Pandher	Undergraduate		Business, UCB		X	
<u>IIR Librarian Assistants</u>						
Pierre Basmaji	Undergraduate		History, UCB		X	
Kimberly Kam	Undergraduate		Economics, UCB		X	
Michelle Lee	Undergraduate		PEIS, UCB		X	
<u>Upjohn "Then & Now" Grant (PI: Marcy Whitebook)</u>						
Kevin Chiang	Undergraduate		Political Science, UCB		X	
Yuna Lee	Undergraduate		Economics, UCB		X	
Laura Sit	Undergraduate		MCB, UCB		X	
Emily Gerber	Graduate		Psychology, UCB	X	X	

<u>Center for Labor, Research & Education (CLRE) FUNDED by:</u> <u>Institute for Labor & Employment (ILE)</u>						
<u>Name</u>	<u>Undergrad</u>	<u>Graduate</u>	<u>Affiliation</u>	<u>Paid Research (GSR)</u>	<u>Admin (e.g. conference organization, etc.)</u>	<u>Other Participation (colloquia, workshops, seminar, etc.)</u>
Jesse Adams		Graduate	Law, Hastings	X		
Katherine Allen		Graduate	Economics, UCB	X		
Gail Altman		Graduate	Law, Hastings			
Michael Arnold		Graduate	Social Welfare-UCB	X		
Kate Blumenreich		Graduate	Public Policy, UCB	X		
Sarah Brooks		Graduate	Social Welfare, UCB	X		
Elizabeth Doyle		Graduate	Public Policy, UCB	X		
Rebekah Edwards		Graduate	English, UCB	X		
Cristina Eguiarte		Graduate	Sociology, UCB	X		
Yuval Feldman		Graduate	Law, UCB	X		
Paola Giuliano		Graduate	Economics, UCB	X		X

Name	Undergrad	Graduate	Affiliation	Paid	Admin (e.g. conference organization, etc.)	Other Participation (colloquia, workshops, seminar, etc.)
				Research (GSR)		
Didier Guillot		Graduate	OBIR, UCB	X	X	X
Peter Hall		Graduate	Economics, UCB	X	X	X
Joon Yong Jo		Graduate	Social Welfare, UCB	X		
Hwa-Jen Liu		Graduate	Sociology, UCB	X	X	X
Katrinell McClendon-Davis		Graduate	Sociology, UCB	X		X
Christopher Niedt		Graduate	Geography, UCB	X	X	X
Bridget O'Brien		Graduate	OBIR, UCB	X		
Elizabeth Ribet		Graduate	Social Relations, UCI	X		
Caroline Sanders		Graduate	Public Policy, UCB	X		
Ofer Sharone		Graduate	Sociology, UCB	X	X	X
Teresa Sharpe		Graduate	Sociology, UCB	X	X	X
Cinzia Solari		Graduate	Sociology, UCB	X		

Name	Undergrad	Graduate	Affiliation	Paid	Admin (e.g. conference organization, etc.)	Other Participation (colloquia, workshops, seminar, etc.)
				Research (GSR)		
Harold Toro-Tulla	Graduate		Sociology, UCB	X		
Justin Turner	Graduate		Law, Hastings	X		
Alison Webber	Graduate		Education, UCB	X		
Leighton Woodhouse	Graduate		Sociology, UCB	X		
Myoungsoon You	Graduate		Public Health, UCB	X		
<u>CLRE Student Assistants FUNDED by ILE</u>						
Vanessa Bang	Undergraduate		Legal Studies, UCB		X	
Rosalba Gutierrez	Undergraduate		Sociology, UCB		X	
Hrag Yedalian	Undergraduate		Political Science, UCB		X	

Personnel-(cont., Institute of Industrial Relations)

Professional/Technical/Administrative Research Staff (non-centrally funded)

Payroll Title /Functional Title	Number Employed
Administrative Analyst	0.5*
AA III	2
AA II	1.25*
Editor	1
Program Rep I	1
Program Rep II	1
Programmer/Analyst	0.5*
Staff Research Assoc	2

*: Please see Note for Employees with Split Appointments
(See below for breakdown of employees)

Name	Payroll Title/ Functional Title	Average %	Central Campus	Salary Sources Extramural Funds	(check all Income/ Revenue)	that apply) Gifts/ Endowments	*Other (define)	**Note
Christopher Carpenter	Staff Research Assoc	100%*					Special State Appropriated Funds**	Applied only from 06/01/02- 06/30/02
Jason Christopher	Programmer/Analyst II**	100% (50/50 Split)*					50% Special State Appropriated Funds	See: Centrally Funded Staff also
Anahita Forati	____Assistant II/ Program Coordinator	100%*	X				Period of Time: 4/1/02- 6/30/02	

Personnel-Continued								
Name	Payroll Title/ Functional Title	Average %	Central Campus	Salary Sources Extramural Funds	(check all Income/ Revenue	that apply) Gifts/ Endowments	*Other (define)	**Note
Tiehera Howell	Assistant II/ Program & Events Assistant**	75% (25% Unbudgeted)	X					See: Centrally Funded Staff also
Stefanie Kalmin	Senior Editor	100%		X (CPER)				
Maureen Kawaoka	Assistant III	50%		X				
Jenifer MacGillivray	Staff Research Assoc**	100%		Aspen Grant				Temporary Staff
Sharon Melnyk	Admin. Analyst/ CPER Circulation & Production Manager**	100% (50/50 split)		X (50% CPER)				See: Centrally Funded Staff also
Neal Melton	AA III	100% (13% Unbudgeted) **	X					See: Centrally Funded Staff also
Chloe Osmer	Program Rep II	100%**	X					Applied only from 7/1/01 to 1/18/02; currently on LOA beginning 1/21/02
Mary Purcell	Program Rep I**	100%*	X				Period of Time: 4/1/02- 6/30/02	Contract Appointment

Personnel - (continued, Institute of Industrial Relations)

Central Unit support Staff (includes Director, etc.)

Name	Payroll Title/ Functional Title	Budgeted FTE or Average %	Central Campus	Salary Sources Extramural Funds	(check all Income/ Revenue	that apply) Gifts/ Endowments	*Other (define)	**Note
James Lincoln	Director	0.50 FTE	X					
Olivia Armstrong	Management Services Officer II	1.00 FTE*	X				25% Special State Appropriated Funds**	Salary Savings of 25%
Julianne (Myra) Armstrong	Admin. Specialist/ Program & Events Coordinator	1.00 FTE*	X				50% Special State Appropriated Funds**	Salary Savings of 50%
Jeremy Blasi	Jr. Specialist**	100%*	X				Salary Savings 12/1/01 to 6/30/02 - Kirsten Spalding (.64 FTE) on LOA	See: Academic Section also
Barbara Campbell	Admin. Analyst/ Contracts & Grants Administrator	1.00 FTE	X					
Jason Christopher	Program/Analyst II**	100% (50/50 Split)*	X				50% Special State Appropriated Funds**	See: Prof/Tech/ Admin RS Section also

Personnel - Continued	Payroll Title/ Functional Title	Budgeted FTE or Average %	Central Campus	Salary Sources Extramural Funds	(check all Income/ Revenue	that apply) Gifts/ Endowments	*Other (define)	**Note
Deena Detton	Admin. Specialist/ Human Resources Manager	1.00 FTE*	X				50% Special State Appropriated Funds**	Salary Savings of 50%
Sara Flocks	Assistant Specialist**	100%*	X				Salary Savings 12/1/01 to 6/30/02 - Kirsten Spalding (.64 FTE) on LOA	See: Academic Section also
Hardy Holthausen	Program/Analyst III	1.00 FTE	X					
Tiehera Howell	Assistant II/ Program & Events Assistant**	75%*	X				50% Special State Appropriated Funds	See: Prof/Tech/ Admin RS Section also
Terence Huwe	Librarian	1.00 FTE	X					See: Academic Section also
Janice Kimball	Library Assistant V	1.00 FTE	X					
Sharon Melnyk	Admin. Analyst/ CPER Circulation & Production Manager**	.50 FTE	X					See: Prof/Tech/ Admin RS Section also

Personnel-Cont. Name	Payroll Title/ Functional Title	Budgeted FTE or Average %	Central Campus	Salary Sources Extramural Funds	(check all Income/ Revenue	that apply) Gifts/ Endowments	*Other (define)	**Note
Neal Melton	____Assistant III/ Purchasing Coordinator**	.87 FTE*	X				As of 05/25/02 Indefinite (13% Unbudgeted)	See: Prof/Tech/ Admin RS Section also
Leslie Nelson	____Assistant II/ Receptionist	1.00 FTE	X					
Katherine Quan	Specialist**	.64 FTE	X					See: Academic Section also
Carol Vendrillo	Specialist**	1.00 FTE	X					See: Academic Section also
Frozan Wahaj	____Assistant II/ IIR Journal Editorial Assistant	1.00 FTE	X					
Carol Zabin	Specialist**	1.00 FTE	X					See: Academic Section also

Center for Labor Research & Education

Quan, Katherine

Labor Specialist

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Zabin, Carol

Labor Specialist

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David Stern
Professor, Education

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Charlan Nemeth

Professor, Psychology

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Jeffrey Perloff

Professor, Economics

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Karlene Roberts

Professor, Haas School of Business

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Institute of Industrial Relations 2001-2002 Annual Report

Space

Primary space for the Institute of Industrial Relations is located at 2521 Channing Way. The unit occupies the entire building of four floors including a basement. The assignable square feet is distributed to the following uses:

Other office space	3784
Office service	60
Conference	1028
Open stacks (library)	2290
Common area	250
Research (computer) lab	224
Research office	2216
Academic office	2828
Emeriti office	542
Storage	2249
Total ASF	15471

In addition, the unit occupies 1479 ASF of leased space at 2616 Dwight Way necessitated by the addition of personnel and programs connected with the Institute for Labor and Employment, a Multi Campus Research Program housed and managed at the Institute of Industrial Relations. That space is distributed to the following uses:

Other office space	189
Office service	70
Research office	1220
Total Leased ASF	1479

**Institute of Industrial Relations
Financial Resources
Fiscal Year 2002**

SOURCE (include reappropriations)	APPROPRIATIONS	EXPENDITURES		
		Administrative Support	Direct Research	Other (specify)
Central and University:				Totals
Permanent Budget	\$1,753,427	\$784,567	\$550,471	\$1,335,038
Temporary University (1)	\$437,638		\$234,527	\$234,527
Other Temp Univ (2)	\$57,123		\$17,237	\$17,237
Income (Revenue) Accounts	\$327,621	\$141,282	\$44,158	\$185,440
Endowments				
Gifts	\$242,172	\$3,191		\$3,191
Subtotals	\$2,817,981	\$929,040	\$846,393	\$1,775,433
Central/University				
Contracts and Grants (3) :				
Federal Government	\$458,298		\$271,270	\$271,270
State/Local Government	\$145,300		\$48,045	\$48,045
Private/Non-Profit Fdns	\$1,009,494		\$315,754	\$315,754
Other (specify)				
Indirect Costs	\$151,879		\$54,475	\$54,475
Subtotals	\$1,764,971		\$689,544	\$689,544
Contract/Grant				
Totals	\$4,582,952	\$929,040	\$1,535,937	\$2,464,977

(1) Grants originally transferred to J location 19900. See appendix 1. (3) See appendix 2.

(2) Other temporary campus funds.