

## **E. IAN ROBINSON**

### **CURRENT APPOINTMENTS**

#### **Department of Sociology**

University of Michigan  
500 South State St  
Ann Arbor, MI. 48109-1382.  
Phone: 734-763-1270

#### **Social Theory & Practice Concentration**

Residential College  
University of Michigan  
East Quadrangle  
Ann Arbor, MI. 48109-1245.  
Phone: 734-647-6713

### **EDUCATION**

1990            Ph.D. Political Science. Yale University.  
1982            M.Phil. Politics. Oxford University.  
1980            B.A. Honors. Political Studies. Queen's University

### **ACADEMIC POSITIONS**

2005-present    Lecturer IV, Department of Sociology and Residential College's interdisciplinary Social Science program (renamed the Social Theory and Practice program in 2008), University of Michigan-Ann Arbor.

1998-present    Assistant Research Scientist, University of Michigan-Ann Arbor. Until July 2009, this position was located in the Institute of Labor and Industrial Relations (ILIR). In July 2009, when the ILIR closed, I shifted my research scientist position to the Sociology Department.

2001-2008        Co-Director, Labor and Global Change Program, Institute of Labor and Industrial Relations, University of Michigan.

1998-2005        Lecturer III, Department of Sociology and Residential College. University of Michigan.

1995-1998        Assistant Professor, Department of Political Science, Reed College.

- 1994 Visiting Assistant Professor, Department of Political Science, Northwestern University, Winter and Spring quarters.
- 1993 Visiting Assistant Professor, Department of Political Science, University of Michigan, Fall term.
- 1992-1993 Social Science and Humanities Research Council of Canada Postdoctoral Fellow. 2<sup>nd</sup> year of a two-year fellowship examined the implications of NAFTA for workers, unions and labor movement power in the three countries of North America. Institute for Labor and Industrial Relations, University of Michigan.
- 1990-1991 Social Science and Humanities Research Council of Canada Postdoctoral Fellow. 1<sup>st</sup> year of a two-year fellowship examined the applicability of the theory of labor movement types developed in my Ph.D. dissertation to the labor movements of Western Europe. Center for European Studies, Harvard University.

### **OTHER WORK EXPERIENCES**

- 1994-1995 Consultant to Royal Commission on Aboriginal Peoples, Government of Canada, focusing on federal constitutional implications of proposed reforms in Aboriginal self-government, November - June.
- 1993 Consultant to Ministry of Intergovernmental Affairs, Government of Ontario, on trade and constitutional issues, January-June.
- 1991-1992 Policy Advisor on constitutional issues raised by the possible creation of a Canadian "social charter," new constitutional Aboriginal self-government rights, and NAFTA, Ministry of Intergovernmental Affairs, Government of Ontario, September – December.
- 1983-1985 Research Assistant to Professor Richard Simeon, Director of Research on Federalism and Constitutional Reform, Royal Commission on the Economic Union and Development Prospects for Canada, Government of Canada, September 1983- August 1985.

### **RESEARCH PROJECTS**

- 2008-present **Community service learning impacts:** Analyzing survey data to assess the impacts of participation in Project Community (Sociology 325 and 389) – a community service learning (CSL) course for which I am the faculty sponsor – on the understandings, beliefs, commitments and actions of alumni from the 1998, 2000, 2002 and 2004 entering year cohorts of UM-AA students. This is one of just a few large-scale surveys measuring the effects of CSL on students after

graduation, and it will be first to use non-CSL students from the same cohorts to control for many of the other factors that could affect the outcomes examined.

As well, I am collecting entry and exit survey data to assess the impacts of CSL participation while students are still in college. I will compare these impacts for the two types of Project Community student: regular (Soc 389) participants and peer facilitators (PFs) enrolled in Soc 325. I will also compare the learning of Project Community PFs with that of PFs working in the Psychology Department's CSL program (Project Outreach) and the InterGroup Relations program. This will be path-breaking work on peer facilitators – a very important innovation in CSL pedagogy. Last but not least, the surveys will be used to address the skeptical concern that much of the learning found in studies of CSL is really due to the self-selection of certain types of students who take CSL courses.

- 2003-present **Sweat-Free Apparel Consumers:** Almost a decade has passed since Howard Kimeldorf, Rachel Meyer, Monica Prasad and I first began working together on what consumers would do when faced with a real-world opportunity to buy sweat-free products at a price premium. The work has been slow, both because of the data gathering process, and because writing as a team went through many iterations. However, we have completed three jointly written papers – two already published and one out for review – and I will be writing one or two more papers on my own, deepening and expanding what we were able to achieve together in the first three.
- 2003-present **Innovations in the non-union component of the labor movement.** I have been a member of a multinational research team, led by CRIMT Director Gregor Murray, with the overall theme of “Rethinking Institutions for Work and Employment in the Global Era.” This work has now received two rounds of multi-million dollar funding from the Social Science and Humanities Research Council of Canada renewed our multi-million dollar grant for another seven years. My latest contribution to the work of this team aims to document, explain, and assess the potential contributions of the growing non-union components of the labor movement: in particular, workers’ centers, the anti-sweatshop component of the ethical consumer movement, and the AFL-CIO organizing initiative called Working America. A paper theorizing this aspect of labor movement revitalization will be published in a book of essays on key concepts written by members of our team.
- 2006-10 **Low-wage service sector labor market characteristics in the Ann Arbor-Ypsilanti area:** I led two studies for the Washtenaw County Workers’ Center. One focused on workers in the restaurant and the other on workers who clean homes. In the restaurant sector, we were particularly interested in whether immigrant workers were displacing native-born workers. A key focus in the home cleaning sector was whether workers – in this sector, almost entirely immigrant women – were willing to engage in public, collective action to improve their situation, given the high levels of fear created by a pattern of Immigration

and Customs Enforcement (ICE) arrests and deportations. The answer to both questions was No.

1996-2005 **North American Labor under Neoliberal Restructuring:** I was a member of tri-national research team (Graciela Bensusán and Bodil Damgaard, FLACSO, Mexico City; Maria Lorena Cook, Cornell University; Gregor Murray, then at Laval University) investigating the impact of neoliberal economic restructuring on workers and unions in Canada, the United States, and Mexico and how they movements responded to those challenges. We put a lot of work into a book manuscript but got bogged down and did not bring that aspect of the work to fruition. However, a number of essays came out of this project, and I still hope to be able to write either a long essay, or a short book, in collaboration with Bensusán, pitched at the North American level.

1989 **Research Assistant for Professor C.E. Lindblom,** Yale University, Summer, working on his book, *Inquiry and Change* (Yale University Press, 1990).

## **GRANTS**

2003-2015 Social Sciences and Humanities Research Council, Government of Canada, member of the “Rethinking Institutions for Work and Employment in the Global Era” research team, collectively awarded C\$2.5 million for first five years, and the same amount again spread out over the next seven years. C\$5 million.

2007-2009 Office of International Programs, University of Michigan, grant to develop and lead first two rounds of a new course on struggles for democracy in Mexico, with particular emphasis on indigenous peoples’ and *campesino* movements in Chiapas and Oaxaca states in the south of the country. \$30,000.

2008 Global Intercultural Exchange for Undergraduates (GIEU), University of Michigan, grant to take UM undergrads to Brazil for three weeks in June/July, to study and work with movements for economic and environmental justice in the Sao Paulo/ABC region and in Bahia in the Northeast. Focal points: union bargaining power in the auto sector; housing and clear environment in cities, and bio-fuels and land redistribution in the countryside. Prior to leaving for Brazil, we will explore these issues in southeast Michigan. Jointly developed with Dr. Dorceta Taylor (SNRE, U of M) and Dr. Evandro Silva (the Department of Biological Sciences at the Universidade Estadual de Feira de Santana). \$35,000.

2006-2007 National Center for Institutional Diversity grant to help create the Washtenaw County Workers’ Center and develop its research agenda. University of Michigan. \$20,000.

2006-2007 Sociological Initiatives Foundation (Cambridge, MA) grant to study low-wage labor market dynamics in the Ann Arbor-Ypsilanti area, with particular focus on labor law violations and whether native-born workers are being displaced by

immigrant workers, in cooperation with the Washtenaw County Workers' Center, Ann Arbor. \$15,000.

- 2003-2004 Office of International Programs, University of Michigan, grant in support of student travel to the Mexican border during Spring Break 2004, a component of new Residential College course, Mexican Labor in North America. \$10,000.
- 2003 Ginsberg Center for Community Service and Learning, University of Michigan, grant in support of the Residential College's new Spanish Language Internship Program (SLIP). \$2,000.
- 2003 Office of the Senior Vice-Provost for Academic Affairs, University of Michigan, grant in support of the Residential College's new Spanish Language Internship Program (SLIP). \$2,000.
- 2000-2005 Office of the Provost, University of Michigan, grant to develop a Labor and Globalization program the Institute of Labor and Industrial Relations. With Larry Root, Director of ILIR. \$200,000.
- 2000 Canadian Studies grant from the government of Canada, to undertake interviews with Canadian trade unionists and others relating to the impacts of neoliberal restructuring on the Canadian labor movement. \$15,000.
- 1996-1999 Colégio de México and CONACYT research grants (with Graciela Bensusán, Maria Lorena Cook, and Gregor Murray) to study how North American labor movements have been affected by the prevailing neoliberal model of economic organization and integration, and how they have been responding to those challenges.

### **FELLOWSHIPS / HONORS**

- 2001-2002 Center for Research on Teaching and Learning, University of Michigan. Faculty Teaching Fellowship developing a team-taught course, Moral Choice in Context, with Hank Greenspan.
- 1998 Reed College Vollum Junior Research Fellowship. This Fellowship is awarded to one Reed junior faculty member each year. It provides for one term with full pay and no teaching duties. Used to do further work on my component of the tri-national research team outlined below.
- 1996 Hewlett Student-Teacher Research Scholarship, to launch a preliminary investigation of the political factors affecting rates of deforestation in Indonesia and the Philippines. Summer.

- 1991-1993 Social Sciences and Humanities Research Council of Canada Post-Doctoral Fellowship. (Two-year fellowship taken in two installments, on either side of my work for the Ontario government.)
- 1985-1989 Social Sciences and Humanities Research Council of Canada Doctoral Fellowship.
- 1985-1989 Yale University Graduate Fellowship.
- 1989 Yale Center for International and Area Studies Dissertation Research Fellowship.
- 1989 Enders Research Fellowship, Yale University.
- 1980-1982 Commonwealth Scholarship, held at Nuffield College, Oxford University.
- 1979 Wallace Near and Chancellor Dunning Scholarships in Political Studies.

### **UNPUBLISHED MANUSCRIPTS**

- “Teaching Equality: What the Principle of Equal Pay for Equal Work Means for Lecturers at the University of Michigan” – a report prepared for the Lecturers’ Employee Organization, December 2012.
- “Is There a Race to the Bottom in the Global South? An Analysis of China’s Impact on Wages in Mexico’s Manufacturing Sector” -- to be included in an anthology of essays on the dynamics of global capitalism edited by Bob Ross.
- “Long-Term Outcomes: How Participation in Project Community Affects UM Alumni” – a more focused version of this paper, incorporating the results of a second wave of alumni surveys, will be submitted for review to The Michigan Journal for Community Service Learning in the summer of 2013. I will be lead author; Johanna Masse, Lizzy McDonald and Ewan Compton will be listed as co-authors.
- “At what cost? Mapping the experiences of low-wage workers and the impact of recent immigration on native-born workers in Washtenaw County,” Community Report, Washtenaw County Workers’ Center (June 2008), 18 pp. (with Alice Gates) – this report was issued as part of a Washtenaw County Workers’ Center campaign in the local restaurant sector. It was a significant intervention in this context, but I do not think the data were gathered for the report were extensive enough to warrant scholarly publication.
- “Labour Movement Revitalization,” to be published in an anthology of papers on key concepts necessary for understanding labor movement power and dynamics in the era of neoliberal globalization. The chapters have been written by members of the CRIMT team discussed under the Research Projects heading above. A publisher is currently being sought.

### **PUBLICATIONS**

- Forthcoming. "The Strength of Weak Commitments: Market Contexts and Ethical Consumption," in Jennifer Bair, Marsha Dickson and Doug Miller, eds., *Workers' Rights and Labor Compliance in Global Supply Chains*. New York: Routledge. (with Howard Kimeldorf and Rachel Meyer)
- 2011 Review of Norman Caulfield, *NAFTA and Labor in North America* (U of Illinois Press), in 67 *Labour/Le Travail* (Spring), pp. 237-40.
- 2010 "Long-Term Outcomes: How Participation in Project Community Affects University of Michigan Alumni," *What's on Our Student's Minds* (Ann Arbor: Division of Student Affairs, University of Michigan), 4 pp. (with Johanna Masse)
- 2010 "Why China is Beating Mexico in the Competition for U.S. Markets: Public Sector Investment, not Low Wages, Gives China the Edge," 19(3) *New Labor Forum* (Fall), pp. 51-56.
- 2010 "Review Essay: The Decline of Tenure in Higher Education: Three Analyses of Causes and Consequences," 39(5) *Contemporary Sociology: A Journal of Reviews* (September), pp. 536-40.
- 2008 "What Explains Unorganized Workers' Growing Demand for Unionization?" Contribution to Symposium on Steven Lopez, *Reorganizing the Rust Belt*, in 33(3) *Labor Studies Journal* (September 2008), pp. 235-42.
- 2008 "Politics, Markets, or Both?" Contribution to Symposium on Gay Seidman, *Beyond the Boycott*, in 49(3) *Labour History* (August 2008), pp. 358-63.
- 2008 "Reorganizing Higher Education in the United States and Canada: The Erosion of Tenure and the Unionization of Contingent Faculty," 33(2) *Labor Studies Journal* (Summer), pp. 117-140. (With David Dobbie).
- 2008 "Consumers with a Conscience: Will They Pay More?" in Jeff Goodwin and James M. Jasper, eds., *The Contexts Reader*. (New York: W.W. Norton), pp. 207-214. (With Howard Kimeldorf, Rachel Meyer, and Monica Prasad).
- 2007 Review of Rodney Haddow and Thomas Klassen, *Partisanship, Globalization, and Canadian Labour Market Policy* (Toronto: University of Toronto Press, 2006), in 62(4) *Relations industrielles / Industrial Relations* (Fall), pp. 783-786.
- 2007 Review of Deborah Eade and Alan Leather, eds., *Development NGOs and Labour Unions: Terms of Engagement*. (Bloomfield, CT: Kumarian Press, 2005), in 59 *Labour / Le Travail* (Winter), pp. 302-5.

- 2007 "The Consumer Dimension of Stakeholder Activism: The Anti-Sweatshop Movement in the United States," in Michel Feher, ed., *Non-Governmental Politics* (Cambridge, Mass: Zone Books, distributed by MIT Press), pp. 200-221.
- 2006 "Consumers with a Conscience: Will They Pay More?" 5(1) *CONTEXTS: Understanding People in their Social Worlds*. (Winter), pp. 24-29. (With Howard Kimeldorf, Rachel Meyer, and Monica Prasad).
- 2006 "Review Essay: Political Culture, Labor Movement Power, Religion, and Public Policy in Canada and the United States: Vive la différence?" 35(3) *Contemporary Sociology* (May), pp. 237-242.
- 2005 "Fighting to be Fired (But Only with Just Cause): The Unionization of Nontenure-Track Faculty," *Dissent* (Winter 2005), pp. 19-24. (With Jennet Kirkpatrick).
2005. "Constructing Markets for Conscientious Apparel Consumers: Adapting the "Fair Trade" Model to the Apparel Sector," Working Paper (Institute of Labor & Industrial Relations, University of Michigan), 11 pp. (with Bama Athreya)
- 2004 "The Dynamics of Canadian Federalism," in James Bickerton and Alain G. Gagnon, eds., *Canadian Politics*. 4th Ed. (Peterborough, Ontario: Broadview Press), pp. 101-126. (With Richard Simeon)
- 2004 "Consumers of the World Unite: A Market-Based Approach to Sweatshops," *Labor Studies Journal* (Fall), pp. 57-79. (With Howard Kimeldorf, Rachel Meyer, and Monica Prasad).
- 2003 Review of Bev Silver's *Forces of Labor* (Cambridge University Press, 2003) in the newsletter of the Labor and Labor Movements Section of the American Sociological Association (Fall), 2pp.
- 2003 "Neoliberal Trade Policy and Canadian Federalism Revisited," in François Rocher and Miriam Smith, eds., *New Trends in Canadian Federalism*. 2<sup>nd</sup> Ed. Peterborough: Broadview Press, pp. 197-242.
- 2002 Review of Enrique Dussel Peters, *Polarizing Mexico: The Impact of Liberalization Strategy* (Lynne Rienner Publishers, 2000) and Barbara Stallings and Wilson Peres, *Growth, Employment and Equity: The Impact of the Economic Reforms in Latin America and the Caribbean* (Brookings Institution Press and United Nations Economic Commission for Latin America and the Caribbean, 2000) in 57 (3) *Relations Industrielles / Industrial Relations* (Summer), pp. 579-82.
- 2002 Review of Stanley Aronowitz, *The Last Good Job in America: Work and Education in the New Global Technoculture* (Rowman & Littlefield, 2001), for 31 (6) *Contemporary Sociology*, pp. 750-1.



- 2002 “Does Neoliberal Restructuring Promote Social Movement Unionism? U.S. Developments in Comparative Perspective,” in Bruce Nissen, ed., *Unions in a Globalized Environment: Changing Borders, Organizational Boundaries, and Social Roles*. Armonk, N.Y.: M.E. Sharpe, pp. 189-235.
- 2002 “The International Dimension of Labour Federation Economic Strategy in Canada and United States, 1947-2000,” in Robert O’Brien and Jeffrey Harrod, eds., *Global Unions: Theory and Strategy of Organised Labour in the Global Political Economy*. London: Routledge, pp. 115-29.
- 2002 “Why Free Trade Economists Fail to Persuade,” *Dissent* (Summer), pp. 102-106. (Review of Jagdish Bhagwati’s *Free Trade Today* (Princeton UP, 2002) and Douglas Irwin’s *Free Trade Under Fire* (Princeton UP, 2002))
- 2002 “Political Economy, Relationship to Area and International Studies,” in *International Encyclopedia of the Social and Behavioral Sciences*. New York: Elsevier, pp. 719-23.
- 2001 “U.S. Labor Relations: Structure and Change Since the 1980s.” Arbeitspapier Nr. 45, Universität Bremen, ZWE. Dezember. (In English)
- 2000 “Neoliberal Restructuring and U.S. Unions: Toward Social Movement Unionism?” 26 (1/2) *Critical Sociology* (Winter/Spring): 109-137.
- 2000 “Progressive Unilateralism? U.S. Unilateralism, Progressive Internationalism, and Alternatives to Neoliberalism,” Published on the Web by the *Foreign Policy in Focus* at: <http://www.foreignpolicy-infocus.org/papers/unilateralism.html>.
- 1999 Review of Jeffrey M. Ayres, *Defying Conventional Wisdom: Political Movements and Popular Contention against North American Free Trade* (University of Toronto Press), 29(3) *The American Review of Canadian Studies* (Autumn): 534-537.
- 1999 “El ACLAN y el movimiento sindical canadiense,” in Graciela Bensusán, ed., *Estándares laborales después del TLCAN*. Mexico City: FLACSO, Friedrich Ebert Stiftung, and Plaza y Valdes Editores, pp. 127-165.
- 1998 “North American Labor Federation Responses to Neoliberal Restructuring, 1978-1998,” in Rodrigue Blouin and Anthony Giles, eds., *L’intégration économique en Amérique du Nord et les relations industrielles*, Sainte-Foy, Les Presses de l’Université Laval, pp. 119-148. (In French)
- 1998 “Union Responses to NAFTA in the USA and Canada: Explaining Intra- and International Variation,” 3(2) *Mobilization: An International Journal* (Fall), pp. 163-84. (With Michael Dreiling.)

- 1998 "The MAI and the Provinces," in Andrew Jackson and Matthew Sanger, eds., *Dismantling Democracy: The Multilateral Agreement on Investment (MAI) and its Impact*. Ottawa and Toronto: Canadian Centre for Policy Alternatives and James Lorimer & Co., pp. 210-249.
- 1997 "Global Winners, Losers: Human Rights Must Come First," Op-Ed page, *The Oregonian*, March 10.
- 1996 "Cómo afectará el Tratado de Libre Comercio los derechos de los trabajadores en América del Norte?" in Graciela Bensusán y Arnulfo Arteaga, coordinadores, *Integración Regional y Relaciones Industriales en América del Norte*. México: FLACSO, Universidad Autónoma Metropolitana Unidad Iztapalapa, pp. 157-196.
- 1996 "NAFTA and Neoliberal Restructuring in Canada," in Charles Craypo, ed., *Proceedings of the Eighth Annual Labor Segmentation Conference*. The Higgins Labor Research Center, Notre Dame University and The Division of Labor Studies, Indiana University, pp. 202-237.
- 1995 "Globalization and Democracy," *Dissent* (Summer), pp. 373-380. A French translation of this paper was published by *Revue M*, a bi-monthly journal of politics, theory, and culture, in a special issue on globalization, in 1996. An Italian translation was also published in the journal *La Terra Internazionale* in 1996.
- 1995 "The NAFTA Labour Accord in Canada: Experience, Prospects, and Alternatives," Symposium on NAFTA at Age One: A Blueprint for Hemispheric Integration? 10(2) *Connecticut Journal of International Law* (Spring), pp. 475-531.
- 1995 "Democratic Critiques of the Institutions and Processes of Neoliberal Economic Integration: An Assessment," 24 *Cahiers de recherche sociologique*, pp. 161-84. (In English)
- 1995 "Globalization, Trade Policy and Canadian Federalism," in François Rocher and Miriam Smith, eds., *New Trends in Canadian Federalism*. Peterborough: Broadview Press, pp. 234-69.
- 1994 "How will the NAFTA Affect Worker Rights in North America?" in Maria Lorena Cook and Harry C. Katz, eds., *Regional Integration and Industrial Relations in North America*. Ithaca: Institute of Collective Bargaining, NYSSILR, Cornell University, pp. 105-31.
- 1994 "NAFTA, Social Unionism, and Labour Movement Power in Canada and the United States," 49 (4) *Relations industrielles / Industrial Relations* (December), pp. 657-695.

- 1994 "The Dynamics of Canadian Federalism," in Alain-G. Gagnon and James P. Bickerton, eds., *Canadian Politics*. 2nd Ed. Peterborough: Broadview Press, pp. 366-388. (with Richard Simeon) Reprinted in 3<sup>rd</sup> Ed. in 1999.
- 1994 "Why a Trade-Linked International Social Charter: A Reply to John Richards," 3 *Inroads*. (Summer), pp. 18-25.
- 1993 *North American Trade As If Democracy Mattered: What's Wrong with the NAFTA and What are the Alternatives?* Ottawa and Washington, D.C.: Canadian Centre for Policy Alternatives and International Labor Rights Education and Research Fund.
- 1993 "The NAFTA, the Side-Deals, and Canadian Federalism: Constitutional Reform by Other Means?" in Douglas Brown and Ronald Watts, eds., *The State of the Federation, 1992-1993*. Kingston: Institute for Intergovernmental Relations, Queen's University, pp. 193-227.
- 1993 Book Review: Joel Bakan and David Schneiderman, *Social Justice and the Constitution: Perspectives on a Social Union for Canada*, 19(1) *Queen's Law Journal* (Fall), pp. 443-450.
- 1993 "The NAFTA, Democracy, and Continental Economic Integration: Trade Policy as if Democracy Mattered," in Susan Phillips, ed., *How Ottawa Spends, 1993-94*. Ottawa: Carleton University Press, pp. 333-380.
- 1993 "Economistic Unionism in Crisis: The Origins, Consequences, and Prospects of Canada-U.S. Labour Movement Character Divergence," in Jane Jenson and Rianne Mahon, eds., *The Challenge of Restructuring: North American Labor Movements Respond*. Philadelphia: Temple University Press, pp. 19-47.
- 1993 "American Union Growth in the 1930s and 1940s: Competing Explanations and Their Implications," 5(1) *Business in the Contemporary World* (Winter), pp. 99-115.
- 1992 "The Moral Economy of Canadian-American Union Density Divergence, 1963-86." Kingston: Industrial Relations Centre Working Paper No. QPIR 1992-2, Queen's University.
- 1990 *State, Society, and the Development of Canadian Federalism*. Toronto: University of Toronto Press. (with Richard Simeon)
- 1983 "Health and Safety in Ontario's Uranium Mines," 11(3) *Alternatives*, pp. 44-52.
- 1982 *The Costs of Uncertainty: Regulating Health and Safety in the Canadian Uranium Mining Industry*. Kingston: Centre for Resource Studies and Institute for Intergovernmental Relations.

**PROGRAMS / PROJECTS INITIATED AND/OR DIRECTED**

- 2004-present Faculty Director of Project Community (Sociology 325 and 389), the Sociology Department's community service learning course. Over 30 sites in Detroit, Ypsilanti and Ann Arbor, enrolling about 350 undergraduates per year. Two full-time staff, three graduate student instructors, and about 25 undergrad peer facilitators help me to make it all work. Based at the Ginsberg Center for Community Service and Learning.
- 2003-present Co-founder and supervisor of the Residential College's Spanish Language Internship Program (SLIP) in its first two years. The program was supported with grants from several sources in its first years. It was then taken on by the Residential College, which hired a half-time Lecturer to oversee the teaching and administration of the program.
- 2005-present Helped to initiate and develop the Math for Social Change project, rooted in the pedagogy developed by Bob Moses and his children under the auspices of the Algebra Project, and inspired by the work of the Young Peoples' Project. Began as a new SLIP program, and then became a section of Project Community OSJ program, when we added new schools to the Cesar Chavez Academy in SW Detroit. The effort soon expanded beyond Project Community, with support from the Ginsberg Center, the School of LS&A and the School of Education. Now a full-fledged affiliate of the Young Peoples' Project, with an institutionalized relationship with the University of Michigan, YPP-Michigan is a going concern, working with several school boards in SE Michigan.
- 2006-2012 Helped to found the Washtenaw County Workers' Center (WCWC), with financial support from the University of Michigan's National Center for Institutional Diversity (NCID). Raised funds for organizing and research from Sociological Initiatives Foundation and Ben & Jerry's. Currently serving as Co-Chair of the Board of Directors' Executive Committee and on the Fund-raising Committee. The WCWC had to close its doors in January 2012, but not before it had helped many workers, trained half a dozen students who went on to become professional community organizers, and produced two research papers on the conditions of low-wage service sector work in our county.
- 2005-2009 Initiated and helped to develop the Organizing for Social Justice (OSJ) program, to provide students with community organization placements in which they could learn organizing and strategic analysis skills. At its peak, the OSJ program had five sections, each oriented to a different kind of organizing challenge. Partners included the Washtenaw County Workers' Center, public schools working with students enrolled in Math for Social Change, and STAND, a student organization dedicated to ending the genocide in Darfur. The OSJ program was closed in 2010 when it became apparent to me that students learning to organize needed more ongoing, detailed faculty support than Project Community's structure could provide. This recognition resulted in the creation of a new course – Sociology

489: Organizing: People, Power and Social Change – launched in collaboration with Associate Professor David Harding in the Fall of 2010.

- 2001-2008 Co-Director, Labor and Global Change Program, Institute of Labor and Industrial Relations, University of Michigan. In that role, I contributed to the organization of several international conferences, developed a new course (RC Social Science 463/Sociology 453: Mexican Labor in North America) that included a Spring Break field trip to Arizona and Mexico every year from 2002 to 2011, and supported the research of university colleagues in multiple units by administering a grant from the Provost's office.
- 2001-2006 Founder and supervisor for the Residential College Social Science Program's Global Transformations Minor. In 2006, the minor became a track within the more encompassing International Studies minor administered by the International Institute, University of Michigan.

### **CONFERENCES ORGANIZED**

- 2008 Co-organized (with Mabel Rodriguez of the Residential College) tri-national conference on how K-12 and higher education faculty are responding to the great migration of indigenous peoples within and between the three countries of North America: "Indigenous Peoples on the Move: Educators' Responses to the Challenges of Urban and International Migration." University of Michigan, Nov 20-22. Conference web site: <http://ipotm.org/>
- 2006 Co-organized (with Mabel Rodriguez of the Residential College) national conference on the growing importance of workers' centers in responding to immigrant labor market organizing challenges, and the potential of universities to work symbiotically with workers' centers: "Crossing Borders: Immigration, Workers' Centers and Universities." University of Michigan. November 17-18.
- 2006 Co-organized (with Mabel Rodriguez of the Residential College) international conference on approaches to organizing immigrant workers in the low-wage service sector in the United States: "Organizing Migrant and Immigrant Workers." University of Michigan. January 19-20.
- 2005 Co-organized (with Bama Athreya of the International Labor Rights Forum) international conference on the dynamics and future of ethical consumerism in the apparel sector: "Constructing Markets for Conscientious Apparel Consumers." University of Michigan. April 1-2.
- 2003 Helped to organize international conference on changes in China's labor laws and what they mean for real labor market and union organizing dynamics: "The Labor of Reform: Employment, Workers' Rights and Labor Law in China." University of Michigan, March 21-22.

**CONFERENCE PARTICIPATION SINCE 2000**

- 2013 Presented paper on challenging inequalities in pay for teaching between tenure-track and nontenure-track faculty at the University of Michigan to the Symposium on Global Workers' Rights: Patterns of Exclusion, Possibilities for Change, organized by the Center for Global Workers' Rights, Penn State University, March 20-23.
- 2012 One of five members of the American Sociological Association's Labor & Labor Movements section to participate in a week-long visit to China (Beijing, Guangzhou, and Hong Kong) to meet and exchange research findings with Chinese labor scholars. Presented on unions and U.S. trade policy re. China. December 26-January 4, 2013.
- 2012 Invited participant in CRIMT conference on union renewal, Montreal, Quebec. October 25-27.
- 2012 Invited participant in the CRIMT conference on globalization and the transformation of work, Magog, Quebec. May 10-13.
- 2012 Presented paper critiquing the concept of a South-South Race to the Bottom to the Annual meeting of the Political Economy of the World System (PEWS) in Worcester, MA. April 19-23.
- 2011 Attended Richard Simeon's *festschrift* at the University of Toronto. September.
- 2011 Attended Annual meeting of the American Sociological Association in August. Served as Chair of the Book Awards committee of the ASA's Labor and Labor Movements section. August.
- 2011 Presented a paper, "The Strength of Weak Commitments," to the CRIMT conference in Montreal, Canada. June.
- 2009 At the invitation of the conference organizers, will be keynote speaker at the Contract Academic Staff conference of the Canadian Association of University Teachers, Ottawa, May 30.
- 2009 At the invitation of the conference organizers, will present on the topic of the role of faculty unions in shaping the future of workplace relations and academic freedom at the Annual Convention of the Canadian Industrial Relations Association, Ottawa, May 27-29.
- 2009 At the invitation of the conference organizers, will present on the topic of The Erosion of Tenure and its Implications for Collective Bargaining at the 36<sup>th</sup> Annual National Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, New York

City, April 19-21.

- 2008 Presented a paper, "Mapping Four Dimensions of Non-Union Labor Movement Organization: A Conceptual Framework Applied to the U.S. Case," to the Annual Meeting of the Canadian Industrial Relations Association (CIRA), Vancouver, B.C., June 4-7.
- 2008 Attended the Sixth Trinational Conference of the Coalition for the Preservation of Public Education, Los Angeles, April 18-20.
- 2007 At the invitation of CMPIO, the organization of indigenous teachers in Oaxaca, who hosted the event, I attended the Second National Conference on Indigenous Education, in Oaxaca, Mexico. October 25-28. The invitation flowed from earlier conversations I had with CMPIO leaders, as part of my new research on teachers unions in North America.
- 2007 Presented a report on the results of the Washtenaw County Workers' Center (WCWC) survey of low-wage workers in Washtenaw County (research effort led by me) to the meeting of the CRIMT research team. Annual Team Meeting. Magog, Quebec. September 12-14.
- 2007 Presented paper "Making it Real: Evidence from Two Experiments on the Scope and Depth of Ethical Apparel Consumer Commitments," Annual Meeting of the International Studies Association, Chicago, February 28-March 3.
- 2006 Presented paper co-authored with Dave Dobbie, "Reorganizing Higher Education in the United States and Canada," and served as one of four commentators on Author Meets Critics panel for Steve Lopez's Reorganizing the Rust Belt, Annual Meeting of the American Sociological Association. Montreal. August 16-18.
- 2005 Invited panelist in the conference "After Neoliberalism? Consequences for Citizenship" conference; presented an assessment of the state of neoliberal policy and ideology in the United States today. Université de Montréal, Québec, November 4-6.
- 2005 Attended second conference of the Centre de Recherche Interuniversitaire sur la Mondialisation et le Travail. Presented overview of our recent research on ethical consumerism as related to worker rights and working conditions. Magog, Québec, Canada. September 30 – October 2.
- 2005 Panelist. Annual Meeting of the American Sociological Association. Philadelphia. August.
- 2005 Invited speaker, conference on The End of Global Textile Quotas: Understanding the New Shape of the World Economy, organized by the Labor and Worklife Program, Harvard Law School, Cambridge, May 23-24.

- 2005 Co-authored (with Bama Athreya) and presented highlights of conference background paper entitled “Constructing Markets for Conscientious Apparel Consumers: Adapting the ‘Fair Trade’ Model to the Apparel Sector,” at the conference on “Constructing Markets for Conscientious Apparel Consumers,” University of Michigan. April 1-2.
- 2003 Research team meeting, Rethinking Institutions for Work and Employment in the Global Era, Québec, Canada, October 24-26.
- 2003 Presented paper “China’s Impact on Industrial Relations in the Global South,” at the Labor of Reform: Employment, Workers’ Rights and Labor Law in China” conference, University of Michigan, March 21-22.
- 2002 Attended meeting of American Sociological Association, August.
- 2002 Attended meeting of Canadian Industrial Relations Association, Toronto, May.
- 2001 “Is Neoliberal Restructuring Promoting Social Movement Unionism in the USA and Canada?” Paper prepared for the Special Session on Neoliberal Restructuring and Social Movement Unionism, Annual Meeting of the American Sociological Association, Washington, D.C. August.
- 2001 “Reconstructing Globalization: Ways Out of the Current Impasse,” Paper prepared for the PEWS session on “Resistance and Reconstruction: Alternative Futures for the World System,” Annual Meeting of the American Sociological Association, Washington, D.C., August.
- 2001 “Neoliberal Restructuring and Union Economic Power in North America,” Paper presented to the Annual Meeting of the Canadian Industrial Relations Association, Quebec City, May 26-30.
- 2001 Determinants of International Labor Solidarity: Analysis of a Survey of U.S. and Canadian Union Members,” Paper presented to the Annual Meeting of the Canadian Industrial Relations Association, Quebec City, May 26-30.
- 2001 Attended AFL-CIO/UCLEA Education Conference, “Unions and the Global Economy: Unions at the Crossroads,” Milwaukee, Wisconsin, April 13-15.
- 2000 Presented paper to the Panel on Labor Movement Strategic Responses to Neoliberal Restructuring at the 22<sup>nd</sup> International Congress of the Latin American Studies Association, Miami, March 16-18.



**UNIVERSITY OF MICHIGAN COMMITTEES**

- 2011-12 Served on RC-DAAS search committee for urban mass incarceration hire as part of Detroit cluster hire.
- 2009 Served on Residential College committee conducting Lecturer major reviews.
- 2008 Search Committee (academic component) for new Director of Ginsberg Center.
- 2007 National Center for Institutional Diversity Faculty Awards Review Committee. University of Michigan.
- 2005-2006 Chaired Residential College's Social Science Program and attended Curriculum Committee meetings on behalf of the program.
- 2001-2002 Served on RC Ad Hoc Committee to deal with introduction of grades into evaluation process, and the committee that developed the RC's Long-Range Planning document for LS&A.
- 2000-2003 Elected to Residential College's Executive Committee and served on RC Curriculum Committee.
- 1999-2006 Took lead in developing and then administering the Residential College Social Science Program's Global Transformations Minor.
- 1999-2000 Collected and analyzed survey data on workload for the Residential College's Executive Committee.

**STUDENT MENTORING / SUPERVISION**

- 1998-present Member of dissertation committees for four Sociology doctoral students, and supervised senior theses and projects in the Residential College's Social Science program.
- 2006-2012 Recruited and supervised students working at the Washtenaw County Workers' Center, using funds from the UM-AmeriCorps Partnership and UM work study money.
- 1998-2012 Faculty sponsor of Undergraduate Research Opportunity Program (UROP) students from 1998-2005, and again from 2009-2012.
- 2004-2009 Started, recruited and supervised students participating in UM's Math for Social Change Project, based on an evolving relationship with Bob Moses' Algebra Project, and in particular, its Young People's Project. The effort became a section of Project Community in Fall 2006 and continues to have a foothold there, as

YPP-MI, though it now operates on a much larger scale than the small contingent of PC students involved each term.

- 2003-2009 With two colleagues from the RC's Intensive Spanish program, co-founded, recruited coordinators, and supervised the development of the Residential College's Spanish Language Internship Program (SLIP). I was the sole faculty sponsor for this program, which is coordinated by a half-time staffer based in the RC until 2009, at which point our staffer was made a Lecturer and I stepped down from the faculty sponsor role.
- 1999 Faculty sponsor of Summer Research Opportunity Student (SROP). Mentored an undergraduate from Berkeley who went on to complete a doctorate in Political Science at the University of Michigan in 2007.

### **COURSES TAUGHT SINCE 2000**

#### **Sociology 102: Race and Class Inequalities in Detroit, the USA, and Beyond (Taught every Fall term from 1998 to 2006, and again in Fall 2008)**

The relationship between social inequalities (in economic resources and educational opportunities, in status and respect, and in legal rights and political power) and structures of ethno-racial and class assignment have long been a central interest of sociologists. This course introduces students to sociology as a mode of inquiry by exploring how sociologists and others analyze the evolution of race and class structures, and associated social inequalities in the metro Detroit area from the 1920s. We situate the Detroit case in a broader U.S. context, and when possible, locate the U.S. on the comparative spectrum of other rich capitalist democracies. We ask what causes social inequalities, why they evolve as they do, how they affect individuals, communities, and nations, and what can be done to reduce those that are harmful and unjust.

#### **Sociology 325: The Sociology of Service Learning (Taught each Fall and Winter term since Fall 2004)**

This course provides students with a basic understanding of the sociological theories relevant to community service learning, and the best practices developed by those who have pioneered this pedagogy. The course is taken by the peer-facilitators who lead section discussions and site work in our undergraduate service-learning classes, Sociology 389 (Project Community). I am Project Community's Faculty Director. Among other things, this entails working with about 30 peer-facilitators each term, and with the two Ginsberg Center staff who help to administer the approximately 30 community sites where Project Community's student service learning experiences occur. I took over the faculty role in Project Community from its founder, Mark Chesler, in the Fall of 2004. Since then, I have developed the course in several ways, notably, experimenting with an Organizing for Social Justice program area, developing the syllabus for peer facilitator in a number of important ways, and developing a quantitative research agenda documenting learning in PC, to complement the qualitative analyses done by Chesler.

**Sociology 489: Organizing: People, Power and Social Change.**

**(Taught each Fall since 2010, first by David Harding, then by me in Fall 2011 term)**

This course introduces students to community organizing, drawing on the approach developed at Harvard's Kennedy School by Marshall Ganz. Topics covered include: What is Organizing? The Role of the Organizer, Motivating Collective Action through Values, Narratives, and Interests, Resources and Power, Leadership Development, Building Community Capacity, Strategy and Tactics, Campaigns, and Organizational Structure and Governance. Course readings provide theoretical, historical, and practical frameworks for developing knowledge and skills in these domains, but organizing is a practice that must be learned through experience, and learning through experience requires reflection on that experience. Each student is assigned to an organizing project with a non-profit, political, student, or government organization in Southeast Michigan. Students commit to work on their projects for at least 10 hours per week throughout the semester.

**RC Social Science 360.001: Understanding Ethical Consumption**

**(Taught for first time in Winter 2012 term)**

This course draws on the research I have been doing on ethical consumption over the last decade. Questions explored include: What do people mean by "ethical consumption"? What definition should we use? Why do some individuals become ethical consumers while others do not? If you are an ethical consumer of one product (e.g., sweat-free apparel), are you more likely to be an ethical consumer of other products (e.g., fair trade coffee)? How widespread is ethical consumption today? How widespread could it be? How strong must ethical concerns be to motivate ethical purchases in the face of cost or other trade-offs? What determines whether manufacturers and retailers respond to ethical consumer demand? Does ethical consumption deliver the social and/or ecological benefits that its supporters desire? Can ethical consumption be scaled up to the point where they significantly alter the dynamics of global economy? Do answers to the above questions vary substantially among different types of ethical consumer, products, and/or countries? If so, why? Why has ethical consumption, as a strategy for promoting social justice, waxed and waned over the last 200 years? To answer these and related questions, the course draws on literatures from psychology, economics, sociology, history, business schools, NGOs and activists. We also use a case study approach, looking in-depth at two of the most important forms of ethical consumption today: fair trade coffee and sweat-free apparel.

**RC Social Science 301: The Origins of Social Science Thinking**

**(Taught each Fall since 2008, with Charles Bright initially; on my own since in Fall 2011)**

This course, required for RC Social Science concentrators, introduces students to some of the key thinkers and texts in the early development of the social sciences, and traces the movement of these ideas into American universities as academic disciplines. We begin with Adam Smith, then range through the early political economists (Ricardo, Malthus, Mill, Marx), sociologists (Spencer, Durkheim, Weber), and psychologists (Freud, James). With James, we then cross the Atlantic to consider the contributions of Jane Addams, W.E.B. DuBois, the Chicago school of urban sociology, institutional economists, Boaz, Wilson and Dewey. We conclude with Sombart and Turner on American exceptionalism, Keynes and Gramsci. Each session tries to provide readings that do three things: (1) lay out key concepts and theories in an accessible fashion (text); (2) situate the development of these theoretical insights in their historical and social

context, showing how they respond to challenges rooted in a time and place (context); and (3) trace some of the lasting effects of these theoretical innovations (impact). We pay particular attention to the processes by which social thought is institutionalized, in the form of disciplines, in an academic setting in the late 19<sup>th</sup> and early 20<sup>th</sup> century, and how this affects both the questions asked, the methods employed in the search for answers, and the kinds of answers that are considered reasonable and respectable.

**RC Social Science 360.001 / Soc 495.003 / RCCORE 409.006: Political Struggles in Mexico: Field Study and Seminar (Taught in Winter/Spring 2007 and Winter/Spring 2009)**

In the last 20 years, Mexico's political and economic systems have undergone major changes, driven by a deep and sustained economic crisis, and popular mobilizations challenging government responses to that crisis. Participants in these struggles have demanded changes in economic policy, an end to political corruption, a more democratic political system, greater autonomy from state intervention for unions and other civil society organizations, and effective state protection of basic human, indigenous and worker rights. These struggles have been particularly intense in the nation's capital and in the states to its south, notably Chiapas, Oaxaca, and Puebla. The course examines the causes, dynamic and consequences of these struggles, situating them in Mexico's historical experience. We use the work of historians, social scientists, novelists and activists to obtain multiple perspectives on the goals and significance of these struggles. In the first two weeks of May, students participate in a two-week field trip to these parts of Mexico, where they meet with human rights, labor rights, and indigenous rights activists, government officials, NGOs working on one or another aspect of Mexican development (e.g. fair trade coffee production), and other significant actors in this unfolding story.

**RC Social Science 463 / Sociology 453: Mexican Labor in North America: Seminar and Nogales Field Study. (Taught every Winter term from 2001 to 2008, except W07)**

This course examines the situation of workers and small farmers in Mexico, and of migrant workers from Mexico (and Central America) in the sectors of the US economy where they are concentrated. The centerpiece of the course is a one-week field trip to Mexico, during our Spring Break, principally to the *maquiladora* city of Nogales (one hour south of Tucson) and the towns of Altar and Sasabe, through which more migrants to the US pass than any other stretch of US-Mexico border. Before traveling to Mexico, we examine why the Mexican economy has become so inhospitable to workers and small farmers, and why the growth of employment in the border manufacturing (*maquiladora*) sector has been inadequate to offset these negative structural changes. In the second half of the course, having returned to Michigan, we focus on the conditions of work facing migrant workers from Mexico in the United States and how they have responded to the challenges. We are particularly interested in their efforts to organize and act collectively to change their situation, in Mexico and in the United States, and on what we can do to reduce the exploitation of these workers, and at the same time, prevent this "great migration" from generating the kind of racist responses that so divided the American working class in the wake of the Great Migration of African-Americans from the South to the industrial cities of the North.

**RC Social Science 280: Moral Choice in Context: Social Psychological and Historical Perspectives. (Co-taught with Professor Hank Greenspan in Winter 2001, Winter 2002, Winter 2004, Fall 2005 and Winter 2008)**

This course examines the contexts in which, and the processes by which, profound moral choices are made. It does so through close analyses of individuals' choices within laboratory studies and historical situations. The course moves through a sequence of case studies that build upon each other as the syllabus unfolds. We begin with Milgram's famous experiments on "obedience," and then examine perpetrators and resisters in the context of the Holocaust (Battalion 101 in Josefow, Poland and Le Chambon, France) and the My Lai massacre in Viet Nam. We then move closer to home with a detailed examination of SNCC organizing in Mississippi, culminating in Freedom Summer. The last third of the course examines some of the moral choices we face today as citizens of "the world's sole remaining superpower," situated in a world economy reorganized along neoliberal lines. Throughout the semester, students also explore contemporary challenges in another way as well. Each pursues a "semester-long project," based on identifying a wrong that they feel moved to do something about, developing a plan for trying to address this wrong, and putting their plan into action, and analyzing what happens, both in the world they are trying to change and in their own psyche.

**RC Social Science 311 / Sociology 311: Globalization and its Discontents: Contemporary Debates. (Taught in Winter terms of 2003, 2005, and 2006)**

This course examines the interactions among the political, economic and ecological dimensions of globalization processes since World War II. The focus is on the institutions and policies that shape these processes, and the feedback loops that link the global political economy to the world's ecosystem. The course examines rival positions on debates concerning the character, causes, and consequences of the current form of economic globalization and alternatives to it. It also examines how popular movements are fighting for these alternatives. The course is divided into three parts. The first part examines human impacts on the global ecosystem: what they are, how big they are, and by what causal pathways they occur. The second part examines the transformation of the world's political economic system from the mid-1970s to the present. Particular attention is paid to the North's response to the Third World Debt crisis and the "free trade" agreements of the 1990s (NAFTA, WTO), the rapid growth of East Asia's "newly industrializing countries" (NICs), the Chinese Communist Party's decision to move toward a mixed form of property ownership and much greater integration into the global economy. The last part of the course examines how social groups negatively impacted by these changes have organized and mobilized in an effort to either end economic globalization or fundamentally alter its character.

**Sociology 460: Labor and Global Social Change. (Taught each Winter term from 1999 to 2003)**

Economic globalization is one of the most powerful drivers of social change in the contemporary world. This course explored rival conceptions of economic globalization, factors shaping past and present forms of globalization, and impacts on the lives and livelihoods of working people in the global South and the global North. We surveyed the extraordinary range of economic realities faced by men and women who must labor for their income, and the major structural changes in those realities since the early 1980s. We considered social science approaches to understanding these dynamics -- including neoclassical economic theory, world systems theory,

and regulation theory -- as well as the analysis of NGO critics of the current model of economic globalization. Our focus was on how well these theories account for recent trends, and what rival explanations imply for strategies to improve the situation of workers in the global economy. In 2001 and 2002, this course included an option for 20 students to participate in a one-week Spring Break field trip, led by the instructor, to the Mexican *maquiladora* city of Nogales.

**RC 100: Social Science First Year Seminar: Struggles for Democracy in the United States. (Taught each Fall from 1998 to 2001)**

This course examined struggles to expand the scope and quality of democracy in the United States. We focused on three social movements at the center of such struggles in the last 100 years: the womens' movement in the late 19<sup>th</sup> and early 20<sup>th</sup> century, and again in the 1960s and 1970s; the civil rights movement from the 1950s through the 1960s; and the student movement which grew rapidly in the 1960s under the impetus of the civil rights movement and the war in Vietnam, subsided in the 1980s, and shows some signs of revival today. Key questions included what motivates the participants in these movements, morally acceptable and politically effective strategies and tactics, and why such efforts result in major breakthroughs in some periods and very little apparent progress in others. This was a writing-intensive course, involving extensive feedback on student work.

**COMMUNITY SERVICE**

2010-present Executive Committee, Labor and Labor Movements Section of the American Sociological Association.

2003-present Co-Chair, Ann Arbor Campus Council, Lecturers' Employee Organization (LEO), Local 6244, American Federation of Teachers-Michigan, AFL-CIO.

2006-2012 Co-founder and Co-Chair, Executive Committee, Board of Directors, Washtenaw County Workers Center (WCWC), affiliated with Interfaith Worker Justice's Worker Center Network.