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**EDUCATION**

- Ph. D. (Economics) Queen's University, Kingston, 1974: Specialization in labour economics and industrial relations; dissertation on Relative Wage Differentials in Canadian Industries (published).
- M.A. (Economics) Queen's University, Kingston, 1969: Dissertation on Long-run Changes in Labour Share of National Income in Canada, 1926-66 (published).
- Rajasthan University, Jaipur (India), 1961
- B.A. (General Arts) Rajasthan University, Jaipur (India), 1958: Stream of courses in economics, political science and philosophy.

**HONOURS AND AWARDS**

- Sefton Award for Contributions to Industrial Relations, University of Toronto, 2004  
Cobbott-Pitts Fellowship, University of Tasmania, Australia, 1990.  
C.J. Hicks Fellowship in Industrial Relations, Queen's University 1966-1968.  
Research Scholar, Rajasthan University, India .1962-1963.

**EXPERIENCE: Administrative**

**Director, MIR Program** (July 2004-June 2006) School of Policy Studies, Queens University

**Acting Director** (July 2002-June 2004) School of Industrial Relations, Queen's University

**Acting Director** (July 1990-June 1991) Industrial Relations Centre/School of Industrial Relations, Queen's University.

**Graduate Coordinator** (July 2001-04) School of Industrial Relations, Queen's University

**Associate Director** (1983-94) Industrial Relations Centre/School of Industrial Relations, Queen's University.

**Assistant Director** (1976-1983) Industrial Relations Centre, Queen's University.

**Research Associate** (1969-1976) Industrial Relations Centre, Queen's University.

**TEACHING Appointments**

2005- Present	Emeritus Professor, School of Policy Studies, Queen's University
2003-2005	Professor, School Of Policy Studies, Queen's University
1992-2003	Professor, School of Industrial Relations, Queen's University
1999-2002	Research Associate, Centre for Research on Work and Society, York University
1991-96	Special Lecturer, School of Business, Queen's University
1990 ( Feb- June)	Visiting Professor in Economics, University of Tasmania, Australia
1983-92	Associate Professor (tenured 1990), School of Industrial Relations, Queen's University
1975-85	Adjunct Instructor, Department of Economics, Queen's University
1974-76	Special Lecturer, School of Business, Queen's University
1965-66	Labour Education Instructor, Poddar Textiles Mill, Jaipur, India
1963-66	Lecturer in Economics, Rajasthan University, Jaipur, India

**Courses Taught at Queen's :**Graduate Courses:

**MIR 810** ( Unions and Collective Bargaining )  
**MIR 885** (IR in the Global Economy),  
**MIR 898** (Research Essay Coordination and Supervision)  
**MIR 807** (Skills Seminar on Strategic Bargaining )  
**SIR 810** (Canadian Industrial Relations/now Unions and Collective Bargaining),  
**SIR 898** (Research Essay--coordination and supervision),  
**SIR 800** (IR/HR Policy and Research Seminar),  
**SIR 885** (Industrial Relations in the Global Economy),  
**SIR 897** (Research Seminar), and  
**SIR 805** (Labour Relations Skills Seminar).  
**Economics 860** ( Economics of Industrial Relations).  
**MBUS 959 (Industrial Relations in a Global Economy).**

Undergraduate Courses:

**Economics 360** ( Labour Economics)  
**Economics 260** (Industrial Relations).  
**Economics 262** (Labour Market Analysis and Policy), and  
**Commerce 376** (Labour Markets and Manpower Analysis).

**Essay and Thesis Supervision:**

Supervised over 150 M. A. essays/theses in the School of Industrial Relations, the School of Policy Studies, and the Department of Economics at Queen's University.

External Examiner for 59 Ph. D., M. A. and LL. M. theses in labour field at Queen's University.

## RESEARCH EXPERIENCE

**Research Associate**, Centre for Research on Work and Society, York University, 1999-2002.

**Coordinator of Research**, Industrial Relations Centre, Queen's University 1969-1991.

Conducted research in the field of labour economics, industrial relations and human resource management (see **Publications** and **Unpublished Reports**).

Coordinated and supervised studies on Canada's service economy, pay and employment equity, wage and employment flexibility, and an annual review of IR issues conducted by the Centre research staff.

Conducted surveys of human resource practitioners and of collective bargaining goals and strategies of employers.

Designed, pre-tested, and analysed **Survey of Innovations and Change in Labour Organizations in Canada**, conducted by Human Resources Development Canada in 1997 and 2000 (with Gregor Murray, University of Montreal).

**External advisor on research projects** of a number of Canadian public and private research organizations, (see Professional Services and Consulting).

Member of several **Research Networks**:

on **Women and Unions** (1991-92) and **Labour Education and Training** (1995 - 2002) organized by the Centre for Research on Work and Society, York University;

**International IR/HR Research Group** on the **automobile industry** organized by Professor Thomas Kochan, M.I.T. (1992-1996); **International Research Network** on **Auto work in the Americas** (1998- 2005); France-based **International Research Network** on the **Study of Automobile Industry and Its Employees** (GERPISA) (1997-2006); **SSHRC Network** on **Ontario Regional Innovation Systems**, **University Of Toronto** (1998- 2004); **National Centre of Excellence on the Automobile of the 21<sup>st</sup> Century**, University of Windsor, [2001-2005] and

**Interuniversity Research Centre on Globalization and Work**. (CRIMT), University of Montreal [2002-] Co-researcher and member of research advisory committee since 2008.

## **Scholarly and Professional Activities**

External Examiner of a Ph .D Thesis , Griffith University, Australia , 2009

External assessor of Graduate program in Employment Relations (MER) , Memorial University, Newfoundland, 2008

Member, Internal Academic Review Committee on Geography , Queen's University 2008

Member, UNITE-HERE Taskforce on the Toronto's Hotel Sector, 2006,

Advisor , Conference Board of Canada Research Project on Sector Councils In Canada, 2005-2006;

Advisor/Evaluator , CLC/OFL project on Union Capacity Building for Effective Workplace Adjustment , 2005-2006

Member, Internal Academic Review Group, Dept. of Religious Studies, Queen's University 2003-2004.

Member, Committee to Review the Organizational Structure of the MIR Program, Appointed by the Dean of the School of Graduate Studies. 2002

Member, Internal Academic Review Group, Faculty of Law, 2001-2002.

Library Representative, Stauffer IR Collection, 2001-2002.

Member (elected), University Senate Committee on Educational Equity, 1998-2001

.Chair, Principal's Advisory Committee to Review the Office of Human Rights, 1998.

Member, University Senate 1991-94.

Member, Principal's Advisory Task force on Resource Issues, 1992-93.

Member, Principal's Faculty Women's Pay Review Panel, 1990-92.

Chair, Search Committee for the Director, Office of Human Rights, 1992.

Member, University's Employment Equity Council, 1990-92.

Member, Graduate Council, 1984-92, 2001-2005.

Member, Search Committee for the Director of Alumni Affairs, 1990.

Member, Liaison Committee, Queen's- University of Ottawa Economic Projects, 1992-94

Member, Principal's Interim Advisory Group on Race Relations Report, 1991.

Member, Several Tenure and Promotion Committees at Queen's, and external referee at York , Victoria, Guelph, Trent, Montreal and a few universities in the United States and Australia.

Member of the Committee which designed the Queen's MIR program (1978-81).

Member/chair of several committees in the School of Industrial Relations including Chair of the Curriculum Review Committee in 1992 and 1996.

Member of the organization committee for the conferences

on "Labour Markets in the 1980s" organized by the Queen's Industrial Relations Centre In February 1983, and

an international conference on lean production held at Port Elgin ON, September 1992.organized by the Centre for Research on Work and Society, York University.

Member of the academic panel for Ontario Graduate Scholarship awards, 1986 and 1987; Chair of one of the panels in 1988.

Organized a special symposium on "Industrial Relations in the 1980s" to mark the 50<sup>th</sup> anniversary of Industrial Relations teaching and research at Queen's University in 1987.

## **PROFESSIONAL AFFILIATION( Current)**

Member, Canadian Industrial Relations Association (CIRA).

## PROFESSIONAL SERVICES & CONSULTING

Member, **CAW Public Review Board**, 1999-

Member, **Statistics Canada Advisory Council on Labour Statistics**, 1988-2003.

Member, **Research Committee, SSHRC Network on Labour Education and Training**, York University, 1996-2002.

Member, **Research Committee, Canadian Industrial Relations Association**, 1992-96

Member, **Advisory Group on Working Time and Distribution of Work**, Government of Canada, 1994.

Member, Advisory Council on Labour Market and Labour Relations Research Program (1984-85), **Royal Commission on the Economic Union and Development Prospects of Canada**.

### Research Consultant:

- Conference Board of Canada. Research Project on Sector Councils: Canada's Competitive Advantage. 2005
- Consultant/Evaluator CLC/OFL Project on Union Capacity Building for Elective Workplace Adjustment. 2005.
- CPRN. Research Project on "A Survey of Employee Satisfaction at Park Canada" 2004.
- CPRN (on the research project on "Changing Employment Relationships", 2001-2002).
- Human Resource Development Canada, Workplace Information Directorate on the Surveys of Innovation and Change in Labour Organizations in Canada (1997, 2000), and Case Studies of Workplace Change 1996-1998.
- Research Project on Human Resource Management in Canada. Queen's - University of Ottawa Economic Projects, 1992-94.
- Waldie Communications, on evaluation of Labour Education Program of Labour Canada (1985,1990); Inter-jurisdictional study of labour standards in North America (1989-1990).
- Federal Task Force on Privatization of Canada's Airports (conducted a comparative analysis of wage and non-wage benefits in public and private sectors), 1986.
- Economic Council of Canada (Labour Market Research Program, 1979).
- Labour Canada (1977, 1978).
- Anti-Inflation Board (1975, 1978)
- Conference Board of Canada: Compensation Research Centre (1976).

### Referee-Research Studies:

- Labour Canada/Human Resources Development Canada
- Social Science and Humanities Research Council of Canada
- Science Council of British Columbia (1998)
- Economic Council of Canada (1985-1992)
- Anti-Inflation Board (1975-1978)
- Conference Board of Canada (2004)

Referee-Academic Journals:

- Canadian Journal of Economics
- Canadian Public Policy
- Canadian Public Administration
- Relations Industrielles
- Canadian Journal of Administrative Sciences
- Industrial and Labor Relations Review
- Industrial Relations
- Economic and Industrial Democracy
- British Journal Of Industrial Relations
- Labor Studies Journal
- The American Review of Canadian Studies
- Journal Of Labor Research

Referee-Books

- Several commercial and academic publishers.

Media Liaison: Commentator on CBC radio and various national newspapers in Canada

**RESEARCH GRANTS & CONTRACTS HELD**

HRDC/LMPP A contract to Assess the Impact of 1999 Amendments to Canada Labour Code (with Mike McDermott, Queens as PI) 2003-2005.

SSHRC for a Research Project on Rethinking Institutions for Work and Employment in the Global Era (co -applicant with Gregor Murray (PI) and others), 2003-2006.

SSHRC/MCRI (through ONRIS, University of Toronto) for a Study of Innovation Systems and Economic Development: The Role of Local and Regional Clusters in Canada – the Case of Auto Parts Cluster (with John Holmes), July 2002-March 2006.

SSHRC for a Study of Union Renewal and Changing Face of the Economy (coapplicant with Gregor Murray (PI), University of Montreal, and Christian Leveque, HEC). 2001-2006.

FCAR (Quebec) for a research project on Globalization, Transformation of Work and Union Renewal (co applicant with Gregory Murray (PI) and Christian Levesque). 2001-2005.

Centre for Automobile Material Manufacturing (CAMM), Queen's for a Study of Restructuring and Industrial Competition in the Ontario Auto Parts Industry in Context of North American Integration (with John Homes), 2001-2004.

National Centre of Excellence (NCE) on Auto21, University of Windsor, for a Study of "Dynamics of Restructuring and Industrial Competition in the Canadian Auto Parts Industry" (with John Holmes), 2001-2004 .

Human Resource Development Canada for Analysis and Dissemination of 2000-2001 Survey of Innovation and Change in Labour Organization in Canada (with Gregor Murray), 2001-2002.

Human Resources Development Canada. To design, and pre-test second Survey of Innovation and Change in Labour Organizations in Canada. 2000 (with Gregor Murray).

SSHRC Network on Labour Education and Training, York University. A Study of Union Experience with Sectoral Councils in Canada, 1998.

Social Sciences and Humanities Research Council of Canada. A three year project on the diffusion of HR/IR practices under lean production: the case of the Canadian automotive parts industry (with John Holmes), 1998.

Centre for Strategic and International Studies, Washington DC. To write a paper on Canadian Automobile Industry in the Context of North American Economic Integration (with John Holmes), 1996-1997.

Human Resources Development Canada. To design, pre-test and analyse the results of the survey of innovations and change in labour organizations in Canada, 1996-1998.

Human Resources Development Canada. To coordinate five studies of workplace change conducted by the MIR students at Queen's, 1996-1997.

Social Sciences and Humanities Research Council of Canada. A development grant for a partnership project on Diversity and Change in Canadian Labour Movement (with Ronnie Leah and Agnes Calliste), 1994-95.

Queen's IRC Press. The Firm Level IR/HR Response to a Competitive Environment: The General Motors of Canada Experience, 1994-95 (for publication in a volume of firm level case studies).

Queen's - University of Ottawa, Economic Projects, A Study of Unions and Workplace Change, 1992-94.

Social Sciences and Humanities Research Council of Canada. A three-year project on Diversity and Competitive Efficiency: A Study of Labour Relations Response to Workplace Flexibility (with John Holmes), 1992-95.

Research Advisory Committee, SGSR, Queen's, for a paper on Women's Issues and Collective Bargaining: Evaluating Canadian Unions' Agenda, 1991.

Research Advisory Committee, SGSR, Queen's, for a exploratory study of diversity in collective bargaining processes and outcomes in selected Canadian industries, 1991 (with John Holmes, Queen's).

Donner Foundation and Ontario Ministry of Labour, for a study of Convergence or Divergence in North American Auto Industry (with John Holmes, Queen's), 1989.

Donner Foundation of Canada and Labour Canada, for a study of Divergence in Labour Relation Between Canada and the United States, 1989.

International Labour Office, Geneva, for a study of employment impacts of multinational enterprises in Canada (with B. Dow), 1989.

Canadian Labour Market and Productivity Centre, for preparation of a labour research manual, 1988-1989.

Canadian Labour Market and Productivity Centre, for a study of academic research on labour issues in Canada, 1988.

Research Advisory Committee, SGSR, Queen's University, for an exploratory study of Wage and Non-wage Outcomes Under Labour Contracts of Different Length, 1987.

General Motors of Canada, to meet travel expenses for a two month study visit to Oshawa, Ontario, Summer 1986.

Federal Task Force on airports, for a Comparative analysis of wages and benefits in public and private sectors, 1985-1986.

Royal Commission on the Economic Union and Development Prospects of Canada--for a study of Union Growth in Canada: Retrospect and Prospect, 1984-1985.

Employment and Immigration Canada, for editing and publication of Proceedings of Labour Markets in the 1980s, proceedings of a conference organized by the Industrial Relations Centre, Queen's University, 1983.

Labour Canada, for a study of Union Growth in Canada, 1982.

Labour Canada, for the project Industrial Relations in the 1970s: A review of major trends and their implications for public and private policy making, 1980.

University Research Committee, Labour Canada, Ottawa--for a study of Inter-industrial Wage Structure and Trade Unionism in Canadian Manufacturing (with M.G. Abbott of the Department of Economics, Queen's University), 1978.

Employment Relations Branch, Labour Canada, Ottawa--for a survey research study of Education, Training and Experience of Personnel and Industrial Relations Practitioners in Canada, 1978.

Employment Relations Branch, Labour Canada, Ottawa--for a study of Canadian Industrial Relations Information: Sources, Technical Notes and Glossary of Terms, 1977.

Employment Relations Branch, Labour Canada, Ottawa--for a study of Occupational Earnings of Men and Women in Canada: Rankings and Determinants, 1977.

Anti-Inflation Board, Government of Canada--for a research study of "Current Canadian Wage Scene--Major Trends and Patterns", and to prepare a book of Current readings on Canadian Perspectives on Wage-Price Guidelines, (co-author, W.D. Wood).

University Research Committee, Labour Canada, Ottawa--Occupational Wage Differentials in Canadian Cities, 1973.

University Research Committee, Labour Canada, Ottawa--for a study of Relative Wage Differentials in Canadian Industry, 1969-1970.

University Research Committee, Labour Canada, Ottawa--for a study of Variations in the Labour Share of National Income in Canada, 1968.

University Research Committee, Labour Canada, Ottawa and Centennial Commission--for an annotated bibliography of Canadian graduate theses covering economics, business and industrial relations, 1967.

## **CONFERENCES AND SEMINARS**



i) **Participant , Speaker and Discussant:**  
**Invited Keynote Speaker on The Need for Union Renewal at the Workshop on union renewal and union mergers organized by the CAW and the CEP , February 2013. Toronto.**

**Participant, session chair and member of the organizing committee, CRIMT 2012 International Conference on “Union Futures: Innovations, Transformations ,and Strategies”, October 2012, Montreal.**

**Participant and Discussant , Annual Meeting of the Canadian Industrial Relations Association, and International CRIMT Conference On” Employee Repres4entation In the New World of Work” June 2010, Quebec City**

**Participant and speaker . Inter\_University Research Centre on Globalization and Work (Seminar on “The Challenges Facing Central Labour Federations : Comparative Perspectives “.May 2009, Magog-Orford ,Quebec**

Participant, discussant ,and speaker, at the **Annual Meeting of the Canadian Industrial Relations , June 2008 , Vancouver, BC**

Participant, discussant, chair, and speaker at the **Internal Colloquim on Union Renewal**, Montreal, November 18-20, 2004.

Participant and speaker at a **CLC conference on sector councils**, Toronto, May 26-27, 2004.

Participant and speaker at a **conference on Automotive Policy in Canada**,\_Ottawa. April 2003.

Participant and speaker at the **CLC conference on Union Renewal**,\_Ottawa, October 2003.

Participant discussant, chair and speaker at the **Annual Canadian Industrial Relations Meeting and 4<sup>th</sup> Regional Congress of the Americas, IIRA**, Toronto, June 25-28, 2002.

Invited participant, **Round Table conference on the Future of the Auto Industry**, organized by Industry Canada, June 26, 2002.

Invited participant and speaker. **NCE On Automobile of the 21<sup>st</sup> Century** conference, Cambridge, ON, June 5-6, 2002.

Invited participant/observer, **CAW Bargaining and Policy Convention**, May 7-9, 2002.

Participant, **APMA Annual Conference**, Hamilton, ON, April 10-11, 2002.

Invited speaker and participant, **CLC Researchers Conference**, January 24, 2002 Toronto.

**International Symposium on Auto Industry in the Americas** organized by Universidad Iberoamerica, Benemerita Universidad de Puebla and Universidad Autonoma Metropolitana, Mexico City, Dec. 6-7, 2001 (Invited Speaker and Discussant).

Third Meeting of the **International Research Network on the Autowork in the Americas**, Hamilton, Ontario, Nov. 8-10, 2001 (speaker and participant).

Organizer, Session Chair and discussant, **International symposium on the Future of Unions**, Universite Laval, Quebec, May 25-26, 2001.

Invited participant, chairperson and speaker at the **International Conference on Union**

**Growth**; Toronto, April 30-May 1, 2001.

Speaker and panel discussion Member at the **USW Dist. 6 Policy Conference**, Toronto, April 2001.

Invited participant and speaker at the **AFL-CIO/UALE Conference on Generating Power for the Labor Movement**, Boston, Mass. April 2001.

Invited participant and speaker, **The CLC Researchers' Conference**, December 7-8, 2000 Ottawa, ON.

Invited participant, **Symposium on the State of the Art and Practice in Dispute Resolution**, Organized by Industrial Relations Centre, Queen's, November 203, 2000.

Invited participant, **Seminar on "Localized Learning: Research Frontiers and Policy Framework"**, Organized by Ontario Network on Regional Innovations Systems (University of Toronto, Kingston, ON, September 16-18, 2000.

Invited participant and speaker, **SSHRC Labour Education and Training Network Conference** on "The Provisions on Training in Canada: Regional Comparisons and National Perspectives," Vancouver, B.C., October 20-22, 2000.

**Annual Meeting of the Canadian Industrial Relations Association** (Panel member, paper presenter and session organizer). Edmonton, Alberta, May 25-27, 2000.

Invited participant and speaker at the **Seminar on Income and Productivity in North America**, organized by the Commission for Labour Cooperation, NAALC. Mexico city, February 24-25, 2000.

Invited participant and chair of a session at **The International Conference on Multinational Companies and Emerging Workplace Issues: Practices, Outcomes and Policies, April 2000**, Organized by the Douglas A. Fraser Centre for Workplace issues, Wayne State University, Detroit.

Invited participant, **Round table on Changing Employment Relationships in Canada**, Canadian Policy Research Networks, February 1999 and June 2000.

Invited participant, **National Conference of the CAW Auto Parts Council**, Port Elgin ON, October 1998.

Invited participant and speaker, The Canadian Labour Congress **Trade Unions' Researchers Conference**, Ottawa ON, October 1998.

Invited participant and speaker, **Industrial Relations Outlook Roundtable**, organized by the Conference Board of Canada, Ottawa ON, October 1998.

Invited participant and chair of a session on globalization and training at the **Conference on Unions and Training Dilemma**, organized by the Network on Labour Education and Training, York University, Toronto ON, May 1998.

Invited participant, **National Conference on Jobs**, organized by the Canadian Labour Conference, February 1998.

Invited participant, **Seminar on Plant Closing and Union Avoidance**, organized by the North American Commission on Labour Cooperation, Kingston ON, November 1997.

Chair of a symposium on **Labour Response to Union Busting Campaigns**, organized by the Ontario Federation of Labour, Toronto ON, September 4, 1997.

Invited discussant and chair of a session on "A union experience with work place change"

at the **Canadian Industrial Relations Association**, Annual Meeting, St. John's NF, June 10-12, 1997.

Invited participant, **National Training Conference**, organized by the Canadian Labour Congress, June 1997.

Invited participant, **International Research Conference on A Working Lean: labor in the North American Auto Industry, Puebla, Mexico**, April 1997, organized by Benemerita Universidad Autonoma de Puebla and Wayne State University.

Invited participant, **Conference on Changes in Working Time in Canada and the United States**, Ottawa ON, June 1996.

Invited participant and discussant, **Conference on Sectoral Councils in Canada**, organized by the Centre for the Study of Living Standards in Canada, January 1996.

Invited participant, **Round Table Meeting of Ontario Academics**, organized by the Federal Task force on Canada Labour Code (Part I) Review, December 1995.

Participant, **Conference on Service Sector Organizing**, organized jointly by several prominent unions and the Centre for Research on Work and Society, York University, November 1995.

Invited participant and discussant, **North American Collective Bargaining Group**, University of Toronto, October 1994.

Invited participant and discussant, **Workplace Innovations To Gain Competitive Advantage**, University of Toronto, June 1994.

Invited participant and discussant, **Trinational Conference on Cars and Continentalism**, University of Toronto, May 1994.

Invited observer, **CAW Collective Bargaining and Policy Convention**, May 1993 and June 1996.

Invited participant, **Conference on Lean Production**, organized by the School of Industrial and Labor Studies, Wayne State University, June 1993.

Invited participant and discussant, **Conference on the Changing Nature of Private Sector Bargaining**, organized by the IRRA and the School of Labor and Industrial Relations, Michigan State University, Detroit, February 1993.

Member organizing committee, participant, and chair of two sessions, **Conference on Lean Workplaces**, organized by the Centre for Research on Work and Society, York University, Port Elgin, September 1993.

Invited participant and discussant, **Symposium on Emerging Union Structures: An International Comparison**, Clark University, Worcester, Mass., March 1992.

Invited speaker, **Collective Bargaining Advisory Committee Meeting**, NUPGE, July 1992.

Invited participant and speaker, **International Conference on Developing Relations Between Trade Unions and Researchers**, Ruskin College, Oxford, 1991.

Invited participant and speaker, **Labour Research Seminar**, organized by Canadian Labour Market and Productivity Centre, 1988.

Invited participant and speaker at the Conference Board of Canada's **Industrial**

**Relations Outlook and Issues Panel**, 1985.

Invited participant, IDEA Corporation's **seminar on Labour Market Issues In Ontario's Technological Advancement**, January 1984.

Invited participant to the NBER **seminars on Measurement of Labour Costs**, held at Williamsburg, Virginia, December 1981; Economics of Unions, held in Boston, Mass., May 1984; and on **Public Sector Unionism**, held in Cambridge, Mass., August, 1987.

**ii) Papers Presented:****Central Labour Federations as Catalyst of Change? A comparative analysis.**

Presented at the Annual Meeting of Canadian Industrial Relations Association, and the CRIMT-MCRI- II Theme 4 Workshop, Vancouver, June 4-7, 2008.

**Whither Unionism: Current State and Future Prospects of Union Renewal in Canada.** Presented at the Annual Meeting of Canadian Industrial Relations Association, Vancouver, June 4-7, 2008.

**Wagner Model In U.S. and Canada: A Critique.** Presented at the International Conference on Public Policies for Work in a Global Era, HEC Montreal. May 24-26, 2007.

**“Changing Profile of Unions in Canada: Survey Evidence”** (with Gregor Murray, University of Montréal) at the International Colloquium on Union Renewal, Montréal, November 18-20, 2004.

**“Institutional and Conceptual Perspectives on Union Renewal”** (with Chris Schenk, OFL) at the International Colloquium on Union Renewal, Montréal, November 18-20, 2004.

**“Union Renewal In Canada: Articulating the Labour Vision”**. A presentation at the conference on Union Revitalization organized by the Canadian Labour Congress, Ottawa, Ontario. October 2003.

**“Is Social Unionism the Way to the Future? Explaining Member and Non-Member Perceptions of Union Action”**, (with Christian Lévesque, Gregor Murray and Catherine Le Capitaine). Paper presented to the Annual Conference of the Canadian Industrial Relations Association, Halifax, NS. June 2003.

**“Isomorphism in Union Innovation: Where Do Innovations Come From?”** ( with Gregor Murray and Christian Lévesque). Paper presented to the Annual Conference of the Canadian Industrial Relations Association, Halifax, NS. June 2003.

**“Sector Councils In Canada: Perspectives on Experience with Four Councils”** at a panel on Working Session On Sector Councils May 26-27, 2004. Toronto. Organized by the Canadian Labour Congress

**“The Ontario Automotive Parts Industry”** Third Annual Conference Innovation Systems Research Network, Ottawa, May 2003. ( coauthored with, Susan Fitzgibbon, John Holmes and Tod Rutherford)

**“The Impact of Plant Turnover on the Structure and Performance of the Automotive Parts Industry in Canada”** Poster Presentation, Second Annual Scientific Conference of the Auto21 NCE, Niagara-on-the-Lake, Ontario. May 2003.( with John Holmes and Susan Fitzgibbon )

**“The Changing Structure and Economic Performance of the Automotive Parts Industry in Canada since 1985”** Paper presented at the Annual CRSA/CAG Conference, Victoria, BC. May 2003.( with Susan Fitzgibbon and John Holmes)

**“How Competitive is the Automotive Parts Industry in Canada?”**( with John Holmes)

Paper presented at a conference on *Automotive Policy in Canada* sponsored by Auto21 NCE and Industry Canada, Ottawa, April 2003. (presentation ‘published’ on CD-ROM by the Norman Paterson School of International Affairs, Carleton University, Ottawa).

. **“Innovation and Change In Canadian Unions: How to diffuse them widely”** ( with d Gregor Murray )An invited presentation to the CAW Canadian Council, April 26, 2003, Port Elgin, Ontario.

**“Dynamics of Restructuring of the Canadian Auto Parts Industry”**. (with John Holmes) CAMM Meeting, August 2002, Kingston, ON.

**“Union Innovation: Trends, Patterns and Explanations from the HRDC Survey”**. (Co-author: Gregor Murray) Presented at a Roundtable Session of the Canadian Industrial Relations Association Annual Meeting, Toronto, June 25-28, 2002.

**“Local Unions: Fulcrum for Union Renewal”** (with Gregor Murray & Christian Levesque). Canadian Industrial Relations Association Meeting, Toronto, June 25-28, 2002.

**“Dynamics of Restructuring and Competition in Canadian Auto Parts Industry**. (co-author: John Holmes, Queens), NCE Auto21 conference, Cambridge, ON, June 5-6, 2002.

**“The One True Shining Path: Is Social unionism Better”** (co-author: Gregor Murray, University of Montreal), at the 2002 AFL-CIO/UALE conference, Los Angeles, California, April 10-14, 2002.

**“Innovations and Patterns of Change in Unions in Canada: Implications for Union Renewal”** (co-author: Gregor Murray). CLC Researchers’ Annual Meeting, Toronto, January 25, 2002.

**“The Dynamics of Restructuring and the Structure of the Auto Parts Industry in Canada During the 1990s: Similarities and Differences with Mexico”** (with John Holmes) at the Research Colloquium on the North American Auto Industry, Universidad Iberoamericana, Mexico City, Dec. 6-7, 2001.

**“Dynamics of Restructuring in the Canadian Auto Parts Industry”** with John Holmes, at the International Research Network on the Autowork in the Americas (IRNAA) Meeting, Hamilton, Ontario, November 9, 2001.

**“WES: An Industrial Relations Perspective”** at the Statistics Canada Advisory Committee on Labour Statistics, October 11, 2001.

**“Workplace and Employee Survey (WES) in Canada: A Critical Review”** at the Canadian Industrial Relations Association Annual Meeting, Universite Laval, Quebec, May 27, 2001.

**“Work Environment, Expectations Gap, Union Membership and Workers’ Desire to Join Unions in Canada”** (with Graham Lowe, Alberta and Grant Schellenberg, CPRN), at the Canadian Industrial Relations Association Meeting, Universite Laval, Quebec, May 27, 2001.

**“Structural and Strategic Adoption in Labour Organizations: The Canadian Experience”** (with Gregor Murray, Laval), at the International Symposium on the Future of Trade Unions: Prospects for Union Renewal. Universite Laval, Quebec, May 25, 2001.

**“Union Renewal in Canada: Evidence from a Survey of Union Leaders”** (with Gregor Murray, Laval), at the International Conference on Union Growth, Toronto, Ontario, April 30-May1, 2001.

**“Who is Innovating and Who’s not and if not, why not? : Results of the 2000-2001 HRDC Survey of Innovations and Change in Canada”** (with Gregor Murray, Laval). At the AFL-CIO/UALE 2001 Education Conference, Boston, Mass., April 26-29, 2001.

**“Building Locals Power and Capacities for Union Renewal”** at the USWA District 6 Policy Seminar, Toronto, Ontario. April 9, 2001.

**“Researching Union Renewal in Canada”** (with Gregor Murray, Laval). The CLC Researchers’ Conference, Ottawa, ON. December 7, 2000.

**“Union Experience with Sectoral Training Councils in Canada: Key Findings”**, Labour Education and Training Network Conference, Vancouver, B.C. October 21, 2000.

**Union Renewal: Rhetoric or Reality?** (With Gregor Murray and Christian Levesque) at the 37<sup>th</sup> Annual Conference of the Canadian Industrial Research Association, University of Alberta, Edmonton, May 2000.

**Industrial Relations in a new Millennium**, at the 37<sup>th</sup> Annual Conference of the Canadian Industrial Relations Association, University of Alberta, Edmonton, May 2000.

**Rethinking High Performance Work Systems**, at the Third Seminar On Incomes and Productivity, organized by the Commission for Labor Cooperation, North American Agreement on Labor Cooperation (NAALC), Mexico City , February 2000.

**Researching Supplier Chains and the Dynamics of the Canadian Auto Parts Industry** (With John Holmes). At the conference on the Future of Auto Work in the Americas . Wayne State University, Detroit , Nov 4-6, 1999.

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