

## CURRICULUM VITAE

April 2002

### FRANK REID

#### **CURRENT POSITION**

Director, Centre for Industrial Relations, University of Toronto;  
Professor, Department of Economics, University of Toronto at Mississauga;  
Professor of Employment Relations, Woodsworth College, University of Toronto.

#### **BUSINESS ADDRESS**

Centre for Industrial Relations  
University of Toronto  
121 St. George Street  
Toronto, ON, M5S 2E8  
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#### **EDUCATION**

Ph.D., Economics, Queens's University, 1975. Thesis Supervisor: R.G. Lipsey.

M.Sc. with Distinction, Economics, London School of Economics, 1971.

B.A. (Hon.), Economics, University of British Columbia, 1970.

#### **HONOURS AND ACADEMIC AWARDS**

President-elect, 2001-2002, Canadian Industrial Relations Association

*Canadian Who's Who*, 1993 to present.

Social Sciences and Humanities Research Council, Research Grant, 1989-93 (with Gunderson, Meltz and Verma).

Social Sciences and Humanities Research Council, Research Grant, 1985-87.

Social Sciences and Humanities Research Council, Leave Fellowship, 1980-81.

Canada Council Doctoral Fellowship, Queen's University, 1973-74, 1972-73.

McLaughlin Fellowship, Queen's University, 1971-72.

## **BOOKS**

*Worksharing and Working Time Issues in Canada*,, with Morley Gunderson, (Montreal: Institute for Research on Public Policy, forthcoming), 200 pages typed.

*Sharing the Work: An Analysis of the Issues in Worksharing and Jobsharing*, with Noah M. Meltz and G.S. Swartz, (Toronto: University of Toronto Press, 1981), pp. 98.

*Wage and Price Behaviour in Canadian Manufacturing: An Econometric Analysis*, with Thomas A. Wilson (Ottawa: Supply and Services Canada, 1979), pp. 231.

## **PAPERS IN REFEREED JOURNALS**

"Are Seniority Based Layoffs Discriminatory? The Adverse Impact of Layoffs on Designated Groups and Implications for Worksharing," with Gangaram Singh, *Industrial Relations / Relations Industrielles*, vol. 53, no. 4, Fall 1998, 730-749.

"Explaining Nursing Turnover Intent: Job Satisfaction, Pay Satisfaction, or Organizational Commitment," with L. Lum, J. Kervin, K. Clark, and W. Sirola, *Journal of Organizational Behavior*, vol. 19, 1998, 305-320.

"Abolishing Compulsory Retirement in Australia: Assessing the Impact," *Australian Journal of Labour Economics*, vol. 8, no. 1, March 1996, 25-42.

"The Effects of Canadian Labour Relations Legislation on Strike Incidence and Duration" with Morley Gunderson and Angelo Melino *Labor Law Journal* vol. 41, August 1990, 512-518.

"Age Discrimination and Compulsory Retirement in Australia" *Journal of Industrial Relations*, June 1989, 169-184.

"The Effect of Labour Relations Legislation on Strike Incidence" with M. Gunderson and J. Kervin, *Canadian Journal of Economics*, vol. 27, November 1989, 779-794.

"Economic Aspects of Mandatory Retirement: The Canadian Experience," *Industrial Relations/ Relations Industrielles*, vol. 43, no. 1, Winter 1988, 101-114.

"Combatting Unemployment Through Work Time Reductions" *Canadian Public Policy* vol. 12, June 1986, 275-285.

"Logit Estimates of Strike Incidence from Canadian Contract Data" with M. Gunderson and J. Kervin *Journal of Labor Economics* vol. 4, April 1986, 257-276.

- "Reducing the Impact of Unemployment Through Work-sharing: Some Industrial Relations Considerations" with Noah M. Meltz, *Journal of Industrial Relations*, vol. 25, June 1983, pp. 152-160.
- "UI-Assisted Worksharing as an Alternative to Layoffs: The Canadian Experience," *Industrial and Labour Relations Review*, vol. 35, April 1982, 319-29.
- "The Impact of Demographic Changes on Unemployment," with Douglas A. Smith, *Canadian Public Policy*, Spring 1981, vol. 7, 348-351.
- "Control and Decontrol of Wages in the U.S.: An Empirical Analysis" *American Economic Review*, March 1981, vol. 71, 108-120.
- "Unemployment and Inflation: An Assessment of Canadian Macroeconomic Policy," *Canadian Public Policy*, Spring 1980, vol. 6, 283-99.
- "Causes of Shifts in the Unemployment-Vacancy Relationship: An Empirical Analysis for Canada," with Noah M. Meltz, *Review of Economics and Statistics*, August 1979, vol. 61, 470-475.
- "The Effect of Controls on the Rate of Wage Change in Canada," *Canadian Journal of Economics*, May 1979, vol. 12, 214-27.
- "The Response of Wages to the Removal of Controls: The American Experience," *Industrial Relations/Relations Industrielles*, October 1977, vol. 32, 621-28.
- "An Alternative Scoring Formula for Multiple-Choice and True-False Tests," *Journal of Educational Research*, July/August 1977, vol. 70, 335-39.
- "Psychological Conflict Models: Their applicability to the Theory of Collective Bargaining," *Industrial Relations/Relations Industrielles*, July 1977, vol. 32, 445-48.
- "Dummy Variables with a Transitional Phase," *Canadian Journal of Economics*, May 1977, vol. 10, 326-29.
- "The Paradox of Unemployment and Job Vacancies: A Comment," *Industrial Relations / Relations Industrielles*, January 1977, vol. 32, 133-37.
- "Scoring Multiple-Choice Exams," *Journal of Economic Education*, Fall 1976, 55-59.
- "Canadian Wage and Price Controls," *Canadian Public Policy*, Winter 1976, Vol. 2, 103-13.

"Mundell on Growth and the Balance of Payments: A Note," *Canadian Journal of Economics*, November 1973, vol. 6, 592-95.

## CHAPTERS IN BOOKS

"Implications of Employee Preferences for Worktime Reduction: Survey Evidence and Case Studies in Canada," with Morley Gunderson, in *Proceedings of the 15<sup>th</sup> Annual AIRAANZ Conference*, Di Kelly (ed.) University of Wollongong, NSW, Australia, 2001, pp. 179-180.

"Social, Political, and Economic Environments," with Noah M. Meltz, in *Union-Management Relations in Canada*, Fourth Edition, M. Gunderson, A. Ponak and D. Taras (eds.), (Toronto: Pearson Education Canada), 2001, pp. 142-174.

"Working Less and Enjoying It More," in *Family Security in Insecure Times: New Foundations*, David Ross (ed.), (Ottawa: National Forum on Family Security), 1996, pp. 24-48.

"The Economic Environment," with Noah M. Meltz, in *Union-Management Relations in Canada*, Third edition, M. Gunderson and A. Ponak (eds.) (Toronto: Addison-Wesley, 1995), pp. 23-52.

"Strikes in the Public Sector," with M. Gunderson, in *Public Sector Collective Bargaining in Canada: Beginning of the End or End of the Beginning?*, G. Swimmer and M. Thompson (eds.), (Kingston: IRC Press, 1995) pp. 135-163.

"Worktime Reductions to Combat Unemployment," in *Social Security Reform: What Are the Issues?*, G. Aitken et al. (eds), (Toronto: Social Policy Forum, 1994), pp. 38-40.

"An Assessment of Enterprise Bargaining in Canada and Implications for Industrial Relations Reform in Australia" in *Enterprise Bargaining Systems: International Case Studies*, Economic Planning Advisory Council (ed.), (Canberra: Australian Government Publishing Service, 1993), pp. 1-44.

"Decentralization of Provincial Government Activities: Implications for Employment Equity," with David Foot and Abdisalam Omar, in *The Industrial Relations System*, Thomas Kuttner (ed.), Proceedings of the Canadian Industrial Relations Association 1992 Annual Conference, (Charlottetown: CIRA, 1993) pp. 345-354.

"Do Unions Win Short Strikes and Lose Long Strikes?" with Abdisalam Omar, in *Women in Industrial Relations*, Donald Carter (ed.), Proceedings of the Canadian Industrial Relations Association 1991 Annual Conference, (Kingston: CIRA, 1992), 337-346.

- "The Canadian Labour Market," with Noah M. Meltz, in *Union-Management Relations in Canada*, Second edition, J. Anderson, M. Gunderson and A. Ponak (eds.)(Toronto: Addison-Wesley, 1989), 71-95.
- "Combatting Unemployment Through Work Time Reductions," in *Policies for Full Employment*, D. Cameron and A. Sharpe (eds.), (Ottawa: Canadian Council on Social Development, 1988), 173-187. Reprinted from *Canadian Public Policy* vol. 12.
- "Psychological Conflict Models: Their Applicability to the Theory of Collective Bargaining" in *Theories of Industrial Relations*, J. Sen and S. Hameed (eds.), (Copley Publishing: Littleton, MA, 1988), 283-88. Reprinted from *Industrial Relations* vol. 32.
- "Policies for Flexible Retirement: Employment Sharing for Older Workers" in *Fairness and Flexibility in Retiring from Work* (Toronto: Ontario Ministry of Labour, 1987) 253-259.
- "Work Time Reduction" in *Unemployment: International Perspectives*, M. Gunderson, N. Meltz and S. Ostry (eds.)(Toronto: University of Toronto Press, 1987), 210-214.
- "Short-Time Compensation: A Strategy to Avoid Layoffs by Sharing Work" in *Work in Canada* J.F. Peters (ed.), (Waterloo: Wilfred Laurier University Interdisciplinary Research Committee, 1986), 97-106.
- "Reductions in Work Time: An Assessment of Employment Sharing to Reduce Unemployment" in *Work and Pay: The Canadian Labour Market*, W.C. Riddell (ed.), (Toronto: University of Toronto Press, in cooperation with the Macdonald Commission, 1985), 141-169.
- "Canada's STC: A Comparison with the California Version" with Noah Meltz, in *Short-Time Compensation: A Formula for Worksharing*, Martin Morand and Ramelle McCoy (eds.) (Scarsdale N.Y.: Pergamon Press for the Work in America Institute, 1984), 106-119.
- "The Effect of Incomes Policy on Health Industrial Relations in Canada," in *Industrial Relations and Health Services*, A.S. Sethi, (ed.)(London: Croom Helm, 1982), 304-324.
- "Wage and Price Controls in Canada" in *Union-Management Relations in Canada* John C. Anderson and Morley Gunderson, (eds.)(Toronto: Addison-Wesley, 1982), 482-502.
- "Notes on Macroeconometric Models" in *Manpower Forecasting in Canada: A Discussion of the Issues*, D.K. Foot, N.M. Meltz, F. Siddiqui (eds.)(Ottawa and Toronto: Employment and Immigration Canada, Labour Market Research Group, and Centre for Industrial Relations, 1980), 21-23.

"A Comment on 'The Importance of Productivity Change in The Economic Growth of Nine Industrialized Countries'" in *Lagging Productivity Growth: Causes and Remedies*, S. Maital and N.M. Meltz (eds.)(Cambridge, Mass.: Ballinger Press, 1980), 103-108.

## **MONOGRAPHS**

*Development Options for Western Australia : Social and Community Issues*, with Edgar Carson, (Perth: Western Australian Department of Commerce and Trade, 1996), pp. 34.

*Hours of Work and Overtime Policies to Reduce Unemployment* (Toronto: Queen's Printer, 1987) pp. 51.

*Hours of Work and Overtime in Ontario: The Dimensions of the Issue* (Toronto: Queen's Printer, 1987) pp. 56.

*Public Policies for Alternative Work Arrangements* (Toronto: Canadian Mental Health Association, 1986) pp. 25.

*Collective Bargaining for Tenants* (Toronto: Commission of Inquiry into Residential Tenancies, 1984) pp. 34.

*Sex Discrimination in the Canadian Labour Market: Theories, Data and Evidence*, with Morley Gunderson (Ottawa: Labour Canada, 1983), pp. 77.

*Prorating Fringe Benefits for Part-Time Employees in Canada*, with Gerald S. Swartz, (Toronto: Centre for Industrial Relations, 1982) pp. 90.

*An Analysis of U.S. Wage Controls and Implications for Canada*, (Ottawa: Supply and Services Canada, 1978), pp. 62.

## **TECHNICAL REPORTS**

" Report on Earnings Prospects for Mr. F. Tayabali," for law firm of Cavalluzzo, Hayes, Shilton, McIntyre and Cornish, December 1999.

"A Study of the Effects of the Salary Differential and Retention Bonus Policies on Nurses at the Hospital for Sick Children: Final Report" , with K. Clark, J. Kervin, L. Lum, and W. Sirola, for the Hospital for Sick Children, March 1993.

- "An Assessment of the Ontario Government Relocation Program," with Mary Webb, for the Municipality of Metropolitan Toronto and the Ontario Public Service Employees Union, December 1992, pp.22.
- "The Impact of Decentralization on Employment Equity" (with D. Foot and Abdisalam Omar), prepared for the Ontario Human Resource Secretariat, July 1991, pp. 50.
- "Impact of the GST on Compensation in Canada," prepared for the Conference on Compensation, Hewitt Associates, Intercontinental Hotel, Toronto, September, 1990.
- "Part-time employees and Sunday Work" May 1990, prepared for the Ontario Attorney General for use in the Supreme Court case on Sunday shopping, pp. 30.
- "Overtime Work in Canada" November 1985, International Labour Office, Geneva, pp. 100.
- "A Survey Analysis of the Determinants of Strikes in Canada" with J. Kervin and M. Gunderson, July 1984, pp. 150.
- "A Micro Model of Strike Incidence and Duration" with M. Gunderson and J. Kervin, prepared for Labour Canada, March 1984, pp. 248 typed.
- "Two Case Studies of Strikes" with M. Gunderson and J. Kervin, prepared for Labour Canada, March 1984, pp. 125 typed.
- "Theories of Strike Determination and Strike Consequences" with M. Gunderson and J. Kervin, prepared for Labour Canada, March 1983, pp. 305 typed.
- "Conceptual Issues in the Evaluation of Work Sharing in Canada," prepared for Employment and Immigration Canada, February 1983, pp. 43 typed.
- "Protecting Part-Time Workers: Defining the Scope of the Problem," prepared for The Commission of Inquiry into Part-Time Work, January 1983, pp. 53 typed.
- "A Behavioural Approach to Travel Decision Making" with P. Pliner (Psychology), J.G. Reitz (Sociology) and R.A. Wolfe (Engineering), prepared for the Ontario Ministry of Transportation and Communication, November 1982, pp. 188.

## **ACADEMIC APPOINTMENTS**

Director, Centre for Industrial Relations, University of Toronto, July 1997 to present.

Professor of Employment Relations, Woodsworth College, Univ. of Toronto, July 1997 to present.

Professor, Centre for Industrial Relations and Department of Economics, University of Toronto, July 1989 to present.

Visiting Fellow, Department of Organisational and Labour Studies, University of Western Australia, July 1994 to Aug. 1995, Jan. 1996 to Aug. 1996, May 1997 to Aug. 1997, December 1998, August 2000 to June 2001.

Acting Director, Centre for Industrial Relations, University of Toronto, July 1991 to Aug. 1993.

Associate Professor with tenure, Department of Economics (formerly Political Economy), University of Toronto, July 1979 to June 1989.

Visiting Professor, Department of Industrial Relations, University of New South Wales, Feb 1988 to June 1988.

Assistant Professor, Department of Political Economy, University of Toronto, Oct. 1975 to June 1979.

Lecturer, Department of Political Economy, University of Toronto, July 1974 to Sept. 1975.

Instructor, Department of Economics, Queen's University, July 1973 to June 1974.

## **RESEARCH GRANTS AND CONTRACTS AWARDED**

Labour-Management Partnerships Program, Human Resources Development Canada, 2002-2003, Conference on "Trade and Labour Protection: Can the two be made to work together?" \$90,000.

General Research Grant, University of Toronto, 1997-99, "Are Seniority Based Layoffs Discriminatory," \$1700.

Institute for Research on Public Policy, 1996-98, "Working Time Issues," with Morley Gunderson, \$15,000.

Western Australian Labour Market Research Centre, 1995, "WA2029: Social and Community Issues," with Edgar Carson, AUD \$15,000.

University of Toronto Self-Funded Research Grant Program, "Assessing the Impact of Abolishing Compulsory Retirement on the Australian Labour Market," 1994-96, \$10,741.

National Forum on Family Security, 1995, "Working Less and Enjoying It More," \$5000.

Human Resources Development Canada, 1994, "Potential Employment Impacts of Voluntary Work Time Reductions in Canada," \$5000.

Municipality of Metropolitan Toronto and the Ontario Public Service Employees Union, 1992, "An Assessment of the Ontario Government Relocation Program," with M. Webb, \$20,000.

Government of Australia, Economic Planning Advisory Council, 1992-93, "Enterprise Bargaining in Canada and Implications for Industrial Relations Reform in Australia," AUD \$9000.

Hospital for Sick Children, 1991-93, "The Effects of Salary Differential and Retention Bonus Policies on Nurses," with K. Clark, J. Kervin, L. Lum, and W. Sirola. \$180,000.

Social Sciences and Humanities Research Council, 1989-1993 "Structural Change in Industrial Relations in Canada" with M. Gunderson, N. Meltz and A. Verma, \$240,670.

Ontario Human Resources Secretariat, Employment Equity Branch, 1990-91, "Decentralization and Employment Equity" with David Foot, \$25,000.

Research Board, University of Toronto, 1989. "Institutional Compensation Structures and Deferred Compensation," \$9000.

Humanities and Social Sciences Committee, 1989-90. "An Empirical Analysis of Preferences for Work-Time Reductions Among Canadian Employees," \$1000.

Research Board, University of Toronto, 1988-89. Age Discrimination and Compulsory Retirement in Australia, \$6,000.

Ontario Task Force on Hours of Work and Overtime, 1987-88. Simulation of impacts of revisions to Ontario Employment Standards Act, \$5,000.

Ontario Task Force on Mandatory Retirement, 1986-87. An analysis of attitudes among older workers for flexible work options and an assessment of policies to encourage work time reductions, \$2,500.

Ontario Task Force on Hours of Work and Overtime, 1986-87. An analysis of the job creation potential of policies to restrict overtime work and reduce hours of work, \$6,000.

Ontario Task Force on Hours of Work and Overtime, 1986-87. An empirical study of patterns of work and overtime work in Ontario, \$6,000.

International Labour Office (Geneva) 1985. Overtime work in Canada, \$3,300.

- Royal Commission on the Economic Union (The Macdonald Commission), 1983-84. An analysis of the employment generating impact of several related policies involving a reduction in work time, \$6,000.
- Commission of Inquiry into Residential Tenancies (The Thom Commission), 1983-84. An assessment of the relevance for tenants and landlords of the collective bargaining model used in the employment relationship, \$3,000.
- Labour Canada, 1983-84. Strikes in Canada: case studies of the 1981 Stelco strike and the 1982 West Coast Longshoremen's Strike, with M. Gunderson and J. Kervin, \$25,000.
- Labour Canada, 1983-84. Strikes in Canada: a survey analysis of approximately 500 strikes in major collective agreements, with M. Gunderson and J. Kervin, \$37,000.
- Labour Canada, 1983-84. Strikes in Canada: a Microeconomic analysis of approximately 11,000 collective agreements on the Labour Canada database, with M. Gunderson and J. Kervin, \$28,000.
- Canadian Institute for Economic Policy, 1983. An analysis of short-time compensation as a policy to combat unemployment, \$2,500.
- Labour Canada, 1982-83. Strikes in Canada, Phase I: development of a theoretical model of the causes and consequences of strikes, with M. Gunderson and J. Kervin, \$40,000.
- Employment and Immigration Canada, 1982-83. Development of a conceptual framework for the evaluation of the Canadian worksharing program, \$5,000.
- Commission of Inquiry Into Part-Time Work, Labour Canada, 1982. Analysis of the most appropriate definition of part-time work for labour legislation, \$4,000.
- Labour Canada, 1982. A research framework for a study of strikes in Canada, with M. Gunderson and J. Kervin, \$5,000.
- Ontario Ministry of Transportation and Communication, 1982. Research project on "A Behavioural Approach to Travel Decision-Making," with J. Reitz, P. Pliner, R. Wolfe, \$42,000.
- Labour Canada, 1981. A study of the impact of prorating fringe benefits for part-time employees, with G.S. Swartz, \$23,000.
- Women's Bureau, Labour Canada, 1981. A study of sex discrimination in the Canadian Market, with M. Gunderson, \$6,000.

Social Science and Humanities Research Council, 1980-81. Research grant awarded in conjunction with Leave Fellowship for research on the British unemployment-vacancy relationship, \$2,000.

Humanities and Social Sciences Fund, 1979. An empirical test of a worksharing model for Ontario industries, \$400.

Ontario Ministry of Labour, 1978. A theoretical analysis of the economics of worksharing and job sharing, with Noah Meltz, \$10,000.

Humanities and Social Sciences Fund, 1978. The effect of controls on wage settlements in Canadian manufacturing, \$400.

Anti-Inflation Board, 1977. Wage-price-productivity relations in Canadian Industries, with Thomas A. Wilson, \$35,000.

Anti-Inflation Board, 1976. Research on wage and price controls in the U.S., \$12,000.

Humanities and Social Sciences Fund, 1975. Research on the unemployment-vacancy relation, \$400.

## **CONFERENCE PRESENTATIONS**

“The Economic Climate for Bargaining,” Public Sector Bargaining Conference, Metro Hall, Toronto, November 1, 2001.

“Implications of Employee Preferences for Worktime Reduction: Survey Evidence and Case Studies in Canada,” Association of Industrial Relations Academics of Australia and New Zealand Annual Conference, University of Wollongong, NSW, Australia, February 1-3, 2001.

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“Will Job Sharing Work?” presented at a session on “New Trends in Industrial Relations,” Canadian Industrial Relations Association annual conference, University of Sherbrooke, June 7-9, 1999.

“Managing Human Resources when Mandatory Retirement is Abolished: the Case of Australian Universities,” with Ainsley Davison, Industrial Relations Research Association annual conference, New York, January 3, 1999.

“Work Time Policy Options for Canada,” presented at the Conference on “Working Less, So Everyone Works: How Can We Do It Here?” Toronto City Hall, November 22, 1997.

- "Working Time Issues in Canada," Adapting Public Policy to a Labour Market in Transition Conference, Centre Sheraton, Montreal, April 18-19, 1997.
- "Social and Labour Market Implications," WA2029 Key Issues Conference, Sheraton Hotel, Perth, Australia, June 27, 1996.
- Chair of session on "The Impact of Union Status and Establishment Size on Wages in Australia" Association of Industrial Relations Academics of Australia and New Zealand, annual conference, University of Western Australia, January 1996.
- "Abolishing Compulsory Retirement in Australia: Assessing the Impact," Australian Labour Market Research Workshop, Department of Economics, University of Melbourne, February 16, 1995.
- "Beyond Age as a Measure of Performance: The Canadian Experience," Equal Opportunity Commission of Western Australia Conference on Age Discrimination, Quality Langley Hotel, Perth, September 27-28, 1994.
- "Worksharing: A Solution for the 1990s?," Toronto Area Industrial Relations Association, Park Plaza Hotel, Toronto, April 25, 1994.
- "Public Sector Strikes in Canada," Canadian Industrial Relations Association Annual Conference, Carleton University, Ottawa, June 4, 1993.
- "A Study of the Effects of the Salary Differential and Retention Bonus Policies on Nurses at the Hospital for Sick Children," with K. Clark, J. Kervin, L. Lum, and W. Sirola. Nursing Research Forum, Hospital for Sick Children, March 1993.
- "The Effect of Pay Policies on Turnover and Other Nursing Worklife Issues," with K. Clark, J. Kervin, L. Lum, and W. Sirola. Second Ontario Conference on the Quality of Nursing Worklife, Toronto, March 1993.
- "Decentralization of Provincial Government Activities: Implications for Employment Equity," with D. Foot and A. Omar, Canadian Industrial Relations Association Annual Conference, Charlottetown, June 1992.
- "Workshop on IR Education," Panel Discussant, Canadian Industrial Relations Association Annual Conference, Charlottetown, June 1992.
- "Do Unions Win Short Strikes and Lose Long Strikes?" with Abdi Omar, presented at the Canadian Industrial Relations Association Annual Conference, Kingston, June 1991.

"Structural and Frictional Unemployment in Canada and the Implications for Israel," with N. Meltz and Z. Lonti, presented at the annual meeting of the Israel Economic association, Tel Aviv University, December 25-26, 1991.

"Regional Imbalances and Shifts in the Unemployment-Vacancy Relationship" with N. Meltz and Z. Lonti, presented at the North American Economics and Finance Association annual meeting, Washington, D.C., December 1990.

"Labor Relations Policies and Strike Activity" with M. Gunderson and Angelo Melino, Industrial Relations Research Association, annual meeting, Buffalo, N.Y., May 3, 1990.

"Economic Aspects of Mandatory Retirement" presented at Canadian Bar Association - Ontario Annual Institute, Toronto, Hilton Harbour Castle, February 6, 1987.

"The Impact of Labour Relations Policies on Strike Incidence in Canada, 1961-81" with M. Gunderson and J. Kervin, joint session of the Canadian Economic Association and the Canadian Industrial Relations Association, Montreal, May 30, 1985.

Discussant of "Youth Unemployment: a Misplaced Priority?" by D. Foot and J. Li and "The Effect of Unemployment on People's Health: Some Results for Canada" by L. Soderstrom, Canadian Economics Association annual meeting, Montreal, May 30, 1985.

"Employment Sharing to Reduce Unemployment" presented at the conference "Unemployment: Can it be Reduced?: An International Perspective," held at the Four Seasons Hotel, Toronto, November 28-30, 1984.

Discussant at session on "Unions and Wage Determination" Canadian Economics Association annual meeting, Guelph, May 29, 1984.

"Obtaining Lifestyle Data for Use in Transportation Land Use Models" with R. Wolfe, P. Pliner and J. Reitz, presented at the Second International Conference on New Methods of Survey Research, Hungerford Hill, Australia, September 12, 1983.

"Short-Time Compensation: a Strategy to Avoid Layoffs by Sharing Work" presented at the Seminar on Unemployment, Canadian Institute for Economic Policy, Four Seasons Hotel, Toronto, September 10, 1983.

Chairman of a session on "The Macroeconomy and Employment Outlook," Human Resources Planning Conference, sponsored by the Institute for Policy Analysis and the Centre for Industrial Relations, University of Toronto. Sutton Place Hotel, Toronto, June 23, 1983.

"A Behavioural Approach to Residential Location Decision-Making" with R.A. Wolfe, Patricia Pliner, and Jeffrey G. Reitz. Presented at the World Conference on Transport Research,

Hamburg, Germany, April 29, 1983. Also resented at the Canadian Economics Association annual meeting, Vancouver, June 24, 1983.

"A Fair Deal for Part-Time Employees: The Impact of Prorating Benefits on labour costs and Employment," with G.S. Swartz. Presented at the annual meeting of the Canadian Economics Association, Vancouver, June 2-4, 1983.

"The Impact of Public Sector Wage Controls" presented at the annual meeting of the Canadian Industrial Relations Association, Vancouver, June 1-3, 1983.

"Reducing the Impact of Unemployment through Work-sharing: Some Industrial Relations Considerations," with Noah M. Meltz, presented at the World Congress of the International Industrial Relations Association, Kyoto, Japan, April 2, 1983.

"Assessing the Effect of Jobsharing on Employer Costs" presented at the "Work and the Quality of Family Life Conference," Sponsored by the Social Planning Council of Metropolitan Toronto and Child in the City, Toronto, St. Lawrence Town Hall, Toronto, April 26th, 1982.

Canadian Daily Newspapers Publishers Association, Employee Relations Conference, Toronto, Westin Hotel, February 10, 1982, "Worksharing as an Alternative to Layoffs in the Newspaper Industry".

"The Unemployment Problem" presented at the annual conference of the Canadian Foundation for Economic Education, University of Waterloo, August 21, 1981.

Presented a paper entitled "Worksharing as a Solution to Unemployment" at a conference on "Labour and the Crisis in the Economy," University of Manitoba, Winnipeg, March 12, 1981.

Presented a paper entitled "How Well Did the Anti-Inflation Board Work?" at a conference on "Labour and the Crisis in the Economy" University of Manitoba, Winnipeg, March 12, 1981.

"Youth Unemployment and Worksharing" A paper presented at the plenary session of the Spring Economics Conference, "Youth Employment-Challenge for the 80's," sponsored by the Scarborough Board of Education, April 10, 1980, Glendon College, York University.

Panelist at a session on "Macroeconomic Models: Conference on manpower Forecasting in Canada," sponsored by the Centre for Industrial Relations, Toronto, June 19, 1980.

Discussant of a paper entitled "A Macroeconomic Analysis of Tax Related Incomes Policies" by W.M. Scarth, Eastern Economic Association Annual Convention, Montreal, May 9, 1980.

Discussant of a paper "The Importance of Productivity Growth in the Economic Growth of Nine Industrialized Countries" by C. Hulten and N. Nishimizu. conference on Lagging Productivity Growth: Causes and Remedies. sponsored by Woodrow Wilson School of Public Affairs, Princeton University, and Centre for Industrial Relations, University of Toronto, Toronto, May 25, 1979.

Discussant of the paper "Incomes Policies: An Assessment of Various Proposals in Light of the Structure of the U.S. Economy" by J. Popkin, Eastern Economic Association Annual Meetings, Boston, May 12, 1979.

"Worksharing: A Complement to Macroeconomic Policy". A paper presented at the annual meeting of the Eastern Economic Association, Boston, May 12, 1979.

"Recent Developments in Labour Economics: An Assessment of the Evidence on Unemployment, Inflation and Wage Changes in Canada". Paper presented at the annual meetings of the Canadian Industrial Relations Association, London, Ontario, May 1978.

"The Effect of Controls on the Rate of Change of Real and Money Wages in Canada". Presented at the annual meeting of the Canadian Economics Association, London, Ontario, May 1978.

"The Response of Labour to the Removal of Controls: The American Experience". A paper presented at the Plenary session of the annual meeting of the Canadian Industrial Relations Research Institute, Fredericton, June 1977.

"Prospects for Wages and Labour After Controls". A paper presented at the Fourth Canadian Financial Conference, the Conference Board in Canada, Montreal, June 28-29, 1977.

"The U.S. Experience with Control and De-Control of Wages: Empirical Evidence and Implications for the Canadian Anti-Inflation Programme," presented at the Annual Meeting of the Canadian Economics Association, Fredericton, June 1977.

Chairman of a session on Macroeconomic Theory at the annual conference of the Canadian Economics Association, Quebec City, June 2, 1976.

"An Examination of the Causes of the Recent Shift in the Canadian Vacancy-Unemployment Relationship and Its Implications for Labor Market Policies" presented with Noah Meltz at a joint session of the Canadian Industrial Relations Research Institute and Canadian Economics Association, Annual conference, Quebec City, May 31, 1976.

## **INVITED LECTURES**

- "Applied Policy Evaluation: A Case Study of Nursing Turnover," Department of Organisational Studies, University of Western Australia, April 12, 2001.
- "Recent Developments in Labour Relations Legislation in Canada and the Impact of Globalization," Department of Organisational Studies, University of Western Australia, May 1, 2001.
- "The Right to Work Less: Voluntary Options for Reduced Work Time in Canada," 32 Hours: Action for Full Employment, conference on "Creating a Made-in-Canada Approach to Reducing and Redistributing Work Time," Woodsworth College, University of Toronto, May 7, 1999.
- "The Economic Effects of the Abolition of Compulsory Retirement in Australia," Economics Department, Murdoch University, Perth, Australia, May 15, 1996.
- "Prohibiting Compulsory Retirement in Western Australia: Implications for the Public and Private Sectors," seminar for practitioners jointly sponsored by the Graduate School of Business, Curtin University and Department of Organizational and Labour Studies, UWA, QV1 Building, Perth, March 27, 1995.
- "Abolishing Compulsory Retirement in Australia: Assessing the Impact," Department of Economics, University of Tasmania, February 13, 1995.
- "Work Sharing" School of Economics, Curtin University, October 27, 1994.
- "Prohibiting Compulsory Retirement in W.A.: Projected Impacts of the New Legislation Based on Canadian Experience," Industrial Relations Society of Western Australia, University House, UWA, September 8, 1994.
- "Short-Time Compensation Programs in the United States and Implications for Reform of the Canadian Worksharing Program," Human Resources Development Canada, Ottawa-Hull, March 29, 1994.
- "Worktime Reductions to Create Jobs," Social Policy Forum organized for the Government of Canada's Task Force on Social Security Review, Metro Toronto Convention Centre, March 17, 1994.
- "Employment Equity and the OGRP," Bag Lunch Seminar, Centre for Industrial Relations, University of Toronto, March 1, 1994.
- "An Assessment of the Ontario Government Relocation Program," Department of Economics, Brock University, St. Catharines, February 18, 1994.

- "Worksharing to Save Jobs," School of Continuing Studies, University of Toronto, Lunchtime Lecture Series, Royal Ontario Museum, January 28, 1994.
- "Economic Policies Regarding Mandatory Retirement and Job Sharing," Canadian Perspectives Series, Council Chamber, Erindale College, University of Toronto, November 11, 1993.
- "Ontario's Labour Law Reform: Mountain or Molehill?" University of Toronto Policy and Economic Analysis Program, Annual Conference, Four Seasons Hotel, Toronto, November 27, 1992.
- "Coming to Grips with Structural Problems in Labour Markets," C.D. Howe Institute Policy Analysis Committee, Sixty-Third Conference, Westin Hotel, Ottawa, November 5-6, 1992.
- "Compulsory Retirement in Australia and Canada," Anti-Discrimination Board of Western Australia, Perth, Australia, January, 1991.
- "Age Discrimination and Mandatory Retirement in Canada," Department of Economics, Trent University, Peterborough, October 1988.
- Keynote Address at the Seminar on Age Discrimination sponsored by The Australian Human Rights Commission and the Australian Commonwealth Office for the Aged, May 25, 1988, Sydney, Australia.
- "Age Discrimination and Compulsory Retirement in Australia" presented at a workshop for the Anti-Discrimination Board of N.S.W. sponsored by the N.S.W. Council on the Aging, May 17, 1988, Sydney, Australia.
- "Economic Aspects of Compulsory Retirement in Australia and Canada," presented at a workshop on "Issues in the Economics of Retirement, April 8, 1988, Department of Economics, University of New South Wales, Sydney, Australia.
- "The Impact of Government Labour Relations Policies on Strike Incidence in Canada" presented at the Contemporary Issues Seminar, April 18, 1988, Department of Industrial Relations, University of New South Wales, Sydney, Australia.
- "Work Time Reductions: An Option for Job Creation," Plenary Speaker at Work Options Niagara Annual General Meeting, Parkway Inn, St. Catherines, Ontario, May 20, 1987.
- "Innovative Work Arrangements" presented at the Ontario Worklife Forum on a New Work Agenda, Toronto, Ramada Inn, March 19, 1987.
- "An Economic Analysis of Collective Bargaining" Advanced Labour Studies Seminar, Osgoode Hall Law School, York University, February 16, 1987.

- "Forum 2000: a National Satellite Conference on the Future" member of Toronto panel, Medical Sciences Auditorium, University of Toronto, November 22, 1986.
- "Labour Market Adjustment Policies" presented at a symposium on "Labour's Response to the MacDonalld Commission: Free Trade and Employment Issues" organized by the School of Graduate Studies and the Association of Students in Industrial Relations, February 1, 1986, The Law School, University of Toronto.
- "Combatting Unemployment Through Work Time Reductions" presented at the "Getting to Know Canada" series, University of Toronto School of Continuing Education, University of Toronto, Later Life Learning lecture series, November 11, 1985.
- "The Elastic Work Week" a paper presented at an Ontario Government Senior Seminar on "The Transformation of Work," The Delta Meadowvale Inn, Mississauga, October 29, 1985.
- "Jobsharing in Canada" presented at a session of the York County University Women's Club, Aurora, Ontario, March 25, 1985.
- "Changing Structures in the Workplace" presented at a Policy Session of Women's Issues held by the Ontario Women's Directorate, Prince Hotel, Toronto, February 26, 1985.
- "The Canadian Economy" presented at the Canadian Forces Staff Training School, Toronto, October 29, 1984.
- "An Assessment of Short-Time Compensation Policies" presented at the Departement des Sciences Economiques, Université du Québec a' Montréal, Montreal, November 18, 1983. Also presented at the Interdisciplinary Research Seminar, Wilfred Laurier University, Waterloo, March 8, 1984.
- "Worksharing to Ease Unemployment" presented in the "Innovations in Industrial Relations" series, University of Toronto, School of Continuing Studies, December 10, 1982.
- "The Long-run Impact of Worksharing" presented at the Special One-Day Conference "Worksharing: Is it right for your organization?" sponsored by The Personnel Association of Ontario, Toronto, September 16, 1982.
- "Public Sector Wage Controls: An Assessment of the Ontario and Federal Programs" presented at a meeting of the Institute of Public Administration of Canada, Toronto Regional Group, Queen's Park, September 23, 1982.
- "Prospects for Jobsharing in the North York Public Library". Keynote Speech at the Jobsharing workshop, sponsored by North York Public Library, Glen Park Annex, Toronto, March 32, 1982.

"Layoffs and Unemployment: What's the Solution?" Conference sponsored by the Independent School Teachers Association of Ontario, Upper Canada College, Toronto, April 17, 1982.

"Presented a paper entitled "Worksharing as an Alternative to Layoffs" at the Faculty Seminar at University of Montreal, April 2, 1981.

"Worksharing as Alternative to Layoffs: Implications for Management, Labour and Government Policy". A paper presented at a seminar at the Department of Economics, McMaster University, Hamilton, October 5, 1979.

"The American experience with wage and price controls: An empirical analysis and implications for the Canadian controls program," a paper presented at the Anti-Inflation Board, Ottawa, April 28, 1977.

Participant in a panel discussion of "The Anti-Inflation Programme - One Year After" sponsored by the Department of Economics and the School of Administrative Studies, University of New Brunswick, Fredericton, N.B., November 8, 1976.

### **UNDERGRADUATE TEACHING (LAST 7 YEARS)**

ECO 244Y Industrial Relations, 1995W to 1997W, 1999W

ECO 361Y Labour Economics, 1995W, 1996W

ECO 340H Economics of Income Distribution, 1995W, 1997W, 1999W, 2001W

WDW 244Y Introduction to Employment Relations, 1997W, 1998W, 1999W, 2001W

### **GRADUATE TEACHING (LAST 7 YEARS)**

ECO 2804F Income Distribution, 1995W, 1997W, 1999W

IRE 1010F Microeconomic Environment of IR, 1995W to 1999W, 2001W

IRE 1011S Macroeconomic Environment of IR, 1995W to 1999W

IRE 1126S Labour Market Economics 1998W

IRE 3003Y Ph.D. Research Seminar, 1996W

IRE 3005H Ph.D. Workshop, 1996W

## **GRADUATE SUPERVISIONS**

2000W to present. Supervisor, PhD thesis in Industrial Relations, Margaret Yap, "Gender and Racial Differentials in Mobility and Compensation in the New Economy"

1997W to present. PhD thesis committee member, Department of Economics, Timothy Cook, "Profit Sharing and Employment Stability: Evidence from a Survey of Business."

1999W, Supervisor for Reading Course, IRE 1090H, Colette Forest, "The Canadian Brain Drain and Its Implications for Nurses and Youth."

1999W, Supervisor for Reading Course, IRE 1090H, Jennifer Ackeroyd, "A Study of Telecommuters' Perceived Level of Voice in the Workplace."

1999W, Supervisor for Reading Course, IRE 1090H, Erin Hannah, "Aging Teachers: Labour Shortage Potential and Youth Employment Implications."

1993W to 1998W, Supervisor, Ph.D. thesis in Industrial Relations, Karen Bentham, "Employer Resistance to Unionization in Canada." Defended December 1998.

1998W Committee member, Ph.D. thesis in Industrial Relations, Raphael Gomez, "Three Essays on Social Capital, Equity-Efficiency and Organizational and Labour Market Performance."

1992W to 1996W, Supervisor, Ph.D. thesis in Industrial Relations, Jon Peirce, "Differences in Interprovincial Differences in Union Density Rates in Canada."

1993W, Supervisor for Research Methods Paper, IRE 2002Y, Gangaram Singh, Worksharing and Employment Equity.

1992W to 1996W, Committee Member, Ph.D. thesis in Industrial Relations, Stephane Renaud, "Union Impacts on Wages, Total Compensation, and Job Satisfaction."

1993W to 1995W, Committee Member, Ph.D. thesis in Industrial Relations, Douglas Fletcher, "Incentive Effects of Compensation Programs".

1989W to June 1993, Supervisor, Ph.D. thesis in Industrial Relations, Rosemary Venne, "Absenteeism and the Compressed Workweek". Defended June 1993.

1991W to 1992W, Committee Member, Ph.D. thesis in Industrial Relations, Maureen Stephen, "The Impact of Financial Performance of the Firm on Industrial Relations Outcomes". Defended April 1993.

1991W to 1992W, Committee Member, Ph.D. Thesis in Industrial Relations, Doug Hyatt, "Essays on the Labour Market: Issues in Workers Compensation". Defended June 1992.

1989, IRE 1090S, Reading Course on "Problems of Unemployment in Canada," Zsuzsanna Lonti.

Fall 1988, Graduate Department of Education, Ph.D. thesis subcommittee on minor corrections, Elizabeth Thorsen, "Occupational Stress in the Professoriate".

1985 to 1987, Department of Health Administration, M.Sc. thesis committee member, Allen Backman, "Interest Arbitration in Ontario Hospitals".

1985 to 1987, Economics Ph.D. thesis committee member, Michael Jolly, "The Labour Market and the British Automobile Industry, 1919-39".

1985 to 1986 Summer, IRE 1090S, Reading Course on "The Impact of Deregulation on Labour Relations in the Canadian Airline Industry," Nick Beveridge.

1985 to 1986, Department of Economics, Ph.D. thesis committee member, Dominique Gross, "Structural and Cyclical Unemployment".

1985, Spring IRE 2090S, Reading Course on "Employment Sharing: Practices and Considerations," Marcia Cardamore.

1984, Fall, IRE1090F, Reading Course on "Sources of Unemployment and Some Policy Considerations," Margaret White.

1984, Member of the Economics Ph.D. oral examination committee for Michael Huberman.

1984, Spring, IRE 1090S, Reading course on Industrial Relations Perspectives on the Redistribution of Income, Anne Preyde.

1982, Summer, ECO 4051S, Reading course in Income Distribution, Eugenio Figueroa.

1982, Summer, IRE 1090S, Reading course on Unions and Part-time Employment, Monica Panagos.

## **PROFESSIONAL ACTIVITIES**

Co-organizer, Canadian Industrial Relations Association, 39<sup>th</sup> Annual Conference, June 2002, Toronto.

Co-organizer, International Industrial Relations Association, 4<sup>th</sup> Regional Congress of the Americas, Toronto, June 2002.

Executive Advisory Board, Toronto Area Industrial Relations Association, 1993W, 1997W to 1999W.

Advisory Board, 32HOURS: Action for Full Employment, Toronto, 1998W to 2000W.

External Reviewer of a proposed Master of Industrial Relations program at Memorial University of Newfoundland, November 1999.

Expert Witness in the lawsuit, Tayabali v. London Life et al., Court File No. 98-CV-141441-SR

External Appraiser for promotion to Full Professor, School of Business, University of Victoria, Fall 1993.

External Appraiser for promotion to Full Professor, Department of Economics, Brock University, Spring 1993.

Expert Witness, Supreme Court of Ontario, Sunday shopping case, May 1990.

Expert Witness, Alberta Human Rights Commission, Board of Inquiry, (Dickason) February 1987.

Expert Witness, Supreme Court of British Columbia (Connell) May 1986.

Expert Witness, Supreme Court of Ontario, (Blishen et al.) March 1986.

Member of the Research Advisory Committee of the Social Planning Council of Metropolitan Toronto, September 1977 to 1985.

A.A. Heaps Scholarship Selection Committee, Canadian Labour Congress. Involved in specification of the terms of reference and selection of candidates for an award, 1982 to 1984, 1986.

Royal Commission on the Economic Union and Development Prospects for Canada ("The Macdonald Commission"), member of the Research Advisory Group on Labour Economics and Industrial Relations, August 1983 to September 1985.

Personnel Association of Ontario, Labour Economics Examiner for the Full-Member Accreditation Program, 1979 to 1983.

Participant in a policy seminar on "The Human Side of Industrial Development," chaired by Lloyd Axworthy, Minister of Employment and Immigration, May 20-21, 1983, Chateau Montebello, Quebec.

Ontario Economic Council, participant in seminar on Non-market Remuneration, Toronto, May 11, 1983.

Guest speaker at a seminar on developments in part-time employment legislation held by the Canadian Tire Dealers Association, Four Seasons Hotel, Toronto, March 7, 1983.

Ontario Graduate Scholarship adjudication committee, panel member, Spring, 1982.

## **ADMINISTRATIVE DUTIES**

### *Centre for Industrial Relations*

Director, Centre for Industrial Relations, University of Toronto, July 1997 to present.

Fundraising: Negotiated Agreement with Lancaster House to sponsor Lancaster House Ontario Graduate Scholarship in Industrial Relations, \$50,000

Ph.D. Comprehensive Examinations Committee, Centre for Industrial Relations, Fall 1990, Fall 1992, Fall 1993, Fall 1995, 1996W, 1998W, 2001W.

Ph.D. Comprehensive Examinations Committee, Centre for Industrial Relations, Fall 1990, Fall 1992, Fall 1993, Fall 1995, 1996W, 1998W, 2001W.

Research Ethics Committee, Centre for Industrial Relations, University of Toronto, 1996W to present.

Ph.D. Oral Examination Committee, Member, Industrial Relations, Trevor Brown, May 6, 1999.

Ph.D. Admissions Committee member, Industrial Relations, 1997W, 1999W.

Ph.D. Oral Examination Committee, Member, Industrial Relations, Gangaram Singh, Dec 4, 1997.

Ph.D. Oral Examination Committee, Member, Industrial Relations, Stephane Renaud, Dec, 1995

Acting Director, Centre for Industrial Relations, July 1991 to August 1993.

Ph.D. Coordinator, Centre for Industrial Relations, 1991 to August 1993.

Ph.D. Oral Examination Committee, Member, Industrial Relations, Jean-Guy Bergeron, May 28, 1993.

Ph.D. Oral Examination Committee, Internal Appraiser, Industrial Relations, Frank White, May 10, 1993.

Ph.D. Oral Examination Committee, Internal Appraiser, Industrial Relations, Maureen Stephen, April 2, 1993.

Ph.D. Oral Examination Committee, Member, Industrial Relations, Maurice Mazerolle, January 28, 1993.

Ph.D. Oral Examination Committee, Internal Appraiser, Industrial Relations, Doug Hyatt, June 1992.

Ph.D. Admissions Committee, Centre for Industrial Relations, 1991, 1992, 1993.

Ph.D. Oral Examination Committee, Member, Industrial Relations, Bob Hebdon, April, 1992.

Master of Industrial Relations, Admissions Committee, Centre for Industrial Relations, 1981, 1982, 1983, 1986, 1987, 1991.

Centre for Industrial Relations, Review Committee, 1989-90.

Master of Industrial Relations Advisory Committee (MIRAC), Centre for Industrial Relations, 1986, 1987.

Acting Director, Centre for Industrial Relations, Summer 1985, Summer 1987.

Acting Graduate Coordinator, Centre for Industrial Relations, Summer 1985.

Member of the School of Graduate Studies Five-Year Review Committee (and Search Committee for new Director) for the Centre for Industrial Relations, Spring, 1985.

### *University of Toronto at Mississauga*

Faculty Advisor, Erindale College Major Programme in Industrial Relations, 1989W to present.

Responsibility for job posting and hiring TAs for ECO 244Y, 1997W, 1998W, 1999W, 2001W.

Erindale College, responsibility for hiring instructor for ECO 244Y (summer session) 1988 to 1994, and 1994W, 1995W, 1997W, 1998W, 1999W.

Revision of Erindale Major Programme in Industrial Relations to conform with the requirements of the Cook Report on Curriculum Renewal, Fall 1991.

Tenure Committee, Faculty of Management and Erindale College, Professor Hugh Gunz, April 12, 1991.

Development of Erindale major programme in Industrial Relations and presentation of the programme at various committees from Erindale Sub-Committee on Academic Affairs to the Arts and Science Curriculum Committee, 1989.

Academic Affairs Committee, Erindale College, July 1986 to June 1987.

Subcommittee on Program Review, Academic Affairs, Erindale College, January 1987 to April 1987.

Member of the Tenure Committee for Professor Laurel MacDowell, Erindale College and Department of History, Spring 1987.

Member of the Management Board, "The Blind Duck" pub, Erindale College, September 1983 to June 1985.

Member of the Search Committee for the Associate Dean (Social Sciences), Erindale College, Spring 1985.

Member of the subcommittee on Continuing Education, Academic Affairs, Erindale College, December 1983 to April, 1984.

"Presenter" of Erindale B. Comm. and B.A. degrees at Convocation June 16, 1982, Simcoe Hall, University of Toronto.

Political Economy Speakers Committee, Erindale, 1981-82.

Economics 100Y, Course Coordinator, Erindale, 1981-82.

Economics Discipline Representative on the Erindale Library Committee, Sept. 1976 to June 1980.

### *Woodsworth College*

Chair, Woodsworth College Council, 1995-98, 2001W.

Sefton Lecture Advisory Committee, Woodsworth College, 1989W to 1995W, 1997W- 1999W, 2001W.

Principal Search Committee, Woodsworth College, Fall 2001

Academic Advisory Committee, Woodsworth College, 1995-98.

Nominating Committee, Woodsworth College, Spring 1997.

Chair, Committee to Review the Labour-Management Relations Programme, Woodsworth College, Fall 1993 to June 1994.

Faculty Advisor, Certificate Program in Industrial Relations, Woodsworth College, 1992W to 1993W.

### *University*

School of Graduate Studies, Division II Executive, Sept 1997 to present.

Internal Reader, Promotion to Full Professor, Doug Hyatt, UTSC.

Tenure Committee Member, Professor Doug Hyatt, University of Toronto at Scarborough, March 1999.

Participant in "Roundtable Discussion of Economic Assumptions" organized by Martin D. England, Assistant Vice-Provost, December 8, 1997, Board Room, Simcoe Hall.

School of Graduate Studies Five-Year Review Committee and Search Committee for new Director for the Centre for Criminology, 1997-98..

Ph.D. Oral Examination Committee, Department of Economics, Internal Appraiser, Peter Ibbott, November 1997.

Ph.D. Oral Examination Committee, Chair, Department of Medical Biophysics, Eric Sebzda, January 20, 1998.

Ph.D. Oral Examination Committee, Chair, Department of Geography, Matthew Gyamfi, November 27, 1997.

School of Graduate Studies, Division II, Assessor of Ph.D. Fellowship Applications to the Social Science and Humanities Research Council, Fall 1995.

Search Committee, Department of Sociology, tenure stream position in Work and Occupations, Spring 1992 to Spring 1993.

SGS Division II Executive Committee, September 1991 to August 1993.

Ph.D. Oral Examination Committee, Chair, Department of Education, Anne Benaloh, March 25, 1993.

Ph.D. Thesis Examination Committee, Representative from Cognate Department, Department of Education, Adrian Tumber, "Labour Relations and Organizational Climate in the Ontario Colleges of Applied Arts and Technology," November 16, 1992.

Ph.D. Oral Examination Committee, Chair, Department of Philosophy, Catherine Talmage, September 27, 1991.

Member of Faculty Council, Faculty of Management, September 1991 to August 1993.

General Committee, Faculty of Arts and Science, 1989W to 1990W.

Ph.D. Thesis Examination Committee Chair, Department of Education, Kathy Clark "Specialized Nursing Manpower" July 1990.

Ph.D. Thesis Examination Committee, Department of Economics, David Leadbeater, "Impoverishment in Canada" April 1990.

Ph.D. Thesis Examination Committee, Graduate Department of Education, Elizabeth Thorsen, Stress in the Professoriate, August 24, 1988.

Ph.D. Thesis Examination Committee, Department of Economics, Michael Jolly, Summer 1987.

Search Committee member for a Health Economist, Department of Health Administration, 1987.

Adjudicator, University of Toronto National Scholarship Program, (Alan MacDonald and Brian Perkins), March 1987 to April 1987.

Internal reader, Ph.D. thesis examination, Dominique Gross, Department of Economics, Fall 1986.

Labour Economics, Ph.D. Comprehensive Examination Committee, Spring 1985, Fall 1985, Spring 1986, Fall 1986, Spring 1987.

Member of the Tenure Committee for Professor John Ham, Spring, 1985.

Member of the Internal Reading Committee for Professor William Milnes' Tenure Committee, Spring, 1985.