

VITA

NAN WEINER
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EDUCATION

- Ph.D. University of Minnesota, 1977
Major Field: Industrial Relations/Human Resources
Supporting Fields: Psychology and Labour Economics
- M.A. Industrial Relations
University of Minnesota, 1974
- B.S.B. Business Administration (with distinction)
University of Minnesota, 1969

PROFESSIONAL EXPERIENCE

- 1983 to present University of Toronto
Teach or have taught courses in human resources management, compensation, diversity, employment equity, and organizational behaviour.
- 1984 to 1987 NJ Weiner Consulting, Inc.
1990 to present Specializing in workplace equity issue: diversity, employment equity, pay equity, anti-harassment and human rights. Providing services in program implementation, training and research.

- 1987 to 1990 Ontario Pay Equity Commission
 Began with the Commission as the Job Evaluation Consultant working in policy and public education on clarification of the *Pay Equity Act* and producing materials on gender neutrality. Promoted to Manager, Research and became responsible for the study to identify the means of achieving pay equity in predominantly female sectors and other research projects undertaken by the Commission. Served as Acting Director of Policy and Research for one year.
- 1977 to 1983 Ohio State University
 Teaching and research in areas of human resource management, organizational behaviour and theory, and compensation theory and administration.
- 1973 to 1975 Compensation Manager, University of Minnesota
 Responsible for direct compensation system for non-academic staff, including development and implementation of pay for performance system, installation of compensation information systems, compensation support for collective bargaining and enforcement of relevant government laws.
- 1972 to 1973 Personnel Representative, University of Minnesota
 Personnel generalist, (e.g., job classification, grievance handling, staffing) serving twenty-five departments in the Health Sciences.
- 1969 to 1972 Personnel Representative, Hennepin County
 Personnel generalist particularly involved in staffing, test construction and validation.

PUBLICATIONS

Books

Weiner, Nan Making Cultural Diversity Work, Toronto: Carswell, 1997.

Weiner, Nan, Employment Equity: Making it Work, Toronto: Butterworths, 1993.

Laurence, Karen; Weiner, Nan and Cooper, Elaine, Take Two: A Women's Guide to Technical Jobs in the film and Television Industry, Toronto: Foundation for Toronto Women in Film and Video, 1993.

Weiner, Nan and Morley Gunderson, Pay Equity: Issues, Options and Experiences, Toronto: Butterworths, 1990.

Chapters in books

Weiner, Nan, "Fair Pay" in Harish C. Jain, Peter J. Sloane and Frank M. Horwitz, Employment Equity and Affirmative Action: An International Comparison, Armonk, N.Y., M.E. Sharpe, 2003, pp.126-170.

Weiner, Nan, "Workplace Equity: Human Rights, Employment and Pay Equity", in Oxford Handbook of Canadian Public Administration, editor, Christopher Dunn, 2002.

Weiner, Nan, "Workplace Equity" in Public Sector Collective Bargaining in Canada, edited by Gene Swimmer and Mark Thompson, Queen's University at Kingston: IRC Press, 1995.

Davies, Robert J. and Nan Weiner, "A Cultural Perspective on the Study of Industrial Relations" Organizational Culture, P. J. Frost, et. al., editors, Beverly Hills: Sage Publishing, 1985.

Krajewski, Lee J., Barry E. King, Larry P. Ritzman, Nan Weiner and Danny S. Wong, "A Comparison of Japanese and American Systems for Inventory and Productivity Management: A Simulation Approach", Management by Japanese Systems, edited by Sang M. Lee and Gary Schwendiman, New York: Praeger Publications, 1982.

Mahoney, Thomas A., George T. Milkovich and Nan Weiner, "A Stock and Flow Model for Improved Human Resources Measurement", Personnel, 54:3, 1977, pp. 57-66. Reprinted in Peterson, Tracy and Cabelly (ed.), Readings in Systematic Management in Human Resources, Reading, Mass.: Addison- Wesley, 1979, pp. 437-444.

Monographs

Swartz, Gerald and Nan Weiner, "Case Studies: Multi-Racial Labour Force Project", Toronto: Urban Alliance on Race Relations and The Social Planning Council of Metropolitan Toronto, 1987.

Weiner, Nan and Gerald Swartz, "Summary Report: Multi-Racial Labour Force Case Studies Project", Toronto: Urban Alliance on Race Relations and The Social Planning Council of Metropolitan Toronto, 1987.

Articles

Beck, Helen, Jeffrey Reitz and Nan Weiner, "Proving Systemic Racial Discrimination", Canadian Public Policy, 28(3), 2002, 373-394.

Weiner, Nan, "Effective Redress of Pay Inequities", Canadian Public Policy, 28(supplement 1), 2002, 1-15.

Weiner, Nan, "Employment Equity and Pay Equity," The Canadian Labour Law Journal, 1:4, 1993.

Weiner, Nan, "Job Evaluation Systems: A Critique," Human Resources Management Review, 1:2, Summer, 1991.

Weiner, Nan, "Executive Succession: An Examination of the Resource Dependence Model, Canadian Journal of Administrative Sciences, 1:2, 1984, pp. 321-337.

Rotheram, Mary Jane and Nan Weiner, "Androgeny Stress and Satisfaction: Dual Career and Traditional Relationships", Journal of Sex Roles, 9:2, 1983.

Weiner, Nan, "Japanese Wage System", Compensation Review, 14:1, 1982, pp. 46-56.

Weiner, Nan and Thomas A. Mahoney, "A Model of Corporate Performance as a Function of Environmental, Organizational and Leadership Influences", Academy of Management Journal, 24:3, 1981, pp. 453-470.

Weiner, Nan, "Determinants and Behavioral Consequences of Pay Satisfaction: A Comparison of Two Models", Personnel Psychology, 33:4, Winter, 1980, pp. 741-757.

Weitzel, William, Itzhak Harpaz and Nan Weiner, "Predicting Satisfaction with Compensation as a Function of Satisfaction with Work-Related Variables", Industrial Relations, 16:3, 1977, pp. 323-334.

Milkovich, George T., Roy Richardson and Nan Weiner, "A Systematic Approach to University Faculty Compensation", Compensation Review, 7:4, 1975, pp. 38-46

Newsletters:

Co-Editor, Human Rights & Equity Report, newsletter on workplace equity issues, published by Carswell Publications, 1993 to 1997.

Editor, Pay Equity Guide, newsletter on pay equity published by Concord Press, 1991-1993.

Invited Talks

Weiner, Nan, "Cementing Employment Equity Building Blocks: The Mortar", Toronto Employment Equity Practitioners' Association, June, 1992.

Weiner, Nan, "Pay Equity and the Management of Compensation", Administrative Sciences Association of Canada, Whistler, British Columbia, June 1990.

Weiner, Nan, "Pay Equity," Industrial Relations Management Association, Whistler, British Columbia, May 1989 and 1990.

Weiner, Nan, "Productivity with Quality: Japanese Style", First Annual Conference on Productivity in Organizations, Nags Head, NC, June, 1982.

Weiner, Nan, "Social Loafing and Group Productivity", International Seminar on Understanding Organizational Reality, sponsored by Indian Institute of Management, Calcutta, India, January, 1981.

Latane', Bibb and Nan Weiner, Symposium on "Individual and Group Productivity Around the World", University of Allahabad, Allahabad, India, January, 1981.

Weiner, Nan, "Managing People Behaviour - Lessons in Productivity: Culture and Technology", Conference on Challenges to Industrial Relations: Productivity and Human Resources, Minneapolis, MN, October, 1980.

Presentations

Weiner, Nan, "Job Evaluation: Re-Jigging the Tool", American Psychological Association, August 1993.

Part of symposium on "Organizational Impact of Pay Equity and Employment Equity", Canadian Industrial Relations Association, Ottawa, June, 1993.

Weiner, Nan, "Pay Equity and the Management of Compensation", Administrative Sciences Association of Canada, Whistler, British Columbia, June 1990.

Weiner, Nan, "Pay Equity," Industrial Relations Management Association, Whistler, British Columbia, May 1989 and 1990.

Weiner, Nan, "Theory of Job Evaluation", presented at symposium on "Equal Employment Opportunity and Traditional Salary Differentials: Theory and Implications", American Psychological Association, New York City, September, 1979. (Organized and chaired symposium)

Reitz, Jeffrey G. and Nan J. Weiner, "Racial Discrimination and the Implementation of Employment Equity" Canadian Psychological Association, Vancouver, 1987.

Weiner, Nan, "Employment of Women in Japan", Second Annual Pan-Pacific Business Conference, Seoul, Korea, May, 1985.

Weiner, Nan, "Pay Systems: What the U.S. can Learn from the Japanese", International Industrial Relations Associations, Kyoto, Japan, March, 1983.

Weiner, Nan, "Human Resource Management: What can be Imported from Japan to the United States", Second Annual United States-Japan Business Conference, Tokyo, Japan, April, 1983.

Weiner, Nan, "Cultural Differences Between Japanese and American Managers", Second Annual United States-Japan Business Conference, Tokyo, Japan, April, 1983.

Weiner, Nan, "Japanese Management Practices: Research Needs", presented at symposium on "Research on Japanese Management Systems: Are there Lessons to be Learned?", Midwest Academy of Management Meetings, Columbus, OH, March, 1982. (Organized and chaired symposium).

Krajewski, Lee J., Barry E. King, Larry P. Ritzman, Nan Weiner and Danny S. Wong, "A Comparison of Japanese and American Systems for Inventory and Productivity Management: A Simulation Approach", First Annual United States-Japan Business Conference, Lincoln, NA, April, 1982.

Weiner, Nan, "Women and Employment in Japan", Western Social Sciences Association, Denver, CO, April, 1982.

Weiner, Nan, Bibb Latane' and Janak Pandey, "Social Loafing in India and the United States", Joint Meetings of the Second Annual Conference of the International Association for Cross-Cultural Psychology and the International Council of Psychologists, Taipei, Taiwan, August, 1981.

Weiner, Nan, "Behavioral Components of the Minimize Inventory Production System" and "Diagnostic Approach to Planned Change", presented at symposium on "A Comparison of Japanese and American Systems for Inventory and Productivity Management", American Institute of Decision Sciences, Boston, November, 1981.

Weiner, Nan, Janak Pandey and Bibb Latane', "Individual and Group Productivity in the United States and India", American Psychological Association, Los Angeles, August, 1981.

Weiner, Nan, "Cultural Factors Influencing Productivity", Fifth International Conference of the International Association of Cross-Cultural Psychology, Bhubaneswar, India, December, 1980.

Weiner, Nan, "Pay Satisfaction: An Investigation of the Explanatory and Predictive Power of Lawyer's Model", Proceedings of 40th National Academy of Management Meetings, Detroit, August, 1980.

Weiner, Nan, "A Comparison of Two Models of Pay Satisfaction", Proceedings of 39th National Academy of Management Meetings, Atlanta, August, 1979.

Weiner, Nan, "Theory of Job Evaluation", presented at symposium on "Equal Employment Opportunity and Traditional Salary Differentials: Theory and Implications", American Psychological Association Meetings, New York City, September, 1979. (Organized and chaired symposium).

Weiner, Nan, "Situational and Leadership Influence on Organization Performance", Proceedings of 38th National Academy of Management Meetings, San Francisco, 1978.

Weitzel, William, W. John Licko and Nan Weiner, "Faking and the Manipulator Dimension", Southeastern Psychological Association, Miami, April, 1971

HONOURS AND AWARDS

"Superstar" Teacher
University of Toronto, Fall, 1983

Nominated for Fulbright Lectureship, 1982
(Position not filled by Tribhuvan University,
Kathmandu, Nepal)

Gamma Beta Sigma, Honorary Business Fraternity
Ohio State University, Spring, 1982.

Dean's Research Professorship
Ohio State University, Spring, 1980.

Small Research Grant
Ohio State University, Spring, 1979.

Dissertation Award
Human Resources Division
Academy of Management, 1978.

Corporate Associate Fellowship
University of Minnesota, 1975-76 and 1976-77

Who's Who in American Universities and Colleges, 1975-76