

CREST Residential Fellowship Application Cover Sheet
Academic Year 2010-2011

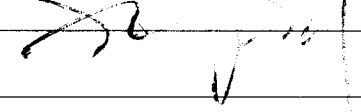
Name Janet Spitz
Rank Assoc. Professor
Department Business
Campus address 401 Western
Campus phone 454 2032 Home phone 658 3264
Email address spitzj@strose.edu
Previous CREST Residential Fellow? yes If yes, give year 2007
Title of Research Project Support for Sustainability: Vision
or Mirage?

Application materials:

- One copy of proposal narrative of roughly 1,500 words with cover sheet attached. Proposals should describe the project clearly and concisely for a multidisciplinary evaluation panel and address its relevance to current directions of research in the field. Please double-space proposals and use a 12-point type.
- One copy of bibliography not to exceed one page.
- One copy of *curriculum vitae*

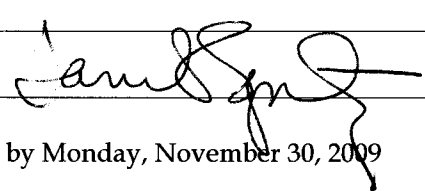
Note to department heads:

- Residential Fellows will be released from one course during the fellowship year.
- This semester will tentatively be Fall 2010 or Spring 2011 (please circle one)

Department Head signature 
Printed Simona Sung

If appointed in two departments:

Additional Department Head signature _____
Printed _____

Signature of Applicant 

Applications must be received by Monday, November 30, 2009

Please mail to:

Dr. John Williams-Searle, Director
Center for Citizenship, Race, and Ethnicity Studies (CREST)
The College of Saint Rose
432 Western Avenue
Albany, NY 12203-1490

College of Saint Rose CREST Application

November 29, 2009

A. Objective.

The idea of Sustainability – particularly global sustainability – continues to gain legitimacy and recognition across academic fields, as well as in the general population: the U.S. Government now maintains a Sustainability website, for example (EPA, 2009) while Arizona State University hosts a School of Sustainability (ASU, 2009). The extent to which sustainable approaches receive particularly business support, especially in a globalized business context, however, is less well understood. Nearly all corporate websites make claims to sustainability, but those claims may appear somewhat at odds with the same organizations' actual business behavior. Other firms show commitment to aspects of sustainability through their production or installation of alternative energy products such as wind turbines, solar panels, algae biomass refinement and the like. Even firms engaged in alternative energy production, however, may generate considerable hazardous materials in so doing, and may engage in processes that embrace sustainable practices to a lesser or greater extent.

Almost no empirical data has emerged about support for business sustainability within the business community itself; of course opinion pieces on both sides of the argument abound (The Economist, 2005), as do “how-do” articles (see for ex the journal, Greener Management International). The opposition to sustainable climate policy as well as opposition to the Living Wage movement by the U.S. Chamber of Commerce, representing 300,000 businesses, is well known (Broder, 2009).

This research seeks to expand our understanding of one of the drivers of business sustainability practices: support for sustainability as a value in and of itself. If practices are consistent with the values of those in a position to advise and select business practice, as research in psychology and sociology suggests (Eisler, 1987), then a strong values commitment to sustainability should result in sustainable business practices. Similarly, weak support for sustainability should lead to business practices characterized by an acceptance of hazardous waste creation, pollution, and otherwise treating issues of sustainability and related social goals as “externalities” – that is, elements beyond the proper scope of a business firm.

To uncover values of sustainability support, we build on previous research finding that teachers affect student values and beliefs far beyond the topics of the classes in which teacher and student interact (Osguthorpe, 2009). Accordingly, surveys covering values and beliefs on a variety of business globalization dimensions, including several aspects of sustainability, were administered to, and gathered from, several thousand academics and students over the past 2008-2009 academic year. If teachers do influence student values and beliefs, then understanding faculty views about sustainability (and comparing these to student views) may tell us something about sustainability views held by emergent management and business graduates and MBAs, as well as by students and academics more generally.

B. Methodology.

During the 2008-2009 Academic Year, several thousand surveys were sent out to academics in several major universities in the U.S. and Australia, and students at one major university in Australia, asking respondents to indicate their values and beliefs about specific

aspects of business sustainability practices, among other business globalization activities.

Demographic information was collected as well, querying respondents on gender, ethnicity, skin color, and sexual preference. Surveys are still being counted, but estimates indicate some 1500-2000 academic faculty responses, and some 2000 from students. The task of accurately entering responses recorded on these hardcopy three page survey forms is a large one, and is currently under way; as of the date of this application, 1358 faculty responses have been entered into a database, cleaned, and coded.

A hardcopy version of the survey is attached; this is the version for faculty. The student version is identical on the values questions and differs only that instead of asking for such academic faculty attributes as number of publications and academic rank, it asks instead for whether the student is full time, part time, what is the student's major, and the like. Please note that at this time, I am not proposing to test all possible questions. Rather, this CREST application focuses on the variables marked on the survey, which focus on values related to specific aspects of sustainability, as well as noted demographics.

When entered, the full data set will be analyzed to test whether support for sustainable business practices differs by academic field, by gender, by ethnicity, by skin color (self reported in a range from "very light" to "very dark") and by sexual preference; also tested will be whether student views differ from their departmental faculty. In particular, we wonder if Business faculty and students differ in their support for sustainability compared with faculty and students from other fields, and what difference demographic characteristics and well as personal sexual preferences make. Statistical analysis will permit emergence of difference according to the following equation:

$$Y = f(X, Z)$$

Where Y is support for business sustainability measured in several ways, X is a variable representing whether the respondent is a member of the faculty (or a student) in Business (1=yes in Business) or in another field (0=other field), and Z is a series of control variables including academic rank, age, gender, ethnicity, skin color, sexual preference, and country of residence. Another variable specifies whether the respondent is a member of the faculty (faculty = 1 if yes) or a student (faculty = 0 if student). If the effect of the variable X shows itself to be statistically significantly different from zero, then we can conclude that Business Faculty hold a level of support for sustainability that is either more (if positive) or less (if negative) than faculty in other academic fields. Similar conclusions can be drawn from significant effects, should they emerge, of demographic variables, sexual preference, and student vs faculty status.

C. Rationale.

When analyzed, responses to these surveys will permit a test of four questions central to understanding support for business sustainability within the business community and, more broadly, within Academe:

1. Do Business Faculty Support Business Sustainability? With surveys from faculty in many university departments, and across universities, we can test whether the level of support for business sustainability differs according to field: specifically, do Business School academics self-report more, less, or an equivalent level of support for sustainable practices than do academics in other fields.

faculty sustainability support, will permit a test of the hypothesis that students are influenced by faculty values.

One objection to the faculty influence hypothesis is that, perhaps, students who enter business schools already hold essentially the same values and beliefs as do business faculty. That is, self-selection of students into areas of study results in a like-seeks-like process so that no actual transmission of values occurs. Responses of students who are beginning entry into the business program, and responses of students well advanced in the same business program, will provide data to address, empirically, this objection.

As interest in sustainability grows, the question of whether Business supports sustainability, particularly sustainability in Global Business activity, is increasingly important to policy. High values support for sustainability implies that business behavior supporting sustainability can move forward in a more cohesive, coordinated, and voluntary manner. Low values support for sustainability, particularly among business faculty and students, implies that advancing sustainability goals in a behavioral and measureable manner, may necessitate increasingly rigorous legal requirement. This is a major policy issue relevant to the fields not only of Business, but of Political Science, Environmental Science, Law, and the emerging field of Global Trade Policy.

D. Dissemination.

It is expected that the results of this research will be disseminated through conference presentations and publication, and it is the purpose of this CREST Application to enable me to prepare both a major national conference presentation, and a finished paper suitable for

publication in a recognized national journal. At this time, I am targeting the American Journal of Economics and Sociology. The first report utilizing this new values survey research has already been accepted for presentation January 5, 2009 in Atlanta at the American Economics Assoc. / Allied Social Sciences Annual Meetings: this “first cut” focuses on faculty differences in support for social provisioning, by field and nationality. If there is College support from CREST, there will be a second presentation focusing on student-student and student-faculty comparisons, submitted for presentation to the Eastern Economics Association in March of 2011. If so, that would increase chances for publication, as the author’s last Eastern Economics Assoc. presentation was accepted for publication in the Forum for Social Economics (Spitz, 2009a).

The paper focusing on demographic and sexual preference differences will be submitted to the American Economics Assoc / Allied Social Science Assoc National Meetings in January 2011.

As the analysis becomes deeper and more complex, more time is required to compose a story that explains the logic of testing the data in these ways: it is not a straightforward one-hypothesis test to explore the intricacies of disciplinary effects, values transmission effects to students, and the interrelationships of gender, ethnicity, skin color, and sexual preference. The CREST release time and the additional Graduate Assistance from this grant will permit the development of this more complex account.

This CREST application builds on publications from earlier related research driven by results of a somewhat similar survey distributed in 1999 to a more limited sample (Spitz, 2009b, 2009c; Konrad and Spitz, 2003).

E. Departmental Impact.

The Department will cover the teaching from which I would be reassigned through an adjunct instructor. More importantly, however, will be the impact on the Department from the Scholarly Recognition that these presentations and publication will bring to the Saint Rose School of Business from faculty member research.

The College's Strategic Plan clearly sets out an agenda for faculty members to raise the scholarly profile of the College of Saint Rose. This CREST support will permit a presentation at the national level, and at the regional level, and hopefully an additional publication in a nationally recognized journal, all of which will raise the scholarly profile of the Business Department at Saint Rose.

F. Departmental Signature: see attached cover page.

References.

Arizona State University (2009) School of Sustainability <http://schoolofsustainability.asu.edu/>.

Broder, J. M. (2009). "Storm Over the Chamber" The New York Times Special Report: Business of Green, Thursday Nov 19.

Economist, The (2005). "The Biggest Contract: Business & Society" Special Report.

Eisler, R. (1987). The Chalice and The Blade. SF: HarperCollins.

E.P.A. (2009) "Sustainability: The Sustainability Program of EPA's Office of Research and Development" <http://www.epa.gov/sustainability/>.

Greener Management International (1996 – present), see for example L. Schlange's 2009 "Stakeholder Identification in Sustainability Entrepreneurship" or P. Shrivastava's 2006 "Sustainable Transportation Strategies: China".

Konrad, A. and J. Spitz (2003). "Explaining demographic group differences in affirmative action attitudes" The Journal of Applied Social Psychology, 33(8):1618.

Loutfi, M. F. (2001). Women, Gender and Work. Geneva: International Labour Office.

Osguthorpe, J. (2009). "On the Possible Forms a Relationship Might Take between the Moral Character of a Teacher and the Moral Development of a Student." Teachers College Record v.111: 1-26.

Seager, J. (2005) The Atlas of Women in the World, 3rd Ed. London: Earthscan Press.

Spitz, Janet. (2009a) "CEO Gender and the Malt Brewing Industry" Forum for Social Economics April <http://www.springerlink.com/content/nt61n120r1420463/?p=a85b9a881eca44adb95050ec23a41745&pi=0>

Spitz, Janet. (2009b) "Business Globalization and Democracy" CREST Working Papers Collection 2007-2008, Albany NY: College of Saint Rose.

Spitz, Janet (2009c) "Business Ideology and Globalization" the University of Western Australia Global Studies Research Center http://www.law.uwa.edu.au/data/assets/pdf_file/0003/286185/Spitz_-_Bus_Ideology_and_Globalisation.pdf

CREST Application - J Spitz 11/09

Thank you for completing this anonymous survey on Faculty Values and Beliefs

(Please Return in Enclosed Stamped Addressed Envelope)

1. Views on Companies and Wealth:

| | Strongly Agree | Agree | Disagree | Strongly Disagree |
|---|----------------|-------|----------|-------------------|
| Private companies are the best way to spread goods and services | | | | |
| → Businesses should pay all employees enough to live well | 3 | 2 | 1 | 0 |
| Businesses should be able to influence election outcomes | | | | |
| More regulation of business is needed world-wide | | | | |
| It is reasonable for businesses to hire private military forces | | | | |
| → Hazardous waste is an unavoidable result of business production | 3 | 2 | 1 | 0 |
| The central goal of business should be increasing profit | | | | |
| It is OK for managers to accept gifts | | | | |
| Taxes on business should pay for everyone's medical care | | | | |
| The drive for profit leads to labor abuses and sweatshops | | | | |
| Business corporations make too much profit | | | | |

← code

2. In general, I think that:

| | | | | |
|---|---|---|---|---|
| → There is one correct way to do things | 3 | 2 | 1 | 0 |
| Women should not work in "men's jobs" | | | | |
| Everybody gets a fair chance today | | | | |
| → In general, I think inequality is a good idea | 3 | 2 | 1 | 0 |
| Children suffer if their mothers work | | | | |
| → Everyone world-wide should have medical care | 3 | 2 | 1 | 0 |
| People who have wealth deserve it | | | | |
| → Birth control should be easily available world-wide | 3 | 2 | 1 | 0 |
| → It is OK that some enjoy luxuries while others do without | 3 | 2 | 1 | 0 |
| Sexual relations between two adults of the same sex is OK | | | | |
| Globalization spreads inequality | | | | |

3. Views on Capabilities: At Work,

| | | | | |
|--|---|---|---|---|
| → Sometimes people need to say things that are not true | 3 | 2 | 1 | 0 |
| Men are somewhat more capable than women | | | | |
| Whites are somewhat more capable than people of color | | | | |
| Employees should not question their managers | | | | |
| People of some religions are more capable than others | | | | |
| Heterosexual people are somewhat more capable than homosexuals | | | | |
| My own skills are excellent | | | | |
| → People who do not share others' values should leave | 3 | 2 | 1 | 0 |
| → When people fail, it is usually their own fault | 3 | 2 | 1 | 0 |
| Hiring, promotion and salary depend ONLY on ability, skill, and qualifications | | | | |

4. In my view, Hiring, Promotion and Salary also depend on

- gender
- religion
- skin color
- family background and status
- economic wealth
- knowing influential people

| Strongly Agree | Agree | Disagree | Strongly Disagree |
|----------------|-------|----------|-------------------|
| | | | |
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5. Views on policy:



- Social goals are NOT the concern of business
- When jobs are scarce, men have more right to a job than women
- Developing nations should have a voice equal to the USA
- Labor unions should be encouraged
- Mothers should not work
- True Democracy (all citizens vote, majority rule) constrains business
- People looking for work should be able to move anywhere to gain employment
- Nations should have the right to deny businesses opportunities

| 3 | 2 | 1 | 0 |
|---|---|---|---|
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Business and Political Leadership Preferences:

6. Top Management Positions should be mostly held by

- Men
- White people
- Heterosexuals
- Those of a certain religion
- Those of a certain tribe or ethnicity
- People who value tradition over change

| strongly agree | agree | does not matter | disagree | strongly disagree |
|----------------|-------|-----------------|----------|-------------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
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| | | | | |

7. Top Political Positions should be mostly held by

- Men
- White people
- Heterosexuals
- Those of a certain religion
- Those of a certain tribe or ethnicity
- People who value tradition over change

| strongly agree | agree | does not matter | disagree | strongly disagree |
|----------------|-------|-----------------|----------|-------------------|
| | | | | |
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| | | | | |
| | | | | |

Thank you for participating in this survey.

Please answer some categorical background questions to help with our analysis.

Background Questions for categorical analyses:

8 Does your educational institution offer a Doctorate? yes no ←

9 In which Department do you work?

10 If business, does your program offer the MBA degree? yes no

| | | Assistant | Assoc. | Full | Senior |
|----------------------------|--------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 11 Your academic position: | Lecturer | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Professor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Visiting / Temporary / Adjunct | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | other <input type="text"/> | | | | |

12 Your highest degree: Bachelors Masters

PhD or Doctorate Other (please specify):

13 Please indicate the number of your publications in: Refereed Journals: Books:

Other, including Conference Papers:

14 Please indicate your approximate income per year: (in US Dollars or Other -->)

Academic income Total Income

15 Demographic Information:

Age: ←

Country of Residence:

Ethnicity: ←

Religious identity:

16 International residency

Number of other countries where you have lived:

Years you have lived in other countries:

Number of different global regions where you have lived:

17 Religion: Very Religious Not Religious

How religious are you?

18 Skin color: Very Dark Very Light

Would you please indicate your skin color? 3 2 1 0 ←

19 Please indicate your gender and Sexual Orientation: Male Female Both / Trans

Your Gender

Sexual partner preference ←

Thank you so much for participating in this survey! Please return in enclosed stamped addressed envelope.

For more information or to receive a copy of our results, please contact separately: Dr. Spitz at spitzj@strose.edu

Janet Spitz PhD
November, 2009

School of Business
The College of Saint Rose
Albany, NY 12203
(518) 454-2032 tel / 458-5449 fax

386 Potter Hill Road
Petersburgh NY 12138
(518) 658 3264 tel/fax
email: spitzj@strose.edu

Academic Position: Associate Professor, School of Business, The College of Saint Rose (CSR).

Member, Center for Citizenship, Race, and Ethnicity Studies (CREST)
Member, International Association for Feminist Economics (IAFFE)
Member, Industrial Relations Research Association (IRRA).
Member, International Industrial Relations Assoc. (IIRA)
Member, Committee on the Status of Women in the Economics Profession
(CSWEP; a division of the American Economic Assoc).
Member, Association for Social Economics (ASE)
Member, American Association of University Women (AAUW)

Previous Positions: Visiting Assoc. Professor, Dept. of Strategy and International Business, the University of
Queensland, Brisbane, Australia, Spring, 2009.
Assistant Professor, School of Management, Rensselaer Polytechnic
Institute (RPI), 1990-1994.
Lecturer, Swedish School of Economics (Svenska Handelshogskolen),
Helsinki, Finland, 1990.
Board of Directors, Rensselaer Taconic Land Conservancy (1991-2002)
Sub-Contractor, Immigration Assessment Project, US Dept. of State,
Dept. of Justice (#COW-8-C-0048) (1998-2001).
Primary Contractor, US Dept of State, IREX, Russian Enterprise Project (1992-96).

EDUCATION: Ph.D. Stanford University (Graduate School of Business), 1991.
MBA Cornell University (Johnson School of Management), 1985.
BA Cornell University (College of Arts and Sciences), 1973.

AREAS OF EXPERTISE
and INTEREST:

Globalization. Overlap and divergence of business, citizen, and national interests.
The role of Ideology; Sustainable development; economies in transition.
Comparative economic systems, political economy, organizational structure, institutions,
social expectations and culture.
Statistical analysis, modeling, and evaluation of process and outcomes.
Organizational productivity, structure and control; innovation and change.
Employment patterns and discrimination: performance vs. reward; statistical patterns vs
systems of beliefs -- participant perception and understanding.
Immigration.
Conflict Resolution: preconditions, process collaboration, results.

DISSERTATION: Stanford University, Graduate School of Business, PhD 1991.
"Productivity and Wage Relations in Economic Theory and Labor Markets." Original
data collection from a Western US supermarket chain facilitated this comparative
statistical test of both neoclassical and contemporary approaches to the relation between
individual contribution to the firm, and the wage. A subtle process of gender-based task
assignment prior to productivity assessment significantly skewed measured performance
and, consequently, rewards. Practical policy recommendations for Organization-wide
task rotation, adopted by the firm, resulted in \$13 million savings; avoidance of

gender discrimination fine in otherwise successful class action lawsuit; restructured aspects of production process and operations, and staffing; described below (Consulting).

HONORS and FELLOWSHIPS:

Awarded Sabbatical Academic Year 2008-2009.
CREST Residential Fellow, 2007-2008 for work on Business Globalization.
Invited Reviewer, NYS Even Start Local Evaluation Reviews, 2005.
Awarded Sabbatical, Academic Year 2000-01, The College of Saint Rose.
Tenured at The College of Saint Rose, 2000.
Anbar Citation of Excellence,
"Human nature and judicial interpretation of equal employment law" Managerial and Decision Economics vol.19, no.7/8, 1998.
Industrial Relations Research Association, "Employer Response to Sex Discrimination Law" cited as outstanding paper, 1990.
John M. Olin Program in Law and Economics, Stanford Law School, 1989; 1990.

GRANTS:

Research funded by Saint Rose, "Faculty Values and Beliefs" 2008 - 2009.

The College of St. Rose, Scholars and Artists Grant, "Ideological Bases of Business Globalization, 2008.

The College of St. Rose, Center for Race, Ethnicity and Citizenship Studies, "Business Globalization and Democracy" 2007-2008.

Graduate Assistant awarded, 1997-date. Trained GAs in research on topics of mutual interest; worked with Graduate Assistants to prepare, present, and publish research. Included certain Graduate Assistants as co-authors on research presentations and publications.

Principal Investigator, International Research and Exchanges Board, US Dept. of State, 1993-96. "Comparative Labor Market Research: Performance, Pay, Structure and Gender in the United States and Russia." Papers presented at the Association for Comparative Economics Annual meetings, and the Industrial Relations Research Association Annual meetings, 1994-98.

The World Bank, 1993. "Russian Workforce Utilization and Technological Choice." Work presented 1996.

Rensselaer Polytechnic Institute School of Management, 1992-3. "Organizational productivity, workforce utilization, and technology in Russia and the Czech Republic." Papers presented 1993-1995.

Stanford University Law School, 1989; 1990. Research in discrimination law.

PUBLICATIONS:

Refereed Journals:

"CEO Gender in the Malt Brewing Industry: Return of the Beer Witch, Ale-Wife and Brewster"
Forum for Social Economics April 2009 online first at
<http://www.springerlink.com/content/nt61n120r1420463/?p=a85b9a881eca44adb95050ec23a41745&pi=0>

"Human nature and judicial interpretation of equal employment law,"
Managerial and Decision Economics 19: 521-535, 1998.

"Explaining demographic group differences in affirmative action attitudes" with A. Konrad, *The Journal of Applied Social Psychology*, 33(8):1618, August, 2003.

Working Papers Published in Hardcopy and Online:

"Ideology and Business Globalization: Implications for Democracy" at the Global Studies Research Centre, "Impacts of Globalization" University of Western Australia May, 2009 (Perth, AU). http://www.law.uwa.edu.au/research/global/global_workshop

"Business Globalization and Ideology: The Dissemination of Anti-Democratic Thought" with A. Konrad and A. Cresko, CREST Working Papers Collection 2007-2008: the Center for Citizenship, Race, and Ethnicity Studies, The College of Saint Rose v2:213.

In Preparation for Review:

"Pharmaceutical High Profits: The Value of R&D or Oligopolistic Rents?" with M. Wickham *International Journal of Business and Economics*.

"Business Globalization vs. Democracy: Equal Opportunity At Risk" with A. Cresko *Dollars and Sense*.

"Gender Development Consequences of Business Globalization" with A. Konrad and A. Cresko *for Feminist Economics*

"Business Globalization and Ideology: Implications for Democracy" with A. Konrad and A. Cresko, *Eastern Economics Journal*

Refereed Conference Proceedings:

"Gains from Trade? A complex network analysis of impact of international trade on economic convergence" with Tim Kastelle ANZIBA Conference Proceedings. (Australian New Zealand International Business Assoc.) April 17, 2009 Brisbane, Australia.

"Business Globalization and Democracy" ANZIBA Conference proceedings April 17, 2009 Brisbane AU.

"Gender Development Consequences of Business Globalization" with A. Konrad and A. Cresko, Proceedings of the Oxford Business and Economics Conference, June 22, 2008, Oxford England.

"Business Globalization and Ideology: The Dissemination of Anti-Democratic Thought" with A. Konrad and A. Cresko, Proceedings of the 7th Global Conference on Business and Economics, Oct. 13, 2007 Rome, Italy.

"Pharmaceutical High Profits: Languaged Ideology or the Cost of R&D?" with M. Wickham, Proceedings of the 7th Global Conference on Business and Economics, Oct. 13, 2007, Rome Italy.

"Sex, Gender, and Salaries in Academe: Is Productivity Enough?" with A. Konrad in J. Burton, Jr. (Ed.) *Industrial Relations Research Association Series: Proceedings of the Fifty-Third Annual Meeting*. Madison, WI: IRRA Press, 2001.

"Labor utilization in the Russian enterprise" (with N. Vinokurova) in J. Burton, Jr. (Ed.) *IRRA: Proceedings of the Forty-Sixth Annual Meeting*. Madison, WI: IRRA Press, 1994.

"Workforce response to an efficiency wage: Productivity, turnover and the grievance rate" J. Burton, Jr. (Ed.) *IRRA: Proceedings of the 45th Annual Mtg.* Madison, WI: IRRA Press, 1993.

"Promotion, reward and selectively measured performance" in J. Burton, Jr. (Ed.) *IRRA: Proceedings of the Forty-Fourth Annual Meeting*. Madison, WI: IRRA Press, 1992.

"Employer response to sex discrimination law" in J. Burton, Jr. (Ed.) Industrial Relations Research Association Series: Proceedings of the 43 Annual Mtg. Madison, WI: IRRA Press, 1991.

"Dual organization structure: A response to competitive globalization among large, technologically advanced firms" in H. Fuschfeld (Ed.) Effective Use of Global Technical Resources: Proceedings of The International Technology Conference, Stresa, Italy, 1992.

Book Reviews:

"Unemployment and labour market flexibility: Finland" in Industrial and Labor Relations Review, 1992.

SELECTED PRESENTATIONS not included above:

"Gains from Trade? A complex network analysis of the impact of international trade on economic convergence" with Tim Kastle at the ANZIBA (Australian New Zealand International Business Assoc.) Conference 2009, Track 1: The political, institutional, and historical context of Global Business, April 17, 2009 at the Univ. of Queensland, Brisbane AU.

"Business Globalization and Democracy" at the ANZIBA Conference 2009, Track 1: The political, institutional, and historical context of Global Business, April 17, 2009 at Univ. of Queensland, Brisbane AU.

"Ideology and Business Globalization: Bounding Free Trade?" at the University of Queensland Business School April 3, 2009 (Brisbane, AU).

"Gender Development consequences of business globalization" at the Australian National University Gender Relations Center March 30, 2009 (Canberra, AU).

"Ideology and Business Globalization: Bounding Free Trade?" at The Australian National University Business School April 2, 2009 (Canberra, AU).

"Ideology and Business Globalization: Bounding Free Trade?" at Curtin University May 28, 2009 (Perth, AU).

"Ideology and Business Globalization: Implications for Democracy" at the University of Western Australia May 27, 2009 (Perth, AU).

"CEO Gender and the Malt Brewing Industry: Return of the Beer Witch, Ale-Wife, and Brewster (or, Using Capitalism for Economic and Social Justice in the 21st Century) Association for Social Economics at the American Economics Association Annual Meetings, San Francisco, Jan 5, 2008

"Gender Development Consequences of Business Globalization" Women's Studies Regional Conference, The College of Saint Rose, Albany NY March 15, 2008.

"Business Globalization and Democracy" Eastern Economic Association, Boston, 3/8/08.

"Gender Development Consequences of Business Globalization" presented at the American Economics Assoc. / IAFFE /ASSA national conference, New Orleans Jan 6, 2008.

"Business Globalization and Ideology: The Dissemination of Anti-Democratic Thought" 7th Global Conference on Business and Economics, Rome Italy Oct. 13, 2007.

"Pharmaceutical High Profits: Languaged Ideology or the Cost of R&D?" 7th Global Conference on Business and Economics, Rome Italy Oct. 13, 2007.

"Training Corporate Managers in Ideological Thought" presented at the Women's Studies