

CURRICULUM VITAE  
MICHAEL JOSEPH PIORE

PERSONAL

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Date of Birth: August 14, 1940

Place of Birth: New York City

EDUCATION

Harvard University, Graduate School of Arts and Sciences  
Ph.D. in Economics (Special Field: Labor), September 1966.  
Harvard College, B.A., Magna Cum Laude, in Economics, June 1962.  
Riverdale Country School, High School Diploma, June, 1958.

ACADEMIC HONORS

Honorary Doctorate (Docteur HONORIS CAUSA), Universite des Science et Technologies de Lille  
Phi Beta Kappa Visiting Scholar 1988-1989  
MacArthur Foundation Fellow 1984-1989  
Honorary Woodrow Wilson Fellowship 1962-1963  
Phi Beta Kappa 1962  
John Harvard Scholarship 1960-1961  
Detur Prize 1960  
Harvard College Scholarship 1959-1960

LANGUAGES

French, Spanish

EMPLOYMENT

David W. Skinner Professor of Political Economy, Massachusetts Institute of Technology, July, 1997 to present.  
Director, MIT-Mexico Program, MIT Center for International Studies, 2003-present.  
David W. Skinner Professor of Economics and Management, Massachusetts Institute of Technology, January, 1991 to July 1997.  
Professor, Economics, Massachusetts Institute of Technology, July 1975 to present.  
Mitsui Professor of Contemporary Technology, Massachusetts Institute of Technology, 1981 to 1986.

Associate Professor of Economics, Massachusetts Institute of Technology, July 1970 - June 1975 (on leave, Spring 1975.)  
Assistant Professor, Labor Economics, Massachusetts Institute of Technology, 1966-1970 (on leave, Spring 1970 - 1971.)  
Consultant on Labor, Manpower, and Income Maintenance for the Commonwealth of Puerto Rico, 1970-1972.  
Research Coordinator and Acting Executive Director, Commonwealth of Puerto Rico, Governor's Advisory Council of the Department of Governmental Programs, June 1970-July 1971.  
Research Fellow, John F. Kennedy School of Government, Harvard University 1968-1969 and 1969-1970.  
Consultant to the United States Department of Labor, 1968 - 1970.  
Consultant to the Boston Model Cities Administration, Study of Welfare Revision, 1960.  
Research Staff, National Bureau of Economic Research, Study of Income Maintenance, Summer 1967.  
Consultant, NAACP Legal Defense and Education Fund, Inc. 1966-1968.  
Teaching Fellow, Economics, Harvard University, 1964-1966.  
Coordinator, COFO, Federal Programs Project, Canton, Mississippi, Summer 1964.  
Research Assistant, President's Council of Economics, Washington, D.C., Summers of 1960 and 1961.

#### CURRENT OUTSIDE PROFESSIONAL ACTIVITIES

President Elect, SASE, Society for the Advancement of Socio-Economics, 2006-  
Member, Advisory Board, Institute for Labour Studies of the International Labour Organization, 2006-  
Elected Member of the Executive Committee, American Economic Association, 1991-1994.  
Member, Governing Board, Institute for Labour Studies of the International Labour Organization, Geneva, Switzerland, 1990-1996; 1996- present: continuing advisor and consultant.  
Member of the Program Committee, International Predissertation Fellowship Program (IPFP), Social Science Research Council, New York, 1990-present.  
Member, Research Council, Economic Policy Institute, Washington, D.C., 1988-present.  
Editorial and Advisory Boards:  
Review of Employment Topics, Labor Relations Agency, Editorial Board Member, 1993-2003.  
Stato e Mercato, Coleccion Economia y Sociologia del Trabajo, Ministry of Labor, Spain.  
Stanford Journal of Law, Gender, and Sexual Orientation, Stanford University.  
Geneses, Sciences Sociales et Histoires, Calmann-Levy, Paris, France.  
Consultant to various international organizations; U.S. Government agencies, state agencies for Massachusetts, New York, and Pennsylvania; and to a limited number of private business organizations.

#### PROFESSIONAL ASSOCIATIONS

American Economic Association  
Industrial Relations Research Association  
Union of Radical Political Economists

#### PUBLICATIONS

##### 1. Books

Innovation – The Missing Dimension (with Richard Lester) Cambridge, MA: Harvard University Press, 2004.

Working in America: A Blueprint for the New Labor Market (with Paul Osterman, Thomas Kochan, and Richard Locke) Cambridge, MA: MIT Press, 2001.

Think Globally, Act Locally: Decentralized Incentive Framework for Mexico’s Private Sector Development. (with Yevgeni Kuznetsov, Clemente Ruiz Duran, and Charles Sabel) World Bank Informal Research Report, 2001.

Learning, Liberalization, and Economic Adjustment, editor, (with Mitsuhiro Kagami and John Humphery), Institute of Developing Economies, Tokyo, Japan, 1998.

Pensar Globalmente y Actuar Regionalmente: Hacia un Nuevo Paradigma Industrial Para el Siglo XXI, editor (with Enrique Dussel Peters and Clemente Ruiz Duran). Universidad Nacional Autónoma de México: Fundación Friedrich Ebert: Editorial Jus, Mexico 1997.

Employment Relations in a Changing World Economy, editor (with Richard Locke and Thomas Kochan) MIT Press, Cambridge, MA, 1995.

Beyond Individualism, Harvard University Press, 1995.

The Second Industrial Divide (with Charles Sabel,) Basic Books, Inc. 1984.

Dualism and Discontinuity in Industrial Society (with Suzanne Berger,) Cambridge, UK: Cambridge University Press, 1980.

Unemployment and Inflation: Institutional and Structuralist Views (editor), Sharpe Press, 1979.

Birds of Passage: Migrant Labor and Industrial Societies Cambridge; New York: Cambridge University Press, 1979.

Internal Labor Markets and Manpower Adjustment (with Peter Doeringer,) D.C. Heath and Company, New York 1971.

## 2. Papers (partial listing)

“Trading Up: An embryonic model for easing the human costs of free markets,” (with Andrew Schrank) *Boston Review*, Sept/Oct, Vol. 31 (5), pp. 11-14, 2006.

“Changing Regimes of Workplace Governance, Shifting Axes of Social Mobilization and the Challenge to Industrial Relations Theory,” (with Sean Safford), *Industrial Relations*, 45(3), pp. 299-325, 2006.

“Qualitative Research: Does it fit in economics?” *European Management Review*, Vol. 3 (1), pp. 17-23.

“Qualitative Research: Does it fit in economics?” forthcoming in Curren, Sara and Ellen Perecman (Eds.) A Handbook for Social Science: Field Research Essays & Bibliographic Sources on Research Design and Methods. Sage, 2006.

“En busca de un sistema de regulacion laboral flexible en Latinoamerica y Estados Unidos,” *Revista de Trabajo*, Ano 2, Numero 2, Nueva Epoca, pp. 107-114, 2006.

“Normas laborales de Mexico en la economia global,” *Comercio Exterior*, 55(2), Feb., 2005, pp. 140-147.

“The Neoliberal Ideal and the Reality of Workplace Practice: Shifting Axes of Political Mobilization and New Regimes of Workplace Governance in the United States,” in Max Miller (ed.) Worlds of Capitalism: Institutions, Governance and Economic Change in the Era of Globalization. London; New York: Routledge, 2005, 179-199.

“Economy, Society and Worker Representation in Corporate Governance,” in Grandori, Anna (ed.) Corporate Governance and Firm Organization: Microfoundations and Structural Forms. Oxford: Oxford University Press, 2004, pp. 141-158.

“Rethinking International Labor Standards,” in Will Milberg (ed.) Labor and the Globalization of Production: Causes and Consequences of Industrial Upgrading. Hampshire, U.K.; New York, NY: Palgrave Macmillan, 2004, pp. 249-265.

“Reconfiguration of Work and Employment Relations in the United States at the Turn of the Century,” in Changing Life Patterns in Western Industrial Society, Giele, J. and E. Holst (eds.). Oxford: Elsevier, 2004, pp. 23-44.

“Learning and the Limits of Foreign Partners as Teachers,” (with Enrique Dussel Peters and Clemente Ruiz Duran) in Free Trade and Uneven Development: The North American Apparel Industry after NAFTA. Gary Gereffi, David Spener and Jennifer Blair, eds. Philadelphia: Temple University Press, 2002, pp. 224-245.

“Economics and Sociology,” *Revue Économique*, Vol. 53 (2), 2002, pp. 291-300.

“Industrial Policy,” in Katznelson, Ira and Prewitt, Kenneth, eds. International Encyclopedia of the Social and Behavioral Sciences. Elsevier Science, forthcoming Fall 2001.

“The Emergent Role of Social Intermediaries in the New Economy,” *Annals of Public and Cooperative Economics* (CIRIEC), Vol. 72 (3), pp. 339-350, 2001. Translated and reprinted as “El rol emergente de los intermediaries sociales en la nueva economia,” in *Valores en la Sociedad Industrial*, Vol. 21 (57), Aug., 2003, pp. 15-23 (Catholic University of Argentina).

“Thirty Years Later: Internal Labor Markets, Flexibility and the New Economy,” *Journal of Management and Governance*, Vol. 6, 2002, pp. 271-279.

“Diversity in Economic Organization: An American Perspective on the Implication of European Integration for the Economic Performance of Japan,” The European Integration and Japan: Proceedings of the 17<sup>th</sup> Yokohama 21<sup>st</sup> Century Forum, 2000, pp. 40-49.

Columns on Economics and Social Policy, *Folha de S. Paulo*, Brazil, 1998-1999.

“Interpretive Management: What General Managers Can Learn from Design” Harvard Business Review March-April 1998, pp 86-96; also in Harvard Business Review on Breakthrough Thinking, Harvard Business School Press, 1999, pp. 161-187.

“Le message de Jean-Jacques Silvestre: une conversation interrompue” in Repenser l'économie du travail: De l'effet d'entreprise à l'effet sociétal, Bernard Gazier, David Marsden, and Jena-Jacques Silvestre, Octares Editions, Toulouse, France, 1998, pp. 3-7.

“Trade and the Social Structure of Economic Activity” in Imports, Exports, and the American Worker, Susan M. Collins, editor, Brookings Institutions Press, Washington, DC, 1998, pp. 257-286.

“Identity and Social Movements”, Perspectives on Work, 1998, Vol. 1 No. 3, pp. 12-14.

“L'organisation du développement des produits” in Les limites de la rationalité, Volume 2, Colloque de Cerisy, Sous la direction de Bénédicte Reynaud, Éditions La Découverte & Yros, Paris, 1997, pp. 265-298.

“Review of The Handbook of Economic Sociology,” in the *Journal of Economic Literature*, Vol. 34, 1996, pp. 741-754.

“Au-delà des relations industrielles” in L'État des Relations Professionnelles: Traditions et perspectives de recherche, Sous la direction de Gregor Murray, Marie-Laure Morin, and Isabel Da Costa, Les Presses de L'Université Laval, Quebec, Canada, 1996.

“Local Development on the Progressive Political Agenda” in Reinventing Collective Action: From the Global to the Local, Edited by Colin Crouch and David Marquand, Blackwell Publishers, Oxford, UK, 1995.

Preface to Local Responses to Industrial Restructuring in Austria, by the Organization for Economic Co-operation and Development, Territorial Development Studies, OECD Publications, Paris, France, 1995.

“Reconceptualizing Comparative Industrial Relations: Lessons from International Research” with Richard Locke and Thomas Kochan, International Labour Review, Volume 134, Number 2, pp. 139 – 161, 1995.

“The Organization of Product Development” with Richard K. Lester, Fred M. Kofman, and Kamal M. Malek, in Industrial and Corporate Change Volume 3, Number 2 1994, Oxford University Press, 1994.

“Unions: A Reorientation to Survive” in Labor Economics and Industrial Relations: Markets and Institutions, edited by Clark Kerr and Paul D. Staudohar, Harvard University Press, Cambridge, MA, 1994.

“Corporate Reform in American Manufacturing and the Challenge to Economic Theory” in Information Technology and the Corporation of the 1990's, edited by Thomas Allen and Michael Scott Morton, Oxford University Press, New York, Oxford, 1994.

“The Social Embeddedness of Labor Markets and Cognitive Processes” in Labour, Volume 7, Number 3, Autumn 1993.

“Perspectives on Human Resource Management” in Review of Employment Topics, Volume 1, Number 1. Labour Relations Agency, Windsor House, Belfast, Northern Ireland, April 1993.

“Fragments of a Cognitive Theory of Technological Change and Organizational Structure” in Networks and Organizations: Structure, Form, and Action edited by Nitin Nohria and Robert Eccles, Harvard Business School Press, Boston, MA 1992.

“Technological Trajectories and the Classical Revival in Economics” in Pathways to Industrialization and Regional Development edited by Michael Storper and Allen Scott, Routledge, London and New York, 1992.

“La reprise de la prospérité dans les économies industrielles: trajectoires technologiques, organisation et compétitivité” in Technologie et Richesse de Nations, edited by Dominique Foray and Christopher Freeman, Economica, Paris, 1992.

“Work, Labor, and Action: Work Experience in a System of Flexible Production” in Transforming Organizations edited by Thomas Kochan and Michael Useem, Oxford University Press, New York, 1992.

“The Limits of the Market and the Transformation of Socialism” in Lessons from American Capitalism for the Soviet Labor, edited by Robert Silverman. Sharpe Press, 1992.

“Adjustments in Organizational Structure and their Implications for Social Standards in an Integrated Market” in Industrial Restructuring and Industrial Relations in Canada and the United States, edited by Elaine B. Willis. Industrial Relations Centre, Queen's University, Kingston, Ontario, 1991.

“La société éclatée” in Le mythe du déclin de l'industrie américaine, special issue of Politique industrielle, No. 23 (Summer, 1991).

“Premi fortettari e trasformazione del regime salariale negli Stati Uniti” (with Christopher Erickson and Andrea Ichino) in G. Della Rocca and D.L. Prosperetti (editors) Salari e produttività Aisri/Franco Angeli, Milano 1991.

“Thinking About the Future of American Unions” in George Strauss, Daniel G. Gallagher, and Jack Fiorito, editors, The State of Unions, 1991 IRRA Research Volume, University of California Press, Berkeley, CA 1991.

“Corporate Reform in American Manufacturing and the Challenge to Economic Theory” in Collected Essays on Management for the 1990's, Oxford University Press, 1991.

“The Evolving Role of Small Business and Some Implications for Employment and Training Policy” (with Gary Loveman and Werner Sengenberger) in Katharine Abraham and Robert McKersie (editors) New Developments in the Labor Market: Toward a New Institutional Paradigm, MIT Press, Cambridge, MA, 1990.

“Mass Production, Flexible Specialization and the Revival of Economic Prosperity: A Hybrid System After All?”, The Annual Bulletin of the Institute of Social Science, No. 5, Nihon Fukushi University, 1990.

“Labor Standards and Business Strategies” in Stephen Herzenberg and Jorge Perez Lopez (editors) Labor Standards and Development in the Global Economy, U.S. Department of Labor, Bureau of International Labor Affairs, Washington, D.C., 1990.

“Critiques sue le systeme de relations professionnel de Dunlop” in Jean Daniel Reynaud, Francois Eyraud, Catherine Paradeise, and Jean Saglio, editors, Les systemes de relations professionnelles, Centre national de la recherche scientifique, Fall, 1990.

“The Re-Emergence of Small Business in the United States” in Werner Sengenberger, Gary Loveman, and Michael Piore (editors), The Re-Emergence of Small Enterprises: Industrial Restructuring in Industrialized Countries, International Institute for Labour Studies, Geneva, 1990.

“Fissure and Discontinuity in U.S. Labor Management Relations”, in Samuel Rosenberg (editor), The State and the Labor Market, New York, Plenum Press, 1989.

“Lotte salariali all'orizzonte USA”, Politica ed Economia, Anno XX, Numero 9, September 1989.

“Post Reaganomics: The Resurgence of the Social Sphere in Economic and Political Life? (Part I)”, A working paper from the Center for International Studies, January, 1989.

“Historical Perspectives and the Interpretation of Unemployment”, Journal of Economic Literature, December, Vol. 25, 1987, pp. 1834-1850.

“Perspectives on Labor Market Flexibility”, Industrial Relations, Volume 25, Number2, pp. 146-66, 1986.

“Can International Migration be Controlled?” in Susan Pozo (editor) Essays on Legal and Illegal Immigration, 1986.

“Illegal Immigration in the United States: Some Observations and Policy Suggestions”, Background papers.

“Unions and the New Social Vision”, News Management, 3:3, Winter, 1986.

“Flexibilité du Travail ou Anarchie Sociale? Une Critique de la Politique du President Reagan”, Problèmes Économiques, 17 September 1986, No. 1.990.

“The Decline of Mass Production and Union Survival in the USA”, Industrial Relations Journal, 17:3 Autumn 1986, pp. 207-213.

“A Critique of Reagan's Labor Policy”, Challenge, March/April, 1986.

“Will the New Industrial Relations Last? Implications for the American Labor Movement”, Annals, AAPSS, 473, May 1984 (with Thomas Kochan).

“Italian Small Business Development: Lessons for the U.S. Industrial Policy”, (with Charles Sabel), in Jonathan Zeisman and Laura Tyson, editors, American Industry in International Competition: Government Policies and Corporate Strategies, Cornell University Press, Winter 1983.

“Computer Technologies, Market Structure, and Strategic Union Choices”, MIT/Union Conference, June 19, 1983.

“Hidden Choices and Missed Options: Alternative Regimes of Regulations Under Flexible Technologies of Production”, Society Canadienne de Science Économique, “La crise économique et ses effets sur les P.M.E.”, Université du Québec à Trois-Rivières, May 25, 1983.

“Can the American Labor Movement Survive Re-Gomperization?” *Proceedings of the Thirty-Fifth Annual Meeting of the Industrial Relations Research Association* (1983): 30-39, (Paper also presented in Rome, Italy, December 16-17, 1982, at Instituto Recherche Economice e Sociali.

“American Labor and the Industrial Crisis”, Challenge, March/April 1982. “Why Unions Don't Work Anymore”, Inc. March 1982.

“La crise du mouvement ouvrier aus Etats-Unis et la crise de la regulaiton macro-économique”, in Gilles Dostaler (editor) La crise économique et sa gestion. Boreal Express, Quebec 1982, pp. 111-116. Paper prepared for “La crise économique et sa gestion”, Colloque de l'Association d'Économie Politique, Université du Québec à Montréal, September 1981. (This paper available in English as a mimeo as, “Notes on the Crisis of American Labor and the Crisis of Macroeconomic Regulation”.)

“O Futuro Do Capitalismo”, Em Discussao O Brasil. O Estado De Sao Paulo, Sao Paulo 1981, pp. 64-81. Paper prepared for “Alternatives para a crise: o Brazil e a economia internacional”, sponsored by the Institute Robert Simonsen and the Journal da Tarde, Sao Paulo, Brazil, 17-18 August, 1981. (This paper available in English as a mimeo as, “The Crisis of Industrial Capitalism and the Creation of a New Economic Order.”)

“Convergence dans les systems nationaux de relations professionnelles,” Consomation revue de socio-economic, Vol. 29, No. 3, (Jullet-Septembre 1982), pp. 13-30. Available in English as “Convergence in Industrial Relations? The Case of France and the United States.” MIT Department of Economics Working Paper No. 286, July 1981.

“The Theory of Macro-economic Regulaiton and the Current Economic Crisis in the United States”, MIT Department of Economics Working Paper No. 285, July 1981.

“Undocumented Migration and Employment and Training Policy in the Southwest”, Adherent Forum (Spring 1981).

“Union and Politics” in Harvey A. Jarvis and Myron Roomkin, editors, The Shrinking Perimeter: Unionism and Labor Relations in the Manufacturing Sector, Lexington, Books, D.C. Heath & Company, Lexington, MA, 1980, pp. 173-187.

“The Economic Role of Migrants in the U.S. Labor Market”, in Roy Simon, Sourcebook on the New Immigration, Transaction Books, New Brunswick, NJ 1980, pp. 427-438.

“Notes on Positive Employment Adjustment Strategy”, Paper prepared for the Directorate for Social Affairs, Manpower and Education, OECD, (December 1980).

“Another View on Migrant Workers”, Dissent, Summer 1980, pp. 247-251.

“Comment on Immigration Issues in an Era of Unsanctioned Migration”, Industrial and Labor Relations Review, April 1980, Vol. 33, No. 3, pp. 312-314.

“Conceptualization of Labor Market Reality”, in Gordon I. Swanson and Jon Michaelson, editors, Manpower Research and Labor Economics, Sage Publications, Beverly Hills, 1979, pp. 101-132.

“Qualitative Research Techniques in Economics”, Administrative Science Quarterly, Vol. 24, No. 4, December 1979, pp. 560-569.

“Dual Labor Markets and International Migration”, Migration Today, Spring 1979.

“Lernprozesse, Mobilitätsketten and Arbeitsmarktsegmente” in Werner Sengenberger, editor, Der Gespaltene Arbeitsmarkt: Probleme der Arbeitsmarkt-Segmentation, Frankfurt/Main Campus Verlag, 1978, pp. 67-98.

“Dualism in the Labor Market: A Response to Uncertainty and Flux, the Case of France”, Revue Economique. Vol. 19, No. 1, January 1978.

“Alcune note sul dualismo nel mercato del lavoro” in Rivista di Economia e Politica Industriale, anno III, 1977, n.2, pp. 185-210.

The Labor Market and Manpower Implications of Illegal Immigration. Report prepared for the National Commission for Manpower Policy, September 1976.

Labor Market Stratification and Wage Inflation. Report prepared for Assistant Secretary for Policy Evaluation and Research of the U.S. Department of Labor, October 1974, p. 165.

“The Role of Immigration in Industrial Growth: A Case Study of the Origins and Character of Puerto Rican Migration to Boston”, in Pastora S.J., Cafferty and Leon W. Chestany, editors, The Diverse Society: Implications for Social Policy. Association Press, National Association of Social Workers, 1976. MIT Department of Economics Working Paper No. 112.

“On the Technological Foundations of Economic Dualism” in Roberto Artioli (editor) Il Dualismo Nelle Economie Industriali, Editoriale Valentino, Turino, 1975, pp. 61-74. MIT Department of Economics Working Paper No. 95.

“Upward Mobility, Job Monotony and Labor Market Structure”, James O’Toole (editor) Work and the Duality of Life, MIT Press, Cambridge, MA, 1974, pp. 73-87. Versions of this paper also appeared in Social Policy, July/August 1973, and as an MIT Department of Economics Working Paper, No. 90, September 1972.

“Notes on Welfare Reform and the Design of Income Maintenance Systems”, prepared for the Secretary’s Committee on Work in America for the Department of NEW.

“Fragments of a Sociological Theory of Wages”, American Economic Review, May 1973, and Proceedings of the Industrial Relations Research Association, Winter meetings, December 1972.

“Federal Training Programs for Dispersed Employment Occupations”, in Stanley M. Jacks, editor, Issues in Labor Policy: Papers in Honor of Douglas V. Brown, MIT Press, 1971, pp. 40-70 (with David P. Taylor.)

“Equal Employment Opportunity in Boston”, Industrial Relations, Vol. 10, No. 3, May 1970 with Peter Doeringer.

“Jobs and Training” in Samuel Beer and Richard Barringer, editors, The State and the Poor, Winthrop Publishers, Cambridge, 1970, pp. 53-83.

“Income Maintenance and Labor Market Entry: The AFDC Experience and FAP Proposal”, Poverty and Human Resources. (A version of this paper also appears in the Proceedings of Indiana Manpower Research Association Conference on New Labor Market Entrants - Programs, Problems, and Policies.)

“Racial Negotiations: The Massachusetts Welfare Confrontation”, prepared for the Institute of Industrial Relations, University of Michigan/Wayne State University study of the Negotiations in Racial Confrontations.

“On the Job Training in a Dual Labor Market: Public and Private Responsibilities in on-the-job Training of Disadvantaged Workers”, in Arnold Weber, Frank Cassell and Woodrow Ginsburg, eds., Public-Private Manpower Policies, Industrial Relations Research Association Research Volume, Madison, 1969, pp. 101-132. (A slightly different version of this paper was printed at the MIT Department of Economics as a working paper, no. 23, June 1968.)

“Impact of the Labor Market Upon the Design and Selection of Production Techniques Within the Manufacturing Plant”, Quarterly Journal of Economics, Vol. LXXXII, November 1968, pp. 602-620.

“On-the-Job Training and Adjustment to Technological Change”, Journal of Human Resources, Volume III, No. 4, Fall 1968, pp. 435-440.

“Changes in the Mississippi Agricultural Economy and the Problems of Displaced Negro Farm Workers”, American Journal of Psychotherapy, Volume XXII, No. 4, October 1968, pp. 592-601.

Work Force Adjustments in Private Industry – Their Implications for Manpower Policy. United States Department of Labor/Manpower Association, Manpower/Automation Research Monograph No. 7, October 1968, 130 pp. (with Peter Doeringer.)

“Corporate Manpower Forecasting and Planning”, Conference Board Record, Volume V, No. 8, August 1968, pp. 37-44 (with Peter Doeringer and James Scoville).

“Negro Workers in the Mississippi Delta: Problems of Displacement and Adjustment”, Proceedings, Industrial Relations Research Association, Winter, 1967, pp. 366-374.

“Labor Market Adjustment and Internal Training”, Proceedings, Industrial Relations Research Association, Winter, 1965, pp. 250-263 (with Peter Doeringer).