

**Gordon Lafer**  
**Labor Education and Research Center**  
**University of Oregon**  
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**Education**

Ph.D., Political Science, with Distinction, Yale University, 1995.

Dissertation: "Job Training as Political Diversion: The False Promise of JTPA."

B.A., Economics, with Distinction, Swarthmore College, 1983.

**Employment**

Associate Professor, Labor Education and Research Center, University of Oregon, Fall 1997-present. Conduct research on regional and national issues of labor and employment policy. Consult with labor unions on strategic planning, organizational change and campaign strategies. Teach classes for working adults on organizing, research, media, politics and strategic planning; and classes for undergraduate students on the politics of work. Founder and director of union internship program. Joint affiliation in Political Science Department.

Hotel Industry Strategy Director, International Longshore and Warehouse Union, Local 142, Hawaii, October 1999 - April 2001. Directed strategic planning for union representing 10,000 hotel workers. Hired, trained and supervised research and organizing staff. Served as chief adviser to negotiating committee.

Senior Researcher, Building Trades Organizing Project, Las Vegas, NV, May-December 1997. Conducted detailed research on labor market conditions in the construction industry, in support of innovative construction workers' organizing drive.

Director of Research and Communications, Federation of University Employees, 1995-1997. Directed economic and strategic research program for labor unions representing 4,000 employees at Yale University.

Organizer, Graduate Employees and Students Organization, Yale University, 1990-92. Served as staff organizer, chief negotiator and media spokesperson.

Special Assistant to the Deputy Mayor for Economic Development, New York City, 1987-88. Evaluated existing policies and formulated programmatic and legislative recommendations for employment and education policy.

Policy Analyst, New York City Office for Economic Development, 1985-87. Performed detailed analyses of major economic development policies and of labor force and education issues.

## Selected Publications

### Books

*The Job Training Charade*, Cornell University Press, June 2002.

Winner, C. Wright Mills Award, American Sociological Association, 2003.

### Selected Reports, Articles and Book Chapters

"Needed: A Corporate Campaign for the Corporate University," in Andrew Ross, ed., *The NYU Strike and the Future of Higher Education*, Temple University Press, forthcoming 2007.

*Free and Fair: How Labor Law Fails U.S. Democratic Election Standards*, published by American Rights at Work, Washington, DC, June 2005.

"The Critical Failure of HR Ethics," in John W. Budd, ed., *The Ethics of Human Resources and Industrial Relations*, Cornell University Press, 2005.

"Hospital Speedups and the Fiction of a Nursing Shortage," *Labor Studies Journal*, 30(1): 27-46, Spring 2005.

"The Last Bicycle Tire Plant: Mexican Factory Workers' Dream Dies on Altar of Free Trade," *Dissent* (Summer 2005): 5-10.

"Neoliberalism by Other Means: The 'War on Terror' At Home and Abroad," *New Political Science*, 26(3): 323-346, September 2004

"What is Skill? Training for Discipline in the Low Wage Labor Market," in Chris Warhurst, Ewart Keep and Irena Grugulis, eds., *The Skills That Matter*, Palgrave Macmillan, London, 2004.

*All Costs Considered: A Report on the Contracting of School Support Services*. Published by the Oregon School Employees Association, June, 2004.

"Land and Labor in the Post-industrial University Town: Remaking Social Geography," *Political Geography* 22 (2003): 89-117.

"The Politics of Prison Labor: A Union Perspective," in Tara Herivel and Paul Wright, editors, *Prison Nation: Class, Courts and Convicts*, Routledge, 2002.

*Organizing Graduate Students*. Published by the Foundation for the Study of Independent Social Ideas, with support from the American Federation of Teachers and United Auto Workers, November 2001.

"The Other Side of Paradise: Hawaii's Tourism Plantation," *Dissent* (Sum. 2001): 34-38.

### *Selected Industry Studies and Union Consulting*

Recent Trends and Major Employers in the Credit Union Industry. Report for the Communication Workers of America, February 2007.

*Profile of the Box Industry in the United States: Strategic Considerations for Choosing Organizing Targets.* Report for the Association of Western Pulp and Paper Workers, affiliated with United Brotherhood of Carpenters and Joiners. February, 2004.

*Developing a Collaborative Strategy for Supermarket Negotiations,* planning project for United Food and Commercial Workers, Bay Area Coalition, 2003.

*Solving the Nursing Shortage: Best and Worst Practices Affecting Recruitment and Retention of Hospital Nurses.* Report for the American Federation of State, County and Municipal Employees, International Union. August 2002.

*The Legacy Healthcare System: Analysis of Patient Care, Employment Practices, and Non-Profit Status.* Report for Service Employees International Union Local 49, Portland OR. June, 2002.

*Oregon Union Density, 2001.* Analysis of union density by industry and occupation, prepared for Oregon AFL-CIO. July 2001.

*Industry Trends and Employment Conditions in the Recreational Vehicle Manufacturing Industry,* prepared for the International Association of Machinists and International Brotherhood of Teamsters. Spring, 1999.

*Analysis of Las Vegas metropolitan construction industry,* with detailed profile of Electrical and Plumbing sub-industries, performed for Building Trades Organizing Project, Las Vegas, NV, Fall 1997.

### **Selected Conference Presentations and Invited Talks**

“Labor Law Reform and the Meaning of Democracy at Work,” presentation to United Association of Labor Educators, Seattle, May 2006.

“Democracy and Union Recognition Elections in Comparative Perspective,” presentation to International Labour Process Conference, London, April 2006.

“Democracy At Work: After Seventy Years, Can Federal Labor Law Be Fixed?” presentation to American Political Science Association, Washington, DC, August 2005.

“The Case for Neutrality in Academic Union Elections,” presentation to National Conference on Collective Bargaining in Higher Education, City University of New York, April 2004.

"Making Democratic Citizens: Citizenship Training in Corporate Culture, School-to-Work and Job Training Programs," presentation to American Political Science Association conference, August 2003.

"The Failure of Job Training and the Limits of Supply-Side Employment Policy," presentation at Economic Policy Institute, Washington, D.C., May 2003.

"Academic Freedom and the Commodification of Teaching," presentation to American Education Research Association conference, Chicago, April 2003.

"The Job Training Charade," presentation to LBJ School of Public Policy, University of Texas at Austin, November 2002.

"Federal Labor Policy Since September 11<sup>th</sup>, and Union Response," address to National Lawyers Guild annual convention, Pasadena, October 2002.

### **Professional Activities and Service**

Co-Chair, Labor Caucus, American Political Science Association, 2004-06.

Advisory Board member, *Democratic Dialogue* project, University of Ottawa.

Member, Editorial Board, *Working USA*, March 2004-present.

Member, Editorial Board, *Workplace: The Journal of Academic Labor*, 2001-present.

Congressional Testimony. Testimony on the Employee Free Choice Act, before the U.S. House of Representatives, Committee on Labor and Education, February 2007.