

CURRICULUM VITAE

Marc Weinstein

Labor Education and Research Center
University of Oregon
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EDUCATION

Ph.D. Management, June 1996.
Alfred P. Sloan School of Management
Massachusetts Institute of Technology, Cambridge, MA.

M.A. Teaching English to Speakers of Other Languages, 1987.
Monterey Institute of International Studies, Monterey, CA.

B.A. Political Economy, 1985.
University of California, Berkeley, CA.

FACULTY APPOINTMENTS

Research Associate, Labor Education Research Center, University of Oregon, December 2003-present. Principal Investigator on UO Subcontract to University of Pennsylvania, “GENETICS: Genes and Environment, New Education to Involve Communities” (NIH grant # R25 ES012089); Principal Investigator, “Diffusing Ergonomics Interventions in Construction” (NIOSH grant # OH008307); Principal Investigator, UO Subcontract to John Hopkins University, “Community Partnered Response to Intimate Violence” (NIH grant # 1-RO1-NR008771-01A1).

Assistant Professor, Lundquist College of Business, University of Oregon, 1996- 2003. Taught MBA and undergraduate-level courses including human resource management and negotiations; member of advisory board for UO Conflict Resolution Center (1997-2000); LCB Library Liaison (1998-200); Research Associate and Grant Administrator, UO Labor Education Research Center (2001-present).

Visiting Assistant Professor, Weatherhead School of Management, Case Western Reserve University, 1995-1996 and 2000-01. Taught in MBA first-year core curriculum; developed new second-year MBA course in managing human resource issues in entrepreneurial firms; taught undergraduate course in human resource issues; researched issues in entrepreneurship and small business development.

Fulbright Lecturer, University of Gdansk, Poland, 1987-89. Developed curricula and taught in teacher training programs; developed curricula for applied linguistics program; designed and taught university-level written and spoken English courses.

PEER-REVIEWED PUBLICATIONS

Standifird, S. & Weinstein, M. The transaction cost economics of market-based exchange: The impact of reputation and third party verification agencies *International Journal of the Economics of Business*, forthcoming 2007.

Weinstein, M., Hecker, S., Hess, J, and Kincl, L. There is nothing so practical as a good theory: A roadmap to diffuse ergonomic innovations in the construction industry, *International Journal of Occupational and Environmental Health*, 13:46-55, 2007.

Weinstein, M., Widenor, and Hecker, S. The ethical, legal, and social implications of advances in toxicogenomics on employment practices, *American Association of Occupational Nursing Journal*, 53(12), pp. 529-534, 2005.

Weinstein, M., Gambatese, J., and Hecker, S. Can design improve construction safety?: Assessing the impact of a collaborative safety-in-design process *Journal of Construction and Engineering Management*, 131(10), pp. 1125-1134, 2005.

Nguyen, T., Weinstein, M., and Meyer, A. Cooperate to survive: A case study of inter-firm networks in Vietnam, *Asian Pacific Journal of Management*, 22, pp. 211-235, 2005.

Hecker, S., Gambatese, J., and Weinstein, M. Designing for construction worker safety and health: Moving the construction safety process upstream, *Professional Safety*, September, 2005.

Hess, J., Hecker, S., Weinstein, M., and Lunger, M. A participatory ergonomics intervention to reduce the risk of low back injury in concrete workers, *Applied Ergonomics*, 2004, 427-441.

Weinstein, M., and Obloj, K., Strategic and environmental determinants of the modernization of the human resource function in post-socialist Poland, *International Journal of Human Resource Management*, Vol 13, No. 4, May 2002.

Standifird, S. & Weinstein, M. Establishing legitimacy in emerging markets: An empirical comparison of the Warsaw, Budapest, and Prague stock exchanges, *Journal of Comparative Policy Analysis*, 4(2), pp. 143-163, 2002.

Weinstein, M., Solidarity's abandonment of worker councils: Redefining employee stakeholder rights in post-socialist Poland, *British Journal of Industrial Relations*, Winter 2000.

Weinstein, M., Railbirds, scouts, and independent booksellers: Towards a constructivist interpretation of new business creation, *Irish Marketing Review*, Vol. 12, No. 1, 1999.

Obloj, K., and Weinstein, M. Strategia i zarządzanie ludźmi w polskich przedsiębiorstwach, (Strategy and the management of people in Polish enterprises), *Humanizacja Pracy*, Vol. 18, 1999.

Ost, D., and Weinstein, M. Unionists against unions: Towards hierarchical management in post-communist Poland, *Eastern European Politics and Society*, Winter 1999.

Larsen, H., London, M., Weinstein, M., and Raghuram, S. High flyer programs in Europe, *International Studies in Management and Organizations*, Spring, 1998.

Kochan, T. and Weinstein, M. Annual review article: The transformation and institutionalization of human resource management, *British Journal of Industrial Relations*, December, 1994.

BOOK CHAPTERS & INVITED SUBMISSIONS

Weinstein, M. The shift from population to individual-based risk assessment: The relevance of toxicogenomics to workplace health,” in Marchant, G. (ed.) *Environmental Regulation in the Era of Genomics: Ethical, Legal, and Policy perspectives*, Johns Hopkins Press, forthcoming 2007.

Weinstein, M. Creating safer work environments with toxicogenomics research: Worker protection, consultation, and consent, *Pharmacogenomics*, 8(3): 209-212, March 2007.

Hecker, S., Weinstein, M., and Chambers, B. Participatory design: A case study of employee involvement in safe hospital design, in Tartaglia, et al. (eds.), *Healthcare Systems Ergonomics and Patient Safety*, Leiden: Taylor & Francis, 2005.

Weinstein, M., Hecker, S., and Gambatese, J. The way forward: Industry perspectives, in Hecker, S., Gambatese J., and Weinstein M. (eds.), *Designing for Safety and Health in Construction*. Eugene, OR: UO Press, 2004.

Weinstein, M., Gambatese, J. and Hecker, S. Outcomes of a design-for-safety process: A case study of a large capital project, in Hecker, S., Gambatese J., and Weinstein M. (eds.), *Designing for Safety and Health in Construction*. Eugene, OR: UO Press, 2004.

Hecker, S., Gambatese, J. and Weinstein, M. “Life cycle safety: An intervention to improve construction worker safety and health through design,” in Hecker, S., Gambatese J., and Weinstein M. (eds.), *Designing for Safety and Health in Construction*. Eugene, OR: UO Press, 2004.

Weinstein, M., Emergent compensation strategies in post-socialist Poland: Understanding the cognitive underpinnings of management practices in a transition economy, in Denison, Daniel, (ed.) *Managing Organizational Change in Transition Economies*, Erlbaum Publishers, New York, 2001.

Obloj, K., and Weinstein, M. Something old, something new, something borrowed, something blue: The development of human resource management practices in post-socialist Poland,” in Bogdan Wawrzyniak (ed), *Globalisation and Change: Ways to the Future*, LKAEM, Warsaw, 2000.

Standifird, Stephen, Weinstein, Marc, and Meyer, Alan, Establishing reputation on the Warsaw stock exchange: International brokers as legitimating agents, Proceedings of the Academy of Management, Chicago, IL, December, 1999.

Frost, A., and Weinstein, M., *ABB Poland*, Richard Ivey School of Business, The University of Western Ontario, Teaching Case #9A98C011, 1998.

Weinstein, M., From Co-Governance to ungovernability: The reconfiguration of Polish industrial relations, 1989-1993," in Kirsten Wever and Lowell Turner (eds.), *The Comparative Political Economy of Industrial Relations*, IRRA Press, Madison, 1995.

Weinstein, M. and Kochan, T. The Limits of diffusion: Recent developments in human resource management and industrial relations in the United States, in Richard Locke, Michael Piore, and Thomas Kochan (eds.), *Employment Relations in a Changing World Economy*, MIT Press, Cambridge, 1995.

BOOK REVIEWS

Review of Linder, Marc, *The Autocratically Flexible Workplace: A History of Overtime Regulation in the United States*, Fanipihua Press, Iowa City, 2002 in *Labor Studies Journal*, March 2004.

Review of Meardi, Guglielmo *Trade Union Activists, East and West: Comparisons in Multinational Companies,*” Gower Publishing Ltd., Great Britain, 2000 in *Industrial Labor and Relations Review*, January, 2002.

Review of Roderick, Martin, Ishikawa, Akihiro, and Csaba (eds.), *Workers, Firms, and Unions*, Peter Lang GmbH, Frankfurt am Main, 1998, in *British Journal of Industrial Relations*, Volume 39, Number 3, March 2001.

EDITED BOOK

Hecker, S., Gambatese J., and Weinstein M. (eds.), *Designing for Safety and Health in Construction*. Eugene, OR: UO Press, 2004.

PUBLISHED MONOGRAPHS AND RESEARCH REPORTS

Weinstein, M., Hess, and Modest, A. Assessment of opportunities and barriers in the use of lightweight building materials: Grant interim report to the Center to Protect Workers' Rights, March 2007.

Weinstein, M., and Hess, J. Masonry practices in the United States: Current practices and opportunities to reduce musculoskeletal disease risks, internal research report to the Center to Protect Workers' Rights September 2006.

Weinstein, M. An eight-nation comparison of informal work arrangements in lumber and wood construction, Report to the international federation of building and wood workers, July, 2005.

Byrd, B., and Weinstein, M. Construction Apprenticeship in Oregon: An Analysis of Data on Union and Open-Shop Apprenticeship Programs, Report to the Oregon Construction and Building Trades Council, March 2005.

Hecker, S., Weinstein, M., and Hess, J. Best Practice Sampling: Implementation and Initial Outcomes from a Workplace Intervention in the Construction Industry, Labor Education Research Center working paper, 2003.

Weinstein, M., and Obloj, K. "Something Old, Something New, Something Borrowed, Something Blue: The Development of Human Resource Management Practices in Post-socialist Poland," Working Paper, Henley-on-Thames Management College, Henley, Great Britain, August, 1998.

Weinstein, M., "Emergent Compensation Strategies in Post-Socialist Poland: Understanding the Cognitive Underpinnings of Management Practices in a Transition Economy," Working Paper Number 203, William Davidson Institute, University of Michigan, March, 1998.

Ost, D., and Weinstein, M., "Unionists Against Unions: Towards Hierarchical Management in Post-Communist Poland," Center for European Studies Working Paper, Harvard University, November 1997.

Weinstein, M. and Ost, D. *The Transformation of Post-Socialist Poland*, National Council for Soviet and Eastern European Research, Washington, DC, 1995.

Weinstein, M. Status of independent unions in Lithuanian, Report to the Free Trade Union Institute, April 1994.

SELECTED CONFERENCE PRESENTATIONS

Weinstein, M. "Strategies for Conceptualizing Intervention Research in Occupational Safety and Health." Internal Communication Leadership Retreat, National Institute for Occupational Safety and Health, March 8, 2007.

Weinstein, M. and Widenor, M. "Advances in Toxicogenomics and Implications for Employment Practices," Washington States Labor and Employment Relations Association, March 19, 2007.

Sprinker, M, and Weinstein, M. "A Worker-Centered Approach to the Integration of Toxicogenomics in Occupational Safety and Health" Genes in the Workplace: The Right Fit, Georgetown University Law School, March 15, 2006.

Weinstein, M. "There is Nothing So Practical as a Good Theory: Diffusing Ergonomic Interventions in Construction," American Public Health Association," Philadelphia, PA, December 13, 2005.

Nancy, Glass, Weinstein, Marc, Hernandez, Rebecca, Yragui Nan. "Community-Based Approach to Intimate Partner Violence, American Public Health Association," Philadelphia, PA, December 13, 2005.

Yragui, Nan, Hernancez, Rebecca, Weintein, Marc, "Latino and non-Latino employer perspectives on IPV and the workplace," 9th Annual Family Violence Research Conference, University of New Hampshire, July 24, 2005.

Weinstein, M. "The Shift from Population to Individual-based Risk Assessment: *Ad hoc* Solutions in Employment and Long-term Policy Implications, Workshop on Genetics and Environmental Regulation," Tempe, AZ. January 13, 2005.

Weinstein, M. "Advances in Toxicogenomic Research: Implications for Occupational Safety & Health," National Meeting of the Committee on Occupational Safety and Health, Washington, DC, November 5, 2004.

Weinstein, Marc, "Advances in Toxicogenomics Research: Ethical Concerns for Occupational Safety and Health Research," Northwest Occupational Health Conference, Portland, Oregon, October 13, 2004.

Weinstein, Marc, "Extramural Research: A Perspective from the Field," Academy of Management, New Orleans, LA, August 8, 2004.

Weinstein, Marc, "The Risks and Promise of Toxicogenomic Research for Workplace Safety: The Role of Labor in Shaping a Future Research and Policy Agenda," American Public Health Association, November 15, 2003.

Weinstein, M. "Advances in Toxicogenomics Research: Future Implications for Workplace Health and Safety," Oregon Labor Safety and Health Education Program, Portland, OR, November 8, 2003.

Weinstein, Marc. "Safety-in-Design: Results from the Life Cycle Safety Project," International Symposium on Design for Safety," Portland, Oregon, September 15, 2003.

Standifird, Stephen., and Weinstein, Marc, "The Transaction Cost economics of Market-based Exchange: The Impact of Reputation and Third-party Verification Agencies" Academy of Management, Seattle, WA, August, 2003.

Widenor, M. and Weinstein, M. "Genetics Hazards in the Workplace: An Assessment of Union and Worker Knowledge and Readiness," United Association of Labor Educators Annual Meeting, Miami, FL, April 10, 2003.

Weinstein, Marc, Steven Hecker, and Thomas Wiedeman, "Contract Language and Safety Committee Effectiveness: Findings from a Survey of Oregon Trade Unions," American Public Health Association, Philadelphia, PA, November 11, 2002.

Wiedeman, Thomas, and Marc Weinstein "Collective Bargaining Language and Safety Committee Effectiveness," Western Pulp and Paper Workers Safety & Health Conference, December, 2001.

Obloj, Krzysztof, and Weinstein, Marc, "Strategy of Polish Firms – Is Fit Misfit?" Strategic Management Society, Vancouver, Canada, October 2000.

Weinstein, Marc, and Obloj, Krzysztof, "Strategic and Environmental Determinants of HRM Innovations in Post-socialist Poland," Academy of Management, Chicago, IL, August 1999.

Standifird, Stephen, Weinstein, Marc, and Meyer, Alan, "Establishing Reputation on the Warsaw Stock Exchange: International Brokers as Legitimizing Agents," Academy of Management, Chicago, IL, August, 1999.

Weinstein, Marc, "Railbirds, Scouts, and Independent Booksellers: The Role of Social Networks in New Business Creation," Babson-Kaufmann Foundation Frontiers in Entrepreneurship Conference, Columbia, South Carolina, May 1999.

Weinstein, Marc, and Obloj, Krzysztof "Something Old, Something New, Something Borrowed, Something Blue: The Development of Human Resource Management Practices in Post-socialist Poland," European International Business Association, Jerusalem, Israel, December 1998.

Weinstein, Marc, "Redefining Stakeholder Rights in Poland: Solidarity's Abandonment of Workers Councils," Industrial Relations Research Association, New Orleans, LA, January, 1997.

Weinstein, Marc "Issues in Survey Research in Comparative Human Resource Management and Industrial Relations Research," Industrial Relations Research Association, Washington, DC, January 1995.

Weinstein, Marc "From Co-Governance to Ungovernability: The Reconfiguration of Polish Industrial Relations, 1989-1993," Conference Proceedings. Industrial Relations Research Association, Washington, DC, January 1995.

Weinstein, Marc "Restructuring Interests in Post-Socialist Poland: The Power of Ideas in Macro and Micro Institutional Transformation," American Association for the Advancement of Slavic Studies, Philadelphia, PA, November 20, 1994.

UNIVERSITY AND PROFESSIONAL SERVICE

Advisory Board Member, Occupational Health Program, Portland State University, 2005-present.

Member of Russian and Eastern European Study Center, University of Oregon, 1996-present.

Organizing Committee Member, NIH-sponsored national conference, Genes and the Workplace, 2006.

Organizing Committee Member, NIOSH-sponsored national conference, Designing for Safety and Health in Construction, 2004.

Search Committee Member, Grant Coordinator, Labor Education and Research Center, University of Oregon, 2004.

Organizing Committee Member, University of Oregon-sponsored conference on Global Occupational Safety and Health.

Paid consultancy (proceeds contributed to Labor Education and Research Center), International Federation of Building and Wood Workers, 2004-2005.

Search Committee Member, Director of Conflict Resolution Center, University of Oregon, 2003.

Library Liaison, Lundquist College of Business, 1998-2000.

Advisory Board Member, Conflict Resolution Center, University of Oregon, 1997-2000.

Dissertation Committee Service, Thang Nguyen, University of Oregon, 2002.

Dissertation Committee Service, Stephen Standifird, University of Oregon, 2001.

Search Committee Member, Career Development Director, Lundquist College of Business, 1998.

Ad hoc reviewer for *British Journal of Industrial Relations*, *International Journal of Human Resource Management*, and *Entrepreneurship, Theory, and Practice*, 1999-2005.

MAJOR GRANT-FUNDED ACTIVITY

Diffusion of Ergonomic Interventions in the Construction Industry

NIOSH Grant #0H008307 (9/1/04-6/30/09)

Principal Investigator on five-year, \$500,000 grant with responsibility for research design, project implementation, and evaluation. This intervention adapts Everett Roger's diffusion of innovation theory to develop an empirical approach to develop interventions that facilitate the adoption of safety innovations in the construction industry. To date innovations in carpentry and masonry have been studied and an intervention to promote the use of light-weight blocks will begin in the summer of 2007.

Genes and the Environment: New Education To Involve Communities

UO 243360 (10/01/03 – 7/31/07)

Principal Investigator on five-year, \$310,000 subcontract to the University of Pennsylvania. The scope of work on this project has included development and delivery of workshops for trade unions, employer organizations, and occupational safety and health professionals about the political, economic, ethical, and legal implications of advances in understanding the genetic basis of individual susceptibility to disease from occupational and environmental exposures. Work on this subcontract has included publications, conference presentations, and participation in the hosting of a national conference held at Georgetown University Law School in 2006 and co-organized by the University of Oregon, Johns Hopkins University, and the University of Pennsylvania.

Community Approaches to Intimate Partner Violence

NIH Grant NIH grant # 1-RO1-NR008771-01A1 (8/1/04-5/31/08)

Principal Investigator on this four-year, \$400,000 subcontract to Johns Hopkins University. The scope of work on this grant includes collaboration with the project's principal investigator, Dr. Nancy Glass to develop and evaluate workplace interventions to provide support to women subject to intimate partner violence.

Oregon Labor Safety and Health Program

UO 321521 SAIF Corporation. (1/1/01 – 12/31/05)

Co-Investigator Scope of work includes development of needs assessment instrument, evaluation of program effectiveness, and program development for occupational safety and health for workers in Oregon.

Design for Safety in Construction

CPWR/NIOSH

1/01/02-6/30/04

Co-Investigator on project to evaluate the Prevention through Design effort known as Life Cycle Safety utilized by Intel Corporation in the design and construction of the D1D semiconductor fab facility in Hillsboro, Oregon. Activities included leading the empirical analysis of the project, co-organizing a national conference held in Portland, Oregon in 2003, and co-editing conference proceedings that were published by the University of Oregon Press in 2004.

AWARDS AND SMALL GRANTS

William Davidson Institute Research Grant, University of Michigan, 1997

National Council for Soviet and Eastern European Studies Grant, 1993-1994

Institute for the Study of World Politics Dissertation Fellowship, 1993-94

Foreign Language Area Studies Fellowship, 1993-1994

Center for European Studies Research Grant, Harvard University, summer, 1993

Foreign Language Area Studies Fellowship, spring semester, 1993

American Council of Learned Societies Dissertation Fellowship, 1991-92

American Association of Collegiate Schools of Business Fellowship, 1989-90

SELECTED SHORT-TERM TEACHING APPOINTMENTS AND EXECUTIVE TRAINING

Leon Kozminski Academy of Management and Entrepreneurship, Warsaw, Poland 2002-2006. Teach undergraduate short courses in Human Resource Management and Negotiations.

SAP, Human Capital Seminar, Warsaw, Poland, 2006.

Siemens Corporation, Human Resource Executive seminar, Warsaw, Poland, 2006.

ABB, Skills for the Future, Management Development Center, Warsaw, Poland, 1997-2003.

University of Western Ontario, Executive seminar in Human Resource Management, London, Ontario, 1998.