

# Ronald L. Seeber

## Curriculum Vitae

### **Personal Data**

- Home: 3957 Aquinnah Heights  
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Cornell University  
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- Personal: Born: Waterloo, IA.
- Education: B.S., Industrial Engineering, Iowa State University, 1975  
A.M., Labor and Industrial Relations, University of Illinois, 1977  
Ph. D., Labor and Industrial Relations, University of Illinois, 1981

### **Current Academic Appointments**

Senior Vice Provost, Cornell University  
Professor, School of Industrial and Labor Relations, Cornell University

### **Previous Appointments**

2005-08 Vice Provost for Land Grant Affairs  
2004-08 Executive Director Institute on Conflict Resolution, Cornell  
University

- 1987-99 Director of ILR Extension and Associate Dean, School of Industrial and Labor Relations, Cornell University  
1995-96 Acting Director, Institute on Collective Bargaining, Cornell University  
1993-96 Site Director, National Center for the Workplace, USDOL  
1985-87 Director of Labor Programming, Cornell University  
1975-80 Teaching and Research Assistant, Institute of Labor and Industrial Relations, University of Illinois

## **Publications**

### **Books and Monographs:**

*Emerging Systems of Managing Workplace Conflict: Lessons From American Corporations*, San Francisco, CA: Jossey Bass, 2003. (with David B. Lipsky and Richard D. Fincher)

*The Arbitration Profession in Transition: A Survey of the National Academy of Arbitrators*, Ithaca, NY: Cornell Studies in Conflict and Dispute Resolution, 2000. (Michel Picher and David B. Lipsky)

*The Appropriate Resolution of Corporate Disputes: A Report on the Growing Use of ADR by U.S. Corporations*, Ithaca, NY: Cornell Studies in Conflict and Dispute Resolution, 1998. (with David B. Lipsky)

*Organizing to Win*, Ithaca, NY: Cornell University Press, 1997. (edited with Kate Bronfenbrenner, Sheldon Friedman, Richard W. Hurd and Rudolph A. Oswald)

*Under the Stars: Essays on Labor Relations in Arts and Entertainment*, Ithaca, NY: Cornell University Press, 1995. (edited with Lois Gray)

*Restoring the Promise of American Labor Law*, Ithaca, NY: Cornell University Press, 1994. (edited with Sheldon Friedman, Richard W. Hurd and Rudolph A. Oswald)

*Research in the Sociology of Organizations: Special Issue on Labor Relations and Unions*, Greenwich, CT: JAI Press, 1993. (edited with Samuel B. Bacharach and David Walsh)

*Collective Bargaining and Labor Relations*, Englewood Cliffs, NJ: Prentice-Hall, 1987. (with E. Edward Herman and Alfred Kuhn)

### **Research Reports:**

*The Impacts of a Merger or Consolidation for the Sheet Metal Workers International Association (SMWIA)*, New Horizons Foundation, 2006.

*The Energy Industry Gainsharing Handbook*, The International Brotherhood of Boilermakers Tripartite Alliance, 2005. (with Michael Gaffney and Scott Sears)

*Developing a Mediation Program for the U. S. Department of Labor: A Final Evaluation of a Pilot Program for Enforcement Cases*, U.S. Department of Labor, 2003. (with David B. Lipsky, Les Hough and Rocco Scanza)

*An Evaluation of the New York State Workers' Compensation Pilot Program for Alternative Dispute Resolution*, New York State Workers' Compensation Board, 2001. (with Timothy Schmidle and Robert S. Smith)

*An Evaluation of the Industrial Division of the IBEW: Prospects for Renewal*, International Brotherhood of Electrical Workers, 1992. (with Jeffrey Grabelsky, Richard W. Hurd, Peter Lazes and Ken Margolies)

*Agricultural Labor Markets in New York State and Implications for Labor Policy*, New York State Department of Labor, 1991. (with Maralyn Edid and others)

*The Impact of Technological Change on Labor Relations in the Arts and Entertainment Industry*, U. S. Department of Labor, 1991. (with Lois Gray)

*Scientific and Technical Personnel in Energy Related Activities: Current Situation and Future Requirements*, National Science Foundation, 1977. (with Hugh Folk and others)

#### **Articles and Book Chapters:**

“Adverse Selection and Incentives in an Early Retirement Program”, NBER Working Paper 17538, 2011. Also in *Research in Labor Economics, Volume 36*, pp 159-190, 2012. (with Kenneth T. Whelan, Ronald G. Ehrenberg and Kevin F. Hallock)

“The Arbitration of Employment Disputes in the Securities Industry: A Study of FINRA Awards, 1986-2008”, *Dispute Resolution Journal*, 65(1), pp. 54-61, 2010. (with David B. Lipsky and J. Ryan Lamare.)

“Social Capital and the Labor Movement”, in Charles Whalen (editor) *New Directions in the Study of Work and Employment: Revitalizing Industrial Relations as an Academic Enterprise*, Northampton, MA: Edward Elgar, 2008. (with David B. Lipsky)

“The Politics of Evaluation Research in Dispute Resolution”, *Proceedings of the 58<sup>th</sup> Annual Meeting of the Labor and Employment Relations Association*, Champaign, IL: Labor and Employment Relations Association, 2007. (with David B. Lipsky, Rocco Scanzo and Ariel Avgar)

“The Ascendancy of Employment Arbitrators in U.S. Employment Relations: A New Actor in the American System?”, *British Journal of Industrial Relations*, 44:4, December 2006. (with David B. Lipsky)

“Managing Organizational Conflicts”, in John Oetzel and Stella Ting-Toomey (eds.) *The Sage Handbook of Conflict Communication*, Thousand Oaks, CA: Sage Publications, 2006. (with David B. Lipsky)

“The Transformation of the Social Contract in the U.S. Workplace and the Emergence of New Strategies of Dispute Resolution”, *Human Resources and Employment Review*, London, England: Kluwer, 2005. (with David B. Lipsky)

“Dispute Resolution in the Changing Workplace”, *Proceedings of the 56<sup>th</sup> Annual Meeting of the Industrial Relations Research Association*, Champaign, IL: Industrial Relations Research Association, 2004. (with David B. Lipsky)

“The Future of Employment Conflict Management Systems in Employment Litigation”, *Conflict Management*, 8:3, Summer 2004. (with David B. Lipsky and Richard Fincher)

“The Social Contract and Dispute Resolution: The Transformation of the Social Contract in the U.S. Workplace and the Emergence of New Strategies of Dispute Resolution”, in Geoff White, Susan Corby and Celia Stanworth (eds.), *Regulation, Deregulation and Reregulation: The Scope of Employment Relations in the 21<sup>st</sup> Century*, *Proceedings of the 11<sup>th</sup> Annual Conference of the International Employment Relations Association*, Australia: 2004. (with David B. Lipsky)

“An Uncertain Destination: On the Development of Conflict Management Systems in U.S. Corporations”, in Samel Estreicher and David Sherwyn (eds.), *Alternative Dispute Resolution in the Employment Arena*, New York, NY: Kluwer Law International, 2004. (with David B. Lipsky and Lavinia Hall)

“The Future of Employment Conflict Management Systems”, *Alternatives*, 21:9, October 2003. (with David B. Lipsky and Richard Fincher)

“The Social Contract and Dispute Resolution: The Transformation of the Social in U.S. Workplaces and the Emergence of New Strategies of Dispute Resolution”, *International Employment Review*, 9:2, 2003. (with David B. Lipsky)

“The Arbitration Profession in Transition”, in Steven Briggs (ed.), *Proceedings of the Fifty-Third Annual Meeting, National Academy of Arbitrators*, Washington, DC: BNA Books, 2001. (with Michel Picher and David B. Lipsky)

“Resolving Workplace Disputes in the United States: The Growth of Alternative Dispute Resolution in Employment Relations”, *Journal of Alternative Dispute Resolution in Employment*, 2:3, Fall, 2000. (with David B. Lipsky)

“The Arbitration Profession in Transition”, in *Arbitration 1999: Quo Vadis? The Future of Arbitration in Collective Bargaining, Proceedings of the Fifty-Second Annual Meeting of the National Academy of Arbitrators*, Washington DC: BNA Books, 2000. (with Michel Picher and David B. Lipsky)

“Zur wachsenden Bedeutung alternativer Verfahren zur Lösung von Rechtsstreitigkeiten in den US-amerikanischen Arbeitsbeziehungen: Die Privatisierung des amerikanischen Rechtssystems” [The Growth of Alternative Dispute Resolution in US Employment Relations: Privatizing the American System of Justice] in Werner Fricke (ed.), *Jahrbuch Arbeit+ Technik 1999-2000* [The Yearbook on Work and Technology 1999-2000], Bonn, Germany: Dietz, 1999. (with David B. Lipsky)

“Patterns of ADR Use in Corporate Disputes” *Dispute Resolution Journal*, February 1999. Reprinted by the Center for Dispute Resolution Education, Marquette University, Milwaukee, WI, 2003. (with David B. Lipsky)

“What We Know and Don’t Know About Mediation” *Business Law Today*, March/April 1999. (with David B. Lipsky)

“In Search of Control: The Corporate Embrace of ADR” *Journal of Labor and Employment Law*, April 1998. (with David B. Lipsky)

“The Use of ADR in U.S. Corporations” *Conflict Resolution Notes*, 15 (January 1998). (with David B. Lipsky)

“Corporate Counsel Views of ADR: Results of a Survey of the Fortune 1000” *The Metropolitan Corporate Counsel* 5 (August 1997). (with David B. Lipsky)

“The Context for Organizing Research” in *Organizing to Win*, Ithaca, NY: Cornell University Press, 1997. (with Kate Bronfenbrenner, Sheldon Friedman, Richard Hurd and Rudolph Oswald)

“The Use of ADR in U.S. Corporations” *Price Waterhouse LLP Publications*, 1997. (with David B. Lipsky)

“The Use of ADR in U.S. Corporations” *ADR Report: News and Strategies for Alternative Dispute Resolution Practitioners*, 1:2, 1997. (with David B. Lipsky)

“Under the Stars” in *Under the Stars: Essays on Labor Relations in Arts and Entertainment*, Ithaca, NY: Cornell University Press, 1995. (with Lois Gray)

“The Industry and the Unions” in *Under the Stars: Essays on Labor Relations in Arts and Entertainment*, Ithaca, NY: Cornell University Press, 1995. (with Lois Gray)

“Looking Ahead: The Future of Labor Relations” in *Under the Stars: Essays on Labor Relations in Arts and Entertainment*, Ithaca, NY: Cornell University Press, 1995. (with Lois Gray)

“The Context for the Reform of Labor Law” in Sheldon Friedman, Richard Hurd, Rudolph Oswald and Ronald L. Seeber (eds.) *Restoring the Promise of American Labor Law*, Ithaca, NY: Cornell University Press, 1994. (with Sheldon Friedman, Richard Hurd and Rudolph Oswald)

“So, What Happens Next?” *Peoria Journal Star*, Peoria, IL April 19, 1992.

“Trade Union Growth and Decline: The Movement and the Individual” in George Strauss, Jack Fiorito and Dan Gallagher (eds.) *The State of the Unions* Madison, WI: Industrial Relations Research Association, 1991.

“The Labor Education / Industrial Relations Nexus: Challenges and Opportunities” in *Proceedings of the Forty-Second Annual Meetings of the Industrial Relations Research Association* Atlanta, GA: IRRRA, 1990.

“The Union Response to Employer-Initiated Drug Testing Programs” *Employee Responsibilities and Rights Journal*, 2:1, 1989. (with Mary Lehman)

“Internal Organizing for Political Action” in Ken Gagala (ed.), *Union Power in the Future*, Ithaca, NY: ILR Labor Studies Program, 1987.

“Agricultural Machinery” in David Lipsky and Cliff Donn (eds.), *Collective Bargaining in American Industry: Selected Studies*, Boston, MA: D.C. Heath, 1987.

“Union Organizing in the Manufacturing Sector, 1973-1976” in David B. Lipsky and Joel M. Douglas *Advances in Industrial and Labor Relations*, Greenwich, CT: JAI Press, 1983.

“The Decline in Union Success in NLRB Representation Elections, *Industrial Relations* 22 (Winter, 1983). (with William Cooke) also entered as testimony and reprinted in *Has Labor Law Failed?* Subcommittee on Labor-Management Relations of the Committee on Education and Labor, U.S. House of Representatives, 1984.

“Grievance Mediation: A Route to Resolution for the Cost Conscious 1980s” *Labor Law Journal* 33 (August, 1982). (with Mollie Bowers and Lamont Stallworth)

## **Dissertation**

*A Model of Individual Demand for Unionism*, Institute of Labor and Industrial Relations, University of Illinois at Urbana – Champaign, 1981.

## **Selected Papers and Presentations at Professional Meetings**

“The Politics of Evaluation Research in Dispute Resolution” Labor and Employment Relations Research Association, Chicago, 2007.

“The Ascendancy of Employment Arbitrators in U.S. Employment Relations: A New Actor in the American System” BJIR New Actor Workshop, London, England, 2005.

“Factors Affecting Arbitration and Mediation Fees in the U.S. and Canada: The Influence of Alternative Dispute Resolution on the Compensation of Professional Neutrals” International Employment Relations Association, Aalborg, Denmark, 2005.

“The Changing Face of Alternative Dispute Resolution” University of Louisville Carl Warns, Jr. Institute, Louisville, KY, 2005.

“Dispute Resolution in the Changing Workplace” Association for Conflict Resolution, Sacramento, CA, 2004.

“Beyond Workplace ADR: Emerging Uses of Workplace Conflict Resolution Systems” Industrial Relations Research Association, San Diego, CA, 2004.

“Workplace Dispute Resolution Systems: Lessons and Best Practices” California Dispute Resolution Institute, University of San Francisco, San Francisco, CA, 2003.

“Mediating Enforcement Cases for the U.S. Department of Labor” Association for Conflict Resolution, Orlando, FL, 2003.

“Workplace Dispute Resolution Systems” Association for Conflict Resolution, Orlando, FL, 2003.

“The Social Contract and Dispute Resolution” International Employment Relations Research Association, Greenwich, England, 2003.

“Employment Dispute Resolution Systems” Dispute Resolution Section of the American Bar Association, San Antonio, TX, 2003.

“The Emergence of Conflict Management Systems in Employment” Dispute Resolution Section of the American Bar Association, San Diego, CA 2002.

“The Emergence of Conflict Management Systems in Employment” Dispute Resolution Section of the American Bar Association, Seattle, WA 2002.

“Evaluation of the Pilot Mediation Program of the U.S. Department of Labor” Association for Conflict Resolution, Toronto, Canada, 2001.

“Conflict Management Systems” Dispute Resolution Section of the American Bar Association, Chicago, IL 2001.

“An Uncertain Destination: On the Development of Conflict Management Systems in U.S. Corporations” International Industrial Relations Research Association, Oslo, Norway, 2001.

“The Use of ADR to Resolve Workplace Disputes” Industrial Relations Research Association, Boston, MA 2000.

“The Use of ADR by U.S. Corporations” Wisconsin Bar Association, Milwaukee, WI 2000.

“Report on the NAA/Cornell Survey in Arbitration/Mediation Practice” National Academy of Arbitrators, Montreal, Canada, 1999.

“The NAA Survey of Professional Practice” National Academy of Arbitrators, New Orleans, LA, 1999.

“The Use of ADR to Resolve Workplace Disputes: Process, Procedures and Legal Update” Industrial Relations Research Association, New York, NY 1999.

“Corporate Use of Alternative Dispute Resolution” Forbes ADR Superconference, Washington DC, 1998.

“Innovations in Workplace Dispute Resolution” International Industrial Relations Research Association, Bologna, Italy, 1998.

“Managed Health Care in Workers’ Compensation” Princeton IR Section/Cornell Institute for Labor Market Policies Conference, Ithaca, NY 1996.

“Joint Union-Management Training” International Industrial Relations Research Association, Washington DC, 1995.

“Current Developments and Future Trends in Labor Education” Industrial Relations Research Association, Atlanta, GA 1989.

“Drug Testing in Unionized Workplaces” Academy of Management, New Orleans, LA 1987.

“Graduate Training in Labor Education” University and College Labor Education Association, New Orleans, LA 1987.

“Current Trends in Public Sector Bargaining” American Society of Public Administration, New York, NY 1983.



“Grievance Mediation” Industrial Relations Research Association, Milwaukee, WI 1982.

### **Selected Participation in Professional Meetings**

Chair, “The Impacts of ADR on Workplace Outcomes” Industrial Relations Research Association, Philadelphia, PA 2005.

Chair, “Human Resources Policies and Organizational Performance” Sloan Human Resources Network and National Center for the Workplace, Washington DC, 1995.

Chair, “Labor and Politics” Industrial Relations Research Association, New Orleans, LA 1992.

Chair, “Dissertation Roundtable” Industrial Relations Research Association, New York, NY 1988.

Chair, “Employment Demographics and Union Organizing” University and College Labor Education Association, Baltimore, MD 1986.

Discussant, “Union Organizing and the Noneconomic Impact of Unions” Academy of Management, Boston, MA 1984.

### **Significant Grants and Contracts** (principal investigator only)

U.S. Department of Labor, “An Evaluation of the Enforcement Mediation Pilot Program” 2000, \$1.1 Million.

National Academy of Sciences, “New Paradigms for Labor-Management Relations in the Transit Industry of the 21<sup>st</sup> Century”, 1999, \$300,000.

National Academy of Arbitrators Research and Education Foundation, “Survey of Professional Practice”, 1998, \$10,000.

The William and Flora Hewlett Foundation, “A Network for the Advancement of Workplace Dispute Resolution”, 1997, \$300,000.

New York State Workers’ Compensation Board, “Evaluation of Alternative Dispute Resolution Program”, 1997, \$800,000.

New York State Workers’ Compensation Board, “Evaluation of Managed Care Pilot Program”, 1994, \$875,000.

U.S. Department of Labor, “Technological Change in the Arts, Entertainment and Electronic Media Industry: Impact on Labor Relations and Employment”, 1989, \$50,000.

Governor’s Office of Employee Relations, “NYS Public Service Training Program”, \$730,000.

New York State Department of Labor, “Agricultural Labor Relations”, 1991, \$200,000.

New York State Department of Labor, “Chemical Hazard Information Program”, 1986, \$85,000.

### **Awards**

*IFC / Panhellenic Council Award for Teaching*, Cornell University, 2005.

*Noteworthy Books in Industrial Relations and Labor Economics*, Princeton University Industrial Relations Section for *Organizing to Win*, 1998.

*Noteworthy Books in Industrial Relations and Labor Economics*, Princeton University Industrial Relations Section for *Under the Stars*, 1996.

*Noteworthy Books in Industrial Relations and Labor Economics*, Princeton University Industrial Relations Section for *Restoring the Promise of American Labor Law*, 1995.

*Alumni Award for Professional Progress*, Iowa State University, 1991.

*New Program Award*, National University Continuing Education Association, 1986.

*McNatt Memorial Award: Outstanding Student in Labor Economics*, Department of Economics, University of Illinois, 1979.

### **Teaching**

*School of Industrial and Labor Relations*: Collective Bargaining, Negotiations Theory and Practice, Negotiations and Dispute Resolution, Labor Union History and Administration, Public Sector Collective Bargaining, Theory and Research in Collective Bargaining, Contemporary Trade Union Movement.

*Executive Education*: A wide variety of short course for over two hundred corporate, union and governmental groups in negotiations, collective bargaining, and dispute resolution.

### **Selected College and University Service**

Executive Board, New York State Sea Grant, 2008-1012

Search Committee for ILR School Dean, 1996-97 and 2004-05.

Committee on University – ROTC Relations, 2001-04.

Executive Board, Institute for Community College Development, 1999 to 2008.

Executive Board, Community and Rural Development Institute, 1998 to 2000.

Executive Board, Center for the Environment, 1992 to 2001.

### **Professional Associations**

Labor and Employment Relations Association  
International Employment Relations Association  
International Industrial Relations Research Association  
Association for Conflict Resolution  
American Bar Association

### **Related Professional Activities**

Referee, *Industrial Relations*, *Industrial and Labor Relations Review*, *Journal of Labor Research*, *British Journal of Industrial Relations*

### **References**

*Available upon request*