

JANICE FINE

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Education

<i>Massachusetts Institute of Technology</i>	Ph.D., Political Science January, 2003 (American Politics, Public Policy, Political Economy)
<i>University of Massachusetts, Boston</i>	B.A., 1989, Labor Studies/Community Planning

Professional Experience

<i>July 2005-</i>	Rutgers University, Assistant Professor , School of Management and Labor Relations
<i>2003-2005</i>	Economic Policy Institute, Principal Investigator , national study of immigrant worker centers
<i>2002-2003</i>	Columbia University and Policy Link , Developed curriculum and will be instructor for forthcoming required course on Labor and Community in the Community Building Masters Program
<i>2000-2002</i>	Open Society Institute, Individual Project Fellow (one of 13 national recipients of competitive fellowship), national study of community unions
<i>1997-1999</i>	MIT, Industrial Relations Department, Research Assistant , “Reconstructing America’s Labor Market Institutions” national project
<i>1995-1997</i>	MIT, Industrial Performance Center, Fellow (recipient of competitive fellowship to conduct dissertation research)
<i>1993-1996</i>	MIT, Political Science Department, Research Assistant , Innovation and Change in U.S. Unions/Local Union Study Group Project
<i>1994-1995</i>	Social Scientists Association, Colombo, Sri Lanka, Researcher , Women and Organizing in the Free Trade Zones of Sri Lanka
<i>1990</i>	University of Massachusetts, Boston, Research Assistant , Department of Psychology, project on political psychology
<i>1989-1994</i>	University of Massachusetts, Boston, Instructor , Taught semester long course in community organizing theory and practice every year

Publications

Books

Worker Centers: Organizing Communities at the Edge of the Dream, Cornell University Press ILR Imprint, January 2006.

Money and Politics, Financing Our Elections Democratically, Beacon Press, Boston 1999 (reissued June 2001 as Are Elections for Sale?), with David Donnelly and Ellen Miller

Book Chapters

“Community Unionism, Worker Centers and Immigrant Women: Building the Post-Industrial Sisterhood” in D.S. Cobble (ed.), The Sex of Class: America's New Labor Movements in a Global Era, Cornell University Press/ILR Imprint 2006 pp. 308-338.

“Community Unionism in Baltimore and Stamford: Beyond the Politics of Particularism in Partnering for Change, David B. Reynolds editor, M.E. Sharpe New York, 2004.

“Moving Innovation from the Margins to the Center for a New American Labor Movement” in A New Labor Movement for the New Century, Gregory Mantsios, editor, Monthly Review Press 1998.

“The Roots of the Rainbow Coalition” and “An Organizer’s Checklist for Coalition-Building” in Building Bridges Brecher and Costello, eds, Monthly Review Press, 1990.

Refereed Journal Articles

“Worker Centers: Organizing Communities at the Edge of the Dream,” New York Law School Law Review, 2005-2006, volume 50, number 2.

“Low wage Workers, Faith-Based Organizing, Worker Centers and ‘One Big Movement’,” in Dan Clawson’s *The Next Upsurge*” in *Critical Sociology*, July 2005.

“Community Unions and the Revival of the American Labor Movement,” *Politics and Society*, Volume 33, Number 1, March 2005.

Working Papers and Other Research Publications

“Community Unionism in Baltimore and Long Island” working paper, Institute on Work and Employment Research (IWER), MIT, July 2003.

“From City Trenches to City Tunnels: The Promise and Limits of Community Unions in the United States Today” paper prepared for Urban Affairs Association Meeting, March 2002.

“Why We Need Community Unionism--the Case of Baltimore’s BUILD” 50th Anniversary Edition, International Industrial Relations Association Journal, September 1997.

“From the Margins to the Center” MIT Industrial Performance Center Working Paper 970001, March 1996

“Everything Old is New Again,” MIT Working Papers/Local Union Study Group (February 1995)

“What a Difference a Name Makes: Innovation and Change in the Service Employees International Union (SEIU)” MIT Working Papers/Local Union Study Group (February 1995)

Editor and co-author “Following the Money Trail” reports in Connecticut, Maine, Massachusetts, Rhode Island and New Hampshire. Regional report based on state findings, 1992 and 1993.

Researcher, Persuasion and Politics: The Social Psychology of Public Opinion by Michael Milburn, Brooks-Cole 1992.

Work in Progress

Books

Community Unions: Beyond the Politics of Particularism, dissertation manuscript under contract with Cornell University Press/ILR imprint, forthcoming.

Articles

“Review of the New Urban Workforce: New Models for Labor Organizing” in *Qualitative Sociology*, forthcoming (subject to final approval) in “Constructing Workers” issue 2006

“Worker Centers and Unions: a Match Made in Heaven, or Mismatch?” *British Journal of Industrial Relations*, forthcoming (subject to final acceptance) 2006.

With Lauren Leimbach, “Banking the Unbanked: Delivering Financial Services Through Worker Centers” Research Forum, “Closing the Wealth Gap: Building Assets Among Low Income Households” CFED 2006 Assets Learning Conference, September, 2006. (data completed, draft in progress)

With Natasha Iskander, “Financial Services as Tools of Empowerment and Membership-Building Among Low Wage Immigrant Workers” (research completed, paper outlined, writing to commence Summer 2006)

With Gabriel Hetland, “Organizing Retail: Make the Road By Walking and the Retail Workers Union” (research largely completed, writing to commence Summer 2006)

Other Publications

“Immigrant Worker Centers and the Future of the US Labor Movement,” guest column, AFL-CIO website, May/June 2006.

“Debating Labor’s Future,” *The Nation*, August 1/8, 2005

“Worker Centers: Funder’s Executive Summary,” Neighborhood Funders Group, April 2005.

“Public Schools Deserve a Chance,” op-ed in the *Boston Globe*, 2/9/04.

“Bush Plans Three Flaws,” op-ed in *Sunday Boston Globe*, 1/11/04.

Commentary on All Things Considered, National Public Radio, April 11, 2002.

“Non-Union Low Wage Workers Are Finding a Voice as Immigrant Worker Centers Grow,” *Labor Notes*, #293, August 2003.

“Building Community Unions,” *The Nation*, January 1, 2001

“Still Point, Turning World,” *Boston Review* April/May 1996, labor roundtable discussion

“Coalition Strategies...” *Boston Review*, December/January 1996, on the future of grassroots organizing.

“Women in the Free Trade Zones of Sri Lanka” *Dollars and Sense*, October, 1995

With Richard Locke, “New Strategies and Tactics for a New American Labor Movement,” *Dollars and Sense* Labor Day issue, 1996.

With Nick Nyhart, “Strategies for Organizing to Get Money Out of Politics” *Sojourners Magazine* 1996.

With Nick Nyhart “Getting Money Out of Politics” *Social Policy* 1995.

“Fighting for the Prevailing Wage in Broward County, Florida” in *Midwest Labor Research Review* DATE????

“Up Against the Open Shop, Challenges to the Building Trades” where??? 1989.

Recent Presentations and Lectures

- Forthcoming: August 2006 American Sociological Association annual meeting, featured plenary session “The Future of Labor” with Steve Greenhouse of the New York Times and Lowell Turner, Cornell ILR
- June 2006, Cornell University School of Industrial and Labor Relations, half-day forum on Worker Center book
- May 2006, UCLA, Institute of Industrial Relations, forum on Worker Center book, relationship between worker centers and unions
- May 2006, UCLA, Downtown Labor Center, forum on Worker Center book
- May 2006, Emerging Practitioners in Philanthropy, presentation on worker center book
- May 2006, Council on Foundations, National conference, presentation on Asset-Building through Worker Centers
- May 2006, University of Massachusetts at Amherst, Labor Center Speakers’ Forum on Immigration, Race, Gender and Work, presentation on Worker Center book
- April 2006, Mexican Consulate General, *Comision de Poblacion y Desarrollo del onsejo Economico y Social de las Naciones Unidas, Presentation to Mexican National Institute on Migration*, presentation on worker center book
- April 2006, Johns Hopkins University Department of Political Science, Seminar Series, presentation on worker center research regarding relationship between worker centers and unions
- March 2006, Exhibition: Third Annual Celebration of Recently Published Faculty Authors, Rutgers University
- March 2006, London School of Economics, The Political Economy of Immigration and Migrant Labour, A British Journal of Industrial Relations Workshop, presented paper
- January 2006, Columbia University Globalization Seminar, presentation on worker center research
- January 2006, Ford Foundation, Forum on creative solutions to improving access to financial services for unbanked immigrant communities, presentation on prepaid debit card project with Center for Community Change and Community Financial Resources
- January 2006, Labor and Employment Relations Association, symposium “Latino, Immigrant and Black Workers: Opportunities, Progress and Change” presentation of worker center research
- December 2005, National AFL-CIO, Lawyers Coordinating Committee, Worker Centers briefing
- November 2005, New York Funders’ Briefing at Ford Foundation (co-sponsored by Four Freedoms Fund, Ford, Unitarian Universalist Veatch Program at Shelter Rock, The New York Foundation, The Rockefeller Foundation, New World Foundation) on worker centers research
- November 2005, Donors Forum of Chicago, presentation on worker center research
- October 2005, Northern California Associated Grantmakers, half-day Funder’s Briefing on Immigrant Worker Centers
- October 2005, National Low Wage Worker Coalition Conference, AFL-CIO, National Employment Law Project, National Immigration Law Center, presentation on worker centers and wage enforcement
- October 2005, American Studies Association Conference, Forum on Scholar-Activists

September 2005, Midwest Regional Meeting of Worker Centers, Center for Community Change and Interfaith Worker Justice

August 2005, Interfaith Worker Justice National Convention, worker centers presentation

2004: American Political Science Association annual meeting, panel presentation on community unionism and worker centers

2004: American Sociological Association annual meeting, 2 panels, faith-based organizing, worker centers

2004: How Class Works bi-annual conference, panel presentation on community unionism

Reviews, Mentions and Media Appearances

April 2006, Lou Dobbs Show, CNN, 6 minute segment on immigration reform debate and Worker Center book

April 2006, *New York Times*, Front page, National Section “Immigrant Workers Find Support in a Growing Network of Assistance Centers” by Steven Greenhouse features the Worker Center book

April 2006, *New Labor Forum*, Review of Worker Center book: “Can Worker Centers Fill the Union Void?” by Steve Early

April 2006, Mexicanos En el Exterior, Publicacion del Instituto de los Mexicanos en el Exterior, Volumen 2, numero 1, summary of Worker Centers book.

February 2006, *Milwaukee Journal Sentinel* article features Worker Center book

February 2006, *Newsday* article features Worker Center book

February 2006, *North Country Times* features Worker Center book

December 2005, *The New Standard* features Worker Center book

Professional Activities

American Political Science Association, Program Committee APSA 2007 Annual Meeting, Co-coordinator, Politics and History Panels

Labor Studies and Employment Relations Department, coordinator, Seminar Series

Labor Studies and Employment Relations Department, participant, Strategic Planning committee

Labor Studies Journal, Editorial Board Member

Cornell University Press, reviewer

Financial Services for Low Wage Workers Project with Center for Community Change and Community Financial Resources, 3 National Networks of Worker Centers (national survey of 500 low wage workers at worker centers, 4 focus groups, grantwriting, strategic planning, fundraising to reach goal of \$1.2 million, presentations, brought in \$38,000 to labor extension program)

SEIU Restructuring Research Project with Adrienne Eaton and Saul Rubinstein

Conference Co-convener with Jack Metzgar, “New Forms of Organization Among Low-Wage Workers”, co-sponsored by New Labor Forum, Labor Studies Journal, WorkingUSA and Labor History (Summer 2007)

Eastern Region Labor Womens' Summer School, plenary session speaker and workshop organizer (coalition-building)

Highlights of Organizing Career: 1980-2004

- 2004-present* Center for Community Change, **Senior Fellow for Policy and Organizing**
- 2002* SEIU Local #615, **Justice for Janitors Campaign Organizer**
- 1991-2003* Northeast Action, **Organizing Director**
- 1990-1994* Working Group on Electoral Democracy, **Consultant** and **Trainer** on campaign finance reform
- 1990-1992* Massachusetts Building and Construction Trades Council, AFL-CIO **Organizer, Researcher** and **Trainer**
- 1988-1989* American Federation of Television and Radio Artists (AFTRA)/Screen Actors Guild (SAG), **Organizer**
- 1988-1989* Question 2 Prevailing Wage statewide referendum (MA), **Co-Director**
- 1987-1988* Jesse Jackson for President, **National Campaign Staff**
- 1985-1987* Massachusetts Fair Share, **Boston Director**
- 1983-1985* Broward County Central Labor Council, **Community Organizer**
- 1981-1983* United States Student Association (USSA), **President** (full-time elected position) two terms
- 1980-1981* Student Association of the State University of New York (SASU) **Vice President** (full-time elected position)

Training and Consulting Experience

- 1995-2005* Training to organizations that make up **Northeast Action**, including Commonwealth Coalition (MA), Massachusetts Money and Politics Project, Massachusetts Voters for Clean Elections, Dirigo Alliance (ME), Maine Voters for Clean Elections, New Hampshire Citizen Action, Connecticut Citizen Action(CT), Ocean State Action (RI), Citizen Action of New York, Boston Vote
- 1997-2005* **Public Campaign**
Ongoing training and strategic advice to organizations across the country pursuing Clean Elections policies.
- 1999-2001* **Good Jobs! Partnership, Connecticut**
Provided strategic advice on organizing campaigns to win ordinances requiring certain percentages of local hiring for publicly-funded jobs.

- 1994-2002 **Training and Internship Program (TIP) Northeast Action**
Direct work of training program for staff and leaders with particular focus on development of organizers and leaders of color, designed, wrote senior trainer delivering 14 module organizing curriculum
- 1999-2000 **Massachusetts Association of Community Development Corporations**
Ongoing training and strategic advice to CDC's seeking to develop organizing programs and help in thinking through and designing a statewide issue campaign.
- 1999-2000 **AFL-CIO Working for America Institute**
Provided draft material and participated in discussions with Institute staff regarding organizing models and relationships to community organizations.
- 1999-2002 **Interfaith Funders Network**
Part of panel of scholars designing, implementing and evaluating a study of the field of faith-based organizing.
- 1995-1998 Building Trades related: **Massachusetts Building and Construction Trades, AFL-CIO, International Brotherhood of Electrical Workers (IBEW); AFL-CIO George Meany Center, New England Council of Carpenters.** Presentations and trainings at Meany Center in D.C. and California, for various locals and curriculum development on COMET program with Jeff Grabelsky of Cornell University (NYSSILR)
- 1996-1998 **Workplace Project**, Long Island, New York
Provided training and strategy development for low wage worker organizing campaigns

Partial list of Presentations, Trainings and Facilitation

Economic Policy Institute
Open Society Institute
International Institute for the Study of the Human Sciences, Vienna
Center for Civic Initiative, Siberia
USAction
Midwest Academy
National CURES Project
Project Vote
Tides Foundation
Veatch Foundation
Schumann Foundation
Norman Foundation
National Network of Grantmakers
Neighborhood Funders Group
Environmental Grantmakers of America
Fund 2000
Discount Foundation
Highlander Center
National Organizers Alliance
Massachusetts Teachers Association
United Auto Workers, Region 9A
Boston Freedom Summer
National Coalition Collaborative
Rhode Island Youth Action
Harvard Trade Union Program
Sustainable Long Island
Massachusetts Association of CDC's

Campaign for Human Development (CHD)
Council on Foundations
ENLACE (U.S./Mexico network of low-wage worker organizing projects)
Management and Community Development Institute (MCDI)
Western States Center
Riverwatch Network
Metro-Unionism Conference
Albert A. List Foundation
Jewish Fund for Justice
Ottinger Foundation
Interfaith Funders
Institute for Human Sciences
Service Employees International Union
Annie E. Casey Foundation

Current Service on Boards

Jewish Fund for Justice
Ms. Women and Labor Fund
Working Films
Boston Review