

LISA A. SCHUR

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EDUCATION

UNIVERSITY OF CALIFORNIA-BERKELEY, Berkeley, California

Ph.D. in Political Science, December 1997.

Fields: Public law, American politics, Political theory

Dissertation topic: Disability and political participation.

An examination of political attitudes and involvement among people with disabilities, including efforts to gain passage of the Americans with Disabilities Act and other attempts to change laws and policies affecting disability. Based on in-depth interviews and questionnaire data from a sample of people who have spinal cord injuries, including people who are not politically active as well as members of the disability rights movement.

M.A. in Political Science, 1984.

Master's thesis: "Women and Rebellion: The Shortcomings of Camus"

An analysis of Camus' view of political action from the perspective of feminist theory.

NORTHEASTERN UNIVERSITY SCHOOL OF LAW, Boston, Massachusetts

J.D., 1987.

Concentration in labor law and Constitutional law.

Passed Massachusetts Bar exam in July, 1987.

HARVARD UNIVERSITY, Cambridge, Massachusetts

B.A. in Sociology, June 1981. Senior honors thesis on the rise of the Soviet state.

EMPLOYMENT

ASSOCIATE PROFESSOR

7/04-present. Assistant Professor, 7/98-6/04. Rutgers University, Department of Labor Studies and Employment Relations.

## EMPLOYMENT (continued)

### VISITING ASSISTANT PROFESSOR

1/98-6/98 Haverford College. Designed and taught course on disability, law, and public policy, with focus on employment law.

### VISITING LECTURER

1/91-6/92 Rutgers University, Department of Labor Studies.  
Taught two undergraduate courses on American labor law, emphasizing legal reasoning, oral argument, and writing skills. Students participated in moot court, making oral arguments and drafting legal briefs and judicial opinions.

### TEACHING ASSISTANT

8/87-6/88 University of California, Berkeley, Department of Political Science.  
Helped teach undergraduate courses on Constitutional law with emphasis on the First Amendment, the Equal Protection Clause of the Fourteenth Amendment, and Criminal Due Process.

9/86-6/87 Northeastern University School of Law.  
Selected to teach first-year law students legal research methods, writing, and oral advocacy as part of Legal Practice course.

8/82-6/84 University of California, Berkeley, Department of Political Science.  
Helped teach courses in 19th and 20th Century Political Theory, American Political Theory and History, and Women in American Politics.

### JUDICIAL AND LEGAL INTERNSHIPS

12/86-2/87 The Honorable Joseph Tauro, U.S. District Court, District of Massachusetts.  
Drafted judicial opinions and conducted legal research on First Amendment issues, criminal conspiracy, and tort liability.

6/86-9/86 Massachusetts Attorney General's Office, Environmental Protection Division.  
Drafted complaints, pre-trial motions, and legal memoranda concerning hazardous waste litigation.

- 12/85-2/86 Thornton and Early, Boston, Massachusetts.  
Conducted legal research and writing for a firm specializing in toxic tort litigation.
- 6/85-9/85 Boston Municipal Court, Boston, Massachusetts.  
Drafted judicial opinions in the areas of consumer protection, contracts, and torts.

#### FELLOWSHIPS AND AWARDS

Political Research Quarterly Best Article Award for “Enabling Democracy: Disability and Voter Turnout,” awarded by the Western Political Science Association for the best article published in the journal in 2002.

Ed Roberts Pre-Doctoral Fellowship, 1996-97, World Institute on Disability and School of Public Health, University of California-Berkeley.

Harry Braden Fellowship, Department of Political Science, University of California-Berkeley, 1982-83.

Elizabeth Carey Agassiz Award for Academic Excellence, Harvard University, 1980-81.

#### REFEREED JOURNAL PUBLICATIONS

Lisa Schur, Douglas Kruse, and Peter Blanck, “Corporate Culture and the Employment of People with Disabilities,” forthcoming in Behavioral Sciences and the Law.

Lisa Schur, “Do Jobs Create Active Citizens? Employment and Political Participation,” British Journal of Industrial Relations, Vol. 41, No. 4, December 2003, pp. 751-771.

Lisa Schur, “Barriers or Opportunities? The Causes of Contingent and Part-time Work Among People with Disabilities,” Industrial Relations, Vol. 42, No. 4, October 2003, pp. 589-622.

Lisa Schur, “Contending with the 'Double Handicap': Political Activism Among Women with Disabilities,” Women and Politics, Vol. 15, No. 2, 2003, pp. 31-62.

Peter Blanck, Lisa Schur, Douglas Kruse, Susan Schwochau, and Chen Song, “Calibrating the Impact of the ADA’s Employment Provisions,” Stanford Law and Policy Review, Vol. 14.2, 2003, pp. 267-290.

Lisa Schur, Todd Shields, and Kay Schriener, “Can I Make A Difference? Efficacy, Employment, and Disability,” Political Psychology, Vol. 24, No. 1, March 2003, pp. 119-149.

Douglas Kruse and Lisa Schur, "Employment of People with Disabilities Following the ADA," Industrial Relations, Vol. 42, No. 1, January 2003, pp. 31-66.

Lisa Schur, "Dead-end Jobs or a Path to Economic Well-being? The Consequences of Non-standard Work for People with Disabilities," Behavioral Sciences and the Law, Vol. 20, December 2002, pp. 601-620.

Lisa Schur, Todd Shields, Douglas Kruse, and Kay Schriener, "Enabling Democracy: Disability and Voter Turnout," Political Research Quarterly, Vol. 55, No. 1, March 2002, pp. 167-190.

Awarded \$1000 prize by the Western Political Science Association for the best article published in the journal in 2002.

Lisa Schur and Douglas Kruse, "What Determines Voter Turnout? Lessons from Citizens with Disabilities," Social Science Quarterly, Vol. 81, No. 2, June 2000, pp. 571-587.

Lisa Schur, "Disability and the Psychology of Political Participation," Journal of Disability Policy Studies, Vol. 9, No. 2, 1998, pp. 3-31.

Lisa Schur, "Do Seniority Systems 'Trump' the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers," Journal of Individual Employment Rights, Vol. 7, No. 2, October 1998, pp. 167-186.

Lisa Schur and Douglas Kruse, "Gender Differences in Attitudes Toward Unions," Industrial and Labor Relations Review, Volume 46, Number 1, October 1992, pp. 89-102.

#### NON-REFEREED JOURNAL ARTICLE

Lisa Schur, "But Is It Still A Disability? Judicial Views of Mitigating Measures Under the ADA," Labor Law Journal, Vol. 50, No. 2, Summer 1999, pp. 146-155.

#### BOOK CHAPTERS

Lisa Schur, "Is There Still a 'Double Handicap'? Economic, Social, and Political Disparities Experienced by Women with Disabilities," in Bonnie G. Smith and Beth Hutchinson, eds., Gendering Disability (New Brunswick, NJ: Rutgers University Press, forthcoming 2004).

Lisa Schur, "Political Participation," in Gary Albrecht, ed., Encyclopedia of Disability (Thousand Oaks, CA: Sage Publications, forthcoming 2004).

Lisa Schur, Todd Shields, and Kay Schriener, "Voting," in Gary Albrecht, ed., Encyclopedia of Disability (Thousand Oaks, CA: Sage Publications, forthcoming 2004).

Douglas Kruse and Lisa Schur, "Does the Definition Affect the Outcome? Employment Trends Under Alternative Measures of Disability," in David Stapleton and Richard Burkhauser, eds., What is Causing the Decline in the Employment of People with Disabilities: A Policy Puzzle (Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2003).

#### PUBLISHED PAPERS IN PROCEEDINGS

Lisa Schur, Adrienne Eaton, and Saul Rubinstein, "High Performance Work Systems and Political Efficacy: A Tale of Two Departments," forthcoming in Proceedings of the 56<sup>th</sup> Annual Meeting. Champaign, IL: Industrial Relations Research Association, 2004.

Lisa Schur, "Discrimination in the Workplace: Perceptions and Responses of People with Disabilities," Proceedings of the 54<sup>th</sup> Annual Meeting. Champaign, IL: Industrial Relations Research Association, 2002, pp. 40-48.

Lisa Schur, "The Difference a Job Makes: The Effects of Employment Among People with Disabilities," Journal of Economic Issues, Vol. 36, No. 2, June 2002, pp. 339-348.

Lisa Schur, "Do Seniority Systems 'Trump' the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers," Proceedings of the Southern Industrial Relations and Human Resources Conference, 1998.

Lisa Schur, "Disability and the Psychology of Political Participation," Proceedings of the Society for Disability Studies, 1997.

Lisa Schur and Douglas Kruse, "What Determines Voter Turnout? Lessons from Citizens with Disabilities," Proceedings of the Society for Disability Studies, 1997.

#### WORK IN PROGRESS OR PLANNED

Lisa Schur, Todd Shields, and Kay Schriener, "Growing Older Alone? Group Involvement, Age, Political Participation, and Disability," revised and resubmitted as research note to Political Research Quarterly.

Lisa Schur, "Industrial Democracy and Political Participation." Analysis is being conducted on 2002 General Social Survey dataset, using information on workplace decision-making, group involvement, voter turnout, and other forms of political participation.

Lisa Schur, "Unions and Accommodations for Workers with Disabilities." This project will

investigate union contracts and joint union-employer policies regarding accommodations for workers with disabilities, and the experiences of unionized workers who have requested accommodations.

## RESEARCH GRANTS

“Non-standard Work Arrangements and Disability,” 2000-2001, with Douglas Kruse. We analyzed the prevalence and trends of alternative work arrangements among people with disabilities over the 1992-2000 period, and legal issues facing workers with disabilities in such arrangements. This was supported by a \$54,000 grant through the Disability Research Institute, which is funded by the Social Security Administration.

“Empowerment Through Civic Participation: A Follow-up Study,” 2000, with Kay Schriener and Todd Shields. We conducted a follow-up survey in November, 2000 of 500 people who responded to our 1998 national survey, plus an additional cross-section of 502 people. This was funded by grants totaling \$50,000 from the National Institute on Disability and Rehabilitation Research (\$20,000), the Presidential Task Force on Employment of Adults with Disabilities (\$25,000), and the Rutgers School of Management and Labor Relations (\$5,000).

“Empowerment Through Civic Participation: A Study of the Political Behavior of People with Disabilities,” 1998, with Douglas Kruse, Kay Schriener and Todd Shields. Working with the Rutgers Center for Public Interest Polling, we conducted a national household survey in November, 1998 of 1,240 people, 700 of whom had disabilities. This was funded by grants totaling \$52,500 from the New Jersey Developmental Disabilities Council (through the Rutgers Disability Research Consortium) and School of Management and Labor Relations.

## PRESENTATIONS

“High Performance Work Systems and Political Efficacy: A Tale of Two Departments,” Industrial Relations Research Association annual conference, San Diego, CA, January 2004.

“Corporate Culture and the Employment of People with Disabilities,” conference on corporate culture and disability sponsored by Merrill Lynch and the University of Iowa Center on Law, Health Policy, and Disability, New York, NY, June 2003.

“Do Jobs Create Active Citizens? Employment and Political Participation,” British Journal of Industrial Relations conference on politics and employment relations, London, UK, September 2002.

“Non-standard Work Arrangements and Disability,” Disability Research Institute, Washington, D.C., June 2002, with Douglas Kruse.

- "Changes in the Workforce: Trends & Implications for Employment Law and Collective Bargaining," Industrial Relations Research Association chapter meeting, Edison, NJ, April 2002.
- "Discrimination in the Workplace: Perceptions and Responses of People with Disabilities," Industrial Relations Research Association annual conference, Atlanta, GA, January 2002.
- "The Difference a Job Makes: The Effects of Employment Among People with Disabilities," Association for Evolutionary Economics annual conference, Atlanta, GA, January 2002.
- "Conflicts Between Collective Bargaining Agreements and the ADA," 23<sup>rd</sup> Annual Labor Law Conference, sponsored by Region 22 of the National Labor Relations Board, Edison, NJ, November 2001.
- "Employment, the 'Double Handicap,' and Political Action Among Women with Disabilities," Center for Women and Work, Rutgers University, New Brunswick, NJ, October 2001.
- "Growing Older Alone? Social Capital, Age, Participation, and Disability," American Political Science Association, San Francisco, CA, August 2001, with Todd Shields.
- "Contending with the 'Double Handicap': Political Activism Among Women with Disabilities," Conference on Gender and Disability, Institute for Research on Women, Rutgers University, New Brunswick, NJ, March 2001.
- "Can I Make A Difference? Political, Personal, and Group Efficacy Among People with Disabilities," American Political Science Association, Washington, D.C., August 2000.
- "Contingent Employment Among Workers with Disabilities: Opportunities and Barriers," Cornell University Summer Institute on Disability and Employment Policy, Ithaca, NY, July, 2000.
- "Contingent Employment Among Workers with Disabilities: Opportunities and Barriers," Society for Disability Studies, Chicago, IL, July, 2000.
- "Disability and Voter Turnout," presented to President's Committee on Employment of People with Disabilities, Subcommittee on Employee Disability Concerns, Washington, D.C., January 2000.
- "Employment and Participation Among People with Disabilities," presented to European Union High Level Group on Disability, Washington, D.C., October 1999.
- "Disability and Voter Turnout in the 1998 Elections," American Political Science Association, Atlanta, GA, September 1999, with Todd Shields.

“Polling Place Accessibility for People with Disabilities,” National Task Force on Elections Accessibility, Washington, D.C., June 1999, with Douglas Kruse.

“But Is It Still A Disability? Judicial Views of Mitigating Measures Under the ADA,” Society for Disability Studies, Washington, D.C., May 1999.

“Political Participation Among People with Disabilities,” Society for Disability Studies, Washington, D.C., May 1999.

“Do Seniority Systems ‘Trump’ the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers,” Southern Industrial Relations and Human Resources Conference, Vanderbilt University Law School, Nashville, Tennessee, October 1998.

“Do Seniority Systems ‘Trump’ the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers,” Society for Disability Studies, Oakland, California, June 1998.

“Disability and Political Participation,” Society for Disability Studies, Minneapolis, Minnesota, May 22, 1997.

“What Encourages People with Disabilities to Participate in Politics?” World Institute on Disability Colloquium, Oakland, California, April, 1997.

“What Determines Voter Turnout? Lessons from Citizens with Disabilities,” Southern Political Science Association, Atlanta, Georgia, November 8, 1996, with Douglas Kruse.

“Disability and the Psychology of Political Participation,” International Society of Political Psychology, Vancouver, British Columbia, July 3, 1996.

“Attitudes Toward Unions in the U.S.: An Analysis of Gender Differences,” School of Management and Labor Relations, New Brunswick, New Jersey, May 1990, with Douglas Kruse.

## COURSES TAUGHT

Employment Law (undergraduate)

American Labor Law (undergraduate)

Disability and Law (undergraduate)

Legislation and Labor-Management Relations (graduate)

Introductory Seminar in Labor Studies and Employment Relations (graduate)

Designed and taught non-credit courses on labor law and the Americans with Disabilities Act for UCLEA Summer Institute for Union Women at the University of Connecticut-Storrs in 2000, Rutgers University in 2001, and the George Meany Center in 2002 and 2003.



## SERVICE

Member of Blue Ribbon Expert Advisory Panel for the ADA Impact Study, funded by the Presidentially-appointed National Council on Disability

Organizer of Industrial Relations Research Association panel, "Industrial Democracy and Political Participation," for the January 2004 conference in San Diego.

Reviewer for:

Industrial and Labor Relations Review

American Journal of Political Science

Journal of Politics

American Politics Research

Political Behavior

Member, Education Committee, Industrial Relations Research Association, 2002-present.

Rutgers University representative on Planning Committee for Annual Labor Law Conference, 2000-present, sponsored by National Labor Relations Board Region 22.

Invited presenter for Webcast on disability and employment, sponsored by Institute for Rehabilitation Research, funded by the National Institute on Disability and Rehabilitation Research, June 2003 ([www.ilru.org/online/archive/2003/06-18-PB.html](http://www.ilru.org/online/archive/2003/06-18-PB.html))

Presentations to New Jersey Education Association on employment law, January and March, 2003.

Presentations to governmental bodies:

President's Committee on Employment of People with Disabilities, Washington, D.C., January 2000

European Union High Level Group on Disability, Washington, D.C., October 1999

National Task Force on Elections Accessibility, Washington, D.C., June 1999

New Jersey Developmental Disabilities Council, New Brunswick, NJ, April 1999

Published interviews in Insight, supplement to Labor Law Reports, July 1999 and March 2002, on Supreme Court decisions interpreting the ADA.

Member, Faculty Search Committee, Department of Labor Studies and Employment Relations, Rutgers University, 2001-2002.

Member, Library Committee, School of Management and Labor Relations, Rutgers University, 2002-2003.

Member, Undergraduate Admissions Committee, Department of Labor Studies and Employment Relations, Rutgers University, 2003-2004.

## AFFILIATIONS

American Bar Association  
American Political Science Association  
Industrial Relations Research Association  
Society for Disability Studies