

# Point-Counterpoint: Digital Technologies and Work, Working Arrangements and Workers' Well-Being

Rutgers-Renmin Universities Conference – May 21-22, 2018

## Speaker Bios

**IFEOMA AJUNWA** is an Assistant Professor in the Organizational Behavior Department of Cornell's Industrial and Labor Relations School. She earned her Ph.D. in Sociology from Columbia University. Her doctoral work received support from the National Science Foundation and honorable mention by the Ford Foundation. Immediately prior to her position at Cornell ILR School, she was a Fellow at the Berkman Klein Center at Harvard University (where she remains a Faculty Associate) and she served as a Teaching Fellow at Harvard Law School. Professor Ajunwa researches the organizational behavior of organizations, particularly in relation to stigma/social evaluation, diversity, and the adoption of new work technologies. Other related research interests include labor and employment law, as well as, business and society concerns.

Professor Ajunwa's research has been published or is under review in both law review and peer reviewed journals, including the *California Law Review*, the *Harvard Civil Rights-Civil Liberties Law Review*, the *Northwestern Law Review*, *Organization Science*, the *Journal of Law, Medicine, and Ethics*, *Research in the Sociology of Work*, etc. Her research has been mentioned in major media outlets such as, the *New York Times*, the *Harvard Business Review*, the *Atlantic*, the *Guardian*, *Nature Biotechnology*, etc. Professor Ajunwa has served as a keynote speaker or panelist at international conferences such as SXSW and has presented her work before governmental agencies such as the Consumer Financial Protection Bureau (the CFPB) and the Equal Employment Opportunity Commission (the EEOC). Her forthcoming book, *The Quantified Worker*, will be published by Cambridge University Press.

**CHRISTIANE BENNER** is the Vice President of the German Metalworkers' Union (IG Metall), the world's biggest sectoral trade union with 2.3 million members. When she was elected to this position (the union's second highest) in 2015 it was an historic appointment. This was the first time in IG Metall's history that a woman has held this position. She is a specialist in questions of digital transformation with respect to the world of work, and she has led the union's efforts that seek to model work in the digital age to avoid detriment to workers. She has authored many publications on "crowdworkers" and was the force behind the union's crowdwork initiatives, including its website <http://faircrowd.work>, which seeks to defend the interests of these online freelance workers and encourage them to join together, the "Frankfurt Paper on Platform-Based Work," and the establishment of an Ombuds Office for German crowdsourcing platforms. She was quoted as saying: "We are convinced that good working conditions can be achieved on digital labor platforms. The Ombuds Office is a further step in this direction. Is it important to us that workers are directly involved in shaping their own conditions of work, so we are especially pleased that crowd workers are directly represented in the Ombuds Office board."

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**JOEL CUTCHER-GERSHENFELD** is a professor in the Heller School for Social Policy and Management at Brandeis University, where he teaches strategy and operations for the M.B.A. Program. Previously he served as a professor and dean in the School of Labor and Employment Relations at the University of Illinois. Joel is editor for the *Negotiation Journal* at the Program on Negotiation at the Harvard Law School and is past president of the Labor and Employment Relations Association. Joel holds a Ph.D. in industrial relations from MIT and a B.S. in industrial and labor relations from Cornell University.

Joel is an award-winning author who has co-authored or co-edited twelve books, including *Designing Reality: Surviving and Thriving in the Third Digital Revolution* (Basic Books, 2017), *Inside the Ford-UAW Transformation: Pivotal Events in Valuing Work and Delivering Results* (MIT Press, 2015), *Multinational Human Resource Management and the Law* (Edward Elgar, 2013), *Valuable Disconnects in Organizational Learning Systems* (Oxford University Press, 2005), *Lean Enterprise Value* (Palgrave, 2002), *Knowledge-Driven Work* (Oxford University Press, 1998), and *Strategic Negotiations* (Harvard Business School Press, 1994), and over ninety-five articles, book chapters, and policy papers on new technology, high performance work systems, workplace transformation, negotiations and conflict resolution, economic development, and engineering systems. He has helped to lead large-scale change initiatives in public and private sectors in Australia, Bermuda, Canada, Denmark, England, Iceland, Jamaica, New Zealand, Panama, and the United States. Joel's current research is centered on stakeholder alignment in complex systems - a foundation for institutions in the 21st Century.

**MADELEINE CLARE ELISH** is a cultural anthropologist whose work examines the social impacts of machine intelligence and automation on society. She is currently a researcher at Data & Society in New York, a non-profit research institute focused on the social impacts of data-driven technology. At Data & Society, she leads the Intelligence & Autonomy Initiative, which develops grounded, qualitative research in order to provide nuanced understandings of emerging machine learning and automated technologies and to inform the design, evaluation, and regulation of AI-driven systems. Her work has investigated how automated technologies affect understandings of values and ethical norms, and how work lives change in response. She recently completed her dissertation at Columbia University in Anthropology, after conducting fieldwork with military and defense contractor communities involved in U.S. Air Force drone operations, and examining how distributed drone operations are affecting conceptions of skill, expertise, and military service in the United States. She previously earned an S.M. in Comparative Media Studies at MIT. She can be found occasionally on twitter @m\_c\_elish.

**CYNTHIA ESTLUND** is the Catherine A. Rein Professor of Law at NYU School of Law. She is a leading scholar of labor and employment law and workplace governance. Her book, *A New Deal for China's Workers* (2017), takes a comprehensive look at labor unrest and reform in China. In her previous book, *Regoverning the Workplace: From Self-Regulation to Co-Regulation* (2010), she chronicles the current crisis of workplace governance in the US and charted a potential path forward. Her first book, *Working Together: How Workplace Bonds Strengthen a Diverse Democracy* (2003), argued that the workplace is a site of both comparatively successful integration and intense cooperation, and explored the implications for democratic theory and for the law of work. In her article "What Do We Do After Work?" (forthcoming *Yale Law Journal*), she considers the impact of automation on jobs and argues that it is time to rethink what she calls the "fortress of employment" so we may be better able to compete with our robot counterparts. Before joining NYU School of Law in 2006, Professor Estlund taught at the University of Texas and Columbia Law Schools. She holds a J.D. from Yale Law School.

**WENSHU GAO** is a Professor and chief of the Division of Human Resource Research of the Institute of Population and Labor Economics at Chinese Academy of Social Sciences. He completed his Ph.D. in economics at the Graduate School of Chinese Academy of Social Sciences in 2003. In 2008/2009, he was a visiting scholar in the Economics Department of Monash University, Australia and in 2012 he was a visiting researcher in the Economics School of Nagoya University, Japan.

Professor Gao has research interests in employment, social security, internal migration, income inequality and human resource management, on which he has published many papers in such peer-reviewed journals as *Journal of Development Study*, *Applied Economics Letters*, *Journal of the Asia Pacific Economy*, *China Economics Review* etc. He has also finished such projects as “Internal Migration and the Rural-Urban Income Gap in China,” funded by the National Social Sciences Foundation of China, “The New Generation of Young Migrants: New Face, Hukou Reform and Job Market Integration” funded by the International Labor Organization, “A Study on the Rural Pension System in Chengdu” funded by the World Bank, and “The Income Inequality in Western China” funded by the Chinese Academy of Social Sciences, etc.

**CHARLES HECKSCHER** is Distinguished Professor and director of the Center for the Study of Collaboration in Work and Society at Rutgers School of Management and Labor Relations. At the center, he is currently leading two primary research projects: one on the development of stakeholder systems, and a second project on the effects of teamwork in acute hospital care. His research focuses on organizational change and its consequences for employees and unions, and on the possibilities for more collaborative and democratic forms of work.

Professor Heckscher's books explore the future of the labor movement (*The New Unionism*), the changing approaches of corporate management (*The Post-Bureaucratic Organization*, *The Firm as a Collaborative Community*), the effects of downsizing and restructuring on employee loyalty (*White-Collar Blues*), and the process of improving stakeholder relations (*Agents of Change*). He has also written widely on mutual-gains bargaining, employment-rights movements, labor-management partnerships, and workplace participation.

Before coming to Rutgers, he worked for the Communications Workers' union and taught Human Resources Management at the Harvard Business School. He holds a Ph.D. from Harvard University in sociology.

**SUSAN HELPER** is the Frank Tracy Carlton Professor of Economics at the Weatherhead School of Management at Case Western Reserve University. She was formerly Chief Economist at the U.S. Department of Commerce and a member of the White House Staff. She has served as chair of the Economics Department, and has been a visiting scholar at University of Oxford, the University of California (Berkeley), Harvard University and the Massachusetts Institute of Technology (MIT). Her research focuses on the globalization of supply chains, and on how U.S. manufacturing might be revitalized. Dr. Helper received her Ph.D. in Economics from Harvard University.

**DOUGLAS KRUSE** is a Distinguished Professor in the School of Management and Labor Relations at Rutgers University, a Research Associate at the National Bureau of Economic Research (Cambridge, MA), and a Research Fellow at the IZA Institute for the Study of Labor (Bonn, Germany).

Dr. Kruse served as Senior Economist at the White House Council of Economic Advisers in 2013-2014. He received an M.A. in Economics from the University of Nebraska-Lincoln and a Ph.D. in Economics from Harvard University. His research has focused on the employment and earnings effects of disability, and the causes, consequences, and implications of employee ownership and profit sharing.

His most recent co-authored books are *How Did Employee Ownership Firms Weather the Past Two Recessions?* (W.E. Upjohn Institute Press), *The Citizen's Share: Reducing Inequality in the 21st Century* (Yale University Press), *People with Disabilities: Sidelined or Mainstreamed?* (Cambridge University Press), and *Shared Capitalism at Work* (University of Chicago Press). His book *Profit Sharing: Does It Make A Difference?* won Princeton University's Richard A. Lester prize as the year's Outstanding Book in Labor Economics and Industrial Relations.

Dr. Kruse has also published widely in peer-reviewed journals, and is an Editor of the *British Journal of Industrial Relations*. He has testified four times before Congress on his economic research, authored or co-authored three U.S. Department of Labor Studies, and served on the President's Committee on Employment of People with Disabilities and New Jersey's State Rehabilitation Council.

**WILMA B. LIEBMAN** was appointed by President Obama to be the Chairman of the National Labor Relations Board (NLRB) on January 20, 2009. She served as Chairman until August 27, 2011, when her third term expired. Since then, she has been engaged in various advisory roles and consulting projects and has taught at several universities. She presently serves as a Visiting Distinguished Scholar at Rutgers University's School of Management and Labor Relations and as an adjunct at New York University Law School. She has also taught at Cornell University's Law School and Industrial and Labor Relations School, the University of Illinois' College of Law and the School of Labor and Employment Relations, and George Washington University Law School.

Ms. Liebman was first appointed to be a Member of the NLRB by President Clinton and was twice reappointed by President Bush. She was the third longest serving Member of the NLRB in its history. Prior to joining the NLRB, Ms. Liebman served for two years as Deputy Director of the Federal Mediation and Conciliation Service (FMCS) and for two years as Special Assistant to the Director. Prior to joining FMCS in January 1994, Ms. Liebman held positions as Labor Counsel for the International Union of Bricklayers and Allied Craftsmen, and Legal Counsel to the International Brotherhood of Teamsters.

She holds an A.B. degree from Barnard College, and a J.D. from George Washington University Law School. She is a member of the Board of Directors of the Economic Policy Institute, a fellow of The College of Labor and Employment Lawyers and the American Law Institute, and a Senior Research Associate of the Labor and Worklife Program at Harvard Law School. She serves on the Executive Advisory Board of the Cornell Institute for Hospitality Labor and Employment Relations. And as of May 1, 2014, she has served as Chair of the Dunlop Commission on Agricultural Labor.

**CHEN LIU** is a professor in public and social policy, School of English & International Studies, Beijing Foreign Studies University. She is a director of the National Center for North American Studies which is listed on China's Top 500 Think Tanks in 2017; Senior Advisor to Ministry of Foreign Affairs of China, National Development & Reform Commission of China, and Ministry of Finance of China. She has been appointed as Counselor of Mayor of Beijing since 2017. Her reports served President Hu Jintao's visit to the U.S. in 2011, Premier Li Keqiang's visit to Canada in 2016, and Beijing's International Cooperation Planning etc. She is Vice President of the Association for Canadian Studies in China, Executive Director of China Public Relations Association, and University Guest Professor of Harbin Institute of Technology.

Professor Liu received her Ph.D. degree in political science from Peking University, was a Postdoctoral Fellow in International Political Economy at Harvard University, and is currently an Edward Mason Fellow at Harvard Kennedy School. Her research interests include international development, immigration, employment, and social inequality & participation. She has authored four books. Her book on Chinese foreign policy, *China in the World since 1978 Reform & Opening up* was a finalist for 2017 National Social Sciences Book Prize which is the highest book award for social sciences studies in China. Her book *Globalization in India: Concept, Transformation and Implementation* (2007) won Japan's CASCIO Book Award (2008). Her book *The Development in China's International Development since 1978 Reform & Opening up* will be published with Springer (2019). She is currently directing a major program of National Social Science Foundation of China (2016-2020), the top research grant in China, as the youngest principle investigator. The project is focused on the leadership, strategy and implementation of China's international development in the new era.

**KAI LIU** is an Assistant Professor at the School of Labor and Human Resources, Renmin University of China. His research interests include health policy, anti-poverty policy, and comparative social policy.

**MINGWEI LIU** is an Associate Professor and Co-Director of the Ph.D. program at the School of Management and Labor Relations of Rutgers University, and Director of the Rutgers-Renmin Center for Global Work and Employment. He received a Ph.D. degree in industrial and labor relations from Cornell University. His research interests fall into three broad areas. The first is comparative employment relations and human resource management with a focus on Chinese employment relations, labor movement, human resource management, and labor and human resource issues in overseas Chinese multinational companies. The second is high performance work practices in different industries and national contexts. The third is labor standards and corporate social responsibility in global value chains. His publications appear in top industrial relations journals such as *Industrial and Labor Relations Review*, *British Journal of Industrial Relations*, and numerous edited books. He has also published a book (co-edited with Chris Smith), *China at Work: A Labor Process Perspective on the Transformation of Work and Employment in China*. His research has won several prestigious national and international awards such as the Best Paper Award in Emerging Economies Research of the Academy of International Business (2017), the John T. Dunlop Scholar Award of the

Labor and Employment Relations Association (2014), the Early Career Research Award of the W.E. Upjohn Institute for Employment Research (2014), the Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award of the Labor and Employment Relations Association (2010), and the Early Career Fellowship Award of the Cardiff Business School (2010). In 2015 Professor Liu was selected as Chancellor's Scholar at Rutgers.

Professor Liu has served as a guest editor of special issues of *Human Resource Management* and *Journal of Industrial Relations*. He is on the editorial board of *Industrial and Labor Relations Review*, *Journal of International Business Studies*, *International Journal of Management Reviews*, and *International Journal of Human Resource Management*, and is an ad hoc reviewer for more than 20 leading international journals in the fields of industrial relations, business, management, sociology, political science, and area studies. He also serves as an external grant reviewer for Social Sciences and Humanities Research Council of Canada and a book manuscript reviewer for major international publishers such as Cornell University Press, Palgrave Macmillan, and Lexington Books. Professor Liu provides consultation to a number of international organizations, governments, and multinational corporations. He is a founding trustee of Electronics Watch, an innovative organization focusing on labor rights in the global electronics value chains.

**BRISHEN ROGERS** is an Associate Professor of Law at Temple University Beasley School of Law. His research focuses on labor/employment law, with particular interests in low wage work and the impact of technology on employment practices. He is currently writing a book for MIT Press on the law and political economy of new workplace technologies, tentatively entitled *Rethinking the Future of Work*. His recent law review articles have appeared in *the Texas Law Review*, *Harvard Law and Policy Review*, *Chicago Law Review Forum*, and various labor/employment law journals. Popular works include several recent articles in the *Boston Review* on automation, work, and universal basic income. Prior to joining the Temple Faculty, Rogers was a Climenko Fellow and Lecturer in Law at Harvard Law School. In spring 2017, he was a visiting professor at Washington University in St. Louis and the European University Institute in Florence, Italy. He holds a J.D. from Harvard Law School.

**NOAM SCHEIBER**, is a Chicago-based reporter for the *New York Times* who covers workers and the workplace, including numerous articles on gig economy issues. Before coming to the *Times*, he spent nearly 15 years at *The New Republic* magazine, where he covered economic policy and three presidential campaigns. His book *The Escape Artists* is a narrative of the Obama administration's efforts to save the economy from the Great Recession. He holds a master's degree in economics from the University of Oxford, where he was a Rhodes Scholar.

**TREBOR SCHOLZ** is a scholar-activist and Associate Professor for Culture & Media at The New School in NYC. His book *Uber-Worked and Underpaid. How Workers Are Disrupting the Digital Economy* (Polity, 2016) introduces the concept of "platform cooperativism" as a way of joining the co-op model with the digital economy. His edited volumes include *Digital Labor: The Internet as Playground and Factory* (Routledge, 2013), and *Ours to Hack and to Own: Platform Cooperativism. A New Vision for the Future of Work and a Fairer Internet* (listed by *Wired Magazine* as one of the Top Tech Books of 2017). Last year, he founded the Platform Cooperativism Consortium, which has received funding to support the ecosystem of platform coops over the next two years. Scholz frequently presents on the future of work to media scholars, lawyers, activists, computational designers, union leaders, and policymakers worldwide. Scholz is a member of the Barcelona Advisory Council on Technological Sovereignty. His articles and ideas have appeared in *The Nation*, *The Chronicle of Higher Education*, *Le Monde*, and *The Washington Post*. To learn more, visit <http://platform.coop> or email [info@platform.coop](mailto:info@platform.coop)

**SUSAN J. SCHURMAN** is Distinguished Professor of Labor Studies and Employment Relations at Rutgers, The State University of New Jersey. She served as Dean of Rutgers School of Management and Labor Relations from 2011-2015. She served as Dean of Rutgers' University College Community from 2007-2015. From 1997-2007, she served as the founding president of the National Labor College.

Professor Schurman holds a Ph.D. from the University of Michigan, where she served as Director of the Labor Studies Center and Research Investigator in the School of Public Health. She is a past president of the United Association for Labor Education and was recently reelected to a second term as president of the [International Federation of Workers' Education Associations \(IFWEA\)](#). She is also a board member of the Labor and Employment Research Association. She has served on numerous non-profit boards and government commissions including as a member of the Board of Trustees of Morris Brown College. Her research and teaching focus on labor union effectiveness including strategy, structure and governance as well as constructive labor-management relations. She is also an expert on workplace safety and health – especially on the effects of occupational stress on physical and mental health.

**ANDREW STERN**, is President Emeritus of the Service Employees International Union. During his tenure as President, between 1996 to 2010, the union became the largest union in the AFL CIO, adding over 800,000 workers in a decade. Stern has been called a courageous and visionary labor leader. In a bold and controversial move, he led the SEIU out of the AFL CIO with six other unions and formed Change to Win, a new labor alliance. He has been featured on numerous shows include The Colbert Show, 60 Minutes, CNN, Charlie Rose and on the covers of the New York Times Magazine, Fortune and BusinessWeek. He is the author of two books, *A Country that Works A* (2006), and *Raising the Floor: How a Universal Basic Income Can Renew Our Economy and Rebuild the American Dream* (2015). In its review of *Raising the Floor*, the Financial Times wrote, "Technology, as Stern sees it, overwhelms everything else, including the American dream itself. While he is persuaded that automation and information technology will make many jobs obsolete and thereby hurt workers, he does not suggest holding back technological change. He looks for policies to make the unpredictable lifestyle of a gig worker more tolerable – above all, universal basic income, where a regular cash amount is given to every citizen regardless of whether or not they work." Stern is now a senior fellow at the Economic Security Project.

**DASHU WANG** is a professor at the School of Economics of Peking University. He received his Ph.D. degree from La Trobe University. He was a visiting professor at Stanford University (2008-2012) and former President of Chinese Economic Studies Association of Australia.

**FEI WANG** is an Assistant Professor at the School of Labor and Human Resources and a Research Fellow at the National Academy of Development and Strategy, Renmin University of China. He received his Ph.D. degree in Economics from University of Southern California. His research interests include labor economics, population Economics, applied micro econometrics, and subjective wellbeing.

**ALAN WILD** is Vice President of Human Resources, Employee Relations and Engagement at IBM. Before joining IBM in January 2011, he worked as an HR executive in major international companies including Guinness, ITT and Land Rover. He also worked as HR director and member of the Director General's senior executive team and the International Labor Organization in Geneva. He has undertaken significant HR projects in around 90 countries in many continents and has been based in various locations in Europe, North America and Africa. He is a specialist in international employee and labor relations, employee engagement and HR strategy and has authored a number of books on these subjects. He has represented the business community internationally at the OECD, the ILO, the United Nations and the European Union.

**MIKE WING** is retired Vice President, Strategic & Executive Communications, IBM. For 21 years, Mike Wing helped shape IBM's thought leadership and the strategic direction of its communications, including counsel to three IBM CEOs. He crafted the company's vision of the globally integrated enterprise, Smarter Planet and Cognitive Business. Previously, Mike was Vice President, Worldwide Intranet Strategy & Programs, responsible for the strategy and development of w3.ibm.com, IBM's corporate intranet. Mike developed IBM's global online "jams" for organizational brainstorming, accelerated decision making and culture change.

In retirement, Mike is providing strategic counsel to a small number of NGOs and professional organizations.

Before IBM, Mike led employee communications at Time Warner Inc. and CBS, Inc. In graduate school, he was a member of the faculty and administration of Vico College, an interdisciplinary undergraduate humanities program at the State University of New York at Buffalo, where he was a doctoral candidate in English, concentrating on Shakespeare. He graduated from Swarthmore College with High Honors in 1970. Mike is co-author of *The Kissing Place*, an original film produced for USA Network.

**TODD WOLFSON** is an associate professor of journalism and media studies and the digital media coordinator for the master of communication and media program, Rutgers University School of Communication and Information. An anthropologist by training, Professor Wolfson's research is a mixture of traditional and cyber-based ethnography and focuses on the intersection of new media and contemporary social movements. He is the author of "Digital Rebellion: The Birth of the Cyber Left" and co-editor of the forthcoming volume, "Great Refusal: Herbert Marcuse and Contemporary Social Movements." He is a co-founder of the Media Mobilizing Project (MMP) based in Philadelphia. MMP is an award-winning organization that aims to use new media and communications to build a movement of poor and working people, united across color lines. MMP's work has been supported by the Knight Foundation, Ford Foundation, Kellogg Foundation, Media and Democracy Coalition, and Media Democracy Fund, amongst others. He holds a Ph.D. in anthropology and social and cultural foundations of education from the University of Pennsylvania.

**QINGJUN WU** is an Associate Professor and chair of the Department of Labor Relations at the School of Labor and Human Resources, Renmin University of China. He is a Co-Director of the Renmin-Rutgers Center for Global Work and Employment. He received a Ph.D. degree in sociology from Tsinghua University. His research interests include labor relations management, labor studies, trade unions, and digital economy and employment.

**HAO ZHANG** is an Assistant Professor of Labor Relations of Renmin University of China's School of Labor and Human Resources. He received his Ph.D. degree from Cornell University's School of Industrial and Labor Relations. His research focuses on employment relations, informal work, and skills development, with special attention to China.

**JUWEI ZHANG** is a professor and Director General of the Institute of Population and Labor Economics, Chinese Academy of Social Sciences (CASS), and President of China Association of Labor Economics, with rich working experiences in advising Chinese government including the State Council, the National Commission on Population and Family planning, the Ministry of Labor and Social Security, the National Development and Reform Commission (NDRC) for policy making on economic development and employment, training, labor migrations, aging and social security etc. in China. His research interests include labor economics and demographic economics. He earned many academic awards, such as the Highest Economic Prize in China, the Eleventh Sun Yefang Economic Prize in 2004, the Special Prize and the First Class Prize on Soft Science by the National Commission on Population and Family Planning in 2006, etc.