

## Rebecca Kolins Givan

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### **Academic Appointments:**

Associate Professor: Rutgers University, Department of Labor Studies and Employment Relations, School of Management and Labor Relations. 2014-present. Assistant professor 2012 - 2014.

Co-Director: Center for Work and Health, School of Management and Labor Relations, Rutgers University. September 2013-Present.

Assistant Professor: Cornell University, School of Industrial and Labor Relations. August 2005 - August 2012.

Visiting faculty and member of Graduate Faculty: University of Massachusetts, Amherst. The Labor Center. Graduate courses: *Public Sector Labor Relations*; *Collective Bargaining*; supervision of final projects.  
2007 - present.

Lecturer: Cardiff Business School, Cardiff University (UK). Lecturer in Employment Relations.  
January - July 2005.

Researcher: Centre for Economic Performance, London School of Economics. Project: The Future of Trade Unions in Modern Britain (funded by the Leverhulme Trust). Collaborative research with Professor Stephen Bach (King's College, London).  
October 2002 - December 2004.

Instructor (Lecturer): Northwestern University. Courses: *Introduction to Comparative Politics* (2001); *Politics and Markets* (2000).

### **Education:**

Northwestern University. Evanston, IL. Department of Political Science, Ph.D., 2004. Subfields: Comparative Politics (Western Europe) and Political Economy. Dissertation: *Hard Labor: Employees and Healthcare Reform in the United Kingdom, 1997 - 2004.*

Oberlin College. Oberlin, OH. B.A. 1997 with High Honors in Politics. Majors: Politics and Religion.

**Books:**

Givan, Rebecca Kolins. *The Challenge to Change: Reforming Health Care on the Frontline in the US and UK*. 2016, Cornell University Press/ILR Press, Ithaca, New York.

Givan, Rebecca Kolins, Kenneth Roberts and Sarah A. Soule, Eds. (2010). *The Diffusion of Social Movements*. Cambridge University Press, New York.

**Special Issues of Journals (Edited):**

Ariel Avgar, Adrienne Eaton, Rebecca Kolins Givan, and Adam Seth Litwin. Special Issue of *Industrial and Labor Relations Review*: Work and Employment Relations in Healthcare. "Editorial Essay: Introduction to a Special Issue on Work and Employment Relations in Health Care." (Forthcoming August, 2016)

**Peer-Reviewed Articles and Book Chapters:**

Hipp, Lena and Rebecca Kolins Givan (2015) "What Do Unions Do? A Cross-National Reexamination of the Relationship between Unionization and Job Satisfaction" *Social Forces* 94 (1) 349-377.

Givan, Rebecca Kolins (2013) "Why Teachers Unions Make Such Useful Scapegoats." *New Labor Forum*, January/February 2014 23:1 68-75.

Givan, Rebecca Kolins and Lena Hipp (2012). "Public Perceptions of Union Efficacy: A Twenty-Four Country Study" *Labor Studies Journal*. March 2012 37: 7 - 32.

Avgar, Ariel, Rebecca Kolins Givan and Mingwei Liu (2011). "A Balancing Act: Work-Life Balance and Multiple Stakeholder Outcomes in Hospitals." *British Journal of Industrial Relations*, 49 (4): 717 - 741.

Avgar, Ariel, Rebecca Kolins Givan and Mingwei Liu (April 2011). "Patient-Centered but Employee Delivered: Patient Care Innovation, Turnover Intentions and Organizational Outcomes in Hospitals." *Industrial and Labor Relations Review*, 64 (3): 423 - 440 (lead article).

Howell, Chris and Rebecca Kolins Givan (2011). "Rethinking Institutions and Institutional Change in European Industrial Relations." *British Journal of Industrial Relations*, 49 (2): 231 - 255.

Bach, Stephen and Rebecca Kolins Givan (2011). "Varieties of New Public Management? The Reform of Public Service Employment Relations in the UK

and USA.” *International Journal of Human Resource Management*, 22 (11): 2349 - 2366.

Bach, Stephen and Rebecca Kolins Givan (2010). “Regulating Employment Conditions in a Hospital Network: The Case of the Private Finance Initiative.” *Human Resource Management Journal*, 20 (4): 1 - 16.

Givan, Rebecca Kolins, Kenneth Roberts and Sarah A. Soule (2010). “Introduction: The Dimensions of Diffusion.” in Givan, Rebecca Kolins, Kenneth Roberts and Sarah A. Soule, Eds. *The Diffusion of Social Movements*. Cambridge University Press: 1 - 15.

Givan, Rebecca Kolins, Ariel Avgar and Mingwei Liu (2010). “Having Your Cake and Eating It Too? The Effects of Hospital Restructuring on Diverse Organizational Outcomes.” *Advances in Industrial and Labor Relations*, Volume 17: 31 - 67.

Bach, Stephen, John Forth and Rebecca Kolins Givan (2009). “The Public Sector in Transition.” in Willy Brown, Alex Bryson, *et al*, Eds. *The Evolution of the Modern Workplace*. Cambridge University Press, New York: 307 - 331.

Bach, Stephen, and Rebecca Kolins Givan. (2008). “Public Service Modernization and Trade Union Reform: Towards Managerial Led Renewal?” *Public Administration*, 86 (2): 523 - 539.

Givan, Rebecca Kolins (2007). “Side by Side We Battle Onward? Representing Workers in Contemporary America.” *British Journal of Industrial Relations*, 45 (4): 829 - 855.

Givan, Rebecca Kolins, and Stephen Bach (2007). “Workforce Responses to the Creeping Privatization of the UK National Health Service.” *International Labor and Working Class History*, 71 (1): 133 - 153.

Givan, Rebecca Kolins (2005). “Seeing Stars? Performance Management and Human Resources in the National Health Service.” *Personnel Review*, 34 (6): 634 - 647.

Bach, Stephen, and Rebecca Kolins Givan. (2005). “Union responses to public-private partnerships in the National Health Service.” In *Trade Unions: Resurgence or Demise?* in S. Fernie and D. Metcalf, Eds. London: Routledge.

Bach, Stephen, and Rebecca Kolins Givan. (2004). “Public Service Unionism in a Restructured Public Sector: Challenges and Prospects?” in *The Future of Unions in Britain: Union Organization and Activity*, J. Kelly and P. Willman, Eds. London: Routledge.

### **Other publications:**

Givan, Rebecca (2014) “The Perils of Putting Patients before Profits,” review of *Cleaning Up* by Dan Zuberi. *New Labor Forum*, 23 (3) 106-108.

Givan, Rebecca (2012). “Striking Workers Never Take Their Actions Lightly” (Op-Ed), *Connecticut Post*. October 5, 2012  
<http://www.ctpost.com/opinion/article/Striking-workers-never-take-their-actions-lightly-3923074.php>

Givan, Rebecca (2012). “When it comes to the workforce, leave it to the professionals” (Op-Ed), *Los Angeles Times*. September 30, 2012.  
<http://articles.latimes.com/2012/sep/30/opinion/la-oe-givan-labor-strike-referees-20120930>.

Givan, Rebecca Kolins (2010). “The Maimonides Medical Center Model: Conflict Reduction through Mutual Respect and Conflict Resolution through Mediation.” *Dispute Resolution Journal*, 65 (4): 53 - 55.

Compa, Lance, Henning Meyer, Stephen Barber, Michele Faioli, Rebecca Givan and Klaus Mehrens (2010). *A Social Dimension for Transatlantic Economic Relations*. The Global Policy Institute, London Metropolitan University.

Givan, Rebecca Kolins (2005) Review of: “Going Public: The Role of Labor-Management Relations in Delivering Quality Government Services.” Lipsky and Brock, Eds. in *British Journal of Industrial Relations*, 43 (3): 537 - 560.

### **Conference Presentations and Invited Talks:**

“Why Health Care Unions Matter” Keynote address, Michigan Nurses Association Education Day. September 2016, Lansing, MI.

“Bringing Work and the Workplace back in to Health Services Research” Organizational Theory in Health Care Conference, Vanderbilt University, Nashville, TN, June 2016.

“Between Regulation and Representation: Physicians and Physician Association in the US and UK” Labor and Employment Relations Association, Minneapolis, MN, May 2016.

“Labor-Management Collaboration in Health Care in the US” Adrienne Eaton, Rebecca Kolins Givan and Peter Lazes. Labor and Employment Relations Association, Minneapolis, MN, May 2016.

“Union Involvement in Process Improvement: The Case of SHARE” Adrienne Eaton and Rebecca Kolins Givan. International Studies Association, Minneapolis, MN May 2016.

“The Challenge to Change: The Role of Labor on the Frontline of Welfare State Restructuring” International Conference of Europeanists, Philadelphia PA, April 2016.

“Labor-Management Collaboration in Healthcare – Lessons from U.S. Cases”, with Adrienne Eaton, International Labour Process Conference, Berlin, Germany, April 2016.

“Precarious Professions? Governing Knowledge Work in US Hospitals and Universities” Rebecca Kolins Givan and Tobias Schulze-Cleven, International Labour Process Conference, Berlin, Germany, April 2016.

“Union Efforts to Improve Health Care Quality: The Case of the Committee of Interns and Residents”, (with Adrienne Eaton), CRIMT (Centre de Recherche Interuniversitaire sur la Mondialisation et le Travail conference), University of Montreal, Montreal, May 2015.

“Union Efforts to Improve Health Care Quality: The Case of the Committee of Interns and Residents”, (presented by Adrienne Eaton), International Labour Process Conference, Athens, Greece, April 2015.

“The Challenge to Change: Reforming and Protecting Health Care through Provider-Led Regulation” Cardiff Business School, November 2014.

“Worker and Union Participation in Healthcare Delivery” with Adrienne Eaton, Rutgers Business School, Management and Global Business Department. October 2014.

“Why Teachers Unions Make Such Useful Scapegoats...and what you can do about it.” opening keynote address, Oregon Education Association 2014 Summer Leadership Conference, Bend, OR July 2014.

“Unions and Low Wage Workers.” Invited presentation at Center for Economic Opportunity, Office of the Mayor, New York City. June 6, 2014.

“Health Care Reform: The Impact So far...” on plenary panel “Health Care Reform and its Impact on Labor”, Labor and Employment Relations Association, annual conference, Portland, OR May 2014.

“Strengthening Labor-Community Strategies” Camilo Viveiros and Rebecca Kolins Givan. Presented at United Association for Labor Education (UALE) annual conference, Los Angeles, CA March 2014.

“Employment Relations in Health Care” Conference organizer (with Adrienne Eaton, Ariel Avgar and Adam Seth Litwin). New Brunswick, NJ, March 2014.

"What do unions do -- to workers' perceptions and attitudes?" Lena Hipp and Rebecca Kolins Givan (presented by Lena Hipp): Invited workshop, Institute for Work and Employment Relations, Massachusetts Institute of Technology, June 2012; and Society for the Advancement of Socio-Economics Annual Conference, Cambridge, MA, June 2012.

Labor Research and Action Network (LRAN) National Conference, invited plenary panelist, “Analyze to Win: New Research on Labor and Organizing.” June 12, 2012.

“Public Employees Under Siege.” Invited speaker, Maxwell School, Syracuse University, April 18, 2012.

“Providing Socialized Health Care: Unions in the Indian Health Service and Veterans’ Administration.” Labor and Employment Relations Association Annual Conference, Chicago, January 2012.

“Globalizing Anchored Industries: The Effects of Globalization on the Health Care Industry.” Ariel Avgar and Rebecca Kolins Givan. BJIR 50<sup>th</sup> Anniversary Conference, London, December 2011.

“Public Perceptions of Union Efficacy: A Twenty Country Study.” Rebecca Kolins Givan and Lena Hipp. United Association for Labor Education (UALE) Annual Conference, March 2011.

“Best Practices in Hospital Human Resource Management: Lessons from the British and American Health Care Systems.” Invited presentation to Netherlands Ministry of Health, The Hague, January 2011.

“The Challenge to Change: Reforming Health Care on the Frontline in the US and UK.” Invited talk, Radboud University Nijmegen, January 2011.

“What Do Unions Do in Healthcare? From the Health Care Workplace to the Health Care System in the US and UK.” Invited talk, Institute for Work and Employment Relations, MIT Sloan School of Management, September 2010; invited talk, UCLA Institute for Research on Labor and Employment, November 2010.

"What do unions do -- to workers' perceptions and attitudes?" Lena Hipp and Rebecca Kolins Givan (presented by Lena Hipp) at "Ideas at Work" conference, Cardiff Business School, September 2010.

"A Time for Change: Restructuring America's Health Care Delivery System." New York, NY, May 2010. Conference organizer (with Peter Lazes and William Sonnenstuhl).

"A Balancing Act: Work-Life-Balance and Multiple Stakeholder Outcomes in Hospitals." Ariel Avgar, Rebecca Kolins Givan and Mingwei Liu. Presented at International Labour Process Conference, New Brunswick, NJ, March 2010 (presented by Rebecca Kolins Givan) and Industry Studies Association Conference, Chicago, IL, May 2010 (presented by Ariel Avgar).

"Apples to Oranges or Apples to Apples: Understanding the Healthcare Workplace, Learning from the Transatlantic Comparison" Rebecca Kolins Givan. Presented at LERA Annual Meeting, January 2010 (Atlanta, GA).

"Varieties of New Public Management? The Reform of Public Service Employment Relations in the UK and USA." Stephen Bach and Rebecca Kolins Givan. Presented at IIRA World Congress, Sydney, August 2009 (presented by Stephen Bach).

"Rethinking Institutions and Institutional Change in European Industrial Relations." Chris Howell and Rebecca Kolins Givan. Presented at BJIR Conference in honour of Richard Hyman, London School of Economics, May 2009 and at Society for the Advancement of Socio-Economics, Paris, July 2009.

"Patient Centered But Employee Delivered: Patient-Centered Care, Turnover, and Organizational Outcomes." Ariel Agar, Rebecca Givan and Mingwei Liu. Presented at Sloan Healthcare Scholars Networking Conference, New York, NY, May 2009 and Industry Studies Association Conference, Chicago, IL, May 2009.

"What Anglo-American Model? Public Sector Employment Relations in Context." Presented at LERA Annual Conference, San Francisco, CA, January 2009.

"The Public Sector in Transition." Joint paper with Stephen Bach and John Forth. Presented at conference "25 years of the Workplace Employment Relations Survey." Darwin College, Cambridge, December 2008.

"Patient Centered but Employee Delivered: Patient-Centered-Care, Turnover, and Organizational Outcomes." Joint paper with Ariel Avgar and Mingwei Liu. "Health Care Labor Markets in a Global Context" funded by Alfred P. Sloan Foundation. University of Illinois, Urbana-Champaign, September 2008.

"The Public and Private Politics of Healthcare Employment: Rethinking the UK-US Comparison." Invited seminar at School of Labor and Employment Relations, University of Illinois, Urbana-Champaign, September 2008.

"Health Care in the US and UK." Plenary speaker. Michigan State University Labor Programs (joint with UIUC Labor Programs), Union Health Care Workers Conference, Las Vegas, NV, June 2008.

"Having Your Cake and Eating It Too? The Effects of Hospital Restructuring on Diverse Organizational Outcomes." Joint paper with Ariel Avgar and Mingwei Liu. Labor and Employment Relations Association Annual Meeting, New Orleans, LA, January 2008. Awarded Advances in Industrial and Labor Relations (AILR)/LERA Best Paper.

"Professional Knowledge and Political Power? California Nurses from the Workplace to the Touch Screen." *Institute for the Social Sciences*, Cornell University, November, 2007.

"Beyond welfare policy: Implementing reform in the UK National Health Service." International Industrial Relations Association, 8<sup>th</sup> European Congress, Manchester, UK, September 2007.

Roundtable organizer and participant: "Bringing the Workers Back in: New Issues in Comparative Labor Politics." American Political Science Association Annual Meeting, Chicago, IL, September 2007.

"Welfare Reform and the Private Finance Initiative in the NHS." (Joint paper with Stephen Bach.) Society for the Advancement of Socio-Economics, Copenhagen, June 2007 (presented by Stephen Bach).

"The future of public service unionism: Towards managerial led renewal?" Australian Centre for Research in Employment and Work Conference 2006. Joint paper with Stephen Bach, presented by Stephen Bach. Prato, Italy, July 2006.

"Beyond Welfare Policy: Implementing Reform in the UK National Health Service." Council for European Studies, Fifteenth International Conference, Chicago, IL, March 2006.

"Seeing Stars: Human Resources Performance Indicators in the National Health Service." Invited speaker. Centre for Local and Regional Government, Cardiff University, June 2005.

"Professional Associations and Trade Unions." Invited presentation to British Association of Social Workers (Scotland), Glasgow, February 2004.

“Private sector involvement in the National Health Service.” Invited presentation to Royal College of Nursing, England Management Team (joint presentation with Stephen Bach), September 2003.

Panel organizer and presenter (with Stephen Bach) “The implications of welfare reform for union practice: The case of the United Kingdom.” Industrial Relations Research Association (IRRA) Annual Conference, San Diego, CA, January 2004.

“Public Services, Private Profits? The Private Finance Initiative in Great Britain.” at Society for the Advancement of Socio-Economics Annual Conference, Aix-en-Provence, France, June 2003 (jointly authored with Stephen Bach).

“Public Service Unions and Privatization.” London School of Economics Centre for Economic Performance (CEP) Annual Conference, Stoke Rochford (UK), May 2003.

“The Future of Public Service Unionism in a Restructured Public Sector.” Presented at British Universities Industrial Relations Association Public Sector Group meeting, Nottingham Business School (joint paper with Stephen Bach), April 2003.

“New Industrial Relations? Nurses in Great Britain.” Society for the Advancement of Socio-Economics, Annual Meeting, Amsterdam, June 2001.

“Love’s Labour Lost? Trade Unions and the Labour Party in 1990s Britain.” Presented at *Labor, Gender and Citizenship: The future of history in social inquiry in honor of Louise Tilly*. Conference held at The New School for Social Research, New York, NY, April 1999.

## **Work in Progress**

“Labor-Management Partnerships to Improve the Quality of Health Care – What’s Working and What’s Not,” with Adrienne Eaton and Peter Lazes, invited chapter for LERA Research Volume, “The Evolving Healthcare Landscape: How Employees, Organizations, and Institutions Adapt and Innovate”, A. Avgar and T. Vogus (eds.).

“Regulating Health Care in the United States and United Kingdom: How Public and Private Regulators Structure Health Care Delivery”, invited chapter for LERA Research Volume, “The Evolving Healthcare Landscape: How Employees, Organizations, and Institutions Adapt and Innovate”, Ariel Avgar and Timothy Vogus (eds.).

“Healthcare Unions and Quality of Care: The Case of the Committee of Interns and Residents” with Adrienne Eaton.

“Toward Precarious Professionalism or Professional Precarity? Knowledge Work in American Healthcare and Higher Education” with Tobias Schulze-Cleven.

### **Non-credit programs (selected)**

Keynote speaker and breakout session leader, Michigan Nurses Association Education Day, September 2016.

Convening of nurse unions (facilitator and co-convenor with Erin Johansson), February 2016.

Joint Bargaining, (with Adrienne Eaton), Health Professional and Allied Employees – AFT, annual bargaining conference, January 2016.

Co-organizer/facilitator of workshop “Social Media Workshop for Labor Activists”, Rutgers LEARN, April 2013.

### **Honors, Awards and Grants**

- Chancellor’s Scholar, Rutgers University, New Brunswick. 2016-2021.
- Rutgers GAIA grant, \$1500, to support speaker series for Center for Work and Health, 2014-15.
- Montague Burton Visiting Fellow, Cardiff Business School, Cardiff, UK. Autumn semester, 2014.
- John T. Dunlop Scholar Award recognizing “the research contribution of an academic for the best contribution to international and/or comparative labor and employment research.” Labor and Employment Relations Association, 2011 (presented 2012).
- Robert N. Stern Award for Teaching and Mentoring, ILR School, Cornell University, 2010.
- “A Time for Change: Restructuring America's Health Care Delivery System” (organized with Peter Lazes and William Sonnenstuhl), May 2010. Grants from ILR School Pierce Memorial Fund (\$25,000); Cornell University Institute for the Social Sciences (\$6,000), Cornell University Clinical and Translational Science Center (\$19,000).
- Faculty Fellow, Institute for Social Sciences, Cornell University. Theme project: *Contentious Knowledge: Science, Social Science and Social Movements*, 2006 - 2009.

- Recognition Award: Outstanding Work for the Advancement of Women, Cornell University, 2009. Presented by Cornell Women’s Resource Center, the International Students and Scholars Office, and the Cornell Community.
- Grant from Institute for Social Sciences (Cornell University) with Sydney Van Morgan (Sociology and Institute for European Studies) for seminar series *Women and the State in Europe*. Spring and Fall seminars, 2007.
- Grant (with Lowell Turner): Einaudi Center, Cornell University. 2006. “The New Politics of Urban Solidarity: A Comparative Analysis of Labor Coalition Building in Germany, the United Kingdom and United States.”
- Center for International and Comparative Studies, Northwestern University: Summer Research Grant, 1999, 2001; Dissertation Enhancement Grant, 2000.
- Oberlin College Alumni Association Henry Haskell Fellowship: 1999.
- University Fellowship, Northwestern University: 1997 - 1998.
- Wildavsky Memorial Prize in Politics, Oberlin College: 1997.

### **Professional Activities**

Vice president, Rutgers AAUP-AFT New Brunswick Chapter. 2016-Present.

Labor and Employment Relations Association (LERA), executive board member, May 2014-present.

Co-organizer, Conference on Work and Employment Relations in Health Care, March 2014, Rutgers University, New Brunswick, NJ. (Subset of papers published as Special Issue of *Industrial and Labor Relations Review*.)

Labor Research and Action Network (LRAN), Emerging scholars committee, June 2012 - present.

Health Care Industry Council (Labor and Employment Relations Association), co-chair, January 2011 to present.

Book review editor (non-law books), *Comparative Labor Law and Policy Journal*, 2008 - present.

Referee: *British Journal of Industrial Relations*; *Industrial and Labor Relations Review*; *Work and Occupations*; *Relations Industrielles/Industrial Relations*;

*Economic and Social Democracy; Health Affairs; ILR Press/Cornell University Press.*

Cornell ILR Extension, 2005 - 2012: Development and delivery of collective bargaining training for community college administrators (Institute for Community College Development); Advisory committee, Global Labor Institute Roundtable on Privatization; Steering committee for creation of Worker Institute. Cornell Institute for European Studies Steering Committee, 2007 – 2010

Media quotes/interviews (selected): *New York Times; Wall Street Journal; Bloomberg News, Huffington Post; BNA Daily Labor Report; Albany Times-Union; Christian Science Monitor; St. Paul Pioneer Press; The Oregonian; Congressional Quarterly (CQ); WNYC; WHCU; Tomorrow's Teachers; Doctor Radio (Sirius); Buffalo News; NurseZone; WSYR Syracuse; WENY Elmira; Rochester Democrat and Chronicle; Racine Journal Times; Cincinnati Enquirer,* etc.

Membership in: Society for the Advancement of Socio-Economics; Labor and Employment Relations Association (board member 2014-present); Industry Studies Association; Health Care Industry Council; Employment Policy Research Network; Labor Research and Action Network.

**Other:**

Trustee (Board Member), Mary McDowell Friends School, Brooklyn, NY. September 2012 - present.

Board Member, International Contemporary Ensemble (ICE), Brooklyn, NY and Chicago, IL. May 2013 – present; Board Secretary October 2015-present.