



Dr. Clair Brown is Professor of Economics and Director of the Center for Work, Technology, and Society, IIR at the University of California, Berkeley. Prof Brown is a past Director of the Institute of Industrial Relations at UCB, and an Omron Fellow at ITEC, Doshisha University, Kyoto, Japan. Prof. Brown has published research on many aspects of the labor market, including high-tech workers, labor market institutions, firm employment systems and performance, the standard of living, wage determination, and unemployment. The industries she has studied in the field include semiconductors, automobiles, consumer electronics, telecommunications, and high-tech start-ups. Brown heads the human resources group of Sloan Semiconductor Program at U.C. Berkeley. Their research has analyzed how the labor market for engineers has been changing, and how semiconductor companies create and capture value. Her books include *American Standards of Living, 1919-1988* (Blackwell, 1994), *Work and Pay in the United States and Japan* (with coauthors, Oxford University Press, 1997), and *Economic Turbulence* (with coauthors, University of Chicago Press, 2006). She and Greg Linden are writing a book on the semiconductor industry, *Change Is the Only Constant*.

Contact by email: cbrown@econ.berkeley.edu

EDUCATION

B.A. (Mathematics), Wellesley College, 1968
Ph.D. (Economics), University of Maryland, 1973

PROFESSIONAL EXPERIENCE (selected)

Professor of Economics, University of California, Berkeley (on faculty since 1973)
Director, Center for Work, Technology and Society, IIR (since 1997)
Director, Competitive Semiconductor Industry-Human Resources Program (since 1993)
Visiting Fellow, ITEC, Doshisha University, Kyoto, Japan (since 2003)
Director, Institute of Industrial Relations, University of California at Berkeley (1992-1997); Associate Director, 1983-1992; Advisory Committee, 1978-1982, since 1997.
Board, Berkeley Faculty Association/AAUP (1999-2005)
Steering Committee, *Services Offshore Working Group*, MIT Industrial Performance Center, 2005-2006
Advisory Board, School of Management, Doshisha University, Kyoto, Japan (2002-04)
Advisory Board, Center for Labor Research and Education, IIR (since 1997)
Advisor, *Dorothea Lange: Grab a Hunk of Lightning*. NEH proposal for film (by D. Taylor and M. Partridge) about work of Dorothea Lange and Paul Taylor (2004-2006)
Organizing Committee, Sloan Industries Studies Annual Conference (2005-2007)
Member, Planning Meeting on International Labor Mobility and Knowledge Development, The National Academies, Washington, D.C., June 16, 2003
Board, Work and Employment Relations Network, Sloan School of Management, MIT (2001-2004)
Board of Directors, Center for Working Families, UC Berkeley (1999-2002)
Advisory Board, Center for Human Resource Effectiveness, IIR and Haas School of Management (1997-2001)

Board of Directors, Stiles Hall (1975-1995)
 Director, National Center for the Workplace, Institute of Industrial Relations (1993-1996)
 International Advisory Panel, Faculty of Economics and Business University Malaysia Sarawak (1998-2003)
 Board of Trustees, George Meany Center for Labor Studies, AFL-CIO (1995-98)
 Advisory Panel, Reliastar Standard of Living Index
 Executive Committee, Industrial Relations Research Association (1985-1987)
 (Also officer of local chapter, 1985-1987)
 Editor, *Industrial Relations*, 1983-1986; Board of Reviewers, since 1975.
 Referee: *California Management Review*, *Industrial and Labor Relations Review*, *Journal of Human Resources*, *Journal of Political Economy*, *Policy Analysis*, *Review of Economics and Statistics*, Cambridge University Press, MIT Press, Oxford University Press, National Science Foundation
 Advisory Board, *International Journal of Business and Society* (since 2000)
 Member: American Economics Association, Industrial Relations Research Association, Academy of Management, Society of Labor Economists
 Member, Panel on Work, Family, and Community, National Research Council, National Academy of Sciences (1980-1982)
 Consultant, Minimum Wage Study Commission, Washington, D.C. (1980 – 1981)
 Consultant, Shared Work U.I. Evaluation Project, Economic Development Department, State of California, 1980
 Board of Editors, *Labor Center Reporter*, Institute of Industrial Relations, Center for Labor Education and Research (1979-91)
 Consultant, Expert Committee on Family Budgets, U.S. Department of Labor, 1979
 Advisory Committee, Carnegie Council Report on Youth, 1978

PUBLICATIONS AND PAPERS

Economic Turbulence: Is a Volatile Economy Good for America? (with John Haltiwanger and Julia Lane), Chicago: University of Chicago Press, 2006. (Background papers and technical materials available online www.economicsturbulence.com.)

“Offshoring in the Semiconductor Industry: A Historical Perspective” (with Greg Linden), in Susan M. Collins and Lael Brainard, eds. *Brookings Trade Forum 2005: Offshoring White Collar Work*. Washington, DC: Brookings Institution Press (Ch. 8, pp. 279-333), 2006.

“Managing Creativity and Control of Knowledge Workers”, in D. Hugh Whittaker and Robert E. Cole, eds. *Recovering from Success: Innovation and Technology Management in Japan*. Oxford: Oxford University Press, 2006.

“An International Investigation of Problem-Solving Performance in the Semiconductor Industry” (with Melissa Appleyard and Linda Sattler) *Journal of Product Innovation Management*, 2006. 23: 147-167.

“Making vs. Buying Knowledge: The Relationship between R&D Investment and Workforce Knowledge” (with Fredrik Andersson, Benjamin A. Campbell, Hyowook Chiang, and Yooki Park). Paper presented at NBER Summer Institute, June 2005, and at CAFÉ European Conference, October 2006. (Accepted with revisions in referred

NBER Conference Volume, 2007)

“Semiconductor Engineers in a Global Economy” (with Greg Linden), Working Paper (draft), prepared for National Academy of Engineers, *Workshop on the Offshoring of Engineering: Facts, Myths, Unknowns, and Implications* (to be held October 24-25, 2006, Washington, DC). Paper based upon research for our forthcoming book, *Change is the Only Constant: How the Chip Industry Reinvents Itself Under Crisis*.

Services Offshoring Working Group Final Report (co-author). Industrial Performance Center, MIT, September 2006.

“The Role of Japanese Start-ups in High-Tech Innovation” (with Greg Linden and Eiichi Yamaguchi). *ITEC Policy Brief*, ITEC-COE, Doshisha University, 2005.

“Profiles of HR and Knowledge Management Systems in the United States and Japan” (with Melissa Appleyard). Case Study for MOT course. Distributed by Ministry for Science and Education, Japan, for national use in MBA courses. 2004.

“Managing Creativity and Control in Innovation: Lessons from the Semiconductor Industry in Japan and the U.S.” Case Study for MOT course. Distributed by Ministry for Science and Education, Japan, for national use in MBA courses. 2004.

“Connect with Your Workforce” (with Ben Campbell). Center for Work, Technology, and Society (IIR) Working Paper, UC Berkeley. Version for MOT Classroom Use. Distributed by Ministry for Science and Education, Japan, for national use in MBA courses. Feb 2003.

“Managing Knowledge Workers in Global Knowledge Networks” (with Greg Linden). Center for Work, Technology, and Society (IIR) Working Paper, UC Berkeley. June 2006.

"Career Paths and Job Ladders under Economic Turbulence" *Institute of Industrial Relations Working Paper Series*. Paper iirwps-137-06. (December 1, 2005)
<http://repositories.cdlib.org/iir/iirwps/iirwps-137-06>

"Offshoring in the Semiconductor Industry: Historical Perspectives " (with Greg Linden). *Institute of Industrial Relations Working Paper Series*. Paper iirwps-120-05. (May 1, 2005) <http://repositories.cdlib.org/iir/iirwps/iirwps-120-05>

“Wintel and Beyond: Leadership in the Net World Order” (with Melissa Appleyard and Greg Linden). (August 30, 2004). *Center for Work, Technology and Society. Berkeley-Doshisha Employment and Technology Working Paper Series*: Paper cwts-01-2004.
<http://repositories.cdlib.org/iir/cwts/bdetwps/cwts-01-2004>

"The Net World Order's Influence on Global Leadership in the Semiconductor Industry" (with Greg Linden and Melissa Appleyard) in Martin Kenney and Richard Florida, eds., *Locating Global Advantage: Industry Dynamics in the International Economy*. Stanford, CA: Stanford University Press (Ch. 9, pp. 232-257), 2003.

"The Impact of Technological Change on Work and Wages" (with Ben Campbell). *Industrial Relations* (Winter 2002). Earlier version presented at the IRRA Annual Meeting, New York, January 1999.

"Employment Practices and Semiconductor Manufacturing Performance" (with Melissa Appleyard). *Industrial Relations* (Fall 2001). Earlier version presented at the Conference on Technology and Changing Labor Market Institutions, Honolulu, December 1998.

"Technical Change, Wages, and Employment in Semiconductor Manufacturing" (with Benjamin Campbell). *Industrial and Labor Relations Review* (Winter 2001). Earlier version presented at Sloan Conference on Wage Inequality, University of Wisconsin, March 1999 and at the Sloan Globalization Conference, Napa Valley, October 1999.

"Engineers' Voice in the Internet Economy" (with Benjamin Campbell). *IRRA 53rd Annual Proceedings*, 2001.

"Quality of Life", in Juliet Schor, *Do Americans Shop Too Much?* Boston: Beacon Press, 2000 (Earlier version published in *Boston Review*, Vol. 24, No. 3-4, 1999)

"The Semiconductor Industry's Role in the Net World Order" (with Greg Linden and Melissa Appleyard). *Institute of Industrial Relations Working Paper Series*. Paper iirwps-094-03. (June 19, 2003). <http://repositories.cdlib.org/iir/iirwps/iirwps-094-03>

"An International Investigation of Creative Performance in the Semiconductor Industry" (with Melissa Appleyard and Linda Sattler). Working Paper, Center for Work, Technology, and Society, University of California, Berkeley, 2003

Report to the American College of Surgeons on Basic Ultrasound Training (with Ben Campbell, Richard Katz, et al), 2003

"What is involved in knot tying? A study in motor skills function in the prefrontal cortex" Presentations made at U of Pennsylvania and American Society for Neuroimaging, New Orleans, March 2003 (with Shoko Nioka et al)

Report on Online Employee Management and Training Program For Burger King (with Richard Katz et al), August 2002.

Work and Pay in the United States and Japan (with Yoshifumi Nakata, Michael Reich, and Lloyd Ulman). New York: Oxford University Press, 1997. (Named a "Notable Book" by Princeton University.)

Editor, *Shifting Locus of Value Creation in the Semiconductor Industry: Effects of disintegration and product proliferation, Interim Report*, University of California, Berkeley, April 2001. Available at <http://socrates.berkeley.edu/~iir/worktech/csmfinal/>.

"High-Tech Industries in California: Panacea or Problem?" (with Steve Raphael and Ben Campbell) in Paul Ong and Jim Lincoln, eds. *Policy Issues Facing the California Labor Market*. Institute of Industrial Relations, UC Berkeley, 2000. (Written for the California State Legislature.)

"In principio era il chip" (with Alessandra Del Boca), *Il SOLE24ore*, giugno 21, 2000.

"Making the Labor Market Work for High-Tech Workers" (with Ben Campbell), May 2000. Available at <http://socrates.berkeley.edu/~iir/worktech/>

"Technological Change, Training, and Job Tasks in a High-Tech Industry" (with Benjamin Campbell). *Proceedings of the International Industrial Relations Association*, Tokyo, June 2000.

"Micro-Macro Linkages in High-Performance Employment Systems" (with Michael Reich). *Organizational Studies* 1997 (5): 765-781. Earlier version presented at conference, Organizing Employment for High Performance. Cardiff Business School, Wales, September 1995.

"Developing Skills and Pay through Career Ladders: Lessons from Japanese and U.S. Companies" (with Michael Reich). *California Management Review*, Winter 1997. An earlier version of this paper was presented at the Industrial Relations Research Association annual meetings in Washington, D.C., January 1995.

"Managing Creativity and Control in Innovation." In Demetri Kantarelis, ed., *Business and Economics for the 21st Century*. Vol. 1, 1997.

American Standards of Living, 1918-1988. Cambridge: Blackwell, 1994. Data developed reprinted in *Millenium Edition of Historical Statistics of the United States*.

"The Perceived Shortage of High-Tech Workers" (with Ben Campbell and Greg Pinsonneault), Spring 1998. Available at <http://socrates.berkeley.edu/~iir/worktech/>

Editor, *The Competitive Semiconductor Manufacturing Human Resources Project: Final Report (Phase 1)*. CSM-38, Berkeley, December 1997. Available at <http://socrates.berkeley.edu/~iir/worktech/csmfinal/>. Selections presented as "Creating High-Performance Semiconductor Companies" (with Melissa Appleyard and Ben Campbell) at Department of Labor Economics and China Center for Economic Research (CCER), Beijing University and at National University of Singapore, Summer 1998.

"Innovation on the Shop Floor: Successes from the Semiconductor Industry" (with Melissa Appleyard). In *The Competitive Semiconductor Manufacturing Human Resource Project: Final Report (Phase 1)*. CSM-38, Berkeley, December 1997. Paper originally presented at Organizational Practices and Changing Employment Relationship Conference. University of British Columbia, October 1996.

Editor, *The Competitive Semiconductor Manufacturing Human Resource Project: Second Interim Report*. CSM-32. Berkeley, September 1996. Available at <http://socrates.berkeley.edu/~iir/worktech/>.

"The Transferability of Case Study Findings to Other Firms" (with Dan Rascher). In *The Competitive Semiconductor Manufacturing Human Resource Project: Second Interim Report*. CSM-32. Berkeley, September 1996. A previous version of this paper was presented at American Society for Training and Development and The National Center for the Workplace workshop, Research on High Performance Work Systems. Washington D.C., February 1996.

"An International Investigation of Creative Performance in the Semiconductor Industry" (with Melissa Appleyard and Linda Sattler). Paper presented by Appleyard at

"The Evolution of Internal Labor Markets: Evidence from a High-Tech U.S. Firm" (with Benjamin Campbell). CSM-HR Working Paper, University of California, Berkeley, 1999.

"Employment Systems, Technological Change and Plant Performance in the Semiconductor Industry" (with Gregory Pinsonneault, and Daniel Rascher). CSM-HR Working Paper, University of California, Berkeley. 1999.

"HR Practices, Career Paths and Earnings Inequality" (with Michael Reich). Paper presented at NCW-Sloan Foundation conference, What Works at Work: Human Resources Policies and Organizational Performance. Washington D.C., January 1995.

Co-author with M. Reich and D. Stern. "Training Structures, Skill Formation and Wage Profiles in Japan and the U.S.". *Industrial Relations Research Association Series: Proceedings of the 46th Annual Meeting* (January 1994)

Co-author with M. Reich and D. Stern. "Becoming a High-Performance Organization: The Role of Security, Employee Involvement, and Training." *International Journal of Human Resources Management* 4 (May 1993).

Editor, *The Competitive Semiconductor Manufacturing Human Resource Project: First Interim Report*. Berkeley, September 1994.

"Employee Involvement in Industrial Decision Making: Lessons for Public Schools." In J. Hannaway and M. Carnoy, eds., *Decentralization and Education: Can We Fulfill the Promise?* San Francisco: Jossey Bass, 1993.

"Training, Productivity, and Underemployment in Institutional Labor Markets." *International Journal of Manpower* 2 (1993). Also published in R. McNabb and K. Whitfield, eds., *The Market for Training*. Aldershot, UK: Avebury, 1994.

"Conflict and Cooperation in Labor-Management Relations in Japan and the United States" (with M. Reich, D. Stern, and L. Ulman). *Industrial Relations Research Association Series: Proceedings of the 45th Annual Meeting* (January 1993): 426-436.

"Industrial Restructuring and Educational Reform: Similarities and Differences". In *International Encyclopedia of Education*, Second Edition. Oxford: Pergamon Press, 1992.

Review of Bruce E. Kaufman, *The Origins and Evolution of the Field of Industrial Relations*. Ithaca: ILR Press. In *Journal of Economic Literature*, 1993.

Innovative Labor-Management Practices: The Role of Security, Employee Involvement, and Training (with M. Reich and D. Stern). Research monograph, U.S. Department of Labor, 1991.

"Skills and Security in Evolving Employment Systems: Observations from Case Studies" (M. Reich and D. Stern). Paper presented at conference, Changing Occupational Skill

Requirements. Brown University, June 1990. Revised version published as NCRVE Report #131, November 1991.

Innovations in Labor-Management Relations: The NUMMI Experience. Report submitted to U.S. Department of Labor, Spring 1990.

"When Does Union Management Cooperation Work? A Look at NUMMI and GM-Van Nuys" (with Michael Reich). *California Management Review* 31 (Summer 1989). Earlier version published in Daniel Mitchell and Jane Wildhorn, eds., *Can California Be Competitive and Caring?* Institute of Industrial Relations, UCLA, 1989.

Meeting the Challenge: Labor-Management Cooperation in California Public Schools. Report submitted to U.S. Department of Labor, Fall 1989.

Co-author with *Labor Center Reporter Board*. *Labor and the Economy*. Berkeley: Center for Labor Research and Education, Institute of Industrial Relations, University of California, 1989.

"Income Distribution in an Institutional World." In Garth Mangum and Peter Phillips, eds., *Three Worlds of Labor Economics*. Armonk, NY: M.E. Sharp, 1988.

Gender in the Workplace (co-editor with Joseph Pechman). Washington, D.C.: Brookings Institution, 1987.

"Consumption Norms, Work Roles, and Economic Growth in Urban America, 1918-1980." In *Gender in the Workplace*, 13-49. Washington, D.C.: Brookings Institution, 1987.

"Housework" (with Amelia Preece). In *The New Palgrave Dictionary of Economics*. MacMillan, 1987.

Industrial Restructuring and Labor Relations (co-editor with Bennet Harrison), special volume of *Industrial Relations* 25 (Spring 1986).

"An Institutional Model of Wives' Work Decisions." *Industrial Relations* 24 (Spring 1985):182-204.

Alternative Treasurer's Report on Divestment (co-editor with Michael Watts). U.C. Faculty for Full Divestment, 1985.

"The Analysis and Measurement of the Standard of Living." Paper presented at the American Economic Association Meeting. New York, December 1985.

"Separate and Unequal." *Feminist Issues*, Vol. 3, No. 1, Spring 1983.

"Unemployment: Theory and Policy, 1946-1980." *Industrial Relations* 22 (Spring 1983).

Book Review of F. Meyers, et al, *Job Equity*, Institute of Industrial Relations UCLA, 1982, in *Journal of Economic Literature*, 1983.

- "How 'Economic' are Wives' Work Decisions?" Paper presented at the American Sociological Association, San Francisco, September 1982.
- "Home Production for Use in a Market Economy." In *Rethinking the Family: Some Feminist Questions*, edited by Barrie Thorn. Longman, Inc., 1981. Reprinted in *Family Studies Review Yearbook*, Sage Publication, Vol. 1, 1983.
- "Discussion on Special Minimum Wage Issues." *Industrial Relations Research Association Series: Proceedings of the Thirty-Fourth Annual Meeting* (December 1981): 100-101.
- "Why Women Work: An Analysis of the Economic and Personal Reasons." Final Report to the U.S. Department of Labor, Employment, and Training Administration, Research and Development Grant No. 21-06-78-44. Washington D.C., December 1981.
- Book Review of C. Lloyd et al, *Women in the Labor Market*, and C. Lloyd and B. Niemi, *The Economics of Sex Differentials*. In *Political Science Quarterly*, Winter 1981.
- "Bringing Down the Rear: The Decline in the Relative Economic Position of Single-Mother Families." Proceedings of the Conference on Women and World of Work. Sponsored by the Science Committee of NATO, Lisbon, Portugal, August 4-8, 1980.
- "Women's Economic Contribution to the Family." In Ralph Smith, ed., *The Subtle Revolution: Women at Work*. Washington, D.C.: The Urban Institute, 1979.
- "Unemployment Insurance: A Positive Reappraisal." *Industrial Relation*. 18 (Winter 1979):121-151.
- Unemployment Insurance in Transition*, Final Report to the U.S. Department of Labor, Report No. 91-06-76-28-1. Washington, D.C., March 1978.
- "Unemployment Rate Targets and Anti-Inflation Policy as More Women Enter the Workforce," with B. Bergmann and K. Swartz, *American Economic Review*. 68 (May 1978): 90-94
- "Work and Family Roles: Conflicts and Resolution." In *Women's Changing Roles at Home and on the Job*. National Commission for Manpower Policy Special Report No. 26, September 1978: 213-222.
- "Employee and Employer Decisions Concerning Work Time." Proceedings of the Conference on Work Time and Employment. National Commission for Manpower Policy, October 1978.
- "Economics and the Single-Mother Family." *Public Welfare* 36 (Winter 1978): 18-21.
- "The Changing Household: Implications for Devising an Income Support Program." *Public Policy* 26 (Winter 1978): 121-151.
- "The Impact of Turnover on Group Unemployment Rates." *Review of Economics and Statistics* LIX (Nov. 1978).

"The Time-Poor: A New Look at Poverty." *Journal of Human Resources* XXI (Winter 1977): 27-48.

"The Cost of Living Versus the Standard of Living across Regions: The importance for Income Support Programs." Working Paper No. 90 in Economics, 1977.

"The Cyclical Impact of Unemployment Insurance," in *Income, Jobs, Insurance.*, Proceedings of the Conference on Income Support, Unemployment Insurance and Guaranteed Jobs. 1976, pp. 47-55.

Book Review *Economics of Sex Discrimination*, by J. Madden. In *Industrial and Labor Relations Review*, October 1974.

"Why Unemployment Rates Differ by Race and Sex." Paper presented at the Western Economic Association Meeting, 1974.

CONFERENCE and WORKSHOP PRESENTATIONS (recent)

Keynote address, "Developing High-Tech Capability: A comparison of U.S., Japan, Taiwan, China and India", Fourth ITEC International Forum, Doshisha University, June 17, 2006

"Evolution of Chip Design in the Semiconductor Industry" (with Greg Linden), Innovation Seminar, Haas School, UC Berkeley, September 2005

Keynote Address, "Change Is the Only Constant: Evolution of the Semiconductor Industry", Japan Electronics and Information Technology Industries Association (JEITA), Tokyo, Japan, July 2005.

Presentation, Future of Chip Design (and Designers)" ISSCC panel, *What is next to be offshored, IC design jobs or IC design future?* ISSCC Annual Conference, San Francisco, February 2006.

Host Sloan Workshop on Global Knowledge Networks: present chapter on management of knowledge workers, Feb 2006 (Book in process with group of researchers from seven universities).

Seminar, "Conducting Undergraduate Research", Economics Majors at Peiking University, March 26, 2006.

Presentation at Labor Standards Conference at Renmin University, April 1-2

"Offshoring and Semiconductor Jobs" IIR Colloquium, UC Berkeley, March 2006

Chair and Rapporteur at Lloyd Ulman's US-German Industrial Relations Conference (May 4 – 6, 2006)

"Making vs. Buying Knowledge: The Relationship between R&D Investment and Workforce Knowledge" (with Fredrik Andersson, Benjamin A. Campbell, Hyowook Chiang, and Yooki Park). Paper selected for presentation at Society of Labor

Economists Annual Meetings, San Francisco, CA. Jun 2-Jun 5, 2005 and at Conference on Analysis of Firms and Employees, Nuremberg, Germany, September 29-30, 2006. (forthcoming in referred NBER Conference Volume 2007)

“The Relationship Between Industry Clockspeed and HRM Practices” (with Anderson, Campbell, Chiang, and Park), Working Paper selected for presented at CRIW NBER Summer Institute, Cambridge, MA, 2004, and American Economics Association Annual Meetings, Philadelphia, PA. Jan.7-Jan.9, 2005.

“Globalization and Jobs”, Organizer, Chair and Presenter, Panel at Sloan Industries Study Annual Conference, MIT, Cambridge, January 2006

“Offshoring in the Semiconductor Industry: A Historical Perspective” (with Greg Linden), presented at the *Brookings Trade Forum 2005: Offshoring White Collar Work*. Washington, DC: Brookings Institution, May 2005.

Keynote Address, “Managing Workers to Achieve Innovation” at ITEC Forum *Three Challenges for Japan Companies in the 21st Century*, Doshisha University, March 2005

“Services Offshoring: What are data requirements for analysis?” Presentation on Semiconductor Industry, Workshop at MIT Industrial Performance Center, Cambridge, MA October 25, 2005

“Labor Market Dynamics in the Semiconductor Industry”, Presented at the Sloan-Census-LEHD Conference, Washington, DC, April 24-25 2003.

“Firm Job Ladders and Worker Career Paths: a comparison of the Semiconductor and Trucking Industries Using LEHD Data”, IRR presentation, ASSA Annual Conference, San Diego, Jan 2004

“High-Tech Pay Systems”, presentation at seminar headed by Prof. Dan Mitchell, IRR meeting at ASSA Annual Conference, San Diego, Jan 2004

Organizer and Presenter, “Globalization Workshop: Exploration of the Methodology for Studying Globalization Across High-Tech Industries” with researchers from six universities. Institute of Industrial Relations, September 2003.

LEHD-Sloan Workshop, “Using fieldwork data to analyze linked micro data”, Washington, DC, Oct 2003.

Invited speaker, “Positioning in the Value Chain to Capture Value”, ITEC, Doshisha University, Kyoto, Japan Jan 14, 2004.

LEHD-Sloan Workshop with Census, “Reclassification of micro data to reflect changing industry structures”, Washington, DC, Oct 2003

Invited seminar presentation, (with Greg Linden), “Performance and Outlook: The Japanese Semiconductor Industry”. MIRAI Roadmap Committee, Tokyo, Japan; and ITEC, Doshisha University, Kyoto, Japan, June 2004

"Value Capture in the Semiconductor Industry", Presented at the Sloan Foundation Globalization Workshop, UC, Berkeley, CA, June 14-15, 2002

"Trilateral Conference on Trade Unions and Their Future", Remarks and session rapporteur, Berlin, Germany, May 2002

"Employment Systems in the Semiconductor Industry," Presented at the Urban Institute-Census Labor Market Dynamics Conference, Washington D.C., April 19-20, 2002.

"Shifting Education Requirements in California's High-Tech Sector," Presented at the UC-Berkeley Center for Studies of Higher Education, Berkeley, March 7, 2002.

"Semiconductor Industry High-Tech Labor Market Outcomes," Presented at the Corporate Strategies for the Digital Economy Conference, MIT, April 11 - 12, 2001

"An International Investigation of Creative Performance in the Semiconductor Industry", (with Melissa Appleyard and Linda Sattler), Paper presented at INFORMS Annual Meeting, Miami, Florida, November 2001

"The Semiconductor Industry's Role in the Net World Order", Sloan Foundation Globalization of Industry Conference, Yountville, CA, February 23, 2001

"What Do Recent MBAs Want From Their Jobs? Results of a Survey of Recent Haas Graduates," Presented at COHRE Conference on The New Economy, UC Berkeley, April 17, 2001

FELLOWSHIPS AND HONORS (recent)

Omron Fellow, Doshisha Institute of Technology, Economy and Competitiveness (awarded 2004-2006)

Batten Fellow, Darden Graduate School of Management, University of Virginia (awarded 2002)

RESEARCH GRANTS AND GIFTS (recent)

Title: *Change Is the Only Constant: How the Chip Industry Reinvents Itself to Keep the World Running*

Nature and Purpose: This research project brings together the author's past five years of research on the semiconductor industry in an authoritative book on how the industry has faced, and overcome, major challenges since the mid-1980s. The authors will show that in five major crises facing the industry, the successful outcome has not been predicted ahead of time and has taken the industry down a new path of innovation. The book will integrate a variety of data sources, including their own data collection through interviews and surveys, government data collections, and the trade press. This project is funded by a Sloan Officer's Grant and an ITEC Research Gift.

Period: Jan 2005 – Dec 2006

Amount: \$45,000

ITEC at Doshisha University, as part of their Center of Excellence funded by the Japanese Ministry of Science and Education, has awarded two research gifts to my Center for Work, Technology, and Society. These gifts are to support CWTS's ongoing research on the global semiconductor and to support institution building between UC Berkeley and Doshisha University through collaborative fieldwork in Asia and through presentations at seminars and workshops.

Period: April 1, 2004 to March 31, 2007

Amount: \$36,000

Title: *Semiconductor Engineers in a Global Economy* (with Greg Linden).

Contract with National Academy of Engineering for paper presentation at *Workshop on the Offshoring of Engineering: Facts, Myths, Unknowns, and Implications*. October 24-25, 2006, Washington, DC.

Period: March 2006 – Dec 2006

Mount: \$8,000.

Title: *Positioning In the Value Chain To Capture Value: The Semiconductor Industry*

Nature and Purpose: This research will establish (1) how successfully semiconductor companies that have chosen to remain vertically integrated are able to compete against the new foundry-centric model of non-integrated companies and (2) whether the growing dis-integration of the industry jeopardizes the willingness and ability of industry participants to fund the necessary basic research to keep the industry moving forward technologically. This project is part of an integrated Globalization Project involving six Sloan Centers.

Period: April 2003 – June 2005

Amount: \$118,000

Title: *Firms, Workers and Workforce Quality: Implications for Earnings Inequality and Economic Growth*

Nature and Purpose: This research project is working with data from the Census Longitudinal Employment Household Dynamics program to measure and analyze (1) changes in wage inequality; (2) the relationship between workforce composition and firm performance; and (3) changes in workers' career paths and mobility patterns and changes in firm's career ladders in the semiconductor industry over the past decade.

This project is part of a collaborative project involving Census and five Sloan Centers.

Period: July 2002 - June 2005

Amount: \$125,500