Sanford M. Jacoby
Howard Noble Distinguished Professor of
Management, Public Policy, & History

Born May 13, 1953, New York City

A.B. 1973 University of Pennsylvania, magna cum laude with high honors in economics
Ph.D. 1981 University of California, Berkeley (economics)

Joined UCLA faculty in 1980.

Books

Employing Bureaucracy: Managers, Unions, and the Transformation of Work in American Industry, 1900-1945. New York: Columbia University Press, 1985. Japanese translation, Hokkaido University Press, 1987.

Editor, *Masters to Managers: Historical and Comparative Perspectives on American Employers.* New York: Columbia University Press, 1991.

Editor, *The Workers of Nations: Industrial Relations in a Global Economy*. New York: Oxford University Press, 1995.

Modern Manors: Welfare Capitalism since the New Deal. Princeton: Princeton University Press, 1997. Japanese translation, Hokkaido University Press, 1999.

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Editor, *From the Global to the Local: The Contributions of Daniel J.B. Mitchell to the Study of Labor and Public Policy,* with C.L. Erickson. Los Angeles: UCLA Institute for Research on Labor and Employment, 2008.

Articles

"The Origins of Internal Labor Markets in Japan," *Industrial Relations*, 18, 2, 184-196, Spring 1979.

"The Duration of Indefinite Employment Contracts in the United States and England: An Historical Analysis," *Comparative Labor Law*, V, 85-128, winter 1982.

"Industrial Labor Mobility in Historical Perspective," *Industrial Relations*, 22, 2, 261-282, Spring 1983.

"Union-Management Cooperation in the United States: Lessons from the 1920s," *Industrial and Labor Relations Review*, 37, 1, 18-33, October 1983.

"Employer Preferences for Long-Term Union Contracts," *Journal of Labor Research*, V, 3, 215-228, Summer 1984, with Mitchell, D.J.B.

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<u>Chapters in Books</u>:

"The Development of Internal Labor Markets in American Manufacturing Firms," 23-69, in *Internal Labor Markets,* Osterman, P. (Ed.), MIT Press, 1984.

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"Progressive Discipline in American Industry: Its Origins, Development, and Consequences," 213-260, in *Advances in Industrial and Labor Relations,* vol. 3, JAI Press Inc., 1986.

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"From Welfare Capitalism to the Welfare State: Marion B. Folsom and the Social Security Act of 1935," 44-72, in *The Privatization of Social Policy?* Shalev, M. (Ed.), Macmillan Press, 1996.

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"Discussion," 226-229 in *Proceedings of the Thirty-Seventh Annual Meeting, December 28-30, 1984, Dallas*, Industrial Relations Research Association, Madison, 1985.

"Alternative Sources of Labor Market Data," 42-49 in *Proceedings of the Thirty-Eighth Annual Meeting, December 27-29, 1985, New York*, Industrial Relations Research Association, Madison, 1986, with Mitchell, D.J.B.

"Discussion," 243-245 in *Proceedings of the Thirty-Eighth Annual Meeting, December 27-29, 1985, New York*, Industrial Relations Research Association, Madison, 1986.

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"Discussion" for IRRA Panel on "The Beginnings of Modern Unionism: The Relevance or Irrelevance of the 1930s to Modern Industrial Relations," 140-142 in *Proceedings of The Forty-Sixth Annual Meeting, January 4-6, 1994*, Industrial Relations Research Association, Madison, 1995.

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"Discussion" for IRRA Panel on "Welfare Capitalism in the U.S.," 67-70 in *Proceedings of the Fifty-Fifth Annual Meeting, January 3-5, 2003, Washington, D.C.*, Industrial Relations Research Association, Champaign, 2003.

"Finance and Labor," 173-205, *Proceedings of the Sixth Annual Capital Matters Conference, April 16-18, 2008*, Labor and Worklife Program, Harvard Law School, Cambridge, MA.

Book Reviews:

The New Unionism: Employee Involvement in the Changing Corporation, Heckscher, C., *Industrial and Labor Relations Review, 42*, 3, 464-465, April 1989.

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Review essay, "Mean and Variance in the Labor Market," for symposium on *Working in America: A Blueprint for the New Labor Market*, Kochan, T., Locke, R. and Osterman, P., in *Industrial and Labor Relations Review*, 729-732, July 2002.

An American Family: The Great War and Corporate Culture in America, Fasce, F., *The American Historical Review, 109*, 2, 546, April 2004.

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Review essay for symposium on *At Home and Abroad: U.S. Labor Market Performance in International Perspective*, Blau, F.D. and Kahn, L.M., *Comparative Labor Law and Policy Journal, 23*, 4, 1057-1061, 2002 [published 2005].

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The Global Evolution of Industrial Relations, Kaufman, B., *British Journal of Industrial Relations, 44*, 1, 150-153, 2006.

Other Publications:

"Sears, Roebuck: Myths Magnify the Troubles," *Los Angeles Times*, January 29, 1993.

"Employer Paternalism Isn't Dead; Just Leaner and Unpredictable," *Los Angeles Times*, December 19, 1997.

"Chainsaw Al Gets His Due," *Los Angeles Times*, June 18, 1998.

"Most Workers Find a Sense of Security in Corporate Life," *Los Angeles Times*, September 7, 1998.

"For More Honesty with Stock Options," *Christian Science Monitor,* 29 July 2003.

"CalPERS and the Corporate Governance Wars," *Sacramento Bee*, December 17, 2004.

"Japan is Back ... with China," *Chicago Tribune*, May 25, 2005.

"Japan Redux: Back in the Passing Lane," *International Herald Tribune*, March 16, 2006.

"Japon: Ou Sont Les Neiges D'Antan?" *Le Monde Diplomatique*, June 2006.

"Public Funds and Risk," Letter to the Editor, *The New Yorker*, December 31, 2007.

"Hello Prius, Goodbye Buick," *Chicago Tribune*, August 11, 2008.

"Japan's Management Approaches Offer Lessons for U.S. Corporations," *Seattle Times*, March 29, 2009, with Kohn, S.

"Don't Blame Pension Woes on Unions," *Sacramento Bee,* Aug. 20, 2010.

Professional Activities:

Co-editor: *Comparative Labor Law & Policy Journal*

Editorial or Advisory Board: *Asia Pacific Business Review, British Journal of Industrial Relations, International Labour Review, Industrial Relations, Industrial & Labor Relations Review, Japanese Journal of Administrative Science, Journal of Industrial Relations, Labor History, Labour History, Labour & Industry, Management & Organizational History, Work & Occupations.*

Professional Memberships: American Association of University Professors, American Economic Association, Academy of Management, Business History Conference, Economic History Association, International Society for Labor Law & Social Security, Labor & Employment Research Association, National Academy of Social Insurance, Organization of American Historians, Society for the Advancement of Socio-Economics.

Major University Service: Chair, Organization Behavior Area, Anderson School, 1981-1994, 1997-2000, 2003-2005; Associate Director, Institute for Research on Labor & Employment,

1990-1997; Founding Faculty Member, Department of Public Policy, 1994-; Chair, UCLA Committee on Academic Freedom, 1995-1997; Chair, Faculty Advisory Committee, Institute for Research on Labor & Employment, 2000-2009; Vice Chairman, Anderson School, 2005-2008, 2010- 2012

Award and Honors:

Joseph Warner Yardley Prize for best honors thesis in political economy, University of Pennsylvania, 1974.

Columbia University Prize in American Economic History in Honor of Allan Nevins, Economic History Association, 1982.

Buchanan Memorial Award, Department of Economics, University of California, Berkeley, for best dissertation of preceding four years, 1983.

George R. Terry Book Award of the Academy of Management, outstanding book in management studies, 1986.

National Endowment for the Humanities, Fellowship, 1989-1990.

Employing Bureaucracy selected by the Industrial Relations Section, Princeton University, as one of the "Outstanding Books in Industrial Relations and Labor Economics for the Decade 1980-1989," 1990.

Modern Manors selected by *Choice* magazine as "Outstanding Academic Book," 1998.

Philip Taft Prize in Labor History for *Modern Manors,* 1998.

Elected to National Academy of Social Insurance, 1999.

Abe Fellowship, Japan Foundation and the Social Science Research Council, 2000-01.

Executive Board, Industrial Relations Research Association, 2002-05.

Omron Fellow, Institute for Technology and Enterprise Competitiveness, Doshisha University, Kyoto, 2004-

The Embedded Corporation (Japanese translation) cited by *Nikkei Shinbun* as one of top three books in economics and management published in Japanese in 2005.

Hallsworth Visiting Professor, University of Manchester, 2007.

Robert M. Heilbroner Memorial Lecture on the Future of Capitalism, New School for Social Research, 2008.

Fellow, Waseda University Institute for Advanced Study, 2009.

John S. Guggenheim Fellowship, 2009-10.

Research Fellow, Labor & Employment Research Association, 2010.