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EDUCATION

Ph.D., Organizational Psychology, University of Michigan, 1993. Dissertation title: Why should employees want to participate in decisions? The role of perceived control and growth need strength.

A.M., Organizational Psychology, University of Michigan, 1988.

B.A. Psychology and Economics, summa cum laude, Phi Beta Kappa, State University of New York at Buffalo, 1982.

PROFESSIONAL EXPERIENCE

Associate Professor, Michigan State University, School of Labor and Industrial Relations, Labor Education Program (2007- present); Core faculty member in the Center for Gender in the Global Context (2008 - present).

Assistant Professor, Michigan State University, School of Labor and Industrial Relations, Labor Education Program (2001 to 2007).

Assistant Professor, University of Illinois, Labor Education Program (1997 to 2001).

Senior Researcher, Work & Technology Institute, Washington D.C. (1994 to 1997).

Assistant Research Scientist, Labor Studies Center, and the Department of Environmental and Industrial Health, University of Michigan (1992 to 1994).

Research Associate, Research Assistant, Teaching Assistant, University of Michigan (1984 to 1992), School of Public Health, Labor Studies Center, and the Institute for Social Research (ISR).

PUBLICATIONS

Lead author listed first

PEER-REVIEWED JOURNALS

- Piszczyk, M. and Kaminski, M. (2010). It isn't always rational: The psychology of voting and lessons for labor. *Labor Studies Journal* 2010 35 (1) 116-132.
- Kaminski, M. and Moccio, F. (2009). Workers' rights as human rights: Legal debate and impact on workers. *Labor Studies Journal*. 34(1), 5-7.
- Kaminski, M. and Yakura, E. (2008), Women's union leadership: Closing the gender gap. *Working USA: The Journal of Labor and Society*. 11(4), 459-475.
- Simpson, P.A., and Kaminski, M. (2007), Gender, organizational justice perceptions, and union organizing. *Employee Responsibilities and Rights Journal*. 19(1), 57-72.
- Simpson, P.A. and Kaminski, M. (2005) Rising income inequality in a time of plenty: The influence of micro-justice standards and group membership on micro-justice perceptions. *Employee Responsibilities and Rights Journal*. 17(1), 47-61.
- Kaminski, M. (2003). Teaching leadership to union women: The use of stories. *Labor Studies Journal*. 28 (2) 67-77.
- Hertenstein, E., & Kaminski, M. (2002) Victory in the heartland: AFSCME Council 31 wins at Beverly Farm. *Working USA*. 6 (2) 103-110.
- Kaminski, M. (2001) Unintended consequences: Organizational practices and their impact on workplace safety and productivity. *Journal of Occupational Health Psychology*. 6 (2) 127-138.
- Kaminski, M., Kaufman, J.S., Graubarth, R. & Robins, T.G. (2000). How do people become empowered? A case study of union activists." *Human Relations*, 53 (10), 1357-1383.
- Robins, T.G., Hugentobler, M., Kaminski, M., & Klitzman, S. (1990). Implementation of the federal hazard communication standard: Does training work? *Journal of Occupational Medicine*, 32, 1133-40.

BOOKS

- Block, R., Friedman, S., Kaminski, M., and Levin, A., Eds. (2006). *Justice on the job: Perspectives on the erosion of collective bargaining in the United States*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

Kaminski, M., Bertelli, D., Moye, M. & Yudken, J. (1996). *Making change happen: Six cases of unions and companies transforming their workplaces*. Washington, DC: Work and Technology Institute.

BOOK CHAPTERS

Kaminski, M. & Pauly, J. (2013). Gender and union leadership: A force field analysis. In *Gendering and Diversifying Trade Union Leadership*, Sue Ledwith and Lise Lotte Hansen, Eds., pp. 47-66. New York: Routledge.

Kaminski, M. (2004). Running into the wind: The experience of discrimination in education, In *The psychology of prejudice and discrimination, Volume 3: Bias based on gender and sexual orientation*, Jean Lau Chin, Ed. pp. 93-111. Westport, CT: Praeger Press, Inc.

Kaminski, M. (1999). New forms of work organization and their impact on the grievance procedure. In *Employment Dispute Resolution and Worker Rights in the Changing Workplace*, Adrienne Eaton & Jeffrey Keefe, Eds. pp. 219-246. Madison, WI: Industrial Relations Research Association (IRRA).

Kaminski, M. (1998). The union role in the team concept: A case study. In *Confronting change: Auto workers and lean production in North America*, Huberto Juarez Nunez & Steve Babson, Eds. pp. 157-172. Detroit: Wayne State University Press.

Robins, T.G., Hugentobler, M., Kaminski, M., & Klitzman, S. (1994). A joint labor-management hazard communication training program: A case study in worker health and safety training. *Occupational Medicine: State of the Art Reviews*, 9, 135-145.

ACADEMIC AND PRACTITIONER JOURNALS AND OUTLETS

(Not peer-reviewed)

Kaminski, M. (2008) Discussion guide for "I knew I could do this work: Seven strategies for promoting women's activism and leadership in unions."
<http://www.bergermarks.org/news/2008/grants5-08.html#msustrategies>

Kaminski, M. (2005) Telling their own stories: Using narrative to teach women's leadership. *Perspectives on Work*, 9 (1) 16-17.

Kaminski, M. (2004) That's why they call it work. *The Minnesota Review*, ns 61-62, 149-155.

Landsbergis, P.A, Adler, P.S., Babson, S., Johnson, J., Kaminski, M., Lessin, N., MacDuffie, J.P., Nishiyama, K., Parker, S., & Richardson, C. (1998). Lean production and worker health: A discussion." *New Solutions*, 8 (4), 499-524.

Kaminski, M. Graubarth, R., & Mock, A. (1995). Using grant-based training as a vehicle for lasting change: Strengthening the role of local health and safety activists. *New Solutions*. Winter 1995, 6-14.

EDITORIAL EXPERIENCE

Editor, with Robert Bruno, *Labor Studies Journal*, 2009-present

Guest editor with Francine Moccio, *Labor Studies Journal* 34(1), March 2009. 2008 UALE Conference Special Issue: Workers' Rights as Human Rights.

Editorial Board Member, *Labor Studies Journal*, Spring 2007 to present.

Editorial Board Member, *Working USA*. Spring 2004 to 2010.

PRESENTATIONS

(International presentations in **bold**.)

Kaminski, M. (2013, April). Invited address in Amman, Jordan, on unions and women's economic equality, sponsored by Oxfam – Quebec.

Kaminski, M. (2013, April). How do we measure union effectiveness?. To be presented at the United Association for Labor Education meeting in Toronto.

Kaminski, M. (2013, April). The psychology of political polarization. To be presented at the United Association for Labor Education meeting in Toronto.

Kaminski, M. and Sincox, A. K. (2012, July), Workplace bullying in health care: Peer-to-peer bullying of nurses. Presented at the International Labor and Employment Relations Association meeting in Philadelphia.

Kaminski, M. (2012, March) Open systems theory and union effectiveness. Presented at the United Association for Labor Education meeting in Pittsburgh.

Kaminski, M. (2012, January). What next for organized labor? Battleground state report: Michigan. Presented at the Southern Political Science Association meeting in New Orleans

Kaminski, M. and Pauly, J. (2011, March), Gender and union leadership: A force field analysis. Presented at the United Association for Labor Education meeting in New Orleans.

Taylor, D., Kaminski, M. et al, (2011), Program evaluation in labor education. Presented

- at the United Association for Labor Education meeting in New Orleans.
- Kaminski, M. and Pauly, J. (2010, June), Putting it all together: Supports for and obstacles to women's union leadership. Presented at the European Congress of the International Industrial Relations Association meeting in Copenhagen, Denmark.**
- Kaminski, M. and Sincox, A.K. (2010, March), Bullying among nurses: Extent, context, and consequences. Presented at European Academy of Occupational Health Psychology in Rome, Italy.**
- Kaminski, Sincox and Hamilton, (2010, March), Workplace bullying in hospitals: Extent of the problem in nursing and why unions should be concerned about it. Presented at United Association for Labor Education meeting in San Diego.
- Kaminski and Sincox (2009, November). When nurses "eat their young:": Workplace bullying and lateral violence in four unionized hospitals. Presented at Work, Stress, and Health meeting in San Juan, PR
- Kaminski, M and E. Yakura (2009, August). The gender gap in union leadership: Strategies for change. Presented at International Industrial Relations Association meeting in Sydney, Australia**
- Teutsch, Z. and M. Kaminski (2009, April) Investor Education and Evaluation. Presented at United Association for Labor Education meeting in Silver Spring, MD
- Kaminski, M. and E. Yakura. (2008, April). Women's union leadership: Closing the gap. Presented at United Association for Labor Education meeting in Minneapolis, MN.
- Kaminski, M. and E. Yakura. (2008, March). Women's union leadership: Closing the gender gap. Presented at the Association for Women in Psychology meeting in San Diego, CA.
- Kaminski, M., S. Alvarez, and L. Leavitt. (2007, March). Careers in labor education: Where are we now? Where will the next generation come from? Presented at the United Association for Labor Education meeting in Silver Spring, MD.
- Ewing, T. Melcher, D., Kaminski, M., & Jones, V. (2006, May). Still in the minority: Evaluating approaches to women's leadership development. Presented at the United Association for Labor Education annual meeting in Seattle.
- Daltuva, J.A., King, K.R., Vazquez, L.A. & Kaminski, M. (2005, December). Truth is stronger than fiction: Promoting health and safety through workers' real-life stories. Presented at the American Public Health Association annual meeting in Philadelphia.
- Kaminski, M. & Revitte, J. (2005, March). Central labor councils in Michigan: How they define their role. Presented at the United Association for Labor Education annual meeting in Philadelphia.

- Simpson, P.A. & Kaminski, M. (2003, November). Gender, organizational justice perceptions, and union organizing. Presented at the Women and Unions: Still the Most Difficult Revolution? Conference, Cornell University.
- Worthen, H. & Kaminski, M. (2002, March) Ten years of union women's leadership training. Presented at United Association for Labor Education annual meeting in Los Angeles.
- Kaminski, M. & Worthen, H. (2002, January). Ten years of union women's leadership training: What are the results? Presented at Industrial Relations Research Association Annual Meeting in Atlanta.
- Simpson, P. & Kaminski, M. (2002, January). Give us bread and respect: a preliminary investigation of gender variation in organizational justice preferences and their import for "gendered" styles of organizing. Presented at Industrial Relations Research Association Annual Meeting in Atlanta.
- Kaminski, M. (2001, January). Unintended consequences: Organizational practices and their impact on workplace safety. Presented in refereed papers symposium at the Industrial Relations Research Association Annual Meeting, New Orleans.
- Kaminski, M. Organizational practices and their impact on workplace safety. Presented at the National Occupational Injury Research Symposium, Pittsburgh (2000, October)
- Kaminski, M. & Gordon, B. (2000, May). Unintended consequences: Organizational practices and their impact on health and safety. Presented by B. Gordon at the Bargaining Group Conference, Lansing.
- Kaminski, M. Unintended consequences: Organizational practices and their impact on workplace safety. Invited talk at the National Institute for Occupational Safety and Health, Cincinnati, (2000, April).
- Kaminski, M. (2000, April). Comparison of four high performance work organizations: Process and outcomes. Presented at Federal Mediation and Conciliation Service (FMCS) biannual conference, Chicago.
- Kaminski, M. (1999, March). The team concept: A worker-centered alternative to lean production. Presented at APA/NIOSH joint conference on Work, Stress, and Health, Baltimore, MD.
- Kaminski, M. (1999, January). New forms of work organization and their impact on the grievance procedure. Accepted at IRRA Annual Meeting, New York. Unable to attend due to weather.
- Kaminski, M. (1998, April). Unions and High Performance Work Organization. Presented to the Center for Human Resource Management (CHRM) Partner Roundtable, Chicago.

Kaminski, M. (1998, February). The path to high performance. Presented at FMCS: The Ninth National Labor-Management Conference, Chicago.

Kaminski, M. & Moye, M. (1995, December). Union strategies for creating HPWO: Cases and model. Presented at Human Resource Development Institute annual conference, Orlando.

Graubarth, R., Kaminski, M., & Mock, A. (1993, November). Role of union-based health and safety committees in enhancing training outcomes. Presented at American Public Health Association annual meeting, San Francisco.

Hugentobler, M., Robins, T.G., Kaminski, M., & Graubarth, R. (1990, November). Evaluation of health and safety working conditions and work practices in jobs involving hazardous materials. Presented at American Public Health Association annual meeting, Boston.

TEACHING

CREDIT COURSES

A. At Michigan State University

Primary instructor

- Labor and Employment Law, SSC 490
- Leadership and Power in Work Organ, ISS 225, special topic
- Organizational Behavior, SLIR 823
- Work in Modern Society, ISS 210, special topic
- Working for a Living: How does Socio-economic class effect us? UGS 101
- Working for a Living: The politics of race, class, and gender UGS 101

Secondary instructor

- Women and Work, SLIR 899

B. At other universities

Primary instructor (SUNY / Buffalo)

- Women in Contemporary Society, Women's Studies 213

Teaching assistant (University of Michigan)

- Organizational Systems, Psychology 565
- Organizational Consulting Skills, OBIR 700
- Strategic Human Resource Management, OBIR 702
- Individual Behavior in Organizations, Psychology 363

Guest lecturer (University of Illinois)

- Women in the Labor Force, Economics 245
- Library and Information Center Management, LIS 405
- Employment Systems, LIR 454

SELECTED NON-CREDIT WORKSHOPS FOR UNION MEMBERS

- Behavior-based safety: a union view
- Collective bargaining
- Dealing with difficult people
- Diversity and inclusion
- Economic environment
- Family and Medical Leave Act (FMLA)
- Future of the labor movement
- Grievance handling
- Health and safety: basic rights
- High performance work organizations
- Internal and external organizing
- Labor and employment law
- Labor and politics: enacting labor's vision
- Labor history – selected topics
- Labor unions 101
- Leadership and communication
- Leadership for women
- Member mobilization
- New forms of work organization
- Non-verbal communication
- People skills for union leaders
- Protective labor laws
- Public speaking
- Right to Work legislation
- Running effective meetings
- Steward's training
- Steward's role in the team concept
- Storytelling as a teaching technique
- Strategic planning
- Systems of safety
- Teaching techniques
- Union building
- Union leadership
- Violence in the workplace
- Whatever happened to the women's movement
- Women and power
- Women in non-traditional occupations
- Workplace bullying

FELLOWSHIPS, CONTRACTS, AND GRANTS

Wurf Fellowship, 2010, Labor and Worklife Program at Harvard Law School. The Jerry Wurf Memorial Fund, in honor of the late President of AFSCME, seeks to “reflect Jerry Wurf’s belief in the dignity of work, and his commitment to improving the quality of lives of working people, to free open thought and debate about public policy issues, to informed political action... and to reflect his interest in the quality of management in the public service, especially as it assures the ability of workers to do their jobs with maximum effect and efficiency in environments sensitive to their needs and activities.”

FINRA / National Labor College. 2012-13, Received \$17,000 evaluation subcontract to assess effectiveness of investor education website and financial responsibility training for building trade apprentices. Approximate amount:

AFSCME, 2010, Received contract to conduct baseline assessment of AFSCME Education Department activities, with the possibility of assessing change.

FINRA / AFSCME, 2008-09, Received evaluation subcontract to conduct impact

evaluation of AFSCME Investor Education Program. Approximate amount: \$35,000

Berger-Marks Foundation. 2008. Received \$2,000 grant to write curriculum based on “I Knew I Could Do this Work” report.

AFSCME, 2006. Received contract to conduct a census of leadership training program conducted by AFSCME affiliates.

LEADERSHIP AND PROFESSIONAL SERVICE

PROFESSIONAL ASSOCIATIONS

Midwest Representative, *United Association for Labor Education,* 2008-2010. Elected position.

Vice President-University, *United Association for Labor Education,* 2002-2004. Elected to one of the top leadership positions of the national professional association with approximately 600 members. Responsible for annual conference, including soliciting, reviewing, and selecting manuscripts for presentation at the conference. Worked with other key leaders to set overall agenda.

Chair, *United Associate of Labor Education Task Force on Worker Participation* (2000-2002).

Coordinator, *Midwest School for Women Workers,* July 2000. Organized a week-long residential program for approximately 100 women; Co-sponsored by the University of Illinois Labor Education Program, United Association for Labor Education, and the AFL-CIO.

Co-Coordinator of a mentoring workshop for junior faculty at the annual meeting of the *University and College Labor Education Association,* 2000.

Ad Hoc Reviewer

- Academy of Management Journal
- Academy of Management Review
- Cornell University Press
- Employee Responsibilities and Rights Journal
- Labor Studies Journal
- Industrial Relations
- Industrial Relations Research Association annual meeting
- Journal of Occupational Health Psychology

Advisory Board Member, UAW Hazardous waste worker training grant (NIEHS grant).

Member

- United Association of Labor Education
- Labor and Employment Research Association
- American Psychological Association
- Academy of Management.

COLLEGE AND UNIVERSITY SERVICE

MSU University Committee on Academic Governance, 2011-12

MSU Faculty Council and MSU Academic Council, Elected representative from the College of Social Sciences, 2008-2009

MSU Selection Committee, Outreach Scholarship Community Partnership Award, Member, 2006-2009

MSU Faculty Grievance Panel Member, 2005 and 2011. Served as a panel member hearing a faculty grievance and wrote portions of the panel decision.

MSU College of Social Science Curriculum Committee, member, 2012-13

MSU College of Social Science Diversity Task Force, member 2003–05.

MSU School of Labor and Industrial Relations

- Chair, Faculty Advisory Committee, 2007-08; 2012-13
- Member, Labor Education Program Search Committee, 2008
- Member, Director Search Committee, 2007-8
- Member, Librarian Search Committee, 2005-06
- Member, Labor Day Planning Committee, 2003
- Member, Faculty Advisory Committee, 2002-04, 2008-09

SELECTED UNION AND COMMUNITY SERVICE ACTIVITIES

Advisory Committee Member, UAW Health and Safety Department, NIEHS Hazardous Waste Worker Grant, 2003-present

Bargaining Unit Chair, *The Newspaper Guild, Local 35*, Work & Technology Unit. Elected to two terms. Involved in negotiation and administration of union contract.

Delegate, Champaign County AFL-CIO, Elected by the Union of Professional Employees, 1999-2000.

MEDIA

Fall 2012 and Spring 2013, multiple interviews with local television and newspaper reports about Michigan's new Right to Work legislation

- May 7, 2006, WINS/Labor Radio. Radio interview about developing women's leadership in the labor movement. <http://www.laborradio.org/files/MichelleKaminski.mp3>
- December 13, 2005. WDCQ-TV, "Currently Speaking," Guest on an hour-long current affairs call-in show on a local public broadcasting station in the Bay City – Saginaw – Midland area; topic was the wage disparity between General Motors and Delphi parts plants, and the Delphi bankruptcy.
- October 24, 2005, WLAJ, television commentary on wage gap between men and women.
- February 28, 2005, *Lansing State Journal*, "UAW Local 602 workers study state of auto industry." Describes local PEL program taught in and administered by Kaminski.
- July 10, 2002, *Bloomington Herald Times*, "School for union women creates connections and inspiration." Mentions class taught by Kaminski.
- August 2001, *HR Newsscan*. Monthly audio distributed to HR professionals. Discussion of performance-based pay.
- July 5, 2001, *USA Today*, "Firms find pitfalls in pay-for-performance programs." Front page of "Money" section; cited Kaminski (2001) article in *Journal of Occupational Health Psychology*.
- June 5, 2001, *Champaign News-Gazette*, page D-1. "Paying for Performance." Cited Kaminski (2001) article in *Journal of Occupational Health Psychology*.
- May 17, 2001, *Inside Illinois*, page 1. "Bush's activist role in labor issues a contrast from earlier GOP leaders."
- May 14-21, 2001 *StreetWise*. (Chicago) Page 1, lead story, "Women shape the future of labor unions." Selected stories from union women's leadership class taught by Kaminski.
- May 14, 2001, *Sacramento Bee*, "Human Resources" Bosses, don't ask if you don't care...Merit pay questioned." Cited Kaminski (2001) article in *Journal of Occupational Health Psychology*.