

# Michelle Kaminski

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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 Human Resources and Labor  
Relations, Labor Education Program (2007- present); Core faculty member in the  
Center for Gender in the Global Context (2008 - present) and the Center for the  
Advanced Study of International Development (CASID).

Associate Faculty Grievance Official, Michigan State University, 2019-20.

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

- Hickox, SA and Kaminski, M. (Forthcoming.) Arbitrators' Review of Bullying in the Workplace. *ABA Labor & Employment Law Journal*.
- Hickox, SA and Kaminski, M. (2019). Measuring arbitration's effectiveness in addressing workplace harassment. *Hofstra Employment Law Review*, 36(2): 293-382.
- Kaminski, M & Bruno, R (2016) Right to Work Legislation in Indiana and Michigan: Impact on union membership and dues. Report for the AFL-CIO.
- Kaminski, M. (2015). How Michigan became a Right to Work state: The role of money and politics. *Labor Studies Journal*, 40(4), 362-379. **Most-read article** in LSJ in December 2015 and 3<sup>rd</sup> most read in February 2016.
- 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.
- Piszczek, M. and Kaminski, M. (2010). It isn't always rational: The psychology of voting and lessons for labor. *Labor Studies Journal* 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. (2008) Discussion guide for "I knew I could do this work: Seven strategies for promoting women's activism and leadership in unions."
- 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.
- 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. (2005) Telling their own stories: Using narrative to teach women's leadership. *Perspectives on Work*, 9 (1) 16-17.
- 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. (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. (2004) That's why they call it work. *The Minnesota Review*, ns 61-62, 149-155.
- 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.
- 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.
- 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., 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.
- 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.

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.

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.

## Editorial Experience

**Editor**, with Robert Bruno, *Labor Studies Journal*, 2009-2015

Special issue editor with Francine Moccio, *Labor Studies Journal* 34(1), March 2009.  
2008 UALE Conference 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.

Editorial Board Member, *Labour & Industry*, 2017 to present.

## Fellowships, Awards, Contracts, and Grants

**Wurf Fellowship**, 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.”

**AFL-CIO**, 2015-16. Assessment of the impact of Right to Work legislation in Michigan and Indiana.

**Berger-Marks Foundation**. “Building Relationships, Building Unions,” featuring mobilizing skills for union women leaders in the new Right to Work environment.

**FINRA** / National Labor College. 2012-13, Received evaluation subcontract to assess effectiveness of investor education website and financial responsibility training for building trade apprentices.

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

**FINRA** / AFSMCE, 2008-09, Received evaluation subcontract to conduct impact evaluation of AFSCME Investor Education Program.

**Berger-Marks Foundation**, 2008. Received 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.

**Internal MSU activity:**

- Strategic Partnership Grant for collaboration on gender issues in Turkey
- Funding to create a curriculum module on women’s leadership
- Global Focus photography contest, People’s Choice Award, 2017

## **Presentations**

(International presentations in **bold**.)

Hickox, S. & Kaminski, M. (2019, July). Review of employer responses to workplace harassment. Presented at the 6th Regulating for Decent Work Conference on “Work and Well-being in the 21st Century,” sponsored by **the International Labour Organization in Geneva, Switzerland**

Kaminski, M. (2018, July). What makes an effective union leader: Evidence from the Harvard Trade Union Program. Presented at the **International Labor and Employment Relations Association conference in Seoul, Korea**.

Kaminski, M. (2018, March) What makes an effective union leader: Evidence from the Harvard Trade Union Program. Presented at the United Association for Labor Education meeting in Seattle.

Kaminski, M. (2017, April) Raising Student Awareness of the Labor Movement. Presented at the United Association for Labor Education meeting in Detroit.

Bielski-Boris, M., & Kaminski, M. (2016, May.) Half-day pre-conference workshop,

- Unions and Internal Organizing. Conducted at Labor & Employment Relations meeting in Minneapolis.
- Kaminski, M. (2016, April) Comparing Face-to-Face and On-Line Labor Education: Financial Education for Union Members. Presented at the United Associate for Labor Education meeting in Washington, DC.
- Kaminski, M. (2015, October) Panel chair / commentator. Right to Work in Michigan and Wisconsin. Discussant at North American Labor History Conference in Detroit
- Kaminski, M and Twarog, E. L-B., (2015, March). Solidarity and Sisterhood: Collaboration, Conflict, and Detachment between Labor and the Women's Movement. Presented at the United Associate for Labor Education meeting in Orlando.
- Kaminski, M. (2014, June). Gender equality in organizational leadership: The promise and limits of equality legislation. Presented at the conference on **Gender and the Law: Limits, Contestations, and Beyond in Izmir, Turkey.**
- 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? Presented at the **United Association for Labor Education meeting in Toronto.**
- Kaminski, M. (2013, April). The psychology of political polarization. Presented at the **United Association for Labor Education meeting in Toronto.**
- Kaminski, M. and Pauly, J. (2013, March). Gender and union leadership. Invited talk at Cornell University, NYC offices.
- 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 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

### Michigan State University

#### *Primary instructor*

- HRLR 211: Introduction to Leadership
- HRLR 311: Applied Organizational Leadership
- HRLR 313: Employment Relations
- SLIR 823/813: Organizational Behavior
- SSC 490: Labor and Employment Law
- ISS 210: Society and the Individual (Topic: Work in Modern Society)
- ISS 225: Power, Authority, and Exchange (Topic: Leadership and Power in Work Organizations)
- UGS 101: Working for a Living: How does Socio-economic class affect us?
- UGS 101: Working for a Living: The politics of race, class, and gender

#### *Secondary instructor*

- SLIR 899: Women and Work

### Other universities

#### *Primary instructor (SUNY / Buffalo)*

- Women's Studies 213: Women in Contemporary Society

#### *Teaching assistant (University of Michigan)*

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

## Selected Non-credit Workshops

- Collective bargaining
- Communication skills
- Dealing with difficult people
- Diversity and inclusion
- Economic environment
- Ethics and leadership
- Family and Medical Leave Act (FMLA)
- Grievance handling
- Health and safety: basic rights
- High performance work organizations
- Labor and employment law
- Labor history – selected topics
- Labor, Politics, and Economics – selected topics
- Leadership skills
- Leadership development
- Member mobilization
- New forms of work organization
- Paid Educational Leave (UAW-GM PEL)
- Right to Work legislation
- Running effective meetings
- Steward’s training
- Storytelling as a teaching technique
- Strategic planning
- Teaching techniques
- Violence in the workplace
- Women’s movement and the labor movement
- Women and power
- Women in non-traditional occupations
- Workplace bullying

## **Leadership and Professional Service**

### **Service to Professional Associations**

**Vice President-University**, *United Association for Labor Education*, 2002-2004

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

**Women's Caucus member**, *United Association for Labor Education*, 2000 to present

**Coordinator**, *Midwest School for Women Workers*, July 2000.

**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
- Labour & Industry
- Labor Studies Journal
- Industrial Relations
- Industrial Relations Research Association annual meeting
- Journal of Industrial Relations
- Journal of Occupational Health Psychology

**Advisory Board Member**, 2003 – present, UAW Hazardous waste worker training grant (NIEHS grant).

### **Member**

- United Association of Labor Education
- Labor and Employment Relations Association
- American Psychological Association

## **Service to the MSU Community**

### ***University level***

- MSU Police Oversight Committee, 2015-2018; **Chair**, 2016 - 2017
- MSU University Committee on Academic Governance, member, 2011-12
- MSU Faculty Council and MSU Academic Council, member, 2008-2009
- MSU Selection Committee, Outreach Scholarship Community Partnership Award, member, 2006-2009
- MSU Faculty Grievance Panel Member. Served as a panel member hearing a faculty grievance and wrote portions of the panel decision

### ***College level***

- College of Social Science Committee on Curriculum & Academic Policy, member, 2012- 2019. Vice-Chair, 2016-17, **Chair**, 2017-18
- College of Social Science Diversity Task Force, member 2003–05.
- Center for Gender in the Global Context, Tracy Dobson Award Selection Committee, served approximately from 2010 to 2018.

### ***School level*** / MSU School of Human Resources and Labor Relations

- **Developed and administered the first-ever undergraduate program in HRLR**, Leadership of Organizations Minor
- **Chair**, Faculty Advisory Committee, 2007-08; member 2012-13
- **Creator**, Labor Education Update, 2007- present
- Member, Director Search Committee, 2007-8, 2019
- Member, Faculty Advisory Committee, 2002-04, 2008-09
- Member, Faculty Search Committees, 2008, 2016
- Member, Performance Review Committee, 2016-19

- Member, Librarian Search Committee, 2005-06

## **Selected Employment Relations Field Experience**

**Bargaining Unit Chair**, *The Newspaper Guild, Local 35*, Work & Technology Unit.  
Elected to two terms. Involved in negotiation and administration of first union contract, 1995-1997.

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

## **Media**

Appeared in a number of print and electronic media:

### ***National Newspapers:***

New York Times  
USA Today

### ***Radio / Audio***

WINS/Labor Radio  
HR Newsscan

### ***Local Newspapers:***

Bloomington Herald Times  
Champaign News-Gazette  
Detroit Free Press  
Detroit News  
Lansing State Journal  
Sacramento Bee  
StreetWise (Chicago)

### ***Local Television***

WDCQ (PBS, Bad Axe / Bay City /  
Saginaw / Flint)  
WLAJ (ABC, Lansing)