

DAVID LOUIS FINEGOLD, DPhil

EDUCATION

Oxford University, Pembroke College, Oxford, England, DPhil, 1992, Politics (Rhodes Scholar)
Harvard University, Cambridge, MA, B.A., 1985, Social Studies *summa cum laude*

WORK EXPERIENCE

President, Chatham University, Pittsburgh, PA, 2016 to present

Chief Academic Officer, American Honors, Washington, DC, 2013 to 2016

Senior Vice President for Lifelong Learning and Strategic Growth, Rutgers University, New Brunswick, NJ, 2011-2013

Dean, Rutgers School of Management and Labor Relations, New Brunswick, NJ, 2006-2011

Atlantic Fellow, Policy Advisor to the Leitch Review of Skills, HM Treasury, London, England, **and AIM International Fellow**, Said Business School, Oxford, July-August 2006

Professor, Strategy & Organization Studies, Keck Graduate Institute for the Applied Life Sciences, Claremont, CA, 2005

Associate Professor, Strategy & Organization Studies, Keck Graduate Institute for the Applied Life Sciences, Claremont, CA, 2001-2005

Research Associate Professor, Center for Effective Organizations, USC, Los Angeles, CA, 1996-2001

Political Scientist, Human Capital Department/ Institute on Education and Training, RAND, Santa Monica, CA, 1992-1996

Senior Research Fellow, Centre for Education and Industry, University of Warwick, Coventry, England, 1989-1992

Consultant, Booz, Allen & Hamilton, New York, NY, Summer 1988

Reporter, Time Magazine, New York, Houston, London, Summers 1984-1986

RESEARCH AREAS

International comparisons of skill-creation systems and performance

Education and training reform

The changing employment relationship

Design of high-performance organizations

Conditions for development of bioscience clusters

Bioscience business ethics

Corporate governance: Conditions for effective boards

Managing technical excellence: knowledge management and the psychological contract

PROFESSIONAL ORGANIZATIONS/HONORS/ADVISORY BOARDS

Rhodes Scholar

Elected to New Jersey High Tech Hall of Fame, 2008

Atlantic Fellow, HM Treasury

Advanced Institute of Management International Fellow, Said Business School, Oxford U

Forum Fellow, World Economic Forum

Member of National Research Council Committee on Research Evidence Related to Future Skill Demands, Feb. 2007-Feb. 2008.

Member of Phi Kappa Phi Honor Society

German Marshall Fund of the U.S., Fellowship for Young Scholars

Advisory Board member: Mercer Consulting Tech Advisory Board, Careerelite.com, San Diego Workforce Partnership, Biotech Labor Market project.

Reviewer for *Industrial Relations*, *California Management Review*, *ILRR*, *British Journal of Industrial Relations*, *Sloan Management Review*, *Organization Studies*.

Provided policy advice to the OECD, OTA, US National Academy of Sciences, Department of Labor, UK Department for Education and Employment, Korean Government, Australian Government, Canadian Government.

Ethics Advisory Board Member, anonymous biotech firm, 2006-2007

California Rhodes Scholarship Selection Committee, 2003-05.

Member of the Academy of Management, LERA

PUBLICATIONS

Books and Monographs

Marsden, C. Finegold, D., Mayhew, K. and Buchanan, J. *The Oxford Handbook of Skills*, Oxford: Oxford University Press (forthcoming).

Finegold, D. et al. *Transforming the U.S. Workforce Development System: Lessons from Research and Practice*, LERA Research Volume, 2010.

Finegold, D. et al. *BioIndustry Ethics*, Elsevier, Academic Press, 2005.

Conger, J., Lawler, E. and D. Finegold, *Corporate Boards: New Strategies for Adding Value at the Top*, San Francisco, Jossey Bass, 2001.

Finegold, D. and Mohrman, S. *What Do Employees Really Want: Perceptions vs. Reality*, Los Angeles: Korn/Ferry International, Report presented at the World Economic Forum 2001 Annual Meeting.

Mohrman, S. and Finegold, D. *Strategies for the Knowledge Economy: From Rhetoric to Reality*, Los Angeles: Korn/Ferry International, Report presented at the World Economic Forum 2000 Annual Meeting.

Culpepper, P. and D. Finegold (eds.) *The German Skills Machine in Comparative Perspective*, New York: Berghahn Books, 1999.

Crouch, C., D. Finegold and M. Sako, *Are Skills the Answer? A Comparison of Education, Training and Employment Systems in Seven Industrialized Countries*, Oxford: Oxford University Press, 1999.

Creating World-Class Standards: A process for relation US skill standards to international quality and skill standards, Report for the National Skills Standards Board, June 1997.

Institutional Supports for a High Performing Skills Standards System: Evidence from the UK, Australia and Germany, (with Brent Keltner and Chet Pager), Santa Monica, CA: RAND DRU, December 1996.

Closing the Knowledge Gap for Transit Maintenance Employees: A Systems Approach, Santa Monica, CA: RAND, DRU-1472-TCRP, 1995.

International Models of Management Development: Lessons for Australia, Santa Monica, CA: RAND, MR-481-IET, June 1994.

The Decline of the U.S. Machine Tool Industry and Prospects for its Sustained Recovery, Santa Monica, CA: RAND, MR-479-OSTP, June 1994.

Finegold, D., L. McFarland and W. Richardson, *Something Borrowed, Something Learned: The International Market for Education and Training Policy*, Washington, D.C.: The Brookings Institution, 1993.

Finegold, D. W. Richardson, and J. Woolhouse, *Reform of Post-16 Education and Training*, Harlow, Longman, 1993.

Higher Education: Expansion and Reform, The Institute for Public Policy Research, September 1992 (co-authored).

TECs and Education, report for the National Training Task Force, Education Sub-Group, June 1992.

Large Companies Policies and Practices Toward Education, report prepared for British Petroleum, Coventry: University of Warwick Center for Education and Industry, 1991.

A British Baccalaureat, The Institute for Public Policy Research, July 1990 (co-authored).

Refereed Journal Articles

Kochan, T., Finegold, D., and Osterman, P. "Who Can Fix the Middle Skills Gap?" *Harvard Business Review*, Dec. 2012, 83-90.

Finegold, D., Kumar, V., Winkler, A.L., Agrod, V. "Will they return? The Willingness of Potential Faculty to Return to India and the Key Factors Affecting Their Decisions," *Economic and Political Weekly*, 2011.

George, E., Finegold, D., Levenson, A. and Chattopadhyay, P. "Extra-role behaviors among temporary workers: how firms create relational wealth in the United States of America," *The International Journal of Human Resource Management*, 21, 4, March 2010, 530–550.

Payne, T., Benson, G., and Finegold, D. "Corporate Board Attributes, Team Effectiveness, and Financial Performance," *Journal of Management Studies*, 2009, 46, 704-31.

Winkler, A.L. and Finegold, D. "Giving Patients a Say: How to Work with Patient Advocacy Groups," *Nature Biotechnology*, January 2008, 26, 1, 1-4.

Finegold, D., Hecht, D. and Benson, G. "Corporate Boards and Company Performance: Review of Research in Light of Reforms," *The International Journal of Corporate Governance*, forthcoming 2007.

Finegold, D. and Moser, A. "Ethical Decision-Making in Bioscience Companies" *Nature Biotechnology*, March 2006.

- Mackie, J, Taylor, A., Finegold, D, Daar, A. and Singer, P. "Lessons on Ethical Decision Making from the Bioscience Industry" *PLoS Medicine*, March 2006.
- Lawler, E. and Finegold, D. "Who's in the boardroom and does it matter: The impact of having non-director executives attend board meeting," *Organizational Dynamics*, 2006.
- Finegold, D. and Frenkel, S. "Managing People Where People Really Matter: The Management of Human Resources in Biotech Companies," *The International Journal of Human Resource Management*, vol 17, no 1, 2006.
- Finegold, D. Book Review of: *How Institutions Evolve: The Political Economy of Skills in Germany, Britain, the United States and Japan*, by Kathleen Thelen, *Perspectives in Politics*.
- Finegold, D. "Long, Long-term Strategic Planning," Book Review: *Planning for the Next 100 Years*, *Academy of Management Learning and Education*, 4, 4, December 2005, 522-25.
- Finegold, D., Carlucci, S, and Page, T. "Competitive Intelligence for your biotech start up," *Nature Biotechnology: Bioentrepreneur*, May 2005.
- Carlucci, S, Page, T., and Finegold, D. "Competitive Intelligence for Biotech Companies," *Bioentrepreneur: Nature Biotechnology*, Apr. 2005.
- Finegold, D. "Alternative career options in the biomedical industry: the professional science master's degree," *Nature Biotechnology*, 23, Apr. 2005, 1-2.
- Finegold, D., Levenson, A., and Van Buren, M. "Access to training and its impact on temporary workers," *Human Resource Management Journal*, 15 (2), 2005, 1-19.
- Finegold, D. "Book Review -- Creating Cooperation by Pepper Culpepper," *British Journal of Industrial Relations*, March 2005.
- Lawler, E. and Finegold, D. "The Changing Face of Corporate Boards," *Sloan Management Review*, Winter 2005, 46, 2, 67-70.
- Finegold, D., Kam, P.K. and Cheah, T.C. "Adapting a Foreign-Direct Investment Strategy to the Knowledge Economy: The Case of Singapore's Emerging Biotechnology Cluster," *European Planning Studies*, 12, 7, October 2004, 921-41.
- Benson, G. Finegold, D. and Mohrman, S. "You Paid for the Skills, Now Keep Them: Tuition Reimbursement and Voluntary Turnover," *Academy of Management Journal*, June 2004, 47, 3, 315-31. (Runner up for Academy of Management's HR Division, best article of the year award)
- Mohrman, S., Finegold, D. and Mohrman, A. "An Empirical Model of the Organization Knowledge System in New Product Development Firms," *Journal of Engineering and Technology Management: Special Issue on Research Issues in Knowledge Management and New Product Development*, 2003, 20, 1-2, 7 – 38.
- Mohrman, S., Finegold, D. and Klein, J. "Designing the Knowledge Enterprise," *Organizational Dynamics*, 31, 2, 2002, 134-50.
- Finegold, D., Benson, G. and Mohrman, S. "Harvesting What They Grow: Can Firms Get a Return on their Investment in General Skills?" *Organizational Dynamics*, 31, 2, 151-64.

Finegold, D. and Wagner, K. "Are Apprenticeships Still Relevant in the 21st Century? A Case Study of Changing Youth Apprenticeship Arrangements in Germany," *Industrial and Labor Relations Review*, 55(4), July 2002, 667-85.

Finegold, D., Mohrman, S. and G. Spreitzer, "Age Effects in the Employment Relationship of Technical Workers: Generation X, Baby Boomers, and Beyond," *Journal of Organization Behavior*, 23, 1-20, 2002.

Lawler, E., Finegold, D., Benson, G. and Conger, J. "Corporate Boards: Keys to Effectiveness," *Organizational Dynamics*, 82, 1-16, 2002.

Lawler, E., Finegold, D., Benson, G. and Conger, J. "Adding Value in the Boardroom," *Sloan Management Review*, Winter 2002.

Mason, G. K. Wagner, D. Finegold, and B. Keltner, "The 'IT Productivity Paradox' Revisited: International Comparisons of Information Technology, Work Organisation and Productivity in Service Industries," *Quarterly Journal of Economics*. Also published in *Vierteljahrshefte zur Wirtschaftsforschung*, 69, Jahrgang, Heft 4/2000, 618-29.

Lawler, E. and Finegold, D. "Individualizing the Organization: Past, Present and Future," *Organizational Dynamics*, Summer 2000, 1-15.

Conger, J., Lawler, E. Benson, G. and Finegold, D., "CEO Appraisal: Keys to Effectiveness," *Global Focus*, 12, 2, 35-44, 2000.

Finegold, D., K. Wagner and G. Mason, "National Skill-Creation Systems and Service Workers' Careers: Hotel Employees in the U.S., U.K., and Germany", *International Journal of Human Relations*, 11, 3, 2000, 497-516, 2000.

Yu, C-S., D. Finegold, E. Lawler and D. Cochran, "Does Cultural Fit Matter? The Adoption and Effectiveness of Employee Involvement Practices in China and the U.S.", *Current Topics in Management*, 5, 2000.

Finegold and G. Mason, "National Training Systems and Industrial Performance: US-European Matched-Plant Comparisons," *Research in Labor Economics*, 18, 331-358, 1999.

Keltner, B., Finegold, D., Mason, G., and Wagner, K., "Market Segmentation Strategies and Service Sector Productivity," *California Management Review*, 41, 4, 81-102, Summer 1999.

Finegold, D. "Creating Self-Sustaining High-Skill Ecosystems," *Oxford Review of Economic Policy*, 15,1, 1999, pp. 1-22.

Finegold and K. Wagner, "Transforming the German Metalworking Industry: Moves Toward Numerical Flexibility," *Work Study*, 2, March-April 1999.

Conger, J., D. Finegold and E. Lawler III, "Assessing the Board," *Harvard Business Review*, Jan-Feb. 1998.

Conger, J., Finegold, D. and Lawler, E. "Holding Corporate Leadership Accountable," *Organizational Dynamics*, Summer 1998.

David Finegold and Karin Wagner, "The Search for Flexibility: Workplace Innovation in the German Pump Industry," *British Journal of Industrial Relations*, 36,3, 1998, pp. 469-87.

David Finegold, "Is the Fair Labor Standards Act Fair to Welfare Recipients?" *Journal of Labor Relations*, XIX, 2, Spring, 1998, pp. 245-62.

David Finegold and Karin Wagner, "When Lean Production Meets the German Model: Innovation Responses in the US and German Pump Industries," *Industry and Innovation*, Autumn, 1997.

Geoff Mason and David Finegold, "Productivity, Machinery and Skills in the US and Western Europe," *National Institute Economic Review*, October 1997.

David Finegold and David Levine, "Institutional Incentives for Employer Training," *Journal of Education and Work*, 10, 2, June 1997.

Brent Keltner and David Finegold, "Adding Value in Banking: An Innovative Human Resource Strategy," *Sloan Management Review*, 38, 1, Fall 1996, 57-68.

Finegold, D. "Breaking Out of the Low-Skill Equilibrium," *Education Economics*, Vol. 1, No. 1, 1993, pp. 77-83.

Finegold, D. "The Implications of 'Training in Britain' for the Low-Skill Equilibrium," *Human Resources Management Journal*, Autumn 1991.

Finegold, D. "Education, Training and Economic Performance in Comparative Perspective," *Oxford Studies in Comparative Education*, Vol. 1, 1991, pp. 57-68.

Finegold and Soskice, D. "The Failure of Training in Britain: Analysis and Prescription," *Oxford Review of Economic Policy*, Autumn 1988, pp. 21-51.

Books, Articles and Chapters in Progress

Finegold, D. "Disruption in the Global Higher Education Marketplace," for special issue of *The Journal of Education and Work*.

Case Studies

Finegold, D. "New Finance Strategies for Medical Device Companies: Heartware, Inc." December 2005.

Finegold, D., Ellstrand, N. et al., "To Bt or not Bt: Case study of genetically-modified corn," *BioChemical and Molecular Biology Education*, 2006.

Book Chapters

Finegold, D. and Liu, M. "Trying to Move from Low-Skill Equilibria to High-Skill Ecosystems: The Evolving Education and Training Systems of China and India," in Marsden et al. (eds.), *Oxford Handbook of Skills*, forthcoming.

Finegold, D. et al. "Governing Value Creation: New Policy and Organizational Approaches for the Global Economy," in Crouch, C. (ed.), *The Responsible Corporation*, Oxford University Press, 2011.

Gatta, M. and Finegold, D. "Introduction: Meeting America's Skills Challenge" in Finegold, D. et al. (eds.) *Transforming the U.S. Workforce Development System: Lessons from Research and Practice*, LERA Research Volume, 2010, 1-16.

Finegold, D. and Spencer Notabartolo, A. "21st-Century Competencies and Their Impact: An Interdisciplinary Literature Review," in Finegold, D. et al. (eds.) *Transforming the U.S. Workforce Development System: Lessons from Research and Practice*, LERA Research Volume, 2010, 19-56.

Finegold, D. and McCarthy, J. "Creating a Sector Skill Strategy: Developing High-Skill Ecosystems," in Finegold, D. et al. (eds.) *Transforming the U.S. Workforce Development System: Lessons from Research and Practice*, LERA Research Volume, 2010, 181-204.

Finegold, D. Erhardt, N. and Sako, M. "Offshoring Knowledge Work: How Far Can It Go? Evidence from Drug R&D," in Carettas, K. (ed.) *Outsourcing Economics, Management, and Risks*, Hauppauge, NY: Nova Publishers, 2009, 1-14.

Finegold, D. and Lawler, E. "Behind the Boardroom Doors: Changes Underway in U.S. Corporate Governance Post Sarbanes-Oxley," in Moore, R. and Gomez, P. (eds.) *Corporate Governance and Management Consulting*, Research in Management Consulting Book Series, 2006.

Finegold, D. "Is Education the Answer: the Skills of the US Workforce in a Changing Global Economy," in Lawler, E and O'Toole, J. (eds), *America at Work: Choices and Challenges*, Palgrave, McMillan, 2006.

Finegold, D. and Matousek, R. "Challenges of Creating a New Professional Identity in the US: Computational Biologists and the Development of Professional Masters Programs," in Brown, A. et al. (eds), *Identities at Work*, London: Kluwer, 2006.

Finegold, D., "The Role of Education and Training Systems and Innovation," in Hage, G. and Meeus, M. *Innovation, Science and Institutional Change*, Oxford University Press, 2006.

Finegold, D et al. "To Bt or Not to Bt: A Case Study of Genetically-Modified Corn," in Rosa, H. (ed.), *Bioetica Para as Ciencias Naturais*, (in Portugese), Lisbon: Fundacao Luso-Americana para o Desenvolvimento, 2004.

Finegold, D., Van Buren, M. and Levenson, A., "A Temporary Route to Advancement," in Appelbaum, E. Bernhardt, A. and Murnane, R. (eds.), *Low-Wage America*, NY: Russell Sage Foundation, 2003, 317-367.

Conger, J., Lawler, E. and Finegold, D. "The Boardroom of the Future" in Chowdhury, S. (ed), *Organization 21C*, London: Financial Times Prentice Hall, 2002.

Mohrman, S., Klein, J. and Finegold, D., "Managing the Global Knowledge-Creation Network: A Sense-Making Perspective," *Virtual Teams That Work*, Gibson, C. and Cohen S., (eds), Jossey Bass, 2003.

Finegold, D. and Keltner, B. (2001), "Institutional effects on Skill Creation and Management Development in the US and Germany," in Wever, K. (ed.), *Labor, Business and Change in Germany and the United States*, Kalamazoo, MI: WE Upjohn Institute.

Finegold, D. "Skills, Work Organization and Economic Performance in Germany," in *Creating Competitive Capacity: Labor Market Institutions and Workplace Practices in Germany and the United States*, Berg, P. (ed.), Berlin: Edition sigma, 2000.

Wagner, K. and Finegold, D., "Training and work organisation: a German-U.S. comparison in the pump industry," (published in German, "Ausbildung und Arbeitsorganisation: Ein deutsch-amerikanischer Vergleich der Pumpenindustrie,") in: Beer, D., Frick, B., Neubäumer, R., Sesselmeier, W., *The economic consequences of initial and further training. (Die wirtschaftlichen Folgen von Aus und Weiterbildung)*, Rainer Hampp Verlag, München, 1999.

Finegold, D. "Conclusion: The Future of the German Model," in *The German Skills Machine in Comparative Perspective*, co-edited with Pepper Culpepper, Oxford: Berghahn Books, 1999.

Finegold, D. and Wagner, K. "The German Skill Creation System and Team-Based Production: Competitive Asset or Liability," in *The German Skills Machine in Comparative Perspective*, co-edited with Pepper Culpepper, Oxford: Berghahn Books, 1999.

Keltner, B. and Finegold, D. "Market Challenges and Changing Employment Relations in the US Banking Industry," *From Tellers to Sellers: Changing Employment Relations in Banks*, Regini, M., J. Kitay and M. Baethge, (eds), Cambridge: MIT Press, 1999.

Wagner, K. and Finegold, D. "Innovations in Work Organisations, The Search for Flexibility in the Pump Industry". Clement, A., Schmeisser, W., Munich: Vahlen, 1998. *Personel and Social Policy*. (Published in German)

Finegold, D. "The New Learning Contract: Developing Capabilities in a Turbulent Environment," in *Tomorrow's Organization: Creating Winning Competencies*, Mohrman, S., Galbraith, J. and Lawler, E., San Francisco: Jossey-Bass, 1998.

Finegold, E. Lawler, and G. Ledford, "Competencies, Capabilities and Strategic Organization in *Tomorrow's Organization*.

Lawler, E., D. Finegold and J. Conger, "Corporate Boards: Organization Effectiveness at the Top" (with Ed Lawler and Jay Conger), in *Tomorrow's Organization*

"Der Einfluß der Aus- und Weiterbildung auf die Arbeitsorganisation eine Untersuchung in der Fertigung amerikanischer Maschinenbauunternehmen" (with Karin Wagner), in Clermont, A. and Schmeisser, W. (eds). *Internationales Personalmanagement*, Munich: Valen, 1997.

"Market Forces in Education and Training," in Buechtemann, C. (ed), *Human Capital Investment and Economic Performance*, Beverly Hills, CA: Sage, 1996.

"Market and Government Failure in Skills Investment," in A. Booth and D. Snower (eds.), *Acquiring Skills*, London: Cambridge University Press, 1996.

"Comparative Vocational Education and Training Systems and Institutional Incentives," in R. Layard, G. Main, and K. Mayhew (eds.), *The Economics of Training*, London: Centre for Economic Performance, 1995.

"Institutional Analysis of Policy-Making: The Case of TVEI," in J. Wellington (ed.), *The Work-Related Curriculum*, London: Kogan Page, 1993.

"Institutional Incentives and Skill Creation: Preconditions for a High-Skill Equilibrium," in P. Ryan (ed.), *International Comparisons of Vocational Education and Training for Intermediate Skills*, London: Falmer, 1991.

“The Failure of Training in Britain,” in *Training and Its Alternatives*, Milton Keynes: Open University Press, 1989.

Popular Articles/Trade Publications/Research Briefs

Latest writings can be found at: Globalworkforce.blogspot.com

Kumar, V., Finegold, D., Winkler, A-L, and Agrod, V. *Will They Return? The Willingness of potential faculty to return to India and the key factors affecting their decisions*, Rutgers’ School of Management and Labor Relations Research Report, March, 2011. (Received front page coverage in most Indian national newspapers, and articles in *New York Times*, *Business Week*, *Chronicle of Higher Education*, *Inside Higher Education*).

Finegold, D. and Kumar, V. “New Study Finds Indian Graduates in US are Ready to Return to India to Fill Faculty Shortages,” *USITF Newsletter*, Spring, 2011.

Lawler, E. and Finegold, D. “Executive Compensation: What Directors Think,” *World at Work Journal*, forthcoming, 2007.

Finegold, D. “The Roles of Higher Education in a Knowledge Economy,” Centre for Research in Lifelong Learning, Seminar Papers, Higher Education, the Economy and Labour Markets,” November, 2006, <http://crl1.gcal.ac.uk/docs/Finegold%20final.pdf>.

Finegold, D. and Lawler, E. "Executives at Board Meetings," *Directors & Boards e-Briefing*, November 2006.

Lawler, E. and Finegold, D. “Are Independent Directors the Answer?” *Directors and Boards*, Summer 2004, 15.

Finegold, D. “Managing Bioscience Companies: Lessons from Research,” *Screenings: Trends in Drug Discovery*, 4 (6), 2003.

Finegold, D., Lawler, E. and Conger, J. “Building a Better Board,” *Journal of Business Strategy*, 22 (6), 2001, 33-7.

Lawler, E. and Finegold, D. “A Canadian titan could offer a glimpse of the future of boards,” *CEO Magazine*, October 2001, p. 59.

Finegold, D., Lawler, E. and Conger, J. “To Whom Are Boards Accountable?” *Corporate Boards*, July-August 2001.

Finegold, D. “Doings at Davos: Notes from the 2001 World Economic Forum,” www.Linezine.com, March 2001.

Finegold, D. “What Do Employees Really Want?” www.Linezine.com, March 2001.

Conger, J., Finegold, D. and Lawler, E. “Evaluating Individual Directors,” *Directors & Boards*, Winter 1998.

Lawler, E. and Finegold, D. “CEO Selection: Why Boards Get it Wrong,” *Industry Week*, Nov. 17, 1997, pp.90-92.

Lawler, E. and Finegold, D. "Task Force: Changing skill needs in the workplace," *Times Higher Education Supplement*, Jan. 17, 1997, p. 20.

"International Models of Management Development," *Selections*, Graduate Management Admissions Council Journal, Autumn 1994.

"International Study Links Training and Education to Increased Productivity in Spring Industry" (with Geoff Mason), *Springs*, Vol. 33, No. 1, May 1994, pp. 9-14.

"School-to-work Bill Focuses on Job Skills," *Christian Science Monitor*, November 30, 1993.

Making Apprenticeships Work, Santa Monica, CA: RAND, IP-114, March 1993.

Breaking Out of the Low-Skill Equilibrium, National Commission on Education Briefing No. 5, June 1992.

CONFERENCE PRESENTATIONS AND INVITED LECTURES

"The Global Education Marketplace: Opportunities for UK Colleges," UK Association of Colleges Annual Conference Keynote, Birmingham, England, 19 November, 2014.

"Cooperating with Community Colleges: Innovative Strategies for Attracting and Retaining Transfer Students," Council of Independent Colleges Annual Conference for Provosts and CFOs, Portland, OR, 2 November, 2014.

"Disruptions in the Global Higher Education Market," Universities UK Annual Conference Keynote, Leeds, England, 11 September, 2014.

"Closing the Middle Skills Gap" and "Creating Enough Good Jobs: Policy Options and Challenges," Workshop for UKCES, London, England, 11 June 2014.

"Rethinking the Role of Transfer Students in Enrollment Strategies," Panel at NISTS Annual Conference, Atlanta, GA, February, 2014.

"PSMs and the Changing Higher Education Landscape," keynote address for the NPSMA Annual Conference, Washington, DC, November 13, 2013.

"Transnational Strategies for Life Science Companies," EU-US Life Sciences Business Forum, Rutgers European Union Center, New Brunswick, NJ, March 30, 2011.

"Skills of the 21st Century Workforce: Evolving Talent Strategies in China and India," Human Resources Strategy Forum, keynote speaker, Northern California, March 22, 2011, Southern California, March 24, 2011.

"Developing High-Skill Ecosystems: Sector Skill Strategies," panelist and co-organizer of workshop on *Transforming the US Workforce Development System*, Center for American Progress, Washington, DC, March 8, 2011.

"Attracting bioscience company investment," NJ League of Municipalities Annual Conference, Nov. 18, 2010.

"Skills of the 21st Century Workforce: China, India and Implications for the US," University of Western Australia, Perth, Oct. 26, 2010; Diversity Inc. National Conference, keynote address, Washington, DC, Nov. 9, 2010; NJ LERA, Dec. 6, 2010.

“Skill and the 21st Century Workforce: China, and India in Comparative Perspective,” International Adult Learning Symposium, Singapore, 28-29 Oct., 2010.

“The Future of IR and HR,” First Global Dean’s Forum for IR Schools, Renmin University, Beijing, China, 13 June, 2010.

“Developing 21st Century Skills: New Strategies for New Times,” Skills Australia Board Meeting, 1 June, 2010.

“Rethinking Workforce Development: Connecting Skills Supply, Demand and Use,” Australian Industry Skills Council Annual Conference Keynote Address, 31 May, 2010.

“Lessons from WIRED: Creating Sector Skill Strategies,” International Labour Process Conference, Rutgers University, New Brunswick, NJ, March 16, 2010.

“Rethinking Skills for the 21st Century Workforce: The Cases of India and China,” International Labour Process Conference, Rutgers University, New Brunswick, NJ, March 15, 2010.

“Policy Options for Encouraging More Socially Responsible Corporations,” U.S. Corporations in the Recovery and Beyond, The New School, NY, NY, April 23, 2010.

“Workforce Development- How Can NJ’s Life Sciences Professionals Position Themselves for the Future?,” NJ Association for Biomedical Research Conference, Woodrow Wilson School, Princeton, NJ, April 23, 2010.

“Past, Present and Future of Skills,” Keynote Address for UKCES National Skills Conference, Feb. 8-10, 2010.

“Doing Well By Doing Good: Creating Companies with Meaning,” All-Academy Symposium, *Doing Well By Doing Good*, Academy of Management Annual Meeting, Philadelphia, Aug. 5-8, 2007.

“BioPharmaceutical Companies’ Ethical Approaches at Different Life Stages,” *Doing Well By Doing Good*, Academy of Management Annual Meeting, Philadelphia, Aug. 5-8, 2007.

“Impact of Coordinated vs. Non-Coordinated Approaches on HR,” All-Academy Symposium, *Doing Well By Doing Good*, Academy of Management Annual Meeting, Philadelphia, Aug. 5-8, 2007.

“A New Progressive Era? The Influence of State and Local Initiatives on National Policy,” “Searching for the New American Dream, LERA National Policy Forum, Washington, DC, 14-15 June 2007.

“High Road Competitive and Employment Strategies: Biotechnology,” Searching for the New American Dream, LERA National Policy Forum, Washington, DC, 14-15 June 2007.

“The Undiscovered Country - Visions of New Jersey’s Workforce Development System,” Garden State Employment and Training Association Annual Conference, Atlantic City, 13 June 2007.

“Debates About US Skills and Workforce Competitiveness,” The National Academies Center for Education, Workshop on Research Evidence related to Future Skill Demands, May 31st-June 1st, 2007.

“Future Skill Demands in Biotechnology: Response to Fiona Murray,” The National Academies Center for Education, Workshop on Research Evidence related to Future Skill Demands, May 31st-June 1st, 2007.

“Future Skill Demands: Implications for Education and Training,” The National Academies Center for Education, Workshop on Research Evidence related to Future Skill Demands, May 31st-June 1st, 2007.

“The Future of Management and Labor Relations: The Next 15 Years,” School of Management and Labor Relations 60th Anniversary Celebration, Rutgers Labor Education Center, 11 May 2007.

“Is Education the Answer? Skills and the Competitiveness of US IT Organizations,” The IT R&D Ecosystem, National Academy of Sciences Workshop, Boston, MA, 19 April, 2007.

“Ethics and the Bioscience Revolution,” Barry Moss Memorial Lecture, Kinkaid School, 16 February 2007.

“The Role of Higher Education Institutions in the Knowledge Economy,” Higher Education, Labour Markets, and the Economy, Policy Workshop, Centre for Research in Lifelong Learning, 8 November 2006.

“Global Challenges for HR,” ORC Annual Conference, New York, 25 October 2006.

“Global Competition in the Knowledge Economy: Research Process Offshoring and the Indian Biotech Industry,” SMLR Seminar Series, 11 September 2006.

“Mind the Gap: The Needs vs. the Realities of US Knowledge Organizations,” presented at USC’s Center for Effective Organizations Annual Meeting, May, 2006, HM Treasury, London, July 2006; 29 December, NJ LERA Workshop.

“Lessons on Ethical Decision-Making from the Bioscience Industry,” Workshop for the Canadian Government, Ottawa, Canada, 28 Feb. 2006.

Compassionate Capitalism: Oxymoron or Talent Strategy?” Human Resource Planning Society Workshop on Talent Strategies, Marina Del Ray, CA, February 7, 2006.

“Board and Company Ethics: Setting the Tone at the Top,” Corporate Directors Forum 2006: Directors, Management and Shareholders in Dialogue, San Diego, CA, January 31, 2006.

“Educating the US Scientific Workforce,” Workforce Development Panel, Association for Lab Automation Annual Conference, Palm Springs, CA, January 25, 2006.

“Education and the American Workforce,” Harvey Mudd College 50th Anniversary Symposium, Claremont, CA, January 14, 2006; SMLR Seminar Series, 6 November, 2006.

“Electronic Health Records: Private Sector Perspective,” The Many Faces of Person-Centric Electronic Health Systems, Claremont, CA: CGU-QTC Symposium II, Dec. 2, 2005.

“Fostering High-Skill Ecosystems: A Comparative Analysis of the Role of Sector Skills Organizations,” Future Industry Strategy Forum 2005, hosted by Ministry of Commerce, Industry and Energy, Republic of Korea, Sept. 6-7, 2005.

“Fostering High-Skill Ecosystems: A Comparative Analysis of the Role of Sector Skills Organizations,” University of Sydney, Sydney, Aug. 31, 2005.

“Making the Right Choices: Lessons on Ethical Decision-Making from Bioscience Companies,” Australian Leadership Retreat, Hayman Island, Aug. 26-8, 2005.

“Making the Right Choices: Lessons on Ethical Decision-Making in Bioscience Companies,” Aus Biotech, Melbourne, Aug. 18, 2005; Sydney, Sept. 2, 2005.

“An Alternative Model of Biotech Industry Development: India’s Emerging Bioscience Industry,” EGOS Annual Conference, Berlin, June 30-July 2, 2005.

Organized and hosted an international conference on BioIndustry Ethics: Lessons from Leading Bioscience Companies, KGI, scheduled for April 26, 2005.

Finegold, D. “Pharma Goes Hollywood,” Pharmaceutical R&D Strategic Leadership Conference, CHI, Orlando, FL, February 10, 2005.

Finegold, D. “Ethical Decision-Making in Bioscience Companies,” UC Riverside, Biotechnology seminar series, January 5, 2005.

Finegold, D. “The High-Skill Economy: A Definitional Trap: Discussant,” SKOPE Skills and the Knowledge Economy Conference, Durham, England, October 28-9, 2005.

Finegold, D. “Ethical Decision-Making in the Bioscience Industry,” Copenhagen Business School, 25 October 2004.

Finegold, D. “Pharma Goes Hollywood: Changing Business Models in the Drug Industry,” Copenhagen Business School, 24 October 2004.

Finegold, D. “Ethics in the Boardroom,” *Corporate Directors Forum*, San Diego, 14 October 2004.

Finegold, D. “The Life Science Revolution in the 21st Century: Five Major Ethical Challenges,” Keynote Address for Australian Davos Leadership Retreat, Hayman Island, 28-29 August, 2004.

George, E., Finegold, D., Levenson, A. and Chattopadhyay, P. “Virtual Teams and Virtual Workers: Review of research and new directions,” *Academy of Management Annual Meeting*, New Orleans, Aug. 2004.

Finegold, D., Benson, G. and Hecht, D. “Corporate Boards and Company Performance: a review of the literature,” *Academy of Management Annual Meeting*, New Orleans, Aug. 2004.

Finegold, D. “Genzyme: Putting Patients First,” Guest lecture in *Current Trends in Biotechnology*, Harvey Mudd College, 11 March 2004.

Finegold, D. “Alternative Career Paths in the Biosciences,” presented at Mt. Saint Mary’s College, UC Riverside, USC, USD, Claremont McKenna College, Spring 2004.

Finegold, D. and Frenkel, S. “Managing People Where People Really Matter: Managing HR in Biotech Companies,” part of session I organized on “Leading Knowledge Workers,” *Industrial Relations Research Association Annual Meeting*, San Diego, 3 Jan., 2004.

Finegold, D. “Pharma Goes Hollywood: Changing Business Models in the Drug Industry,” All-KGI Research Seminar, Dec. 2003.

Finegold, D. “Building Successful Boards: Lessons from the US,” invited lecture at EM Lyon Business School, Oct. 2003.

Finegold, D. "The Role of Education and Training Systems in Innovation," paper presented at Conference on "Innovation, Learning and Macro-Institutional Change," Utrecht, Netherlands, Oct. 2003.

Finegold, D. "Creating a Learning Contract," AIAA Space Congress, Long Beach, CA., 23 Sept. 2003.

Frenkel, S. and Finegold, D. "Managing People Where People Really Matter: Managing HR in Biotech Companies," part of session I organized on "Leading Knowledge Workers," *International Industrial Relations Association* Conference, Berlin, Aug. 2003.

Finegold, D. "Corporate Leadership and Governance," Professional development workshop presenter, Academy of Management Annual Meeting, Seattle, WA., 3 Aug. 2003.

Finegold, D. "Management and Organizational Research on the Bioscience Industry" BIOrg.net inaugural meeting, held at the Institute for Systems Biology, in conjunction with the Academy of Management Annual Meeting, Seattle, WA., 3 Aug. 2003.

Finegold, D. "The Political Economy of BioEthics: US and European Response to GMOs," European Union Center of California Board Meeting, 24 Jan., 2003.

Finegold, D. et al. "Why Should Biotech Firms Care about Ethics?" workshop on "Bioscience Business Ethics: Alternative Approaches to Integrating Ethical Issues into Strategic Decision-Making of Bioscience Firm" jointly organized by KGI, BIOCOM, UCSD, and CONNECT, Nov. 8 2002.

Finegold, D. "Adding Value in the Boardroom: the US Experience," Medicon Valley Bio Conference, 8-10 October 2002, Malmo, Sweden.

Finegold, D. et al. "To Bt or Not to Bt: Case Study of Genetically Modified Corn," Case developed at Bioethics Institute, Lisbon, Portugal, June, 2002.

Finegold, D. "Top Ten Blunders of Biotech Boards," panel presentation at Venture 21 Biotech Conference: San Diego, CA, April 2002.

Finegold, D. "What Employees Really Want? Talent Strategies for an Age of Uncertainty, Drucker Graduate School of Management, Executive Forum Series, Feb. 20, 2002.

Finegold, D. "Adding Value in Hard Times: The Role of Corporate Boards," panel at CONNECT Entrepreneurs' Roundtable, UCSD, December 13, 2001.

Finegold, D. "What Employees Really Want?" presented at "Talent Strategies for the New Economy" Korn Ferry International, Copenhagen, Denmark, Nov. 29, 2001.

Finegold, D. "Talent Strategies in an Age of Uncertainty," presented at "Generations @ Work: Crossing the Badlands," Institute of the Future outlook exchange, Monterey, CA, Nov. 1, 2001.

Finegold, D. "Individualizing the organization: Generational differences in the new employment relationship," HRoundtable, WestCorp, Irvine, CA, October 25, 2001.

Lawler, E. and Finegold, D. "Designing Effective Corporate Boards," Local chapter of NACD, California Club, Los Angeles, CA, October 16, 2001.

Finegold, D. and Lawler, E. "The Net's Impact on Organizations and Human Resources," Society for Industrial and Organizational Psychologists, San Diego, CA, April 26, 2001.

Finegold, D. "Net-Enabling the Human Resource Function," CEO Human Resources Executive Seminar, USC, March 6, 2001.

Finegold, D. "What Do Employees *Really* Want?" presented at World Economic Forum, Davos, Switzerland, January 27, 2001.

Finegold, D., A. Majchrzak, A. Levenson, M. Van Buren and G. Benson, "Measuring the Psychological Contracts of Temporary Workers: Preliminary Findings and Key Issues," Toronto, Academy of Management Annual Meeting, August, 2000.

Finegold, D., A. Majchrzak, A. Levenson, M. Van Buren and G. Benson, "The Varied Psychological Contracts of Temporary Workers," London, SASE Annual Conference, July 9, 2000.

Finegold, D. "Talent Strategies for the New Economy," World Economic Forum, Central and Eastern European Regional Meeting, Salzburg, June 30, 2000.

Finegold, D. "Leading the Knowledge Organization" Chair and discussant for panel at the World Economic Forum, Davos, Switzerland, February 1, 2000.

Finegold, D. "The Future of Human Resources: Trends and Strategies," Cable and Television Human Resources Association Annual Conference, New York, September 12, 1999.

Finegold, D., Mohrman, S. and G. Spreitzer, "Factors Affecting the Organizational Commitment of Technical Knowledge Workers: Generation X, Baby Boomers, and Beyond," Academy of Management Annual Meetings, Chicago, August, 1999.

Finegold, D., A. Majchrzak, A. Levenson, M. Van Buren and G. Benson, "Are Contingent Workers Really Contingent: The Varied Psychological Contracts of Employees in the Temporary Staffing Industry," Academy of Management Annual Meetings, Chicago, August, 1999.

Yu, C-S., D. Finegold, E. Lawler and D. Cochran, *Does Cultural Fit Matter? The Adoption and Effectiveness of Employee Involvement Practices in China and the U.S.*, International Conference on Advances in Management, Baton Rouge, LA, July 7-10, 1999.

Crouch, C., D. Finegold and A. Hemerijck, *The Skills Predicament in an Open Economy*, Max Planck Institute Political Economy Conference, February 1999.

Becoming the Employer of Choice: Attracting, Motivating and Retaining Top Talent, Human Resource Strategic Forum, USC Davidson Center, November 17, 1998.

Inside the Black Box: The Factor that Lead to Effective Corporate Governance, Academy of Management Annual Meetings, symposium, San Diego, August, 1998.

Integrating SHRM and Institutional Theories: Customer Service and HR Strategies in the US, UK and Germany, Academy of Management Annual Meetings, symposium, San Diego, August, 1998.

A Cross-National Perspective on Skill Standards Systems, presented at Dutch Ministry of Employment Conference on: "Markets and Institutions", Utrecht, December 11-12, 1997.

Is the FLSA Fair to Welfare Recipients?, presented at Employment Policy Foundation Policy Forum: "From Welfare to Work", Washington, DC, November 12, 1997.

Fostering the High-Performance Workplace, presented at Employment Policy Foundation Policy Forum: “Giving America’s Workers a Raise”, Washington, DC, April 21, 1997.

Does Globalization Matter? presented at CEO Seminar on *Developing Global Capabilities*, April 1, 1997.

Developing Global Capabilities: The New Role for HR presented at CEO Seminar on *Developing Global Capabilities*, April 2, 1997.

Learning for the 21st Century, El Camino College, February 12, 1997.

Does Business School “Quality” Matter: The Impact of Institutional Selectivity on Post-MBA Earnings, presented at USC Management and Organization Seminar, November 22, 1996.

Preparing Managers for the Future, presented at Loyola Marymount Business School, November 12, 1994.

Preparing California’s Workforce for the Global Economy, Economic Development Summit, Rio Hondo Community College, Nov. 4, 1994.

Preparing America’s Workforce for the Global Economy, UCLA Extension, October 25, 1994.

Skills, Machinery and Productivity: A Pilot Study Comparing Matched Plants in the U.S. and Europe, presented at the Hydraulic Institute Fall Management Conference, Jacksonville, FL, Sept. 12, 1994.

The Decline of the U.S. Machine Tool Industry and Prospects for Its Sustained Recovery, presented at the Department of Commerce to the Undersecretary for Technology (Mary Good) and Associate Deputy Secretary (Kent Hughes), and NSTC Subcommittee on Manufacturing Infrastructure, Washington, DC, September 7-8, 1994.

Globalization, Technological Change, and the Implications for Education and Training, Second International Partnership Conference, Paris, July 1, 1994.

Preparing America’s Workforce for the Global Economy, presented to Friends of RAND, Santa Monica, CA, January 20, 1994.

The Decline of the U.S. Machine Tool Industry and Prospects for Its Recovery, presented at the National Science Foundation, Washington, DC, December 17, 1993.

Preparing America’s Workforce for the Global Economy, presented at the Lilly Foundation, Indianapolis, IN, December 13, 1993.

The Decline of the U.S. Machine Tool Industry and Prospects for Its Recovery, presented to the RAND Board, Santa Monica, CA, November 22, 1993.

The UK Training System - Comment, presented at RAND conference on Human Capital Investment and Economic Performance, November 1993.

Why the Increased Global Interest in HR?, presented at the UCLA Institute of Industrial Relations conference “H.R. 2000 Human Resources Strategy Summit: Building Our Voice,” El Segundo, CA, April 22, 1993.

Market and Non-Market Failure in Skills Investment, presented at the Centre for Economic Policy Research conference “The Skills Gap and Economic Activity,” London, April 20, 1993.

PROPOSALS/GRANTS (Principal Investigator Unless Otherwise Stated)

NJ Healthcare Talent Network. NJ Department of Labor and Workforce Development, 2011-12, \$385,000.

NJ Technology Talent Network. NJ Department of Labor and Workforce Development, 2011-12, written for NJTC, \$385,000 (\$90,000 subcontract to Rutgers).

The Impact of Increasing Skills Supply on Business Strategies and Innovation. Human Resource and Skills Development Canada, 2011, \$23,000.

Are Skills Enough:

Why the Low Growth in Jobs for UK Graduates? UK Commission for Employment and Skills, 2010-11, \$25,000.

Developing Leaders for New Jersey's Science-Based Industries: Creating a Statewide System of Professional Science Master's Degrees, U.S. Department of Education, Fund for Innovation in Post-Secondary Education, 2008-2011, \$600,000.

BIO-1: Building a Bioscience Cluster in Central New Jersey, U.S. Department of Labor, Workforce Innovation and Regional Economic Development (WIRED), Generation 3, 2007-2010, \$5.1 Million.

Rutgers' Professional Science Master's Programs: Developing Technical Leaders for the 21st Century, Alfred P. Sloan Foundation, 2007-2009, \$300,000.

Developing a Statewide System of Professional Science Master's Degrees, Rutgers University, President's Academic Excellence Award, \$40,000, 2007-08.

Innovation Studies Center, Rutgers University, President's Academic Excellence Award, \$40,000, 2007-08.

BioPharma Skills NJ, Innovation Partnership Institute, N.J. Commission on Higher Education, \$150,000, 2007-2008, Phase II: \$75,000, 2008-09.

Teaching Responsible Leadership, subcontractor to University of Richmond and Claremont McKenna College to co-develop course on "Leadership in Science," \$3,000, 2005-7.

Evolving Business Models for Asian Bioscience Firms, The Freeman Foundation, \$11,000, 2004-05.

Governing Ethical Decision-Making in Bioscience Firms, The Seaver Institute, \$200,000, 2002-03.

Bioscience Business Ethics Center, Flora Thornton Foundation, \$225,000, 2001-2004.

The Career Prospects of Low-Skilled Workers in the Temporary Staffing Industry, Russell Sage/Rockefeller Foundations, \$300,000, 1998-2000.

Creating World-Class Standards, The National Skills Standards Board, US Department of Labor, \$15,000, 1997.

Skills, Work Organization and Performance: A Comparison of Matched Service Sector Establishments in the US, UK and Germany, The Sloan Foundation, \$330,000, 1995-97.

Employers' Role in Graduate Management Education, Graduate Management Admissions Council, \$50,000, 1995-96.

Closing the Knowledge Gap for Transit-Vehicle Maintenance Employees - A Systems Approach, National Research Council, Transportation Research Board, October 1994-Sept. 1996, \$300,000.

International Comparisons of Industry Skill Standards: Lessons for the U.S., U.S. Department of Education, National Center for Research in Vocational Education, January-December 1995, \$45,000.

International Models of Management Development, Australian Ministry for Employment, Education and Training, November 1993-July 1994, \$152,000.

Training and Enterprise Councils and Education, UK Department of Employment, January-May 1992, \$42,500.

TEACHING EXPERIENCE

Mini-MBA in Global BioEntrepreneurship, Rutgers Center for Management Development, designed and taught, Spring 2010.

The Global Economy and Its Impact on New Jersey, Byrne First-Year Seminar, Rutgers' School of Management and Labor Relations, Spring 2009.

Mini-MBA in BioPharma Innovation, designed and taught, public and custom in-house programs, 2008-.

Mini-MBA in Strategic Healthcare Management, public programs and St. Peter's Hospital, 2008-.

Case Studies in Drug Discovery and Development, co-taught with Charles Martin and Pradip Banerjee, Rutgers Graduate School New Brunswick, Spring 2008.

Ethics and the Bioscience Revolution, Byrne First-Year Seminar, Rutgers' School of Management and Labor Relations, Fall 2007.

Leadership in Science, co-taught with Ron Riggio, Claremont McKenna College, Spring, 2005.

Student's Choice Award for Outstanding Teaching, 2005, First years and second years. 2004, runner-up first years and 2nd years, Keck Graduate Institute.

Design and Faculty Director for "Developing New Generation of Leaders for the Bioscience Industry: An Executive Program for Women in the Life Sciences," Joint KGI/Smith Executive Program, debuted in 2008.

Flora Thornton Ethics Seminar Series, Organizer, 2004-5, Keck Graduate Institute.

Designing High-Performing Bioscience Firms, Keck Graduate Institute, Claremont, Fall 2001-present.

Building Successful Bioscience Companies, Keck Graduate Institute, Claremont, Fall 2001-present.

Team Master's project advisor, KGI: Beckman Coulter, 2 Projects (2001-2), Beckman Coulter (2002-3), Arterial Light Sciences (2003-4), American Commercialization Institute (2003-4), Health IQ (2004-5), BioCatalytics (2006).

Designing Net-Enabled Organizations (Workshop) and Faculty coach for Ford Motor Company's "Leaders of the New Economy" Program, 2000-01.

Designing High Performance Organizations, Keck Graduate Institute, Claremont, Fall 2000-01. Teaching evaluation: 4.9 on 5.0 scale.

Designing High Performance Organizations, MBA elective course in Marshall School of Business, USC, Winters 1998-2001. Teaching Evaluation: rated 4.9 on 5.0 scale.

Comparative Public Policy Research - developed new course and co-taught in the RAND Graduate School, Spring 1993.

Master's in Education and Industry - helped design and teach this modular graduate program for experienced educational practitioners, Warwick Center for Education and Industry, 1991-92.

British Labor Markets - lecturer in Politics, Philosophy and Economics, Oxford University, 1991-92.

Headteacher's Into Industry - faculty member, Warwick Center for Education and Industry, 1989-92.

Delivered over 100 conference talks on human resource and economic issues in the US and Europe to education practitioners at all levels, employers and policy makers.

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