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David Fairris

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Education: Ph.D. in Economics, Duke University, 1984
B.A. in Economics, Washington University, 1977

Major Field: Labor Economics

Professional Experience:

Professor of Economics, University of California, Riverside, 2002-Present.

Vice Provost for Undergraduate Education, University of California, Riverside, 2007-2011

Associate Dean of Student Academic Affairs, College of Humanities, Arts, and Social Sciences, University of California, Riverside, 2004-2007

Visiting Scholar, Paris School of Economics, Paris, France, July 2005

Visiting Investigator, Centro Regional de Investigaciones Multidisciplinarias, Universidad Nacional Autónoma de México, 1999-2000.

Associate Professor of Economics, University of California, Riverside, 1996-2002.

Visiting Scholar, Department of Economics, Harvard University, spring 1994.

Assistant Professor of Economics, University of California, Riverside, 1989-1996.

Visiting Assistant Professor of Economics and Visiting Scholar, Institute of Industrial Relations, University of California, Berkeley, 1986-87.

Assistant Professor of Economics, Williams College, 1983-1989.

Scholarly Activities:

Journal Articles:

“Do Course Evaluations Truly Reflect Student Learning? Evidence from an Objectively Graded Post-test,” *Economics of Education Review*, 2012, 31(5), 709-719 (with Trinidad Beleche and Mindy Marks)

“Works Councils and Firm Productivity in France,” *Journal of Labor Research*, 2010, 209-229 (with Philippe Askenazy)

"The Dissipation of Minimum Wage Gains for Workers through Labor-Labor Substitution: Evidence from the Los Angeles

Living Wage Ordinance," Southern Economic Journal, 75(2), 2008 (with Leon Fernandez Bujanda)

"Minimum Wages and the Wage Structure in Mexico," Review of Social Economy, June 2008 (with Gurleen Popli and Eduardo Zepeda).

"What Accounts for Intra-Industry Wage Differentials? Evidence from a Survey of Establishments," Journal of Economic Issues, March 2008 (with Eric Jonasson).

"The Effects of Living Wages on Workers and Firms: Evidence from the Los Angeles Ordinance," Policy Matters, May 2007.

"Que Hacen Los Sindicatos en Mexico?," Estudios Economicos, June, 2006

"Union Voice Effects in Mexico," British Journal of Industrial Relations, 44(4), 2006.

"The Impact of Living Wages on Employers: A Control Group Analysis of the Los Angeles Ordinance," Industrial Relations 44(1), 2005 – part of a special symposium on living wage research edited by David Fairris and Michael Reich.

"La disminución del poder sindical en México," El Trimestre Económico, 61(4), 2004 (with Ted Levine).

"The Decline in Union Density in Mexico: 1984-2000," Monthly Labor Review, September 2004 (with Ted Levine).

"Towards a Theory of Work Intensity," Eastern Economic Journal 30(1), 2004 – part of a special symposium on work intensity edited by David Fairris and containing papers from an international conference on work intensity held in Paris, France, 2002.

"Internal Labor Markets and Worker Quits," Industrial Relations 43(1), 2004

"The Impact of Minimum Wages on Job Training: An Empirical Exploration with Establishment Data," Southern Economic Journal 70(3), 2004 (with Robert Pedace).

"Flexible Work Practices and Occupational Safety and Health: Exploring the Relationship Between Cumulative Trauma Disorders and Workplace Transformation," Industrial Relations 43(1), 2004 (with Mark Brenner and John Ruser).

"Unions and Wage Inequality in Mexico," Industrial and Labor Relations Review, 55(3), 2003

"Productive Efficiency and the Lean Production System in Japan and the United States," Economic and Industrial Democracy 23(4), 2002 (with Hironori Tohyama).

"Are Transformed Workplaces More Productively Efficient?," Journal of Economic Issues 36(3), 2002.

"Es Mayor La Eficiencia Productiva en los Procesos de Trabajo Transformados?," Region Y Sociedad 14(23), 2002.

"Workplace Transformation and the Rise in Cumulative Trauma Disorders: Is There a Connection?" Winter, 2001, Journal of Labor Research (with Mark Brenner).

"The Lean Production System and Productive Efficiency: Why Is the Japanese Model Superior to the American?" Economic Review, vol. 5(3), November, 2000. (In Japanese, with Hironori Tohyama).

"Work and Development," International Labor Review, vol. 138(1), 1999 (with Henry Bruton).

"Social Stratification, Endogenous Contradictions, and Institutional Change," Eastern Economic Journal, v.24, 1998.

"Institutional Change in Shopfloor Governance and the Trajectory of Postwar Injury Rates in U.S. Manufacturing, 1946-1970," Industrial and Labor Relations Review, January, 1998.

"From Exit to Voice in Shopfloor Governance: The Case of Company Unions," Business History Review, Winter, 1995.

"Do Unionized Employers Reappropriate Rent Through Worsened Workplace Safety?," Eastern Economic Journal, v. 21, 1995.

"Control and Inefficiency in Capitalist Production: The Role of Institutions," Review of Social Economy, v. 53, 1995.

"Wages and the Intensity of Labor Effort: Efficiency Wages Versus Compensating Payments," Southern Economic Journal v. 61, 1994. (with Lee Alston).

"Shopfloor Power and U.S. Labor-Management Cooperation," Proceedings of the Forty-Fifth Annual Meeting, Industrial Relations Research Association, 1993.

"Compensating Payments and Hazardous Work in Union and Nonunion Settings," Journal of Labor Research, v. 13, 1992.

"The Crisis in U.S. Shopfloor Relations," International Contributions to Labour Studies, v. 1, 1991.

"Structure and Agency in the Capital-Labor Relation," Review of Radical Political Economics, v. 23, 1991.

"Appearance and Reality in Postwar Shopfloor Relations," Review of Radical Political Economics, v. 22, 1990.

"Compensating Wage Differentials in the Union and Nonunion Sectors," Industrial Relations, v. 28, 1989.

Books:

Shopfloor Matters: Labor-Management Relations in Twentieth-Century American Manufacturing, 1997, London: Routledge.

Book Chapters:

"The Impact of Minimum Wages on Job Training: An Empirical Exploration with Establishment Data," forthcoming, Recent Developments in the Economics of Training, edited by Francis Green. <Reprint, with Robert Pedace>

"Work and Development," forthcoming, Working for better times : Rethinking work for the 21st century, edited by Jean-Michel Servais, Patrick Bollé, Mark Lansky and Christine Smith. <Reprint, with Henry Bruton>

"Vers une théorie de l'intensité du travail," Organisation et intensité du travail, Philippe Askenazy, Damien Cartron, Frédéric de Coninck, et Michel Gollac (dir.), Octares Editions, 2006. <Reprint>

"On the Notion of Optimality in Welfare Economics," in The State and the Market: Essays in Honour of Mrinal Datta Chaudhuri, eds., Kaushik Basu, Pulin Nayak, and Ranjan Ray, Oxford University Press, 2003. (with Prasanta Pattanaik).

"The Homogenization of Labor and the Logic of Collective Action," in Capitalism, Socialism, and Radical Political Economy: Essays in Honor of Howard J. Sherman, ed., Robert Pollin, Edward Elgar, 2000.

"Lean Production and Workplace Health and Safety," in Enfrentando el Cambio: Obreros del Automovil y Produccion Esbelta en America del Norte, eds., Steve Babson and Huberto Juarez Nunez, Puebla: Benemerita Universidad Autonoma de Puebla, 1998.

"Social Structures of Accumulation," in the Encyclopedic Dictionary of Political Economy, ed., Phillip O'Hara. London: Routledge, 1999.

"The Past, Present, and Future of Mass-Production Shopfloor Relations," in Beyond Survival: Wage Labor in the Late Twentieth Century, eds., Chuck Davis, Cyrus Bina, and Laurie Clements, M.E. Sharpe, 1996.

"Shopfloor Relations in the Postwar Capital-Labor Accord," in Social Structures of Accumulation: The Political Economy of Growth and Crisis, eds., David Kotz, Terry McDonough and Michael Reich, Cambridge University Press, 1994.

"Working Conditions, Segmented Labor Markets, and Gender Discrimination," in New Approaches to Economic and Social Analyses of Discrimination, eds., Richard R. Cornwall and Phanindra V. Wunnava, Praeger, 1991. (with Lori Kletzer)

Policy Reports:

Examining the Evidence: The Impact of the Los Angeles Living Wage Ordinance on Workers and Businesses, www.losangeleslivingwagestudy.org 2005 (with David Runsten, Carolina Briones, and Jessica Goodheart).

Wages and Benefits of Workers at the Agua Caliente Casino, 2003. (with Eric Nilsson and Angela Jamison)

Economic Analysis of the Los Angeles Living Wage Ordinance, 1996. (with Robert Pollin, Gary Dymksi, Mark Weisbrot, and others)

Selected Book Reviews:

Employing Bureaucracy, by Sanford M. Jacoby. Reviewed for *The Journal of Economic History*, 2005.

Low-Wage America, by Eileen Appelbaum, Annette Bernhardt, and Richard J. Murnane. Reviewed for *The British Journal of Industrial Relations*. 2005.

Employment with a Human Face, by John W. Budd. Reviewed for *The Journal of Economic Issues*, 2005

The State of Working America, 2002-03, by Lawrence Mishel, Jared Bernstein, and Heather Boushey. Reviewed for *The Journal of Economic Literature*, 2005.

Worker Satisfaction and Economic Performance: Microfoundations of Success and Failure, by Morris Altman. Reviewed for *Eastern Economic Journal*, 2004.

Half a Job: Bad and Good Part-Time Jobs in a Changing Labor Market, by Chris Tilly. Reviewed for *Eastern Economic Journal*, 1997.

Beyond Individualism, by Michael J. Piore. Reviewed for *The Journal of Economic Literature*, 1995.

Democracy and Capitalism, by Samuel Bowles and Herbert Gintis, *Economics and Philosophy*, 1987.

Selected Honors and Awards:

Phi Beta Kappa, 1977

Fulbright Fellowship, 1999-2000

Recent Grant Activity:

Department of Education, 2007-2011, "Persistence Through Professionalism: Improving Retention in STEM Disciplines" (\$3.5 million)

Department of Education, 2007-2012, "An evaluation of the CHASS Connect First Year Success Program" (\$500,000)

Ford Foundation, 2002-05, "Los Angeles Living Wage Impact Study" (\$250,000) <Collaborator with the Los Angeles Alliance for a New Economy>

UC-Mexus, 2002-03, "Foreign Direct Investment and Mexican Economic Development: A Case Study of the Apparel Industry in Puebla" (\$8,000)

Institute for Labor and Employment, 2001-02, "What are the Consequences of 'High-Road' Human Resource Policies for Firm Performance" (\$35,000)

Institute for Labor and Employment, 2001, "The Impact of Minimum Wages on Job Training: An Empirical Exploration with Establishment Data" (\$8,970)

UC-Mexus, 2001, "Foreign Direct Investment and Mexican Economic Development: A Case Study of the Electronics Industry in Guadalajara" (\$5,400).

Selected Lectures:

"The Dissipation of Minimum Wage Gains for Workers Through Labor-Labor Substitution," Society of Labor Economists Meetings, Boston, MA, spring 2006.

"A Qué Se Dedicán Los Sindicatos en México?," La Asociación Mexicana de Estudios del Trabajo (AMET), Mexico, spring 2006

"The Dissipation of Minimum Wage Gains for Workers Through Labor-Labor Substitution", PSE, Paris, France, summer 2005

"The Dissipation of Minimum Wage Gains for Workers Through Labor-Labor Substitution", UC-Berkeley, spring 2005.

"The Impact of Living Wages on Employers: A Control Group Analysis of the Los Angeles Ordinance," Living Wage Research Conference, UCR, spring 2003 (organized by Michael Reich and David Fairris).

"Workplace Transformation, Productive Efficiency, and Worker Health and Safety," Centre d'Etude de l'Emploi, Paris, France, winter 2002.

"Unions and Wage Inequality in Mexico," University of Massachusetts, Amherst, fall 2001.

"Unions and Wage Inequality in Mexico," CIDE (Centro de Investigacion y Docencia Economicas), Mexico City, Mexico, spring 2000.

"Workplace Transformation and the Rise in Cumulative Trauma Disorders: Is There a Connection?" Society of Labor Economists Meetings, San Francisco, spring 1998.

"Social Stratification, Endogenous Contradictions, and Institutional Change," Department of Economics, University of Southern California, spring 1997.

"The Future of Worker Voice in the U.S.: Lessons From the Past," Industrial Relations Research Association Meetings, San Francisco, winter 1996.

"How Worker Participation Can Reduce Economic Inefficiency: A Critique of Neoliberalism," Confederation of Venezuelan Workers, Caracas, Venezuela, fall 1995.

"From Exit to Voice in Shopfloor Governance: The Case of Company Unions," Political Economy Seminar, Harvard University, spring 1994.

"From Exit to Voice in Shopfloor Governance: The Case of Company Unions," Economic History Seminar, Northwestern University, fall 1993.