

Sanford M. Jacoby  
Distinguished Research Professor  
Management, Public Policy, & History

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

Books

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

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

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

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

*Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century.* Mahwah: Lawrence Erlbaum Associates, 2004. Japanese translation, 2005.

*The Embedded Corporation: Corporate Governance and Employment Relations in Japan and the United States.* Princeton: Princeton University Press, 2005. Japanese translation, 2005; Chinese translation, 2011.

*Labor in the Age of Finance: from Deindustrialization to Dodd-Frank,* forthcoming, 2021, Princeton University Press.

Articles

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

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

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

“The Future of Industrial Relations in the United States,” *California Management Review*, XXVI, 4, 90-94, Summer 1984.

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

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

- “Management Attitudes Toward Two-Tier Pay Plans,” 221-237, *Journal of Labor Research*, VII, 3, Summer 1986, with Mitchell, D.J.B.
- “Employee Attitude Testing at Sears, Roebuck and Company, 1938-1960,” *Business History Review*, 60, 602-632, Winter 1986.
- “The Development of Cost-of-Living Escalators in the United States,” *Labor History*, 28, 4, 515-533, Fall 1987.
- “Employee Attitude Surveys in Historical Perspective,” *Industrial Relations*, 27, 1, 74-93, Winter 1988.
- “Measurement of Compensation: Union and Nonunion,” *Industrial Relations*, 27, 2, 215-231, Spring 1988, with Mitchell, D.J.B.
- “Labor Market Contracting and Wage Dispersion,” *Journal of Labor Research*, IX, 1, 65-77, Winter 1988, with Pearl, M.Y.
- “Reckoning with Company Unions: The Case of Thompson Products, 1934-1964,” *Industrial and Labor Relations Review*, 43, 1, 19-40, October 1989.
- “The New Institutionalism: What Can It Learn from the Old?” *Industrial Relations*, 29, 2, 316-340, Spring 1990.
- “Sticky Stories: Economic Explanations of Employment and Wage Rigidity,” *American Economic Review*, 80, 2, 33-37, May 1990, with Mitchell, D.J.B.
- “Employment Duration and Industrial Labor Mobility in the United States, 1880-1980,” *The Journal of Economic History*, 52, 1, 161-179, March 1992, with Sharma, S.
- “Enterprise Unions in the United States,” *Industrial Relations*, 31, 1, 137-158, Winter 1992.
- “Reflections on Labor Law Reform and the Crisis of American Labor,” *Chicago-Kent Law Review* 69, 1, 219-227, 1993.
- “Employers and The Welfare State: The Role of Marion B. Folsom,” *The Journal of American History*, 80, 2, 525-556, September 1993.
- “Current Prospects for Employee Representation in the U.S.: Old Wine in New Bottles?” *Journal of Labor Research*, XVI, 3, 387-398, Summer 1995.
- “Recent Organizational Developments in Japan,” *British Journal of Industrial Relations*, 33, 4, 649-654, December 1995.
- “What the Founders Thought: Excerpts from Industrial Relations Research of the Postwar Period,” *Perspectives on Work*, 1, 1, 6-9, April 1997.
- “Downsizing in the Past,” *Challenge*, 41, 3, 100-112, May-June 1998.
- “Education, Skill, and Wage Inequality: The Situation in California,” *Challenge*, 41, 6, 88-120, November-December 1998, with Goldschmidt, P.

“Reckoning with Welfare Capitalism: A Response to the Critics,” *Industrial Relations*, 38, 2, 163-173, April 1999.

“Are Career Jobs Headed for Extinction?” and “Reply: Premature Reports of Demise,” *California Management Review*, 42, 1, 123-145 and 168-179, Fall 1999.\

“Melting into Air? Downsizing, Job Stability, and the Future of Work,” *Chicago-Kent Law Review*, 76, 2, 1195-1234, 2000.

“Employee Representation and Corporate Governance: A Missing Link,” *University of Pennsylvania Journal of Labor and Employment Law*, 3, 3, 449-489, Spring 2001.

“Unnatural Extinction: The Rise and Fall of the Independent Local Union,” *Industrial Relations*, 40, 3, 377-404, July 2001.

“Risk and the Labor Market: Societal Past as Economic Prologue,” 31-60, *Sourcebook of Labor Markets: Evolving Structures and Processes*, Berg, I. and Kalleberg, A.L. (Eds.), Plenum Publishers, 2001.

“Corporate Governance in Comparative Perspective: Prospects for Convergence,” *Comparative Labor Law & Policy Journal*, 22, 1, 5-32, Fall 2000 [published 2002].

“The Effect of Employer Networks on Workplace Innovation and Training,” *Industrial and Labor Relations Review*, 56, 2, 203-223, January 2003 with Erickson, C.L.

“Social Science in Europe, Japan, and the United States,” *Comparative Labor Law & Policy Journal*, 23, 3, 819-828, Spring 2002 [published 2004].

“Labor Mobility in a Federal System: The United States in Comparative Perspective,” *The International Journal of Comparative Labour Law and Industrial Relations*, 20, 3, 313-337, Autumn 2004, with Finkin, M.W.

“The Role of the Senior HR Executive in Japan and the United States: Employment Relations, Corporate Governance, and Values,” *Industrial Relations*, 44, 2, 207-241, April 2005, with Nason, E.M. and Saguchi, K.

“Corporate Governance and Society,” *Challenge*, 48, 4, 69-87, July-August 2005.

“Business and Society in Japan and the United States,” *British Journal of Industrial Relations*, 43, 4, 617-634, December 2005.

Corporate Organization in Japan and the United States: Is There Evidence of Convergence?” *Social Science Japan Journal*, 8, 1, 43-67, 2005, with Nason, E. and Saguchi, K.

“Economic Ideas and the Labor Market: Origins of the Anglo-American Model and Prospects for Global Diffusion,” *Comparative Labor Law & Policy Journal*, 25, 1, 43-78, Fall 2003 [published 2005].

“Principles and Agents: CalPERS and Corporate Governance in Japan,” *Corporate Governance*, 15, 1, 1-15, January 2007. Reprinted in *Zeitschrift für Japanisches Recht*, 23, 1, 21-43, 2007.

“Institutional Change in Japan and the United States,” *New Political Economy*, 12, 2, 280-291, June 2007.

“Convergence by Design: The Case of CalPERS in Japan,” *American Journal of Comparative Law*, 55, 2, 239-293, Spring 2007.

“How are Your Retirement Funds Spent?” *Academe*, Nov.-Dec. 2007, 79.

“Constrained Choices and Japanese Labor,” *Labor History*, 49, 2, 223-228, Spring 2008.

“Finance and Labor: Perspectives on Risk, Inequality, and Democracy,” and “The Future of Labor and Finance,” *Comparative Labor Law & Policy Journal*, 30, 1, 17-65, 111-121, Fall 2008.

“The Wreckage of U.S. Auto: Who Was Behind the Wheel?” *New Labor Forum*, 18, 2, 27-30, Spring 2009.

"History and the Business School," *Labour History*, 98, 207-212, May 2010.

“Japan’s Human Capital Conundrum,” *Japanese Journal of Labour Studies*, 600, 35-39, July 2010.

“The Impact of Rideshare in Japan,” with K. Saguchi and T. Altura, CIRJE-J series 296, Faculty of Economics, University of Tokyo, 2018.

“Executive Pay and Labor’s Shares: Unions and Corporate Governance from Enron to Dodd-Frank,” *Accounting, Economics, and Law: A Convivium*, February 2020.

“Ich fürchte, Thüringen und andere Vorfälle sind Vorboten, dass der Konsens, der seit dem Krieg galt, zerbricht,” *Gemeindebrief der Luthergemeinde Mainz*, April-July 2020

“Japan Meets the Sharing Economy: Contending Frames,” with T. Altura, K. Hashimoto, K. Kanai, and K. Saguchi, *Social Science Japan Journal*, forthcoming 2021.

### Book Chapters

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

“An Historical Perspective on Internal Labor Markets,” 1-20, in *Current Research in Labor Economics*, Fogel, W. (Ed.), UCLA Institute of Industrial Relations, 1984.

“Union-Management Cooperation in the United States During the Second World War,” 100-129, in *Technological Change and Workers’ Movements*, Dubofsky, M. (Ed.), Sage Publications, 1985.

“Environmental Pressure and Union-Management Cooperation: Historical Evidence from the United States, 1920-1965,” 7-45, in *The Future Directions of Employee Relations*, Flamholtz, E.F. (Ed.), UCLA Institute of Industrial Relations, 1985.

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

“Employee Attitude Surveys in American Industry: An Historical Perspective,” in *Handbook of Health Care Human Resources Management*, 2nd Ed., Metzger, N. (Ed.), Aspen Books, pp. 73-88, 1990.

"Norms and Cycles: The Dynamics of Nonunion Industrial Relations in the United States, 1897-1987," 19-56, in *New Developments in The Labor Market: Toward a New Institutional Paradigm*, Abraham, K. and McKersie, R. (Eds.), MIT Press, 1990.

"American Exceptionalism Revisited: The Importance of Management," Chapter 8, 173-200, in *Masters to Managers: Historical and Comparative Perspectives on American Employers*, Columbia University Press, 1991.

"Pacific Ties: Industrial Relations and Employment Systems in Japan and the United States Since 1900," 206-248, in *Industrial Democracy in America: The Ambiguous Promise*, Harris, H.J. and Lichtenstein, N. (Eds.), Cambridge University Press, 1993.

"Managing the Workplace: From Markets to Manors, and Beyond," 340-374, in *Labor Economics and Industrial Relations: Markets and Institutions*, Kerr, C. and Staudohar, P.D. (Eds.), Harvard University Press, 1994.

"Social Dimensions of Global Economic Integration," 3-29, in *The Workers of Nations: Industrial Relations in a Global Economy*, Oxford University Press, 1995.

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

"A Road Not Taken: Independent Local Unions in the United States Since 1935," 76-95, in *Nonunion Employee Representation: History, Practice, and Policy*, Kaufman, B.E. and Taras, D.G. (Eds.), M.E. Sharpe, 2000.

"Risk and the Labor Market: Societal Past as Economic Prologue," 31-60, *Sourcebook of Labor Markets: Evolving Structures and Processes*, Berg, I. and Kalleberg, A.L. (Eds.), Plenum Publishers, 2001.

"Training and Work-Organization Practices of California Private Employers," 171-200, in *The State of California Labor*, Ong, P. and Lincoln, J. (Eds.), UCLA and UC Berkeley Institutes of Industrial Relations, 2001, with Erickson, C.L.

"A Century of Human Resource Management," 147-171, in *Industrial Relations to Human Resources and Beyond: The Evolving Process of Employee Relations Management*, Kaufman, B.E., Beaumont, R.A. and Helfgott, R.B. (Eds.), Armonk: M.E. Sharpe, 2003.

"Corporate Governance and Employees in the United States," 33-58, in *Corporate Governance and Labour Management*, Gospel, H. and Pendleton, A. (Eds.), Oxford University Press, 2005.

"Finance and Labor: Perspectives on Risk, Inequality, and Democracy" in *Labor in the Era of Globalization*, Brown, C., Eichengreen, B., and Reich, M. (Eds.), Cambridge: Cambridge University Press, 2009.

"Foreign Investors and Corporate Governance in Japan: The Case of CalPERS" in *Corporate Governance and Managerial Reform in Japan*, Whittaker, D. H. and Deakin, S. (Eds.), Oxford University Press, 2010.

"Labor and Finance in the United States" in *The Embedded Firm: Corporate Governance, Labor, and Finance Capitalism*, Cynthia Williams and Peer Zumbansen (Eds.). Cambridge Univ. Press 2011.

Introduction to Takashi Sakakikawa, *Transforming Japanese Workplaces* (London: Palgrave Macmillan, 2012)

Introduction to *Die Juden Vom Altrhein* by G. Hannah, M. Graf, and H.D. Graf (Mainz: Nunnerich-Asmus Verlag, 2018)

#### Conference Proceedings

“Development of Contractual Features of the Union-Management Relationship,” *Labor Law Journal*, 33, 8, 512-518, August 1982, with Mitchell, D.J.B.

“Does Implicit Contracting Explain Explicit Contracting?” 319-328 in *Proceedings of the Thirty-Fifth Annual Meeting, December 28-30, 1982, New York*, Industrial Relations Research Association, 1983, with Mitchell, D.J.B.

“The Origins of Internal Labor Markets in American Manufacturing Firms, 1910-1940,” *Journal of Economic History*, XLIII, 276-279, March 1983.

“Cost-of-Living Escalators: A Brief History,” 396-403 in *Proceedings of the Thirty-Seventh Annual Meeting, December 28-30, 1984, Dallas*, Industrial Relations Research Association, Madison, 1985.

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

“Training and Work Organization Practices of Private Employers in an Advanced Industrial Region: The Case of California,” 63-70 in *Developing Competitiveness and Social Justice: Proceedings of the 11th World Congress, Bologna, 1998*, volume 1, International Industrial Relations Association, 1998, with Erickson, C.L.

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

#### Other Publications:

“Employer Paternalism Isn’t Dead; Just Leaner and Unpredictable,” *Los Angeles Times*, Dec. 19, 1997

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

“Most Workers Find a Sense of Security in Corporate Life,” *Los Angeles Times*, Sept. 7, 1998.

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

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

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

“Japon: Ou Sont Les Neiges D’Antan?” *Le Monde Diplomatique*, June 2006.

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

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

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

“Don’t Blame Pension Woes on Unions,” *Sacramento Bee*, Aug. 20, 2010.

Book Reviews:

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

*The Fall of the House of Labor*, Montgomery, D., *Labor History*, 30, 1, 106-110, Winter 1989.

*The Transformation of Corporate Control*, Fligstein, N., *Science*, 250, 9, 839-840, November 1990.

*The Origins and Evolution of Industrial Relations*, Kaufman, B., *Industrial and Labor Relations Review*, 46, 2, 399-403, January 1993.

*Visions of a New Industrial Order: Social Science and Labor Theory in America’s Progressive Era*, Wunderlin, C.E., Jr., *Labor History*, 34, 4, 379-380, Fall 1993.

*Attending to Work: The Management of Attendance and Shopfloor Order*, Edwards, P.K., and Whitson, C., *Contemporary Sociology*, 24, 253-254, March 1995.

*Shopfloor Matters: Labor-Management Relations in Twentieth Century American Manufacturing*, Fairris, D., *Journal of Economic History*, 59, 1, 242-243, March 1999.

*Bloodless Victories: The Rise and Fall of the Open Shop in the Philadelphia Metal Trades, 1890-1940*, Harris, H.J., *The Journal of American History*, 691-692, September 2001.

*On the Job: Is Long-Term Employment a Thing of the Past?*, Neumark, D. (Ed.), *Labor History*, 229-231, February-May 2002.

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

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

*Labor Markets and Firm Benefit Policies in Japan and the United States*, Ogura, S., Tachibanaki, T. and Wise, D.A. (Eds.), *Journal of Economic History*, 64, 926-927, September 2004.

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

*Icarus in the Boardroom: The Fundamental Flaws in Corporate America and Where They Came From*, Skeel, D., *Business History Review*, 79, 3, 647-649, 2005.

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

*Shaping the Future of Work.* Kochan, T.A., *Perspectives on Work*, 2016.

*Managerial Control of American Workers.* Van Elteren, M. *Work and Occupations*, 2017.

#### Professional Activities

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

Editorial Boards: *Asia Pacific Business Review*, *British Journal of Industrial Relations*, *International Labour Review*, *Industrial Relations*, *Industrial & Labor Relations Review*, *Japan Journal of Administrative Science*, *Labor History*, *Labour & Industry*, *Management & Organizational History*, *Work & Occupations*

Professional Memberships: International Society for Labor Law & Social Security, International Labor & Employment Research Association, Labor and Employment Relations Research Association, National Academy of Social Insurance

#### Recent Activity

Co-chair LERA-ASSA Program Committee, 2014-2017

Faculty Director, Nozawa Fellowship Program, Anderson School, 2015-

Co-organizer, Giovanni Peri Foundation Conference on Global Barriers to Union Organizing, Lucca, 2016

Luskin School-University of Tokyo Exchange Program, 2017-

International Advisory Board, Centre for Workplace Futures, Macquarie University, 2019-

Member, Faculty Advisory Board, UCLA Terasaki Center for Japanese Studies

#### Awards and Honors

Joseph Warner Yardley Prize for Best Honors Thesis in Economics University of Pennsylvania, 1974

Columbia University Prize in American Economic History in Honor of Allan Nevins, awarded by the Economic History Association for year's outstanding dissertation, 1982

Buchanan Memorial Award, Department of Economics, UC Berkeley, for best dissertation of preceding two years, 1983

*Employing Bureaucracy* selected by Princeton's Industrial Relations Section as an "Outstanding Book in Industrial Relations and Labor Economics for the Decade 1980-1989," 1990

Philip Taft Prize in Labor History, 1998

Elected to National Academy of Social Insurance, 1999

Kenneth M. Piper Memorial Lecture, Chicago-Kent Law School, Illinois Institute of Technology, 1999.

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

Omron Fellow, Institute for Technology and Enterprise Competitiveness, Doshisha University, Kyoto, 2004-12

Executive Board, Industrial Relations Research Association, 2002-05

*Nihon no jinjibu Amerika no jinjibu*, cited by *Nikkei Shinbun* as one of top three books in economics and management published in Japanese in 2005



Hallsforth Visiting Professor, University of Manchester, 2007

Robert M. Heilbroner Memorial Lecture on the Future of Capitalism, New School, New York, 2008

John S. Guggenheim Fellowship, 2009-10

Fellow, National Academy of Social Insurance, 2010-

Career Research Fellow Award, Labor & Employment Research Association, 2010

Keynote Address, Association of Historians in Australian and New Zealand Business Schools, 2012

Milton Derber Memorial Lecture, University of Illinois, 2013

Montague Burton Visiting Professor, Cardiff University, 2013

Distinguished Lecture, Japan Society for the Study of Social Problems, 2014

Visiting Fellow, Meiji University, Tokyo, 2017.

Visiting Fellow, Showa Women's University, Tokyo, 2018