

Margaret Jean Hallock, Ph.D.

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Curriculum Vitae

EDUCATION

B.A., 1969, in Economics, University of Southern California, Los Angeles, California, Summa cum laude.

M.A., 1971, in Economics, Claremont Graduate School, Claremont, California.

Ph.D., 1974, in Economics, Claremont Graduate School, Claremont, California.

Dissertation title: "The Impact of the Public Employment Program on Sex-Related Wage Differentials."

PRESENT POSITION – 2001 - 2002; July 31, 2004 – present.

Director, Wayne Morse Center for Law and Politics, University of Oregon

The Morse Center houses the prestigious Wayne Morse Chair. The Center invites distinguished scholars to anchor scholarly inquiry into selected topics in law and politics in the tradition of the former Senator from Oregon. The Center also commissions research and community activities.
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PREVIOUS EMPLOYMENT

Senior Policy Advisor to Oregon Governor Theodore Kulongoski - 2003-04
Portfolio: Labor, Revenue and Workforce Development.

Director, Labor Education and Research Center (LERC), University of Oregon – 1988-2001
LERC provides educational and research services to labor organizations and their members and other practitioners in the field of labor and industrial relations. LERC is a distinct unit at the University of Oregon, and the Director reports to the Vice President for Academic Affairs and Provost.

Economist and Director of Research, Oregon Public Employees Union - 1983-1988
Responsible for research and policy analysis for one of the state's largest unions of public employees; coordinated the successful pay equity campaign for state employees.

Senior Economist, Oregon Executive Department - 1982-1983

Labor Economist, State of Oregon Employment Division - 1979-1982

Assistant Professor of Economics, University of Oregon - 1974-1979

Economist, National Planning Association - 1973-1974

APPOINTED AND OTHER POSITIONS

Member, Oregon State Community Economic Revitalization Team (1993-1998)
Composed of state, federal and private sector members, the state CERT oversaw the implementation of the Northwest Economic Adjustment Initiative, or the Clinton forest plan.

Member, Oregon Workforce Quality Council (1991-1996)
Appointed by Governor to Oregon's 21-member council charged with reforming the state's workforce education and training system.

Chairperson, Task Force on State Compensation and Classification Equity - 1983-85
Directed a major study of the state's classification and compensation systems. Appointed by the President of the Senate. The study included the valuation of 38,000 state jobs and recommendations on achieving comparable worth in the state compensation plan.

PUBLICATIONS AND WORKING PAPERS

Book Review. *Workforce Development Politics: Civic Capacity and Performance*. Edited by Robert P. Giloth. Temple University Press, 2004. Reviewed in *Labor Studies Journal*. Winter 2005.

Work Welfare and Politics: Confronting Poverty in the Wake of Welfare Reform, ed. by Frances Fox Piven, Joan Acker, Margaret Hallock and Sandra Morgan, University of Oregon Press. 2002.

"The Anti-Sweatshop Movement and Corporate Codes of Conduct" with Roy J. Adams in *Perspectives on Work*, Industrial Relations Research Association, Vol. 5, No. 1, 2001.

"Pay Equity: Did it Work?" in *Squaring Up: Policy Strategies to Raise Women's Incomes in the United States*, Mary C. King, ed., Ann Arbor, Michigan: University of Michigan Press. 2001

"Changing to Organize: The Role of Education at ILWU 142," with Mel Chang. *Labor Studies Journal*, Vol. 25, No 2, Summer 2000, pp. 75-98.

"Pay Equity: What is the Best Union Strategy?" *Labor Studies Journal*, Vol. 10, No. 2, Spring 2000, pp. 27-44.

"Pay Equity: The Promise and the Practice in North America." *Labour and Industry*, Vol 10, No. 2, December 1999, pp. 53-74.

Improving Jobs, Community, and the Environment: Lessons from the Ecosystem Workforce Project. Report by Labor Education and Research Center, University of Oregon. September 1998.

The High-Skill Approach to Ecosystem Management: Combining Economic, Ecological, and Social Objectives. Report of A Preliminary Analysis of the Impacts of Selected Jobs-In-The-Woods Projects, by Gerry Brodsky and Margaret Hallock, University of Oregon, Labor Education and Research Center. May 1998.

"Organizing and Representing Women: Lessons from the U.S." in *Strife: Sex and Politics in Unions*, Barbara Pocock, ed. Sydney: Allen & Unwin. 1997.

Book Review. *The Global Economic Mismatch: High Technology and Low Pay*, by Henry B. Schechter, Praeger, 1995. Reviewed in *Industrial and Labor Relations Review*, Vol. 48, No. 3. April 1995, pp. 592-593.

Book Review. Lisa Lynch, ed. *Training and the Private Sector: International Comparisons*, Reviewed in *Economic and Industrial Democracy*, vol. 17, No. 2, May 1996, pp 312-316.

"More than a Field of Dreams: Creating a High-Skill and a High-Wage Economy," *Northwest Report*, Northwest Area Foundation, February 1995. Reprinted in *Workforce Investment Quarterly*, National Governors Association, Washington, D.C., Summer 1995.

"Unions and U.S. Labour Policy: Responding to the Low-Wage Strategy," in *Recent Developments in U.S. Trade Union Strategies*. Steven Deutsch and Ray Broomhill, editors. Center for Labour Studies, University of Adelaide, Australia, Research Paper Series, No. 3. December 1994.

"Oregon's Tax System and the Impact of Measure 5," *Oregon Public Sector Collective Bargaining: Entering the Third Decade*, Labor Education and Research Center Monograph, Issue No. 13, March 1994.

Women in Oregon: A Profile from the 1990 Census with Sandra Morgen and Karen Seidel, a joint publication of the Center for the Study of Women in Society and the Labor Education and Research Center, University of Oregon, 1993.

"Unions and U.S. Labor Policy: Responding to the Low-Wage Strategy," *Economic and Industrial Democracy*, 14(3):333-344, August 1993. Reprinted in *Jahrbuch Arbeit und Tech*, Bonn: Verlag J.H.W. Dietz Nachf., pp. 300-310, 1993.

"Unions and the Gender Wage Gap: An Analysis of Pay Equity and Other Strategies," in *Working Women and the Labor Movement: Forging a New Partnership*, edited by Sue Cobble, New York, Cornell University: ILR Press, 1993.

"High Stakes: Oregon Labor Sets Union Agenda for High-Skill, High-Wage Strategy," with Bob Baugh, *Labor Research Review*, Vol. 19, Fall 1992.

Worker Education and Training: The Challenge for Labor. Report of AFL-CIO Committee on Worker Education and Training, edited by Margaret Hallock, published by LERC, August 1992.

Labor in a Global Economy: Perspectives From the U.S. and Canada, Edited by Steven Hecker and Margaret Hallock. University of Oregon Books, 1991.

Health Care: The Crisis and Possibilities for Reform, edited and with an introduction by Margaret Hallock. University of Oregon, Labor Education and Research Center Monograph, Issue No. 10, 1991.

"You Say You Want a Revolution: Oregon's Tax Revolt Offers Us a Chance to Build a Better System," *Old Oregon*, Spring, 1991, pp. 22-25.

"An Analytical Guide to Issues in Pay Equity Implementation," LERC Working Paper, 1989.

"Pay Equity Outcomes: Resolving Competing Interests," *Policy Studies Journal*, Volume 13, No. 2, Winter 1989-90, pp. 421-432.

"Equity in the Workplace: The Nature of Jobs, Wages, and Equity," in *Proceedings of the Career Information System 15th Anniversary Celebration Conference*, edited by Mary Sylwester, University of Oregon Career Information Systems, 1989.

Final Report and Recommendations of the Oregon Task Force on State Compensation and Classification Equity, March 1985.

The Oregon Econometric Model, Oregon Executive Department, September 1982.

The Oregon Economic and Revenue Forecast, Oregon Executive Department Quarterly, 1982-83.

Book Review: "The Political Economy of Inflation," edited by F. Hirsch and J. Goldthorpe, *Sociology and Social Research*, V.65, No. 1, pp. 105-106.

"The Impact of the Public Employment Program on Sex-Related Wage Differentials," *Industrial and Labor Relations Review*, July 1978.

"The Value of the Public Employment Program: Expected Labor Market Status of Participants," in National Planning Association, *An Evaluation of the Economic Impact Project of the Public Employment Program*, prepared for U.S. Department of Labor, Manpower Administration, Report MEL 74-06

Michael de Prano, Karen Coster, Margaret Hallock (Simeral), eds., *Money, Financial Markets and the Economy*, Dickenson Publishing Company, Belmont, California, 1970.

GRANTS AND RESEARCH AWARDS: PRINCIPAL INVESTIGATOR

Ecosystem Workforce Project. Received three-year funding from the Northwest Area Foundation to coordinate a project to develop new jobs and related training in ecosystem management. The project included Oregon State University, the U.S. Forest Service, Bureau of Land Management and the Oregon Economic Development Administration. The project successfully developed "Jobs in the Woods" demonstration projects, a new apprenticeship and curriculum, and policy changes. Awards of \$520,000, 1994-1998.

Labor Economic Action Project. Awarded funds by the Economic Development Administration, U.S. Department of Commerce, for a two-year project to "Enhance Worker Involvement in Economic Development Programs" in rural Oregon. Two-year award of \$120,000, 1994-1996.

Building Union Capacity for Workplace Education. The Oregon Economic Development Department funded a two-year project to develop expertise in unions for workplace education. Major deliverable was a manual, *Unions and Workplace Education*. Award of \$160,000, 1993-1995.

Labor-Management Cooperation in Oregon. Funded by the Oregon Economic Development Department, this project created the Second Governors Conference on Labor-Management Cooperation in 1993, including follow-up discussions and conference summary. Grant award of \$15,000, 1992-1993.

Oregon's Opportunity: Turning the New Economy Our Way. A major three-year project of the Workforce Quality Council and the Oregon Economic Development Department, funded by the Northwest Area Foundation to organize business and labor involvement in workforce and economic development policy and programs. Three-year award of \$293,000, matched by Oregon Economic Development Department.

UNIVERSITY SERVICE

Chair, Loan Repayment Assistance Program Selection Committee, UO School of Law. 2005+

Co-Chair, Senate Committee on Non Tenure-Track Instructional Faculty, 2003

Member, UO Senate, 2001-2003

Member, Senate Review Committee on Trademark Licensing

Co-Chair, Task Force on Labor, Race and Economic Justice. Coordinated major conference on Work, Race, and Economic Justice, April 2-3, 1998

President's Council on Race, 1995-2003.

Executive Board, Center for the Study of Women and Society, 1993-2007.

Previous: Senate Budget Committee, UO Legislative Advisory Committee, Provost Search Committee, Women's Studies Search Committee.

Co-instructor, Women and Work, Women's Studies course, Winter 1998

Guest Speaker, President Frohnmayer's Freshman Seminar on Leadership, 1997-2002

COMMUNITY AND PROFESSIONAL SERVICE

Board member, Centre for Work and Life, University of South Australia
Board Member, Sid Lezak Center, Portland State University
Board Member, Sponsors
Board Member, Community Alliance of Lane County
Board Member, Oregon Center for Public Policy

Previous Service: External Review Team, Rutgers University School of Labor Relations and Human Resources; Steering Committee, Northwest Job Gap Study, University of Washington; Governor's Technical Advisory Committee on Tax Reform; Executive Board, University and College Labor Education Association; Lane Workforce Partnership, UO Representative; National Labor College Accreditation Committee; Reviewer, Cornell University Industrial and Labor Relations Press and various journals; Oregon Community Economic Revitalization Team, Northwest Economic Adjustment Initiative; Senior Fellow, American Leadership Forum; Oregon Workforce Quality Council.

PROFESSIONAL CONFERENCES, HONORS, AND INVITED PRESENTATIONS

Selected presentations since 1992.

Keynote speaker, "Our Work, Our Lives," Australian National Conference on Women and Industrial Relations, Sponsored by University of South Australia and Working Women's Centre. Adelaide, Septemebr 21, 2007.

"Leading and Managing University Research Centres: Lessons Learned from U.S. Experience," Seminar at the Centre for Work+Life, Hawke Research Institute, University of South Australia. September 19, 2007.

Commencement Speaker, University of Oregon Department of Political Science, June 12, 2004

Keynote Speaker, Oregon State Bar Labor and Employment Section Annual Conference, Sunriver, Oregon, October 11, 2003

"Revamping Public Finance," Leadership Summit, Oregon Business Roundtable, Willamette University, Salem, Oregon. May 27, 2003.

"Employment and the Economy," Keynote Address to the International Association of Professionals in Employment Security," Portland, Oregon. May 15, 2003.

"Labor and the Oregon Legislature", Industrial Relations Research Association, Tigard, Oregon. April 2, 2003.

"Oregon's Public Pension System," Annual Public Sector Symposium, Bullard Smith Jernstedt Wilson, Portland, Oregon. February 26, 2003.

"Crouching Economy, Hidden Career," University of Oregon, October 29, 2001

Named 2001 Woman of Achievement by the Oregon Commission on Women, Fall 2001.

Guest lecturer, "Women and Leadership" for Freshman Leadership Seminar by President Dave Frohnmayer, Winter Quarters 1997- 2002.

"Beyond Welfare Reform," Community Action Directors of Oregon, Poverty in Oregon Conference, October 3, 2000

"What Does Labor Want?" City Club of Eugene, March 10, 2000

"The State of Working Oregon," City Club of Eugene, February 24, 2000

"Women and the New Economy," Women's Business Network, October 7, 1999

"Pay Equity: The Promise and Practice in North America," University of Adelaide Conference on Australia's Pay Equity Policy. May 21, 1999.

"Organizing a Multiethnic Workforce: The Role of Education at ILWU" with Mel Chang, Annual Conference of University and College Labor Education Association and the AFL-CIO, April 9, 1999. Atlanta.

"Pay Equity: What is the Best Union Strategy?" Annual Conference of University and College Labor Education Association and the AFL-CIO, April 8, 1999. Atlanta.

Named Woman of Distinction by Soroptimist International of Eugene, Oregon, March 4, 1999.

Moderator, "Globalization of Labor Markets," Lewis and Clark Law Forum, October 2, 1998.

"Oregon's Tax Structure: Ready for a Change?" Oregon Federation of Teachers 46th Annual Convention, Warm Springs, Oregon, May 1998.

"Women and the Economy: An Action Agenda," Keynote Address, Women's Summit, Lane Community College, September 13, 1997.

"Workforce Development as Community Development," Conference on the Forest Initiative, Portland State University, July 29, 1997.

"Unions Need Women and Women Need Unions," University of Washington Forum on Labor, May 23, 1997.

"The Oregon Tax System," Tax Fairness Conference, Eugene, Oregon, May 7, 1997.

Moderator, "The Organizing Challenge," Industrial Relations Research Association annual meetings, January 4, 1997, New Orleans, Louisiana.

"Unions and Workplace Education," Work Now and in the Future Conference, Portland, Oregon, November 4, 1996.

Panel, "From Log Chips to Silicon Chips: Perspectives on the Oregon Economy," Oregon Planning Institute, University of Oregon, September 5, 1996.

Discussant, "Labor: Facing Deregulation and Internationalization," Center for Social Theory and Comparative History Colloquium Series, UCLA, May 6, 1996.

Discussant, "Union Organizing Initiatives: Implications for the Future," AFL-CIO and Cornell University Union-University Conference on union organizing. Washington, D.C., April 1, 1996.

"New Developments in U.S. Unions," University of Wollongong, Department of Economics, New South Wales, March 12, 1996.

"Mobilizing Women in Unions: Lessons from the U.S.," University of Adelaide, Centre for Labour Studies, Adelaide, South Australia, March 1, 1996.

Discussant, "New Developments for Women and Trade Unions," Association of Industrial Relations Researchers in Australia and New Zealand, University of West Australia, Perth, Australia, February 9, 1996.

"Background to Right-to-Work Initiatives," Forum on Right-to-Work by the Lane County Labor Council, December 6, 1995.

Resource person on Education, Training and Economic Development, British Columbia Federation of Labour, annual convention, November 20-21, 1995, Vancouver, British Columbia.

"Achieving Social Goals in Ecosystem Management," *Quality Jobs Conference*, Co-sponsored by the USDA Forest Service, Bureau of Land Management, the Regional Ecosystem Office and the Ecosystem Workforce Project, November 7, 1995.

"New Times, New Strategies: Mobilizing for Power," Oregon Education Association *Bargaining Conference*, keynote address, October 21, 1995, Portland, Oregon.

"The Role of Labor Education in Public Sector Labor Relations," presentation to the Secretary of Labor's Task Force on Excellence in State and Local Government Through Labor-Management Cooperation, September 14, 1995, U.S. Department of Labor, Washington, D.C.

"Women, Work and Unions" for Women's History Month Celebration, ASUO Women's Center, University of Oregon, March 8, 1995.

"Resources for Labor-Involved Education Programs," at *Technology, Training and Transition*, annual conference of AFL-CIO Human Resources Development Institute, Las Vegas, Nevada, November 22, 1994.

"Workforce Issues in Changing Communities," at *Communities in Transition* class, Oregon State University, Corvallis, October 31, 1994.

"U.S. Labor Policy," National Conference of American Outplacement Consulting Firms, International, Atlanta, Georgia, October 8, 1994.

"Linking Economic and Workforce Development," at *Work in Progress*, conference convened by Northwest Policy Center, University of Washington, Skamania, Washington, September 27, 1994.

"Economy and Workforce Issues," Keynote address, Women in Technical Careers and Trades Fair, Lane Community College, Eugene, Oregon, May 21, 1994.

Moderator, "State and Local Economic Development Efforts," joint annual meeting of the University and College Labor Education Association and AFL-CIO Department of Education, Detroit, Michigan, April 14, 1994.

"Developing a Quality Workforce in Oregon," keynote address, *Oregon Careers Conference*, Clackamas Community College, February 25, 1994.

"Linking Job Training to Economic Development," *Rural Futures Forum*, Oregon Rural Development Initiatives, Cottage Grove, Oregon, January 14, 1994.

"Linking Workforce and Economic Development" and "American Workers and the New Economy," at *America's Challenge: Training and Jobs*, AFL-CIO Human Resources Development Institute, Miami, Florida, December 13, 1993.

"A Perspective from Labor," Lane Regional Workforce Quality Committee, *Conference on Quality Workforce Partnerships*, October 28, 1993.

Co-leader, study tour of Denmark and Germany on Business and Labor Participation in Workforce Education, Northwest Policy Center, October 1993.

Discussant, "Strategies for Revitalizing the Labor Movement," Industrial Relations Research Association, Annual Meetings, Los Angeles, January 6, 1993.

"Options for Tax Reform" at *Financing Oregon State Government into the 21st Century*, Portland State University, December 3, 1992.

"Lessons for Oregon From the 1992 Election," Eugene Chapter of League of Women Voters, November 19, 1992.

"The Future of Labor Education: Setting a New Agenda," to the New York State School of Industrial Relations, Cornell University, October 14, 1992.

Site Discussion Coordinator, Pacific Northwest Economic Region Teleconference, *The Northwest Workforce Challenge*, September 25, 1992, Portland.

"State of the State," keynote address, Oregon School Employees Association Annual Meeting, Portland, Oregon, September 25, 1992.

"Oregon's Tax Structure and Options for Reform," *Live Wire*, KLCC, Eugene, July 28, 1992.

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