
About the Contributors

Eileen Appelbaum is Professor and Director of Rutgers University's Center for Women and Work. Formerly she was Research Director at the Economic Policy Institute in Washington, D.C. Her recent publications have examined the effects of high performance workplace practices and the effects of work-family practices on organizations. She has published numerous articles on workforce, employment and labor market issues, and the labor market experiences of women. She is the author of *Back to Work: Determinants of Women's Successful Reentry* (1982), co-author of *Manufacturing Advantage: Why High Performance Work Systems Pay Off* (2000), and co-editor of *Low-Wage America: How Employers Are Shaping Opportunity in America* (2003).

Lisa Catanzarite is Associate Professor in the Sociology Department at Washington State University. Her research focuses on labor markets and social inequality by race/ethnicity and gender, with a particular emphasis on occupational segregation. Recent articles concerned with Latino immigrants appear in *Social Problems*, *Work and Occupations*, and *Review of Black Political Economy*.

Arindrajit Dube is a research economist at the UC Berkeley Institute of Industrial Relations. He has worked on health and labor economics, and his past research has examined the impact of service sector outsourcing, the effects of trade and capital mobility on income distribution, and legislation such as the Paid Family Leave and the Health Insurance acts.

Candace Howes is the Hogate Ferrin '43 Chair in Labor and the International Economy and Associate Professor of Economics at Connecticut College. She is the author of *Competitiveness Matters: Industry and Economic Performance in the U.S.* (2000) and numerous articles and chapters. Her recent research has focused on the problems that arise when very low wages are paid to service workers, especially those providing care to the elderly and disabled. She is the recipient of a two-year grant from the Robert Wood Johnson Foundation and Atlantic Philanthropies to study how low wages and benefits contribute to the shortage of home care providers in California.

Ken Jacobs is the Deputy Chair of the UC Berkeley Center for Labor Research and Education. His current research focuses on low-wage work, health care, labor relations and public policy. Briefing papers include *Hidden Cost of Wal-Mart Jobs*, co-authored with Arindrajit Dube, and *Living Wages and Economic Performance: The San Francisco Airport Model*, with Michael Reich and Peter Hall. Before joining the center, he was with the Bay Area Organizing

Committee (BAOC), an affiliate of the Industrial Areas Foundation, where he worked on improving wages and expanding health care coverage for low-wage workers.

Ruth Milkman is Professor of Sociology and Director of the Institute of Industrial Relations at UCLA. She served as Director of the UC Institute for Labor and Employment from 2001 to 2004. Her research and writing has ranged over a variety of issues surrounding work and labor organization. She is the author of *Farewell to the Factory: Auto Workers in the Late Twentieth Century* (1997) and co-author (with Kim Voss) of *Rebuilding Labor: Organizing and Organizers in the New Union Movement* (2004). Her current research focuses on immigrant workers and their relationship to organized labor in contemporary Southern California.

Daniel J. B. Mitchell is the Ho-Su Wu Chair in Management at UCLA's Anderson Graduate School of Management and holds a joint appointment in the UCLA School of Public Policy and Social Research. He is an expert on wage determination and labor issues and has written extensively on such topics as concession bargaining, flexible pay plans, employee benefits, social insurance, and other aspects of labor market analysis. He is co-editor of the journal *Industrial Relations* and past president of the North American Economics and Finance Association. He is the former director of the UCLA Anderson School's Forecasting Project.

Carol Zabin is the Associate Chair of the UC Berkeley Labor Center. She has published widely on community development and labor market dynamics in Mexico and the United States. Her current interests include economic development policy, living wage initiatives, employment policy reform in the care industries, and developing a policy framework for the working poor.