

**YONATAN RESHEF  
CURRICULUM VITAE**

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**WORK EXPERIENCE**

1985 - 1987	Assistant Professor, University of Alberta
1987 - 1994	Associate Professor, University of Alberta
July, 1990	Promoted to tenured Associate Professor, University of Alberta
1994 - Present	Professor, University of Alberta
1990 (Jan. - June)	Visiting Senior Lecturer, Faculty of Social Sciences Tel Aviv University, Israel

**EDUCATION**

1985 Ph.D.	Institute of Labor & Industrial Relations, University of Illinois Industrial Relations
1981 M.A.	Department of Labor Studies Tel-Aviv University (Israel) Industrial Relations
1978 B.A.	Tel-Aviv University (Israel) Major in Sociology Minor in Industrial Relations

## **HONORS AND AWARDS**

- 1991 NOVA Fellowship, Faculty of Business, University of Alberta  
"Worker Behaviors During Technological Changes" (\$12,000)
- 1993 Operating Grant, Central Research Fund, University of Alberta  
(\$3,700)
- 1994 J.D. Muir Award, Faculty of Business, University of Alberta  
(\$3,000)
- 1995 NOVA Fellowship, Faculty of Business, University of Alberta  
"HRM Innovations Under TQM" (\$12,000)
- 1996 Operating Grant, Central Research Fund (\$3,000)
- 2000/01 J.D. Muir (\$6,000)
- 2000/01 McCalla Professorship
- 2001/4 Eric Geddes Professor of Business

## **PUBLICATIONS IN REFEREED JOURNALS**

1. Reshef, Y. and M. Netzer. "The Forum of the '13 Works Committee". The Economic Quarterly, Vol. 30, April 1983, pp. 532-541. (Hebrew).
2. Reshef, Y. "Government and Histadrut Relationship Between 1973 and 1982". State, Government, and International Relations, Vol. 22, 1984, pp. 75-90. (Hebrew).
3. Reshef, Y. and Y. Fried. "Strikes in Israel: The Histadrut in a Sectorial Perspective 1965-1982". Relations Industrielles, Vol. 41, No. 2, 1986, pp. 329-346.
4. Reshef, Y. "Political Exchange in Israel: Histadrut-State Relations". Industrial Relations, Vol. 25, fall, 1986, pp. 303-309.
5. Reshef, Y. "A Typology of Shop Stewards: A Confirmatory Factor Analysis". Relations Industrielles, Vol. 42, No. 1, 1987, pp. 150-166.

6. Reshef, Y. and A.I. Murray. "Toward a Neoinstitutionalist Approach in Industrial Relations". British Journal of Industrial Relations, Vol. 26, No. 1, 1988, pp. 85-97.
7. Reshef, Y. "The Impact of Shop Stewards' Image of Industrial Society on Their Modes of Performance". Journal of Industrial Relations, Vol. 30, No. 2, June, 1988, pp. 230-247.
8. Reshef, Y. "Changing Environments and Management IR Practices: Implications for U.S. Trade Unions". Relations Industrielles, Vol. 43, No. 1, 1988, pp. 43-62.
9. Murray, A.I. and Y. Reshef. "American Manufacturing Unions' Stasis: A Paradigmatic Perspective". Academy of Management Review, Vol. 13, No. 4, October, 1988, pp. 615-626.
10. Reshef, Y. and B. Bemmels. "Political and Economic Determinants of Strikes in Israel: A Sectorial Comparison." Economic and Industrial Democracy, Vol., 10, 1, 1989, pp. 35-57.
11. Reshef, Y. "Negotiating Wage Settlements: A Structural Approach." Relations Industrielles, Vol. 44, No. 3, 1989, pp. 532-550.
12. Reshef, Y. "Union Decline: A View from Canada." Journal of Labor Research. Vol. 11, Winter 1990, pp. 25-39. Reprinted in, Ronald Hinch (ed.), Crosscurrents: Debates in Canadian Society, Scarborough, Ont.: Nelson, 1992, pp. 286-300.
13. Stratton, K. and Y. Reshef. "Private Sector Unions and Strategic Planning: A Research Agenda." Relations Industrielles, Vol. 45, 1, 1990, pp. 76-92.
14. Murray, A.I., and Reshef, Y. "Reply to Jacobs". Academy of Management Review, Vol. 15, 4, 1990, pp. 688-693.
15. Reshef, Y. and A.I. Murray. "Union Decline: Lessons from Alberta." Relations Industrielles, Vol. 46, 1, 1991, pp. 185-201.
16. Bemmels, B. and Y. Reshef. "Manufacturing Employees and Technological Change." Journal of Labor Research, Vol. 12, (Summer) 1991, pp. 231-246.

17. Bemmels, B., Y. Reshef, and K. Stratton-Devine. "The Roles of Supervisors, Employees, and Stewards in Grievance Initiation." Industrial and Labor Relations Review, Vol. 45, 1, 1991, pp. 15-30.
18. Fisher, E.G. and Y. Reshef. "Shop Steward Performance: A Constrained-Decision Analysis." Relations Industrielles, Vol. 47, 1, 1992, pp. 25-40.
19. Reshef, Y. "Employees, Unions and Technological Changes: A Research Agenda". Journal of Labor Research, Vol. 14, 2, 1993, pp. 201-219.
20. Reshef, Y., B. Bemmels, and R.A. Wolfe. "The Effect of Unionization on Workplace Innovation." Economic and Industrial Democracy, Vol. 14, 1, 1993, pp. 109-131.
21. Reshef, Y., and K. Stratton-Devine. "Long Range Planning in North American Unions: Preliminary Findings." Relations Industrielles, Vol. 48, 2, 1993, pp. 250-266.
22. Reshef, Y., K. Stratton-Devine, and B. Bemmels. "The Impact of Manufacturing Employees on Technological Change." Economic and Industrial Democracy, Vol. 15, 1994, pp. 505-530.
23. Stratton Devine, K., and Y. Reshef. "Union Planning: A Framework and Research Agenda. Relations Industrielles, Vol. 51, 1996, pp. 506-522.
24. Kizilos, M., and Y. Reshef. "The Effects of Workplace Unionization on Worker Responses to HRM Innovation." Journal of Labor Research, Vol. 18, 1997, pp. 641-656.
25. Devine, K., and Y. Reshef. "Union Merger Support: A Tale of Two Theories." Relations Industrielles, Vol. 53, 1998, pp. 517-534.
26. Reshef, Y., and H. Lam. "Union Responses to Quality Improvement Initiatives: Factors Shaping Support and Resistance." Journal of Labor Research, Vol. 20, 1999, pp. 111-131.
27. Reshef, Y., M, Kizilos, G.L. Ledford, and S.G. Cohen. "Employee Involvement Programs: Should Unions Get Involved?" Journal of Labor Research, Vol. 20, 1999, pp. 557-569
28. Lam, H., and Y. Reshef. "Are Quality Improvement and Downsizing Compatible: A Human Resource Perspective." Relations Industrielles, Vol. 54, 1999, pp. 727-747. (Reprinted in, Workplace Gazette, 2000,

Vol. 3, 3, 85-93. 2000. Included in Stephen J. Havlovic and Harish Jain. 2001. Resource Management: Readings & Exercises. CD-ROM Ed. Pearson Education, Canada.)

29. Y. Reshef. "The Logic of Labor Quiescence." Journal of Labor Research, Vol. 22, 2001, pp. 635-652.
30. Y. Reshef. "A Theory of Union Collective Action." Journal of Labor Research, Vol. 25, 2004, pp. 623-645.
31. Y. Reshef. "Government Behaviors and Union Protest: Systematizing the Relationship." Journal of Labor Research, Vol. 28, 2, Spring, 2007, pp. 375-395.
32. Y. Reshef. "Government Intervention in Public Sector Industrial Relations: Lessons From the Alberta Teachers' Association." Journal of Labor Research, Vol. 28, 4, Fall, 2007, pp. 677-696.
33. Y. Reshef. "Partisanship, Globalization, and Canadian Labour Market Policy: Four Provinces in Comparative Perspectives -- A Review Article." Journal of Labor Research, Vol. 29, 2008, pp. 88-97.

### **BOOK CHAPTERS**

- Devine, K., and Y. Reshef. 1997. "Toward a Better Understanding of Union Planning." In Magnus Sverke (Ed.). The Future of Trade Unionism: International Perspectives on Union Structures. Ashgate: 211-222.
- Reshef, Y. 2001. "The Logic of Union Quiescence: The Alberta Case." In Gene Swimmer (ed.). Public Sector Labor Relations in an Era of Restraint and Restructuring. New York: Oxford University Press: 127-154.
- Ponak, A., Y. Reshef, and Daphne Gottlieb Taras. 2003. "Alberta: Industrial Relations in a Conservative Climate." In Mark Thompson, Joseph B. Rose & Anthony E. Smith (eds.). Beyond the National Divide: Regional Dimensions of Industrial Relations. Kingston, Ont.: McGill-Queen's University Press: 267-306.

## **BOOK REVIEWS**

Organized Labor at the Crossroads, by Wei-Chiao Huang (Ed.), Kalamazoo, Michigan, E.E. Upjohn Institute for Employment Research, 1989, pp. 162, ISBN 0-88099-075-9. In Relations Industrielles, Vol. 46, 1, 1991, 234-236.

Third Party Involvement in Industrial Relations: A Comparative Study of West Germany and Britain, by Eric Owen-Smith et al., Brookfield: Avebury, 1989. In Journal of Labor Research, Vol. 13, 1, 1992, 149-151.

## **BOOKS**

Reshef, Y. & S. Rastin. 2003. Unions in the Time of Revolution: Government Restructuring in Alberta and Ontario. Toronto, Ont.: University of Toronto Press.

Reshef, Y. & C. Keim. Bad Time Stories: Government-Union Conflicts and the Rhetoric of Legitimation Strategies. Accepted for publication at the University of Toronto Press.

## **AD HOC REVIEWER**

Journal of Management Inquiry  
Relations Industrielles  
Organizational Studies  
SSHRC

## **CONFERENCE PRESENTATIONS**

"The Union Leader-Member Problem: A Structural View". 23rd International Atlantic Economic Conference. Munich, Germany: April, 1987.

"Toward A Neoinstitutionalist Approach in Industrial Relations". The Second European Regional Congress on Industrial Relations. Tel-Aviv, Israel: December, 1987.

"Union Decline in Canada? Evidence from Alberta." First Industrial Relations Congress of the Americas. Quebec City, Quebec: August, 1988.

"Worker Reaction to Technological Change in Canada." 26th CIRA Conference. Quebec City, Quebec: June, 1989.

"North American Private-Sector Unions and Strategic Planning." 26th CIRA Conference. Quebec City: June, 1989.

"The Effect of Unionization on Workplace Innovation" June, 1991. 28th CIRA Conference. Kingston, Ontario: June, 1991

"Employee Involvement in Technological Changes." 29th CIRA Conference. Charlottetown, PEI: June, 1992.

"Joint Labor-Management Programs and Plant Performance: The Intervening Role of the Work System." 30th CIRA Conference. Ottawa, Ontario: June, 1993.

"Beyond the Gospel: TQM and Employee Commitment." 31st CIRA Conference. Calgary, Alberta: June, 1994.

"Union Planning: A Framework and Research Agenda." 2nd International Conference on Emerging Union Structures. Stockholm, Sweden: June, 1995.

"Workplace Union Responses to Quality Improvement Initiatives." 34th CIRA Conference. St. John's, NF: June, 1997.

Invited discussant. Nonunion Forms of Employee Representation. Banff, Alberta: September, 1997.

"Workplace Union Responses to Quality Improvement Initiatives." 3rd International Conference on Emerging Union Structures. Canberra, Australia: December, 1997.

"The Logic of Labor Quiescence: Alberta Unions During the Klein Revolution." 35th CIRA Conference. Ottawa, ONT: June, 1998.

"The Logic of Labor Quiescence: A Contemporary Case." 36th CIRA Conference. Sherbrooke, PQ: June, 1999.

"Union Responses to Government Restructuring in Alberta and Ontario." 38th CIRA Conference. Quebec City, PQ: May, 2001.

"Looking Ahead at the New World of Government-Union Discourse: Envisioning the Future to Legitimate the Present." 49<sup>th</sup> CIRA Conference. Calgary, ALTA: May, 2012. (With Charles Keim)

"Looking Back at the New World of Government-Union Discourse: Constructing the Past to Legitimate the Present." ASAC. St. Johns, NF: June, 2012. (With Charles Keim)

## **COURSES TAUGHT**

**The System of Industrial Relations in Canada.** This is a basic undergraduate course that surveys the historical, development, theory, and contemporary practice of labor-management relations in Canada. This course is being thoroughly revised to deal with both the labor relations and human resource management aspects of the industrial relations discipline.

**Collective Bargaining.** The undergraduate course reviews the role of collective bargaining in industrial relations and the legal and structural foundations of collective bargaining in Canada. The course also delves into the practices, procedures, tactics, and theories of the negotiation of collective agreements. Students participate in collective bargaining simulation where they renegotiate a collective agreement taken from a "real" company in Edmonton.

**Comparative Industrial Relations.** This course compares industrial relations systems and issues across several countries. After a preliminary country by country overview of the historical development of industrial relations and a brief description of key institutional arrangements, the focus is thematic. At the outset and toward the end of the course, wider comparisons of labor issues in countries in different stages of industrialization are discussed. In 1993/94, the course was revised. Now, it is offered as Managing the Workforce: International Perspectives.

**Managing the Workforce: International Perspectives.** The undergraduate/graduate course contrasts different techniques of human resources management that are used in England, Sweden, Germany, France, and Japan and how they interface with macro- and micro- industrial relations processes and institutions. This contrast raises the question of the extent to which each nation's IR/HRM system should be adapted to fit its specific cultural and political-economic circumstances. At the same time, whether some system features are more effective than others, regardless of the setting. *Course evaluations are attached.*

**Managing for Quality: Theory and Practice.** This is a graduate course on TQM foundations, tools, and practices. The course has two parts. Part I first discusses the traditional managerial paradigm and why it is being replaced by TQM. The ideas and theories of TQM, as developed by Deming, Juran, Ishikawa, and Crosby are then examined. Part II addresses practical issues related to the implementation of TQM. We discuss how to plan for and assure quality, and the managerial practices required to complete the transformation to TQM. *Course evaluations are attached.*

**Ph.D. Seminar in IR Foundations.** The course reviews major industrial relations theories ranging from such classicists such as Marx, Mayo, the Webbs, and Commons, to contemporary theorists such as Walton, McKersie, and Kochan.

### **PROFESSIONAL DEVELOPMENT**

1. In March 1994, I taught a 3-day course for the Certified General Accountants Association as part of The Executive Development Certificate program, which was run by the Faculty of Business. My course was entitled, "Strategic Employment Relationship."
2. In May 1997, I taught a 3-hour seminar on Total Quality Management to Chinese professors as part of the Canada-China Oil & Gas Technology Transfer Program.
3. Over the past few years, I have become involved with the Alberta Congress Board. This organization facilitates information exchange among government, business, and labor practitioners. Since 1993, I have attended their yearly November conference and agreed, three times, to serve as a recorder for one of the sessions, and once to act as a facilitator. In 2002, I have joined the steering committee of the annual conference.

### **ADMINISTRATIVE ACTIVITIES**

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| 1986-1991 | Coached the labor arbitration team for the national Inter Collegiate Business Competition. Our team reached the finals four times and won the national title three times. |
| 1990-1992 | Ph.D. Committee – IR Representative   |

1992-93	Member of the selection committee for OA (now SMORG) Department Chair
1994	Organized the first Research Fair in our Faculty. Ten OA professors presented their work for representatives of the local business community.
1994	Organized a 1-day PowerPoint seminar for OA (now SMORG)
1995-'98	Faculty Representative, Association of Academic Staff: UA
1997-'98	Member of the Finance Committee, Association of Academic Staff: UA
1996-'98	Chair, Faculty Library Committee
1996-'98	Faculty Representative, University Library Committee
1997-'98	Member of the selection committee for OA (now SMORG) Department Chair.
1990-1993	Member of the Faculty Computing (Information Technology) Committee
July 1998-June '99	Acting Chair – Strategic Management and Organization
July 1998-June '02	Canadian IR Association – Executive Committee
June 1999-June '00	Canadian IR Association, President-Elect
July 1999-June '00	FEC – Member at large
July 1999	Research Awards Committee - Member
July 1999-June 2000	Chair, Computing Committee, Faculty of Business
June 2000-May 2001	Canadian IR Association, President
May 2001-May 2002	Canadian IR Association, Past President

July 2002-Present	Chair, Strategic Management and Organization (Reappointed: July 2006, July 2011)
2006-2007	Member, Dean's Selection Committee (School of Business)
2011	School of Business Dean's Selection Committee – faculty Contact Person
2012	ITAC