

## JANICE R. BELLACE

### **PROFESSIONAL EMPLOYMENT**

#### ***Current appointments***

*Chair*, Legal Studies and Business Ethics Department, The Wharton School  
*Samuel Blank Professor of Legal Studies and Professor of Management*, The Wharton School of the University of Pennsylvania  
*Director*, Huntsman Program in International Studies and Business, University of Pennsylvania

#### ***Career history***

*Founding President*, Singapore Management University, July 1999-September 2001  
*Chairman*, Wharton – Singapore Management University Research Centre, 2001 - 2010

#### University of Pennsylvania senior management appointments

*Deputy Provost*, University of Pennsylvania, November 2005-June 2007  
*Associate Provost*, University of Pennsylvania, March 2004-October 2005  
*Interim Associate Dean for Development*, The Wharton School (1999-2000)  
*Deputy Dean*, The Wharton School (1994-1999)  
*Vice Dean*, and *Director*, The Undergraduate Division, The Wharton School (1990-1994)

#### Wharton School faculty appointments

Primary Appointment - Department of Legal Studies  
Secondary Appointment - Department of Management  
1977 - Appointed to Wharton faculty as Lecturer  
1979 - Appointed Assistant Professor  
1984 - Promoted to Associate Professor with tenure  
1993 - Promoted to Professor  
*Adjunct Professor*, University of Pennsylvania Law School 1986-1996

*Senior Faculty Research Fellow*, Industrial Research Unit, (now Center for Human Resources) The Wharton School. (August 1977-July 1979; 1975-76)

*Legal Journalist*, Incomes Data Services, Ltd., London, England (1976-1977)

## **VISITING POSITIONS**

*Visiting Scholar*, University of Southampton, Faculty of Law, Southampton, England, November 1991.

*Academic Visitor*, University of Warwick, Industrial Relations Research Unit, England, Spring 1988.

*Exchange Scholar*, Katholieke Universiteit Leuven, Faculty of Law, Leuven, Belgium, Summer 1985.

*Academic Visitor*, London School of Economics, Department of Industrial Relations, Summer 1982.

## **EDUCATION**

*London School of Economics and Political Science*, London, England  
Master of Science in Industrial Relations (concentration Labor Law) 1975  
Award: Thouron British-American Exchange Fellowship

*University of Pennsylvania Law School*, Philadelphia, Pennsylvania  
Juris Doctor, 1974

*University of Pennsylvania*, Philadelphia, Pennsylvania  
Bachelor of Arts with honors, 1971 (majors: sociology and history)

## **EDITORSHIPS**

*Senior Editor*, Comparative Labor Law & Policy Journal, 1997-present

*General Editor*, Comparative Labor Law Journal, 1985-1997

*Member – Editorial Board*

Comparative Labor Law and Policy Journal, 1998-present

Diritto delle Relazioni Industriali, 1995 -

International Journal of Comparative Labour Law and Industrial Relations, 1996-present

Journal of Industrial Relations (Australia) 2005-present

*Staff Editor*, American Business Law Journal, 1986-1987

## **BOARD MEMBERSHIPS and APPOINTMENTS**

### *Academic and Professional Organizations*

Co-chair, Public Review Board, United Auto Workers, (member since 1993, chair 2009)

Member, Board of Trustees, Singapore Management University,  
Singapore, September 2001-present

Member, International Advisory Board, Koç University, Istanbul, 2007 – present

Committee of Experts on the Application of Conventions and Recommendations,  
International Labour Organization, Geneva ( 1994-2010, chair 2008-2010)

### Corporate and Non-Profit Boards

Member, Board of Trustees, Thomas Jefferson University Hospital, Phila., 1996-present  
(currently chair of the Quality Committee; member of the Executive Committee)

Vice Chairman – Administration, Board of Trustees, Methodist Hospital, Philadelphia,  
1991-1996 (current chairman of Methodist Hospital Division committee of TJUH)

Member, Board of Trustees, Methodist Hospital Foundation, 1996-present

Member, Board of Trustees, Methodist Associates in Health Care, Inc., 1997-present

Member, Board of Trustees, Methodist Hospital Nursing Center, 1997-2004

Member, Board of Directors, OCBC (Oversea Chinese Banking Corp), Singapore  
(November 2000-Dec 2001)

Member, Advisory Board (private banking), Bank of America, 1997-1999

Member, Board of Trustees, The Philadelphia School, 1992-1996

### **PROFESSIONAL AFFILIATIONS**

Member of Pennsylvania Bar, admitted January 1975

American Bar Association

Secretary, Section on Labor and Employment Law 1992-93

Member, international labor law committee

International Labour and Employment Relations Association (formerly Industrial  
Relations Association)

President, 2009-2012

Member, executive board of international association, 2000-2006

International Society for Labor Law and Social Security

Member, executive board of the U.S. Branch 1986-present

Labor and Employment Research Association (formerly IRRA)

Chair, international section, 1996-1997

Member, executive board of national organization, 1988-91

Member, editorial advisory committee 1990-93

President, Philadelphia chapter, 1988-89

Chairperson of the Working Group of the Committee of Experts drafting *General Survey concerning Employment Instruments in light of the 2008 Declaration on Social Justice for a Fair Globalization*, Report of the Committee to the International Labour Conference, Report III (Part IB) 99th Session (International Labour Office, Geneva, 2010) 209 pages.

Member of the Working Group of the Committee of Experts drafting *Promoting Employment: Policies, Skills, Enterprises*, Report of the Committee to the International Labour Conference, Report III (Part IB) 92nd Session (International Labour Office, Geneva, 2004) 166 pages.

Chairman of the Working Group of the Committee of Experts drafting *Equality in Employment and Occupation*, Report of the Committee to the International Labour Conference, Report III (Part IVB) 83<sup>rd</sup> Session (International Labour Office, Geneva, 1996) 133 pages.

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## PUBLICATIONS

### **BOOKS**

*Labour Law at the Crossroads: Changing Employment Relationships*, co-editor with M.G. Rood. Kluwer Law International (The Hague, Netherlands, 1997) 249 pages.

*Business and Its Legal Environment*, with Thomas W. Dunfee and David B. Cohen. Prentice-Hall, Inc. (Englewood Cliffs, 1983; 2nd edition, 1987; 3rd edition 1992).

*The Landrum-Griffin Act: Twenty Years of Federal Protections of Union Members' Rights*, with Alan D. Berkowitz. Philadelphia: Industrial Research Unit, Wharton School University of Pennsylvania (1979) 363 pages.

### **CHAPTERS**

*Stimulating the Development of National Labour Law: The Impact of the International Labour Organization*, in Employee Involvement in a Globalising World, ed. Armin Holand, Christine Hohmann-Dennhardt, Marlene Schmidt and Achim Seifert. BWV Berliner Wissenschafts Verlag (Berlin, 2005), pp. 71-82.

*Labor Law for the Post-Industrial Workplace: Breaking the New Deal Model in the USA*, in Labour Law at the Crossroads: Changing Employment Relationships, eds. J.R. Bellace & M.G. Rood. Kluwer Law International (The Hague, Netherlands, 1997) 11-26.

*The European Union*, in International Labor and Employment Laws, W. Keller, editor-in-chief. Bureau of National Affairs (Washington, D.C., 1997) vol. I, pp. 1-59.

*The United States*, in Equal Pay Protection in Industrialised Market Economies: In Search of Greater Effectiveness, edited by F. Eyraud et al. International Labour Office (Geneva, 1993). pp. 159-174.

*The Role of The Law in Effecting Gender Pay Equity: A Comparison of Six Countries' Experience*, in International Review of Comparative Public Policy, vol. 3. Women's Wages: Stability and Change in Six Industrialized Countries, edited by Steven L. Willborn. JAI Press, Inc. (Greenwich, CT, 1991). pp. 21-37.

*A Foreign Perspective*, in Comparable Worth: Issues and Alternatives, edited by E. Robert Livernash. Equal Employment Advisory Council (Washington, D.C. 1980). pp. 137-172.

### **ARTICLES**

*Trade Union Rights at the Workplace in the United States*, 79 Bulletin of Comparative Labour Relations 45 - 60 (2012).

*Achieving Social Justice: the Nexus between the ILO's Fundamental Rights and Decent Work*, Employee Rights and Responsibilities Journal, 15:1 pp. 101-124 (June 2011).

*Commentary: Innovation and Tradition in Industrial Relations*, Journal of Industrial Relations (Australia), 52:5, pp. 631-638 ( November 2010).

*Imaging the Future: The Information Age Workforce*, Japanese Journal of Labour Studies, forthcoming Fall 2010.

*The Future of Employee Representation in American Labor Law* University of Pennsylvania Journal of Labor and Employment Law, 5:1, pp. 1-32 (Fall 2002).

*The ILO Declaration of Fundamental Principles and Rights at Work*, International Journal of Comparative Labour Law and Industrial Relations, 17:3, pp. 269-287 (Autumn 2001).

*The European Works Council Directive: Transnational Information and Consultation in the European Union*, Comparative Labor Law Journal, 18:3, pp. 325-361 (Spring 1997).

*The Role of the State in Supporting Cooperative Employee Representation Systems*, Comparative Labor Law Journal, 15:4, pp. 441-460 (Summer 1994).

*The Role of the State in Industrial Relations*, Monthly Journal of the Japan Institute of Labour, 35:4-5, pp. 98-109 (1993).

*Managing Employee Participation in Decision-Making: An Assessment of National Models*, 27 Bulletin of Comparative Labour Relations 5-13 (1993).

*Workers' Participation: Influence on Management Decision-Making by Labour in the Private Sector in the United States*, 23 Bulletin of Comparative Labour Relations 241-253 (1992).

*The International Dimension of Title VII*, 24 Cornell International Law Journal 1 -23, (Fall 1990).

*New Forms of Employment in the United States*, Travail et Emploi 1/1989, no. 10, pp. 60-64; Relaciones Laborales I/1989, pp. 231-236. [French and Spanish translations of paper presented at the International Colloquium on New Forms of Employment, Paris, France. November 1988.]

*Industrial Relations Theory in the United States: Towards a New Paradigm*, Monthly Journal of the Japan Institute of Labour, 31:1, pp. 53-57 (1989). [Japanese translation of paper presented at the International Symposium commemorating the 30th anniversary of the Japan Institute of Labour, Tokyo, Japan, September 1988.]

*Democracy in Trade Unions in the United States*, Bulletin of Comparative Labour Relations 17: 175-180 (1988). [Condensed version of paper presented at the International Conference on Comparative Labor Law, Bologna, Italy, April 1988.]

*The Impact of the American and British Equal Pay Guarantee on Job Evaluation*, 36 Applied Psychology: An International Review 9-24, symposium issue on "Job Evaluation and Compensation," January 1987.

*Professional Partnerships: The Impact of Title VII*, 5 Journal of Commerce and Finance 15-18, (Spring 1986).

*Employment Protection in the EEC*, 20 Stanford Journal of International Law 413-453 (1985).

*Comparable Worth: Proving Sex-Based Wage Discrimination*, 69 Iowa Law Review 655-704 (March 1984).

*A Right of Fair Dismissal: Enforcing a Statutory Guarantee*, 16 University of Michigan Journal of Law Reform 207-247 (Winter 1983).

*Making the Corporation Transparent: Prelude to Multinational Bargaining*, with Geoffrey W. Latta, 18 Columbia Journal of World Business 73-80 (Summer 1983).

*Disclosure of Information to Trade Unions: A Comparative Perspective*, with Howard Gospel, 122 International Labour Review 57-74 (Jan./Feb. 1983).

*Regulating Secondary Action: The British and American Approaches*, 4 Comparative Labor Law 115-154 (Spring 1981).

*Expediting Refusal to Bargain Charges through Regional Administration*, with Bernard L. Samoff, 64 Marquette University Law Review 61-78 (Fall 1980).

*Union Trusteeships: Difficulties in Applying Sections 302 and 304(c) of the Landrum-Griffin Act*, 25 American University Law Review 337-369 (Winter 1976).

### **SELECTED PUBLISHED PAPERS**

*Prospects for U.S. Ratification of ILO Core Conventions*, Proceedings of the 63rd Annual Meeting of the Labor and Employment Relations Association., Denver, CO, January 2011.

*Trade Union Rights in the United States*, Conference on Trade Union Rights at the Workplace, Hugo Sinzheimer Institute for Labor Law, Frankfurt, Germany, November 19, 2010. *Bulletin of Comparative Labour Relations*.

*Age Discrimination Legislation in the United States*, Conference on the European Directive on Age Discrimination, ADAPT, Modena, Italy, November 26, 2004 (*forthcoming International Journal of Comparative Labour Law and Industrial Relations*).

*The Decentralization of Collective Bargaining in the United States Law and Practice*, Conference on Decentralization of Labor Markets, The Centre of International and Comparative Studies, University of Modena, in Modena, Italy, March 19, 2003, published in the Proceedings of the Conference.

*Balancing Working Life and Family Life in the United States*, Third Comparative Labour Law Seminar of the Japan Institute of Labour to be held in Tokyo, Japan, September 24, 1994, published in 30 Bulletin of Comparative Labour Law, pp. 123-131 (1995).

*Labor Law Reform for the Post Industrial Workplace*, paper delivered at the annual spring meeting of the Industrial Relations Research Association, published in (CCH) Labor Law Journal, 45:8, pp. 460-465 (August 1994).

*The Supreme Court's 1992-1993 Term: A Review of Labor and Employment Law Cases*, paper delivered at the annual meeting of the Section on Labor and Employment Law of the American Bar Association, published in The Labor Lawyer, 9:4, pp. 603-628 (1993).

*The Role of the State in Industrial Relations*, Proceedings of the Ninth World Congress of the International Industrial Relations Association. Sydney, Australia, August 1992. Vol. 1, pp. 1-17 (English version of rapporteur's paper). Paper was published in Niland, Lansbury & Verevis, eds., The Future of Industrial Relations (Sage, 1994) 19-40. This was published, under the title *The State and Industrial Relations: A Strategic Choice Model*, in Comparative Labor Law Journal, 14:3, pp. 249-271 (1993).

*Electromation: The Dilemma of Employee Participation Under the NLRA*, Proceedings of the New York University Forty-fifth Annual National Conference on Labor, ed. Bruno Stein (Little, Brown 1993) pp. 225-244.

*Employee Participation in Decisionmaking: An Assessment of National Models*, paper presented at the Sinnea International Conference on The Globalization of Markets: The Role of Managerial Initiative in Industrial Relations and Employee Participation. Bologna, Italy, March 1991. An Italian translation of this paper was published in Iniziativa Manageriale e Partecipazione in Un Confronto Mondiale, ed. Marco Biagi (1991) pp. 143-153.

*Employee Information and Consultation Rights*, Proceedings of the 43rd Annual Meeting of the Industrial Relations Research Association, Washington, D.C., December 1990, pp. 137-144.

*Subjective Factors in Performance Appraisal after Watson v. Fort Worth Bank & Trust*, Selected Papers of the American Business Law Association - District One Proceedings 1989, pp. 34-43. Presented at the Annual Meeting of the Mid-Atlantic Regional Business Law Association, Richmond, Va., April 1989.

*Workers' Participation in the United States*, a presentation during a Roundtable on Forms of Labor-Management Cooperation in the United States and Japan, made at the John Hopkins University Bologna Center, April 1988. An Italian translation of this paper was published in Lavoro e Diritto Vol. 3, no. 1 (Jan. 1989) pp. 90-96.

*Workers' Representation: The Limits of Collective Bargaining*, Selected Papers of the American Business Law Association - District One Proceedings 1988, pp. 129-147. Presented at the Annual Meeting, Alexandria, Va., March 1988. Winner of the Outstanding Paper Award.

*Mandatory Consultation: The Untravelled Road in American Labor Law*, Proceedings of the 40th Annual Meeting of the Industrial Relations Research Association, Chicago, Illinois, December 1987, pp. 78-83.

*Maternity Rights: The Limits of the Pregnancy Discrimination Act*, Selected Papers of the American Business Law Association National Proceedings, Philadelphia, PA, August 1987, pp. 798-811.

*Guerra Before the Supreme Court: Pregnancy Makes Strange Bedfellows*, Proceedings of the Annual Meeting of the American Business Law Association, Minneapolis, Minnesota, August 1986, pp. 364-376.

*Changing Employment Relationships: Labor Law at the Crossroads*, Selected Papers of the American Business Law Association - District One Proceedings 1986, pp. 106-125. Presented at the Annual Meeting of the Mid-Atlantic Regional Business Law Association, Pittsburgh, Pa., April 1986.

*EEOC v. Southwestern Electric - Is a New Mother Sick?*, Selected Papers of the American Business Law Association - District One Proceedings 1985, pp. 185-196.



Presented at the Annual Meeting of the Mid-Atlantic Regional Business Law Association, Virginia Beach, Va., March 1985.

*Denial of Maternity Leave: A Title VII Violation?*, Proceedings of the Annual Meeting of the Southern Business Law Association, New Orleans, March 1985.

*Law on Disclosure of Information: National and International Perspectives*, Proceedings of the 35th Annual Meeting of the Industrial Relations Research Association, New York City, December 1982, pp. 73-81 (summary of paper).

*Equal Pay for Work of Equal Value: The Impact of the Legal Mandate of Job Evaluation*, Proceedings of the 20th Congress of the International Association of Applied Psychology, Edinburgh, Scotland, July 1982.

*Disclosure of Information to Unions in the United States and Great Britain*, Proceedings of the 5th Anglo-American Conference on Law, London, England, July 1982.

*Union Security Arrangements in the United States and Great Britain*, Proceedings of the Annual Meeting of the American Business Law Association, Sarasota, Florida, August 1981, pp. 183-200.

*Equal Pay for Comparable Work: The Westinghouse Case*, Proceedings of the Annual Meeting of the American Business Law Association, San Francisco, California, August 1980, pp. 404-419.

*The British and American Approaches to the Regulation of Secondary Industrial Action*, Selected Papers from the Anglo-American Business Law Conference, London, England, July 1980, pp. 68-89.

### **SELECTED MEETING PRESENTATIONS**

*Modernisation of Labour: Collective Identity in Globalised Advanced Economies*, 10<sup>th</sup> International Conference, Fondazione Marco Biagi, Università degli Studi di Modena e Reggio Emilia, March 21, 2012.

*The ILO's Supervisory Machinery: The Role of the Committee of Experts*, conference on "Navigating a New Era: An Experts' Dialogue on International Labor Standards and the U.S. Judiciary," Catholic University Columbus School of Law, Washington D.C., March 2012.

*ILO Standards and the Role of the Social Actors*, 7th Regional Congress of the Americas, International Labour and Employment Relations Association, São Paulo, Brazil, August 24, 2011

*Approaches to Labor and Employment Policy: ILO Convention No. 122 in the National Context*, Labor and Employment Relations Association, National Policy Forum, Washington, D.C. June 7, 2011.

*International Labour Standards and Employment Relations*, International Forum on Employment Relations in a Global Context, Workplace Research Centre, University of Sydney Business School, Sydney, Australia, March 30, 2011.

*The Role of Industrial Relations: From the Local to the Transnational Dimension*, IX International Conference, Fondazione Marco Biagi, Università degli Studi di Modena e Reggio Emilia, March 18, 2011.

*The Recession in the United States: the Ability of Labor and Employment Law to Respond to Worker Disruption*, The Economic and Social Committee of Israel, Eilat, Israel, February 2-4, 2011.

*Employee Voice and Participation at Company Level*, Keynote address at the 8<sup>th</sup> International Conference, Fondazione Marco Biagi, Università degli Studi di Modena e Reggio Emilia, March 18, 2010.

*The Quest for Social Justice: Fundamental Rights and Decent Work*, 62<sup>nd</sup> Annual Meeting, Labor and Employment Relations Association, Atlanta, GA, January 5, 2010.

*The Role of the ILO in Setting International Standards*, The World Bank, Washington D.C., April 4, 2008

*ILO Standards and Decent Work*, 5th African Regional Congress of the International Industrial Relations Association, Cape Town, South Africa, 26-28 March 2008

*Applying International Human Rights at the Workplace in a Global Economy*, Annual Meeting of the Industrial Relations Research Association, Chicago, January 2007.

*The ILO's Declaration of Fundamental Principles*, 14<sup>th</sup> World Congress of the Industrial Relations Research Association, Lima, Peru, September 2006.

*Employee Involvement in Transnational Enterprises*, Liber Amicorum Manfred Weiss, Johann Goethe Universität, Frankfurt, Germany, October 14, 2005.

*Age Discrimination Legislation in the United States: A Comparative View*, Conference on the Age Discrimination Legislation, London, July 11, 2005.

*The Impact of Different Industrial Relations Systems' on Unions in an Era of Globalization*, Conference on the Reform of the Labour Market: Deregulation or Reregulation?, Rome, Italy, March 18, 2004.

*The Directive on the European Company Statute: Ensuring Employee Involvement*, Conference on Quality of Work Life and Employee Involvement, The Centre of International and Comparative Studies, University of Modena, in Modena, Italy, November 30, 2001

*ILO Fundamental Rights at Work and Freedom of Association*, Presentation made at the 51st Annual Meeting of the Industrial Relations Research Association, New York, January 1999.

*International Labor Law Systems: Perspectives for Ukraine*, presentation made at conference of the Ukrainian Institute for Labor Research and Education, Kiev, Ukraine, September 1995.

*Civil vs. Common Law Systems: Impact on Labor Law Frameworks*, presentation made at the special seminar on Mutual Learning: Japanese and American Employment Policies, 10<sup>th</sup> World Congress of the International Industrial Relations Association, Washington, D.C., June 1995.

*Age Discrimination Legislation: Can Older Workers Be Protected?*, paper presented at the annual conference of the (British) Industrial Law Society, Oxford, England, September 1993.

*Affirmative Action in the United States: Under Attack But Still Vital*, paper presented at the Spring meeting of the Industrial Relations Research Association, Buffalo, NY, May 1990.

*Comparable Worth: Current Challenges to Job Evaluation*, presentation made to the 7th International Conference on Work and Pay, September 1988. The Hague, the Netherlands.

*Comparable Worth in the United States: Policy Directions in the 1990s*, presentation made to the Study Group on Women's Equality in Pay and Employment, First Industrial Relations Congress of the Americas, August 1988. Quebec City, Canada. (See Working Papers)

*Employment-at-Will and Internal Labor Market Theory*, Institute for Law and Economics Roundtable for Federal Circuit and District Court Judges, May 1988, Philadelphia.

*The American Approach to Gender Wage Equity: Equal Pay as a remedy for Perceived Discrimination*, presentation made at International Industrial Relations Association, Seventh World Congress, September 1986. Hamburg, Germany.

*Rationalization of Production, Plant Closings and Transfers of Undertakings: The Experience of Japan and Brazil*, Lauder Institute Comparative Business Law Symposium, February 1986.

*Regulating the Telecommuter Workforce: Implications for Employment Law in the '90s*, paper presented at the conference on Employment Problems in the Information Age, Columbia University Graduate School of Business, June 1985.

*Employee Information and Consultation Rights in the EEC*, presentation at the mid-year meeting of the Section on International Law of the American Bar Association, May 1984, Philadelphia.

*An Update on European Community Law*, presentation made to the Committee on International Labor Law, Labor and Employment Law Section, American Bar Association at the ABA Annual Meeting, August 2, 1983, Atlanta. Paper was printed in Daily Labor Report (BNA), September 1, 1983, pp. E1-6.