

## A SELECTION of PUBLICATIONS, PAPERS AND SPEECHES

by Gary B. Hansen  
(January 5, 2011)

### 1963

*A Business History of the Copper Industry in Utah: 1860-1910.* MS Thesis, Utah State University, June 1963. 245 pages

"Industry of Destiny: Copper in Utah." *Utah Historical Quarterly*, Volume 31, Summer 1963. pp. 262-278.

*The Richest Hole on Earth: A History of the Bingham Copper Mine.* Utah State University Press: Logan, Utah, 1963. 103 pp. (With L. J. Arrington.)

### 1964

"The effects of centralization and bureaucratization on mutual benefit societies: The case of the cooperatives." Term Paper, Cornell University, Spring Semester, 1964

### 1965

"Separate but equal: some myths and realities of English secondary education." *Comparative Education Review*, Volume 9, 1965, pp. 356-365.

### 1966

"Are opportunities equal: Realities of secondary education in England." *The Education Digest*, Volume 31, March 1966, pp. 34-37.

"Teenagers in Tomorrow's World." *Millennial Star*, Vol. 128 No. 9, September 1966, p. 18ff.

"The Future is Yours—Are You Prepared?" *Millennial Star*, Vol. 128, No. 12, December 1966, pp. 25-28.

"British Manpower Policy and the 1964 Industrial Training Act." Presentation to the members of the National Manpower Policy Task Force and others at the Manpower Administration, U.S. Department of Labor in Washington, D.C., on December 7, 1966.

### 1967

"Vocational Guidance: A new role for the Church educational system." January 1967. Paper sent to the LDS Church Educational System

"Wanted: An outlet for idealism," March 1967 1<sup>st</sup> draft of paper that became 1970 *Dialogue* article.

“Wanted: Additional outlets for Idealism,” May 1967 2<sup>nd</sup> draft of paper that become 1970 *Dialogue* article.

“Britain’s Industrial Training Act: It’s History, Development and Implications for America.” April 1967. Manuscript prepared for the National Manpower Policy Task Force.

*Britain's Industrial Training Act: Its History, Development, and Implications for America.* The National Manpower Policy Task Force: Washington, D.C., 1967, 76 pp. In October 1967 Pergamon Press in London signed an agreement to publish a British edition of this document in Great Britain, where it was subsequently published.

### 1968

"Manpower Training in Great Britain." Paper presented at Conference for Manpower Researchers, Sponsored by the U.S. Department of labor and National Manpower Policy Task Force, Washington, D.C., September 14-15, 1968.

### 1969

"Britain's Industrial Training Act: Is it Working?" *Training and Development Journal*, Volume 23, August 1969, pp. 4-13. This publication was also printed in Great Britain

### 1970

"Manpower policies: Lessons for the U.S. from foreign experience--the British Experience." *Proceedings of the 1970 Annual Spring Meeting, Industrial Relations Research Association, May 8-9, 1970*, pp. 523-533.

"Manpower Policies: Lessons for the U.S. from Foreign Experience--the British Experience." *Labor Law Journal*, Volume 21, August 1970, pp. 523-533.

"Now we are six: A Progress Report on the Industrial Training Act." *Personnel Management* (London), Volume 2, August 1970, pp. 12-17.

"Wanted: Additional Outlets for Idealism." *Dialogue: A Journal of Mormon Thought*, Volume 5, Autumn 1970, pp. 26-37.

*Britain’s Industrial Training Act: A Case Study in the Development of Public Manpower Policy.* Ph.D. Dissertation, Cornell University, September 1970. 2 Volumes, 851 Pages

### 1971

"Britain's Industrial Training Act: Some Lessons for America." Paper presented to the Secretary of Labor's National Manpower Advisory Committee, Washington, D.C., June 18, 1971.

"Britain's Industrial Training Act: A Case Study in the Development of Public Manpower Policy." *Dissertation Abstracts*, Volume 23, July 1971, p.61-A.

"The Industrial Training Act: a critical review." Paper presented at the 1971 Summer School, Effective Use of Manpower: Research and Practice, London School of Economics, London, England, July 5-9, 1971.

"Training Ideas from Britain." *Manpower*, Volume 5, November 1971, pp. 19-23.

### 1973

"Britain's Industrial Training Act: A Case Study in the Development of Public Manpower Policy." In *Baker's Dozen: Abstracts of Thirteen Doctoral Dissertations Completed Under Manpower Administration Research Grants*, Manpower Research Monograph No. 27. Washington, D.C.: Manpower Administration, U.S. Dept. of Labor, 1973. pp. 103-112.

"The Need for Training and Human resource Consulting Services by Employers: A Report on Some recent U.S. Experiments.", Paper presented at Second International Conference on Training and Development, University of Bath, England. Sept. 27 – Oct. 3, 1973.

### 1974

"Human resource diagnostic services in Utah: an unmet need." Speech delivered to the Utah Chapter, Industrial Relations Research Association, February 5, 1974.

"Patterns of human resource development in the developed countries." Speech delivered to the Third International Conference on Training and Development, Gausdal, Norway, August 29, 1974.

"Manpower Development Service: deliverer of consulting services to small and medium-sized employers." Paper presented at the Third International Conference on Training and Development, Gausdal, Norway, August 30, 1974.

"U.S. Employment and Training Policy," Lectures presented in Stockholm, Sweden and Dublin, Ireland under the auspices of the U.S. Department State STAG Program, September 1-5, 1974.

"USU Manpower Development Service: Should it be Saved?" Paper prepared for USU College of Business and USU Administration. October 23, 1974.

"Implications of Foreign Training Practices for American Apprenticeship." *Proceedings of the 1974 Annual Winter Meeting, Industrial Relations Research Association*,

*San Francisco, California December 28-29, 1974*, pp. 71-79. (With Myron Roomkin.)

### 1975

"USU Manpower Development Service: Deliverer of Consulting Services to Small-and Medium-sized Employers." *Industrial and Commercial Training* (London), Volume 7, April 1975, pp. 143-150. (With M. T. Bentley and J. R. Cragun.)

*Dropouts and Completers in the Utah Apprenticeship System, 1969-74: Causes and Consequences*. Manpower Development Service, Utah State University: Logan, Utah, September 1975, 161 pp. (With Mark Randle.) Box also contains a draft copy of this document.

### 1976

*Manpower Advisory Services in the Workplace: A Missing Link in National Manpower Policy*. Utah State University Manpower Development Service, March 1976. 2 volumes. (With M. T. Bentley, et al.)

"Recent European Training Practices: Their Implications for America." *Journal of European Training*, Volume 5 No. 5, 1976. pp. 245-261. (With Myron Roomkin)

"Human Resource Training and Development Services: A Model Delivery System for Developed and Developing Countries." USU Manpower Development Service, June 1977. 20 pages.

"Manpower Advisory Services in the Workplace: A Missing Link in National Manpower Policy." Gary B. Hansen, Marion T. Bentley, et. al. , July 1977. 44 pages.

"Cooperative Labor-Management Programs to achieve new and more productive relationships at the workplace: The need and the potential." S.533 *Human Resources Development Act*. Invited testimony before the Subcommittee on Employment, Poverty and Migratory Labor of the Committee on Human Resources, U.S. Senate. 95<sup>th</sup> Congress 1<sup>st</sup> Session, September 27, 1977. pp. 183-196.

### 1977

"Productivity and quality of working life." Speech delivered at the Conference on Improving Productivity and the Quality of Working Life, Price, Utah, August 30, 1977.

"Productivity and quality of working life." Speech delivered at the Conference on Improving Productivity and Quality of Working Life, Pocatello, Idaho, September 1, 1977.

"Cooperative labor-management programs to achieve new and more productive relationships at the work place: the need and the potential." Testimony before the

U.S. Senate Subcommittee on Employment, Poverty, and Migratory Labor,  
September 27, 1977.

“Human Resource Training and Development Services: A model delivery system for developed and developing countries.” Paper presented at the Sixth International Conference on Training and Human Resource Development, Mexico City, October 6, 1977 (With M. T. Bentley)

### 1978

“USU-Manpower Development Service: Report to Dean Richard L. Smith,” February 1, 1977.

“Models of National Industrial Training Systems: The U.S. System.” Paper presented at the 7<sup>th</sup> International Conference on Training and Development. Washington, D.C., June 15, 1978. (With Marion T. Bentley)

“The U.S. Industrial Training System: Private Initiative Versus Parochial Public Programs.” Paper presented at the 7<sup>th</sup> International Conference on Training and Development. Washington, D.C., June 15, 1978. (With Marion T. Bentley)

“Training and the Quality of working life: preparing organizations for change.” Paper presented at the 34<sup>th</sup> Annual Conference of the American Society of Training and Development, Chicago, ILL, June 20, 1978 (with M.T. Bentley)

*Shutdown: A Case Study of Displaced Rural Workers.* Center for Productivity and Quality of Working Life, Utah State University: Logan, Utah, October 1978, 45 pp. (With M. T. Bentley and T. G. Fritts)

“Innovative labor-management programs in the Intermountain coal industry.” Testimony before the National Coal Commission, Denver, Colorado, October 26, 1978.

“Small Business Advisory Services: A model delivery system for developed and developing countries.” Paper presented at the Fifth International Symposium on Small Business, Anaheim, CA, Nov. 14, 1978

### 1979

*Problems and Solutions in a Plant Shutdown: A Handbook for a Community Action Team.* Utah State University Business & Economic Development Services: Logan, Utah, February 1979. 30 pp. (With M.T. Bentley and C.D. Jorgensen.)

*Final Results from the Garland Surveys.* Business and Economic Development Services. July 1979. (With Marion T. Bentley and Cindy D. Jorgensen)

"The role of the institutional grantee university in the CETA system." Presentation before the CETA Technical Assistance and Training Coordinator's Bi-Regional Conference, Colorado Springs, Colorado, May 16, 1979.

"Private industry councils: an unparalleled opportunity or passing fad." Presentation at the Region VIII Private Sector Initiatives Program Conference, Denver, Colorado, August 15, 1979.

"Breaking out of the CETA Mold." Luncheon address to the Utah Private Industry Council Seminar, October 11, 1979

"Educating the HRD practitioner of the eighties." Paper presented at the Eighth International Conference on Training and Development, Manila, Philippines, November 10, 1979.

"Industry Training Boards and national manpower training systems." Presentation to the National Manpower and Youth Council, Manila, Philippines, November 12, 1979.

### 1980

*Education and Training opportunities provided for the former Garland Workers: A Final Report.* Business and Economic Development Services, February 1980. (With M. T. Bentley and Cindy D. Jorgensen.)

"Improving Productivity via QWL Centers." *Training and Development Journal*, Vol. 34, March 1980, pp. 30-37. (With Marion T. Bentley.)

"Educating The HRD Practioners of the 80's." Paper presented at the ASTD Conference and Exposition, Anaheim, CA, April 30, 1980.

*Hardrock Miners in a Shutdown: A Case Study in the Post-Layoff Experiences of Displaced Lead-Zinc-Silver Miners.* Economic Research Institute and Center for Productivity and Quality of Working Life: Logan, Utah, Utah State University, May 1980. 116 pp. (With M. T. Bentley and R. Davidson.)

"Employment generating services and economic development under CETA/PSIP." Presentation at U.S. Department of Labor PIC/PSIP Regional Conference, Jackson, Wyoming, June 4, 1980.

"Planning and implementing non-traditional activities under PSIP." Paper delivered at the Region XIII PIC/PSIP Conference, Jackson, Wyoming, June 5, 1980.

"Educating the HRD Practitioners of the 80's," Chapter 44 in *Human Resources Development Horizon's in the Eighties and Beyond, Proceedings of the 8th International Training and Development Conference, Manila, Philippines, November 7-12, 1979.* Manila: IFTDO & DAP Press, 1980, pp. 447-477.

### 1981

*Plant Shutdowns, People, and Communities: A Selected Bibliography.* Utah Center for Productivity and Quality of Working Life, Utah State Univ., Logan, Utah, February 1981. 81 pp. (With M. T. Bentley and M. Skidmore.)

*A Selective Annotated Bibliography on Plant Shutdowns and Related Topics.* Utah Center for Productivity and Quality of Working Life: Logan, Utah, Utah State University, February 1981. 46 pp. (With M.T. Bentley, R. Pond and M. Skidmore.)

*Life After Layoff: A Handbook for Workers in a Plant Shutdown.* Utah Center for Productivity and Quality of Working Life: Logan, Utah, Utah State University, February 1981. 166 pp., (With M.T. Bentley, J.H. Gould, and M. Skidmore.)

*Getting a New Job.* Utah Center for Productivity and Quality of Working Life. Logan: Utah State University, February 1981.

*Problems and Solutions in a Plant Shutdown: A Handbook for Community Involvement.* Utah Center for Productivity and Quality of Working Life: Logan, Utah, Utah State University, August 1981, and November 1981. 386 pp. (With M.T. Bentley.)

"A comparative analysis of the British Industry Training Board System and the U.S. CETA and Private Sector Initiatives Program." Paper presented at the Tenth International Conference on Training and Development, Dublin, Ireland, August 25, 1981.

*Mobilizing Community Resources to Cope with Plant Shutdowns: A Demonstration Project--Final Report.* Logan, Utah: Business and Economic Development Services, Utah State University. November 1981. 225 pp.

### 1982

*Productivity Improvement in the State Government. Report of the Governor's Committee on The Improvement of Productivity in Utah State Government.* Salt Lake City, Office of the Governor, June 1982. 16 pp. (Co-author)

"Research findings on worker and community adjustment to plant shutdowns: Three case studies." Paper presented at the National Alliance of Business Conference in Detroit MI, June 20-22, 1982.

"Labor-management cooperation for Productivity Improvement." Presentation to the 11th International Conference on Training and Development, Calgary, Alberta, Canada, August 18-20, 1982.

- "Productivity Improvement: The Search for a National Commitment," Chapter 7 in *Quality of Work Life: A Book of Readings*. New York: Addison-Wesley, 1982. pp. 91-108. (with M. T. Bentley)
- "A Comparative Analysis of the British Industrial Training Board System and the U.S. CETA and Private Sector Initiatives Program," in *Proceedings of the 10th International Conference on Training and Development, Dublin, Ireland, August 25-28, 1981*. Dublin: Irish Management Society, 1982, pp. 152-202.
- "Four Arbitration Hearings." Kennecott Minerals/United Steelworkers Union. Salt Lake City, Utah, September and October 1982.
- Plant Shutdowns, People and Communities: A Selected Bibliography*. 2nd Edition, Utah Center for Productivity and Quality of Working Life, Utah State University, Logan, Utah, October 1982. 110 pp. (With M. T. Bentley and M. Skidmore.)
- "Integrating on and off campus human resource academic programs with the world of work." Paper presented at the 1982 American Society for Training and Development Third Annual Conference on the preparation of practitioners in training and development, October 24-27, 1982, Kansas City, Missouri. (with Ross Robson and Marion T. Bentley)
- "Professional Education for Careers in Human Resource Administration." Paper presented to the First World Conference on Human Resource Management, Manila, Philippines, November 16-20, 1982.
- "An overview of U.S. Manpower Training Programs and Policies, 1962-1982." Paper presented to the National Manpower and Youth Council, Manila, Philippines, November 18, 1982.
- "Labor-management cooperation in North America." Presentation to the faculty and students of the Institute of Industrial Relations, University of the Philippines, Quezon City, November 20, 1982.

### 1983

- A Selective Annotated Bibliography on Plant Shutdowns and Related Topics*. 2nd Edition. Utah Center for Productivity and Quality of Working Life: Logan, Utah, Utah State University, February 1983. 60 pp. (With M.T. Bentley, R. Pond and M. Skidmore.)
- Plant Closings: An Overview of the Problem and the Options*. Paper delivered to the Second Annual Conference on Employee Participation in Management and Ownership: A New Direction for the 80's, Denver Colorado, April 8-9, 1983. Subsequently, paper was circulated by Utah Center for Productivity and Quality of Working Life, Utah State University, Logan, Utah, September 1983. 17 pp.



*AT&T-CWA Quality of Working Life Research Project Report: Mountain Bell Operator Services, Salt Lake City, Utah.* Utah Center for Productivity and QWL, Utah State University, Logan, Utah, November 1983 and December 10, 1983. 29 pp.

"Research and Evaluation for more Effective Dislocated Worker Assistance." Panelist at National Conference on The Dislocated Worker, Pittsburgh, Pennsylvania, April 4-6, 1983.

"Plant closings: An overview of the problem and the options." Paper delivered to the Second Annual Conference on Employee Participation in Management and Ownership: A New Direction for the 80's. April 8-9, 1983, Denver, Colorado.

"Final Overview, Discussion and Synthesis." Concluding speaker at "Productivity, Participation and Ownership: an USAID-USDOL Conference," Washington, D.C., May 24-25, 1983.

"Labor-Management Relations: The Miracle of Worth Street." Panelist at Utah Productivity Fair for Public Sector Administrators. Snowbird, Utah, June 3, 1983.

"Policy Implications for an agenda on reschooling the Adult Worker." Resource Person at U. of Rhode Island Colloquium on Reschooling the Adult Worker. University of Rhode Island, Kingston, Rhode Island, June 24-26, 1983.

"Training for Productivity Improvement in State and Local Government: The Utah Experience." Paper presented at the 12th International Conference on Training and Development, Amsterdam, The Netherlands, August 16, 1983.

"State and Local Approaches to Plant Closings," One day workshop conducted for Task Force on Plant Closings, LMSA, U. S. Dept of Labor, Washington, D.C. December 5, 1983.

"Joint Labor-Management Approaches to Plant Closings: The Ford San Jose Experience," Panelist at session on Coping with Long Term Unemployment, Industrial Relations Research Association 36th Annual Meeting, San Francisco, California, December 28, 1983.

#### 1984

"Professional Education for Careers in Human Resource Administration," *The Personnel Administrator*, Vol. 29, (January 1984), pp. 69ff.

*Closing a Plant--The Ford Way: The Sheffield, Alabama Aluminum Casting Plant, Phase I (August 1982--October 1983).* Utah Center for Productivity and Quality of Working Life, Utah State University, Logan, Utah, January 1984. 35pp. (with M.T. Bentley).

*Closing a Plant--The Ford Way: The San Jose, California, Auto Assembly Plant, Phase I (November 1982--January 1984).* Utah Center for Productivity and Quality of Working Life, Utah State University, Logan, Utah, February 1984. 48pp.

“Organizing the delivery of services to workers facing plant shutdowns: Lessons from California and Canada.” Revised text of presentations made at plant closing workshops conducted by the USDOL’s Bureau of Labor-Management Relations and Cooperative Programs held in Ohio, Illinois, Arizona and Utah in the period from March to June 1984. July 1984. 16 pp.

*Cooperative Approaches for Dealing with Plant Closings: A Resource Guide for Employers and Communities.* Utah Center for Productivity and Quality of Working Life, Utah State University, Logan, Utah, May and August 1984. 56pp.

"Institutional Arrangements: Working with Outside Organizations," Chapter 5 in Rick Sweigart, ed., *Managing Plant Closings and Occupational Readjustment: An Employers Guidebook.* Washington, D.C.: National Center for Occupational Readjustment, Inc., 1984, pp. 85-99.

*Sheffield Revisited: Developments Between October 1983 and July 1984.* Utah Center for Productivity and Quality of Working Life, Utah State University, Logan, Utah, September 1984, 21 pp. (With M.T. Bentley)

"Ford and the UAW Have a Better Idea: A Joint Labor-Management Approach to Plant Closings and Worker Retraining," *The Annals of the American Academy*, Vol. 475 (September 1984), pp. 158-174. Also a paper of same title dated February 1984.

*Preventing Layoffs: Some Components of an Effective Job Security and Economic Adjustment Program.* Utah Center for Productivity and Quality of Working Life, Utah State University, Logan, Utah, October 1984, 30 pp.

*The San Jose Assembly Plant: UAW-Ford Approaches to Retraining and Job Assistance for Dislocated Workers.* Center Report 4, UAW-Ford National Development and Training Center, Dearborn, Michigan, November 1984. 17 pp. (Reprint of Annals article.)

"Labor Unions," in *Colliers 1985 Yearbook: Covering the Year 1984.* New York: Macmillan Educational Company, 1984, pp. 312-314.

### 1985

*Instructor's Guide to Collective Bargaining by Objectives*, 2nd Edition. Englewood Cliffs, N.J.: Prentice-Hall, 1985, 54 pp. (with R.C. Richardson and A. C. Wendt)

"The San Jose Shutdown: Closing the Door Gently," *World of Work Report*, Volume 10, Number 5 (May 1985), pp. 5-6.

- "Innovative Approach to Plant Closings: The UAW-Ford Experience in San Jose," *Monthly Labor Review*, Vol. 108 (June 1985), pp. 34-37.
- "Discussion: EDTP" (An Assessment of the UAW-Ford Joint Approach to the Training and Retraining of Workers), *Proceedings of the Annual Spring Meeting, Industrial Relations Research Association, Detroit, Michigan, April 17-19, 1985*, pp. 548-553.
- "Closing the Rural Employment and Training Gap: An Innovative Approach to Increase Skill Training Opportunities for Rural Workers." Paper presented at the National Rural JTPA Conference held April 21-24, 1985 in Tulsa, Oklahoma.
- "Invited testimony before the U.S. House Committee on Education and Labor, Subcommittee on Labor-Management Relations on H.R. 1616, "Labor-Management Notification and Consultation Act of 1985," Washington, D.C., May 15, 1985. Testimony and remarks on pp. 80-89.
- "Labor Unions," in *Funk & Wagnalls New Encyclopedia 1985 Yearbook*. New York, 1985, pp. 219-221.
- Quality of Work Life: AT&T and CWA Examine Process After Three Years*. Washington, D.C.: U.S. Department of Labor, Bureau of Labor-Management Relations and Cooperative Programs, 1985. 57 pages. (Participating Researcher.)
- "Discussion: EDTP" (An Assessment of the UAW-Ford Joint Approach to the Training and Retraining of Workers), *Labor Law Journal*, Vol. 36 August 1985, pp. 548-553.
- "Preventing Layoffs: Developing an Effective Job Security and Economic Adjustment Program," *Employee Relations Law Journal*, Vol. 11 Autumn 1985, pp. 239-268. (Also, copy of paper dated May 1985).
- "Closing the Rural Employment and Training Gap: A Utah Experiment," *Thrust: The Journal for Employment and Training Professionals*, Vol.6 (no.1 & 2) 1985, pp. 51-59.
- "Labor Unions," *Colliers 1986 Yearbook: Covering The Year 1985*, New York: Macmillan Educational Company, 1985, pp. 294-297.

### 1986

- "Services to Workers Facing Plant Shutdowns: California and Canada," *International Journal of Manpower*, Volume 7 No. 1, 1986, pp. 35-52.
- "The changing nature of work in America." Paper delivered to the Management Club of Vienna, Austria, March 17, 1986.

- "Retraining Displaced Workers in Connection with Plant Closings," Lecture to the Turk-  
IS regional officers, Istanbul, Turkey, March 21, 1986.
- "The Changing Nature of Work in America," Seminar with managers of IFAP (IFAP is  
the Management Training Institute for government owned companies in Italy),  
Rome, Italy, March 24, 1986.
- "Job Creation and Worker Ownership: Innovative and Entrepreneurial Approaches to  
Economic Development," Seminar with union leaders and economic experts of  
CISL and UIL labor confederations, Rome, Italy, March 24, 1986.
- "U.S. Employment and Training Policies," Lecture/discussion to a group of labor  
economists at the Fondazione Giacomo Brodolini, Rome, Italy, March 25, 1986.
- "Job Creation and Worker Ownership: Innovative and Entrepreneurial Approaches to  
Economic Development," Luncheon address to officers and staff of FILSE  
(ligurian regional development agency) Genoa, Italy, March 26, 1986.
- "U.S. Experience in Assisting Workers Displaced in Plant Closings," Presentation to  
regional officers and leaders of major labor confederations CGIL, CSIL, UIL,  
Genoa, Italy, March 26, 1986.
- "The Changing Nature of Work in America," Presentation to business leaders,  
federligure, bank and state participation representatives at the Association of  
Industrialists (Associazione Industriali), Genoa, Italy, March 26, 1986.
- "Job Creation and Worker Ownership: Innovative and Entrepreneurial Approaches to  
Economic Development," Lecture to faculty and students at the Catholic  
University, Milan, Italy, March 27, 1986.
- "Innovative and Entrepreneurial Approaches to Job Creation and Economic  
Development," Luncheon address to government officials, labor leaders, and  
university faculty members in Lisbon, Portugal, April 1, 1986.
- Preventing Layoffs.* Washington, D.C., U.S. Department of Labor, Bureau of Labor-  
Management Relations and Cooperative Programs, April 1986, 34 pp. (Reprinted  
in 1988).
- Two Years Later: A Followup Survey of Labor Market Status and Adjustment of Workers  
Displaced By the San Jose Assembly Plant Closure. Final Report.* Logan:  
Business and Economic Development Services, Utah State University, April  
1986, 51 pp.
- "American Participant Report." Report of Speaking Tour to Canada, June 1-5, 1986, for  
the U.S. State Department AMPARTS Program.

"Labor Unions," in *Colliers 1987 Yearbook: Covering the Year 1986*. New York: Macmillan Educational Company, 1986, pp. 297-300.

"U.S. Employment and Training Policy: A Twenty-Five Year Review, 1960-1985," *Economia & Lavoro*, Vol. XX No. 3, August-September 1986, pp. 141-147. (Published in Rome, Italy)

"Business and Economic Development Extension Services provided by the USU Economics Department." Paper prepared in 1986

*Job Creation and Retention: Innovative Approaches to Local Economic Development in America*. Logan: Utah Center for Productivity and Quality of Working Life, Utah State University, December 1986, 23 pp. (Also, March 1986, November 1986 versions)

"Scenario for a State Dislocated Worker Readjustment System." Paper prepared for Ray Uhalde, U.S. Department of Labor, November 10, 1986. 19 pp.

"Plant Closings and Worker Displacement in America: Some State and Local Responses." Speech delivered at BYU, December 16, 1986, under the auspices of the BYU Small Business Development Center..

"Components of a permanent national institutional mechanism for assisting dislocated workers." Third Draft, Subcommittee on Public Policy Responses, Secretary of Labor's Task Force on Economic Adjustment and Worker Dislocation. September 5, 1986. 11 pp. Chair of Subcommittee.

"Toward improved economic competitiveness and employment security: A modest proposal." Final Report: Subcommittee on Public Policy Responses, Secretary of Labor's Task Force on Economic Adjustment and Worker Dislocation. October 20, 1986. 16 pp. Chair of Subcommittee.

*Economic Adjustment and Worker Dislocation in a Competitive Society: Report of the Secretary of Labor's Task Force on Economic Adjustment and Worker Dislocation*. Washington, D.C., December 1986. (Member of the Task Force and its drafting committee)

### 1987

"Ford-UAW Study: Education Boosts Value of Training," *Work in America*, Volume 12 No. 1, January 1987, pp. 5-6.

"Lavoro E Occupazione Negli USA," *Kybernetes*, Vol. 1 No. 2 February 1987, (Published in Rome, Italy) pp. 8-14.

*Putting Democracy to Work: A Practical Guide for Starting Worker-Owned Businesses.*  
Eugene, Oregon: Hulogos'i Communications, Inc. (with Frank Adams) 1987, 298 pp.

"American Labor and International Trade: Adjustment Strategies to Assist Workers Displaced in Plant Closings and Permanent Layoffs," *Economia & Lavoro*, Vol XXI No. 1, January-March 1987, (Published in Rome, Italy) pp. 115-122.

*The Mondragon Cooperatives: An Example of Successful Community Economic Development*, Logan: Utah Center for Productivity and Quality of Working Life, July 1987, 20 pp.

"Starting a Worker-Owned Cooperative," Chapter in *Employee Ownership for Smaller Businesses*, Oakland: National Center For Employee Ownership. September 1987, pp. 24-35. (with Frank T. Adams)

*Saving Jobs and Putting Democracy to Work: Labor-Management Cooperation at Seymour Specialty Wire*, Washington, D.C.: U.S. Dept. of Labor, Bureau of Labor-Management Relations and Cooperative Programs. November 1987.

"Labor Unions," in *Colliers 1988 Yearbook: Covering the Year 1987*. New York: Macmillan Educational Company, 1987, pp.288-290.

"Designing an Employment and Training Policy to meet the Challenges of the Twenty-first Century: National and International Perspectives." Keynote Address to the Governor's Employment and Training Conference, Honolulu, Hawaii, November 30, 1987.

"A Follow-up Survey of Workers Displaced by the Workers of the Ford San Jose Plant Closure." Paper presented at the 40<sup>th</sup> IRRA Annual Meetings, Chicago, Ill., December 28, 1987.

### 1988

"Some Thoughts about Unions and Employee Ownership." Speech delivered to the AFL-CIO Industrial Union Department Coordinating Bargaining Committee, Palm Springs, CA, January 8, 1988.

*Designing an Employment and Training Policy to meet the Challenges of the Twenty-First Century: National and International Perspectives*, Industrial Relations Center, University of Hawaii at Manoa, 1988. 17 pp. (unpublished?)

"A Follow-up Survey of Workers Displaced by the Ford San Jose Assembly Plant Closure," *SVSU Economic and Business Review*, Vol. 8, Winter 1988, pp. 16-19.

- "Starting a Worker-Owned Cooperative," in Matthew Kumin and Corey Rosen, *Community Economic Development and Employee Ownership: A Resource Guide*, Oakland: The National Center for Employee Ownership, 1988, pp. 71-82.
- "Creating a Future for Workers Displaced by Foreign Competition," *Business Forum*, Vol. 13 (Winter 1988), pp. 16-21.
- "Labor Unions," in *Funk & Wagnalls New Encyclopedia 1987 Yearbook*. New York, 1988, pp. 219-221.
- A Model Economic Dislocation and Worker Readjustment Program*, prepared for the U.S. Department of Labor and Utah Office of Job Training for Economic Development. Logan: Utah Center for Productivity and Quality of Working Life, Utah State University, April 1988, 18pp. ( Final draft dated 8-18-88, 21 pages)
- "The American Approach to Layoffs, Plant Closings and Structural Change," in *Structural Change and Labour Market Policy: An ALC Conference at Var Gard, June 6-9, 1988. Conference Proceedings*, Theme II--Vol I. Stockholm: The Swedish Center for Working Life, 1988.
- "Unemployment and Education: Adjustment Strategies for Displaced Workers." Paper presented at the ALC Conference on Structural Change and Labour Market Policy, Var Gard (Stockholm), June 8, 1988. (with Jeanne Gordus)
- "An Organic Relationship: Democratic Management & Learning," in *Workplace Democracy*, No. 61 Summer 1988, pp. 9-10. (With Frank T. Adams)
- Some Basic Information About Starting a Cooperative*. Logan: Utah Center for Productivity and Quality of Working Life, Utah State University, July 1988. 8 pp.
- Preventing Layoffs*. Reprinted by USDOL, Bureau of Labor-Management and Cooperative Relations, 1988. Second printing.
- "The UAW-Ford Experience in Providing Education and Training Opportunities to Displaced Autoworkers." Paper presented at the International Conference on Adult Education and Responses to Unemployment: Some North American and European Experiments. Oxford, England, July 15-17, 1988.
- "Layoffs, Plant Closings, and Worker Displacement in America: A serious Problem That Needs a National Solution," *Journal of Social Issues*, Vol 44, No. 4 (1988), pp. 153-171.
- "Labor Unions," in *Colliers 1989 Yearbook: Covering the Year 1988*. New York: Macmillan Educational Company, 1988, pp. 304-308.

*Ford Plant Closure Pioneered Learning-Supportive Training for Displaced Workers.*  
August 1988.

“The U.S. Approach to Continuing Education and Training for Adjust Workers.” Paper presented at the 2<sup>nd</sup> European Congress on Continuing Education and Training, Berlin, October 27-28, 1988.

### 1989

“Alternatives for Preventing Layoffs and Closings.” Presentation at U.S. Department of Labor Regional Workshop on Rapid Response, Seattle, WA., April 12, 1989

*Promoting Alternatives for Preventing Layoffs and Plant Closings under EDWAAA: An Overview and Resource List for State Dislocated Worker Units.* Utah Center for Productivity and Quality of Working Life, Utah State University. July 1989.

"Labor Unions," in *Funk & Wagnalls New Encyclopedia 1988 Yearbook*. New York, 1989).

*ESOPS, Unions and The Rank and File: A Shirt Pocket Book for ESOP Participants.* Somerville, MA: The Industrial Cooperative Association, September 1989. 63 pp. (with Frank T. Adams)

### 1990

“Self-generating Economic Development in Third World Nations: The Industrial Cooperative as an Alternative Strategy.” Draft, January 23, 1990. 29 pp.

“A Proposal to Establish The Helen Foster Snow Institute for Cooperative Studies at Utah State University,” September 4, 1990. 15 pages.

"Labor Unions," in *Collier's 1991 International Yearbook: Covering the Year 1990*. New York: Macmillan Educational Company, 1990. pp. 530-533.

"Identifying and Preventing Plant Closures," and "Plant Closure Recovery Efforts: Ford San Jose Assembly Plant," Chapters in the book *Plant Closures and Community Recovery*, edited by John Lynch. Washington, D.C.: National Council for Urban Economic Development, 1990, pp. 23-26; 71-75.

"Assessing the Returns to Training." Chapter in *New Developments in Worker Training: A legacy for the 1990s*. Madison: Industrial Relations Research Association, 1990. (with Stephen Mangum and Garth Mangum). pp. 55-89.

*Nektere Aspekty Druzstevniho Podnikani Ve Vyspelych Kapitalistickych Zemich.* Prague: 1990. 28pp. (A translation of selected chapters from *Putting Democracy to Work* into Czech by the Klub Samospravného Lideoveho Podnikana.)



### 1991

*Using Cooperative Entrepreneurship as a Development Strategy for Job and Enterprise Creation in Eastern Europe and Third World Countries.* Logan: Utah Center for Productivity & Quality of Working Life, Utah State University, Draft January 15, 1991. 26pp. March 31, 1991.

*Review of Institutional Framework for Delivery of Productivity Related Services.* Kathmandu, Nepal: UNDP/ILO, March 1991. 100pp. (with K. Lewis and M. Pradhan)

*Fulfilling the Land-Grant Mission by Promoting Economic Development, Worker Ownership and Workplace Democracy.* Logan: Utah Center For Productivity and Quality of Working Life, Utah State University, 1991. 12 pp.

“Apprenticeship in 21<sup>st</sup> Century America.” Speech delivered to the Western Apprenticeship Coordinator’s Conference, Salt Lake City, Utah, June 4, 1991.

“Using Cooperative Entrepreneurship for Job and Enterprise Creation in Developing Countries and Eastern Europe.” Paper presented at the Conference on Internationalizing Entrepreneurship Education, Training and Research, Pembroke College, Cambridge University, July 1-5, 1991. 28 pp.

*ESOP: a związki zawodowe.* (A translated version of ESOPs, Unions and the Rank and File: An ICA Shirt-pocket Book for Union Members in Businesses with ESOPs into Czech by the Klub Samosprawného Lideveho Podnikana.) Wrocław, Czerwiec, 1991. 62 pp. (with Frank T. Adams)

*A Concept Paper Outlining Some Ways to Promote Cooperatives for Job and Enterprise Creation. Working Paper.* Geneva: Cooperative Branch, International Labour Office, September 1991. 14 pp.

*Cooperative Policy and Legislation in Central and Eastern Europe. Working Paper.* Geneva: Cooperative Branch, International Labour Office, October 1991. 18 pp.

*ESOPs in the U.S.A. Working Paper.* Geneva: Cooperative Branch, International Labour Office, October 1991. 12 pp.

### 1992

“Business and Democracy: Implications for Education.” Paper presented at the ICA 1992 Conference, Cambridge, MA. (With Frank T. Adams)

*An ILO Strategy for Promoting Employment Through Cooperatives. Study for the Cooperative Branch of the International Labour Office, Geneva.* (Geneva: ILO, January 1992.) 147 pp. (unpublished working paper)

"Education for Participation and Ownership," Chapter 5 in the book *When Workers Decide: Workplace Democracy takes Root in North America*, edited by Frank Lindenfeld and Len Krimerman. Philadelphia, 1992, pp. 135-140. (with Frank T. Adams)

"Labor Unions," in *Collier's 1992 International Yearbook: Covering the Year 1991*. New York: Macmillan Educational Company, 1992. pp. 316-318.

*An Entrepreneurship Development Programme for Displaced/Redundant Workers in Central and Eastern Europe. Working Paper*. Geneva: Cooperative Branch, International Labour Office, March 1992. 15pp.

"Labor Unions," in *Funk & Wagnalls New Encyclopedia 1992 Yearbook*. New York: Funk & Wagnalls Corporation, 1992, pp. 227-229.

*Putting Democracy to Work: A Practical Guide for Starting Worker-Owned Businesses*. Second Edition. Eugene and San Francisco: September 1992. 324 pages. (With Frank Adams.)

*The Role of cooperatives in the promotion of employment and income in the rural and informal sectors. Report 3 for the Meeting of Experts on Cooperatives to be convened by the ILO 29 March-2 April 1993*. (Geneva: ILO, October 1992.) 28 pages.

"Ownership: Workers' Enterprises Around the World," *At Work: Stories of Tomorrow's Workplace*, Vol. 1, October/November 1992, pp. 13-15. (with Frank Adams)

*ESOPs, Unions & the Rank and File*. Ashville, North Carolina, Southern Appalachian Cooperative Center, 4<sup>th</sup> Edition, 1992. (with Frank Adams)

*ESOPs and You*. Ashville, North Carolina, Southern Appalachian Cooperative Center, 1<sup>st</sup> edition, 1992. (with Frank Adams)

### 1993

"The Role of cooperatives in the promotion of employment and income in the rural and informal sectors." Presentation at the Meeting of Experts on Cooperatives convened by the International Labour Organization in Geneva, Switzerland, 29 March-2 April 1993. *Report of the Meeting of Experts on Cooperatives, 29 March-2 April 1993*. (Geneva: International Labour Organization, 1993.)

"Impact of the Social Economy and Cooperative Sector on Employment in Countries with Market Economies." Paper presented at the ILO/Ukraine Ministry of Labor seminar on "The economies in transition and the employment problem: the role of cooperatives and associations," Kiev, Ukraine, 11-14 May 1993. Published in *Proceedings*. [in Russian] (Kiev: Ukraine Ministry of Labor, 1993)

“Labor unions,” in *Colliers 1993 International Yearbook*. New York: P.F. Collier, Inc., 1993, pp. 307-309.

“ESOPs in the U.S.A.” Paper presented at the ILO/Ukraine Ministry of Labor seminar on “The economies in transition and the employment problem: the role of cooperatives and associations,” Kiev, Ukraine, 11-14 May 1993. *Proceedings*. [in Russian] (Kiev: Ukraine Ministry of Labor, 1993.)

*Using “Cooperative Entrepreneurship” to generate employment and income in developing countries and Eastern Europe*. Center for Productivity and Quality of Working Life, Utah State University, May 1993.

“The ILO’s role in the promotion of employment through worker cooperatives,” Paper presented at the Conference of the International Institute for Self-Management, Brookville, New York, 4-9 June 1993. *Building Global Economic Democracy: Proceedings of the Fifth International Conference of the International Institute for Self-Management, 1993*. (unpublished?)

“The promotion and development of entrepreneurial initiatives for employment and enterprise creation,” Chapter 12 in *The Design and Implementation of Strategies for Local Employment and Economic Development*,. Ed. By Angel L. Vidal Alonso and Dorthe Nielsen Short. Geneva: International Labour Organization, 1993. (Also, edited copy of paper for this publication dated 17 August 1993).

“Labor Unions,” in *1993 Funk & Wagnalls New Encyclopedia Yearbook*. New York: Funk & Wagnalls Corporation, 1993, pp. 227-230.

“Collaboration Cures a Hospital’s Compensation Ills,” *At Work: Stories of Tomorrow’s Workplace*, Vol. 2, July/August 1993, pp. 11-12.

“Web Converting: Tapping the Talents of Everyone,” *At Work: Stories of Tomorrow’s Workplace*, Vol. 2 September/October 1993, pp. 1-ff.

*Promoting employment through cooperatives: A systematic approach for implementing the CEED entrepreneurship model in urban and rural communities*. Utah Center for Productivity and Quality of Working Life, Utah State University, October 1993. 23 pages.

*A Modern Tragedy: The Failure to Enlist Workers’ Cooperatives in the Battle against Unemployment and Poverty*. *Internal Working Paper*, Cooperative Branch, International Labour Organization, Geneva, November 1993. 15 pp. (unpublished?)

*Lessons from the past: Selected readings on the systematic development of workers’ cooperatives to generate employment and income*. Paper prepared for the ILO Workshop on Workers’ Cooperatives, Bangkok, Thailand, 30 November-2

December 1993. Bangkok: Regional Office for Asia and Pacific, International Labour Organization. November 1993. 32 pp.

*Cooperative Entrepreneurship for Enterprise Development: An integrated strategy for Organizing Workers' Cooperatives to Generate Employment and Income.* Paper prepared for ILO Workshop on Workers' Cooperatives, Bangkok, Thailand, November 30-2 December 1993. Bangkok: Regional Office for Asia and Pacific, International Labour Organization, November 1993. 20 pp.

“Using ‘Cooperative Entrepreneurship’ and Workers' Cooperatives to Generate Employment and Income.” Paper prepared for the National Workshop on Workers' Cooperatives, 15-17 December 1993, New Delhi, India. *Background Papers & Case Studies.* New Delhi: National Cooperative Union of India, 1993.

*National Workshop on Worker's Cooperatives: Report.* 15-17 December 1993. New Delhi, India.

#### 1994

“Labor Unions.” in *Collier's 1994 International Yearbook: Covering the Year 1993.* New York: Macmillan Educational Company, 1994. pp. 307-309.

“Business and Democracy: Implications for Education.” Chapter 8 in *Critical Education for Work: Multidisciplinary Approaches*, ed. Richard D. Lakes. Norwood, NJ: Ablex Publishing Corp. 1994. Pp. 196-224. (With Frank T. Adams)

“Local Economic Development Experiences in the U.S.A. Presentation at the Workshop on Local Economic Development Strategies, sponsored by ILO/UNDP LED Regional Project for Central and Eastern Europe, CIS and Baltic States, Plock, Poland, September 22, 1994.

“The Importance of LED Strategies within the New Economic Context.” Presentation at the plenary session of the Workshop on Local Economic Development Strategies, Plock Poland, September 22, 1994. Workshop sponsored by the ILO/UNDP LED Regional Project for Central and Eastern Europe, CIS and Baltic States.,

*Working Together to Create Jobs: A Guide to Worker-owned Cooperative Development.* Bangkok: ILO Regional Office for Asia and the Pacific. December 1994. 47 pp. (with Ejvind Mogensen) Also a November 1994. version.

#### 1995

*A Guide to Entrepreneurial Initiatives for Local Economic Development.* A Publication of the ILO/UNDP SHIELD Programme. *Part I: Planning, organising and implementing economic development programmes*, 154 pp. *Part II: Economic development opportunities handbook*, 207 pp. Geneva: International Labor Office July 1995

*Bangladesh Vocational Training Project. Final Report: Prepared for the Asian Development Bank and Government of Bangladesh.* Logan, UT: International Studies Center, Utah State University, September 25, 1995. (Co-author.)

“An Evaluation of Microcredit Programs Designed to Facilitate Entrepreneurship in the Republic of Bangladesh,” in *Proceedings of the Sixth ENCEC World Conference on Entrepreneurship*, Shanghai, China, December 7-9, Singapore: Nanyang Technological University, 1995. Pp. 856-872. (Co-author with Steven H. Hanks, et. al.)

### 1996

*Utah's Electronic Information Network Survey: Utah Business Network Final Report, February 1996.* Logan: Utah State University, USU Business Extension Series (Gary B. Hansen, David Rogers and Stan Guy)  
(<http://ubn.cs.usu.edu/Survey/results/>)

“Using group entrepreneurship to create new enterprises,” *Small Enterprise Development: An International Journal*, (London) Vol 7, No. 1, (March 1996) pp. 17-30.

*A Guide to Entrepreneurial Initiatives for Local Economic Development.* A Publication of the ILO/UNDP Local Economic Development Programme. *Part I: Planning, organising and implementing economic development programmes*, 154 pp. *Part II: Economic development opportunities handbook*, 264 pp. Geneva and Turin: International Labor Office and International Training Centre, Revised Edition, March 1996. (This edition has been translated and published in Hungarian, Polish, and Bulgarian.)

*Utah Business Network. Report to the Utah Department of Community and Economic Development. State of Utah, June 3, 1996.* (S. Clyde, T.F. Glover, G. B. Hansen, E. Pedersen, G. Phelps, and Rogers. (<http://ubn.cs.usu.edu/>)

“The Promotion and Development of Entrepreneurial Initiatives (for Enterprise and Employment Creation) for Local Economic Development,” Chapter 2 in *Strategies for Local Economic Development within the Framework of Sustainable Human Development: Inputs to Capacity Building*, (Turin: UN Staff College Project, International Training Centre of the ILO, 1996), LedLink Programme: LED Working Papers No. 1, pp. 11-26.

*Regional Local Economic and Employment Development Programme for Central and Eastern Europe, CIS and the Baltic States: Final Report.* March 1996. ILO/UNDP Geneva: ILO Cooperative Branch, Enterprise Department. (Contributing author)

“ILO/UNDP LED Programme for Central and Eastern Europe. The Case of Poland: Using Assessment and Local Strategies to Facilitate the Economic Restructuring

of the Province of Plock,” Chapter 6 in *Strategies for Local Economic Development within the Framework of Sustainable Human Development: Inputs to Capacity Building*, (Turin: UN Staff College Project, International Training Centre of the ILO, 1996), LedLink Programme: LED Working Papers No. 1, pp. 79-90. (with Hanna Ruszczuk and Dorthe Nielsen Short)

“Steps to Starting A Worker Cooperative.” Puget Sound Cooperative Federation and the Center for Cooperatives, University of California at Davis, Draft version, August 1996. Published in 1997 by University of California at Davis. (With E. Kim Coontz and Audrey Malan)

“What does it mean to be “working Toward Zion?” Paper presented at the Sunstone Symposium, Salt Lake City, Utah August 17, 1996.

### 1997

“Introducing non-adversarial industrial relations concepts in Central and Eastern Europe: The FSO case in Poland.” Chapter 8 in John Brady, ed., *Central and Eastern Europe—Industrial Relations and The Market Economy, Volume 8 in Official Proceeding of the Fifth IIRA European Regional Congress—The Employment Relationship on the eve of the Twenty-First Century—held in Dublin, Ireland, 26-29 August 1997*. (Dublin, Oak Tree Press, 1997), pp. 151-176.

*Steps to Starting a Worker Co-op*. (Davis: CA: Northwest Cooperative Federation and Center for Cooperatives, University of California, 1997.) With E. Kim Coontz and Audrey Malan

*A Modern Tragedy: The failure to enlist group entrepreneurship and workers’ cooperatives in the battle against unemployment and poverty*. (Logan: Utah Center for Productivity, Utah State University. Expanded version, February 1997).

*Thailand Skills Development Project: Proposal Submitted to the Asian Development Bank and Government of Thailand*. Proposal submitted by Utah State University. (Logan, Utah: Utah State University, May 15, 1997), Contributing author.. (Project was funded in Sept. 1997.)

*A Model to Achieve More Successful Worker, Community and Enterprise Adjustment in Central and Eastern European Countries Undergoing Economic Restructuring and Privatization*. Paper presented at the 5<sup>th</sup> European Congress on Industrial Relations, Dublin, Ireland, August 26-29, 1997. (Logan: Utah Center for Productivity & Quality, Utah State University, August 1997).

*A Proposal to incorporate entrepreneurship training and enterprise development components as part of production units at Regional Institutes for Skill Development in Thailand*. (Logan: Utah Center for Productivity & Quality, Utah State University, October 9, 1997) 9 pages.

### 1998

*Incubating enterprises and creating jobs: A proposal to establish "Enterprise Development Technical Training Centers" as part of community-building and employment-creating strategies in developing countries.* (Logan: Utah Center for Productivity & Quality, Utah State University, January 19, 1998) 10 pages.

"Innovative approaches to worker and community adjustment in Hungary." Chapter 6 in Martin Kuene (ed.) *Regional development and employment Polich: Lessons from Central and Eastern Europe.* (Budapest: ILO-Central and Eastern European Team, ILO Action Programme for Privatization, Restructuring and Economic Democracy, 1998) pp. 126-143. (With Maria Heidkamp)

*Mitigating the impacts of the Asian financial crisis on workers, enterprises and communities: Strategies and tools to help workers and promote economic and employment growth in the enterprise sector.* Working Paper. (Geneva: ILO Entrepreneurship and Management Development Branch, April 1998). 66 pages. Contributing author with Gerry Finnegan and Taka Uede)

*A Guide to Entrepreneurial Initiatives for Local Economic Development.* A Publication of the ILO/UNDP Local Economic Development Programme and the USDOL CEE Adjustment Program. *Part I: Planning, organising and implementing economic development programmes*, 223 pp. *Part II: Economic development opportunities handbook*, 290 pp. (Washington, D.C.: OFR, USDOL. Second Edition Revised, October 1998) Originally published in English, this version has also been translated and published in Bulgarian, Polish, Romanian and Macedonian.

*A Guide to Rapid Response Worker Adjustment*, 1<sup>st</sup> Edition, October 1998; 2<sup>nd</sup> Edition Revised, September 2000. 159 pages. (Translated by WSI and USDOL into Macedonian, Russian and Ukrainian, Polish and Romanian for use with Rapid Response worker adjustment projects funded by the US Government in CEE countries.

*Urban Employment Promotion: Final Report of Enterprise Development Consultancy Mission to China.* (Bangkok: ILO/EASMAT December 2-23, 1998.) ILO/UNDP Project CPR/96/504. 49 pages.

### 1999

*The USDOL Adjustment Model: An innovative approach to help workers and communities successfully cope with economic restructuring.* (Washington D.C.: Office of Foreign Relations, U. S. Department of Labor, January 1999) 15 pages

*Implementing the USDOL Adjustment Model: Results of the USDOL Rapid Response Project, 1994-1998.* July 31, 1999. (Adapted from Final Report of the project.)

## 2000

*A Guide to Community Economic Renewal, Part I: CER Participant Workbook* 315 pages; June 2000 *Part II: CER Resource Handbook*, 300 pages, April 2001 Translated by WSI and USDOL into Bulgarian, Macedonian, Ukrainian, Polish and Romanian for use with CER projects funded by the US Government in those countries.

“The contribution of Helen Foster Snow to the promotion and use of group entrepreneurship and worker cooperatives for job creation, income generation and economic renewal” (Paper and Presentation at the Helen Foster Snow Symposium, BYU, Provo, Utah, Oct. 26-28, 2000.

## 2001

*A guide to worker displacement: Some tools for reducing the impact on workers, communities and enterprises.* (ILO: Geneva: August 2001, reprinted in 2002) 51 pages

“Module on Strategies and tools communities experiencing enterprise restructuring can use to renew their economies,” June 2001 20 pages (ILO International Training Center, Turin, Italy)

“Module on Worker-Management Cooperation,” June 2001 27 pages (ILO International Training Center, Turin, Italy)

“Module on Socially responsible restructuring and socially sensitive worker retention and displacement,” June 2001 (ILO International Training Center, Turin, Italy)

## 2002

“Some possible approaches to help improve the economic and employment prospects of Church members in developing and transition countries.” March 11, 2002. 2 pages. (Revised Feb. 14, 2003) 5 pages

*A guide to worker displacement: Some tools for reducing the impact on workers, communities and enterprises.* (ILO: Geneva, 2001, reprinted 2002) 51 pages Second Printing. In English, French and Spanish

*A Guide to Community Economic Renewal, Part I: CER Participant Workbook* 364 pages; 4<sup>th</sup> Edition Revised, July 2002 *Part II: CER Resource Handbook*, 319 pages, 4<sup>th</sup> Edition, July 2002; *Part III: CER Workshop Facilitators Guide*, 1<sup>st</sup> Edition, July 2002; *Part IV: Tools and tips to build successful CER programs*, 1<sup>st</sup> edition, January 2003. English version published by WSI for use in subsequent projects in CEE and other Regions. Translated into Serbian in 2004.

*Guide to Worker, Community and Enterprise Adjustment: Project Director's Manual.* (1<sup>st</sup> Edition, USAID CEE Regional Project, December 2002) 165 pages.



Published by Worldwide Strategies Incorporated for use in subsequent worker, community and enterprise adjustment projects in CEE and other regions. (Assisted by Julie Hillebrand, Marion T. Bentley, and Virginia Stacey)

### 2003

*Guide to Enterprise Restructuring and Competitiveness: A Labor and Human Resource Approach.* 1<sup>st</sup> edition, January 2003. 280 pages. English version published by WSI for USDOL and USAID for use in economic and enterprise restructuring projects in CEE Region.

“Some ideas and approaches to help improve the employment prospects and opportunities of unemployed workers and youth in developing and transition countries.” March 11, 2002 (Revised Feb. 14, 2003) 5 pages.

*A Guide to Community Economic Renewal, Part I: CER Participant Workbook* 364 pages; 5<sup>th</sup> Edition Revised, 2003 *Part II: CER Resource Handbook*, 319 pages, 5<sup>th</sup> Edition, 2003;

*A Guide to Local Economic Development, Part I: Participant Workbook*, 293 pages; 1<sup>st</sup> Edition, published by WSI for USAID/USDOL, August 2003. *Part II: Resource Handbook*, 273 pages, 1<sup>st</sup> Edition, published by WSI for USAID/USDOL, August 2003.

*A Guide to Rapid Response Worker Adjustment: RRWA Handbook for Industrial Adjustment Specialists.* Worldwide Strategies, Inc., December 2003. 108 pages. (With Miche Grant).

### 2005

*Developing and implementing labor redeployment programs to help displaced workers find new jobs.* Serbia Employment Promotion Project, Serbian Ministry of Labor and Worldwide Strategies Incorporated, Third Draft, January 2005. (Prepared for WSI and Serbian Ministry of Labor Employment Promotion Project funded with a World Bank loan.) (With Jane Daly, Julie Hillebrand, M.T. Bentley and Virginia Stacey)

### 2008

“Seeking and Finding Outlets for idealism.” (September 2008), 34 pages Unpublished paper.

“The rest of the story: A History of the USU Department of Economics, 1967-2008.” (September 2008)

### 2009

*A guide to worker displacement: Some tools for reducing the impact on workers, communities and enterprises.* (ILO: Geneva: March 2009, updated edition) 77 pages Printed in English, French and Spanish.

**2010**

*A History of the USU Economics Department, 1888-2008*, (with Leonard J. Arrington)  
June 15, 2010. 66 pages.

*Adventures of a Million Miler: Four Decades of professional work in and out of  
academia*. Second Draft, October 2010.

*A History of the USU Economics Department, 1888-2008*, (with Leonard J. Arrington)  
December 15, 2010. 69 pages.(Revised Edition)