

RUTH A. NEEDLEMAN

Professor Emeritus Indiana University
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PUBLICATIONS

Submitted *Labor Studies Journal*, "Globalization & Grievance Handling: Isn't it time for a change?" July 2013.

Refereed. "Free Trade Agreements and Unfree Labor: The Case of Colombia," *New Labor Forum*, vol.22, issue 2, Spring 2013, pp.51-59.

Book Review: Beth Tompkin Bates, *The Making of Black Detroit in the Age of Henry Ford*, "Reviews in American History", Chapel Hill: University of N. Carolina Press, 2012.

Film: "Crossing the Border to Cananea," with Howard Kling and Judith Ancel, 2011, including manual with analysis of the mine's history, ownership and union; also with "how to build global solidarity in your local union..." example & curriculum.

Refereed. "I Am Somebody": Brazil's Social Movements Educate for Equality and Economic Sustainability," *Women, Gender and Development Reader*," ed. Visvanathan, Nalina et al, New York: Zed Books, 2011, 360-71.

"A Importância das Trabalhadoras e Trabalhadores na Educação Universitária: Uma Experiência com Brancos Pobres, Afrodescendentes e Latinos," *História da Educação: Vitrais da Memória*, UFC Edições, Fortaleza, 2008: 127-137.

Refereed. "The Steelworkers Union Goes Global," *New Labor Forum*, 17, (2), Spring 2008: 82-90.

"Dialogos Internacionais," *Educacao e Direitos Humanos*, International Forum on Education, Gravatai: SMED, 2007, pp. 87-92.

"The Split in the AFL-CIO: A View From Abroad," LAWCHA Newsletter, Spring 2006, 2 pp.

Refereed. "Social Security Privatized: The Case of Chile," *New Labor Forum* (Fall 2005: vol. 14, no. 3): pp. 77-80.

Refereed. "Going Back to School: What Should Union Education Be About?" *New Labor Forum*, v 13, issue 2 (Summer 2004) 101-110.

Black Freedom Fighters In Steel: The Struggle for Democratic Unionism, Cornell University Press, Ithaca, 2003 (305 pages).

Book Review: John Hinshaw's *Steel and Steelworkers: Race and Class Struggle in Twentieth-Century Pittsburgh*, *International Labor and Working-Class History*, No. 65 (Spring 2004): 227-229.

"Women and Unions," entry for *Encyclopedia of the Midwest*, 2004, 1 page.

Book Review: Yevette Richards' *Maida Springer: Pan Africanist and International Labor Leader*, *Journal of American History*, 89, 1 (2002); 275-76.

Refereed. "Union Coalition Building and the Role of Black Organizations: A Study in Steel," *Labor Studies Journal* vol. 25, No 1 (Spring 2000): 79-103

"Reappraising Unionism: Review Essay," *New Labor Forum* (Fall/Winter 2000): 77-86.

Book Review: Judith Stein's *Running Steel, Running America*, *Journal of American History* 86, 2 (September 1999): 865-66.

Refereed. "Black Caucuses in Steel," *New Labor Forum* (Fall/Winter 1998): 41-56.

"Women Workers: Strategies for Inclusion and Rebuilding Unionism," in *A New Labor Movement for the New Century*, edited by Greg Mantsios, New York Garland Publishers, 1998, 175-196.

"Building Relationships for the Long Haul between Unions and Community-Based Organizations," in *Organizing to Win*, edited by Kate Bronfenbrenner et al, New York: ILR/Cornell University Press, 1997: 71-86.

Raising Visibility, Reducing Marginality: A Labor Law Reform Agenda for Working Women of Color. Women's Bureau, Department of Labor, 1993: 96 pp.

Refereed. "Space and Opportunities: Developing new leaders to meet labor's future," *Labor Research Review*, Volume XII, No. 1, Spring/Summer 1993, pp. 5-20.

Book Review: "Between Feminism and Labor: The Significance of the Comparable Worth Movement." by Linda Blum. *Contemporary Sociology*, Vol. 22, No. 1, January 1993, pp. 65-66

"Berufstätige Frauen in den USA setzen neue Themen auf die Tagesordnung," (Working Women in the U.S.) *Gliederung des Jahrbuchs Arbeit and Technik 1993 (Work and Technology)*, Bonn, Germany, 1993; pp. 311-318.

"Female Leadership and Union Cultures: Feminizing the Labor Movement? Commentary," in *Women and Unions: Forging a Partnership*, ed. Dorothy Sue Cobble, Ithaca: ILR Press, 1993, pp. 406-413.

Refereed. "The Contingent Workforce: A New Female Ghetto?" *Cross-currents: East-West Dialogues on Women and Work*, edited by Mary Ellen Brown and Michal Rozbicki, Women's Studies Program, Indiana University, Occasional Papers Series 6, 1991, pp. 87-100.

"It's Never Too Late: Office Workers at Bethlehem Steel," Privatization and Contracting Out, *Labor Research Review*, Vol. IX, No. 1, Spring 1990, pp. 81-87.

Film consultant, "Perestroika from Below: 1989 Coal Miners' Strike in the Ukraine." PBS hour documentary. One of three academic consultants for oral histories and interviews, filming and script development.

Book Review: "Out of the Crucible: Black Steelworkers in Western Pennsylvania, 1875-1980." *Labor Studies Journal*, Vol 14, No. 1, Spring 1989, pp. 78-79.

Refereed. "Women Workers: A Force for Rebuilding Unionism," *Labor Research Review*, Vol. VII, No. 1, Spring 1988, pp. 1-13.

with Anne Nelson, "Policy Implications: 'The Value of Women's Work,'" *Women and Work: Integrating Qualitative Research*, Cornell University Press, N.Y. 1987.

with Lucretia Dewey Tanner, "Women in Unions; Current Issues," in *Working Women - Past Present and Future*, Industrial Relations Research Association, Bureau of National Affairs, 1987, pp. 187-224.

"Pay Equity: Freeing the Market from Discrimination," *Taking Sides: Clashing Views on Controversial Economic Issues*, ed. Thomas R. Swartz and Frank J. Bonello, Dushkin Publishing Group, Inc., Third Edition, 1986, pp. 83-88.

Refereed. "A World in Transition: Women & Economic Change," *Labor Studies Journal*, Winter 1986, vol. 10, No. 3.

"Turning the Tide: Women, Unions and Labor Education," editor special issue, *Labor Studies Journal*, Winter 1986, Vol. 10, No. 3.

"Utjecaj rase i spolava u sindikatima SAD," (Problems of Race and Sex Discrimination in U.S. Unions) *Zena*, 42 (5-6) Zagreb, Yugoslavia, 1984; pp. 85-95.

Book Review: "Operation Wetback: The Mass Deportation of Mexican Undocumented Workers in 1954." *Labor Studies Journal*, Spring 1982, Vol 7, No. 1.

Los gremios patronales. Quimantu Publishing House, Santiago, Chile, 1973.

Publications In Process:

“The Steelworker Fightback, 1970s: Focus on Union Democracy.” To be submitted for journal publication.

“Swingshift College: Building a Learning Community for Workers.” In preliminary draft form.

“Brazil’s Popular Education: Transforming Minds and Building Movements,” first draft.

“Black Activism vs. Black Scabs: Untold Stories of Interracial Solidarity.” Final revisions.

AWARDS, GRANTS AND FELLOWSHIPS

- 2009 Board of Trustees Excellence in Teaching Award
- 2008 Mesa Refuge Writer Residency Award, two-week paid residency for creative writing and publication, July 2008.
- 2007 Fulbright Fellowship for Senior Scholars, for research on innovative adult education programs in Brazil; also taught a graduate course in Portuguese on Race, Class, Gender & Work at the Federal University in Fortaleza, Ceara.
- 2006 IUN \$2,000 Grant for Development of a General Education course: “Local Impacts of Globalization.”
- 2006 Grant for Development of a Service Learning Class in Labor History: offered Fall 2006.
- 2006 Outstanding Faculty Award, Neal-Marshall Alumni Club
- 2006 Grant, Diversity Programming Series: curator for contemporary art exhibit on “Cuba Today”
- 2005 Inducted into the Zeta Pi Chapter of Phi Alpha Honor Society for social work students, October 21, 2005
- 2005 Northwest Indiana Legends: Plaque & Ceremony of Induction of 5 Black Freedom Fighters, featured in my book, *Black Freedom Fighters in Steel*, October 2005, Northwest Indiana Visitors Center.
- 2005 CETL Award for Teaching Project on Worker Education
- 2005 IU Board of Trustees Award for Excellence in Teaching (\$2,000)
- 2005 Center for Excellence in Teaching Recognition Award (CETL)
- 2004 IUN Award for Excellence in Research (\$500)
- 2004 Indiana University Board of Trustees Award for Excellence in Teaching
- 2003 NAACP Gary Chapter, Industry and Labor Award for Outstanding Contributions in Labor
- 2003 Industrial Relations Research Association (IRRA) Award for Excellence in Teaching in Labor Education
- 2003 Outstanding Woman in Lake County in Labor Award
- 2002 A. Philip Randolph Award for Service to the Labor Community
- 2001 Indiana University Board of Trustees Award for Excellence in Teaching (\$2,000)
- 2000 Indiana University Board of Trustees Award for Excellence in Teaching (\$2,000)
- 1999 Teaching Excellence Recognition Award, IUN (\$500)

- 1998 National Endowment for the Humanities Fellowship for College Professors (\$30,000)
- 1998 Alternate, American Council for Learned Societies Fellowship (\$30,000)
- 1998 Teaching Excellence Recognition Award, IUN (\$2,000)
- 1997 IUN Award for Outstanding Service (\$500)
- 1997 University President's Award for Excellence in Teaching (\$2,000)
- 1997 Inducted into FACETS
- 1996 IUN Faculty Award for Excellence in Teaching (\$500)
- 1996 NEH Award for a Summer Seminar for College Teachers: Race, Gender, Ethnicity in U.S. Labor History, SUNY, Binghamton, NY. (\$6,000)
- 1989 President's Council on International Programs Award: to fund work with film crew in Donetsk, Ukraine, USSR, July-August 1989. (\$500)
- 1989 Research Grant Award, Project Development Program, School of Continuing Studies, Indiana University, for transcription of oral history interviews on local unions and race relations. (\$500)
- 1988 National Endowment for the Humanities Summer Fellowship: for research on local unions and race relations in Northwest Indiana, 1945-1960. (\$5,000)
- 1988 American Association for State and Local History Grant-in-Aid for Research: for research on local unions and race relations. (\$2,000)
- 1988 Henry J. Kaiser Foundation Research Grant: for research at the Walter Reuther Archives, on local unions and race relations. (up to \$800)
- 1986 Grant-in-Aid of Research, IUN: for research on local unions and race relations.
- 1985 Finalist: Outstanding Teaching Award, IUN
- 1985 Selected for Japan Study Tour, a delegation of 12 labor educators to study the Japanese employment system
- 1984 Student Alumni Council Faculty Excellence Award
- 1984 AFL-CIO Community Services Award
- 1968 Harvard Teaching Fellowship
- 1966 Harvard University National Graduate Fellowship (4 years)
- 1966 Woodrow Wilson Fellowship
- Irving Shull Prize in Humanities
- 1965 Phi Beta Kappa
- Richard Mack Prize in Foreign Language and Literature
- 1964 Louis D. Brandeis Honorary Scholar
- 1962 Dean's List I (8 semesters)

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Refereed & Invited Presentations (2004-present)

“21st Century Grievance handling,” and “Building Shop Floor Power,” International Brotherhood of Boilermakers, July 23, Las Vegas, 2013.

Refereed: “Brazil’s Integrated Education Transforms Lives: Opening Pathways to Income & Citizenship,” Workshop for Conference in Sao Paulo, Brazil: *Women’s Empowerment, Gender Equality and Labor Rights: Transforming the Terrain*, Hosted by The Solidarity Center, AFL-CIO, July 30-31, 2013.

Refereed: "Free Trade & Colombia," at National Conference of the United Association of Labor Educators, Toronto, CA, April 2013.

"21st Century Grievance Handling," National Conference, UALE, Toronto, CA, April 2013.

2012 UALE pop ed and ?

Refereed: "Black Activism Challenged Black Scabbing in the 1919 Steel Strike: Resolving Conflicts in Data," presented at the National Conference of the Labor and Working-Class History Association, Atlanta Georgia, April 7-9, 2011.

Refereed: "The United Steelworkers' Global Health & Safety Initiative at Arcelor Mittal: creating a path toward global solidarity," at the National Conference of the United Association of Labor Educators, New Orleans, April. 2011.

Refereed: "What is Popular Education? Using Popular Education to Analyze the Methodology," UALE, April 2011.

Refereed: "Brazilian Solidarity Economy: Transforming Lives for Afro-Descendants," the 3rd annual WAAD [Women of Africa and the African Diaspora] conference, "Education, Gender & Economic Sustainability," Abuja, Nigeria, August 2009.

Refereed: "Interseccionalidade na Greve de 1919," Annual National Conference for Historians, Universidade Federal de Ceara, Fortaleza, Brazi, July 2009.

Refereed. "Inter-racial Solidarity in the 1919 steel Strike: Questions for Historians," Labor and Working Class History Association Conference: Race, Labor & the City," Chicago, IL, May 30, 2009

"Promoting Critical Literacy among Workers," Labor and Working Class History Association Conference: "Race, Labor & the City," Chicago, IL, May 28, 2009.

Refereed. "Brazilian Transformational Education," United Association of Labor Educators National Conference, Washington DC, April, 2009

Refereed. "Steelworker Global Solidarity: From the Grass Roots," United Association of Labor Educators National Conference, Washington DC, April 2009.

"Considerações de Metodologia nas Histórias Orais," Social History Department, Federal University of Ceara, May 30, 2008.

Refereed. "História, Cultura e Afrodescendência," VII Encontro Cearense de Historiadores da Educação, in Barbalha, Ceara, May 27-29, 2008.

“Raça, Gênero e Classe,” Florestan Fernandez Nation School, Landless Workers’ Movement (MST and Via Campesina), May 17, 2008, São Paulo.

“Experiências de Trabalhadores: Brasil e EUA,” May 13, 2008, History Department, Humanities Center, State University of Ceara, Fortaleza.

Refereed. “Unions Develop Global Strategies,” College of Arts & Sciences Research Conference, November 2007.

Refereed. “Understanding Immigration in an Historical Context,” UALE Annual Conference. March 2007.

Refereed. “Train to Win, Educate to Transform: Making Education Work for Today’s Campaigns and Tomorrow’s Social Movement,” United Association of Labor Educators Conference, April 14-17, 2004, Chicago, IL. I put together the panel and presented a paper providing a framework for the discussion on the state of union education.

“Remembering the New Deal and its Impact on Worker Education,” UALE, as above.

Refereed. “Race in the 1919 Steel Strike,” How Class Works Conference, State University of New York, June 11, 2004.

Refereed. “Swingshift College: A Model for Incorporating Popular Education into the University,” Eleventh International Literacy and Education Research Network Conference on Learning, June 30, 2004, Havana, Cuba.

“Worker Education in the University: Swingshift College,” World Forum on Education, Porto Alegre, Brazil, July 27-30, 2004. Invited by the United Workers’ Federation (CUT) of Brazil.

“Does Identity Matter? Race, Class and Gender & the Future of the Labor Movement” panel for “Labor at the Crossroads,” Sponsored by Queen’s College Labor Center and the *New Labor Forum*, NY, December 2-3, 2004.

“NLRB Law for Union Stewards,” 15-minute video discussion for the Communications Workers of America, December 8, 2004.

PROFESSIONAL SERVICE

Editorial Board, *New Labor Forum*

Executive Board, Recruitment Committee, & Program Committee, Labor and Working-Class History Association (LAWCHA)

Reviewer: *Journal of American History*

Labor Studies Journal

Labor, International Labor and Working-Class History Association

Reader/Reviewer for Press

Cornell University Press
 Wayne State University Press
 Membership
 United Association of Labor Educators
 Organization of American Historians
 Labor and Working-Class History Association

EDUCATION

| <u>School</u> | <u>Degree</u> | <u>Date</u> |
|---|---------------|-------------|
| Harvard University Highest Honors Romance Languages and Literatures | Ph.D. | March 1972 |
| Harvard University | M.A. | June 1967 |
| Brandeis University Summa cum laude | B.A. | June 1966 |

PROFESSIONAL & UNION TEACHING SERVICE

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| 2013 | Two sections of “The Future of Labor and Work,” LSBT 4100, National Labor College, 15 weeks, online. |
| 2013 | “Brazil’s Integrated Education and Solidarity Economy,” Workshop, <i>Women’s Empowerment, Gender Equality, and Labor Rights: Transforming the Terrain</i> ,” Hosted by the Solidarity Center, AFL-CIO, Sao Paulo Brazil, July 30-31, 2013. |
| 2013 | Two Weeklong Arbitration Trainings for union representatives, USW. |
| 2013 | Two workshops for the International Brotherhood of Boilermakers, “21 st century grievance handling,” and “Building power on the shop floor,” Las Vegas, July 23, 2013. |
| 2012 | Weeklong Arbitration Training for union representatives, August 5-10, 2012, USW. |
| 2012 | “Study on how to reduce child abuse within the existing Protective Child Care Services,” with significant AFSCME input, presented May 2013, Chicago IL. |
| 2012 | Curriculum Consulting and teaching, Amalgamated Transit Union, March – July, 2012. |
| 2011 | Weeklong arbitration training for union representatives, |
| 2008 | Taught a 2-credit 8-week history class for the Master’s Program of the Federal University, Ceara, Brazil, on “Race Class and Gender: comparative perspectives, Brazil and the US” |
| 2008 | Led a student delegation to Brazil, Overseas Exchange program. |
| 2007 | Organized a Symposium for Labor Studies Faculty on innovative techniques for facilitation in Oncourse classes, January 12, 2007 |
| 2006 | Led a student delegation to Brazil, Overseas Study Exchange, to learn about electoral politics in Brazil, September 23-October 2, 2006 |
| 2006- | Member, Center for Cultural Discovery |
| 2006 | Served on Selection Committee for Board of Trustees Teaching Award |

- 2005 Invited Professor, graduate course on U.S. Labor History, Federal University of Ceara, in Fortaleza, Brasil (Oct-Nov., 2005)
- 2005- Advisory Board, CETL
- 2005 Co-leader & co-founder, Overseas Study Exchange with the Metalworkers Federation in Porto Alegre, Brazil
- 2005 Planning Committee, FACETS Retreat
- 2005 Led a CETL Workshop: "I'm teaching, but are they learning?"
- 2005 Urban Studies Focus Task Force
- 2005- Member, Council on Diversity
- 2004-06 Member, Center for Sustainable Regional Vitality
- 2004 Coordinated statewide Working Women's Leadership School
- 2003- Coordinator, in charge of development of a post-baccalaureate certificate in labor studies; developed and taught the first three graduate courses
- 2003- Established on-going study exchange with the Canadian Labour Congress Winter School
- 2001 Organized education exchange with York University (Toronto) and the United Steelworkers Union in Canada
- 1999-2005 Indiana University President's Committee for Excellence in Teaching, Service Learning and Mentoring Awards [2005—Chaired the Committee]
- 1999- Chair, Division of Labor Studies Curriculum Committee
- 1992-1999 Member, Labor Studies Curriculum Committee
- 2000-2003 Member, IUN Committee on Teaching Excellence
- 1995- Member of graduate faculty, University of Massachusetts, Amherst
- 1994-present Chair & Founder, Swingshift College Program & Advisory Board
- 1993-1994 Piloted and founded the Swingshift College Program
- 1984- Served on IUN Committees for Faculty Development & Teaching Awards for most years on campus

INTERNATIONAL EXPERIENCES

- 2008 Guest Professor, Federal University of Brazil, Ceara, Fortaleza. Invited speaker at three different academic events.
- 2005 Guest Speaker, "Integrating Literacy, Vocational Skills & Critical Thinking in Adult Education," World Forum on Education, Gravatai, Brazil
- 2005 Guest Faculty, Federal University of Ceara, Brazil
- 2005 Invited instructor at the Winter School for the Canadian Labour Congress
- 2004 Invited Speaker at the World Forum on Education, Porto Alegre, Brazil, July 28-30. Panel: "University reform and the democratization of access: building an alternative based on the validation of workers' knowledge."
- 2004 Refereed Workshop: Eleventh International Literacy and Education Research Network Conference on Learning, June 27-30, 2004, Havana, Cuba. "Swingshift College: Innovative Model for Adult Learners."
- 2003 Delegation to Cuba, meetings with the Federation of Unions in Light Industry, February 23-March 3

- 2003 Instructor at the Canadian Labour Congress' Winter School in Port Elgin, Ontario; first week of February
- 2002 Conference on Globalization and Workers' Education, Toronto, Ontario,
- 2001 Conference on Globalization, Racism and Worker Education, Montreal, Canada
- 1994 Invited Speaker by Department of Labor: Trilateral Conference in Mexico
- 1992 Union Educators Delegation to Brazil to meet with Paolo Freire and study their Worker Education Programs & Schools.
- 1988 Studied at the Moscow Trade Union School on labor in the USSR
- 1988 Consultant on film on the Miners Strike in USSR, called "Perestroika"
- 1989 Led an Indiana Trade Union delegation to the Soviet Union
- 1989 Indiana University-Poland Conference on Women and Work, Warsaw, Poland, presenter
- 1986 Indiana University-Yugoslavia Dubrovnik Conference, selected presenter: "Union-building and Union-busting in 20th Century U.S." and "Race and Sex Discrimination in U.S. Labor History."
- 1984 U.S. Labor Educators Study Tour in Japan

WORK EXPERIENCE

- 1981-present Professor & Northwest Region Coordinator, Division of Labor Studies, Indiana University
- 1990-1992 Director of Education, Service Employees International Union (SEIU), Washington D.C.
- 1980-1981 Adjunct Instructor, Political Science
Highland Park Community College, Michigan
- 1979-1980 Unloader, United Parcel Service
Detroit, Michigan
- 1976-1978 Paralegal and Coordinator: Unemployment Action Center; law firm Gladstein, Reif & Siegel, New York
- 1974-1975 Fabricator, Anchor Plastics Company, New York
- 1973-1974 Newspaper Editor, *El Malcriado*, bilingual biweekly; United Farm Workers Union, La Paz, California
- 1969-1973 Assistant Professor, Board of Literature and Merrill College of Third World Studies, Latin American Literature & Studies,"
University of California at Santa Cruz