



David Louis Finegold Dean, School of Management and Labor Relations

EDUCATION

DPhil, Political Science, 1992, Oxford University, Oxford, England

B.A. *summa cum laude*, Social Studies, 1985, Harvard University, Cambridge, MA

PROFESSIONAL EXPERIENCE

2006 – Dean, Rutgers School of Management and Labor Relations, New Brunswick, NJ

July-August 2006 – Atlantic Fellow, Policy Advisor to the Leitch Review of Skills, HM Treasury, London, England, and AIM International Fellow, Said Business School, Oxford.

2005 -- Professor, Strategy & Organization Studies, Keck Graduate Institute for the Applied Life Sciences, Claremont, CA

2001-05 – Associate Professor, Strategy & Organization Studies, Keck Graduate Institute for the Applied Life Sciences, Claremont, CA

1996-2001 -- Research Associate Professor, Center for Effective Organizations, USC, Los Angeles, CA.

1992-1996 -- Political Scientist, Human Capital Department/ Institute on Education and Training, RAND, Santa Monica, California

1989-1992 -- Senior Research Fellow, Centre for Education and Industry, University of Warwick, Coventry, England

1988 Summer -- Consultant, Booz, Allen & Hamilton, New York

1984-1986 Summers -- Reporter, Time Magazine, New York, Houston, London

RESEARCH AREAS

Design of high-performing life science organizations

Conditions for development of bioscience clusters

Bioscience business ethics

Corporate governance: Conditions for effective boards

Leading science-based organizations

The changing employment relationship

International comparisons of skill-creation systems and performance

Managing technical excellence: knowledge management and the psychological contract

PROFESSIONAL ORGANIZATIONS/HONORS/ADVISORY BOARDS

Rhodes Scholar

Atlantic Fellow, HM Treasury FINEGOLD/2

Advanced Institute of Management International Fellow, Said Business School, Oxford University

Forum Fellow, World Economic Forum

Member of Phi Kappa Phi Honor Society

German Marshall Fund of the U.S., Fellowship for Young Scholars

Advisory Board member: Mercer Consulting Tech Advisory Board, Careerelite.com, San Diego Workforce Partnership, Biotech Labor Market project.

Reviewer for *Industrial Relations*, *California Management Review*, *ILRR*, *British Journal of Industrial Relations*, *Sloan Management Review*.

Provided policy advice to the OECD, OTA, US Department of Labor, UK Department for Education and Employment, Korean Government, Australian Government, Canadian Government.

California Rhodes Scholarship Selection Committee, 2003-05.

Member of the Academy of Management

PUBLICATIONS

Books

Finegold, D. et al. *BioIndustry Ethics*, Elsevier, Academic Press, 2005.

Conger, J., Lawler, E. and D. Finegold, *Corporate Boards: New Strategies for Adding Value at the Top*, San Francisco, Jossey Bass, 2001.

Culpepper, P. and D. Finegold (eds.) *The German Skills Machine in Comparative Perspective*, , New York: Berghahn Books, 1999.

Crouch, C., D. Finegold and M. Sako, *Are Skills the Answer? A Comparison of Education, Training and Employment Systems in Seven Industrialized Countries*, Oxford: Oxford University Press, 1999.

Finegold, D., L. McFarland and W. Richardson, *Something Borrowed, Something Learned: The International Market for Education and Training Policy*, Washington, D.C.: The Brookings Institution, 1993.

Finegold, D. W. Richardson, and J. Woolhouse, *Reform of Post-16 Education and Training*, Harlow, Longman, 1993.

Refereed Journal Articles

Finegold, D. and Moser, A. "Ethical Decision-Making in Bioscience Companies" forthcoming in *Nature Biotechnology*, March 2006.

Mackie, J, Taylor, A., Finegold, D, Daar, A. and Singer, P. "Lessons on Ethical Decision Making from the Bioscience Industry" *PLoS Medicine*, March 2006.

Lawler, E. and Finegold, D. "Who's in the boardroom and does it matter: The impact of having non-director executives attend board meeting," *Organizational Dynamics*, forthcoming, 2006.

FINEGOLD/3

Finegold, D. and Frenkel, S. "Managing People Where People Really Matter: The Management of Human Resources in Biotech Companies," *The International Journal of Human Resource Management*, vol 17, no 1, 2006.

Finegold, D. Book Review of: *How Institutions Evolve: The Political Economy of Skills in Germany, Britain, the United States and Japan*, by Kathleen Thelen, *Perspectives in Politics*, forthcoming.

Finegold, D. "Long, Long-term Strategic Planning," Book Review: Planning for the Next 100 Years, *Academy of Management Learning and Education*, 4, 4, December 2005, 522-25.

Finegold, D., Carlucci, S, and Page, T. "Competitive Intelligence for your biotech start up," *Nature Biotechnology: Bioentrepreneur*, May 2005.

Carlucci, S, Page, T., and Finegold, D. "Competitive Intelligence for Biotech Companies," *Bioentrepreneur: Nature Biotechnology*, Apr. 2005.

Finegold, D. "Alternative career options in the biomedical industry: the professional science master's degree," *Nature Biotechnology*, 23, Apr. 2005, 1-2.

Finegold, D., Levenson, A., and Van Buren, M. "Access to training and its impact on temporary workers," *Human Resource Management Journal*, 15 (2), 2005, 1-19.

Finegold, D. "Book Review -- Creating Cooperation by Pepper Culpepper," *British Journal of Industrial Relations*, March 2005.

Lawler, E. and Finegold, D. "The Changing Face of Corporate Boards," *Sloan Management Review*, Winter 2005, 46, 2, 67-70.

Finegold, D., Kam, P.K. and Cheah, T.C. "Adapting a Foreign-Direct Investment Strategy to the Knowledge Economy: The Case of Singapore's Emerging Biotechnology Cluster," *European Planning Studies*, 12, 7, October 2004, 921-41.

Benson, G. Finegold, D. and Mohrman, S. "You Paid for the Skills, Now Keep Them: Tuition Reimbursement and Voluntary Turnover," *Academy of Management Journal*, June 2004, 47, 3, 315-31. (Runner up for Academy of Management's HR Division, best article of the year award)

Mohrman, S., Finegold, D. and Mohrman, A. "An Empirical Model of the Organization Knowledge System in New Product Development Firms," *Journal of Engineering and Technology Management: Special Issue on Research Issues in Knowledge Management and New Product Development*, 2003, 20, 1-2, 7 – 38.

Mohrman, S., Finegold, D. and Klein, J. "Designing the Knowledge Enterprise," *Organizational Dynamics*, 31, 2, 2002, 134-50.

Finegold, D., Benson, G. and Mohrman, S. "Harvesting What They Grow: Can Firms Get a Return on their Investment in General Skills?" *Organizational Dynamics*, 31, 2, 151-64.

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Finegold, D. and Wagner, K. "Are Apprenticeships Still Relevant in the 21st Century? A Case Study of Changing Youth Apprenticeship Arrangements in Germany," *Industrial and Labor Relations Review*, 55(4), July 2002, 667-85.

Finegold, D., Mohrman, S. and G. Spreitzer, "Age Effects in the Employment Relationship of Technical Workers: Generation X, Baby Boomers, and Beyond," *Journal of Organization Behavior*, 23, 1-20, 2002.

Lawler, E., Finegold, D., Benson, G. and Conger, J. "Corporate Boards: Keys to Effectiveness," *Organizational Dynamics*, 82, 1-16, 2002.

Lawler, E., Finegold, D., Benson, G. and Conger, J. "Adding Value in the Boardroom," *Sloan Management Review*, Winter 2002.

Mason, G. K. Wagner, D. Finegold, and B. Keltner, "The 'IT Productivity Paradox' Revisited: International Comparisons of Information Technology, Work Organisation and Productivity in Service Industries," *Quarterly Journal of Economics*. Also published in *Vierteljahrshefte zur Wirtschaftsforschung*, 69, Jahrgang, Heft 4/2000, 618-29.

Lawler, E. and Finegold, D. "Individualizing the Organization: Past, Present and Future," *Organizational Dynamics*, Summer 2000, 1-15.

Conger, J., Lawler, E. Benson, G. and Finegold, D., "CEO Appraisal: Keys to Effectiveness," *Global Focus*, 12, 2, 35-44, 2000.

Finegold, D., K. Wagner and G. Mason, "National Skill-Creation Systems and Service Workers' Careers: Hotel Employees in the U.S., U.K., and Germany", *International Journal of Human Relations*, 11, 3, 2000, 497-516, 2000.

Yu, C-S., D. Finegold, E. Lawler and D. Cochran, "Does Cultural Fit Matter? The Adoption and Effectiveness of Employee Involvement Practices in China and the U.S.", *Current Topics in Management*, 5, 2000.

Finegold and G. Mason, "National Training Systems and Industrial Performance: US-European Matched-Plant Comparisons," *Research in Labor Economics*, 18, 331-358, 1999.

Keltner, B., Finegold, D., Mason, G., and Wagner, K., "Market Segmentation Strategies and Service Sector Productivity," *California Management Review*, 41, 4, 81-102, Summer 1999.

Finegold, D. "Creating Self-Sustaining High-Skill Ecosystems," *Oxford Review of Economic Policy*, 15,1, 1999, pp. 1-22.

Finegold and K. Wagner, "Transforming the German Metalworking Industry: Moves Toward Numerical Flexibility," *Work Study*, 2, March-April 1999.

Conger, J., D. Finegold and E. Lawler III, "Assessing the Board," *Harvard Business Review*, Jan-Feb. 1998.

Conger, J., Finegold, D. and Lawler, E. "Holding Corporate Leadership Accountable," *Organizational Dynamics*, Summer 1998. FINEGOLD/5

David Finegold and Karin Wagner, "The Search for Flexibility: Workplace Innovation in the German Pump Industry," *British Journal of Industrial Relations*, 36,3, 1998, pp. 469-87.

David Finegold, "Is the Fair Labor Standards Act Fair to Welfare Recipients?" *Journal of Labor Relations*, XIX, 2, Spring, 1998, pp. 245-62.

David Finegold and Karin Wagner, "When Lean Production Meets the German Model: Innovation Responses in the US and German Pump Industries," *Industry and Innovation*, Autumn, 1997.

Geoff Mason and David Finegold, "Productivity, Machinery and Skills in the US and Western Europe," *National Institute Economic Review*, October 1997.

David Finegold and David Levine, "Institutional Incentives for Employer Training," *Journal of Education and Work*, 10, 2, June 1997.

Brent Keltner and David Finegold, "Adding Value in Banking: An Innovative Human Resource Strategy," *Sloan Management Review*, 38, 1, Fall 1996, 57-68.

Finegold, D. "Breaking Out of the Low-Skill Equilibrium," *Education Economics*, Vol. 1, No. 1, 1993, pp. 77-83.

Finegold, D. "The Implications of 'Training in Britain' for the Low-Skill Equilibrium," *Human Resources Management Journal*, Autumn 1991.

Finegold, D. "Education, Training and Economic Performance in Comparative Perspective," *Oxford Studies in Comparative Education*, Vol. 1, 1991, pp. 57-68.

Finegold and Soskice, D. "The Failure of Training in Britain: Analysis and Prescription," *Oxford Review of Economic Policy*, Autumn 1988, pp. 21-51.

Articles and Chapters In Progress

Finegold, D. "Compassionate Capitalism," to be submitted to *Harvard Business Review*.

Eaton, M. and Finegold, D. "Creating Ethics Decision-Making Capabilities in Bioscience Firms," submitted to special issue of *Journal of Applied Ethics*, December, 2005.

Finegold, D., Hecht, D. and Benson, G. "Corporate Boards and Company Performance: Review of Research in Light of Reforms," submitted to *The Corporate Board*, June 2005.

George, E., Finegold, D., Levenson, A. and Chattopadhyay, P. "Commitment and the Contingent Workforce," to be submitted to the *Academy of Management Journal*, Spring 2006.

Finegold, D. and Lawler, E. "Non-Executive Directors in the Boardroom: Does it matter?" *Directors and Boards*, submitted Dec. 2005.

Finegold, D., Shakti, D. Agrawal, A. "Bangalore's Biotech Cluster." FINEGOLD/6 Case Studies

Finegold, D. "New Finance Strategies for Medical Device Companies: Heartware, Inc." December 2005.

Finegold, D., Ellstrand, N. et al., "To Bt or not Bt: Case study of genetically-modified corn," submitted to *BioChemical and Molecular Biology Education*, 2006.

Reports (All RAND are peer reviewed)

Finegold, D. and Mohrman, S. *What Do Employees Really Want: Perceptions vs. Reality*, Los Angeles: Korn/Ferry International, Report presented at the World Economic Forum 2001 Annual Meeting.

Mohrman, S. and Finegold, D. *Strategies for the Knowledge Economy: From Rhetoric to Reality*, Los Angeles: Korn/Ferry International, Report presented at the World Economic Forum 2000 Annual Meeting.

Creating World-Class Standards: A process for relation US skill standards to international quality and skill standards, Report for the National Skills Standards Board, June 1997.

Institutional Supports for a High Performing Skills Standards System: Evidence from the UK, Australia and Germany, (with Brent Keltner and Chet Pager), Santa Monica, CA: RAND DRU, December 1996.

Closing the Knowledge Gap for Transit Maintenance Employees: A Systems Approach, Santa Monica, CA: RAND, DRU-1472-TCRP.

International Models of Management Development: Lessons for Australia, Santa Monica, CA: RAND, MR-481-IET, June 1994.

The Decline of the U.S. Machine Tool Industry and Prospects for its Sustained Recovery, Santa Monica, CA: RAND, MR-479-OSTP, June 1994.

Making Apprenticeships Work, Santa Monica, CA: RAND, IP-114, March 1993.

Higher Education: Expansion and Reform, The Institute for Public Policy Research, September 1992 (co-authored).

Breaking Out of the Low-Skill Equilibrium, National Commission on Education Briefing No. 5, June 1992.

TECs and Education, report for the National Training Task Force, Education Sub-Group, June 1992.

Large Companies Policies and Practices Toward Education, report prepared for British Petroleum, Coventry: University of Warwick Center for Education and Industry, 1991.

A British Baccalaureat, IPPR, July 1990 (co-authored). FINEGOLD/7

Book Chapters

Finegold, D. "Is Education the Answer: the Skills of the US Workforce in a Changing Global Economy," in O'Toole, J. and Lawler, E. (eds), *Work in America II*, SHRM, forthcoming 2006.

Finegold, D. and Matousek, R. "Challenges of Creating a New Professional Identity in the US: Computational Biologists and the Development of Professional Masters Programs," in Brown, A. et al. (eds.), *Identities at Work*, London: Kluwer, forthcoming, 2006.

Finegold, D. and Lawler, E. "Corporate Governance Reform and Job Creation: Change in US Boards Following Sarbanes Oxley," in Moore, R. and Gomez, P. (eds.) *Corporate Governance and Management Consulting*, Research in Management Consulting Book Series, forthcoming Fall, 2006.

Finegold, D., "The Role of Education and Training Systems and Innovation," in Hage, G. and Meeus, M. *Institutions and Innovation*, forthcoming, Oxford University Press, 2006.

Finegold, D et al. "To Bt or Not to Bt: A Case Study of Genetically-Modified Corn," in Rosa, H. (ed.), *Bioetica Para as Ciencias Naturais*, (in Portuguese), Lisbon: Fundacao Luso-Americana para o Desenvolvimento, 2004.

Finegold, D., Van Buren, M. and Levenson, A., "A Temporary Route to Advancement," in Applebaum, E. Bernhardt, A. and Murnane, R. (eds.), *Low-Wage America*, NY: Russell Sage Foundation, 2003, 317-367.

Conger, J., Lawler, E. and Finegold, D. "The Boardroom of the Future" in Chowdhury, S. (ed), *Organization 21C*, London: Financial Times Prentice Hall, 2002.

Mohrman, S., Klein, J. and Finegold, D., "Managing the Global Knowledge-Creation Network: A Sense-Making Perspective," *Virtual Teams That Work*, Gibson, C. and Cohen S., (eds), Jossey Bass, 2003.

Finegold, D. and Keltner, B. (2001), "Institutional effects on Skill Creation and Management Development in the US and Germany," in Wever, K. (ed.), *Labor, Business and Change in Germany and the United States*, Kalamazoo, MI: WE Upjohn Institute.

Finegold, D. "Skills, Work Organization and Economic Performance in Germany," in *Creating Competitive Capacity: Labor Market Institutions and Workplace Practices in Germany and the United States*, Berg, P. (ed.), Berlin: Edition sigma, 2000.

Wagner, K. and Finegold, D., "Training and work organisation: a German-U.S. comparison in the pump industry," (published in German, "Ausbildung und Arbeitsorganisation: Ein deutsch-amerikanischer Vergleich der Pumpenindustrie,") in: Beer, D., Frick, B., Neubäumer, R., Sesselmeier, W., *The economic consequences of initial and further training. (Die wirtschaftlichen Folgen von Aus- und Weiterbildung)*, Rainer Hampp Verlag, München, 1999.

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Finegold, D. "Conclusion: The Future of the German Model," in *The German Skills Machine in Comparative Perspective*, co-edited with Pepper Culpepper, Oxford: Berghahn Books, 1999.

Finegold, D. and Wagner, K. "The German Skill Creation System and Team-Based Production: Competitive Asset or Liability," in *The German Skills Machine in Comparative Perspective*, co-edited with Pepper Culpepper, Oxford: Berghahn Books, 1999.

Keltner, B. and Finegold, D. "Market Challenges and Changing Employment Relations in the US Banking Industry," *From Tellers to Sellers: Changing Employment Relations in Banks*, Regini, M., J. Kitay and M. Baethge, (eds), Cambridge: MIT Press, 1999.

Wagner, K. and Finegold, D. "Innovations in Work Organisations, The Search for Flexibility in the Pump Industry". Clement, A., Schmeisser, W., Munich: Vahlen, 1998. *Personel and Social Policy*. (Published in German)

----- "The New Learning Contract: Developing Capabilities in a Turbulent Environment," in *Tomorrow's Organization: Creating Winning Competencies*, Mohrman, S., Galbraith, J. and Lawler, E., San Francisco: Jossey-Bass, 1998.

Finegold, E. Lawler, and G. Ledford, "Competencies, Capabilities and Strategic Organization in *Tomorrow's Organization*.

Lawler, E., D. Finegold and J. Conger, "Corporate Boards: Organization Effectiveness at the Top" (with Ed Lawler and Jay Conger), in *Tomorrow's Organization*

"Der Einfluß der Aus- und Weiterbildung auf die Arbeitsorganisation eine Untersuchung in der Fertigung amerikanischer Maschinenbauunternehmen" (with Karin Wagner), in Clermont, A. and Schmeisser, W. (eds). *Internationales Personalmanagement*, Munich: Valen, 1997.

"Market Forces in Education and Training," in Buechtemann, C. (ed), *Human Capital Investment and Economic Performance*, Beverly Hills, CA: Sage, 1996.

"Market and Government Failure in Skills Investment," in A. Booth and D. Snower (eds.), *Acquiring Skills*, London: Cambridge University Press, 1996.

"Comparative Vocational Education and Training Systems and Institutional Incentives," in R. Layard, G. Main, and K. Mayhew (eds.), *The Economics of Training*, London: Centre for Economic Performance, 1995.

"Institutional Analysis of Policy-Making: The Case of TVEI," in J. Wellington (ed.), *The Work-Related Curriculum*, London: Kogan Page, 1993.

"Institutional Incentives and Skill Creation: Preconditions for a High-Skill Equilibrium," in P. Ryan (ed.), *International Comparisons of Vocational Education and Training for Intermediate Skills*, London: Falmer, 1991.

"The Failure of Training in Britain," in *Training and Its Alternatives*, Milton Keynes: Open University Press, 1989. FINEGOLD/9

Popular Articles/Trade Publications

Lawler, E. and Finegold, D. "Are Independent Directors the Answer?" *Directors and Boards*, Summer 2004, 15.

Finegold, D. "Managing Bioscience Companies: Lessons from Research," *Screenings: Trends in Drug Discovery*, 4 (6), 2003.

Finegold, D., Lawler, E. and Conger, J. "Building a Better Board," *Journal of Business Strategy*, 22 (6), 2001, 33-7.

Lawler, E. and Finegold, D. "A Canadian titan could offer a glimpse of the future of boards," *CEO Magazine*, October 2001, p. 59.

Finegold, D., Lawler, E. and Conger, J. "To Whom Are Boards Accountable?" *Corporate Boards*, July-August 2001.

Finegold, D. "Doings at Davos: Notes from the 2001 World Economic Forum," www.Linezine.com, March 2001.

Finegold, D. "What Do Employees Really Want?" www.Linezine.com, March 2001.

Conger, J., Finegold, D. and Lawler, E. "Evaluating Individual Directors," *Directors & Boards*, Winter 1998.

Lawler, E. and Finegold, D. "CEO Selection: Why Boards Get it Wrong," *Industry Week*, Nov. 17, 1997, pp.90-92.

Lawler, E. and Finegold, D. "Task Force: Changing skill needs in the workplace," *Times Higher Education Supplement*, Jan. 17, 1997, p. 20.

"International Models of Management Development," *Selections*, Graduate Management Admissions Council Journal, Autumn 1994.

"International Study Links Training and Education to Increased Productivity in Spring Industry" (with Geoff Mason), *Springs*, Vol. 33, No. 1, May 1994, pp. 9-14.

"School-to-work Bill Focuses on Job Skills," *Christian Science Monitor*, November 30, 1993.

Recent Papers and Presentations

“Lessons on Ethical Decision-Making from the Bioscience Industry,” Workshop for the Canadian Government, Ottawa, Canada, 28 Feb. 2006.

Compassionate Capitalism: Oxymoron or Talent Strategy?” Human Resource Planning Society Workshop on Talent Strategies, Marina Del Ray, CA, February 7, 2006.

“Board and Company Ethics: Setting the Tone at the Top,” Corporate Directors Forum 2006: Directors, Management and Shareholders in Dialogue, San Diego, CA, January 31, 2006.

FINEGOLD/10

“Educating the US Scientific Workforce,” Workforce Development Panel, Association for Lab Automation Annual Conference, Palm Springs, CA, January 25, 2006.

“Education and the American Workforce,” Harvey Mudd College 50th Anniversary Symposium, Claremont, CA, January 14, 2006.

“Electronic Health Records: Private Sector Perspective,” The Many Faces of Person-Centric Electronic Health Systems, Claremont, CA: CGU-QTC Symposium II, Dec. 2, 2005.

“Fostering High-Skill Ecosystems: A Comparative Analysis of the Role of Sector Skills Organizations,” Future Industry Strategy Forum 2005, hosted by Ministry of Commerce, Industry and Energy, Republic of Korea, Sept. 6-7, 2005.

“Fostering High-Skill Ecosystems: A Comparative Analysis of the Role of Sector Skills Organizations,” University of Sydney, Sydney, Aug. 31, 2005.

“Making the Right Choices: Lessons on Ethical Decision-Making from Bioscience Companies,” Australian Leadership Retreat, Hayman Island, Aug. 26-8, 2005.

“Making the Right Choices: Lessons on Ethical Decision-Making in Bioscience Companies,” Aus Biotech, Melbourne, Aug. 18, 2005; Sydney, Sept. 2, 2005.

“An Alternative Model of Biotech Industry Development: India’s Emerging Bioscience Industry,” EGOS Annual Conference, Berlin, June 30-July 2, 2005.

Organized and hosted an international conference on BioIndustry Ethics: Lessons from Leading Bioscience Companies, KGI, scheduled for April 26, 2005.

Finegold, D. “Pharma Goes Hollywood,” Pharmaceutical R&D Strategic Leadership Conference, CHI, Orlando, FL, February 10, 2005.

Finegold, D. “Ethical Decision-Making in Bioscience Companies,” UC Riverside, Biotechnology seminar series, January 5, 2005.

Finegold, D. “The High-Skill Economy: A Definitional Trap: Discussant,” SKOPE Skills and the Knowledge Economy Conference, Durham, England, October 28-9, 2005.

Finegold, D. “Ethical Decision-Making in the Bioscience Industry,” Copenhagen Business School, 25 October 2004.

Finegold, D. “Pharma Goes Hollywood: Changing Business Models in the Drug Industry,” Copenhagen Business School, 24 October 2004.

Finegold, D. “Ethics in the Boardroom,” *Corporate Directors Forum*, San Diego, 14 October 2004.

Finegold, D. “The Life Science Revolution in the 21st Century: Five Major Ethical Challenges,” Keynote Address for Australian Davos Leadership Retreat, Hayman Island, 28-29 August, 2004.

FINEGOLD/11

George, E., Finegold, D., Levenson, A. and Chattopadhyay, P. “Virtual Teams and Virtual Workers: Review of research and new directions,” *Academy of Management Annual Meeting*, New Orleans, Aug. 2004.

Finegold, D., Benson, G. and Hecht, D. "Corporate Boards and Company Performance: a review of the literature," *Academy of Management Annual Meeting*, New Orleans, Aug. 2004.

Finegold, D. "Genzyme: Putting Patients First," Guest lecture in *Current Trends in Biotechnology*, Harvey Mudd College, 11 March 2004.

Finegold, D. "Alternative Career Paths in the Biosciences," presented at Mt. Saint Mary's College, UC Riverside, USC, USD, Claremont McKenna College, Spring 2004.

Finegold, D. and Frenkel, S. "Managing People Where People Really Matter: Managing HR in Biotech Companies," part of session I organized on "Leading Knowledge Workers," *Industrial Relations Research Association Annual Meeting*, San Diego, 3 Jan., 2004.

Finegold, D. "Pharma Goes Hollywood: Changing Business Models in the Drug Industry," All-KGI Research Seminar, Dec. 2003.

Finegold, D. "Building Successful Boards: Lessons from the US," invited lecture at EM Lyon Business School, Oct. 2003.

Finegold, D. "The Role of Education and Training Systems in Innovation," paper presented at Conference on "Innovation, Learning and Macro-Institutional Change," Utrecht, Netherlands, Oct. 2003.

Finegold, D. "Creating a Learning Contract," AIAA Space Congress, Long Beach, CA., 23 Sept. 2003.

Frenkel, S. and Finegold, D. "Managing People Where People Really Matter: Managing HR in Biotech Companies," part of session I organized on "Leading Knowledge Workers," *International Industrial Relations Association Conference*, Berlin, Aug. 2003.

Finegold, D. "Corporate Leadership and Governance," Professional development workshop presenter, Academy of Management Annual Meeting, Seattle, WA., 3 Aug. 2003.

Finegold, D. "Management and Organizational Research on the Bioscience Industry" BIOrg.net inaugural meeting, held at the Institute for Systems Biology, in conjunction with the Academy of Management Annual Meeting, Seattle, WA., 3 Aug. 2003.

Finegold, D. "The Political Economy of BioEthics: US and European Response to GMOs," European Union Center of California Board Meeting, 24 Jan., 2003.

Finegold, D. et al. "Why Should Biotech Firms Care about Ethics?" workshop on "Bioscience Business Ethics: Alternative Approaches to Integrating Ethical Issues into Strategic Decision-Making of Bioscience Firm" jointly organized by KGI, BIOCOM, UCSD, and CONNECT, Nov. 8 2002. FINEGOLD/12

Finegold, D. "Adding Value in the Boardroom: the US Experience," Medicon Valley Bio Conference, 8-10 October 2002, Malmo, Sweden.

Finegold, D. et al. "To Bt or Not to Bt: Case Study of Genetically Modified Corn," Case developed at Bioethics Institute, Lisbon, Portugal, June, 2002.

Finegold, D. "Top Ten Blunders of Biotech Boards," panel presentation at Venture 21 Biotech Conference: San Diego, CA, April 2002.

Finegold, D. "What Employees Really Want? Talent Strategies for an Age of Uncertainty," Drucker Graduate School of Management, Executive Forum Series, Feb. 20, 2002.

Finegold, D. "Adding Value in Hard Times: The Role of Corporate Boards," panel at CONNECT Entrepreneurs' Roundtable, UCSD, December 13, 2001.

Finegold, D. "What Employees Really Want?" presented at "Talent Strategies for the New Economy" Korn Ferry International, Copenhagen, Denmark, Nov. 29, 2001.

Finegold, D. "Talent Strategies in an Age of Uncertainty," presented at "Generations @ Work: Crossing the Badlands," Institute of the Future outlook exchange, Monterey, CA, Nov. 1, 2001.

Finegold, D. "Individualizing the organization: Generational differences in the new employment relationship," HRoundtable, WestCorp, Irvine, CA October 25, 2001.

Lawler, E. and Finegold, D. "Designing Effective Corporate Boards," Local chapter of NACD, California Club, LA, CA, October 16, 2001.

Finegold, D. and Lawler, E. "The Net's Impact on Organizations and Human Resources," Society for Industrial and Organizational Psychologists, San Diego, CA, April 26, 2001.

Finegold, D. "Net-Enabling the Human Resource Function," CEO Human Resources Executive Seminar, USC, March 6, 2001.

Finegold, D. "What Do Employees *Really* Want?" presented at World Economic Forum, Davos, Switzerland, January 27, 2001.

Finegold, D., A. Majchrzak, A. Levenson, M. Van Buren and G. Benson, "Measuring the Psychological Contracts of Temporary Workers: Preliminary Findings and Key Issues," Toronto, Academy of Management Annual Meeting, August, 2000.

Finegold, D., A. Majchrzak, A. Levenson, M. Van Buren and G. Benson, "The Varied Psychological Contracts of Temporary Workers," London, SASE Annual Conference, July 9, 2000.

Finegold, D. "Talent Strategies for the New Economy," World Economic Forum, Central and Eastern European Regional Meeting, Salzburg, June 30, 2000.

Finegold, D. "Leading the Knowledge Organization" Chair and discussant for panel at the World Economic Forum, Davos, Switzerland, February 1, 2000. FINEGOLD/13

Finegold, D. "The Future of Human Resources: Trends and Strategies," Cable and Television Human Resources Association Annual Conference, New York, September 12, 1999.

Finegold, D., Mohrman, S. and G. Spreitzer, "Factors Affecting the Organizational Commitment of Technical Knowledge Workers: Generation X, Baby Boomers, and Beyond," Academy of Management Annual Meetings, Chicago, August. 1999.

Finegold, D., A. Majchrzak, A. Levenson, M. Van Buren and G. Benson, "Are Contingent Workers Really Contingent: The Varied Psychological Contracts of Employees in the Temporary Staffing Industry," Academy of Management Annual Meetings, Chicago, August. 1999.

Yu, C-S., D. Finegold, E. Lawler and D. Cochran, *Does Cultural Fit Matter? The Adoption and Effectiveness of Employee Involvement Practices in China and the U.S.*, International Conference on Advances in Management, Baton Rouge, LA, July 7-10, 1999.

Crouch, C., D. Finegold and A. Hemerijck, *The Skills Predicament in an Open Economy*, Max Planck Institute Political Economy Conference, February 1999.

Becoming the Employer of Choice: Attracting, Motivating and Retaining Top Talent, Human Resource Strategic Forum, USC Davidson Center, November 17, 1998.

Inside the Black Box: The Factor that Lead to Effective Corporate Governance, Academy of Management Annual Meetings, symposium, San Diego, August, 1998.

Integrating SHRM and Institutional Theories: Customer Service and HR Strategies in the US, UK and Germany, Academy of Management Annual Meetings, symposium, San Diego, August, 1998.

A Cross-National Perspective on Skill Standards Systems, presented at Dutch Ministry of Employment Conference on: "Markets and Institutions", Utrecht, December 11-12, 1997.

Is the FLSA Fair to Welfare Recipients?, presented at Employment Policy Foundation Policy Forum: "From Welfare to Work", Washington, DC, November 12, 1997.

Fostering the High-Performance Workplace, presented at Employment Policy Foundation Policy Forum: "Giving America's Workers a Raise", Washington, DC, April 21, 1997.

Does Globalization Matter? presented at CEO Seminar on *Developing Global Capabilities*, April 1, 1997.

Developing Global Capabilities: The New Role for HR presented at CEO Seminar on *Developing Global Capabilities*, April 2, 1997.

Learning for the 21st Century, El Camino College, February 12, 1997.

Does Business School "Quality" Matter: The Impact of Institutional Selectivity on Post-MBA Earnings, presented at USC Management and Organization Seminar, November 22, 1996.

FINEGOLD/14

Preparing Managers for the Future, presented at Loyola Marymount Business School, November 12, 1994.

Preparing California's Workforce for the Global Economy, Economic Development Summit, Rio Hondo Community College, Nov. 4, 1994.

Preparing America's Workforce for the Global Economy, UCLA Extension, October 25, 1994.

Skills, Machinery and Productivity: A Pilot Study Comparing Matched Plants in the U.S. and Europe, presented at the Hydraulic Institute Fall Management Conference, Jacksonville, FL, Sept. 12, 1994.

The Decline of the U.S. Machine Tool Industry and Prospects for Its Sustained Recovery, presented at the Department of Commerce to the Undersecretary for Technology (Mary Good) and Associate Deputy Secretary (Kent Hughes), and NSTC Subcommittee on Manufacturing Infrastructure, Washington, DC, September 7-8, 1994.

Globalization, Technological Change, and the Implications for Education and Training, Second International Partnership Conference, Paris, July 1, 1994.

Preparing America's Workforce for the Global Economy, presented to Friends of RAND, Santa Monica, CA, January 20, 1994.

The Decline of the U.S. Machine Tool Industry and Prospects for Its Recovery, presented at the National Science Foundation, Washington, DC, December 17, 1993.

Preparing America's Workforce for the Global Economy, presented at the Lilly Foundation, Indianapolis, IN, December 13, 1993.

The Decline of the U.S. Machine Tool Industry and Prospects for Its Recovery, presented to the RAND Board, Santa Monica, CA, November 22, 1993.

The UK Training System - Comment, presented at RAND conference on Human Capital Investment and Economic Performance, November 1993.

Why the Increased Global Interest in HR?, presented at the UCLA Institute of Industrial Relations conference "H.R. 2000 Human Resources Strategy Summit: Building Our Voice," El Segundo, CA, April 22, 1993.

Market and Non-Market Failure in Skills Investment, presented at the Centre for Economic Policy Research conference "The Skills Gap and Economic Activity," London, April 20, 1993.

PROPOSALS/GRANTS (Principal Investigator Unless Otherwise Stated)

Teaching Responsible Leadership, subcontractor to University of Richmond and Claremont McKenna College to co-develop course on "Leadership in Science," \$3,000, 2005-7.

FINEGOLD/15

Evolving Business Models for Asian Bioscience Firms, The Freeman Foundation, \$11,000, 2004-05.

Governing Ethical Decision-Making in Bioscience Firms, The Seaver Institute, \$200,000, 2002-03.

Bioscience Business Ethics Center, Flora Thornton Foundation, \$225,000, 2001-2004.

The Career Prospects of Low-Skilled Workers in the Temporary Staffing Industry, Russell Sage/Rockefeller Foundations, \$300,000, 1998-2000.

Creating World-Class Standards, The National Skills Standards Board, US Department of Labor, \$15,000, 1997.

Skills, Work Organization and Performance: A Comparison of Matched Service Sector Establishments in the US, UK and Germany, The Sloan Foundation, \$330,000, 1995-97.

Employers' Role in Graduate Management Education, Graduate Management Admissions Council, \$50,000, 1995-96.

Closing the Knowledge Gap for Transit-Vehicle Maintenance Employees - A Systems Approach, National Research Council, Transportation Research Board, October 1994-Sept. 1996, \$300,000.

International Comparisons of Industry Skill Standards: Lessons for the U.S., U.S. Department of Education, National Center for Research in Vocational Education, January-December 1995, \$45,000.

International Models of Management Development., Australian Ministry for Employment, Education and Training, November 1993-July 1994, \$152,000.

Training and Enterprise Councils and Education, UK Department of Employment, January-May 1992, \$42,500.

TEACHING EXPERIENCE

Student's Choice Award for Outstanding Teaching, 2005, First years and second years. 2004, runner-up first years and 2nd years.

Design and Faculty Director for "Developing New Generation of Leaders for the Bioscience Industry: An Executive Program for Women in the Life Sciences," Joint KGI/Smith Executive Program, scheduled to debut in January, 2007.

BioIndustry Ethics, Spring 2006.

Flora Thornton Ethics Seminar Series, Organizer, 2004-5.

Designing High-Performing Bioscience Firms, Keck Graduate Institute, Claremont, Fall 2001-present. FINEGOLD/16

Building Successful Bioscience Companies, Keck Graduate Institute, Claremont, Fall 2001-present.

Team Master's project advisor, KGI: Beckman Coulter, 2 Projects (2001-2), Beckman Coulter (2002-3), Arterial Light Sciences (2003-4), American Commercialization Institute (2003-4), Health IQ (2004-5), BioCatalytics (2006).

Designing Net-Enabled Organizations (Workshop) and Faculty coach for Ford Motor Company's "Leaders of the New Economy" Program, 2000-01.

Designing High Performance Organizations, Keck Graduate Institute, Claremont, Fall 2000-01.

Teaching evaluation: 4.9 on 5.0 scale.

Designing High Performance Organizations, MBA elective course in Marshall School of Business, USC, Winters 1998-2001. Teaching Evaluation: rated 4.9 on 5.0 scale.

Comparative Public Policy Research - developed new course and co-taught in the RAND Graduate School, Spring 1993.

Master's in Education and Industry - helped design and teach this modular graduate program for experienced educational practitioners, Warwick Center for Education and Industry, 1991-92.

British Labor Markets - lecturer in Politics, Philosophy and Economics, Oxford University, 1991-92.

Headteacher's Into Industry - faculty member, Warwick Center for Education and Industry, 1989-92.

Delivered over 100 conference talks on human resource and economic issues in the US and Europe to education practitioners at all levels, employers and policy makers.

PHD COMMITTEES

John Stovall, *Not for Profit TMT Dynamics: Understanding the TMT Potency-Performance Relationship*, Drucker School of Management, Claremont Graduate University, October 2004.

Martijn Van Velzen, University of Amsterdam, Political Science, expected July 2004.

Gillian Marks, *Factors Influencing the Risk Assessment Implementation Strategies of Regulatory Risk Assessors*, Claremont Graduate University, Political Science, completed March 2004.

George Benson, *You Paid for the Skills, Now Keep Them: An Analysis of the Relationship between Tuition Reimbursement and Employee Turnover*, Management and Organization, USC, completed 2001.

Brent Keltner, Stanford, Political Science, completed 1993.

SERVICE FINEGOLD/17

Director, Partners in Innovation program, National Science Foundation, KGI, 2003-4.

Member, KGI Strategic planning committee, 2003-4.

Member, Corporate Relations committee, KGI Strategic Plan, Chair, New education options sub-committee, KGI Strategic plan, 2003-4.

Member, Curriculum review committee, KGI, 2003-.

Member, Development VP and Corporate Partners Search Committee, 2003-4.

Chair and founder, Culture and values committee, KGI, 2002-.

Chair, Executive Education Committee, KGI, 2005-

Member, Academic advisory committee, KGI, 2004-.

Chair, Faculty advisory committee, KGI, 2004-.

Member, Honor Code Committee, KGI, 2004-.

Volunteer Coordinator, CUC-CUSD Committee, KGI representative, 2003-.

European Union Center Academic Advisory Board, 2001-.

Mellon Environmental Science Program, Advisory Board, 2004-.

Last updated: Jan. 2006