

## VITA

**NAME:** James Augustine Gross  
Professor

**ADDRESS:** Department of Labor Relations, Law, & History  
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**EDUCATION:** LaSalle College - B.S. (1956)  
Temple University - MBA (1957)  
University of Wisconsin - Ph.D. (1962)

### **PROFESSIONAL EXPERIENCE:**

#### **TEACHING:**

Professor, NYSSILR, Cornell University, 1975 to present  
Associate Professor, NYSSILR, Cornell University, 1968-1975  
Assistant Professor, NYSSILR, Cornell University, 1966-1968  
Assistant Professor, Holy Cross College, 1960-1966

**Courses Taught:** Values in Economics, Law and Industrial Relations in  
Law, Economics and Labor Relations;  
Labor Law; Labor Arbitration  
Workers' Rights as Human Rights  
Workplace Health and Safety as a Human Right

### **ARBITRATION:**

National Academy of Arbitrators  
American Arbitration Association  
Federal Mediation and Conciliation Service  
New York State Public Employment Relations Board (PERB)  
National Hockey League

## **SCHOOL AND UNIVERSITY COMMITTEES:**

Academic Standards (Chairman)  
Personnel Policies (Chairman)  
Graduate Committee (Chairman)  
Ad Hoc Committee on ILR Course Evaluation Questionnaire  
MILR Examining Committee (Chairman)  
ILR Research Committee  
Committee on Student Employment Policy  
Academic Affairs Committee  
Teaching Advisory Committee  
University Hearing Board  
Undergraduate Program Committee

## **GRANTS AWARDED:**

2007 Fulbright Visiting Research Chair in Corporate Social Responsibility, McGill University  
National Endowment for the Humanities  
National Institute of Education  
Harry S. Truman Library  
American Philosophical Society  
Cornell University Research Grant

## **PROFESSIONAL ASSOCIATIONS:**

National Academy of Arbitrators  
Labor and Employment Relations Association  
American Academy of Political and Social Sciences  
American Association of University Professors  
Society for the Promotion of Human Rights Education

## **MILITARY SERVICE:**

Captain, U.S.A.R. (Resigned)

## **PUBLICATIONS:**

### **BOOKS:**

A Shameful Business: The Case for Human Rights in the American Workplace, (Ithaca, Cornell University Press, 2010)

Human Rights in Labor and Employment Relations: International and Domestic Perspectives, Co-editor, (Urbana-Champaign, Labor and Employment Relations Association, 2009)

Workers' Rights as Human Rights, Editor, (Ithaca: Cornell University Press, 2003.)

Broken Promise: The Subversion of American Labor Relations Policy, 1947-1994  
(Philadelphia, Temple University Press, 1996)

The Reshaping of the National Labor Relations Board: National Labor Policy in  
Transition, 1937-1947 (Albany, State University of New York Press, 1981)

The Making of the National Labor Relations Board: A Study in Economics, Politics,  
and the Law, 1933-1937 (Albany: State University of New York Press, 1974)

Teachers on Trial: Values, Standards and Equity in Judging Conduct and  
Competence (ILR Press, Cornell University, 1988)

### **ARTICLES:**

“The Human Rights Movement at U.S. Workplaces: Challenges and Changes,” 65  
Industrial and Labor Relations Review 1: (January 2012), 3-16.

“The National Labor Relations Board: Then and Now,” A.B.A. Journal of Labor and  
Employment Law Vol. 26, No. 2. (Winter 2011) pp. 213-229.

“Takin’ It to the Man: Human Rights at the American Workplace” in Gross, J. and  
Compa, L, Editors, Human Rights in Labor and Employment Relations: International  
and Domestic Perspectives (LERA: U. of Illinois, 2009), pp. 13-41.

“A Logical Extreme: Proposing Human Rights as the Foundation for Workers’ Rights  
in the United States,” in R. Block, et. al., eds., Justice on the Job: Perspectives on the  
Erosion of Collective Bargaining in the United States, (W. E. Upjohn Institute:  
Kalamazoo, MI., 2006) 21-39.

“Los Derechos De Las Trabajadores Como Derechos Humanos” in J. Lopez, Ed.,  
Derechos Laborales y de Seguridad Social de los Inmigrantes (Madrid, Spain, 2006)  
289-309.

“Incorporating Human Rights Principles into U.S. Labor Arbitration: A Proposal for  
Fundamental Change,” 8 Employee Rights & Employment Policy Journal (2004), 1-  
51.

“A Long Overdue Beginning: The Promotion and Protection of Workers’ Rights as  
Human Rights,” in J. Gross, ed., Workers’ Rights as Human Rights. (Ithaca: Cornell  
University Press, 2003), 1-22.

“Substantive Due Process: The Standard for Judgment Must also be Fair,”  
Proceedings of the 55<sup>th</sup> Annual Meeting, National Academy of Arbitrators (Bureau of

National Affairs: Washington, D.C., 2003), 10-18.

“Worker Rights as Human Rights: Wagner Act Values and Moral Choices,” 4 University of Pennsylvania Journal of Labor and Employment Law 3, (2002) 479-492.

“Applying Human Rights Standards to Employment Rights in the USA: The Human Rights Watch Report 2000,” 33 Industrial Relations Journal 3, (2002) 182-196.

“A Human Rights Perspective on U.S. Education: Only Some Children Matter,” 50 Catholic University Law Review 4, (2001) 919-956.

“A Human Rights Perspective: On United States Labor Relations Law: A Violation of The Right of Freedom of Association,” 3 Employee Rights and Employment Policy Journal 1, (1999) 65-103.

“The Broken Promises of the National Labor Relations Act and the Occupational Safety and Health Act: Conflicting Values and Conceptions of Rights and Justice,” 73 Chicago-Kent Law Review 1 (1998) 351-387.

“The Common Law Employment Contract or Collective Bargaining: Different Values, and Conceptions of Rights and Justice,” 23 New Zealand Journal of Industrial Relations 1: (1998) 63-76.

“Value Judgments In Arbitration: Their Impact On The Parties’ Arguments and On The Arbitrators’ Decisions,” in J. Najita, ed., Arbitration 1997: The Next Fifty Years (Washington, D.C.: The Bureau of National Affairs, 1998), 212-225.

“The Demise of the National Labor Policy,” in Sheldon Friedman, et al., eds., Restoring the Promise of American Labor Law (Ithaca: ILR Press, 1994), 45-58.

“The Legal Context of Professional Ethics: Values, Standards, and Justice in Judging Teacher Conduct” in Kenneth A. Strike and P. Lance Ternasky, eds., Ethics for Professionals in Education: Perspectives for Preparation and Practice (New York: Teachers College Press, Columbia University, 1993), 202-216.

“Standards of Behavior for Tenured Teachers: The New York State Experience,” in G. Gruenberg, ed., Arbitration 1987: The Academy at Forty (Washington, D.C.: The Bureau of National Affairs, 1988), 181-196.

“Arbitral Value Judgments in Health and Safety Disputes: Management Rights Over Workers’ Rights,” 34 University of Buffalo Law Review 3: 645-691 (1986).

“Conflicting Statutory Purposes: Another Look at Fifty Years of NLRB Law Making,” 39 Industrial and Labor Relations Review 1: (October 1985), 7-18.

“Labor Relations Law,” 33 Syracuse Law Review 1: 361-399 (1982).

“Labor Relations Law,” 32 Syracuse Law Review 1: 389-420 (1981).

“Public Policy and the Arbitration of Tenure Decisions,” ERIC (ED 208-568), (University of Oregon: Eugene, Oregon) 67 pgs., 1981.

“Reflections on the Arbitrator’s Responsibility to Provide a Full and Fair Hearing: How to Bite the Hands that Feed You,” (With R. Daniel Bordoni), 29 Syracuse Law Review 3 (1978) 879-99.

“The Labor Arbitrator’s Role: Tradition and Change,” 25 The Arbitration Journal 4 (1970), 221-233.

“Economics, Politics and the Law: The NLRB’s Division of Economic Research, 1935-1940,” 55 Cornell Law Review 3 (February 1970), 321-347.

“Historians and the Literature of the Negro Worker,” 10 Labor History 3 (Summer 1969), 536-546.

“Good Faith in Labor Negotiations: Tests and Remedies,” with Donald Cullen and Kurt Hanslowe, 53 Cornell Law Review 6 (July 1968) 1009-1035.

“Value Judgments in the Decisions of Labor Arbitrators,” 21 Industrial and Labor Relations Review 1 (October 1967), 55-72. Reply to a Communication re: this article 21 Industrial and Labor Relations Review 3 (April 1968), 431-432.

“Current Developments in Labor Arbitration,” a chapter in Emerging Characteristics of Collective Bargaining, Thomas Colosi, Samuel Sackman, eds., Jamestown, N.Y. College Press, 1968, pp. 91-104.

“Value Judgments in Economics, the Labor Movement and Public Policy,” 16 Labor Law Journal 11 (November 1965), 705-712.

“The Making and Shaping of Unionism in the Pulp and Paper Industry,” 5 Labor History 2 (Spring 1964), 183-208.

“The NAACP and the AFL-CIO: An Overview,” Negro History Bulletin, December, 1962.

Book Reviews in the Industrial and Labor Relations Review, Labor History, the Arbitration Journal, the Monthly Labor Review, the American Historical Review, The University of Pennsylvania Journal of Labor & Employment Law, The British Journal of Industrial Relations, and the Comparative Labor Law and Policy Journal.



Teaching definition is - the act, practice, or profession of a teacher. How to use teaching in a sentence. Definition of teaching (Entry 2 of 2). : of, relating to, used for, or engaged in teaching a teaching aid the teaching profession a teaching assistant. Synonyms. Example Sentences. Learn More about teaching. Keep scrolling for more. Synonyms for teaching. Synonyms: Noun. education, instruction, schooling, training, tuition, tutelage, tutoring. Visit the Thesaurus for More. Examples of teaching in a Sentence. Noun. teaching definition: 1. the job of being a teacher: 2. moral, religious, or political opinions, especially of a famous person. Learn more. Meaning of teaching in English. teaching. noun. us. Your browser doesn't support HTML5 audio. uk. Your browser doesn't support HTML5 audio. Formal teaching tasks include preparing lessons according to agreed curricula, giving lessons, and assessing pupil progress. Teaching is a highly complex activity.[2] This is partially because teaching is a social practice, that takes place in a specific context (time, place, culture, socio-political-economic situation etc.) and therefore is shaped by the values of that specific context.[3] Factors that influence what is expected (or required) of teachers include history and tradition, social views about the.