

Work in America Institute, Inc.

Jerome M. Rosow, Founder and Chairman 1919-2002

The Work in America Institute, Inc. closed its doors in April 2003 after nearly three decades as a center of research and innovation on issues in the workplace. It was founded by Jerome (Jerry) M. Rosow in 1975 as a tripartite, nonprofit work research organization dedicated to the advancement of productivity and quality of working life in the United States. Mr. Rosow was a cum laude graduate of the University of Chicago. His professional experience in both industry and government service revolved around human resources management, labor-management relations, and public affairs assignments. His varied executive experience over a period of 24 years included that of manager of employee relations in Esso Europe in London and later, public affairs manager for Exxon Corporation in New York City. Government service included a term as Assistant Secretary of Labor (1969 to 1971) under George P. Shultz. During his career, he was an advisor to five presidents and served as chairman of the President's Advisory Committee on Federal Pay (1971 to 1984).

Mr. Rosow was president of the Industrial Relations Research Association in 1979. He served as director of the U.S. Business and Advisory Committee to the Organization for Economic Cooperation and Development (OECD) in Paris. Also, he served as chairman of the Conference Board Council on Compensation and chair of the European Employee Relations Council. International experience also included service as an advisor to the International Labour Organization (ILO) in Geneva.

The literature of management, productivity, human resource management, and industrial relations includes numerous articles and books authored by Mr. Rosow. He co-authored twelve national policy studies covering a wide range of contemporary labor relations and employment policies. His most recent Work in America Institute publications include: *New Roles for Managers* 1991; *Strategic Partners for High Performance*, 1994/95; and *Participation, Achievement, Reward: Creating the Infrastructure for Managing Continuous Improvement*, 1997/98.

He was the editor of *Productivity Prospects for Growth*, Van Nostrand Reinhold, 1981; *Views From the Top, Facts on File*, 1985 [translated into Japanese]; and *Teamwork: Joint Labor-Management Programs in America*, Pergamon Press/Work in America Institute, 1986.

From its founding, Mr. Rosow guided the Work in America Institute with this mission:

". . . to advance productivity and the quality of working life through the principles of sound human resource practices which are applicable in all industries.

The quest for competitive advantage through high performance goes forward against a background of issues that have increasingly come to light during the past decade and will reshape the American workplace in the years ahead. Here are key issues which Work in America Institute grapples with every day that will affect productivity and the quality of working life for employees, employers, unions, government, and the nation as a whole.

Through its program of site visits, roundtables, national policy studies and member organizations, the Institute promotes best HR policies and practices that address personnel development, employee security, life-long learning, training in basic and technical skills, and employee involvement - all basic to high performance and continuous development."

Mr. Rosow was a visionary who looked to the future of work in America, saw what it would be like without innovation, how it could be different, and how to make it different.