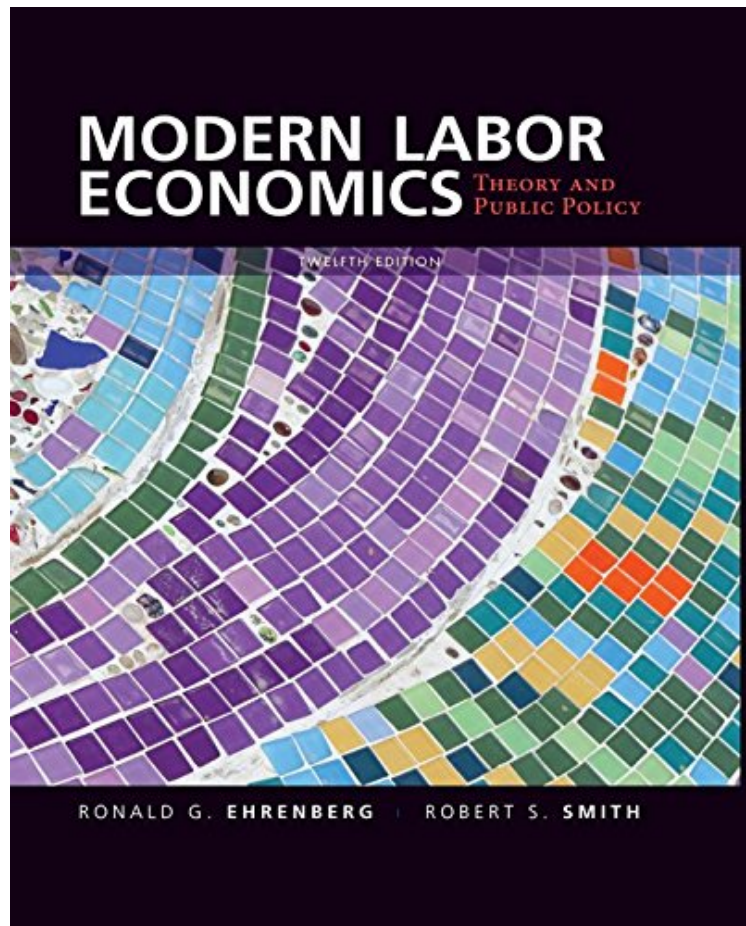


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About the Author Ronald G. Ehrenberg is Irving M. Ives Professor of Industrial and Labor Relations and Economics, Cornell University, USA Robert C. Smith is Associate Dean for Academic Affairs in the School of Industrial and Labor Relations at Cornell University, USA