

VITA

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EXPERIENCE: 1962-63 Auditor, Ernst & Ernst
1963-65 Accounting Instructor, U.S. Army
1966-67 High School Teacher
1971-72 Assistant Professor, University of Connecticut
1973-74 Office of Evaluation, Office of the Assistant Secretary for Policy,
Evaluation, and Research, U.S. Department of Labor (on leave
from University of Connecticut)
1974-76 Assistant Professor, Department of Labor Economics, School of
Industrial and Labor Relations (ILR), Cornell University
1976-82 Associate Professor, Department of Labor Economics, ILR, Cornell
University
1982- Professor, Department of Labor Economics, ILR, Cornell University
1988-2016 Associate Dean for Academic Affairs, ILR, Cornell University
1993 Acting Dean (August-October), ILR, Cornell University
1997 Acting Dean (January-May), ILR, Cornell University
2002 Acting Dean (January-June), ILR, Cornell University
2005 Acting Dean (July), ILR, Cornell University
2015 Acting Dean (January), ILR, Cornell University

EDUCATION: B.A. 1962 Claremont McKenna College (Phi Beta Kappa)
M.A. 1966 Harvard University
Ph.D. 1971 Stanford University

FIELDS OF

SPECIALIZATION: Analysis of the labor market and evaluation of labor market programs.

PROFESSIONAL AND

PUBLIC SERVICE: Task group on Occupational Factors in Lung Diseases, National Heart and Lung Institute Task Force on Prevention, Control and Education in Respiratory Diseases, 1976.

Panel on Occupational Safety and Health Statistics, National Research Council (National Academy of Sciences), 1985-87.
 Editorial Board, American Economic Review, 1988-1991
 Associate Editor, Industrial and Labor Relations Review, 1988
 Editorial Board, Industrial and Labor Relations Review, 1981-1993
 Editorial Board, Journal of Risk and Uncertainty, 1987-2011
 Editorial Board, Advances in Industrial and Labor Relations, 1987-1990
 Assistant Editor, Industrial and Labor Relations Review, 1991-1993
 Consultant, "Work in the 21st Century" project, Rand and U.S. Department of Labor, 1999.

RESEARCH PROJECTS AND GRANTS:

- 1970 U.S. Department of Labor, Manpower Administration Dissertation Grant
- 1971 National Commission on State Workmen's Compensation Laws
- 1972 University of Connecticut Research Foundation
- 1975-76 U.S. Department of Labor Personal Services Contract to Evaluate Impact of OSHA Inspections
- 1976-77 U.S. Department of Labor contract on distribution of costs and benefits of Unemployment Insurance
- 1977-78 NSF grant on the economics of public sector reform
- 1980 Personal services contract from Department of Labor on data needs for evaluating OSHA.
- 1980 President's Commission on Pension Policy to analyze wage-pension trade-offs.
- 1981 Grant from Center for American Political Economy on the effects of experience-rating in Workers' Compensation on work injury rates
- 1981-83 NSF grant on the effects of unions on compensating wage differentials
- 1984 U.S. Department of Labor contract to study compensating wage differentials for health hazard
- 1984 Small Business Administration contract to study the costs of Workers' Compensation across firm size groups
- 1984 Grant from National Bureau of Economic Research to study comparable worth in the public sector
- 1985 Small Business Administration contract to study Workers' Compensation issues affecting small business.
- 1986 Small Business Administration contract to study experience rating and assigned risk pools in Workers' Compensation system.
- 1987 National Foundation for Unemployment Compensation and Workers' Compensation contract to recommend proposals regarding Workers' Compensation.
- 1988 Small Business Administration contract to study the effects of profit sharing on employment stability

- 1994-00 New York State, Evaluation of Pilot Project on Managed Care In Workers' Compensation
- 1997-01 New York State, Evaluation of Pilot Project on Alternative Dispute Resolution in Workers' Compensation

AWARDS:

- 1999 General Mills Foundation Award for Innovation in Instruction
- 2006 Robert N. Stern Mentoring Award
- 2010 Stephen H. Weiss Presidential Fellows Award

BOOKS AND BOOK-LENGTH FINAL REPORTS:

(with Ronald Ehrenberg) Modern Labor Economics: Theory and Public Policy (Boston, Mass.: Addison-Wesley), 2015. In 12th edition.

The Occupational Safety and Health Act: Its Goals and Its Achievements, American Enterprise Institute for Public Policy Research, Evaluative Study Series (January 1976).

(with Ronald Ehrenberg and Robert Hutchens) "The Distribution of Unemployment Insurance Benefits and Costs," Technical Analysis Paper No. 58, U.S. Department of Labor, Office of the Assistant Secretary for Policy, Evaluation, and Research, (October, 1978).

(with Robert Flanagan, Lawrence Kahn and Ronald Ehrenberg) Economics of the Employment Relationship (Glenview, Ill.: Scott Foresman), 1988.

(with James Chelius) "Workers' Compensation Costs by Firm Size," report number CRM85-93, Center for Naval Analyses (prepared for the Small Business Administration), September 1985.

(with James Chelius) Small Business and the Financing of Workers' Compensation: Issues, Evidence, and Options (Washington, D.C.: The NFIB Foundation), 1987.

JOURNAL ARTICLES AND CHAPTERS IN BOOKS:

"Intertemporal Changes in Work Injury Rates," Industrial Relations Research Association Proceedings, December 1972, pp. 167-174.

"An Analysis of Work Injuries in Manufacturing Industry," Supplemental Studies of the National Commission on State Workmen's Compensation Laws, Vol. III, 1973.

"Labor Market Conditions and Employer Hiring Standards: Comment," Industrial Relations, May 1973, pp. 248-249.

"The Feasibility of an Injury Tax," Law and Contemporary Problems, Summer-Autumn, 1974, pp. 730-744.

(with Morris Goldstein) "Land Reclamation Requirements and Their Estimated Effects on the Coal Industry," Journal of Economics and Environmental Management, Autumn 1975.

(with Morris Goldstein) "The Estimated Impact of the Anti-Discrimination Program Aimed at Federal Contractors," Industrial and Labor Relations Review, July 1976, pp. 523-543.

"Issues in Safety and Health Regulation," Challenge, November/December 1976, pp. 36-37.

(with Morris Goldstein) "The Predicted Impact of the Black Lung Benefits Program on the Coal Industry," Evaluating the Labor-Market Effects of Social Programs, edited by Orley Ashenfelter and James Blum (Industrial Relations Section, Princeton University), 1977, pp. 133-182.

(with W. Galenson) "The United States," Labor in the Twentieth Century (New York: Academic Press), 1978.

"Compensating Wage Differentials and Public Policy: A Review," Industrial and Labor Relations Review (April 1979), pp. 339-352.

(with Orley Ashenfelter) "Compliance with the Minimum Wage Law," Journal of Political Economy (April 1979), pp. 333-350.

"The Impact of OSHA Inspections on Manufacturing Injury Rates," Journal of Human Resources (Spring 1979), pp. 145-170.

(with Ronald Ehrenberg) "Who Pays for Pensions in the State and Local Sector: Workers or Employers?" Industrial Relations Research Association Proceedings (December 1979), pp. 57-63.

(with Ronald Ehrenberg) "A Framework for Evaluating State and Local Government Pension Reform," in Public Sector Labor Markets (Peter Mieszkowski and George Peterson, eds.), Papers on Public Economics Series Vol. 4, the Urban Institute (1980)

"Protecting Workers' Health and Safety," Chapter in Instead of Regulation, ed. Robert Poole (Lexington, Mass.: Lexington Books), 1981.

"Compensating Differentials for Pensions and Underfunding in the Public Sector," Review of Economics and Statistics (August 1981), pp. 463-468.

(with Ronald Ehrenberg) "Estimating Wage-Fringe Trade-Offs: Some Data Problems" in The Measurement of Labor Cost, Jack E. Triplett, ed. (Chicago: University of Chicago Press for the National Bureau of Economic Research, Studies in Income and Wealth, Vol. 48), 1983.

"Salaries and Pension Funding: Are Public Safety Officers Given Preference Over Taxpayers?" in The Economics of Municipal Labor Markets, Werner Z. Hirsch and Anthony M. Ruffalo, eds., (Los Angeles: Institute of Industrial Relations, UCLA), 1983.

(with James Chelius) "The Responsiveness of Injury Rates to Experience-Rating of Workers' Compensation Insurance," in Safety and the Workforce: Incentives and Disincentives in Workers' Compensation, John Worrall, ed. (Ithaca, N.Y.: ILR Press), 1983.

(with Ronald Ehrenberg) "Economic and Statistical Analysis of Discrimination in Hiring," Proceedings of the Industrial Relations Research Association, Winter 1983 (Madison: IRRA), 1984, pp. 22-33.

(with Alan Dillingham) "Union Effects on the Valuation of Fatal Risk," Proceedings of the Industrial Relations Research Association, Winter 1983 (Madison: IRRA), 1984, pp. 270-277.

(with Ronald Ehrenberg) "Comparable Worth in the Public Sector," Public Sector Payrolls (University of Chicago Press for the National Bureau of Economic Research), 1987.

"The Economics of Job Displacement," Disability and the Labor Market: Economic Problems, Policies and Programs, Monroe Berkowitz and M. Anne Hill, eds. (ILR Press), 1986, pp. 171-195.

"Greasing the Squeaky Wheel: The Relative Productivity of OSHA Complaint Inspections," Industrial and Labor Relations Review, Vol. 40, No. 1 (October 1986), pp. 35-47.

(with Ronald Ehrenberg) "Comparable Worth Wage Adjustments and Female Employment in the State and Local Sector," Journal of Labor Economics, Vol. 5, No. 1 (January 1987), pp. 43-62.

(with James Chelius) "Firm Size and Regulatory Compliance Costs: The Case of Workers' Compensation," Journal of Policy Analysis and Management, Vol. 6 (1987), pp. 193-206.

"Comparable Worth: Limited Coverage and the Exacerbation of Inequality," Industrial and Labor Relations Review, Vol. 41, No. 2 (January 1988), pp. 227-239.

(with John Ruser) "The Effect of OSHA Records Check Inspections on Reported Occupational Injuries in Manufacturing Establishments," Journal of Risk and Uncertainty, Vol. 1, No. 4 (December 1988), pp. 415-435.

(with James Chelius) "Profit Sharing and Employment Stability," Industrial and Labor Relations Review, Vol. 43 (February, 1990), pp. 256-S - 273-S.

"Mostly on Monday: Is Workers' Compensation Covering Off-the-Job Injuries?" Benefits, Costs, and Cycles in Workers' Compensation, eds. Philip Borba and David Appel (Norwell, Mass.: Kluwer Academic Publishers, 1990), pp. 115-127.

(with John Ruser) "Reestimating OSHA's Effects: Have the Data Changed?" Journal of Human Resources, 24,2 (Spring 1991), pp.212-235.

"Have OSHA and Workers' Compensation Made the Workplace Safer?" Research Frontiers in Industrial Relations and Human Resources (Madison, WI: Industrial Relations Research Association, 1992), pp. 557-587.

(with Olivia Mitchell) "Public Sector Pensions: Benefits, Funding, and Unionization," Proceedings of the Industrial Relations Research Association, Winter 1992 (Madison: IRRA), 1992, pp. 126-133.

(with Olivia Mitchell) "Pension Funding in the Public Sector," Review of Economics and Statistics (May 1994).

(with George Boyer) "Labor Economics," in Industrial Relations At The Dawn Of The New Millennium, Maurice Neufeld and Jean McKetvey, eds. (Ithaca, NY: N. Y. State School of Industrial and Labor Relations, 1998), pp. 97-114.

(with George Boyer) "The Development of the Neoclassical Tradition in Labor Economics," Industrial and Labor Relations Review (January 2001): 199-223.

UNPUBLISHED PAPERS:

"Compensating Wage Differentials and Hazardous Work," Technical Analysis Paper No. 5, Office of Evaluation, Office of the Assistant Secretary for Policy, Evaluation and Research, Department of Labor, August 1973.

"The Neighborhood Youth Corps: An Impact Evaluation," with Hugh Pitcher, Technical Analysis Paper No. 9, Office of Evaluation, Office on the Assistant Secretary for Policy, Evaluation and Research, Department of Labor, September 1973.

"The Estimated Impact on Injuries of OSHA's Target Industry Program," presented at the U.S. Department of Labor Conference on Evaluating the Occupational Safety and Health Act, Annapolis, Maryland, March 1975.

"Decisions About Safety and Health Programs: Who Should Make Them and By What Criteria?" Paper prepared for the Conference on Employee and Employer Decisions About Health, Boston University, October 1977.

"An Economic Analysis of Temporary Help Firms," paper prepared for the Conference on Temporary Work in Modern Society, International Institute for Temporary Work, May 1978, Geneva, Switzerland.

"Compensating Wage Differentials for Job Health Hazards," final report to the U.S. Department of Labor under Contract J-9-M-3-0166, February 1985.

Managed Health Care in Workers Compensation (with Yasamin DiCiccio, Tim Schmidle, and Ron Seeber), for ILR-Princeton Conference, May 1996.

"Data Analysis, Pilot Program: Managed Care in Workers' Compensation," Appendix to The Report of the Labor Management Committee to Governor George E. Pataki and the New York State Legislature on the Workers' Compensation Managed Care Pilot Program, June, 2000.

BOOK REVIEWS:

Charles Sackrey, "The Political Economy of Urban Poverty," Review of Social Economy, October 1973.

Nicholas Ashford, "Crisis in the Workplace," Industrial and Labor Relations Review, January 1977.

Bruno Stein, "Work and Welfare in Britain and the USA," Monthly Labor Review, February 1977.

John Mendeloff, "Regulating Safety: An Economic and Political Analysis of Occupational Safety and Health Policy," Journal of Political Economy, August 1980.

Robert Crandall and Lester Lave, "The Scientific Basis of Health and Safety Regulation," Industrial and Labor Relations Review (January 1984).

Peter S. Barth, "The Tragedy of Black Lung," Industrial and Labor Relations Review, Vol. 41, No. 3 (April 1988), pp. 472-73.

K. G. Knight, "Unemployment: An Economic Analysis," Industrial and Labor Relations Review, Vol. 41, No. 3 (April 1988), pp. 470-71.

Garth Mangum and Peter Philips, "The Three Worlds of Labor Economics," Journal of Economic Literature (March 1990), pp. 111-113.

Julian Simon, "The Economic Consequences of Immigration," Industrial and Labor Relations Review (January 1992), pp. 393-395.

Clark Kerr and Paul Staudohar, "Labor Economics and Industrial Relations," Industrial and Labor Relations Review (October 1995), pp. 177-178.

Leo J. M. Aarts, Richard V. Burkhauser, Philip R. DeJong, eds., "Curing The Dutch Disease: An International Perspective on Disability Policy Reform," Industrial and Labor Relations Review (January 1998), pp. 331-332.

Price V. Fishback and Shawn Everett Kantor, "A Prelude to the Welfare State: The Origin of Workers' Compensation," Industrial and Labor Relations Review (July 2001), pp. 893-894.