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CURRICULUM VITAE

MORRIS M. KLEINER

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University of Minnesota
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EDUCATION

Ph.D., University of Illinois, Department of Economics

M.A., University of Illinois, School of Labor and Employment Relations

B.S., Bradley University, Department of Economics

EMPLOYMENT AT THE UNIVERSITY OF MINNESOTA, TWIN CITIES

1990 - AFL-CIO Chair Professor of Labor Policy

1987 - Professor, Humphrey School of Public Affairs, Center for Human Resources and Labor Studies, Carlson School of Management and Applied Economics Department
Courses taught:
Undergraduate - Personnel and Labor Relations
Graduate - Labor Policy, Econometrics, Multivariate Techniques, Human Resources and Firm Performance, Organizational Structure and Performance, Organization Theory Foundations of High-Impact Human Resources and Industrial Relations, Public Policies on Work and Pay, and Research Methods

1989 - Director, Center for Labor Policy

1989 Humphrey Medal, Outstanding Teaching Faculty Member

1991-1992 Director of Graduate Studies, Humphrey School of Public Affairs

1993-1995 University Faculty Representative to the Minnesota State Legislature

2000- Director of Graduate Studies, University Graduate Certificate in *Policy Issues on Work and Pay*

2004-06 Chair, University Senate Committee on Faculty Affairs

2007-08 Juran Scholar, Carlson School of Management

NATIONAL BUREAU OF ECONOMIC RESEARCH, CAMBRIDGE, MASSACHUSETTS

1994 - Research Associate

1984-1994: Research Economist

FEDERAL RESERVE BANK OF MINNEAPOLIS, MINNEAPOLIS, MINNESOTA

2005- Visiting Scholar, Economic Research Department

LONDON SCHOOL OF ECONOMICS, LONDON, ENGLAND

2007- 2011 Editor, *British Journal of Industrial Relations*

PREVIOUS FULL-TIME POSITIONS; UNIVERSITY OF KANSAS, LAWRENCE, KANSAS (1974-87)

1984-87: Professor, School of Business

1983-87: Director, Center for Human Resources

1986 (Summer): Visiting Research Economist, National Bureau of Economic Research

1985-86: Visiting Professor, School of Law

1983-84: On leave (Harvard University and The National Bureau of Economic Research)

1983-84: Director, National Labor Market Information Training Institute

1983: Acting Director, Institute for Economic and Business Research

1982-84: Business Alumni Faculty Scholar

1981-83: Director Labor Market Studies, Institute for Economic and Business Research

1980-83: Director of Doctoral Programs, School of Business

1979-84: Associate Professor, School of Business

1976-77: On Leave (Brookings Institution, Staff Associate in Employment Policy)

1975-76: Director of Research, School of Business

1974-79: Assistant Professor, School of Business

COURSES TAUGHT (GRADUATE and UNDERGRADUATE)

Labor Market Analysis and Human Resources Management, Human Resource Management, Collective Bargaining, Labor Relations, Doctoral Research Seminar, Managerial Economics, and Macroeconomics

Very Good to Excellent Teaching Evaluations

Outstanding Educator Award 1983, School of Business

Byron Schutz Award for Distinguished Teaching, 1985-86, All-University Award

CONTINUING EDUCATION:

Formal courses taught
in many private and
public programs

TOPICS INCLUDE:

Information System Utilization
Negotiating Effective Labor Agreements
Human Resources and Organizational Effectiveness
Regulation and Economics

Numerous Presentations to Public and Private Conferences and the Media Concerning
Economics, Human Resources, and Public Policy.

Major Executive Committee Service: School of Business, University, and State of
Kansas Labor Policy Committees for the legislative and executive branches

OTHER FULL-TIME AND PART TIME POSITIONS

Upjohn Institute for Employment Research, Visiting Scholar, Summer 2010, 2011, and 2012

Tel Aviv University, Department of Economics, Visiting Scholar, parts of Spring and Fall 2009
and parts of Spring 2011

Princeton University, Industrial Relations Section, Visiting Researcher, Fall 2008.

Federal Trade Commission, Washington, D.C. 2003-2008, Special Consultant on Occupational
Regulation, Bureau of Economics

London School of Economics and Political Science, London, England:
Leverhulme Trust Visiting Professor, Department of Industrial Relations, 2002, and
Visiting Research Fellow, Centre for Economic Performance, 1995, 2007, and 2008.

New York University, School of Law, Center for Labor and Employment Law, 1999-2000,
Research Fellow.

Harvard University and National Bureau of Economic Research, Cambridge,
Massachusetts: 1983-84, Visiting Scholar and Research Economist, Summer 1986.

Brookings Institution, Washington, D.C.:
1976-77, Staff Associate in Employment Policy.

U.S. Department of Labor:
1976-77, Permanent Consultant, Employment and Training Administration, Office of
Planning and Policy

University of Illinois:
1971-74, Research Assistant and Research Fellow, Center for Advanced Computation.

National Labor Relations Board:
1971, Labor-Management Relations Examiner, Region 38, Peoria, Illinois

OTHER PROFESSIONAL EXPERIENCE:

- 2012- Expert to the U.S. Federal Government Interagency Working Group on Expanded Measures of Enrollment and Educational Attainment
- 2004- Executive Board of Directors, Labor and Employment Relations Association (LERA), (Elected position). Chair, John T. Dunlop Outstanding Scholar Selection Committee; Chair, Susan C. Eaton Outstanding Scholar Practitioner Award Selection Committee, Co-chair, Aerospace Industry Council
- 2000- Executive Board of Directors, The Center for Construction Research and Training, Washington, D.C.
- 1990: Expert on economic aspects of equal employment law and wage and benefit law, including a study for the Minnesota State Bar Association (MSBA) entitled "Results of a Survey and Analysis of the Earnings of Male and Female MSBA Members," with S. Hoenack.
- 1988-89: Labor Economics Consultant, McDonnell Douglas Corp.
- 1979 - 2005: Certified Fact Finder, Kansas Public Employee Relations Board.
- 1985: Research Consultant, Westat, Inc.
- 1983: Expert, State of Kansas Job Training Partnership Act (J.T.P.A.) Displaced Worker Program.
- 1980-81: Special Consultant to E. I. Dupont DeNemours and Co., Inc., Analysis of the Engineering Labor Market.
- 1980-81: Faculty Associate, Center for Business and Public Policy, University of Maryland.
- 1979-81: Research Associate, Princeton University, Woodrow Wilson School, Evaluation of Public Service Employment.
- 1978: Consultant, Federal Committee on Statistical Methodology.
- 1978-79: Consultant, Bureau of Economic Analysis, U.S. Department of Commerce.
- 1977-78: Special Consultant, National Commission on Employment and Unemployment Statistics.
- 1976-77: Research Reviewer, Office of Research and Development, U.S. Department of Labor.
- 1971-72: Consultant, Superintendent of Public Instruction, State of Illinois

BOOKS:

Stages of Occupational Regulation, Upjohn Institute for Employment Research, Kalamazoo, Michigan, forthcoming, 2013.

Licensing Occupations: Ensuring Quality or Restricting Competition? Upjohn Institute for Employment Research, Kalamazoo, Michigan, p. 195, 2006. (Chosen as one of the "Noteworthy Books in Industrial Relations and Labor Economics" for 2006 by Princeton University, Industrial Relations Section)

Industrial Relations: Institutions and Organizational Performance, Dartmouth Publishing Co., (ed.) London, p. 548, 1994.

Employee Representation: Alternatives and Future Directions, Industrial Relations Research Association and Cornell University, ILR Press, (ed.), Madison, Wis., with B. Kaufman, p. 390, 1993. (Chosen as one of the "Noteworthy Books in Industrial Relations and Labor Economics" for 1993 by Princeton University, Industrial Relations Section.)

Labor Market Institutions and the Future Role of Unions, Blackwell Co., (ed.), Oxford, U.K., with M. Bognanno, p. 228, 1992.

Labor Markets and Human Resource Management, Scott Foresman and Co., Glenview, Illinois, p. 480, 1988, with R. McLean and G. Dreher.

Human Resources and the Performance of the Firm, Industrial Relations Research Association (ed.), Madison, Wis., 1987, with R. Block, M. Roomkin, and S. Salsburg, p. 343. (Chosen as one of the "Noteworthy Books in Industrial Relations and Labor Economics" for 1987 by Princeton University, Industrial Relations Section).

PUBLICATIONS by TOPIC:

I. Labor Relations, Organizational Performance, and Public Policy

"Evaluating the Effectiveness of National Labor Relations Act Remedies: Analysis and Comparison with Other Workplace Penalty Policies, with D. Weil, in *Research Handbook on the Economics of Labor and Employment Law*, ed. C. Estlund and M. Wachter, Edward Elgar Publishing Ltd., forthcoming, 2012. Also NBER Working Paper 16626.

"Organizational and Individual Learning and Forgetting," with J. Nickelsburg and A. Pilarski, in *Industrial and Labor Relations Review*, Vol. 65, No. 1, January 2012. pp. 68-81.

"Can a Workplace Have an Attitude Problem? Workplace Effects on Employee Attitudes and Organizational Performance," with A. Bartel, R. B. Freeman and C. Ichniowski, in *Labour Economics*, lead article, Vol. 18, 2011, pp. 411-423. also NBER Working Paper 9987, September 2003, pp. 1-45, and Centre for Economic Performance Discussion Paper #636, London School of Economics, May 2004.

"Adoption and Termination of Employee Involvement Programs," with W. Chi and R.B.

Freeman, *Labour*, Vol. 25 No. 1. 2011, pp. 45-62. Also NBER Working Paper 12878,

“Enhancing Quality or Restricting Competition: The Case of Licensing Public School Teachers,” *Journal of Law and Public Policy*, lead article, Vol.5, No. 2, Spring 2011, pp. 1-15.

“International Differences in Lean Production, Productivity, and Employee Attitudes,” with S. Helper, *International Differences in Business Practices and Productivity*, ed. R.B. Freeman and K. Shaw, University of Chicago Press and National Bureau of Research, 2009, pp. 231-261, also NBER Working Paper 13015, April 2007, pp. 1-52.

"Do Industrial Relations Institutions Influence Foreign Direct Investment? Evidence from OECD Nations," with H. Ham, *Industrial Relations*, Vol. 46, No. 2. April 2007, pp.305- 328.

“Governing the Global Workplace,” with M. Bognanno and J. Budd, *Industrial Relations*, Vol. 46, No. 2, April 2007, pp. 215-221.

“The Diffusion and Decline of Employee Involvement Policies in U.S. Manufacturing Plants,” with W. Chi and R.B. Freeman and, *Labor and Employment Relations Proceedings*, 2006, pp. 44-51.

"The Last American Shoe Manufacturers: Decreasing Productivity and Increasing Profits in the Shift from Piece Rates to Continuous Flow Production." with R. B. Freeman, *Industrial Relations*, April 2005, Vol. 44, No.2, pp. 307-330.

"Follow the Leader: Are British Trade Unions Trailing the U. S. Decline?" in *Trade Unions: Resurgence or Demise?* ed. S. Fernie and D. Metcalf, Routledge Press, London, 2005, pp. 199-212.

"When Management Strategies Change: Employee Well-Being at an Auto Supplier", with S. Helper, in *Low Wage America: How Employers Are Reshaping Opportunity in the Workplace*, ed. E. Appelbaum, A. Bernhardt, R. J. Murnane, Russell Sage Foundation, New York, 2003, pp. 446-478.

"An Empirical Study of Dispute Resolution Mechanisms: Where Do Plaintiffs Better Vindicate Their Rights?" with M. Delikat, *Dispute Resolution Journal*, November 2003, Vol. 58, No. 4, pp. 56-58.

"What Impact Do the Different Industrial Relations Systems in the U.S. and the European Union Have on Foreign Direct Investment?" with H. Ham, in *Multinational Companies and Global Human Resource Strategies*, ed. W. Cooke, Quorum Books, Westport, Connecticut, 2003, pp. 87-100.

"Local Union Political Competition and Bargaining Performance" with A. Pilarski,, *Industrial Relations Research Association Proceedings*, 2002, pp. 193-202.

- "How Industrial Relations Affect Plant Performance: The Case of Commercial Aircraft Manufacturing," with J. Leonard and A. Pilarski, *Industrial and Labor Relations Review*, Vol. 55, No. 2, January 2002, pp. 195-218.
- "Labor Economists Go to Washington: Evolution of the Chief Economist's Post at the Department of Labor," *Perspectives on Work*, 2002, Vol. 6, No. 2. pp. 34-35.
- "Does Internal Union Political Competition Enhance Its Effectiveness?" with A. Pilarski, *Internal Governance and the Organizational Effectiveness of Labor Unions*, ed. S. Estreicher, H. Katz, and B. Kaufman, Kluwer Publishing, 2001, pp. 103-119.
- "From Piece Rates to Group Incentives: Can the Company and Its Employees Gain?" with S. R. Helper and Y. Ren, *Industrial Relations Research Association Proceedings*, 2001, pp. 183-191.
- "Intensity of Management Resistance: Understanding the Decline of Unionization in the Private Sector," *Journal of Labor Research*, Vol 22, No. 3, Summer 2001, pp. 519- 540, reprinted in *The Future of Trade Unionism in the United States*, ed. J. Bennett and B. Kaufman, M.E. Sharpe Publishers, Armonk, New York, 2002, pp. 292-316.
- "The Concentration of Commercial Aircraft Manufacturing: Examples of Its Implications for Employment and Productivity", with A. Pilarski and Y. Ren, *Industrial Relations Research Association Proceedings*, 2000, pp. 213-220.
- "The Anatomy of Employee Involvement and Its Effects on Firms and Workers", with R.B. Freeman and C. Ostroff, NBER Working Paper 8050, December 2000, pp. 36, reviewed in *Business Week on Line*, January 10, 2001.
- "Who Benefits Most From Employee Involvement: Firms or Workers?", with R. B. Freeman, *American Economic Review*, Vol. 90 No. 2, May 2000, pp. 219-223.
- "Labor and Operations" with A. Pilarski, *Handbook of Airline Operations*, ed. G. Butler and M. R. Keller, McGraw Hill, New York, 2000, pp. 621-633.
- "Do Unions Make Enterprises Insolvent?" with R. B. Freeman, *Industrial and Labor Relations Review*, Vol. 52, No. 4, July 1999, pp. 507- 524.
- "Do Industrial Relations Events Have Long Term Effects on Plant Performance?: The Case of Commercial Aircraft Manufacturing" with J. Leonard and A. Pilarski, *Industrial Relations Research Association Proceedings*, 1999, pp. 136-143.
- "Human Resource Management and Performance in the Banking Industry" with A. Bartel, R. B. Freeman, and C. Ichniowski, *Industrial Relations Research Association Proceedings*, 1999, pp. 35-42.
- "The Last American Shoe Manufacturers: Changing the Method of Pay to Survive Foreign Competition", with R B. Freeman, NBER Working Paper No. 6750, October 1998, and reprinted in *NYU Working Papers on Labor and Employment Law*, Kluwer Academic Press, 2000, Chapter 1, pp. 1-33.

- "From Piece Rates to Time Rates: An Exploratory Study" with R. B. Freeman, *Industrial Relations Research Association Proceedings*, 1998, pp. 50-59.
- "Works Councils and Unionization: Lessons from South Korea," with Y. M. Lee, *Industrial Relations*, Vol. 36, No. 1, January 1997, pp. 1-16.
- "Employee Communications: An Overview," with T. S. Han, in *Handbook of Human Resources*, J.A.I. Press, Vol. 1, 1997, pp. 87-110.
- "Unionization, Employee Representation and Economic Performance: Comparisons Among OECD Nations," with C. R. Ay, *Advances in Industrial and Labor Relations*, J.A.I. Press, Vol. 7, 1996, pp. 97-121.
- "Monitoring, Grievances, and Plant Performance," with G. Nickelsburg and A. Pilarski, *Industrial Relations*, Vol. 34, No. 2, April 1995, pp. 169-189.
- "What Will It Take?: Establishing the Economic Costs to Management of Noncompliance with the NLRA," in *Restoring the Promise of American Labor Law*, S. Friedman et al. (ed.) Cornell University, Industrial and Labor Relations Press, Ithaca, N.Y., 1994, pp. 137-46.
- "Employee Representation: Alternatives and Future Directions," with B. Kaufman, *Industrial Relations Research Association Proceedings*, 1993, pp. 311-320.
- "Labor Market Institutions and the Future Role of Unions," with M. Bognanno, *Industrial Relations*, Vol. 31, No. 1, Winter 1992, pp. 1-12.
- "The Effect of Two-Tier Collective Bargaining Agreements on Shareholder Equity," with S. Thomas, *Industrial and Labor Relations Review*, Vol. 45, No. 2, January 1992, pp. 339-351.
- "Information-Sharing of Sensitive Business Data with Employees," with M. Bouillon, *Industrial Relations*, Vol. 30, No. 3, Fall 1991, pp. 480-491.
- "Regulatory Power and Good Faith Collective Bargaining: The Decision to Comply," *Public Policy and Economic Institutions*, with M. Schliebs (reprinted in U.S. House Subcommittee report *Has Labor Law Failed?* on the National Labor Relations Act), J.A.I. Press, Vol. 10, 1991, pp. 131-145.
- "Employer Behavior in the Face of Union Organizing Drives," with R. B. Freeman, *Industrial and Labor Relations Review*, Vol. 43, No. 4, April 1990, pp. 351-365.
- "Impact of New Unionization on Wages and Working Conditions: A Longitudinal Study of Establishments," with R. B. Freeman, *Journal of Labor Economics*, Vol. 7, No. 3, pt. 2, 1990, pp. S-8 - S-25.
- "The Role of Industrial Relations in Industrial Performance" in *Employee and Labor Relations*, Bureau of National Affairs, Washington, D.C., John Fossum (ed.), 1990, pp. 23-43.
- "Grievances and Plant Performance: Is Zero Optimal?" with G. Nickelsburg and A. Pilarski, Industrial Relations Research Association, *Proceedings*, 1988, pp. 172-180.

- "Providing Business Information to Production Workers: Correlates of Compensation and Profitability," with M. Bouillon, *Industrial and Labor Relations Review*, Vol. 41, No. 4, 1988, pp. 605-617.
- "Industrial Relations and Firm Performance" with R. Block, M. Roomkin, and S. Salsburg in *Human Resources and the Performance of the Firm*, IRRA Research Volume 1987, Madison, Wis., pp. 319-343.
- "Federal Capital Expenditures and Budget Deficits: GNP and Labor Implications," with L. A. Gordon and R. Natarajan, *Journal of Accounting and Public Policy*, Vol. 5, No. 4, 1986, pp. 1-16.
- "Union Organizing Drive Outcomes from N.L.R.B. Elections During a Period of Economic Concessions," with R. B. Freeman, Industrial Relations Research Association, *Proceedings*, 1986, pp. 41-46.
- "Public Policy Implications of Financial Information Requirements Under the National Labor Relations Act," *Journal of Accounting and Public Policy*, Vol. 3, No. 4, Winter 1984, pp. 253-257.
- "Unionism and Employer Discrimination: Analysis of 8(a)(3) Violations," *Industrial Relations*, Vol. 23, No. 2, 1984, pp. 234-243 (reprinted in the U.S. House Subcommittee Report *Has Labor Law Failed?* on the National Labor Relations Act).
- "Determinants of Negotiated Agreements for Public School Teachers," with C. Krider, *Educational Administration Quarterly*, Vol. 15, No. 3, 1979, pp. 66-82.
- "Negotiated Contract Provisions for Public School Teachers," *Negotiations Reports* (Springfield, Illinois), Spring, 1972, pp. 1-4, with P. Gerhart, (reprinted in *Government Employee Relations Reports* (Bureau of National Affairs, Washington, D.C., November, 1972).

II. Economics of Occupational Licensing

- "Analyzing the Extent and Influence of Occupational Licensing on the Labor Market" with A. B. Krueger, forthcoming, *Journal of Labor Economics*, also NBER Working Paper 14979, May 2009, pp. 1-35
- "How Does Government Regulate Occupations in the UK and US? Issues and Policy Implications" with A. Humphris, and M. Koumenta in *Employment in the Lean Years. Policy and Prospects for the Next Decade*. ed. David Marsden, Oxford University Press, 2011, pp. 87-101.
- "Enhancing Quality or Restricting Competition: The Case of Licensing Public School Teachers," *Journal of Law and Public Policy*, Vol. 5, No. 2 Spring 2011, pp. 1-15.
- "The Prevalence and Effects of Occupational Licensing," with Alan B. Krueger, *British Journal of Industrial Relations*, Vol.48, No. 4 December 2010, pp. 676– 687

also NBER Working Paper 14308.

“The Regulation of Occupations,” with Alex Bryson, *British Journal of Industrial Relations*, vol.48, No. 4 December 2010, pp. 670-675.

“Battles Among Licensed Occupations: Analyzing Government Regulations on Labor Market Outcomes for Dentists and Hygienists” with Kyoung Won Park, NBER Working Paper No. 16560, November 2010, pp. 40 (revise and resubmit *Journal of Law and Economics*).

“Occupational Licensing Matters: Wages, Quality, and Social Costs,” 2010. with Charles Wheelan, CESifo DICE Report, University of Munich, vol. 3, 2010 pp. 29-33.

“Mortgage Broker Regulations That Matter: Analyzing Earnings, Employment, and Outcomes for Consumers,” with Richard M. Todd, *Studies of Labor Market Intermediation*, ed. David Autor, University of Chicago Press and National Bureau of Research, 2009, pp.183-231. (also NBER Working Paper 13684, December 2007).

“We Don’t Need a Mortgage Guild” with Charles Wheelan, *Wall Street Journal*, March 24, 2008, p. A-14.

“A License for Protection”, *Regulation*, Vol.29, No. 3. Fall 2006, pp. 17-21.

“Driving for a License: Occupational Licensing Continues to Grow, But Benefits to Consumers Are Not Obvious”, *Minneapolis Federal Reserve Board Federal Reserve Gazette*, May 2006.

“Regulating Occupations: Quality or Monopoly?,” Upjohn Institute for Employment Research Newsletter, January 2006, pp. 1-3.

“Our Guild-Ridden Economy”, *Wall Street Journal*, October 15, 2005, p. A-7.

"Regulating Occupations: The Growth and Labor-Market Impact of Licensing", *Perspectives on Work*, Vol.8, No. 2, Winter 2005, pp. 40-41.

"Occupational Licensing", *The Journal of Economic Perspectives*, Vol. 14, No.4, November, 2000, pp. 189-202.

"Does Regulation Affect Economic Outcomes? The Case of Dentistry," with R. Kudrle, *Journal of Law and Economics*, Vol. 63, No. 2, October 2000, pp. 547-582.

"The Growth of Occupational Licensing: Are We Protecting Consumers?" with M. Gordon, *Center for Urban and Regional Affairs Reporter*, Vol. 26, No. 4, 1996, pp. 8-12.

"Do Tougher Licensing Provisions Limit Occupational Entry? The Case of Dentistry," National Bureau of Economic Research Working Paper No. 3984, with R. Kudrle, 1992.

"Are There Economic Rents For More Restrictive Occupational Licensing Practices?" *Industrial*

Relations Research Association, *Proceedings*, 1990, pp. 177-185.

"Unionism and Licensing of Public School Teachers: Impacts on Wages and Educational Output," in *When Public Sector Workers Unionize*, Richard B. Freeman and C. Ichniowski (eds.), University of Chicago Press and National Bureau of Economic Research, 1988, with D. Petree, pp. 305-319.

"Barriers to Labor Migration: The Case of Occupational Licensing," *Industrial Relations*, Vol. 21, No. 3, 1982, pp. 383-391, with R. Gay and K. Greene.

"Licensing, Migration, and Earnings: Some Empirical Insights," *Policy Studies Review*, Vol. 1, No. 3, 1982, pp. 510-522, with R. Gay and K. Greene, reviewed in *Regulation*, American Enterprise Institute, November/December 1982, pp. 49-50.

III. Labor Markets in Transition

"Metropolitan Area Labor Market Changes: Determinants and Comparisons by Industry," *Regional Studies*, Vol. 19, No. 2, 1985, pp. 131-138.

"Metropolitan Migration and Labor Market Changes by Industry," *Annals of Regional Science*, Vol. 18, No. 3, 1984, pp. 11-24.

"Access and Reliability of Labor Market Information Systems: An Economic Perspective," in *Access to Information through Censuses and Surveys*, Tore Dalenius (ed.), Brown University, with B. Bhattacharyya, 1983.

"Evidence on Occupational Migration: Some New Comparisons," *Growth and Change*, Vol. 13, No. 3, 1982, pp. 43-48.

"Labor Market Problems in Kansas," *Kansas Business Review*, Vol. 5, No. 3, 1982, pp. 1-6, with A. Redwood and B. Bhattacharyya.

"Small Firms As First Employers of New Entrants to the Workforce," *Proceedings*, Small Business Research Conference, 1982, with A. Redwood, pp. 704-715.

"The Migration of Workers to and from Kansas: 1965-75," *Kansas Business Review*, 1982, Vol. 6, No. 1, pp. 1-6, with A. Redwood and B. Bhattacharyya.

"Workforce Entrants and Exits: Some Comparisons of Administrative and Survey Data," *Policy Analysis and Information Systems*, Vol. 5, No. 2, 1981, pp. 139-150.

"Statistical Uses of Administrative Records for Labor Market Information," *Journal of Economic and Social Measurement*, Vol. 8, No. 1, 1980, pp. 43-50.

An Appraisal of New Sources of Employment and Unemployment Statistics, National Commission on Employment and Unemployment Statistics, Government Printing Office, Washington, D.C., 1979, p. 52 (reprinted in *Data Collection, Processing and Presentation*, Vol. 2, pp. 101-126, 1980).

Using Administrative Data for Substate Measures of Labor Market Hardship, National

Commission on Employment and Unemployment Statistics, Washington, D.C., 1979, p. 29.

Comment on "Duality in Market for Highly Skilled Workers: A Case Study of Academic Economists," *Journal of Economics*, Vol. 4, 1978, p. 53.

"The Use of the CWHS for Labor Market Information: A Comparative Analysis," National Bureau of Economic Research. *Policy Analysis with Social Security Research Files*, published by the Office of Research and Statistics, Social Security Administration, 1978, pp. 351-359.

"Analysis of Alternative Labor-Force Population Migration Forecasting Models," *The Annals of Regional Science*, Vol. 11, No. 2, 1977, pp. 74-85, with W. T. McWilliams.

"Interstate Occupational Migration: An Analysis of Data from 1965-70," *Monthly Labor Review*, Vol. 100, No. 4, 1977, pp. 64-67.

"The Interstate Migration of Professional and Technical Workers: A Cross-Sectional Analysis," *Review of Business and Economic Research*, Vol. 12, No. 3, 1977, pp. 27-34.

"A Population Projection Methodology for Regional Planning," *The Journal of Regional Analysis and Policy*, Vol. 5, No.1, 1975, pp. 87-108, with A. Redwood.

An Analysis of Interregional Labor Force Migration for Manpower Planning, Center for Advanced Computation, Working Paper No. 133, Urbana, Illinois, 1974, p. 230.

Forecasting Net Interstate Labor Migration for Regional Planning, Center for Advanced Computation, Working Paper No. 121, Urbana, Illinois, 1974, p. 21.

EXTERNALLY FUNDED RESEARCH

Investigator, "The U.S. Labor Market for Engineers in the Global Economy," Sloan Foundation, 2010-2012.

Investigator, A Review of Occupational Licensing and its Impact, United Kingdom, Commission for Employment and Skills, 2010-11.

Principal Investigator, "Licensing and Certification of Selected Construction Occupations and Health and Safety", National Institute for Occupational Safety and Health, Department of Health and Human Services, 2008-2010.

Principal Investigator, "Stages of Occupational Regulation" Upjohn Institute for Employment Research, 2007-2010.

Co-Principal Investigator, Princeton Data Improvement Initiative, with Alan B. Krueger, 2007-09.

Co-Investigator, "International Differences in the Business Practices and Productivity of Multinational Firms: A Case-Based Approach," Sloan Foundation, with S. Helper, 2003-2007.

Co-Principal Investigator, "The Future of Trade Unions in Britain" Centre for Economic Performance, London School of Economics, 2000-2005, with D. Metcalf.

Principal Investigator, "Keeping Jobs", Russell Sage and Rockefeller Foundation, 1998- 2002.

Principal Investigator, "Occupational Licensing in the U.S. and E.U.," Upjohn Institute for Employment Research, 1998-2005.

Co-Principal Investigator, "Economic Internationalization, Institutional Change, and Democracy," Austrian National Science Foundation and the University of Vienna, 1997-2000, with J. Freeman.

Co-Principal Investigator, "Labor Practices, Employee Attitudes, and Productivity," Citicorp Behavioral Sciences Research Council, 1996 - 2001, with A. Bartel, R. Freeman, and C. Ichniowski.

Co-Principal Investigator, "Effectiveness of Employee Involvement," National Science Foundation, 1996-97, with R. B. Freeman.

Investigator, "Human Resource Policies and Practices that Matter," Sloan Foundation, 1994 - 1998, with R. B. Freeman; M. Feldstein, Director.

Co-Principal Investigator, "Unions and Firm Solvency," National Science Foundation, 1991-92, with R. B. Freeman.

Investigator, "Impact of Increasing Life Expectancy on Labor Supply and Productivity," Sloan Foundation, 1988-90, with D. Ahlburg; James Vaupel, Director.

Co-Principal Investigator, "Future Role for Unions, Government, and Industry in Industrial Relations," Bureau of Labor-Management Relations and Cooperative Programs, U.S. Department of Labor, 1990, with M. Bognanno.

Principal Investigator, "Providing Business Information: Impacts on Employee Benefit Plans and Profitability," International Foundation of Employee Benefit Plans, National Bureau of Economic Research, 1987.

Co-Principal Investigator, "Employer Economic Behavior in the Face of Federally Regulated Union Organization Drives," National Science Foundation, 1985-87, with R. B. Freeman.

Investigator, "Public Sector Unionism," Sloan Foundation and National Bureau of Economic Research, 1984-86, R. B. Freeman, Director.

Principal Investigator and Director, National Labor Market Information Training Institute, U.S. Department of Labor, 1983-84.

Co-Principal Investigator, "Labor Market Information Project," Kansas Department of Human

Resources, 1982-83, with A. Redwood.

Principal Investigator, "Occupational Licensing and the Allocation of Human Resources," National Science Foundation, 1981-82, with D. J. Call.

Co-Principal Investigator, "Analysis of Labor Market Information," Kansas Department of Human Resources, 1981-82, with A. Redwood.

Principal Investigator, "An Analysis of Labor Market Entrants and Exits," U.S. Department of Labor, 1977-80.

Co-author, Department of Labor Institutional Grant to the University of Kansas, with A. Redwood, D. Shulenburg, and C. Krider, 1978-82.

Principal Investigator, "Impact of Occupational Licensing on Labor Migration, Employment, and Earnings," U.S. Department of Labor, 1976-80, with R. Gay and K. Greene.

Principal Investigator, "Local Migration, Employment Change, and Earnings Change of Persons Employed in Selected Industries," U.S. Department of Labor, 1976-77.

Principal Investigator, "Interregional Labor Force Migration," U.S. Department of Labor, 1973-74.

SEMINARS AT ACADEMIC AND PROFESSIONAL MEETINGS

Seminars: N.B.E.R. Summer Institute in Labor Studies, 1984-2012, Cambridge, Massachusetts. Research Studies presented at Department of Economics and Harvard Law School, Harvard University; Sloan School of Management and Department of Economics, M.I.T.; Industrial Relations Section, Department of Economics, Princeton University, Graduate School of Business, Columbia University; School of Management, UCLA; Industrial Relations Institute, U.C., Berkeley; Department of Economics and Graduate School of Business, University of Chicago; School of Industrial and Labor Relations, Cornell University, Princeton-Cornell Conference on the Princeton Data Improvement Project, Princeton University, Graduate School of Business Stanford University, Heinz College, Carnegie-Mellon University, New York University, University of Illinois; University of Wisconsin, Madison; Iowa State University; Kansas State University; Federal Trade Commission; Department of Justice; Bureau of Labor Statistics, U.S. Department of Labor; Upjohn Institute for Employment Research; Warsaw School of Economics; Centre for Economic Performance, London School of Economics; Cambridge University, U.K.; Eitan Berglas School of Economics, Tel Aviv University; International Congress on Professional and Occupational Regulation; London, England; University of Vienna; Australian National University; University of Melbourne; Aarhus School of Business, Denmark; Cardiff University, School of Business, and INSEE, Paris.

OTHER PROFESSIONAL ACTIVITY

Co-Chair and Co-Editor, International Symposium on the Regulation of Occupations, London School of Economics, for the *British Journal of Industrial Relations*, March 2009.

Convener/Program Chair, Labor Markets, Industrial Relations Research Association/American Economic Association, 1995-2006.

Invited Co-Editor, *Industrial Relations*, 1992 and 2007 (Special Issue on “Governing the Global Workplace”).

Editorial Boards: *Advances in Industrial and Labor Relations*, J.A.I. Press, *Journal of Accounting and Public Policy*, North Holland, *Perspectives on Work*, Industrial Relations Research Association

Editorial Reviews for *American Economic Review*, *Journal of Political Economy*, *Quarterly Journal of Economics*, *Review of Economics and Statistics*, *Economic Journal*, *Journal of Law and Economics*, *Journal of Labor Economics*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Journal of Human Resources*, *British Journal of Industrial Relations*, *American Economic Journal: Applied Economics*, *Economic Inquiry*, *Columbia University Conference on Behavioral Research in Industrial Relations*, *National Bureau of Economic Research/University of Chicago Book Series*, *Brookings Institution Book Series*, *Upjohn Institute for Employment Policy Book Series*, *Growth and Change*, *International Regional Science Review*, *Journal of Economic and Social Measurement*, *International Journal of Forecasting*, *Economics of Education Review*, *Policy Studies Journal*, *The Journal of Economic Education*, *Advances in Industrial and Labor Relations*, *Journal of Accounting and Public Policy*, *Journal of Economics and Management Strategy*, *Quarterly Review of Economics and Finance*, *Eastern Economic Journal*, *Cityscape*, *Regulation and Governance*, and *Academy of Management Review*.

Referee, Small Grants Review Panel, U.S. Department of Labor.

Invited Evaluator, College Curriculum Project, U.S. Bureau of the Census.

Reviewer, Dissertation Research Awards, Social Science Research Council.

Regular Economics Reviewer, Social and Economic Science Division, National Science Foundation.

OTHER ACADEMIC HONORS

Omicron Delta Epsilon (Economics Honorary)
Center for Advanced Computation Fellowship, University of Illinois
Social Science Research Council Dissertation Fellowship

PROFESSIONAL ASSOCIATIONS

American Economic Association

Labor and Employment Relations Association
Society of Labor Economists
Association for Public Policy Analysis and Management

REFERENCES

Available upon request.