

**Response to the City of Minneapolis for a Request
for Proposals for an Evaluation of a Citywide
Minimum Wage Increase**

Submitted by:

**Roy Wilkins Center for Human Relations and Social Justice
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City of Minneapolis

Community Planning and Economic Development

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November 30, 2015

City of Minneapolis - Procurement
Request for Proposals for: Evaluation of a Citywide Minimum Wage Increase
330 2nd Avenue South, Suite 552
Minneapolis, MN 55401

Email: RFP.Responses@minneapolismn.gov

RE: *Proposal: City of Minneapolis: Evaluation of a Citywide Minimum Wage Increase*
UM PI: Samuel Myers
DUNS Number: 55 591 7996 / EIN: 416607513

Dear Sir or Madam:

A proposal for the above referenced proposal, is hereby submitted on behalf Samuel Myers, Professor, Hubert H Humphrey Institute of Public Affairs, for the period January 14, 2016 through May 29, 2016.

This bid is firm for a period of 120 days from the date of submission.

The University of Minnesota does take exception to the following statements / clauses that are currently listed in the Request for Proposal:

Exceptions:

Insurance Requirements - wording to be negotiated

The University of Minnesota is self insured and shall maintain the full range of insurance provided through the Regents of the University of MN, including comprehensive general liability insurance in an amount not less than what is required by law or regulation. The University of Minnesota shall provide evidence of such coverage upon request.

The University of Minnesota represents that it has and will continue to have at least the following levels of insurance or self-insurance during the term of this Agreement: (i) Workers' Compensation in statutory compliance with Minnesota State Law; and (ii) as to General Liability Insurance in an amount not less than \$1,000,000 each claim / \$3,000,000 each occurrence. The University of Minnesota will continue to have Professional Liability insurance in an amount not less than \$1,000,000 each claim / \$3,000,000 each occurrence. The University of Minnesota's Automobile Liability Insurance limits are \$500,000 each claim and \$1,500,000 each occurrence, which is the tort claim limit set by Minnesota Statute 466.04.

Hold Harmless / Indemnification - wording to be negotiated

The University of Minnesota shall be responsible for claims, losses, damages and expenses which are proximately caused by the wrongful or negligent acts of omissions of its, employees or representatives acting within the scope of their duties. The liability of

the University of Minnesota is as set out in Chapter 3.736 of the Minnesota Statutes and subject to the limitations therein. Nothing herein shall be construed to limit either party from asserting against third parties any defenses or immunities (including common law, statutory and constitutional) it may have or be construed to create a basis for a claim or suit when none would otherwise exist. This provision shall survive the termination of the Agreement.

Conflict of Interest / Code of Ethics – wording to be negotiated

The University of Minnesota employees are subject to The Board of Regents Policy On Conflict of Interest and Code of Ethics. .

(http://regents.umn.edu/sites/regents.umn.edu/files/policies/Code_of_Conduct.pdf

http://regents.umn.edu/sites/regents.umn.edu/files/policies/Institutional_COI.pdf

http://regents.umn.edu/sites/regents.umn.edu/files/policies/Individual_COI.pdf)

Termination of Contract - wording to be negotiated

Either party may cancel the contract at any time for breach of contractual obligations by providing the other party with a written notice of such cancellation. Should either party exercise its right to cancel the contract for such reasons, the cancellation shall become effective on the date as specified in the notice of cancellation sent to the other party. In the event of early termination of this contract by the City, the City shall pay all costs incurred by proposer as of the date of termination, together with all non-cancellable obligations, which shall include all non-cancelable contracts, graduate assistantships, fellowships and postdoctoral associate appointments, entered into prior to the notice of termination

In addition, the University of Minnesota does reserve the right to negotiate specific terms and conditions of the award before final execution of subagreement.

Acknowledgement: This proposal has been administratively approved on behalf of the Board of Regents of the University of Minnesota. Questions concerning programmatic aspects of the project should be directed to the Principal Investigator(s). Those having to do with contract and budgetary matters should be directed to Pat Jondahl at 612-626-2244 in the Office of Sponsored Projects Administration.

Sincerely,


Amy Rollinger
Principal Grants and Contracts Admin.
Sponsored Projects Administration

Enclosures

cc: Samuel Myers, Principal Investigator, HHH Institute of Public Affairs
Elaine Pioske, Accountant, HHH Institute of Public Affairs

Roy Wilkins Center Submission Letter

D. Craig Taylor,
Director, Community Planning and Economic Development
City of Minneapolis

Dear Mr. Taylor,

The University of Minnesota is pleased to submit a proposal to provide an Evaluation of a Citywide Minimum Wage Increase for the Disparity Study to the City of Minneapolis. We propose to use state-of-the-art methods that have been applied successfully in other jurisdictions. These methods offer the most rigorous and advanced econometric techniques for estimating the effects of proposed minimum wage increases in the City of Minneapolis and adjacent jurisdictions.

The University of Minnesota has assembled a stellar research team to undertake the analysis. The team includes experienced and nationally known researchers who have the best knowledge and expertise in estimating the impacts of changes in minimum wages on labor market and related outcomes. **William M. Rodgers, III** is Professor of Public Policy and Chief Economist at the Heldrich Center for Workforce Development at Rutgers University. Dr. Rodgers also serves on the U.S. Bureau of Labor Statistics' Technical Advisory Committee and he served on President Obama's Department of Labor Transition Team. His is the former Chief Economist for the U.S. Department of Labor and a nationally recognized expert on the direct and indirect impacts of minimum wages on the health and welfare of low-wage workers. **Dr. William Spriggs** is a professor and former Chair of the Department of Economics at Howard University and holds a joint appointment as the Chief Economist of the AFL-CIO. Dr. Spriggs has served as Assistant Secretary for the Office of Policy, the United States Department of Labor, appointed by President Barack Obama, and confirmed by the U.S. Senate. **Dr. Lawrence Mishel**, a nationally recognized economist, is president of the Economic Policy Institute. Dr. Mishel has helped build EPI into the nation's premier research organization focused on U.S. living standards and labor markets. **David Cooper** is the lead minimum wage analysis economist at the Economic Policy Institute responsible for EPI's work using the American Community Survey and the Current Population Survey. He conducts national and state-level research on the minimum wage, state labor markets, poverty, and wage and income trends. Myers has co-authored and collaborated with the major team members on numerous previous projects beyond his well-known reports on economic disparities in the Twin Cities. By combining local expertise on Minnesota markets with star-studded expertise on minimum wage studies, the University of Minnesota's proposal offers the best option for the City of Minneapolis for conducting the requisite analysis.

Sincerely,

Samuel L. Myers, Jr., Ph.D.

I. Executive Summary

This project provides an independent, objective and comprehensive economic analysis of a proposed citywide minimum wage increase to \$12.00 phased in over five years and \$15.00 minimum wage phased over in 5 years. The University of Minnesota has assembled a stellar team of nationally recognized policy experts on the impacts of increases in minimum wages. The research team will provide undertake seven specific tasks, as requested in the RFP.

- 1. Provide a study of the impacts of a minimum wage increase in the City of Minneapolis, and separately in Hennepin and Ramsey County. Further, study the effects of the minimum wage changes once it is annually indexed to inflation.**

The research team will use existing parameter estimates for conventional models used to estimate the impact of minimum wage increase in the City of Minneapolis, Hennepin and Ramsey Counties¹. The underlying independent variables for Minneapolis (Hennepin County, St. Paul) will come from the five-year ACS PUMS, Quarterly Census of Employment and Wages (QCEW), and Quarterly Workforce Indicators (QWI).

- 2. Provide economic impact analysis of the effects of the changes in minimum wage for the City of Minneapolis and the Twin Cities metropolitan area**

The research team will use existing parameter estimates for conventional models used to estimate the economic impact of minimum wage² increase in the city of Minneapolis and the balance of Twin Cities metropolitan area using Current Population Survey for the last ten years. The team will also use EPI's Minimum Wage Multiplier model and the IMPLANS economic impact models to produce the range of estimates of the impacts of the minimum wages.

- 3. Provide an analysis of the workers in the local economy most impacted by minimum wage increase.**

The research team will examine which workers are likely to be affected the minimum wage increase using the American Community Survey data. The breakdowns will be by race, age, gender, ethnicity, education, income level, and marital status, location of residence, occupation and industry.

- 4. Provide an analysis of potential job creation/job loss and business retention/business loss, including job mobility and relocation.**

The research team will describe the turnover rates of the relevant industries, the average length of job tenure, and annual/weekly work hours for workers in these industries to be able to explain how if a minimum wage increase were to reduce—or slow the growth of—the total aggregate hours worked by low-wage worker using Quarterly Workforce Indicators (QWI) data.

¹ Reicht et al (2015a, 2015b), Klawitter et al (2014)

² Aaronson (2013), Hall and Cooper (2013)

5. *Provide and analysis of unintended consequences to both business and workers such as shifted costs and impacts on benefit eligibility and tax credit eligibility.*

The research team will estimate the impact that state and federal increases in the minimum wage have on household food security. To do this we will use micro data from the 1995 to 2014 Food Security Supplements of the Current Population Survey (CPS). Our estimates will be at the national, regional, state and metropolitan (e.g., Minneapolis) level. We will use parameter estimates from previous models to simulate the impacts on benefit eligibility and tax credits.

6. *Identify industry and sector most impacted by the change in the minimum wage.*

The research team will use existing parameter estimates for conventional models used to identify sectors/industries of the local economy potentially most impacted by minimum wage increase and the magnitude of the impact. The research team will use the American Community Survey (ACS) and Quarterly Workforce indicators to estimate the changes in major industries.

7. *Provide a review of options for enforcement of a minimum wage*

The research team will identify from previous studies the best practices for enforcement of a minimum wage and identify the relative effectiveness of alternative enforcement options.

Responsibilities of each team member:

Dr. Samuel L. Myers, Jr, Director Roy Wilkins Center will design and oversee the project and work directly with graduate students. He will oversee the replication of the models used elsewhere to estimate direct and indirect effects of changes in minimum wages. Much of his time is contributed to the project.

Dr. William Spriggs Chair of, the Department of Economics at Howard University and serves as Chief Economist to the AFL-CIO will direct the research on the effect of minimum wage increase in employment.

Dr. William Rodgers, Professor of Public Policy and Chief Economist at the Heldrich Center for Workforce Development at Rutgers University, will direct the research on the effect of minimum wages on safety net.

Dr. Mishel and David Cooper of Economic Policy Institute will work on the description of employment outcomes affected by the increase in minimum wages and the potential effects on business.

Outline of Detailed Proposal

In the pages that follow, our response:

- Details the background methodological issues in estimating the impacts of minimum wage increases;
- Summarizes the conventional approaches to estimating local impacts of minimum wage increases;

- Defines the extant data sources for undertaking the proposed analysis;
- Identifies the major components of our proposed study;
- Provides a detailed description of the methods for addressing each of the seven tasks in the statement of work; and
- Provides background information on the organizational and individual expertise assembled to undertake the analysis.

The detailed proposal also includes a bibliography, vita of the key researchers, and a detailed cost proposal. As the cost proposal reveals, a substantial portion of the time of the Principal Investigator, Samuel Myers, is donated to the project through cost sharing.

The documentation provided in the detailed proposal shows that the research team has the requisite experience and capacity for undertaking this project and has the expert knowledge and understanding of the tasks envisioned.

II. Methodology

Introduction

The methodology used in this project builds on a credible body of econometric research establishing the parameters for local models. Many of the previous studies of the effects of minimum wages have used specialized comparisons (e.g. state and adjacent state impacts) or have focused on particular industries. These previous studies often are ex-post studies of the impacts of increases in minimum wages and thus offer a starting benchmark for the proposed study in Minneapolis.

Krueger and Card (1993) studied the impact of the increase in minimum wage in New Jersey comparing the experiences of 410 fast-food restaurants in New Jersey and Pennsylvania after the increase in the minimum wage. They found “no evidence that the rise in New Jersey’s minimum wage reduced employment at fast-food restaurants in the state.” Their results showed an increase in employment of low-wage workers in New Jersey. Their finding shows that the burden of the minimum-wage rise was passed on to consumers via increases of prices. What makes the Krueger and Card results difficult to replicate is that they use survey data collected on fast-food workers in New Jersey and Pennsylvania. Nonetheless, the conventional wisdom is that the dominant employer impact of increases in the minimum wages is a price effect and not an employment effect. (Lemos, 2004). It is for that reason this project includes a section on pricing effects designed to estimate the shifting of the cost of the proposed increases in minimum wages to consumers.

Dube et al (2010) studied the effect of minimum wages in restaurants, accommodation and food services sector comparing counties that are contiguous but have different minimum wages. The study found strong earnings effects and no employment effects of minimum wage increases for cross-state contiguous counties (Dube et al (2010)). The same study showed that there were no spillover effects between counties. They did not find statistically significant evidence that an increase in wage in one county might reduce earnings and increase employment in county an adjacent county without a minimum wage increase. The methodology used to provide these estimates was a fixed effect model correcting by spatial heterogeneity using Quarterly Census of Employment and Wages (QCEW) between 1990 and 2006. We propose to replicate the Dube model to the extent feasible for Minneapolis vs Hennepin County and St. Paul and to use the Dube parameter estimates to simulate changes in the Metro area.

Different authors have produced alternative estimates of the effects of minimum wage increases among in younger low-wage workers. We will use the parameter estimates from these alternative models to produce a range of impacts in Minneapolis. Neumark and Wascher (2007) and Neumark et al (2014) contend in their estimates that the increase in minimum wage have a negative impact on employment for the “least-skilled groups” (teens) and this impact is more evident among small business. However, Dube et al (2010), Allegretto et al (2011) and Allegretto et al (2015) show that that an increase in minimum wage does not increase unemployment for teen employees. In particular, that the “lack of control for spatial heterogeneity in employment trends generates biases toward negative employment in national minimum wage studies”. Because of the conflicting estimates in the literature, this project will offer alternative simulations using the range of parameters available from previous studies. Again, because these previous studies are ex-post studies in other jurisdictions, they offer only a starting point for the predicted impacts our study will produce for Minneapolis.

There are three conventional methods for assessing the likely overall impacts of a change in the minimum wage in local jurisdictions:

1. UC Berkeley Institute of Research on Labor and Economics estimates the number of workers that will be affected by the change in the minimum wage, and then assesses the policy effects of the affected workers³. UC Berkeley uses the IMPLAN model to assess the economic impact of the change in the minimum wage. The University of Minnesota team has previously used the IMPLAN model for estimating the impacts of minority and small business contracting activities on the local economy. The advantage of the IMPLAN model is that it provides a range of estimates for a wide range of assumptions about hiring, employment growth, and sales.
2. University of Washington Evans School of Public Policy and Governance adds to the conventional methodology a focus on the impacts on the quality of life of workers, including health, nutrition and family daily life⁴. The University of Washington's methodology is a prospective analysis and anticipates over five years collecting data on various important unintended consequences of changes in minimum wages. Given the restricted period for the current project, we are unable to undertake a survey or five-year prospective analysis. Instead, we will employ the innovative methodology developed by Dr. William Rodgers to estimate the impacts on food security, one of the most relevant and significant impacts found in previous research.
3. Economic Policy Institute estimates the number of workers that will be affected by the change in the minimum wage using a "minimum-wage increase multiplier" to assess the benefits of a change in the minimum wage⁵. These estimates historically have used CPS data and have until recently focused on increases in the federal minimum wages. We will adopt this "minimum wage multiplier" as one of the benchmarks for estimating the impacts in local areas when using ACS PUMS data.

Data Sources:

Previous studies have used CPS data for estimating earnings and employment equations. The University of Minnesota team has more than 30 years of experience estimating such equations by race, gender, age, industry, occupation and location. One of the major limitations of the publicly available CPS data is the small sample sizes for Minnesota and the even smaller sample sizes for the Twin Cities. An alternative data set for estimating earnings and employment equations in the American Community Survey (ACS) Public Use Micro-Sample (PUMS). As Myers has argued elsewhere, the annual public use sample for Minnesota is only 1/3 the size of the initial sampling and omits critical information on some industries and occupations with limited numbers of observations. Accordingly, the research team proposes to use the five-year ACS-PUMS samples to provide credible estimates for the baseline calculations. To replicate the Dube, et al. results we will use the Quarterly Census of Employment and Wages (QCEW) data.

Components of the study:

The proposed study has the following components to assure that a wide range of questions is addressed in estimating the impacts of the proposed changes in the minimum wage:

³ UC Berkeley Institute for Research on Labor and Employment has conducted the studies for Los Angeles City, Oakland, San Francisco, Sacramento and San Diego.

⁴ University of Washington Evans School of Public Policy is currently working on the impact studies for the City of Seattle and Chicago. The research project is for five years providing periodic updates.

⁵ Economic Policy Institute has conducted minimum wage studies for Wisconsin, and conducted several reports at the national level.

- **Estimate the minimum wage increase schedule over five years**

The first step is to produce a schedule for the increase in the minimum wages over the next five years and to forecast the trajectories of prices and wages in two digit industries and occupations in Minneapolis. The data from this first step are used to estimate impacts in the subsequent steps. This step also permits a descriptive projection of the ratio of the minimum wage to the median full-time wage across industries and occupations to answer the question: who is affected by this change?

- **Estimate the effects on Workers and Families/Households**

Using both the EPI Multiplier Model and the parameter estimates from Dube et al. the research team will provide a range of estimates of the number of workers affected by the scheduled changes in step one. Note that for policy simulation purposes, alternative schedules can easily be entered to produce a range of estimates of the impacts by race/ethnicity, age, education and job characteristics. These estimates relate to both the individual worker and to the household/family impacts. This section will focus on both the work and earnings of full-time workers and that of part-time workers.

- **Estimate the effects on Businesses**

The analysis will estimate the impacts of the minimum wage changes at the industry level. We will estimate the distribution across major industries of affected workers and percentage of workers affected within each industry. The analysis will also examine the changes in operating costs by major industry and the impacts across firms by firm size and firm type (non-profit vs for-profit).

- **Estimate economic costs of the minimum wage change**

We will use the IMPLAN simulator to estimate the net impact of the change in the minimum wage on consumer spending from higher payroll costs, cumulative changes in GDP and employment; changes in tax revenue; and adjacent county effects.

Scope of Work

Below we detail the data sets we will use and summarize the methods that will be used to answer each of the questions posed in the RFP.

- Provide a study of the impacts of a minimum wage increase in the City of Minneapolis, and separately the impacts of a minimum wage increase in Hennepin and Ramsey Counties, with the intention of evaluating the effects and implications of both a \$12.00 minimum wage phased in over five years and a \$15.00 minimum wage, phased in over five years. Further, study the effects of the minimum wage in Minneapolis, and separately in Hennepin and Ramsey Counties, once it is annually indexed to inflation.*

The research team will use existing parameter estimates for conventional models used to estimate the impact of minimum wage increase in the City of Minneapolis, Hennepin and Ramsey Counties⁶. The

⁶ Reicht et al (2015a, 2015b), Klawitter et al (2014)

underlying independent variables for Minneapolis (Hennepin County, St. Paul) will come from the five-year ACS PUMS, Quarterly Census of Employment and Wages (QCEW), and Quarterly Workforce Indicators (QWI).

Existing literature shows that the impacts of the study are going to be largely dependent on how one treats commuters and households who live near the geographic border of the reach of the policy. Because much of the benefit of a minimum wage policy is not captured in the city itself, but the surrounding area, it will be important to generate a new control for workers who work in Minneapolis, but live elsewhere, and visa versa (commuters). There is also a debate within the literature as to if ACS participants underreport their income⁷. To correct for this, the research team will estimate a random effects model where home location, work location, and occupation are all considered time variant. If the null is that the minimum wage has no impact, then change in work location or home location will be no different from before the policy shift.

b) Provide an economic impact analysis of the effects of such change on the local economy, both city of Minneapolis proper and the Twin Cities metropolitan area, as defined as the seven county metro area of Hennepin, Ramsey, Anoka, Washington, Carver, Scott, and Dakota.

The research team will use existing parameter estimates for conventional models used to estimate the economic impact of minimum wage⁸ increase in the city of Minneapolis and the balance of Twin Cities metropolitan area using Current Population Survey for the last ten years.

Additionally, the research team will use Allegreto, Dube, Reich and Zipperer (2015) (ADRZ) model to estimate the effects of previous changes in minimum wage in the City of Minneapolis in employment. The model proposed by ADRZ includes controls for time varying heterogeneity (that explains the negative effects on state level models) and model selection using LASSO estimators (data driven approach for selection control variables). This model is specifically tailored to look at the county or city level effects of minimum wage changes when adjacent areas do not change their minimum wage. This model is based on earlier work reviewed by the Congressional Budget Office and deemed the most thorough model for understanding effects of minimum wage changes. This set of specifications in this version of the model directly addresses a critique claiming the CBO's preferred version of the model over-corrected for local employment trends. However, as the path of minimum wage increases above the minimum wage indicates, the success of raising the minimum wage is not random. Raises in the minimum wage have been focused on a select set of counties, cities and states. And the ADRZ (2015) model addresses the need to control for those forces that are correlated with minimum wage increases. This same model may be used, with data from the QWI to estimate effects on business entry and exit. A separate analysis Dube, Lester and Reich (2015 forthcoming) details how to examine labor turnover using the QWI. A major offset to increases in minimum wage labor costs are reductions in recruitment and training costs from lower labor turnover. The QWI allows for a direct measure of the change in labor turnover and so can be used to understand an important firm-level response. This empirical approach is far superior to surveys asking firms to be prospective about broad policy changes that have general equilibrium effects beyond the scope of individual company owners' abilities to predict. This approach, instead, looks at actual firm responses in situations where all firms raise wages and the incomes of potential customers are raised for all firms. In all instances, we will put data in for the City of

⁷ Beacon Economics (2015)

⁸ Aaronson (2013), Hall and Cooper (2013)

Minneapolis and for Hennepin and Ramsey Counties using the parameters of the models to predict changes resulting from the minimum wage. [[“Minimum Wage Shocks, Employment Flows, and Labor Market Frictions”](#) Arindrajit Dube, T. William Lester and Michael Reich. *Journal of Labor Economics* (forthcoming).

c) *Provide analysis of the workers in the local economy most impacted by minimum wage increase, including industry/occupation, worker demographics, share of the total local workforce and what are the impacts on public revenues, revenue increases and consumer demand locally from higher wages earned by these workers.*

The research team will collaborate with the Economic Policy Institute (EPI) to analyze the workers affected by the minimum wage increase. Using the American Community Survey, the research team will be able to generate the following statistics.

- Count/share of individual workers likely to be affected by the minimum wage increases, and the resulting increase in hourly and annual earnings, broken out by:
 - Gender
 - Race/ethnicity
 - Age group
 - Marital status
 - Parental/family status (i.e., count/share working moms, working dads, single moms, single dads)
 - Family income level
 - Industry and occupational categories
 - Count/share of children in families with at least one affected parent
 - Count/share of all individuals in families with at least one affected worker
 - Average share of total family income earned by the affected worker
 - Count/share of affected individuals who are in poverty or “near poor” (less than 200% poverty line)
 - Count/share of affected individuals in working families receiving SNAP assistance (food stamps)

The research team will also disaggregate the affected worker and wage increase totals by place of residence and place of work, i.e., showing what portion of the affected population working in Minneapolis (and relevant counties) lives within the affected jurisdiction versus commutes from elsewhere.

d) *Provide an analysis of potential job creation/job loss and business retention/business loss, including job mobility and relocation.*

The research team will analyze the potential effects on businesses and changes in work hours/employment, by describing the job flows and churn of the low-wage labor market in the region. The research team will be able to describe the turnover rates of the relevant industries, the average length of job tenure, and annual/weekly work hours for workers in these industries to be able to explain how if a minimum wage increase were to reduce—or slow the growth of—the total aggregate hours worked by low-wage worker using QWI census data.

It is likely that the changes in the business structure are going to be largely substitution effects, not

wealth effects. The occupations most impacted by the minimum wage are health care workers, food services, and retail⁹, which are all prevalent in Hennepin County as a whole, yet are all labor intensive industries. It is likely that the substitutions made will not be between labor and capital, but between different kinds of labor¹⁰. This implies that and payroll data used in this study must be able to differentiate between administrative, managerial, and other kinds of labor. The study will include Uncorrelated Regressions of the impacts of the minimum wage on upper level management in order to explain some of the variance that is to be expected from shifts in managerial decision making. By running firm level data with a view towards the entire firm vs only the expected workers, our research would pick up on the changes in labor quality the firm is likely to substitute in light of the wage change.

It is seen that output prices are relatively inflexible, and that input prices are relatively inflexible downward (including wage)¹¹, implying that our attention will best be spent focusing on quality of worker substitutions rather than expecting large wealth effects from the policy change. As for worker mobility, although it is possible that there will be some change in working location, the Twin Cities area is already highly commuter-friendly, and it will be difficult to parse out which impacts are from the policy and which are from other effects. The best way to control for this is to differentiate between people who commute to work across city borders, and those who stay within their home city to work. The research team will conduct a difference in difference analysis of the migration of minimum wage workers grouped by age and number of children. Because younger workers are most likely to move anyway, they would be a baseline, and older workers with children are less likely to move, so any change in their movement would be because of the policy impact and not simply because they have a high proclivity to move.

e) Provide and analysis of unintended consequences to both business and workers such as shifted costs and impacts on benefit eligibility and tax credit eligibility.

The research team will estimate the impact that state and federal increases in the minimum wage have on household food security. To do this we will use micro data from the 1995 to 2014 Food Security Supplements of the Current Population Survey (CPS). Our estimates will be at the national, regional, state and metropolitan (e.g., Minneapolis) level. Unfortunately, the Supplement does not contain an identifier for the counties of interest.

We will estimate two econometric specifications. The first specification estimates the “preferred” or typically used model in the literature, a probit where the outcome (e.g., employment) is a function of whether the state’s minimum wage exceeds the federal minimum wage. For food security, we will estimate an ordered probit because we have three thresholds of food security: “Very-Low” security, “Low” security and “Food Security”.

Our second econometric specification estimates the relationship in a regression discontinuity (RD) framework. To our knowledge, this report will be one of first U.S. minimum wage studies to employ this increasingly popular technique. The approach amounts to altering the “preferred” model in two ways. The parametric approach is to include a dummy variable for whether a state’s minimum wage exceeds the federal in a given year. The dummy variable becomes the variable that identifies the impact of an

⁹ Reicht et al (2015a, 2015b)

¹⁰ Reicht et al (2015b)

¹¹ Reicht et al (2015b)

increase in the minimum wage. The nonparametric approach compares respondents in the sample where the federal minimum wage is the binding wage floor to respondents that live in states with minimum wages that are “close” to states where the federal minimum wage is the binding wage floor.

The following summarizes the national-level findings in Rodgers (2015).

An increase in the minimum wage has a positive impact on food security, with larger effects for nonwhite, high school graduate, and single parent households. The improvement in food security is largely due to a household’s movement from “Low” security to “Food Security” and less a move from “Very-Low” security to “Low” security.

An increase in the minimum wage enables households to worry less about meeting their food needs, maintain a supply of food, reduce their reliance on low-cost food, and to afford balanced meals. Adults make fewer sacrifices to their food intake and dietary choices.

Rodgers uses his study’s parameters to simulate the effects of Senator Murray and Congressman Scott’s proposal to increase the federal minimum wage from its current \$7.25 per hour to \$12.00 per hour by 2020. The increases would be as follows: \$8.00 in 2016, \$9.00 in 2017, \$10.00 in 2018, \$11.00 in 2019 and \$12.00 in 2020. Based on the estimated parameters and the schedule of increases, 948,000 to 1.0 million households would become food secure, which translates into between 2.4 to 2.6 million Americans achieving food security.

Using these two specifications, we will estimate parameters for the region, state, and Minneapolis. We will use these parameters to simulate the impact of an increase in Minneapolis’ minimum wage on its residents’ food security.

f) Identify sectors/industries of the local economy potentially most impacted by a citywide minimum wage increase and provide analysis of the types and magnitude of impact potentially felt by these sectors/industries.

The research team will use existing parameter estimates for conventional models used to identify sectors/industries of the local economy potentially most impacted by minimum wage increase and the magnitude of the impact. The research team will use the American Community Survey (ACS) and Quarterly Workforce indicators to estimate the changes in major industries. The research team will estimate the impact at the firm size estimating the distribution of workers affected by the proposed minimum wage law across firm size using Current Population Survey data.

g) Provide a review of options for enforcement of a minimum wage increase in Minneapolis.

The research team will do a literature review of the best practices for enforcement of minimum wages and a review on the experiences of other cities/counties that have implemented the new minimum wages. The research team will not provide specific recommendation, but list the options based on the research.

References

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Reich, Michael, Ken Jacobs, Annette Bernhardt and Ian Perry. 2015b. "Estimated Impact of a Proposed Minimum Wage Law for Sacramento." Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

Reich, Michael, Ken Jacobs, Annette Bernhardt and Ian Perry. 2014a. "The Impact of Oakland's Proposed City Minimum Wage Law: A Prospective Study." Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

Reich, Michael, Ken Jacobs, Annette Bernhardt and Ian Perry. 2014b. "Fact Sheet: Estimated Impact of San Diego's Proposed Minimum Wage Law." Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

Reich, Michael, Ken Jacobs, Annette Bernhardt and Ian Perry. 2014c. "San Francisco's Proposed City Minimum Wage Law: A Prospective Impact Study." Center on Wage and Employment Dynamics, Institute for Research on Labor and Employment, UC Berkeley, Berkeley, CA.

Reich, Michael, 2012. "Increasing the Minimum Wage in San Jose: Benefits and Costs. IRLE CWED Policy Brief.

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Salas, Sara, 2004. "The Effect of the Minimum Wage on Prices." IZA Discussion Paper Series

III. Experience and Capacity

The Roy Wilkins Center for Human Relations and Social Justice, founded in 1992, builds on the legacy of Roy Wilkins, former chief executive of the National Association for the Advancement of Colored People (NAACP). It is the first endowed chair established in a major public policy school named after an African American. Located at the Humphrey School of Public Affairs at the University of Minnesota, the mission of the Roy Wilkins Center is to study and formulate solutions to problems of racial and ethnic inequality. Dr. Samuel L. Myers, Jr., an economist, is Chair holder and Director. Professor Myers is a national authority on the methodology of conducting disparity studies and a pioneer in the use of applied econometric techniques to examine racial disparities.

The Roy Wilkins Center has put together a stellar group of accomplished policy researchers for this project:

Dr. Samuel L. Myers, Jr. is the Director and Professor, Roy Wilkins Center for Human Relations and Social Justice at the Hubert H. Humphrey School of Public Affairs, University of Minnesota. He is an often-cited Massachusetts Institute of Technology-trained economist who has published more than 100 studies on applied microeconomic and policy issues in leading economics and interdisciplinary journals and in books and monographs. He is a pioneer in the use of applied econometric techniques to examine racial disparities in crime, to detect illegal discrimination in home mortgage lending and consumer credit markets, to assess the impacts of welfare on family stability to evaluate the effectiveness of government transfers in reducing poverty, and to detect disparities and discrimination in government contracting.

William M. Rodgers, III is Professor of Public Policy and Chief Economist at the Heldrich Center for Workforce Development at Rutgers University. Rodgers is a member of the graduate faculty of Rutgers' School of Management and Labor Relations, and a senior research affiliate of the National Poverty Center, University of Michigan. Dr. Rodgers also serves on the U.S. Bureau of Labor Statistics' Technical Advisory Committee and he served on President Obama's Department of Labor Transition Team. Prior to coming to Rutgers, in 2000, Rodgers served as chief economist at the U.S. Department of Labor, appointed by Alexis Herman, U.S. Secretary of Labor.

William Spriggs is a professor in, and former Chair of, the Department of Economics at Howard University and serves as Chief Economist to the AFL-CIO. In his role with the AFL-CIO he chairs the Economic Policy Working Group for the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development, and serves on the board of the National Bureau of Economic Research. From 2009 to 2012, Bill served as Assistant Secretary for the Office of Policy at the United States Department of Labor, having been appointed by President Barack Obama, and confirmed by the U.S. Senate.

Lawrence Mishel, a nationally recognized economist, is president of the Economic Policy Institute, a role he assumed in 2002. Mishel first joined EPI in 1987 as research director. In the more than two decades he has been with EPI, Mishel has helped build it into the nation's premier research organization focused on U.S. living standards and labor markets. Mishel's primary research interests include labor markets and education. He has written extensively on wage and job quality trends in the United States. He co-

edited a research volume on emerging labor market institutions for the National Bureau of Economic Research. His 1988 research on manufacturing data led the U.S. Commerce Department to revise the way it measures U.S. manufacturing output. This new measure helped accurately document the long decline in U.S. manufacturing, a trend that is now widely understood.

David Cooper is an economist analysis at the Economic Policy Institute. He conducts national and state-level research on the minimum wage, state labor markets, poverty, and wage and income trends. He also coordinates and provides technical support to the His graduate research focused on international development policy and intergenerational social mobility.

About EPI: The Economic Policy Institute (EPI) is a nonprofit, nonpartisan think tank created in 1986 to include the needs of low- and middle-income workers in economic policy discussions. EPI believes every working person deserves a good job with fair pay, affordable health care, and retirement security. To achieve this goal, EPI conducts research and analysis on the economic status of working America. EPI proposes public policies that protect and improve the economic conditions of low- and middle-income workers and assesses policies with respect to how they affect those workers.

IV. References

Vic Rosenthal
Executive Director
Jewish Community Action
2375 University Avenue West
Suite 150 St. Paul, MN 55114
Tel. 651-632-2184
vic@jewishcommunityaction.org

The Roy Wilkins Center in 2015 conducted a Responsible Banking Report. The report studies how the Twin Cities' 50 largest banks apply their practices in the region with a specific focus on minority access to the credit market." The report grades individual lenders on four key components of their performance: a) racial disparities in mortgage lending; b) small business lending to low-income and moderate income communities; c) discriminatory lending patterns; and d) foreclosures and banking services.

Duane Ramseur
President and CEO
111 Third Avenue South, Suite 240
Minneapolis, Minnesota, 55401
dramseur@mmsdc.org
Tel. 612-465-8881

The Roy Wilkins Center in 2013 conducted the Economic Impact of the Midwest Minority Supplier Development Council's Member Businesses on Minnesota's Economy This is a study to better understand and demonstrate the contribution minority-owned business enterprises (MBEs) make to Minnesota's economy and advocate for continued mentoring of MBEs and fostering of relationships between MBEs and the local business community.

Allegra J. Lawrence-Hardy
Sutherland Asbill & Brennam LLP
999 Peachtree St, NE, Suite 2300
Atlanta, GA 30309
Tel. 404-853-8497
Allegra.lawrence-hardy@sutherland.com

Dr. Lawrence Spriggs conducted a study in minority contracting for the City of Atlanta.

V. Personnel Listing

The Roy Wilkins Center is collaborating with two exceptional academics who have a long experience in labor economics and workforce development. Full vita is in the appendix.

Dr. Samuel L. Myers, Jr
Director Roy Wilkins Center
University of Minnesota

Samuel L. Myers, Jr., is the Director and Professor, Roy Wilkins Center for Human Relations and Social Justice at the Hubert H. Humphrey School of Public Affairs, University of Minnesota. He is an often-cited Massachusetts Institute of Technology-trained economist who has published more than 100 studies on applied microeconomic and policy issues in leading economics and interdisciplinary journals and in books and monographs. He is a pioneer in the use of applied econometric techniques to examine racial disparities in crime, to detect illegal discrimination in home mortgage lending and consumer credit markets, to assess the impacts of welfare on family stability to evaluate the effectiveness of government transfers in reducing poverty, and to detect disparities and discrimination in government contracting. He is an expert on conducting disparity studies for state and local governments and analyzes race-neutral public procurement and contracting policies. He has served as an expert witness in the ground-breaking federal cases of GEOD vs New Jersey Transit (3rd Circuit Court of Appeals) and Geyer vs. MnDOT (8th Circuit Court of Appeals).

Myers is an elected Fellow of the National Academy of Public Administration; a past president of the Association for Public Policy Analysis and Management (APPAM); the former chair of the National Science Foundation's Committee on Equal Opportunity in Science and Engineering (CEOSE); and a former president of the National Economic Association (NEA). Myers received the Samuel Z. Westerfield, Jr., Award by the National Economic Association. The award—NEA's highest honor--recognizes distinguished service, outstanding scholarship, and achievement of high standards of excellence.

At the University of Minnesota, Myers holds concurrent appointments in the Applied Economics Ph.D. Program and the graduate minor in population studies. He maintains an affiliation with the Institute of Ethnology and Anthropology at the Chinese Academy of Social Sciences (Beijing, China) where he was in residence in 2008- 2009 and is a visiting lecturer at the National Law School of India University (Bangalore, India).

Myers has been the principal investigator on major policy evaluations. Recent projects include a 2015 "Responsible Banking Report" to the City of Minneapolis, grading financial institutions on measures of lending to minorities and low income communities; and the Minnesota Department of Transportation FHWA and FTA DBE Goals Report for 2016-18 examining racial, ethnic and gender disparities in public procurement and contracting. He was the principle investigator on a 2002 New Jersey Transit Disparity Study, a 2005 Essex County Disparity Study, and is completing a 2015 New Jersey Transit Disparity Study.

He currently serves on advisory boards for Catholic Charities (Twin Cities), the Educational Testing Services, and Kellogg Research Council, Office for Diversity and Community Partnership, Harvard Medical School. He is a former board member of Catholic Community Foundation, Archdiocese of St. Paul/Minneapolis; the Breck School; Inter-University Consortium for Political and Social Research;

National Association of Schools of Public Affairs and Administration; Evaluation Advisory Committee, Minnesota Partnership for Action Against Tobacco; and the Executive Leadership Institute, National Forum for Black Public Administrators (NFBPA). He is a current member of the Science Advisory Board for the US Department of Justice, Office of Justice Programs.

William M. Rodgers III
Professor of Public Policy and Chief Economist
Rutgers, The State University of New Jersey

William M. Rodgers, III is Professor of Public Policy and Chief Economist at the Heldrich Center for Workforce Development at Rutgers University. Rodgers is a member of the graduate faculty of Rutgers' School of Management and Labor Relations, and a senior research affiliate of the National Poverty Center, University of Michigan. He is an elected member of the National Academy of Social Insurance, and serves as the Academy's Vice Chair. Rodgers also serves on the U.S. Bureau of Labor Statistics' Technical Advisory Committee. He was recently appointed to the Board of Trustees at McDaniel College and as a Non-Resident Fellow at the Century Foundation.

Prior to coming to Rutgers, in 2000, Rodgers served as chief economist at the U.S. Department of Labor, appointed by Alexis Herman, U.S. Secretary of Labor.

His research interests include income inequality, with a focus on labor and workforce development issues. His policy work spans from developing New Jersey's current child support guidelines to working on social insurance to government efficiency and reform. Currently, he sits on the National Urban League's Council of Economic Advisors, and he served on President Obama's Department of Labor Transition Team. At the state level, he served on Acting Governor Codey's Pensions Benefits Review Task Force and was a member of Governor Corzine's Commission on Government Efficiency and Reform.

Rodgers' expertise is frequently called upon by journalists for articles in The New York Times, The Wall Street Journal, Fortune Magazine, The Washington Post, The Financial Times, and other publications. He is a frequent guest on numerous television and radio talk shows such as PBS' Nightly Business Report, NBC's Meet the Press and Nightly News, CNN's Your \$\$\$\$, CNBC's Squawk Box, Power Lunch, and Street Signs, and National Public Radio's Market Place.

Professor Rodgers serves United Way Worldwide in a variety of capacities. At the national level, he is a board member of United Way World Wide's U.S. Board of Trustees. At the regional level, Rodgers serves as a member of the United Way of Northern New Jersey's Board of Trustees.

Rodgers holds a BA from Dartmouth College, MA's from UC Santa Barbara and Harvard University, and a Ph.D. from Harvard University.

William Spriggs
Professor Department of Economics
Howard University

William Spriggs is a professor in, and former Chair of, the Department of Economics at Howard University and serves as Chief Economist to the AFL-CIO. In his role with the AFL-CIO he chairs the Economic Policy Working Group for the Trade Union Advisory Committee to the Organization for

Economic Cooperation and Development, and serves on the board of the National Bureau of Economic Research.

From 2009 to 2012, Bill served as Assistant Secretary for the Office of Policy at the United States Department of Labor, having been appointed by President Barack Obama, and confirmed by the U.S. Senate. At the time of his appointment, he also served as chairman of the Healthcare Trust for UAW Retirees of the Ford Motor Company and as chairman of the UAW Retirees of the Dana Corporation Health and Welfare Trust, vice chair of the Congressional Black Caucus Political Education and Leadership Institute; and on the joint National Academy of Sciences and National Academy of Public Administration's Committee on the Fiscal Future for the United States; and, as Senior Fellow of the Community Service Society of New York; and served on the boards of the National Employment Law Project and very briefly for the Eastern Economic Association.

Bill's previous work experience includes roles leading economic policy development and research as a Senior Fellow and Economist at the Economic Policy Institute; as Executive Director for the Institute for Opportunity and Equality of the National Urban League; as a Senior Advisor for the Office of Government Contracting and Minority Business Development for the U.S. Small Business Administration; as a Senior Advisor and Economist for the Economics and Statistics Administration of the U.S. Department of Commerce; as an Economist for the Democratic staff of the Joint Economic Committee of Congress; and, as staff director for the independent, federal National Commission for Employment Policy. He is a former president of the National Economics Association, the organization of America's professional Black economists.

He graduated from Williams College in Massachusetts, and holds a doctorate in economics from the University of Wisconsin-Madison. He also taught six years at Norfolk State University and for two years at North Carolina A & T State University.

He is a member of the National Academy of Social Insurance and the National Academy of Public Administration.

Lawrence Mishel
Director
Economic Policy Institute

Lawrence Mishel, a nationally recognized economist, is president of the Economic Policy Institute, a role he assumed in 2002. Mishel first joined EPI in 1987 as research director. In the more than two decades he has been with EPI, Mishel has helped build it into the nation's premier research organization focused on U.S. living standards and labor markets.

Mishel has co-authored all 12 editions of *The State of Working America*, a book that former U.S. Labor Secretary Robert Reich says "remains unrivaled as the most-trusted source for a comprehensive understanding of how working Americans and their families are faring in today's economy." *The State of Working America* has been an invaluable resource in newsrooms, classrooms, and halls of power since 1988.

Mishel's primary research interests include labor markets and education. He has written extensively on wage and job quality trends in the United States. He co-edited a research volume on emerging labor market institutions for the National Bureau of Economic Research. His 1988 research on manufacturing

data led the U.S. Commerce Department to revise the way it measures U.S. manufacturing output. This new measure helped accurately document the long decline in U.S. manufacturing, a trend that is now widely understood.

Mishel leads EPI's education research program. He has written extensively on charter schools, teacher pay, and high school graduation rates. His research with Joydeep Roy has shown that high school graduation rates are significantly higher than the rates that are often cited by education analysts. This work has enabled policymakers to more accurately assess the state of U.S. public education.

Mishel has testified before Congress on the importance of promoting policies that reduce inequality, generate jobs, improve the lives of American workers and their families, and strengthen the middle class. He also serves frequently as a commentator in print, broadcast, and online media.

Prior to joining EPI, Mishel held a number of research roles, including a fellowship at the U.S. Department of Labor. He also served as a faculty member at Cornell University's School of Industrial and Labor Relations. Mishel also served as an economist for several unions, including the Auto Workers, Steelworkers, AFSCME, and the Industrial Union Department, AFL-CIO. Mishel holds a Ph.D. in economics from the University of Wisconsin at Madison.

David Cooper
Economic Analyst
Economic Policy Institute

David Cooper is an economist analyst at the Economic Policy Institute in 2011. He conducts national and state-level research on the minimum wage, state labor markets, poverty, and wage and income trends. He also coordinates and provides technical support to the Economic Analysis and Research Network (EARN). David has been interviewed and cited for his research on the minimum wage, poverty, and U.S. economic trends by local and national media, including The New York Times, The Washington Post, The Los Angeles Times, U.S. News and World Report, CNBC, and NPR. His graduate research focused on international development policy and intergenerational social mobility.

VI. Cost/Fees

City of Minneapolis, Evaluation of a Citywide Minimum Wage Increase
 January 14, 2016 - May 29, 2016

UNIVERSITY OF MINNESOTA PERSONNEL	Activity	Overall Hours During Project Period	FTE	Estimated Hours on project	Hourly Salary	Fringe Rate	Salary	Fringe	Total	RWC Contribution	City of Minneapolis
Samuel L. Myers, Jr. (Spring 2016)	Principal Investigator	780	20.5%	159.9	\$119.96	33.70%	\$19,181.60	\$6,464.20	\$25,646	\$22,320.00	\$3,325.80
Blanca Monter (Jan 1, 2016 - June 30, 2016)	Administrative	960	4.0%	38.4	\$25.20	33.70%	\$967.68	\$326.11	\$1,294		\$1,294
PhD Research Assistants TBD (Spring 2016)		780	50.0%	390	\$19.89	109.56%	\$7,757.10	\$8,498.68	\$16,256		\$16,256
PhD Research Assistants TBD (Spring 2016)		780	50.0%	390	\$19.89	109.56%	\$7,757.10	\$8,498.68	\$16,256		\$16,256
PhD Research Assistants TBD (Spring 2016)		780	25.0%	195	\$19.89	109.56%	\$3,878.55	\$4,249.34	\$8,128		\$8,128
Works study students (2)		780	50.0%	390	\$10.10		\$3,939.00		\$1,182		\$1,182
Subtotal University of Minnesota Personnel									\$68,761	\$22,320	\$46,441
Subcontractors											
Economic Policy Institute									\$25,000		\$25,000
Subconsultants											
William Spriggs									\$20,000		\$20,000
William Rodgers									\$20,000		\$20,000
Subtotal consultants									\$40,000		\$40,000
Travel (subconsultants)	Assuming 3 trips to Mn								\$4,500		\$4,500
Airfare \$500											
Hotel (\$150)											
Per diem (\$100)											
Direct Costs									\$138,261	\$22,320	\$115,941
F & A backout costs											
Subcontracts greater than \$25K											
RA Fringe during the Academic Year									-\$21,247	\$	-\$21,247
Base MTDC									\$117,014	\$22,320	\$94,694
F & A of @33% MTDC							Base		\$38,615	\$7,366	\$31,249
TOTAL PROJECT COSTS									\$176,875	\$29,686	\$147,190

VII. Appendix

Data Description

The Integrated Public Use Microdata Series (IPUMS) USA consists on more than fifty sample of the American Population drawn from federal census and from the American Community Surveys of 2000-2012. IPUMS USA is that includes data for the City of Minneapolis, Hennepin, Ramsey, Anoka, Washington and Dakota Counties. However, some adjustment will be done to cover the fact that there is not information at county level for Carver and Scott counties.

The Quarterly Census of Employment and Wages (QCEW) distributed by the Bureau of Labor Statistics publishes the quarterly/annually count of employment and wages reported by employers covering 98 percent of US jobs. QCEW includes data for all Twin Cities metropolitan area: Hennepin County, Ramsey, Anoka, Washington, Scott, Carver and Dakota counties. . This will be used to look at industries potentially highly affected by the minimum wage like restaurants and workers like teenagers.

The Quarterly Workforce Indicators (QWI) are a set of economic indicators including employment, job creation, earnings, and other measures of employment flows. The QWI are reported based on detailed firm characteristics (geography, industry, age, size) and worker demographics information (sex, age, education, race, ethnicity) and are available tabulated to national, state, metropolitan/micropolitan areas, county, and Workforce Investment Board (WIB) areas. The source data for the QWI is the Longitudinal Employer-Household Dynamics (LEHD) linked employer employee microdata. The LEHD data is massive longitudinal database covering over 95% of U.S. private sector jobs. Much of this data is collected via a unique federal-state data sharing collaboration, the Local Employment Dynamics (LED) partnership.

The Integrated Public Use Microdata Series (IPUMS) Current Population Survey (CPS) “is an integrated set of data spanning more than 50 years (1962-forward) of the Current Population Survey (CPS). The CPS is a monthly U.S. household survey conducted jointly by the U.S. Census Bureau and the Bureau of Labor Statistics.” (IPUMS CPS, 2015).

Resumes

Samuel L. Myers, Jr
February 2015

CURRICULUM VITA

I. EDUCATION

B.A., Economics, 1971
Magna Cum Laude
Morgan State University
Baltimore, Maryland

Ph.D., Economics, 1976
Massachusetts Institute of Technology

Dissertation Committee

Dissertation Title:
A Portfolio Model of Illegal Transfers

Michael Piore
Lester C. Thurow
Robert M. Solow

II. PROFESSIONAL EXPERIENCE

Roy Wilkins Professor of Human Relations and Social Justice, Hubert H. Humphrey School of Public Affairs, University of Minnesota, 1992–Present.

Concurrent Appointments:

Graduate Faculty, Applied Economics M.S. and Ph.D. Program
Graduate Faculty, Graduate Minor in Population Studies, Minnesota Population Research Center
Graduate Faculty, Early Childhood Policy Program

Fulbright Fellow, Chinese Academy of Social Sciences, Beijing, 2008-2009.

Distinguished Visiting Scholar, Benedict College, 1998–99.

Floyd McKissick Scholar, Center for Urban and Regional Studies, University of North Carolina, November 1998.

Fulbright Scholar, Faculty of Aboriginal and Islander Studies, University of South Australia, October-December, 1997.

Hanes-Willis Lecturer, Department of Economics, University of North Carolina, March 1994.

Professor, Department of Economics, University of Maryland, College Park, July 1986–1992.

Director, Afro-American Studies Program, University of Maryland, College Park, July 1986–1992.

Associate Professor, Graduate School of Public and International Affairs, University of Pittsburgh, 1982-1986.

Visiting Associate Professor, Department of Human Service Studies, Cornell University, Fall, 1985.

Associate, W.E.B. Dubois Institute, Harvard University, 1984.

Senior Economist, Federal Trade Commission, 1980-1982.

Assistant Professor, Department of Economics, University of Texas, Austin, 1976-1980.

Consultant, U.S. House of Representatives, Committee on the Judiciary, Subcommittee on Crime, 1980.

Visiting Research Fellow, Institute for Research on Poverty, University of Wisconsin, Madison, 1979-1980.

Visiting Faculty Fellow, National Institute of Justice, U.S. Department of Justice, 1979-1980.

Summer Faculty Fellow, Goddard Space Flight Center, N.A.S.A. 1978.

Visiting Research Associate, The Urban Institute, 1977.

Lecturer, Cuttington University College, Liberia, West Africa, 1975-1976.

III. LITIGATION SUPPORT

A. Expert Reports

"Second Rebuttal Report of Defendants' Expert", Civil Action No. 11-321. Geyer Signal, Inc. and Kevin Kissner, Plaintiffs v. Minnesota Department of Transportation, et al., Defendants, May 13, 2013.

"Rebuttal Report of Defendants' Expert", Civil Action No. 11-321. Geyer Signal, Inc. and Kevin Kissner, Plaintiffs v. Minnesota Department of Transportation, et al., Defendants, March 1, 2013.

"Initial Report of Defendant's Expert", Civil Action No. 11-321, Geyer Signal, Inc. and Kevin Kissner, Plaintiffs v. Minnesota Department of Transportation, et al., Defendants, December 31, 2012

"Rebuttal to Supplemental Report of Plaintiffs' Expert", Civil Action No. 04-2425, GEOD CORPORATION, et al. Plaintiffs v. NEW JERSEY TRANSIT CORPORATION, et al. Defendants, March, 2010.

"Rebuttal Report of Defendants' Expert." 2007-10-23, Civil Action No. 04-2425, GEOD CORPORATION, et al. Plaintiffs v. NEW JERSEY TRANSIT CORPORATION, et al. Defendants, April 5, 2008.

"Initial Report of Defendants' Expert, 2007-10-23, Civil Action No. 04-2425, GEOD CORPORATION, et al. Plaintiffs v. NEW JERSEY TRANSIT CORPORATION, et al. Defendants, November 13, 2007.

A. Expert Witness Experience

GEOD case, Expert witness where our analysis assisted the State of New Jersey to successfully defend its DBE program (See *GEOD Corp. v. New Jersey Transit Corp.*, 678 F. Supp. 2d 276 (2009) and *GEOD Corp. v. New Jersey Transit Corp.*, 746 F. Supp. 2d 642 (2010))

Minnesota Department of Transportation Expert Witness Report (2012-2013) (Geyer v. MnDOT and DOT) (on-going litigation regarding overconcentration of DBEs in certain industries)

IV. PUBLICATIONS

A. Books and Monographs

Racial and Ethnic Economic Inequality: An International Perspective, Co-edited with Bruce Corrie. New York: Peter Lang Publishing, Inc. 2006.

Crime Control and Social Justice: The Delicate Balance with Darnell F. Hawkins and Randolph N. Stone. Westport, CT, London: Greenwood Press, June 2003.

Faculty of Color in Academe: Bittersweet Success, with Caroline Sotello Viernes Turner. Upper Saddle River, NJ: Allyn & Bacon, 2000.

Persistent Disparity: Race & Economic Inequality in the U.S. Since 1945 with William A. Darity, Jr. Northampton, MA: Edward Elgar Publishing, October 1998.

Civil Rights and Race Relations in the Post Reagan Bush Era (editor). Westport, CT: Greenwood Publishers, October 1997.

The Black Underclass: Critical Essays on Race and Unwantedness with William A. Darity, Jr., William J. Sabol, and Emmett Carson. New York: Garland Press, 1994.

Economics of Race and Crime , co-edited with Margaret Simms. New Brunswick, NJ: New Brunswick, NJ Transaction Press, 1988.

Crime and the Black Community: Issues in the Understanding of Race and Crime in America, with William J. Sabol. Monograph commissioned by the Political Participation Subcommittee of the Committee on the Status of Black Americans, National Research Council, January 1988.

Employment Opportunities and Crime, Washington, D.C.: National Criminal Justice Reference Service, December, 1980.

B. Journal Articles

Black-White Disparities in Test Scores: Distributional Characteristics

“Pathways v. Pipelines to Broadening Participation in the STEM Workforce,” with Kaye Husbands Fealing and Yufeng Lai, Journal of Women and Minorities in Science and Engineering (in printing)

“Discriminatory Behaviour: Issues Related to Theory and Measurement,” with Vani Boorah, Journal of Social Inclusion Studies, 1 (1) (2014), pp. 28-48.

“Bad Credit and Intergroup Differences in Loan Denial Rates,” with Sheila Ards, Jose Luis Mazas and Inhyuck Ha, The Review of Black Political Economy, 42 (1-2) (2015), pp. 19-34.

“The Effects of Disability on Earnings in China and the United States,” with Ding Sai, The Review of Disability Studies: An International Journal, 9 (4) (2013), pp. 34-52

“Ethnic Minorities, Race, and Inequality in China: A New Perspective on Racial Dynamics,” with Britt Cecconi Cruz and Gao Xiaoyan. The Review of Black Political Economy, 40 (3) (2013): 231-244.

“Special Issue on Ethnic Minorities, Race and Inequality in China: A New Perspective on Racial Dynamics: Editor, The Review of Black Political Economy, 40 (3) (2013).

“Analysis of Race as Policy Analysis,” [主题发言：将种族分析纳入政策分析], (贾益摘译, Trans.), *World Ethno-National Studies*, (2012), translated and reprinted from Journal of Policy Analysis and Management 21(2)(2002): 169–190.

“Changes in the Representation of Women and Minorities in Biomedical Careers,” with Kaye Husbands Fealing, Academic Medicine, 87(11)(2012): 1525–1529.

“Affirmative action retrenchment in public procurement and contracting,” with Rodrigo Lovaton Davila, and Inhyuck “Steve” Ha, Applied Economics Letters, 19(18)(2012): 1857–1860.

“Racialized Perceptions and Child Neglect,” with Sheila Ards, Patricia Torres Ray, Hyeon-Eui Kim, Kevin Monroe and Irma Arteaga, Children and Youth Services Review, 34 (8)(2012): 1480–1491.

"Estimation of Race Neutral Goals in Public Procurement and Contracting," with Inhyuck "Steve" Ha, Applied Economics Letters 16 (3) (January 2009): 251–256.

"Is There Racism in Economic Research?" with Patrick L. Mason and William A. Darity, Jr. European Journal of Political Economy 21(3)(September 2005): 755–761.

"The Effect of School Poverty on Racial Gaps in Test Scores: The Case of the Minnesota Basic Standards Tests," with Hyeoneui Kim and Cheryl Mandala. Journal of Negro Education 73(1)(Winter 2004): 81–98. (Test Scores JNE 2004)

"The Effects of Ph.D. Supply on Minority Faculty Representation," co-authored with Caroline S. Turner, The American Economic Review Proceedings 94(2)(May 2004): 296–301.

"The Political Economy of Anti-Racism Initiatives in the Post-Durban Round," with the Honorable Lajune Thomas Lange and Bruce Corrie, The American Economic Review Proceedings 93(2)(May 2003): 330–333.

"Decomposing Black-White Differences in Child Maltreatment," with Sheila D. Ards, Chanjin Chung, Allan Malkis, and Brian Hagerty. Child Maltreatment 8(2)(May 2003): 112–121.

"Racial Disproportionality in Reported and Substantiated Child Abuse and Neglect: An Examination of Systematic Bias," with Sheila D. Ards and Allan Malkis with the assistance of Erin Sugrue and Li Zhou, Children and Youth Services Review, Special Issue: The Overrepresentation of Children of Color in the Child Welfare System, 25(5-6)(May-June 2003): 375–392.

"Government-Sponsored Enterprise Secondary Market Decisions: Effects on Racial Disparities in Home Mortgage Loan Rejection Rates," Cityscape: A Journal of Policy Development and Research 6(1)(2002): 85–113.

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“Pathways v. Pipelines to Broadening Participation in the STEM Workforce.” with Kaye Husbands Fealing.

"Overcoming Discrimination and inequality: Evidence on Disadvantaged Business Enterprises" Journal of Social Inclusion Studies (in progress).

“Racial Disparities in Employment in Health Professions” with Hyeonuie Kim.

“Competitive Swimming and Racial Disparities in Drowning” with Ana Cuesta

“Statistical Bias in Measuring Disproportionality: False Negative and False Positive Tests of Discrimination in Child Maltreatment Reports” with Irma Arteaga.

“Sample Weights and the Analysis of Per Capita Income Inequality” with Ding Sai.

“Does a Rising Tide Lift all Ships?” with Ding Sai.

“Effects of Media Exposure on Discrimination in Lending” with Bosu Seo.

“Income Inequality and Ethnic Minorities in China” with Ding Sai.

“Why Do Black Kids Fail? An Analysis of Racial Differences in Mathematics Scores from the 1997 Cohort of the National Longitudinal Survey of Youth” (revised and resubmitted) with Susan McElroy and Inhyuck “Steve” Ha.

“The Impact of Suspensions on Racial Differences in Test Scores,” with Susan McElroy and Inhyuck “Steve” Ha.

V. RESEARCH GRANTS AND CONTRACTS

The Minneapolis Foundation, "Wilkins Community Fellows Workshop Project". December 2014, \$38,518

Minnesota Department of Transportation, "MnDOT Review of Disadvantaged Business Enterprise Goals and Procedures.", December 2014, \$119,814

Washington Suburban Sanitary Commission, "Interim MBE Goal Setting," December 2014, \$109,433

Minnesota Department of Human Services, "Executive (Policy Analysis) Leadership Institute for Populations of Color," December 2014, \$19,697

The Minneapolis Foundation & CURA, "Responsible Banking," December, 2014 \$26,235.

New Jersey Transit, "New Jersey Transit Disparity Study," June 2014, \$490,487

Minnesota Department of Transportation, "Amendment to MnDOT Review of Disadvantaged Business Enterprise Goals and Procedures". April 2013, \$8,945.0

Midwest Minority Supplier Development Council, "The Economic Impact of the Midwest Minority Supplier Development Council". March 2013, \$16,497.

New Jersey Transit, "New Jersey Transit Disadvantaged Business Enterprises". February 2013, \$84,840.0

Minneapolis Foundation, "Wilkins Community Fellows." December 2012, \$10,000.0

Minnesota Department of Transportation, "MnDOT Review of Disadvantaged Business Enterprise Goals and Procedures". July 2012, \$80,622.0

Minnesota Department of Transportation, "Proposal to Develop the Minnesota Department of Transportation's FY 2012-2014 DBE Goals". January 2012, \$85,964

Rhode Island Public Transportation Authority, "Implementation of DBE program", December 2011, \$9,800.0

Northwest Area Foundation, Capstone Workshop, Policy Analysis and Racial/Ethnic Inequality, February 2011 - December 2011, \$12,000.

New Jersey Transit Corporation Final Recommendations for Establishing New Jersey Transit's Access to the Region's Core (ARC) Mass-Transit Tunnel FY2011-2019 DBE Goals. June 2010. \$57,979.0

New Jersey Transit Corporation Final Recommendations for Establishing New Jersey Transit Agency FY2011-2013 DBE Goals. June 2010. \$39,766.99

Higher Education Anti-Racism Team (HEART). Evaluation of HEART's activities. 2010-2012, \$30,000.

New Jersey Transit Corporation, FY 2010 Disadvantaged Business Enterprise (DBE) Goals for New Jersey Transit, May 2009, \$63,000.

New Jersey Transit Corporation, FY 2009 Disadvantaged Business Enterprise (DBE) Goals for New Jersey Transit, May 2008, \$57,400.

New Jersey Transit Corporation, FY 2008 Disadvantaged Business Enterprise (DBE) Goals for New Jersey Transit, May 2007, \$55,000.

Minneapolis Foundation, "Operating Support for Roy Wilkins Center", Myers Jr., Samuel L. January 18, 2007 – December 31, 2008. \$150,000

City of Minneapolis, Minnesota. Evaluation of the Department of Civil Rights Contract Compliance Division, June 1, 2006 – December 31, 2006, \$50,000.

New Jersey Transit Corporation, FY 2007 Disadvantaged Business Enterprise (DBE) Goals for New Jersey Transit, March 2006, \$55,000.

Transportation Research Board of the National Academies. Racial and Gender Diversity in State DOT's and Transit Agencies: Phase I Benchmark Scoping. May 24, 2005–December 30, 2006. \$78,362.

New Jersey Transit Corporation, FY 2006 Disadvantaged Business Enterprise (DBE) Goals for New Jersey Transit, October 2005, \$30,000.

County of Essex, New Jersey. Disparity Study of Procurement and Purchasing. February 24, 2005–February 23, 2006. \$300,000.

U.S. Department of Housing and Urban Development. The Deterrent Effects of Fair Lending Enforcement Efforts on Racial Disparities in Loan Denial Rates, September 28, 2005 – April 1, 2007. \$40,000.

U.S. Department of Housing and Urban Development. Community Development and Workstudy Program. August 31, 2004 – August 31, 2006. \$40,000.

Minnesota Population Center. Economic Disparities and the Multirace Population in the United States. 2004 - December 2005. \$8,000.

St. Paul Company Foundation, Inc, Evaluating the Effectiveness of Community-Based Initiatives for Improving Academic Performance, \$32,000.

The St. Paul Foundation, Assessing Racism in the East Metro Area, 2/19/03–12/31/03, \$150,000.

F.R. Bigelow Foundation, Evaluating the Effectiveness of Community-Based Initiatives for Improving Academic Performance, 9/1/02–8/31/03, Extended to 9/30/04, \$21,000.

The St. Paul Foundation, Evaluating the Effectiveness of Community-Based Initiatives for Improving Academic Performance, 9/1/02–8/31/03, \$49,000.

Minneapolis Foundation, Measuring Up: The Impacts of Suspension, Parental Involvement and Textbooks on Student Performance in Four Minneapolis Public Schools, 1/1/02–6/30/02, \$25,000.

United Way of the Twin Cities, Evaluating the Effectiveness of Community-Based Initiatives for Improving Academic Performance, 7/1/02–6/30/03, \$20,000.

Otto Bremer Foundation, Anti-Racism Organizations, 12/1/01–11/30/03, \$70,000.

The St. Paul Foundation, Support for Phase I of the Evaluating the Effectiveness of Community-Based Initiatives for Improving Academic Performance, 12/01, \$16,250.

National Institute of Mental Health, Research on Child Neglect, 9/01/2000–8/31/06, \$1,127,354.

Federal Mortgage Insurance Corporation, Contract on Fair Lending, 9/00–12/02, \$295,738.

New Jersey Transit Corporation, Disparity Study for New Jersey Transit, 7/00–7/02, \$25,000.

New Jersey Transit Corporation, Disparity Study for New Jersey Transit, 8/99–6/00, \$249,989.

National Institute of Justice, Impact of Child Abuse on Juvenile and Domestic Violence, 99–00, \$49,395.

National Institute of Justice, Effects of Welfare Reciprocity on Domestic Violence, 99–00, \$119,450.

National Results Council, *“Evaluation of Welfare-to-Work Project Sites,”* 99–01, \$50,000.

Center for Urban and Regional Affairs (CURA), University of Minnesota, *“Evaluation of Community Based Programs to Improve Test Scores,”* 99–00, \$19,500.

Otto Bremer Foundation, "*Review and Identification of Common Characteristics in Anti-racism Programs in the Upper-Midwest*," Two Year Grants, 99–00, \$70,000.

St. Paul Companies, Inc., "*Evaluating Effects of Community-Based Test Scores*," \$40,000, 1999–2001.

McKnight Foundation, "*Evaluation of Community Based Programs to Improve Test Scores*," \$75,000.

Minnesota Department of Children, Families & Learning, "*Data analysis of the 1997–2000 Minnesota Basic Standards Test*," 5/98–7/00, \$75,000.

Minnesota Extension Service, "*Community-School Partnerships*," 9/98–6/00, \$52,000.

Humphrey Institute/Ford Foundation Grant, "*Evaluation of Community Based Programs to Improve Test Scores*," 3/30/98–9/30/98, \$25,000.

U.S. Department of Housing and Urban Development, "*The Effects of GSE Secondary Market Decisions on Racial Disparities in Loan Reject Rates*," 1997, \$40,000.

The Mott Foundation, "*Wilkins Center Support*," 1997, \$180,000.

St. Louis Park Schools and the Minnesota Department of Children, Families & Learning, "*Minnesota Basic Standards Test, 1996*," \$25,000.

Urban League of Minneapolis, "*Strategic Planning for the Urban League*," 96–99, \$78,188.

National Institute of Justice, "*Unintended Impacts of Sentencing Reforms on Family Structure*," 1996, \$150,000.

Bremer Foundation, "*Wilkins Forum*," 1996, \$60,000.

General Mills Foundation, "*Wilkins Forum*," 1996, \$20,000.

HHH/Ford Foundation, "*Interdisciplinary Program on Public Policy and Minority Communities*," 1996–7, \$19,549.

Graduate School, University of Minnesota, "*Interdisciplinary Program on Public Policy and Minority Communities*," 1995–6, \$20,000.

McKnight Foundation, "*Wilkins Forum*," 1995, \$250,000.

St. Paul Companies, "*Community Fellows Program*," \$15,000.

HHH/Ford Foundation, *“Interdisciplinary Program on Public Policy and Minority Communities,”* 1995–6, \$19,549.

Minnesota Extension Service, 1995, \$17,600.

The McKnight Foundation, 1994, \$20,000; Bremer Foundation, 1994. \$5,000; “National Conference on Race Relations and Civil Rights in the Post-Reagan Bush Era.”

General Mills Foundation, “Wilkins Forum,” 1994, \$20,000.

Honeywell Foundation, “Wilkins Forum,” 1993–96, \$75,000.

Medtronics, Inc., “Wilkins Forum,” 1993, \$25,000.

Fannie Mae; First Banks; Princeton Bank; TCF; Federal Reserve Bank of Minneapolis; Minnesota Mortgage Bankers Association; Norwest Mortgage, 1993. \$30,000. Race, Poverty and Housing Policy Conference.

Midwestern Higher Education Commission, “Minority Faculty Development Project.” 1993–94, \$135,000.

Rockefeller Foundation, Post-Doctoral Program in Public Policy and Minority Communities (Transfer of Grant to University of Minnesota), 1993–1994, \$200,000.

New Jersey Transit, 1991, \$304,000. Study of Minority/Women-Owned Business Enterprises in New Jersey.

Upjohn Institute, 1990, \$47,000, Study of Patterns of Racial Earnings Inequality Since World War II.

Ford Foundation, 1989. \$50,000. Development of BA/MPM Program in Afro-American Studies and Public Policy.

Rockefeller Foundation, 1989. \$250,000. Continuation of Post-Doctoral Program in Public Policy and the Black Community.

Urban Institute, 1989. \$18,500. Subcontract for Statistical Analysis of Child Abuse.

U.S. Department of Health and Human Services, 1989. \$64,000. Problems of the Underclass.

Rockefeller Foundation, 1988. \$50,000. Post-Doctoral Program in Public Policy and Black Communities.

U.S. Department of Education, 1987. Subcontract through ACRA, Inc. \$14,000. Evaluation of Helen Keller National Center.

Institute for Research on Poverty, Transfers and Family Structure, 1986–1987. \$12,000.

U.S. Department of Health and Human Services, 1985, Subcontract through ACRA Inc. \$23,000, Analysis of Default on Medical Student Loans.

National Science Foundation, 1985–1987. \$37,000. Analysis of Racial Disparities in Imprisonment.

National Science Foundation, Rockefeller Foundation; National Institute of Justice, 1979–1980. \$86,000, Employment Opportunities and Crime.

V. COURSES TAUGHT

Humphrey School, University of Minnesota (Graduate)

Analysis of Crime and Violence

Analysis of Discrimination

Applied Policy Analysis

Capstone Workshop – African American Leadership Forum and Poverty Reduction

Capstone Workshop - Policy Analysis and Racial/Ethnic Inequality.

Diversity and Public Policy

Introduction to Policy Analysis

Microeconomic Theory

Participatory Policy Analysis

Policy Analysis

Remedies to Racial and Ethnic Economic Inequality

Racial Inequality and Public Policy

Race, Crime, and Public Policy

Race, Poverty, and Housing Policy

Race, Public Policy and Higher Education

University of Minnesota (Undergraduate)

Freshman Seminar: Law and Public Policy

Honors Seminar: Racial Inequality and Public Policy

University of Maryland, (Undergraduate)

Poverty and Discrimination

Science, Technology and the Black Community

Introduction to Afro-American Studies

Seminar in Afro-American Studies

University of Pittsburgh (Graduate)

Applied Multivariate Analysis

Quantitative Analysis

Economic Aspects of Government
International Economic Order
Microeconomic Policy Analysis
Labor Market Policy Seminar
Family Policy Seminar
Research Seminar on the Death Punishment

University of Texas (Undergraduate)
Principles of Economics
Intermediate Microeconomics
Economics of Crime
Black Economic Development
Income Inequality

University of Texas (Graduate)
Mathematical Microeconomics
Empirical Microeconomics

Cuttington University College (Undergraduate):
Statistics
International Monetary Relations
International Trade Theory
History of Economic Thought
Microeconomic Theory

VI. REFEREE AND REVIEWER

Administration and Society
American Institutes for Research
American Sociological Review
Applied Economics
Child Abuse and Neglect
Child Maltreatment
Criminology
Evaluation Review
International Scholarly Research Network Economics (ISRN Economics)
Journal of Applied Economics Letters
Journal of Economic Behavior and Organization
Journal of Human Resources
Journal of Income Distribution
Journal of Policy Analysis and Management
Journal of Public Affairs Education
Journal of Public Affairs and Issues
Journal of Social Inclusion Studies
Law and Society Review
National Institute of Health

National Institute of Justice
National Science Foundation
Ninth Circuit, U.S. Court of Appeals
Public Administration Review
Review of Black Political Economy
Social Problems
Social Science Quarterly
Southern Economic Journal
St. Martin's Press
The Sociological Quarterly
Transportation Research Board
Wayne State University Press

VII. SCHOOL AND/OR UNIVERSITY GOVERNANCE

UNIVERSITY OF MINNESOTA

University-wide

Chair of Policy Analysis Field Examinations, Applied Economics, Ph. D.
Program

Diversity of Views and Experiences (DOVE) Fellowship Committee, Graduate
School, 2005, 2010

McNair Scholar Program, 1995 to present.

Member, Disability Studies Committee, 2006

Participant, external review of the Department of Educational Psychology, 2007.

Cultural Responsiveness Advisory Committee, School of Public Health, 2005

Diversity and Outreach Committee, University of Minnesota Recreational Sports,
Aquatics Center, 2005

Senate Committee on Faculty Affairs, 1995–1998

African American Advisory Committee to the President, 1994–2000.

All-University Promotion and Tenure Review Committee, 1993–1996

Faculty Advisory Council on Research, University of Minnesota, 1994

Humphrey School

Search Committee, Dean, Humphrey School, 2010-2011

Awards Committee, Chair, Humphrey School, 2009-2012

Fellows Merit Review Committee, 2007

Race, Gender in Public Policy Post Doctoral Program Co-Chair, 2007-2008

Lilian Williams Fund Committee Member, 2006; 2011

Search Committee, Chair, Charles M. Denny, Jr. Chair in Science, Technology and Public Policy, Humphrey Institute, 2006

Permanent Search Committee, Humphrey Institute, 2006

Search Committee, Chair, Assistant Professor in Economic and Community Development, Humphrey Institute, 2005

Tenure and Promotion Committee, 2005

Alumni Tuition Grant Criteria and Review, 2005

Northwest Area Foundation Project Committee, 2005

HUD Community Development WorkStudy Program (CDWSP) Committee, 2005

Search Committee, Faculty Search Committee, Humphrey Institute, 2001

Admissions Committee, Chair, 1999, 2000

Search Committee, Dean, Humphrey Institute, 1997

Search Committee, Planning Program Director, Humphrey Institute, 1997, 1998

Dean's Review Committee, Humphrey Institute, 1994

Curriculum Committee, Humphrey Institute, 1992–1995

Diversity Committee, Humphrey Institute, 1992–2000.

Mid-Career Program Advisory Committee, Humphrey Institute, 1994

Admissions Committee, Humphrey Institute, 1994, 1995

UNIVERSITY OF MARYLAND

Senior Faculty Search Committee, Department of Economics, 1987-1989.

Chair, Recruitment Committee AASP, 1987-90.
Chair, Curriculum Committee AASP, 1987-90.
Program, Curriculum and Courses Committee; Promotion and Tenure Committee,
College of Behavioral and Social Sciences, 1986-91.
Chancellor's Commission on Undergraduate Women's Education, 1987-91.
Science, Technology and Society Steering Committee, 1987-1991.
Dean's Search Committee, 1991.

UNIVERSITY OF PITTSBURGH

Vice-President, Faculty Advisory Committee, Graduate School of Public and
International Affairs, 1983.

Provost's Task Force on Long Run Planning Policies, 1984.

VIII. HONORS AND AWARDS

Elected Fellow, National Academy of Public Administration, 2007
Insight Award, Institute on Domestic Violence in the African American Community,
2004
National Institute for Law Enforcement and Criminal Justice Faculty Fellow, 1979-1980
Rockefeller Foundation Research Fellow, 1979-1980
American Society of Electrical Engineers Fellow, 1978
National Fellowships Fund Fellow, 1973-1975
M.I.T. Institute Fellowship, 1971-1973
Alpha Kappa Mu National Honor Society, 1970

IX. PROFESSIONAL ACTIVITIES

Member of the Policy Evaluation Research Center Advisory Committee Member at
Educational Testing Service, 2011 - present
Member of the Kellogg Research Council, Office for Diversity and Community
Partnership , Harvard Medical School, 2010-present
Board Member, Catholic Charities of Minneapolis/St. Paul, 2009-present.
Board of Trustees, Breck School, Minneapolis, Minnesota. 2007-present.
CEOSE Liaison, National Science Foundation (NSF), Social, Behavioral & Economic
Sciences Advisory Committee (SBE AC), 2006–2008.
Chair, National Science Foundation (NSF), Committee on Equal Opportunities in Science
and Engineering (CEOSE), 2006–2007 (Vice-Chair, 2005–2006).
Council Member, Inter-University Consortium for Political and Social Research, 2004 –
2009.
Institutional Representative, Association of Public Policy Analysis and Management
(APPAM), 2001-present.
National Academy of Public Administration, 2001–present.
President, Association of Public Policy Analysis and Management (APPAM), November
2000-2001. (Vice-President, 1997-1999; Policy Council, 1983–1986).
Executive Council, National Association of Schools of Public Affairs and Administration
(NASPAA), 2000–2003.

Board Member, Catholic Community Foundation, Archdiocese of St. Paul/Minneapolis, 1995-2003; Executive Committee, 2000 - 2003.

Advisory Board, Assessment of Space Needs in Juvenile Detention and Corrections, Program on Law & Behavior, The Urban Institute, 1999.

Evaluation Advisory Committee, Minnesota Partnership for Action Against Tobacco, 1999.

Lecturer and Host, Executive Leadership Institute, National Forum for Black Public Administrators (NFBPA), 1997 – present.

Associate Editor, Southern Economic Journal, 1997–1999.

Editorial Board, Journal of Public Analysis and Management (JPAM), 1997 – present.

Member, Board of Directors, COLOR/S Magazine, 1996–1998.

Member, Economic Policy Advisory Committee, Joint Center for Political and Economic Studies, Washington, DC, 1996–2003.

Minneapolis Chamber of Commerce Work Force Development Task Force, "Building Our Future," 1994.

Budget 2001 Expert Advisers Committee, Government Spending Study, State of Minnesota, 1994.

National Science Foundation, National Review Panel, Social, Behavioral and Economic Sciences Division, 1994.

Faculty Associate, Lincoln Institute of Land Policy, 1994–2004.

Consultant, National Commission for Employment Policy, 1994.

Consultant, Midwestern Higher Education Commission, 1994.

Minnesota Advisory Council, World Academy of Arts and Sciences, 1993–1998

Member, TRED, Lincoln Institute of Land Policy, 1993–1999.

Consultant, U.S. General Accounting Office, National Drug Policy Committee, 1992.

Consultant, U.S. General Accounting Office, Sentencing Guidelines Committee, 1991-92.

Consultant, Howard University Graduate Research Office, 1990.

Consultant, U.S. Civil Rights Commission, 1989.

President, National Economic Association (NEA), 1987–88, Director, NEA Summer Intern Program, 1982; Member Board of Directors, NEA, 1979-1985.

Consultant, Baltimore Urban League, 1987.

Consultant, New Jersey State and Local Expenditures and Revenue Policy Commission, 1987.

Consultant, National Academy of Sciences, 1987.

Editorial Board, Social Science Quarterly, 1986–present.

Consultant, Pittsburgh Urban League, 1986.

Associate Editor, Evaluation Review, 1986–1989.

Consultant, Pennsylvania Food Merchants Association, 1985.

American Economic Association, Committee on the Status of Minority Groups in the Economic Profession, 1984–86.

Consultant, Federal Trade Commission, 1984.

Board of Editors, Review of Black Political Economy, 1983-1998.

City of Pittsburgh, JTPA Review Committee, 1983-1986.

Visiting Committee, Department of Economics, M.I.T., 1983-1986.

Editorial Advisory Board, Journal of Public and International Affairs, 1982-1986.

X. RECENT PRESENTATIONS

"Social Equity in a Global Context" presented at the Association for Public Policy Analysis and Management Fall Research Conference, November 8, 2014, Albuquerque, NM.

"Diversity in STEM Fields" presented at the Association for Public Policy Analysis and Management Fall Research Conference, November 7, 2014, Albuquerque, NM.

"The Method in the Madness: Racial Equity Report Cards As a Tool for Policy Change" presented at the Association for Public Policy Analysis and Management Fall Research Conference, November 6, 2014, Albuquerque, NM.

"The African American Experience in the Harvard University Graduate Economics Department: 1940-1950" Presented at the Freedom and Justice: Reflections on the 50th Anniversary of the Passage of the Civil Rights Act of 1964, Bucknell University, August 1- 2, 2014.

"Civil Rights and Wealth Disparities" Presented at the Black Capital Economic Development Summit organized by the Council of Black Minnesotans, June 27, Minneapolis, MN.

"The Deterrent Effects of Litigation Threats on Federal Rule Compliance" Presented at the Law and Society Association Conference, Minneapolis, Minnesota, May 30, 2014.

"Black-White Disparities in Test Scores: Distributional Characteristics" presented at the Subaltern Peoples: Comparative Experience of African Americans, Dalits & Tribals Conference, Duke University, April 3, 2014 - April 5, 2014.

"Teaching Policy Analysis" presented at the Association for Public Analysis & Management Annual Spring Conference, Washington, DC, April 11, 2014 - April 12, 2014.

Presentation to Minneapolis Public Schools Social Justice Fellows on April 10, University of Minnesota. The objective of the Justice Fellows program is to get students of color more engaged in school and interested in public policy and social justice.

"The Deadly Consequence of Blacks' not Knowing How to Swim", Presentation to the Omicron Boule Meeting, Minneapolis, Minnesota, February 21, 2014.

"On Disproportionality, Disparities and Discrimination" presented at the panel "Disparities and Disproportionalities" organized by the Washington County Community Service and Corrections Department as part of the Black History Month, Minnesota, February 14, 2014.

"Anticipating our Future: Measuring Overconcentration in the DBE Compliance" , Presented at the Transportation Research Board, Disadvantaged Business Enterprise Committee Annual Meeting on January 13, 2014.

"Determinants of Han-Minority Urban Income Inequality", Presented at CASS Forum, Institute of Ethnology and Anthropology Chinese Academy of Social Sciences, Beijing, China, Nov 21 and Nov 22, 2013.

"Ethnic Differences in Earnings in Autonomous Regions of China: Tests for Endogeneity". , Presented at CASS Forum, Institute of Ethnology and Anthropology Chinese Academy of Social Sciences, Beijing, China, Nov.21 and Nov 22, 2013.

"Affirmative Action in Public Procurement and Contracting: The Law and Economics of Race Neutrality", presented at APPAM Annual Research Fall Conference, Washington DC., Nov 7 - 9, 2013.

"Racial Disparities in Earnings in Health Care Professions", presentation at Minority Access' 14th National Role Models Conference One of the Nation's First Premier Conference Addressing Disparities and Diversity Issues Renaissance Washington, DC Downtown Hotel, September 27 - 29, 2013.

"Techniques of measurement of discrimination workshop", presentation at the National Law School of India University, Bangalore, India, August 14th, 2013.

Research project "Markets and Economic Outcomes: A Study of Caste-based Market Discrimination, its Consequences on Income and Poverty and Policy Implications". Advisory group meeting, at the Indian Institute of Dalit Studies, New Delhi, India, August 9th, 2013.

"Methodologies for Using Weights to Estimate Models of Inequality", presentation at Chinese Academy of Social Sciences, Beijing, China, July 3-9, 2013.

"The Deterrent Effects of Reverse Discrimination Claims on Federal Rule Compliance: The Case of Public Procurement and Contracting", presentation at the Western Economic Association International Conference, Seattle, USA, June 29, 2013.

"Statistical Bias in Measuring Disproportionality: False Negative and False Positive Tests of Discrimination in Child Maltreatment Reports", presentation at the Western Economic Association International Conference, Seattle, USA, June 29, 2013.

Research methodology workshop, presentation at the Indian Institute of Dalit Studies, New Delhi, India, June 24-26, 2013.

Participation at the Race, Ethnicity and Poverty (REAP) Summit. More than 30 directors of academic centers on race, ethnicity, and poverty from throughout the United States met in an attempt to generate continuing dialogue and future collaborations between the

institutions. Center for Race and Social Problems in the University of Pittsburgh, Pittsburgh, June 7, 2013.

"The Deterrent Effects of Reverse Discrimination Claims on Federal Rule Compliance: The Case of Public Procurement and Contracting", presentation at APPAM International Conference, Fudan University, Shanghai, China. May 26-27, 2013.

"The Role of Professionals and Elites in Reducing Poverty and Inequality" Presentation before the Association of Mathare Professionals, Nairobi, Kenya, May 10, 2013.

"Market Failure, Government Failure and Interracial Inequality" Distinguished Alumni Lecture at Morgan State University, April 11, 2013.

"Affirmative Action Retrenchment and Public Procurement and Contracting" presentation at William Mitchell Law School, April 9, 2013.

"Different Models of Pipeline Programs to Increase Diversity." Panel participation at the APPAM Spring Conference, Washington, DC, USA, April 6, 2013.

"The Causes and Consequences of Racial Disparities in Swimming" Paper presentation at the 10th Biennial Pacific Rim Conference, Tokyo, Japan, March 15, 2013.

"Measuring discrimination workshop" presentation at the Indian Institute of Dalit Studies, New Delhi, India, March 13, 2013.

"Selecting Journals for Paper Submittals: Risks and Strategies Participation" presentation at Diversity Initiative for Tenure in Economics Workshop Duke University, February 22, 2013.

"Han-Minority Inequality: Methodological Issues", lecture as part of the class PA 4490/5590: Policy, Planning & Development in China, Hong Kong, China, January 16, 2013.

"Remedies to Racial and Ethnic Economic Inequality in the Post Civil Rights Era", presentation at the Indian Institute of Dalit Studies, New Delhi, India, January 14, 2013.

"The Effects of Disability on Earnings in China and the United States over the Business Cycle", panel participation at the American Economic Association Meetings, San Diego, California, USA. January 6, 2013.

"Han-Minority Inequality: Methodological Issues", participation on PA 4490/5590: Policy, Planning & Development in China, January 16th, Hong Kong, China

"Remedies to Racial and Ethnic Economic Inequality in the Post Civil Rights Era", presentation at Indian Institute of Dalit Studies, January 14th, 2013.

“The Effects of Disability on Earnings in China and the United States over the Business Cycle”, panel participation at the Allied Social Science Associations, January 6, 2013

“Ten keys to improved access for minority-owned businesses to public and private procurement and contracting opportunities”, panel participation at the Human Rights Panel organized by the Minnesota Department of Human Rights, December 5, 2012

“International Conference on Society and Transforming Mode of Economy Development in Minority Areas of China, Conference Participation”, November 19 and 20, 2012, Minzu University, China.

"Racial Disparity in Outcomes", panel participation at the Southern Economic Association, November 16, 2012

"Economics of Race and Ethnicity" panel participation at the Southern Economic Association, November 16, 2012

“Racial Disparities In Swimming and Drowning Rates”, panel participation at Association for Public Policy and Management, November 9, 2012

“Racial Inequality and Public Policy”, presentation at Community Action Kitchen Table series on Racial Equity, organized by Community Action Partnership of Ramsey & Washington Counties, October 24, 2012

“The Great Recession, Social Equity, and Public Affairs Education”, panel participation at the National Association of Schools of Public Affairs and Administration Conference, October 18, 2012

“4th World Conference on Remedies to Racial and Ethnic Economic Inequality”, Organizer, October 11 to October 13, 2012.

“Let’s Get Real About Creating Public Value: Media, Markets, Taxes and Elective” Politics panel participation at Creating Public Value Conference, September 21, 2012

“The Economics of Diversity and Racial Disparities in Drowning Rates” presentation at the Center for Health Equality – University of Minnesota, February 28, 2012

“Recommendations for Future Data Collection Efforts” presentation at the NCFMR Measuring Incarceration in Household Surveys Invitational Forum, January 26, 2012

“The Status of Blacks in the Economics Profession”, presentation at the American Economic Association/ National Economic Association meetings, January 7, 2012

"Pathways v. Pipelines to Broadening Participation in the STEM Workforce" along with Kaye Husbands Fealing (National Academy of Sciences) at the Southern Economic Association (SEA) Conference in Washington, DC, November 19, 2011.

Participation at the “Racial Disparities and Evaluation” organized by the Minnesota Evaluation Association on November 17, 2011.

"Social Equity and Public Policy: Challenges, Lessons and Future Directions in Researching Race" at the Association for Public Policy Analysis and Management (APPAM) Roundtable in Washington, DC on November 5, 2011.

"Intertertemporal vs Intratemporal Inequality in Earnings" presentation with Ding Sai at the Chinese Academy of Social Science' (CASS) Workshop on Inequality in Beijing, China, October 13, 2011

Presented "Race Neutral Remedies to Disparities in Public Procurement and Contracting" at the Best Practices in Civil Rights and Contracting Conference in St. Paul, MN, September 21, 2011.

Panelist: "Racial Disparities in Unemployment in the Twin Cities: Overview of Unemployment Disparities and Causes in MN" at the Community Forum on Racial Disparities in Unemployment in the Twin Cities, St. Paul, MN, September 15, 2011.

"Economics of Diversity and Health" presentation at the Social Determinants of Health Disparities Conference in Durham, NC, August 10, 2011.

"Economics on Race and Crime" presentation at the National Black Prosecutors Conference, Minneapolis, MN, July 28, 2011.

Distinguished speaker at the National Association of Minority Contractors, speaking on "Identification of Successful Programs, Incentives and Challenges" in Washington, DC on June 16, 2011.

"Economics of Diversity" at the 4th Conference on Understanding Interventions that Broaden Participation in Research Careers at Vanderbilt University, Nashville, TN, May 26, 2011.

"Understanding Racial Disparities in Unemployment Rates" at the Ramsey County Workforce Investment Board's Blue Ribbon Commission on Racial Disparities Conference, St. Paul, MN, May 16, 2011.

"The Economics of Diversity in the Chemical Professions" presentation at Modeling the Scientific Workforce, National Institutes of health National Institute of General Medical Sciences, Rockville, MD, January 12, 2011.

Panel Chair “Advances in Political Economy and Race” at the National Economic Association/American Economic Association/Allied Social Science Association meetings in Denver, Colorado, January 7, 2011

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Department of Economics Professor (and Chair 2005-2009) 2005—
Howard University *on leave 2009-2012*

Currently, teach undergraduate and graduate level economics. Provided leadership for the undergraduate and graduate program in Economics within the College of Arts and Sciences at Howard. The Department has 16 full-time tenure track faculty, and another 12 adjunct faculty. Provide administrative leadership in scheduling classes, managing departmental committees and participating on advisory bodies for the Dean of the College of Arts and Sciences, and the Graduate Dean of the University. Served as head of a task force on planning and resources for Middle States re-affirmation of the University's accreditation. Served on a university committee on faculty evaluation. Raised grants totaling \$950,000 in three years from the Ford Foundation, the Annie E. Casey Foundation and the Kellogg Foundation.

Chief Economist 2012—
AFL-CIO

Provide economic counsel to the American Federation of Labor and Congress of Industrial Organizations, the central national labor body for organized workers in the U.S. Institutional member, Board of Directors, National Bureau of Economic Research and Chair the Economic Policy Working Group of the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development (OECD).

Academic Credentials

BA , cum laude	1977 Economics & Poli. Sci.	Williams College	Williamstown, MA
MA	1979 Economics	University of Wisconsin	Madison, WI
PhD	1984 Economics	University of Wisconsin	Madison, WI

Dissertation: *Afro-American Wealth Accumulation, Virginia 1900-1914*

Honors and Awards

Benjamin L. Hooks "Keeper of the Flame" Award, NAACP, 2014
Bicentennial Award, Williams College, 2010
Chairman's Award, Congressional Black Caucus, 2003
National Economics Association Dissertation Award, 1985.
National Science Foundation Minority Graduate Fellow, 1979-1984.
Harold Graves Essay Prize (University of Wisconsin-Madison, Department of Economics) 1980.

Work Experience

- | | | |
|--|--------------|-----------|
| Assistant Secretary
U.S. Department of Labor | Policy | 2009—2012 |
| <p>Nominated by President Barack Obama in April 2009 and confirmed by the U.S. Senate in October 2009. Provide leadership for the Office of Policy at the U.S. Department of Labor. The Office of Policy has the responsibility to coordinate the regulatory actions of the Department, and houses the Chief Evaluation Office that oversees the evaluation of agencies in the Department. The Office of the Assistant Secretary for Policy provides advice to the Secretary, Deputy Secretary, and Department on matters of policy development, program evaluation, regulations, budget and legislation that will improve the lives of workers, retirees and their families. Integral to this role, OASP leads special initiatives and manages cross- and inter- Department activities to advance the mission of the Department of Labor; including representing the Department of Labor on the Manufacturing Council, helping agencies with planning contracts for regulatory cost-benefit analyses, help develop policy documents for international meetings for the Department and help in the design of interagency task force grant opportunities.</p> | | |
| Healthcare Trust for UAW Retirees
Of Ford Motor Company
Detroit, MI | Chair | 2006—2009 |
| <p>Chair the voluntary employee benefit association that administers a trust fund to mitigate changes in the health care plan for UAW retirees of the Ford Motor Company, and administers the dental insurance for UAW retirees of the Ford Motor Company. The trust has assets of close to \$70 million and annual expenditures of close to \$136 million for about 110,000 beneficiaries.</p> | | |
| Retirement Healthcare Administration
Corporation
Detroit, MI | Board Member | 2006—2009 |
| <p>Serve on the board of the corporation that manages the voluntary employee benefit association healthcare trusts for UAW retirees of the Ford Motor Company and of General Motors Corporation. The staff of the RHAC are responsible for the day to day activities of managing the delivery of dental insurance and mitigating the out of pocket expenses of UAW retirees who have health insurance coverage through a mixture of benefits from Ford Motor Company and General Motors, and funds from the VEBA trusts.</p> | | |
| UAW Retirees of the Dana Corporation
Health and Welfare Trust
Detroit, MI | Chair | 2008—2009 |
| <p>Chair the voluntary employee benefit association that administers the health, dental and disability benefits for UAW retirees of the Dana Corporation. Establish the health care plan retirees from the diverse plans that spanned various operating units of the Dana Corporation. The trust has assets of about \$430 million.</p> | | |

Community Service Society Senior Fellow 2007—2009
Of New York

Provide advice and counsel to the Community Service Society of New York on public policy issues as they relate to low-wage workers, and help to convene a gathering of Washington based staff of non-governmental organizations working on issues of poverty and low-wage work and others in the policy arena.

Economic Policy Institute Senior Fellow 2004—2005
Pursue a general research portfolio on economic policy, concentrating on social insurance, labor rights, and help establish a research area in race and economics.

Institute for Opportunity and Equality Executive Director 1998-2004
National Urban League

Serves as Senior Vice President of the National Urban League, directing the League's national Washington office with responsibility for the planning and administrative management of the League's research, legislative, public policy and advocacy efforts and the management of the staff of the Washington office. Oversee the publication of the League's research publications, including the 1999 *State of Black America*. Represent the League before the Leadership Conference on Civil Rights, the National Coalition on Black Civic Participation and the Black Leadership Forum.

Office of Government Contracting and Senior Adviser 1998
Minority Business Development
U.S. Small Business Administration
Washington, DC

Advise the Associate Deputy Administrator on completing the federal regulations for the Small Disadvantaged Business program as it related to the 8(a) program. Help in completing the Office's goals statements for SBA.

Economics and Statistics Administration Senior Adviser 1997-1998
U.S. Department of Commerce and Economist
Washington, DC

Advise the Under Secretary for Economics and Statistics on issues involving minority procurement. Participate in an interagency task force to devise regulations for federal minority procurement for the Small Disadvantaged Business program. Helped in the design and conduct of the study that established minority benchmarks to meet the strict scrutiny test. The interagency task force included members from the Office of Management and Budget, the Office of Federal Procurement Policy, the Council of Economic Advisers, the White House Counsel's Office, the U.S. Small Business Administration, the U.S. Department of Justice, and the U.S. Department of Defense.

Economic Policy Institute Washington, DC	Economist	1990-1993
<p>Established research agenda in industrial relations and labor history. Served as economic expert for research on the issue of the replacement of striking workers. Served as an expert for congressional committees, federal and international agencies on U.S. labor standards, and comparative labor standards. Headed a project funded by the Ford Foundation on the minimum wage.</p>		
Norfolk State University Norfolk, VA	Assistant Professor Department of Management & Director, Honors Program	1984-1990
<p>Taught intermediate level statistics course, introductory level data processing, labor relations, collective bargaining (and, managerial economics, and research methods when Norfolk State admitted masters level students). Coordinated activities and curricular offerings for non-science Honors students reporting directly to the Vice-President for Academic Affairs. Chair, University Honors Program Committee, organized and coordinated activities of departmental representatives to the Honors Program, and two external review bodies: the Honors Program Advisory Board, and the Honors Program Review Board.</p>		
North Carolina A&T State Department of Economics University Greensboro, NC	Assistant Professor	1981-1983
<p>Taught introductory level macroeconomics, introductory and intermediate level statistics. Served on departmental student recruitment committee, and as department liaison to the teacher education program.</p>		
American Federation of Teachers, Local 3220 AFL-CIO Madison, WI	Co-president Elected (Nonpaid) Position	1980-1981
<p>Provided leadership for a 1,500 member bargaining unit.</p>		
US Agency for International Development Washington, DC	Intern, Africa Bureau	1978
<p>Reviewed development project proposals, and proposed budgets for AID projects in African countries. Monitored the status of expenditures.</p>		
United Nations Development Programme New York, NY	Intern, Programme Policy Division	1976
<p>Performed reviews and audits of projects funded by the United Nations Development Programme.</p>		

Publications

Journal Articles

- With Niki Dickerson von Lockette, "Wage Dynamics and Racial and Ethnic Occupational Segregation Among Less-Educated Men in Metropolitan Labor Markets," *Review of Black Political Economy* forthcoming, online:
<http://link.springer.com.proxyhu.wrlc.org/article/10.1007/s12114-015-9222-5/fulltext.html>
- with Greg Price and Omari Swinton, "The Relative Returns to Graduating from a Historically Black College/University: Propensity Score Matching Estimates from the National Survey of Black Americans," *Review of Black Political Economy*, Vol. 38, (2011): 103-130.
- With Susan K. McElroy, "Testing the Safety Net: Is it Adequate for African American Women?" *Journal of the Center for Research on African American Women*, Vol. 2, (Number 1, 2007): 72-77.
- with Kenya Covington, "Negative Effects of State Welfare Policy on Recipient College Enrollment," *Review of Black Political Economy*, Vol. 32, (Number 2, Fall 2004): 7-26.
- with William M. Rodgers, III and Bruce W. Klein, "Do the Skills of Adults Employed in Minimum Wage Contour Jobs Explain Why they Get Paid Less," *Journal of Post Keynesian Economics*, Vol. 27 (Fall 2004): 33-66.
- with Valerie A. Rawlston, "A Logit Decomposition Analysis of Occupational Segregation: An Update for the 1990's of Spriggs and Williams," *Review of Black Political Economy*, Vol. 29(Spring 2002): 91-96.
- with William M. Rodgers, III, "Accounting for the Racial Gap in AFQT Scores: Comment on Nan L. Maxwell, 'The Effect on Black-White Wage Differences on Differences in the Quantity and Quality of Education,'" *Industrial and Labor Relations Review*, Vol. 55 (April 2002): 533-541.
- with Rhonda M. Williams, "How Does it Feel to be Free?: Reflections on Black-White Economic Inequality in the Era of 'Color-Blind' Law," *Review of Black Political Economy*, Vol. 27 (Summer 1999): 9-21. Also in Thomas D. Boston (ed.) *Leading Issues in Black Political Economy* (Piscataway, NJ: Transaction Publishers, 2001)
- with William M. Rodgers, III, "What Does the AFQT Really Measure?: Race, Wages, Schooling and the AFQT Score," *Review of Black Political Economy*, Vol. 24 (Spring 1996): 13-46.
- with Rhonda M. Williams, "A Logit Decomposition Analysis of Occupational Segregation: Results for the 1970's and 1980's," *Review of Economics and Statistics*, Vol. LXXVIII (May 1996): 348-355.
- "Changes in the Federal Minimum Wage, a Test of Wage Norms," *Journal of Post Keynesian Economics*, Vol. 16 (Winter 1993-94): 221-239.
- with James Stanford, "Economists' Assessment of the Likely Employment and Wage Effects of the North American Free Trade Agreement," *Hofstra Labor Law Journal*, Vol. 10 (Spring 1993): 495-536.
- with Jesse Pendleton, Ronald Proctor and Gerald Tyler, "Norfolk State University, An Economic Asset to the Community," *Norfolk State University Research Bulletin*, Vol. 4 (Number 1, 1987): 1-25.
- "Measuring Residential Segregation: An Application of Trend Surface Analysis," *Phylon*, Vol. XLV (Winter 1984): 249-263.
- "The Virginia Farmers' Alliance: A Case Study in Race and Class Identity," *Journal of Negro History*, Vol. LXIV (Summer 1979): 191-204.

Published Proceedings Papers

With Niki Dickerson, "Low Wage Labor Markets and Black and Latino Job Networks," *Paper presented at the Annual Meeting of the American Sociological Association Annual Meeting, Hilton San Francisco, San Francisco, CA online 2011-03-10 from http://www.allacademic.com/meta/p_mla_apa_research_citation/3/0/9/3/6/p309369_index.html*

"Training Students in Racial Analysis Techniques: An Unmet Need," *Journal of Public Affairs Education*, Vol. 10 (April 2004): 167-169.

"The Public's Stake in Social Security Reform," in Sheila Burke, Eric Kingson and Uwe Reinhardt, editors, *Social Security and Medicare: Individual vs. Collective Risk and Responsibility* (Washington, DC: National Academy of Social Insurance, 2000): 208-209.

Comments on Session on "Inequality in American Wages: Social and Institutional Change", in Conference on the Macrodynamics of Inequality in the Industrialized and Developing World, October 28-29, 1999, The Jerome Levy Economics Institute of Bard College Conference Proceedings, (Annondale-on-Hudson, NY: Levy Institute, 1999): 28.

Comments on "Remedies to Racial Inequality," in Samuel L. Myers, Jr., editor, *Civil Rights and Race Relations in the Post Reagan-Bush Era* (Westport, CT: Greenwood Publishing, 1997).

with William M. Rodgers, III, "The Effect of Federal Contractor Status on Racial Differences in Establishment-Level Employment Shares: 1979-1992," *American Economic Review*, Vol. 86(2) (May 1996, *Papers and Proceedings*): 290-293. Also in Harry J. Holzer and David Neumark (eds.) *The Economics of Affirmative Action* (Camberley, UK: Edward Elgar Publishing, 2004).

with Bruce Klein, "A Decade of Low Pay: Minimum Wage Workers in the 1980s," *1993 Proceedings of the Social Statistics Section of the American Statistical Association*: 380-389.

"Comments on Horacio E. Sobarzo's 'A General Equilibrium Analysis of the Gains from Trade for the Mexican Economy of a North American Free Trade Agreement,'" in U.S. ITC, *Economy-Wide Modeling of the Economic Implications of a FTA with Mexico and a NAFTA with Canada and Mexico* Publication No. 2508, (Washington, DC: U.S. ITC, 1992).

Book Chapters and Invited Essays in Edited Volumes

"Institutions to Remedy the New Inequality," in Thomas I. Palley and Gustv A. Horn (eds.) *Restoring Shared Prosperity: A Policy Agenda from Leading Keynesian Economists* (Washington, DC, 2013).

"Profiles in Leadership: The Congressional Black Caucus and Labor," in Stephanie Jones (ed.), *The Conscience of the Congress: How the Congressional Black Caucus Changed America* (Washington, DC, 2012).

"The Changing Face of Poverty in America," in Margaret Roush (ed.), *U.S. National Debate Topic 2009-2010: Social Services for the Poor* (H.W. Wilson, Co.: New York, 2009).

"African Americans and Social Security," in Daniel Fireside, John Miller, Bryan Snyder (eds.), *Real World Macro*, 25th Edition (Economic Affairs Bureau, Inc.: Boston, 2008).

"Major Trends Facing Historically Black Colleges and Universities," in Lezli Baskerville (ed.) *The State of America's Black Colleges: Expanding Access, Ensuring Success, Promoting Global Competitiveness* (National Association for Equal Opportunity in Higher Education: Silver Spring, MD, 2008)

"Black Liberalism." *International Encyclopedia of the Social Sciences*, 2nd edition, William A. Darity, Jr. (ed.), (Macmillan Reference USA: Detroit, 2008).

With Cheryl Hill Lee, "Racial Disparities and Business Cycles: Do Racial Wage Gaps Close in tight Labor Markets?" in Marlene Kim (ed.), *Race and Economic Opportunity in the Twenty-First Century*, (Routledge: London, 2007).

“Participatory Democracy and Race Relations in the U.S.,” in Claire Nelson and Stacy Richards-Kennedy (eds.) *Advancing Equity in Latin America: Putting Policy into Practice* (Inter American Development Bank: Washington, 2007).

“Social Security and American Values,” in Calvin Logue, Lynn Messina and Jean DeHart (eds.), *Representative American Speeches, 2004-2005* (New York, NY: HW Wilson Company, 2005).
With Suzanne Bergeron, “The National Urban League and Social Welfare Policy: A Historical Perspective,” in Lee A. Daniels (ed.) *The State of Black America 2002* (New York: National Urban League, 2002): 29-50.

with Valerie A. Rawlston, “Social Security: A True Family Value,” in David Jacobs and Sheldon Friedman (eds.) *The Future of the Safety Net: Social Insurance and Employee Benefits*, Industrial Relations Research Association Research Volume 2001 (Champaign, IL: IRRA, 2002).

with Lynn A. Curtis, “Leave No One Behind: A Policy Framework on Poverty, Race, and Justice,” in Robert L. Borosage and Roger Hickey (eds.), *The Next Agenda: Blueprint for a New Progressive Movement* (Boulder, CO: Westview Press, 2001): 211-246.

With Rhonda M. Williams, “What Do We Need to Explain About African American Unemployment,” in Robert Cherry and William M. Rodgers, III (eds.), *Prosperity for All? The Economic Boom and African Americans* (New York: Russell Sage, 2000): 188-207.

with Samuel L. Myers, Jr., “Black Employment, Criminal Activity and Entrepreneurship: A Case Study of New Jersey,” in Patrick L. Mason and Rhonda M. Williams (eds.), *Race, Markets and Social Outcomes* (Norwell, MA: Kluwer Academic Publishers, 1996): 31-64.

with John Schmitt, “The Minimum Wage: Blocking the Low-Wage Path,” in Todd Schaefer and Jeff Faux (eds.) *Reclaiming Prosperity: A Blueprint for Progressive Economic Reform*, (Armonk, NY: M. E. Sharpe, 1996): 163-172.

with Robert Blecker, “On Beyond NAFTA: Employment, Growth, and Income Distribution Effects of a Western Hemisphere Free Trade Area,” in Inter-American Development Bank and United Nations’ Economic Commission for Latin America and the Caribbean, *Trade Liberalization in the Western Hemisphere* (Washington, DC: IDB, ECLAC, 1995).

Monographs

(editor) with Kathleen Buto, Martha Priddy Patterson and Maya Rockeymoore, *Strengthening Community: Social Insurance in a Diverse America*, (Washington: National Academy of Social Insurance and the Brookings Institution Press, 2004)

(editor), *The State of Black America, 1999*, (New York: National Urban League, 1999)

with Bruce Klein, *Raising the Floor: The Effect of the Minimum Wage on Low-Wage Workers* (Washington, DC: Economic Policy Institute, 1994)

(editor), *Employee Rights in a Changing Economy: The Issue of Replacement Workers* (Washington, DC : Economic Policy Institute, 1991)

Congressional and Federal Agency Testimony

“Written statement,” Equal Employment Opportunity Commission, Meeting on “EEOC at 50: Confronting Racial and Ethnic Discrimination In the 21st Century Workplace,” April 15, 2015, Miami, FL.

“Testimony for Hearing on “Help Wanted: Seasonal Employment Needs of Small Businesses,” U.S. Congress. House of Representatives. 113th Congress, 1st Session. Committee on Small Business, Subcommittee on Economic Growth, Tax and Capital Access, *Help Wanted: Seasonal Employment Needs of Small Businesses* (June 2013).

“Concerns with the President’s Proposed Cut in Funding for Community Social Service Block Grants,” U.S. Congress. House of Representatives. 110th Congress, 2nd Session. Committee on Appropriations, Subcommittee Labor, Health and Human Services, and Education, *Opportunities Lost and Costs to Society: The Social and Economic Burden of Inadequate Education, Training and Workforce Development* (February 2008).

“Testimony on H.R. 750: ‘Save America Comprehensive Immigration Act of 2007’,” U.S. Congress. House of Representatives. 110th Congress, 1st Session. Committee on the Judiciary, Subcommittee on Immigration, Citizenship, Refugees, Border Security, and International Law *Hearing on H.R. 750, Save America Comprehensive Immigration Act of 2007* (November 2007).

“Testimony Before the House Committee on Ways and Means,” U.S. Congress. House of Representatives. 110th Congress, 1st Session. Committee on Ways and Means. *Hearing on the U.S. Economy* (January 2007).

“Concerns about the Program Oversight of GSE Housing Programs.” U.S. Congress. House of Representatives. 108th Congress. 1st Session. Committee on Financial Services. *Hearing on H.R. 2575, The Secondary Mortgage Market Enterprises Regulatory Improvement Act* (September 2003).

“Concerns about the Transparency of Credit Scores.” U.S. Congress. House of Representatives. 108th Congress. 1st Session. Committee on Financial Services. *Hearing on H.R. 2622, the Fair and Accurate Credit Transaction Act of 2003* (July 2003).

“Concerns about Collateral Costs of Tax Exemption for Individual Dividend Income.” U.S. Congress. House of Representatives. 108th Congress. 1st Session. Subcommittee on Oversight and Investigations, Committee on Financial Services. *Paying Dividends: How the President’s Tax Plan Will Benefit Individual Investors and Strengthen the Capital Markets* (March 2003).

“Statement,” U.S. Congress. House of Representatives. 106th Congress. 1st Session. Subcommittee on Social Security, *Impacts of the Current Social Security System* (February, 1999).

"Worker Rights and U.S. Trade Policy," U.S. Congress. Senate. 103rd Congress. 1st Session. Subcommittee on Foreign Commerce and Tourism, *U.S. Competitiveness in the Global Marketplace* (May, 1993).

"Shifting Patterns of North American Manufacturing Job Creation: The Period from Mexican Investment Liberalization to U.S. Recession (1986-1990)," U.S. Congress. Senate. 102nd Congress. 2nd Session. Subcommittee on Labor, *NAFTA: The Hidden Costs of "Free" Trade* (October, 1992).

"Potential Effects of Direct Foreign Investment Shifts Due to the Proposed U.S.-Mexico Free Trade Agreement," U.S. Congress. House of Representatives. 102nd Congress. 1st Session. Subcommittee on Commerce, Consumer Protection, and Competitiveness, *North American Free Trade Agreement* (March and May, 1991).

"Restoring Balance to Labor Management Relations," U.S. Congress. House of Representatives. 102nd Congress. 1st Session. Subcommittee on Labor-Management Relations, *Hearings on H.R. 5, The Striker Replacement Bill* (March, 1991).

Book Reviews, Magazine Articles and Policy Papers

“The Economic Crisis in Black and White,” *American Prospect* (October 2008)
With Steven Pitts, *Beyond the Mountaintop: King’s Prescription for Poverty: Black Economists Mark 40th Anniversary of the Assassination*, a policy brief for the Rosenberg Foundation. (April 2008).

“The Changing Face of Poverty in America,” *American Prospect* (May 2007).

“Sphere of Influence,” *Crisis* (July/August 2006).

“Poverty in America: The Poor are Getting Poorer” *Crisis* (January/February 2006).

With Jason Furman, “African Americans and Social Security: The Implications of Reform

Proposals,” Center for Budget and Policy Priorities (January 2006).

With Ross Eisenbrey, “Two Steps Back: African Americans and Latinos will lose ground under Social Security ‘reform’ ,” Economic Policy Institute, Issue Brief #212 (July 2005).

With David Ratner, “Social Security’s cruelest cut: Bush’s proposal slashes benefits for family members of workers who die before retirement,” Economic Policy Institute, Issue Brief #211 (July 2005).

With David Ratner, “Social Security price indexing proposal means benefit cuts for workers,” Economic Policy Institute, Issue Brief #209 (June 2005).

With Lee Price, “Productivity growth and Social Security’s future,” Economic Policy Institute, Issue Brief #208 (May 2005).

“Fired Up: The Great Social Security Debate,” *Crisis* (March/April 2005).

“Children Get Social Security Too,” *Poverty & Race* (March/April 2005) *also* in Chester Hartman (ed.) *Poverty and Race in America: The Emerging Agenda* (Lanham, MD: Lexington Books, 2006).

“Another Mistaken Racial Stereotype,” *American Prospect* (February 2005).

“African Americans and Social Security,” *Dollars and Sense* (November/December 2004).

“The Federal Budget Battle,” *Black Enterprise* (June 2003).

With Kenya L. Covington Cox, “Negative Effects of Welfare Policy on College Enrollment,” National Urban League Institute for Opportunity and Equality, Special Research Report SRR-01-2002 (June 2002).

“An Unkind Cut,” *Black Enterprise* (July 2002), p. 26.

with Valerie A. Rawlston, “Pay Equity 2000: Are we There Yet,” National Urban League Institute for Opportunity and Equality, Special Research Report SRR-02-2001 (April 2001).

with Valerie A. Rawlston, “Social Security Helps Reduce Child Poverty,” *National Voter* (December 2000/January 2001), pgs.20-23.

“The New Economics of Sports’ Stadiums,” *SportsWorld*, Summer 1996: 18, 21-22.

With Robert Scott, “Economists’ Views of Workers’ Rights and U.S. Trade Policy.” Center for International Business Education and Research (University of Maryland—College Park), Occasional Paper # 60. (June 1995).

Review of Michael Fix and Raymond Struyk, *Clear and Convincing Evidence: Measurement of Discrimination in America* (Washington, DC: Urban Institute Press, 1992) in *Industrial and Labor Relations Review*, 47 (July 1994): 713-714.

“A New Day for Labor?,” *Democratic Left*, Volume XXI (September/October 1993): 3–6.

“The Slow Employment Growth Puzzle,” *Christian Social Action*, Volume 6 (March 1993): 8–10.

with Robert A. Blecker, “Manufacturing Employment in North America: Where the Jobs Have Gone,” Economic Policy Institute, Briefing Paper #35 (1992).

with Jeff Faux, “U.S. Jobs and the Mexico Trade Proposal,” Economic Policy Institute, Briefing Paper #20 (1991).

Professional Activities

Consultancies

CONSULTANT to Sutherland, in Atlanta, GA on race neutral procurement policies and minority firm participation in contracts with the city of Atlanta, 2008.

CONSULTANT to Inter-American Development Bank on a Survey of Institutional Practice for Promoting Economic and Social Inclusion in Latin America and the Caribbean, 2005.

CONSULTANT to U.S. Embassy of Bahrain on Minimum Wage/Labor Market Issue, 2004.

CONSULTANT to United Nations Economic Commission for Latin America and the Caribbean and Inter-American Development Bank project, "Support to the Process of Hemispheric Trade Liberalization," 1992.

DISCUSSANT for United States International Trade Commission conference on, "Economy-Wide Modeling of the Economic Implications of a FTA with Mexico and a NAFTA with Canada and Mexico," 1992.

CONSULTANT to Afro-American Studies Program, University of Maryland—College Park project, "Historical Record: Minority and Women Business Enterprises in Public and Private Contracting in New Jersey" for the New Jersey Transit Procurement and Contract Administration, 1992.

CONSULTANT to the Community Oversight Board of the Norfolk Public Schools, City of Norfolk, Virginia. Coauthor with Curtis Langley, "Report on Resource Allocations to Elementary Schools in the City of Norfolk," 1990.

Board Memberships

Chair, INDEPENDENT HEALTH CARE TRUST FOR UAW RETIREES OF FORD MOTOR COMPANY, Detroit, MI. July, 2006—December 2009.

Board Member, RETIREMENT HEALTH ADMINISTRATION COMPANY, Detroit, MI. July, 2006—December 2009.

Chair, UAW RETIREES OF THE DANA CORPORATION HEALTH AND WELFARE TRUST, Detroit, MI. August, 2008—December 2009.

Public Board and Volunteer Consultant Work:

Member, joint National Academy of Sciences and National Academy of Public Administration Committee on the Fiscal Future of the United States: Analysis and Policy Options, 2008—2009

Member, United Food and Commercial Workers' Union National Commission on ICE Misconduct (Chaired by UFCW President Joseph Hansen), 2007-2008.

Member, President's Council on Sustainable Development Sustainable Communities Task Force working group on Economic Development and Jobs. The task force is to develop both broad-based and specific recommendations for consideration by the full Council. 1994—1995.

Member, Home Economics Advisory Board, City of Virginia Beach [Virginia] Department of Agriculture. 1988—1990.

Treasurer, Barnett K. Thoroughgood for City Council [City of Virginia Beach, Virginia] Campaign Fund, 1988.

Member, Virginia State Council of Higher Education, Virginia Scholars Selection Committee, 1987—1988.

Nonprofit, Professional and Volunteer Organization Boards:

Member, Board of Directors, National Bureau of Economic Research (2015—present)

Member, National Academy of Social Insurance (since 1999), Board Member, (2006—2009)

Member, National Advisory Council, Corporate Voices for Working Families (Washington, DC) 2005—2009.

Member, Board of Directors National Employment Law Project (NELP), (2005—2009)

Member, Policy Council, Association for Public Policy Analysis and Management (2005—2008)

Vice Chair, Board of Directors, Congressional Black Caucus Political Education and Leadership Institute (2001—2009), Vice Chair (2006—2009)

Black Enterprise Board of Economists (2000—2009)

Member, Board of Directors, National Committee for the Preservation and Protection of Social

Security and Medicaid (2008—2009)
Member, National Housing Advisory Council for Fannie Mae, (2006-2008)
President (2000, President-elect 1999), Member, Board of Directors, (1993-1996, 1996-1999),
and Chair, Advisory Board for NEA Web Page and List Server, National Economic Association.
Executive Committee, Society of Alumni, Williams College (1999-2002)
Time Magazine Board of Economists (2002)
Board Member, National Neighborhood Association (1999-2003)
Board Member, Coalition on Human Needs (2000-2002)
Board Member, National Coalition on Black Civic Participation (1999-2004)
Steering Committee Member, National Consortium for African American Children, (1993-1994).
Vestry member, Meade Memorial Episcopal Church [Alexandria, VA], (1993–1995).
Vestry member, Grace Episcopal Church [Norfolk, VA] (And delegate to Diocesan Council of
the Diocese of Southern Virginia 1986–1990) Help to oversee an operating budget of \$225,000
and a capital budget of \$333,000.
Board Member, Ecumenical Family Shelters, Inc. [Norfolk, VA], (1985–1990) Vice-president
1989, Treasurer 1985–1988. Helped to operate two homes used as emergency shelter under
contract to the City of Norfolk [VA] with an annual operating budget of \$150,000.
Member, United Way of South Hampton Roads Fund Distribution Committee. (1988–1990)
Helped appropriate multi-million dollar pledge fund among various fund allocation panels for
grants to social service agencies in a top 50 MSA; and, served on appeals panel, hearing agency
appeal requests after fund allocation panel decisions.
Vice-chair, United Way of South Hampton Roads Fund Allocation Panel on Family and
Individual Services and Counseling. (1986–1990) Oversee the allocation of \$653,000 to
South Hampton Roads United Way child care and family service agencies.

CURRICULUM VITAE

November 2015

William M. Rodgers III

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EDUCATION:

Ph.D. in Economics, Harvard University, June 1993

M.A. in Economics, Harvard University, June 1990

M.A. in Economics, University of California at Santa Barbara, June 1988

B.A. in Economics, Dartmouth College, June 1986

TEACHING AND ACADEMIC APPOINTMENTS:

Rutgers, The State University of New Jersey January 2004-present

Professor of Public Policy, Bloustein School of Planning and Public Policy, January 2004-present

Chief Economist, John J. Heldrich Center of Workforce Development, January 2004-present

Graduate Faculty, School of Management and Labor Relations, April 2006-present

Director, Undergraduate Programs, Bloustein School of Planning and Public Policy, July 2008-July 2009

Teaching: Macroeconomics (Spring 2016- Graduate)
 Advanced Quantitative Methods (Graduate)
 Research Methods (Undergraduate)
 Senior Seminar (Undergraduate)
 Labor Market Policy (Graduate)
 Research Practicum (Graduate)
 Introduction to Policy, Planning and Health (Undergraduate)
 Urban Poverty (Undergraduate)

Cardiff University, Wales, United Kingdom November 2011-December 2011

Visiting Scholar at the Cardiff School of Business, November 21st – December 2nd

The College of William and Mary August 1993-December 2003

Director, Center for the Study of Equality, October 2001-December 2003

Frances L. and Edwin L. Cummings Professor of Economics, August 1998-December 2003

Chair, Committee on Employment Opportunity, Spring 2000 – December 2003
Associate Professor of Economics, August 1998-December 2003
Assistant Professor of Economics, August 1993-July 1998

Teaching: Labor Economics (Undergraduate)
Econometrics (Undergraduate and Graduate)
America Becoming (Undergraduate)
Research Methods (Undergraduate)
African-American Experience in the U.S. Labor Market (Upper Level and Freshman Seminars)
U.S. Internal and International Migration (Freshman Seminar)
Introduction to Black Studies-Guest Lecturer (Undergraduate)

University of Michigan, Gerald R. Ford School of Public Policy, July 2003 - present
Senior Research Affiliate of the National Poverty Center

University of Minnesota July 1997-present
Adjunct Associate of the Hubert H. Humphrey Institute of Public Affairs
Member of the Wilkins Forum, February 1999-present

Harvard University September 1988-June 1993
Research Fellow at the W.E.B. DuBois Institute, September 1992 - September 1993
Resident Tutor in Economics, Eliot House, June 1989 to July 1993
Teaching Assistant, Afro-American Studies Department, February 1993 to June 1993
Teaching and Research Assistant, Economics Department, September 1988 to June 1993

PROFESSIONAL EXPERIENCE:

McDaniel College, Westminster, MD
Member, Board of Trustees, August 2015 to present
Member, Budget and Finance Committee, August 2015 to present
Member, Enrollment Management and Marketing Committee, August 2015 to present

United Way Worldwide, Alexandria, VA
Member, U.S.A. Board of Trustees, January 2011 to present
Member, Finance Committee, January 2011 to present

United Way of Northern New Jersey, Somerset County, Morristown, NJ
Member, Board of Directors, January 2011 to present
Chair, ALICE (Asset Limited Income Constrained and Employed) Advisory Committee, January 2011 to present
Chair, Somerset Local Operating Board, January 2011 to January 2014

EBRU TV, Somerset, NJ
Co-Host/Economics Contributor to Fresh Outlook and Ebru Today, January 2012 to June 2013

United Way of America, New York, NY
Member, Tri-State Regional Operating Council, October 2007 to June 2012
Chair, Volunteer Subcommittee on Regional Design and Operations, February 2010 to June 2012

Co-Chair, System Design Committee, November 2008 to January 2010
Chair, Community Impact Council, January 2009 to June 2012

Somerset County United Way, Bridgewater, NJ

Chair, Somerset County Board of Directors, July 2008 to January 2011
Vice-Chair, Somerset County Board of Directors, December 2006 to June 2008
Member, Governance Committee, March 2008 to January 2011
Member, Community Relations and Strategic Planning, January 2006 to December 2010
Board of Directors, Somerset County, October 2004 to January 2011

President-Elect, Transition Team, Washington, DC

Member, US Department of Labor Transition Team, November 2008 – January 2009

National Urban League, New York, NY

Member, Council of Economic Advisors, May 2007 – present.
Member, Institute for Opportunity and Equality Advisory Board, 1996-1998

Office of the Governor, Trenton, NJ

Member of the Commission on Government Efficiency and Reform, May 2006 – December 2009
Member of Corrections/Sentencing Task Force, June 2007 – December 2009

Montgomery Township Government, Montgomery, NJ

Planning Board
Vice Chair, February 2008 – January 2010
Regular Class IV Member, February 2008 – January 2010
Member, Master Plan Committee, March 2008- January 2010
Alternate Member, May 2006-February 2008
Member, Montgomery Township NPDC Redevelopment Concept Team

Office of the Acting Governor, Trenton, NJ

Member of the Benefits Review Task Force, May 2005 – December 2005

United Way of Greater Williamsburg, Williamsburg, VA

Co-Chair Planning and Programs, January 2002 to June 2004
Board of Directors, January 2001 to June 2004

Office of the Secretary, U. S. Department of Labor, Wash., DC

Chief Economist, January 2000-January 2001
Consultant to the Chief Economist, June 1995-June 1996

James City County Government, Williamsburg, VA May 1998-December 1999

Board Member and Secretary-Treasurer of the New Town Community Development Authority

Williamsburg-James City County Public Schools, Williamsburg, VA July 1997-December 1999

Appointed and Elected School Board Representative for Berkeley District

New Horizons Regional Vocational Education Center, Hampton, VA July 1998-December 1999

Vice-Chairman and Board of Trustee Representing Williamsburg-James City County Public Schools

National Commission for Employment Policy, Wash., D.C. June 1994 - August 1994.
Summer Research Associate

HONORS:

2015 Rutgers New Student Convocation, “Next Stop RU.” Faculty Remarks for the almost 7,000 new students. Rutgers University, New Brunswick, NJ, August 29, 2015.

2014 David K. Smith '42 Lecture, “Will the economic boom of the 1990s, known as the "Roaring 1990s", ever return?” Middlebury College, Middlebury, VT, September 24, 2014.

2014 Rutgers New Student Convocation, “Next Stop RU.” Faculty Remarks for the over 6,000 new students. Rutgers University, New Brunswick, NJ, August 30, 2014.

2014 William A. Sandridge Lecture, “Future Work 2.0: Life After the Great Recession.” Presented at the 41st Annual Meeting of the Virginia Association of Economists. Roanoke College, Roanoke, Virginia, March 2014.

2013 Elected Vice President of the National Academy of Social Insurance

2012 Benjamin Elijah Mays Scholar Award, NAACP Metuchen/Edison Branch, November 3rd, 2012.

2010 Presidential Pyramid Award, Highest Award of the National Association of Black Social Workers, April 9th, 2010.

2009 The National School Government Lecture, “What do Hurricane Katrina, Corporate Accounting Scandals, the Wars in Iraq and Afghanistan, and the Current U.S. Recession have in Common?” Presented at the Public Administration Committee Conference 2009, Glamorgan Business Centre, University of Glamorgan, September 2009.

2009 Co-Chair of the National Academy of Social Insurance’s 2010 Conference, “Lessons from a Bad Economy for Jobs, Retirement, and Health Security.” January 21-22, 2010.

2008 Donald H. Bowers Board Leadership Award, Somerset County United Way, Bridgewater, NJ

2006 Elected to the National Academy of Social Insurance

2006 *The Handbook on the Economics of Discrimination*, was selected by *Choice*, the review journal of the American Library Association, as an “Outstanding Academic Book” for 2006

2006 Rutgers University President’s Award for Leadership in Diversity

2002 Honorary Member of Golden Key International Honour Society

1994 National Economic Association Dissertation Prize

1993 Sidney Matz Memorial Prize for Extraordinary Contributions to the Life of the House, Eliot House,

Harvard University

GRANTS RECEIVED:

National Science Foundation, "The Global Logistics Chain: A 21st Century Change Agent." 2006 - 2010.

National Science Foundation, "The Economics Pipeline Project." 2006 - 2010.

National Science Foundation, "Explaining Trends in the Labor Force Participation of Older African American and White Men." February 1999 to May 2003.

Office of the Assistant Secretary for Policy, U.S. Department of Labor, "Who has not Benefited from the 1990s Boom?" July 1999 to January 2000, January 2001 to June 2001.

Russell Sage Foundation, "The Effect of Tight Labor Markets on Black Employment." January 1998 to June 2000 (with Robert Cherry).

Office of the Assistant Secretary for Policy, U.S. Department of Labor, and Center for Economic Studies, U.S. Department of Commerce, "Productivity and Workplace Diversity." January 1996 to January 1998.

National Science Foundation Research Planning Grant, "A Distributional Analysis of Black-White Earnings Gaps: 1963-1992." March 1994 to August 1996.

W.E.B. DuBois Institute for Afro-American Research, Harvard University, "Employment and Earnings of Young Black Males." September 1992 to September 1993.

National Bureau of Economic Research, "Economic Factors in U.S. Migration." September 1991 to September 1993.

Graduate School of Arts and Sciences, Harvard University, Graduate Prize Fellowship, September 1988 to June 1993.

Graduate Division, University of California at Santa Barbara, Campus Fellowship, September 1986 to June 1988.

Graduate Division, University of California at Santa Barbara, Graduate Research Mentorship Program, January 1987 to March 1987.

CONTRACT WORK:

National Employment Law Project, "Occupational Wage Declines Since the Great Recession," July 2015 to September 2015.

Make It Work Campaign, "Developed Cost Estimates of Child Care Subsidies," March 2015 – June 2015.

Economic Policy Institute, "Racial Wage Inequality," September 2014- present.

U.S. Department of Labor, "The Impact of Minimum Wage Increases on Food Security," July 2013 –

November 2013.

Migration Policy Institute, "The Impact of the Recession on Immigrants." March 2010 – present.

New Jersey Family Practice Committee, "Parental Expenditures on Children: A Comparison of Direct and Indirect Methods." September 2010 – May 2013.

Freelancers Union, "Client Nonpayment." March 2010 – June 2010.

NJ State Employment Training Commission and Fund for New Jersey, "The Labor Market Status of New Jersey's Minorities." August 2005 – March 2008.

National Urban League, "Why should African Americans Care about Macroeconomic Policy?" February 2007 – June 2007.

Davis Gilbert, LLP, "An Assessment of New York City Advertising Agencies' Racial and Ethnic Diversity." July 2006 to August 2006.

Institute for Social Justice, "The Impact of Correctional Education and Employment on Recidivism." October 2005 – July 2006.

Center for American Progress, "The Labor Market Experiences of Hispanic Americans?" September 2005 – February 2006.

Congressional Black Caucus Foundation, "Building a Strategic Agenda to Address Poverty." November 2005 – 2006.

Transportation Research Board of the National Academies, "Racial and Gender Diversity in State Departments of Transportation and Transit Agencies: Phase 1 Benchmark Scoping." August 2005 – August 2006 (Joint with University of Minnesota, Roy Wilkins Center for Human Relations and Social Justice).

County of Essex, New Jersey, "Essex County Disparity Study Project." February 2005 – June 2005 (Joint with University of Minnesota, Roy Wilkins Center for Human Relations and Social Justice).

Department of Social Services, Division of Child Support Enforcement, "The Key Determinants to Changing Child Support Schedules: The Commonwealth of Virginia." 2004 - 2005.

Center for American Progress, "How African Americans have fared in the Jobless Recovery of the Early 2000s?" July 2004 to September 2004.

Department of Social Services, Division of Child Support Enforcement, "The Pitfalls of Using an Outdated Child Support Schedule: The Commonwealth of Virginia." January 2004 to June 2004.

Department of Social Services, Division of Child Support Enforcement, "Determining the Level of Basic Child Support: The Commonwealth of Virginia." July 2002 to September 2002.

Joint Center for Political and Economic Studies, "Education and Training for the Black Worker in the 21st Century." September 1999 to January 2000.

Joint Center for Political and Economic Studies, "Tax Policy and Job Creation." October 1996 to May 1999.

Educational Testing Service, "A Review of the Literature on Test Scores." August 1996 to August 1997.

City Manager's Office, City of Hampton, VA, "Benefit-Cost Analysis of Healthy Start." June 1996 to September 1997.

California Policy Seminar, "Employment and Business Effects of Equal Opportunity and Affirmative Action Programs." June 1996 to June 1997.

JOURNAL ARTICLES:

"Evolving the U.S. Department of Labor for the New Workforce," *Industrial and Labor Relations Review*, Supplement: A Special Issue on the U.S. Department of Labor Centennial Symposium 67, 2014, (with Sara Horowitz and Gabrielle Wuolo).

"End of Men?" Conversation on Employment and Wages," *Boston University Law Review*. May 2013.

"Post-9/11 U.S. "Muslim" Labor Markets Outcomes," *Atlantic Economic Journal*, 39:3, 2011. IZA Discussion Paper #4411, July 2010, (with Faisal Rabby).

"The Male Marital Wage Differential: Race, Ability, and Training," *Economic Inquiry*, 48:3, July 2010, IZA Discussion Paper #1745, September 2005, (with Leslie S. Stratton).

"Practitioners' Roles, Internships, and Practicum Courses in Public Policy and Management Education," *Journal of Analysis and Management*, 27:4, Autumn/Fall 2008. (with Janice Madden and Robert Garris).

"African American and White Differences in the Impacts of Monetary Policy on the Duration of Unemployment," *American Economic Review*, 98:2, May 2008.

"Male Black-White Wage Gaps from 1979 to 1994: A Distributional Analysis," July 2005. *Southern Economic Journal*, 72:4, April 2006.

"The Pitfalls of Using a Child Support Schedule Based on Outdated Data," *Family Economics and Nutrition Review*, 16:2, 2004 (with Yana V. Rodgers) (Published in 2005).

"New Estimates of Within Occupation Black-White Wage Gaps," *The Review of Black Political Economy*, 31:4, 2004 (with John Holmes) (Published in 2005).

"The Disparate Labor Market Impacts of Monetary Policy," *Journal of Policy Analysis and Management*, 23: 4, 2004, 813-830; *Labor History*, 46: 1, 2005 (with Seth Carpenter).

"Do the Skills of Adults Employed in Minimum Wage Contour Jobs Explain Why They Get Paid Less?" *The Journal of Post Keynesian Economics*, 27:1, Fall 2004, 37-66 (with Bruce Klein and William Spriggs).

"The 1990s Economic Boom, another Period of Missed Opportunities," *Harvard Journal of African American Public Policy*, 10: Summer, 2004.

How Does Gender Play a Role in the Earnings Gap? An Update," *The Monthly Labor Review*, 125: 3, March 2003, 9-15 (with Stephanie Boraas).

"Accounting for the Racial Gap in AFQT Scores: Comment on Nan L. Maxwell, "The Effect on Black-White Wage Differences of Differences in the Quantity and Quality of Education," *Industrial and Labor Relations Review*, 55:3, 2002, 533-541 (With William E. Spriggs).

"Estimating the Bias Due to Measurement Error in the Economic Returns to Schooling: Evidence from the 1990 February Current Population Survey," *Economics Letters*, 64, 1999, 233-239 (with Sarah Bruhl).

"Male Sub-metropolitan Black-White Wage Gaps: New Evidence for the 1980s," *Urban Studies*, 34: 8, July 1997.

"The Persistence of Gender Earnings Inequality in Taiwan, 1978-1992," *Industrial and Labor Relations Review*, 50(4), July 1997, 594-609 (with Joseph E. Zveglic and Yana V. Rodgers).

"What Does the AFQT Really Measure: Race, Wages, Schooling, and the AFQT Score?" *Review of Black Political Economy*, 24: 4, Spring 1996, 13-46 (with William Spriggs).

"The Effect of Federal Contractor Status on Racial Differences in Establishment-Level Employment Shares: 1979-1992," *The American Economic Review Papers and Proceedings*, 86: 2, May 1996, 290-293; The Economics Of Affirmative Action, Edited by Harry J. Holzer and David Neumark, Edgar Elgar Publishing, 2004 (with William Spriggs).

"The Efficiency of a Lottery as a Source of Public Revenue," *Public Finance Quarterly*, 23: 2, April 1995, 242-254 (with Charles Stuart).

"The Significance of Access to Land as a Determinant of Kenya's Interregional Migration," *World Development* 19: 7, July 1991, 921-926.

CONFERENCE HOST AND EDITED VOLUMES:

Building Resiliency of A.L.I.C.E. (Asset Limited Income Constrained and Employed) Households, Co-hosted with United Way of Northern New Jersey (September 2013).

Handbook on the Economics of Discrimination, Edited by William M. Rodgers III, North Hampton: MA: Edward Elgar Publishing Ltd, (March 2006).

Prosperity for All? The Economic Boom and African Americans, Edited by William M. Rodgers III and Robert Cherry, New York, NY: Russell Sage Foundation, (Summer 2000).

ARTICLES, BOOK CHAPTERS AND REPORTS:

"New Jersey Economic Basis for Updated Child Support Schedule," Heldrich Center for Workforce Development, Prepared for the New Jersey Family Practice Committee, (March 2013).

"The Great Recession's Impact on African American Public Sector Employment," in *Public Jobs and Political Agendas: The Public Sector in an Era of Economic Stress*, Labor and Employment Relations

Association Series, (2012) Edited by Daniel J. B. Mitchell. National Poverty Center Working Paper #12-01.

“The New Normal? Opportunities for Prosperity in a “Jobless Recovery,” in *The State of Black America*, National Urban League, (May 2011) (with Bernard E. Anderson, Lucy J. Reuben, and Valerie R. Wilson).

“Why Reduce African American Unemployment?” in *The State of Black America*, National Urban League, (March 2009).

“Econometric Decomposition,” in *International Encyclopedia of the Social Sciences*, Edited by William Darity, Jr., (January 2008).

“Understanding the Black-White Earnings Gap,” in *The Color of Opportunity: Narrowing Racial Divides and Expanding Prosperity for All*, Edited by Robert Kuttner and William E. Spriggs, The American Prospect, October 2008.

“The Consequences of Recent Job Growth on Older Low-Income Workers,” in *Older and Out of Work: Jobs and Social Insurance for a Changing Economy*. Edited by Randall W. Eberts and Richard A. Hobbie, W.E. Upjohn Institute for Employment Research, 2008.

“Why should African Americans Care about Macroeconomic Policy,” in *The State of Black America*, National Urban League, (April 2007).

“New Jersey Public-Private Sector Wage Differentials: 1970 to 2004,” Heldrich Center of Workforce Development. (November 2006).

“How have Hispanics Fared in the ‘Jobless Recovery’?” The Center for American Progress, Washington, DC. (February 2006).

“What do the Future Labor Market Prospects of Non-college Educated Adults, Youth and Minorities look like?” in *Black Men Left Behind*, Edited by Ronald Mincy, Columbia University and NPCL, (February 2006).

“The Fragility of the 1990s Economic Gains,” The Center for American Progress, (July 2005) (with Richard Freeman).

“Blacks Need More than an Economic Boom,” in *Real World Macro*, 22nd Edition, Edited by Daniel Fireside, John Miller, and the D&S Collective. Dollars and Sense, (June, 2005).

“Jobless Recovery: Whatever Happened to the Great American Jobs Machine?” Centre Piece Magazine, London, 9: 3, Autumn 2004, 22-27; New York Federal Reserve, *Economic Policy Review*, New York, 11:1, August 2005. (with Richard Freeman).

“Aiding Dislocated Workers in a 21st Century Economy,” John J. Heldrich Center for Workforce Development, Edward J. Bloustein School of Planning and Public Policy, Rutgers, The State University of New Jersey, (February 2005) (with Carl Van Horn, Neil Ridley and Karen Dixon).

“Laid Off: American Workers and Employers Assess a Volatile Labor Market,” John J. Heldrich Center for Workforce Development, Edward J. Bloustein School of Planning and Public Policy, Rutgers, The State University of New Jersey, April 22, 2004 (with Carl Van Horn and Karen Dixon).

"Racial and Ethnic Differences in the Impact of Job Training on Wages," in *Building Skills for Black Workers: Preparing for the Future Labor Market*, Edited by Cecilia Conrad, Washington, DC: Joint Center for Political and Economic Studies, (2004).

"Learning to Expect the Unexpected: U.S. Department of Labor Chief Economist Forum," in *Perspectives on Work*, (Fall 2002).

"A Recipe for Shared Prosperity: Post September 11th," in *Denken + Glauben* (In German), (October 2002).

"Opportunities in Economics Abound for African American Students," *The Last Job Search Guide You'll Ever Need: How to Find – and Get – The Job or Internship of Your Dreams!*, *The Black Collegian*, (Fall 2001).

"Identifying the Links between Income Inequality and Health for Policymakers," in *Income, Socioeconomic Status, and Health: Exploring the Relationships*, Edited by James Auerbach and Barbara Kivimae Krimgold, Washington, DC: National Policy Association and Academy for Health Services Research and Health Policy, (2001).

"Introduction," in *Telework: The New Workplace of the 21st Century*," U.S. Department of Labor, Washington, DC. (Winter 2001).

"Area Economic Conditions and the Labor Market Outcomes of Young Men in the 1990s Expansion," in *Prosperity for All? The Economic Boom and African Americans*, Edited by William M. Rodgers III and Robert Cherry, New York, NY: Russell Sage Foundation, (Summer 2000).

"A Critical Assessment of Skills Explanations of Black-White Employment and Wage Gaps," In *the State of Black America, 1999*, Edited by William E. Spriggs, Washington, DC: National Urban League, 1999.

"A View from the Front Lines," in *Education Accountability: Saving Schools-And Students*, Edited by Lee A. Daniels, New York, NY: National Urban League, 1999.

"Tax Policy and African American Job Creation," in *Job Creation Prospects and Strategies for the Black Worker in the 21st Century*, Edited by Wilhelmina A. Leigh and Margaret C. Simms, Washington, DC: Joint Center for Political and Economic Studies, 1999.

Federal-Contractor Status and Minority Employment: A Case Study of California, 1979-1994," in *The Impact of Affirmative Action on Public-Sector Employment and Contracting in California*, Edited by Paul Ong, Berkeley, CA: California Policy Seminar, 1997, Alta Vista Publishing, 1999.

"Racial Differences in Employment Shares-New Evidence from the EEO-1 Files," in *Civil Rights and Race Relations in the Post Reagan-Bush Era*, Edited by Samuel L. Myers, Jr., Westport, CT: Praeger Publishers, 1997.

"Measuring Wage Discrimination During Periods of Growing Overall Wage Inequality," In *Race, Markets, and Social Outcomes*, Edited by Patrick L. Mason and Rhonda M. Williams, Boston, MA: Kluwer Academic Publishers, 1997.

CONGRESSIONAL AND STATE LEGISLATIVE TESTIMONY:

“The New Jersey Petroleum Refinery Industry,” Testimony to the New Jersey Assembly Commerce and Economic Development Committee. February 2007.

“Helping New Jersey’s Low-Wage Workers,” Testimony to the New Jersey Senate Labor Committee. February 2005.

“Overview of Child Support Guideline Proposal,” Testimony to the Ad Hoc Subcommittee Studying the Child Support Guideline. November 2003.

“A Review of Virginia’s Child Support Guidelines,” Testimony to the Child Support Review Panel. June 2002.

“Virginia’s Economic Conditions and the Labor Market Outcomes of Non-college Educated Men in the 1990s Boom,” Testimony to the Joint Subcommittee Studying the Status and Needs of African-American Males in Virginia, Commonwealth of Virginia General Assembly, Hearing on the Status of African American Men in Virginia. August 1999.

“A Primer on the U.S. Labor Market and the Economic Status of African American Men,” Testimony to the Joint Subcommittee Studying the Status and Needs of African-American Males in Virginia, Commonwealth of Virginia General Assembly, Hearing on the Status of African American Men in Virginia. July 1998.

"The Minimum Wage's Effect on Black Youth Employment," Testimony to the Joint Economic Committee, U.S. Congress, Hearing on Raising the Federal Minimum Wage. February 1995.

MAJOR MEDIA APPEARANCES, ESSAYS AND OP-EDS

“Markets Shrug Off Weak Jobs Number,” Power Lunch, CNBC TV, (Friday, 2 Oct 2015 | 2:04 PM ET). <http://video.cnbc.com/gallery/?video=3000427125&play=1>.

“The Real Read on Jobs,” Power Lunch, CNBC TV, (Friday, 7 August 2015 | 1:15 PM ET). <http://video.cnbc.com/gallery/?video=3000404551>.

“Financials good place to look: Pro,” Power Lunch, CNBC TV, (Thursday, 23 Jul 2015 | 1:31 PM ET). <http://video.cnbc.com/gallery/?video=3000400112&play=1>

“How America is Failing Dads (and All Working Parents): Father’s Day Commentary in Fortune Insider,” Fortune Magazine, (6/17/ 2015, 5:00 AM EDT). <http://fortune.com/2015/06/17/how-america-is-failing-dads-and-all-working-parents/>

“Restoring simple tax credit to jumpstart economy, buoy low-to low-to-middle-class families has eluded Christie,” (6/1/2015). http://www.nj.com/opinion/index.ssf/2015/06/restoring_simple_tax_credit_to_jumpstart_economy_b.html.

“Job growth is not enough to reduce rising N.J. poverty rate,” New Jersey Star Ledger, (3/3/2015). http://www.nj.com/opinion/index.ssf/2015/03/job_growth_is_not_enough_to_reduce_rising_nj_pover.html.

“Obama plans to focus on the income inequality and its redistribution on wealth. Will the U.S. Budget help or hurt the economy?” Fresh Outlook, Ebru TV, (2/9/15).

<https://www.youtube.com/watch?v=8zUGmv3M3WE&feature=youtu.be>

“A Quasi-healthy Job Market for 2015,” NPR’s Marketplace, (1/16/15, 5:56PM)

<http://www.marketplace.org/topics/economy/quasi-healthy-job-market-2015>.

“An Assessment of the December 2014 Jobs Report,” Real Money with Ali Velshi, Al Jazeera America, (1/9/15).

“Jobs encouraging, good for Main Street: Economist,” Street Signs, CNBC TV, (10/3/14).

<http://www.nbcnews.com/watch/cnbc/jobs-encouraging-good-for-main-street-economist-337506883806>

“Troubling trends emerge as America's untapped labor pool grows,” Real Money with Ali Velshi, Al Jazeera America, (10/3/14).

“August jobs report: Don't blow a gasket it was just Market Basket,” Real Money with Ali Velshi, Al Jazeera America, (9/5/14).

<http://america.aljazeera.com/watch/shows/real-money-with-alivelshi/articles/2014/9/5/aug-job-gains-donatblowagasketitwasjustmarketbasket.html>

“How public sector layoffs add to the racial income gap,” MSNBC.COM, (March 19, 2014 at 1:47PM— Updated March 19, 2014 at 02:01PM),

<http://www.msnbc.com/msnbc/government-layoffs-add-racial-wealth-gap>

“\$15 Minimum Wage Impact,” CNBC Power Lunch (CNBC.com), (12/6/2013, 1:47 PM),

<http://video.cnb.com/gallery/?video=3000224631&play=1>

“Jobs Report Surprises,” (CNBC.com), (12/6/2013, 1:43 PM),

<http://video.cnb.com/gallery/?video=3000224630&play=1>.

“Job seekers feel brunt of slow jobs recovery,” The Grio. (thegrio.com), ([November 9, 2013 at 12:08 PM](#)), <http://thegrio.com/2013/11/09/job-seekers-feel-brunt-of-slow-jobs-recovery/>.

“Why young people are saying 'no' to the workforce,” The New American Workplace, CNN Money, <http://money.cnn.com/2013/10/22/news/economy/young-workforce-delay/>, October 22, 2013: 7:00 AM/

“Census Report Paints Troubling Economic Picture on Incomes” All Things Considered (npr.org), (9/17/2013, 5:04 PM),

<http://www.npr.org/player/v2/mediaPlayer.html?action=1&t=1&islist=false&id=223071559&m=223473769><http://www.npr.org/player/v2/mediaPlayer.html?action=1&t=1&islist=false&id=223071559&m=223473769> .

“Are We Safer Now?” CNBC Power Lunch (CNBC.com), (9/13/2013, 1:03 PM),

<http://video.cnb.com/gallery/?video=3000199257&play=1> .

“Do investors expect too much from economy?” CNBC Power Lunch (CNBC.com), (8/2/2013, 1:04 PM), <http://search.cnbc.com/main.do?partnerId=2000&target=all&keywords=rodgers&categories=exclude>.

“Where the economy stands for Black Americans,” TheGrio.com (7/25/13 at 3:39), Shartia Brantley, <http://thegrio.com/2013/07/25/where-the-economy-stands-particularly-for-african-americans/#:graph-income-blacks-whites>.

“Great Divide: Economics of Walls Street,” CNBC Power Lunch (MSN Video and NBCnews.com), (7/22/13), <http://video.cnbc.com/gallery/?video=3000184816> .

“We Give ALICE a Fighting Chance,” United Way of Northern New Jersey Campaign Video, (Fall, 2013), http://www.unitedwaynj.org/newsevents/pvvideos_template.php?type=cam&vid_id=41

“Hot June Jobs Report,” CNBC Street Signs (MSN Video), (7/5/13), <http://video.cnbc.com/gallery/?video=3000180895&play=1> .

“Market Rap Up,” Reuters Business, (7/3/13), <http://www.reuters.com/video/2013/07/03/stocks-rally-in-short-day-oil-tops?videoId=243772977> .

“More Jobs, But Wait: They May Not Pay Much,” NPR Radio, (5/4/13), <http://www.npr.org/2013/05/04/181053767/more-jobs-but-wait-they-may-not-pay-much> .

“Economic Growth Gears Hit Snag?” Reuters Business Video Online, (4/3/13), <http://www.reuters.com/video/2013/04/03/economic-growth-gears-hit-snag?videoId=242042758&videoChannel=5>.

“December Jobs Report,” Ebru Today, (1/8/13), <https://www.youtube.com/watch?v=fJ9Pn63PCcw>.

“Should Government and Business do More to Create Jobs?” (1/4/13), <http://video.foxbusiness.com/v/2073120068001/should-government-and-business-do-more-to-create-jobs>.

“Would Fiscal Cliff Stall Job Growth?” Fox Business News, (12/27/2012), http://video.foxbusiness.com/v/2059100488001/would-fiscal-cliff-stall-job-growth/?playlist_id=937116503001.

“A.L.I.C.E.,” Ebru Today, (11/23/12), <http://ebrutoday.com/topics/finance/956-a-l-i-c-e.html>, or <http://www.youtube.com/watch?v=B3UGB2ig4YI>.

“Fresh Outlook,” Co-host, Ebru TV, (11/17/12), <http://www.youtube.com/watch?v=bxttrvVM8QI>
http://www.youtube.com/watch?v=HCf102a_DRk
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“Hiring Rally Ahead?” Fox Business News, (11/8/2012), <http://video.foxbusiness.com/v/1956162854001/hiring-rally-ahead/>.

“America’s Fiscal Cliff,” Ebru Today, (11/14/12), <https://www.youtube.com/watch?v=9bt81MTqZyI&feature=g-all-u> .

“Mitt Romney's Economic Plan: Can It Work?” The Huffington Post, (9/21/2012), http://www.huffingtonpost.com/william-m-rodgers-iii/mitt-romneys-economic-plan_b_1903826.html.

“The Urgency for Congress to Foster Broad-Based Prosperity,” Sunday Op-Ed in Newark Star Ledger, (8/19/2012), http://blog.nj.com/njv_guest_blog/2012/08/the_urgency_for_congress_to_fo.html.

Are We Better Off than 1 Year Ago? 4 Years Ago?, EBRU TV (9/10/12), <http://www.youtube.com/watch?v=ad2X14ppoaY&feature=plcp>.

Analysis of August Bureau of Labor Statistics Jobs Report, New York Times (9/7/12). <http://www.nytimes.com/video/playlist/business/1194811622255/index.html#100000001766564>.

“Some of My Reasons for LIVING UNITED,” United Way Worldwide Blog (8/16/12), Remarks from United Way Worldwide Regional Summit, <http://www.unitedway.org/blog/entry/some-of-my-reasons-for-living-united/>.

“Long-Term Unemployment,” Nevada Public Radio (August 10, 2012). <http://www.knpr.org/son/archive/detail2.cfm?SegmentID=9132&ProgramID=2566>.

“U.S. Family Finances from 2007 to 2010: New Evidence from the Survey of Consumer Finances,” EBRU Today Show (June 26, 2012). <http://www.youtube.com/watch?v=vjvCF5VRcXk&feature=plcp>.

“Is the Reduction in the Maximum Duration of Unemployment Benefits Premature?” EBRU Today Show (February 21, 2012). <http://www.youtube.com/watch?v=u0H2dywqEA8>.

“The Improved Job Market & the Long-Term Unemployed,” The Diane Rehm Show (February 9, 2012). <http://thedianerehmshow.org/shows/2012-02-09/improved-job-market-long-term-unemployed/transcript>.

“Implications of Friday’s Bureau of Labor Statistics Job’s Report,” EBRU Today Show (February 7, 2012). <http://www.youtube.com/watch?v=ud09N01PScl>.

“Changes in the Labor Market,” PBS Nightly Business Report Guest Commentary (Monday, February 6, 2012). <http://www.nbr.com/transcripts/changes-in-the-labor-market-20120206>.

“A Delicate Balancing Act: Legacy, Solutions, and a Vision for the Future,” EBRU Today Show (January 24, 2012).

“Falling U.S. Unemployment, Illusion or Reality?” EBRU Today Show (January 11, 2012).

“Is America Getting Back to Work?” Fox Business News (6 January 2012). <http://video.foxbusiness.com/v/1370549270001/is-america-getting-back-to-work/>

“Unemployed: Out of Time and Resources,” Fox Business News (9 December 2011). <http://video.foxbusiness.com/v/1318595553001/unemployed-out-of-time-and-resources/>

“Why We Need to Pass the Jobs Bill Now,” Fox Business News (6 October 2011). <http://video.foxbusiness.com/v/1204423658001/why-we-need-to-pass-the-jobs-bill-now/>

“Where are the Jobs,” CNBC Street Signs (Friday, 8 July 2011). <http://video.cnbc.com/gallery/?video=3000032248>

“Direction of the Jobless Trend,” CNBC Squawk on the Street (Monday, 27 June 2011).
<http://video.cnbc.com/gallery/?video=3000029773>

“Non-Profits & Job Creation,” PBS Nightly Business Report Guest Commentary (Monday, June 27, 2011). http://www.pbs.org/nbr/site/onair/transcripts/non_profits_and_job_creation_110627/

“Economy's Pothole Recovery,” PBS Nightly Business Report Guest Commentary (Monday, April 25, 2011). http://www.pbs.org/nbr/site/onair/transcripts/economy_pothole_recovery_110425/

“Non-Profits Can Benefit the Unemployed,” PBS Nightly Business Report Guest Commentary (Monday, March 28, 2011).
http://www.pbs.org/nbr/site/onair/transcripts/non_profits_and_unemployed_110328/

“Financial Literacy for Children,” PBS Nightly Business Report Guest Commentary (Monday, February 07, 2011).
http://www.pbs.org/nbr/site/onair/transcripts/financial_literacy_for_children_110207/

“The Flip Side of the Jobs Report,” CNN’s Your \$\$\$\$ (January 8, 2011).
<http://transcripts.cnn.com/TRANSCRIPTS/1101/08/cnnitm.01.html>

“Income Inequality - The New Wave,” PBS Nightly Business Report Guest Commentary (Thursday, January 06, 2011). http://www.pbs.org/nbr/site/onair/transcripts/income_inequality_110106/

“Unemployment in America,” CNN’s Your \$\$\$\$ (December 4 and 5, 2010).
<http://transcripts.cnn.com/TRANSCRIPTS/1012/05/cnnitm.01.html>

“What the Great Recession stole from Black America,” Special to CNNMoney, October 20, 2010.
<http://www.cnn.com/2010/OPINION/10/20/inam.money.great.recession/index.html>.

“Economics for Kids,” Originally shown on CNN’s Your \$\$\$\$ (October 2 and 3, 2010) and American Morning (October 4, 2010).
<http://www.cnn.com/video/#/video/living/2010/10/04/am.dnt.romans.sitr.kids.cnn?iref=videosearch>.

“Looming End To Tax Cuts Stirs Political Battle,” NPR’s Tell Me More (September 21, 2010).
<http://www.npr.org/templates/story/story.php?storyId=130018497>.

“Economic Indicators Point To Poor Recovery,” NPR’s Morning Edition (August 20, 2010)
<http://www.npr.org/templates/story/story.php?storyId=129316618>.

“Fears of Deflation Amidst Falling Prices,” NPR’s The Takeaway, Friday, August 6, 2010.
<http://www.thetakeaway.org/2010/aug/06/start-conversation-your-personal-jobs-report/>.

“Reactions to the May and June 2010 Bureau of Labor Statistics Jobs Reports,” CNN’s Your \$\$\$\$, June 5 and 6 and July 3 and 4, 2010.

“New Information About the State of Your Job,” CNN’s Your \$\$\$\$, February 7 and 8, 2010.

“Where is the Stimulus Going?” CNN’s Your \$\$\$\$, January 23 and 24, 2010.

“Reactions to the January 2010 Bureau of Labor Statistics Jobs Report,” Fox Business News, January 8, 2010.

“Gimme Back My Job,” CNN’s Your \$\$\$\$, November 26, 28 and 29, 2009.

“The Importance of Social Safety Nets,” Fox Business News, June 18, 2009.

“Race and Lack of Jobs,” CNN’s Your \$\$\$\$, June 6 and 18, 2009.

“Black Unemployment in East St. Louis Highlights Disparities,” PBS NewsHour, May 8, 2009.

“The Auto Industry, G-20 Economic Summit, and Terrorism,” NBC’s Meet the Press, April 4, 2009.

“Where are the Jobs?” NBC Nightly News, March 18, 2009.

Preview and Review of the Bureau of Labor Statistics’ Employment Situation Release, CNBC Squawk Box, January 9, 2009; February 6, 2009; March 6, 2009; and April 3, 2009.

"Jersey's Working Poor Need a Boost," Newark Star Ledger, November 17, 2004. (with Carl Van Horn).

“A Case for Raising the Federal Minimum Wage,” Forthcoming, 2004, Center for American Progress, Washington, DC.

“Minorities, Rural American Need Stronger Labor Market to Regain Lost Ground,” May 7, 2004, Center for American Progress, Washington, DC.

“America’s Worried Workforce,” Newark Star-Ledger, May 7, 2004, (with Scott Reynolds).

”Labor Market Unease Unlikely to Go Away Soon,” April 30, 2004, Center for American Progress, Washington, DC, (with Scott Reynolds).

“The African-American Experience in the Recent Recession and Job Loss Recovery,” January 14, 2004, Center for American Progress, Washington, DC.

SELECTED INVITED TALKS:

“Future Work 2.0: Life After the Great Recession,” Presented to the 2013 National Academy of Social Insurance Summer Interns, Washington, DC, August, 2015.

“Reducing New Jersey Poverty: Job Growth is Not Enough!!!” March 2015. Presented to the Montgomery – Rocky Hill Rotary Club, May 7, 2015.

“Your Future in the Labor Market,” Presented to Students and Parents at Ramapo High School, April 30, 2015.

“The Impact of Increases in the Federal Minimum Wage on Food Security,” Presented at New School for Social Science Research, New York, NY, March 30, 2015.

“Reducing Poverty: Job Growth is Not Enough!!!” Presented at Conference on Pathways Out of Poverty with School and Work, New Jersey Black Issues Convention and Essex County Caucus and ECC Urban Issues, Essex County College, Newark, NJ, January 31, 2015.

“Future Work 2.0: Life After the Great Recession,” Presented to the Tianjin Chinese Labor Delegation, GMAC International Company, Sunels International Inc., Totowa, NJ, January 14, 2015.

“Area Economic Conditions and the Labor Market Outcomes of Americans in the Current Recovery,” Presented to the Tianjin Chinese Labor Delegation, GMAC International Company, Sunels International Inc., Totowa, NJ, January 14, 2015.

“Future Work 2.0: Life After the Great Recession,” Presented to the Chinese Labor Delegation, GMAC International Company, Sunels International Inc., Totowa, NJ, November 7, 2014.

“Area Economic Conditions and the Labor Market Outcomes of Americans in the Current Recovery,” Presented to the Chinese Labor Delegation, GMAC International Company, Sunels International Inc., Totowa, NJ, November 7, 2014.

“Innovation in U.S. Philanthropy,” Presented to Participants in the China Philanthropy Research Institute (CPRI) and Lily Family School of Philanthropy at Indiana University's Executive Master of Philanthropy (EMP) Program, Rutgers University, School of Social Work, New Brunswick, NJ, October 15, 2014.

“The Impact of the 1996/97 and 2007/08/09 Increases in the Federal Minimum Wage on Food Security,” Presented at Mathematic Policy Research, Inc., Princeton, NJ, October 14, 2014.

“The Impact of the 1996/97 and 2007/08/09 Increases in the Federal Minimum Wage on Food Security,” Presented to the Middlebury College Economics Department, Middlebury, VT, September 24, 2014.

“Future Work 2.0: Life After the Great Recession,” Presented to the 2013 National Academy of Social Insurance Summer Interns, Washington, DC, August, 2014.

“Workforce 2.0: Challenges Americans Family Face in the 21st Century,” Panelist for White House and US Department of Labor Regional Summit on Working Families, New York City, NY, May 12, 2014.

“Should College Athletes be Paid?” Presented at the Johann Cruyff Institute, Amsterdam, Netherlands, April 17, 2014.

“Nickel and Dimed,” Post-Play Lecture and Commentary on Minimum and Living Wages,” Presented at the Boghart Performing Arts Center, Maplewood, NJ, April 4, 2014.

“The Impact of an Increase in the Federal Minimum Wage and Food Security,” Presented at 75 Years of the Fair Labor Standards Act. U.S. Department of Labor, Washington, DC, November 15, 2013.

“Future Work 2.0: Life After the Great Recession,” Presented to the 2013 National Academy of Social Insurance Summer Interns, Washington, DC, August, 2013.

“America’s Fork in the Road: How Can We Influence the Path We Choose?” Presented to the NJ New Leaders Council, March 9, 2013.

“America’s Fork in the Road: How Can We Influence the Path We Choose?” Presented to the 1199 SEIU, March 8, 2013.

“The Economic Status of Black College Graduates,” Presented to 35 Presidents of Historically Black Colleges and Universities, Atlanta Federal Reserve Bank, Atlanta, Georgia, January 18, 2013.

“America’s Fork in the Road: How Can We Influence the Path We Choose?” Presented to Life Long Learning Group called CONNECT, Dallas, Texas, December 7, 2012.

“Evolving the U.S. Department of Labor for the New Workforce,” Presented at U.S. Department of Labor Centennial Commemoration. U.S. Department of Labor, Washington, DC, November 9, 2012.

“2012 Presidential Election: What’s at Risk and the Impact on the Economy?” Presented to the 1199 SEIU, September 18, 2012.

“2012 Presidential Election: What is at Risk and the Impact on the Economy?” Presented to the NAACP Metuchen/Edison Area Branch, September 13, 2012.

“Futurework 2.0: Life After the Great Recession,” Presented while serving as a Visiting Scholar at the Cardiff School of Business, December 2, 2011.

WORK SUBMITTED:

“The Motherhood Wage Penalty for First Generation Immigrant and Native Women: Do Family Gaps Affect All US Women,” November 2015. Heldrich Center for Workforce Development. (With Anjali Srivastava) (Submitted to *Industrial Labor and Relations Review*).

“The Impact of the 1996/97 and 2007/08/09 Increases in the Federal Minimum Wage on Food Security,” July 2014. Heldrich Center for Workforce Development. (Submitted to *Economic Inquiry*.)

WORKING PAPERS:

“Reducing New Jersey Poverty: Job Growth is Not Enough!!!” March 2015. Heldrich Center for Workforce Development.

“Area Economic Conditions and the Labor Market Outcomes of Americans in the Current Recovery,” October 2014. Heldrich Center for Workforce Development. (With Natalia Compora).

“The Earnings Gap between Undocumented and Documented U.S. Farmworkers: 1990 to 2009,” Center for Women and Work, and Heldrich Center for Workforce Development, Rutgers University. December 2012. (with Elizabeth Nisbet).

“The Impact of Clinical Depression on the Labor Market Outcomes of Young Adults,” Revised December 2012. Heldrich Center for Workforce Development, July 2010. Social Science Research Council (with Alice Kassens). http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1964806.

“Has the Reduction in Unemployment Insurance Benefits been Premature? Heldrich Center for Workforce Development. Rutgers University. August 2012.

“Futurework 2.0: Life After the Great Recession,” January 2012. Heldrich Center for Workforce Development. http://www.heldrich.rutgers.edu/sites/default/files/content/Future_Work_Report.pdf

“The Impact of 9-11 and the London Bombings on the Employment and Earnings of U.K. Muslims,” August 2010. IZA Discussion Paper #4763. (with Faisal Rabby).

“Is the Stimulus Landing in the Neediest Communities?” January 2010. Heldrich Center for Workforce Development.

“Out of College and Out of Work: Good Employment Policy in a Bad Economy,” June 2009. Heldrich Center for Workforce Development.

“U.S. Active Labor Market Policy: Will the U.S. Economy Need a 2nd Stimulus?” June 2009. Heldrich Center for Workforce Development.

“Prosperity for All Revisited: The 2001 to 2008 Expansion,” December 2008. Heldrich Center for Workforce Development.

“A Proposed Resolution to the Racial Wage Gap: Race, Cognitive Ability and the Wage Curve,” January 2007. Heldrich Center Workforce for Development. (With Heather Boushey and William E. Spriggs).

“The Impact of Monetary Policy on the Duration and Type of Unemployment,” January 2006.

“The Consequences of Recent Job Growth on Older Low Income Workers,” National Poverty Center Working Paper #06-06. National Academy of Social Insurance. January 2006.

“Identifying Inter-Occupational Gender Wage Differentials: A Parametric Frontier Approach,” March 2005. (with William C. Horrace).

“Food Security and the Federal Minimum Wage,” March 2004. Formerly National Urban League Special Research Report #SRR-03-2002. (with Hanley Chiang and Bruce W. Klein).

“Does the Glass Ceiling have Adverse Spillover Effects: A Tale of Two Federal Agencies,” July 2003 (with Allison Brown).

“Does Contractionary Monetary Policy have Differential Geographic Impacts?” July 2003. (with Gregory Licausi).

“The Structure of Entry-Level Law School Salaries: 1985 to 2001,” June 2002 (with Thomas J. Whiteside).

“The Distributional Impact of Minimum Wage Increases: Income and Earnings,” January 2002. (with Jared Bernstein)

“The Role of Labor Demand, Labor Supply and Institutional Factors in Explaining the Relationship between Black-White Income Inequality and White Family Income,” January 2002.

“The African American High School Composition Effect: What Does It Mean?” March 2001. (with William Spriggs).

“Estimating the Bias Due to Measurement Error in the Economic Returns to Schooling: Eight Months Makes a Big Difference,” March 2001. (with Sarah Bruhl).

“Area Economic Conditions and the Crime of Young Men in the 1990s Expansion,” October 2001. (with Richard B. Freeman).

“Education and the AFQT Score: What’s Their Role in Explaining the Lower Relative Earnings of Blacks?” March 2001. (with William E. Spriggs and Elizabeth Waaler).

“Within School Segregation in Extracurricular Activities: A Longitudinal Approach,” November 1999. (with Michelle Ragsdale).

“Changes in Taiwan's College Wage Premium, 1978-1997: Supply, Demand and Institutional Factors,” July 1999 (with Paul Helms and Joseph Zveglic).

"Area Economic Conditions and the Labor Market Outcomes of Young Men in the 1990s Expansion," March 1999. NBER Working Paper #7073. (with Richard Freeman).

"The Effects of Minimum Wages on Teenage Employment and Enrollment: Evidence from the National Longitudinal Survey of Youth," November 1996.

PROFESSIONAL ACTIVITIES:

Rutgers University and the Edward J. Bloustein School of Planning and Public Policy

Men’s Soccer Team, Academic Mentor, 2014, 2015

Faculty Grievance Committee, March 2014

Member, Athletic Director Advisory Search Committee, April 2013 to May 2013

Men’s Basketball Team, Academic Mentor, 2011, 2012, 2013, 2014, and 2015

President’s Council on Institutional Diversity and Equity, 2008 to 2012

Chair, Bloustein Faculty Work Equity Committee, Fall 2009 to Spring 2010

President’s Faculty Diversity Award Selection Committee, Spring 2007

School of Management and Labor Relations Dean Search Committee, Spring 2006

University-wide Budget Advisory Committee, Spring 2006, Spring 2008

NJ101, New Faculty Travel Seminar, Spring 2005

Honorary Degree Committee: 2004, 2005, 2006, 2007, 2008, 2009

Commencement Faculty Marshall:

2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014

Bloustein School of Planning and Public Policy

Reading Committee: Fall 2011, 2012

Faculty Workload Committee Chair: April 2009 to April 2010

Appointments and Promotions Committee: 2004, 2005, 2006, 2008

FASIP (Merit Pay) Committee: 2005

Editorial Board, Teaching Public Administration, 2011 to 2013

Member, U.S. Bureau of Labor Statistics, Technical Advisory Committee, 2013 to present

Member, Labor Employment Relations Association, Annual Conference Committee, 2012 to 2014
Conference Co-Chair, 2013 and 2014

Member, Labor Markets Advisory Group, The Migration Policy Institute

Member, Center for American Progress Academic Advisory Committee for Economic Policy

Member, Congressional Black Caucus Foundation's Council of Academic Advisors

Member, Economic Policy Institute Research Advisory Board

Member, University of Kentucky Center for Poverty Research

Member, ICPSR Ad Hoc Committee on Quantitative Methods for Underserved Groups

Member, Virginia Governor's Advisory Board of Economists

Associate Editor, *Southern Economic Journal*, 2000-2005

American Economic Association, 1993 to 2009.

Chair, Economics Mentoring Program (formerly named the Pipeline Project)

Member, Committee on the Status of Minority Groups in the Economics Profession

National Economic Association, January 1994 to present.

Samuel Z. Westerfield Nomination Committee, 2005

Immediate-Past President, 2004

President, 2003.

President-Elect, 2002.

Board of Directors, 1998 to 2004.

Dissertation Committee, Chair, 1997 to 1999.

Election Committee, Member, 1995.

Member, 1994 to Present

Referee and Reviewer, *Economics Letters*, *Canadian Journal of Economics*, *Demography*, *Economic Inquiry*, National Research Council, National Science Foundation, *Journal of Human Resources*, *Journal of Policy Analysis and Management*, *Journal of Political Economy*, *Feminist Economics*, *Southern Economic Journal*, *Industrial Relations*, *Journal of Contemporary Economic Issues*, *Labour Economics Review of Black Political Economy*, *Review of Economics and Statistics*, *Social Sciences and Humanities Research Council of Canada*, *Sociological Perspectives*, *Teaching Public Administration*, MacArthur Fellowship Program, University of Massachusetts-Amherst, U.S. Department of Health and Human Services, W.E. UpJohn Institute, Wayne State University Press, William T. Grant Foundation.

Employment Training Administration, U.S. Department of Labor, Expert Panel Member,
February 1999 to December 1999.

Crossroads Workforce Training Group, Williamsburg-James City County, VA, Consultant,
February 1999 to October 1999.

AFL-CIO, Economics Education Consultant, February 1997 to December 1997.

Steering Committee Member, Program to Enrich Economics Education at 4 HBCUs to Increase the
Supply of African Americans Pursuing Doctoral Degrees in Economics and Public Policy, June
1996 to Present.

Society of Labor Economists Member, September 1995 to 2000.

James City County Democratic Committee, 1995 to 2000.

Vice-Chair, December 1997 to January 1, 1999.

Strategic Planning Committee, Chair, 1996.

James City County All Together, Inc.

Board of Directors, January 2001 to January 2004

Economics Committee, February 1997-1999

Moderator, Merging Two Realities: Education and Workforce Development, November 1997.

Dartmouth College Alumni Activity

Dartmouth Club of Princeton

Board of Directors, 2008 to present

Class of 1986

Chair, Nominating Committee, December 2010 to June 2011

Executive Committee, 2001 to present

President, 2004 to 2006

Vice President, 2001 to 2003

Alumni Council

Member, Nominating Committee, Spring 2004 to Spring 2006

Executive Committee, Spring 2005 to Spring 2006

Committee on Academic Affairs, Fall 2003 to Spring 2006

Chair, Spring 2005 to Spring 2006

Member, Fall 2003 to Spring 2006

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<http://www.epi.org>

EDUCATION

Ph.D., Economics, University of Madison-Wisconsin, 1982
M.A., Economics, American University, 1977
B.A., Magna Cum Laude, Community Development, Pennsylvania State University, 1974

PROFESSIONAL EXPERIENCE

ECONOMIC POLICY INSTITUTE

Washington, D.C.

President

Aug. 2003 – Present

Vice President

1999-2003

As vice president, serve as chief-of-staff directing day-to-day operations of the institute: research, communications, publications, finance/administration, development and policy. Oversee development of annual plan and strategic goals for the institute, each department and program area.

Program responsibilities include directing the education research program, coordinating the EARN (state-level think tank) network and conducting labor market, budget, education and policy research.

ECONOMIC POLICY INSTITUTE

Research Director

Washington, D.C.

1987 – 1999

Direct research department consisting of ten Ph.D.-level economists, librarian, policy analyst, computer programmers and administrative staff. Oversee more than forty ongoing research projects carried out by staff and by contracted academic researchers to ensure quality, readability, timeliness and relevance of research. Develop research agenda, prepare funding proposals, manage budget and staff pay and performance reviews. Department produces several dozen reports, books, edited volumes, and papers annually, organizes seminars and conferences, testifies to legislative bodies, responds to media inquiries and pursues other public education activities. Responsibilities include authoring books, monographs, and papers on labor market and income trends, industrial relations, training policy and manufacturing competitiveness and productivity.

INDUSTRIAL UNION DEPARTMENT

AFL-CIO, Washington, D.C.

Economist

1986 – 1987

Policy research and legislative work related to plant closing, advance notice, dislocated worker, training and foreign direct investment policy issues. Prepared monograph on income, wage and employment trends.

UNITED AUTO WORKERS

Washington, D.C.

Financial Analyst/Economist

1983 – 1985

Conduct financial audits of firms “pleading poverty” or closing facilities. Company financial analysis. Technical support in collective bargaining and in negotiation of profit sharing, gain sharing and employment security agreements. Policy work on training issues.

UNITED STEELWORKERS OF AMERICA

Washington, D.C.

Financial Analyst

1986 (half-time)

Financial audits of firms pleading poverty. Technical support in collective bargaining.

**NEW YORK STATE SCHOOL OF
INDUSTRIAL RELATIONS,**

Cornell University

Assistant Professor

1982 – 1983

On leave (1983 – 1985)

Tenure track position in Collective Bargaining, Labor Law and Labor History Department. Taught Collective Bargaining and the Economics of Unionism.

UNIVERSITY OF WISCONSIN

Economics Department

Madison, Wisconsin

Research Assistant

for Professor Glen Gain

1979

**INTERNATIONAL LABOR AFFAIRS
BUREAU**
Washington, D.C.

**Research Consultant
Department of Labor**
1978

**UNIVERSITY OF WISCONSIN
SCHOOL FOR WORKERS**
Madison, Wisconsin

**Research Assistant
School for Workers**
1977 – 1978

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES**
Washington, DC

**Labor Economist,
Research Department,**
1976 – 1977

**GEORGE MEANY CENTER FOR
LABOR STUDIES (AFL-CIO)**
Silver Spring, Maryland

Research Assistant
1975 – 1976

Books and Monographs

The State of Working America, 2012; co-authored with Josh Bivens, Elise Gould and Heidi Shierholz

The State of Working America 2008-09, co-authored with Jared Bernstein and Heidi Shierholz, Ithaca, N.Y.: Cornell University Press, forthcoming

The Teaching Penalty 2008, co-authored with Sylvia Allegretto and Sean Cocoran,

The State of Working America 2006-07, co-authored with Jared Bernstein and Sylvia Allegretto, Ithaca, N.Y.: Cornell University Press

Talking Pass Each Other, co-authored with David Kusnet and Ruy Teixeira, Washington, DC 2006

Rethinking High School Graduation Rates & Trends, co-authored by Joydeep Roy, Washington, DC, Economic Policy Institute, 2006

The State of Working America 2004-05, co-authored with Jared Bernstein and Sylvia Allegretto, Ithaca, N.Y.: Cornell University Press, 2004

Emerging Labor Market Institutions, co-edited with Elaine Bernard, Joni Hirsh, and Richard Freeman, National Bureau of Economic Research, University of Chicago Press, forthcoming 2003

The State of Working America 2004-05, co-authored with Jared Bernstein and Sylvia Allegretto,

Ithaca, N.Y.: Cornell University Press, 2004

The State of Working America 2002-03, co-authored with Jared Bernstein and Heather Boushey, Ithaca, N.Y.: Cornell University Press, forthcoming 2003.

The Class Size Debate, co-edited with Richard Rothstein, Washington, D.C.: Economic Policy Institute, 2002.

The State of Working America 2000-01, co-authored with Jared Bernstein and John Schmitt, Ithaca, N.Y.: Cornell University Press, 2001.

The State of Working America 1998-99, co-authored with Jared Bernstein and John Schmitt, Ithaca, N.Y.: Cornell University Press, 1999.

The Prosperity Gap: A Chartbook of American Living Standards, co-authored with Edith Rasell and Barry Bluestone, Washington, D.C.: Economic Policy Institute, 1997.

The State of Working America 1996-97, co-authored with Jared Bernstein and John Schmitt. Armonk, N.Y.: M.E. Sharpe, 1996.

Beware the U.S. Model: Jobs and Wages in a Deregulated Economy, edited with John Schmitt, Washington, D.C.: Economic Policy Institute, 1995.

The State of Working America 1994-95, co-authored with Jared Bernstein, Armonk, N.Y.: M.E. Sharpe, 1994.

The State of Working America 1992-93, co-authored with Jared Bernstein. Armonk, N.Y.: M.E. Sharpe, 1992.

Unions and Economic Competitiveness, co-edited with Paula Voos, Armonk, N.Y.: M.E. Sharpe, 1992.

The Myth of the Coming Labor Shortage: Jobs, Skills, and Incomes of America's Workforce 2000, co-authored with Ruy Teixeira, Washington, D.C.: Economic Policy Institute, 1991.

The State of Working America 1990-91, co-authored with David M. Frankel, Armonk, N.Y.: M.E. Sharpe, 1990.

The State of Working America, co-authored with Jacqueline Simon, Washington, D.C.: Economic Policy Institute, 1988.

Manufacturing Numbers: How Inaccurate Statistics Conceal U.S. Industrial Decline,

Washington, D.C.: Economic Policy Institute, 1988.

The Polarization of America: The Loss of Good Jobs, Falling Incomes and Rising Inequality,
Washington, D.C.: Industrial Union Department, AFL-CIO, 1986.

Articles and Papers

Understanding the Historic Divergence Between Productivity and a Typical Worker's Pay
Why It Matters and Why It's Real, Lawrence Mishel co-authored with Josh Bivens,
September 2, 2015.

Estimating the Number of Workers Directly Benefiting from the Proposed Increase
The Overtime Salary Threshold, Lawrence Mishel co-authored with Will Kimball,
August 3, 2015

The New Overtime Salary Threshold Would Directly Benefit 13.5 Million Workers: How EPI's
Estimates Differ from the Department of Labor, Lawrence Mishel co-authored with Ross
Eisenbrey, August 3, 2015.

Top CEOs Make 300 Times More Than Typical Workers: Pay Growth Surpasses Stock Gains
and Wage Growth of Top 0.1 Percent, Lawrence Mishel co-authored with Alyssa Davis, June 21,
2015.

We Can Afford a \$12.00 Federal Minimum Wage in 2020, Lawrence Mishel, co-authored with
David Cooper and John Schmitt, April 30, 2015

Raising America's Pay: Why It's Our Central Economic Policy Challenge, Lawrence Mishel, co-
authored by Josh Bivens, Elise Gould and Heidi Shierholz, June 4, 2014.

Don't Blame the Robots: Assessing the Job Polarization Explanation of Growing Wage
Inequality, co-authored with Heidi Shierholz and John Schmitt, November 19, 2013

Occupy Wall Streeters Are Right About Skewed Economic Rewards in the United States
Lawrence Mishel, co-authored with Josh Bivens, October 26, 2011

Putting America back to work: Policies for job creation and stronger economic growth
Lawrence Mishel, co-authored with Andrew Fieldhouse, Josh Bivens and Ross Eisenbrey,
September 2, 2011

Corporate Group Tries, Fails to Discredit Economic Argument, Lawrence Mishel,
February 2009.

Noted economists: The Employee Free Choice Act is needed to restore balance in the labor market, Richard B. Freeman Frank Levy Lawrence Mishel, co-authored with Richard B. Freeman and Frank Levy, February 2009.

“EPI Statement on the Economic Recovery Package,” Lawrence Mishel co-authored with John Iron, February 2009.

“Time to Rescind Wasteful Business Tax Cuts from Stimulus,” Lawrence Mishel, January 2009.

“Union Membership Grows Despite Difficult Economy,” Lawrence Mishel, January 2009.

“Tax Cuts Approach Has Already Been Tried and Failed as Stimulus,” Lawrence Mishel, January 2009.

“Without Adequate Public Spending, a Catastrophic Recession for Some,” Lawrence, Mishel co-authored with Heidi Shierholz, January 2009.

“Call For Urgent Action Is Justified By Economic Trends, How Bad Could It Get?” Lawrence Mishel and John Irons, January 2009.

“New Day for U.S. Economic Policy,” Lawrence Mishel, November 2008.

“Bailout Plan Must Help The Middle Class and Grow The Economy,” Lawrence Mishel co- authored with John Irons and Ross Eisenbrey, September 2008.

“Building Shared Prosperity,” Lawrence Mishel, co-authored with Nancy Cleeland, September 2008.

“Education Week’s Graduation Rate Estimates are “exceedingly inaccurate” Lawrence Mishel co-authored with Joydeep Roy, June 2008.

“Inhospitable Job Market to Greet College Graduates” Lawrence Mishel, co-authored with Elise Gould, May 2008.

The Teaching Penalty: Op-ed Education Week, Lawrence Mishel, April 2008.

Reading The Vital Signs in the Jobs Report, Lawrence Mishel, April 2008.

Escape from Recession: What you should know about the economic stimulus package Lawrence Mishel, March 2008

“It Ain’t Over Till It’s Really Over: Slow Growth Will Lead to Rising Unemployment in 2002 and High Unemployment in 2003,” co-authored with Jared Bernstein and Thacher Tiffany, Washington, D.C.: Economic Policy Institute, January 2002

“Do It Right, Do It Now,” *The American Prospect*, November 2001

““Right to Work”” Laws and Economic Development in Oklahoma” (editor), Washington, D.C.: Economic Policy Institute, August 2001.

“Changes in Federal Aid to State and Local Government, as Proposed in the Bush Administration FY 2002 Budget,” Washington, D.C.: Economic Policy Institute, May 2001.

“Tax Cuts and Consequences: Bush Budget Plan Will Require Steep Reductions in Real Spending Over Next Decade,” co-authored with Barbara Chow, Washington, D.C.: Economic Policy Institute, April 2001.

“Wage Inequity and the New Economy in the U.S.: Does IT-led Growth Lead to Wage Inequality?” co-authored with Jared Bernstein, paper presented at the IRPP-CSLS Conference, Ottawa, Canada, January 27, 2001.

“Seven Reason for Skepticism About Technology: The Technology Story of U.S. Wage Inequity,” co-authored with Jared Bernstein, in Ivar Berg and Arne Kalleberg, eds., New York, N.Y.: Kluwer Academic/Plenum, 2001.

“Leisure for All,” co-authored with Jared Bernstein and John Schmitt, in Juliet Schor, ed., *Do Americans Shop Too Much?* Beacon Press, 2000.

“Any Way You Cut It: Income Inequality on the Rise Regardless of How It’s Measured,” Lawrence Mishel co authored with Jared Bernstein and Chauna Brocht, Washington, DC Economic Policy Institute, September 2000.

“Pulling Apart: A State-by-State Analysis of Income Trends,” co-authored with Jared Bernstein. et al., Washington, D.C.: Economic Policy Institute and Center of Budget and Policy Priorities, August 2000.

“Unbalanced Acts: A Comparison of the Proposed Minimum Wage and Tax Bills,” co-authored with Jared Bernstein and Robert S. McIntyre, Washington, D.C.: Economic Policy Institute, March 8, 2000.

“Inequality and the Global Economy,” co-authored with Jeff Faux, in Will Hutton and Anthony Giddens, eds., *On the Edge: Living With Global Capitalism*, 2000.

“Income Indicators,” in Hazel Henderson, ed., *The Calvert-Henderson Quality of Life Indicators* Calvert Group, 2000.

“Comments on ‘Foreigners and Robots: Assistants of Some, Competitors of Others,’” by Edward E. Leamer, in Alan V. Deardorff and Robert M. Stern, eds., *Social Dimensions of U.S Trade Policy*, University of Michigan Press, 2000.

“The United States and Europe: Who’s Really Ahead?” co-authored with John Schmitt, in Jeff Madrick, ed., *Unconventional Wisdom: Alternative Perspectives on the New Economy*, New York: N.Y.: Century Foundation, 2000.

“Wages Gain Ground: Workforce Benefits in 1998 From Tighter Labor Markets, Higher Minimum Wage,” co-authored with Jared Bernstein, Washington, D.C.: Economic Policy Institute, February 2000.

“The U.S. Model: The Wages of Inequality,” co-authored with Jared Bernstein and John Schmitt, in Jane Wheelock and John Vail, eds., *Work and Idleness: The Political Economy of Full Employment*, London: Kluwer Academic Publishers, 1999.

“Leisure for All,” co-authored with Jared Bernstein and John Schmitt, *Boston Review* 24(3-4), 1999.

“Comments on ‘International Trade and Job Displacement in U.S. Manufacturing: 1979-91,’ by Lori G. Kletzer, in Susan Collins, ed., *Imports, Exports and the American Worker*, Washington, D.C., Economic Policy Institute, 1999.

“An Evaluation of the G7 Economies in the 1990s,” co-authored with John Schmitt, *Challenge*, 1999.

“Dangers for European Workers in the U.S. Economic Model,” co-authored with John Schmitt and Jared Bernstein, *WorkingUSA*, May/June 1998.

“Recent Trends in Wages, Incomes, and Wealth in the United States,” co-authored with John Schmitt and Jared Bernstein, for a panel on “Trends in Economic Well-Being in North America,” at the Canadian Economic Association Meetings in Ottawa, Ontario, Canada, May 31, 1998.

“Dangers for European Workers in the U.S. Economic Model” (“Unterschätzte soziale Kosten, überbewertete ökonomische Vorteile des ‘US-Modells’”), co-authored with John Schmitt and Jared Bernstein, in *WSI Mitteilungen*, April 1998.

“Has Wage Inequality Stopped Growing?” co-authored with Jared Bernstein, *Monthly Labor Review*, December 1997.

“Alternative Options for Deflating Education Expenditures Over Time,” co-authored with Richard Rothstein, in William J. Fowler Jr., ed., *Developments in School Finance*, Washington, D.C.: National Center for Education Statistics, July 1997.

“State of the Union: Have Wages Turned the Corner?” co-authored with Jared Bernstein, *Challenge*, July-August 1997.

“Is Capital Squeezing Labor?” *The American Prospect*, July/August 1997.

“Issues in Measuring School Spending Growth,” co-authored with Richard Rothstein, prepared for National Commission on Educational Statistics, U.S. Department of Education, Washington, D.C., July 1997.

“Technology and the Wage Structure: Has Technology’s Impact Accelerated Since the 1970s?” co-authored with Jared Bernstein, *Research in Labor Economics*, February 25, 1997.

“The State of American Workers” co-authored with Jared Bernstein and John Schmitt, *Challenge*, November–December 1996.

“Trouble in Paradise: Eroding Wages and Growing Income Inequality,” co-authored with Jared Bernstein, in *Running in Place: Recent Trends in U.S. Living Standards*, Competitiveness Policy Council, September 1996

“Did International Trade Lower Less-Skilled Wages During the 1980s? Standard Trade Theory and Evidence,” co-authored with John Schmitt, Washington, D.C.: Economic Policy Institute, July 1996.

“Alternative Options for Deflating Education Expenditures Over Time,” co-authored with Richard Rothstein, paper presented at the National Center for Education Statistics Summer Data Conference, Washington, D.C., July 25, 1996

“Technology and the Wage Structure: Has Technology’s Impact Accelerated Since the 1970s?” co-authored with Jared Bernstein, paper presented at the National Bureau of Economic Research Labor Studies Workshop, July 1996.

“Rising Tides, Sinking Wages,” in Robert Kuttner, ed., *Ticking Time Bombs*, New York, N.Y.: New Press, 1996.

“Jump Starting Wage Growth: The High Value of the Minimum Wage,” co-authored with John Schmitt, Washington, D.C.: Economic Policy Institute, February 1996.

“Technology and the Wage Structure: Has Technology’s Impact Accelerated Since the 1970s?”

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“The Crisis in Living Standards,” in Jeff Faux and Todd Schafer, eds., *Reclaiming Prosperity: A Blueprint for Progressive Economic Reform*. Armonk, N.Y.: M.E. Sharpe, 1995.

“Limousine Centrism,” *The American Prospect*, Winter 1995.

“The Rise of Hidden Unemployment in the U.S.,” *Journal of Post Keynesian Economics*, December 1995.

“Technology, Competitiveness, and the Crises in Living Standards,” *1995 AAAS Science and Technology Yearbook*, October 1995.

“Cutting Wages by Cutting Welfare: The Impact of Reform on the Low-Wage Labor Market,” co-authored with John Schmitt, Washington D.C.: Economic Policy Institute, October 1995.

America’s Low Wage Path,” *Transfer* (European Trade Union Institute) 1(4): October 1995.

“What’s the Real Effect of Technology on Jobs and Earnings?” *AAAS Science and Technology Policy Yearbook*, October 1995.

“Profits Up, Wages Down,” co-authored with Dean Baker, Washington, D.C.: Economic Policy Institute, September 1995.

“World Demographics Themes,” co-authored with John Schmitt, Washington, D.C.: Economic Policy Institute, September 1995.

“Rising Tides, Sinking Wages,” *The American Prospect*, Fall 1995.

“Is This Progress?” *Jobs & Capital*, Miliken Institute, Vol. IV, Summer 1995.

“Skills Shortage or Management Shortage?” co-authored with Ruy Texeira, in *The New Modern Times Factors Reshaping the World of Work*, February 1995.

“Who Wins With a Higher Minimum Wage, co-authored with Jared Bernstein and Edith Rasell , Washington, D.C.: Economic Policy Institute, January 1995

“Jump Starting Wage Growth: The High Value of the Minimum Wage,” Washington, D.C.: Economic Policy Institute, January 1995.

“The Joyless Recovery,” co-authored with Jared Bernstein, *Dissent*, Winter 1994.

“Is the Technology Black Box Empty? An Empirical Examination of the Impact of Technology on Wage Inequality and the Employment Structure,” Washington, D.C.: Economic Policy

Institute, April 1994.

“The Growth of the Low-Wage Labor Market: Who, What and Why,” with Jared Bernstein, *Kansas Journal of Law Public Policy*, March 1994.

“Trends in the Low-Wage Labor Market: The Constraints Facing Welfare Reform,” co-authored with Jared Bernstein, Washington, D.C.: Economic Policy Institute, February 1994.

“Recent Wage Trends: The Implications for Low-Wage Workers,” co-authored with Gary Burtless, October 1993.

“Whose Skills Shortage—Workers or Management?” co-authored with Ruy Teixeira, *Issues in Science Technology*, Summer 1993.

“The End of the White-Collar Job Boom,” *International Economic Insights* (Institute for International Economics), September/October 1992.

“Job Destruction: Worse Than We Thought,” co-authored with Jared Bernstein, *Challenge*, September/October 1992.

“Beyond Training: Reformulating Policy for the 1990s,” *New Jersey Bell Journal*, Spring 1992.
“Declining Wages for High School and College Graduates,” co-authored with Jared Bernstein, Washington, D.C.: Economic Policy Institute, May 1992.

“Skill Requirements and the Work Force,” in George E. Peterson and Wayne Vroman, eds., *Urban Labor Markets and Job Opportunity*, Washington, D.C.: Urban Institute Press, 1992.

“Unions and American Economic Competitiveness,” co-authored with Paula Voos, in Lawrence Mishel and Paula Voos, eds., *Unions and Economic Competitiveness*, Armonk, N.Y.: M.E. Sharpe, 1992.

“Does the U.S. Have a Competitiveness Problem? An Examination of Manufacturing Output, Productivity and Trade Data,” co-authored with Robert Blecker, paper presented at the Conference on Trade and Deindustrialization, Columbia University, November 1991.

“Upgrading Workers’ Skills Not Sufficient to Jump-Start Rural Economy,” co-authored with Ruy Teixeira, *Rural Development Perspectives* (U.S. Department of Agriculture), June-September 1991.

“The Myth of the Coming Labor Shortage,” co-authored with Ruy Teixeira, *The American Prospect*, Fall 1991.

“The Myth of Rural Labor Shortages,” co-authored with Ruy Teixeira, Washington, D.C.: Economic Policy Institute, February 1991.

“Unions and American Economic Competitiveness,” in William Spriggs, ed., *Employee Rights in a Changing Economy: The Issue of Replacement Workers*, Washington, D.C.: Economic Policy Institute, 1991

“Redefining the Problem: Labor Shortages, Skills and Workforce Quality in 2000,” *Midwesterner* (Council of State Governments), 1991.

“Comments on ‘International Comparison of Outputs and Inputs,’” in Peter Hooper and J. David Richardson, eds., *International Economic Transactions: Issues in Measurement and Empirical Research*, Cambridge, Mass.: National Bureau of Economic Research, 1991.

“Hard Times for Working America,” co-authored with David M. Frankel, *Dissent*, Spring 1991.

“On Education Spending and Capital Gains,” co-authored with Edith Rasell, *Dissent*, Spring 1990.

“Immigration Policy and Labor Market Trends,” *Interface* (Department for Professional Employees, AFL-CIO), Summer 1990.

“Shortchanging Education: How U.S. Spending on Grades K-12 Lags Behind Other Industrial Nations,” co-authored with Edith Rasell, Washington, D.C.: Economic Policy Institute, 1990.

“The Late Great Debate on Deindustrialization,” *Challenge*, January/February 1989.

“Working Harder Just to Stay Even,” *Public Opinion* (American Enterprise Institute), November-December 1988.

“Reversing the Job and Income Problems of the 1980s,” co-authored with Jacqueline Simon, *Food Monitor*, Fall 1988

“The State of Working America,” co-authored with Jacqueline Simon, *Challenge*, November-December 1988.

“Better Jobs or Working Longer for Less,” Washington, D.C.: Economic Policy Institute, July 1988.

“Advance Notice of Plant Closings: Benefits Outweigh the Costs,” *Challenge*, July/August 1988.

“Advance Notice of Plants Closings: Benefits Outweigh the Costs,” Washington, D.C.: Economic Policy Institute, May 1988.

“The Incidence of Displacement,” co-authored with Michael Podgursky, paper presented at the Industrial Relations Research Association 40th Annual Meetings, December 1987.

“Whose Recovery Is It, Anyway?” co-authored with Mark Levinson, *Democratic Left*, September/October 1987.

“Dislocation: Who, What, Where and When,” paper presented at the Eastern Economics Association Meetings, Washington, D.C., April 1987.

“The Quality of Jobs: Another View of BLS Research,” Washington, D.C.: Economic Policy Institute, June 1987.

“Structural Determinants of Union Bargaining Power,” *Industrial and Labor Relations Review*, October 1986.

“The Union Impact on Profits in the Supermarket Industry,” co-authored with Paula Voos, *Review of Economics and Statistics*, August 1986.

“The Union Impact on Profits: Evidence From Industry Price-Cost Margins Data,” co-authored with Paula Voos. *Journal of Labor Economics*, January 1986.

“Strengths and Limits of Non-Workplace Strategies,” *Midwest Labor Research Review*, Fall 1985.

“Unions, Monopolies, and the Marshallian Rules: An Institutionalist Appraisal,” in David Lipsky, ed., *Advances in Industrial Relations*, Greenwich, Conn: JAI Press, 1985.

“Product Markets, Establishment Size, and Wage Determination,” *Proceedings of the 35th Annual Meeting of the Industrial Relations Research Association*, 1982

“Corporate Structure and Bargaining Power: The Coordinated Bargaining Experience,” *Labor Studies Journal* Winter 1979.

“Cross-Country Comparisons of Adjustment Programs,” appendix to “Strategies for Adjustment Assistance” by Morris Weisz, in *Trade and Employment*, Report No. 30, National Commission for Employment Policy, November 1978.

Legislative Testimony

“Policies that Do and Do Not Address the Challenges of Raising Wages and Creating Jobs” House Committee on Education and the Workforce, February 4, 2015

“Monetary Policy and the State of the Economy” House Committee on Financial Services. July 22, 2010

“Policy Responses To Long-term Unemployment” House Ways and Means Subcommittee on Income Security and Family, June 10, 2010

“Prospects for Employment Growth: Is Additional Stimulus Needed?” House Committee on Financial Services, February 23, 2010

“The Safety Net and the Recession” House Ways and Means Subcommittee on Income Security and Family Support October 8, 2009,

“The Meltdown of Private Sector Sources of Retirement Income,” with Richard Rothstein, House Committee on Economic and Education Opportunities, Subcommittee on Employer-Employee Relations, June 6, 1996.

“Working for What? Working Families Confront the End of Affluence,” California Legislature Assembly Committee on Labor and Employment, October 23, 1995.

“Who Benefits From a Higher Minimum Wage,” Colloquium sponsored by Senator Edward Kennedy, March 10, 1995.

“Role of the Minimum Wage in High Wage Strategy,” House Democrat Economic Renewal Task Force, February 23, 1995.

“A High Wage Path,” House Democrat Economic Renewal Task Force, May 3, 1995.

“Loss of Manufacturing Jobs: Impact on Our Future Ability to Compete in the Global Market,” House of Representatives, Task Force on Urgent Fiscal Issues, Committee on the Budget, September 24, 1992.

“Hearing to Examine the Recent Changes in the Poverty Rate and the Distribution of Income,” Committee on Ways and Means, U.S. House of Representatives, Subcommittee on Human Resources, September 10, 1992.

“Hearing on American Workers at Labor Day 1992,” with Jared Bernstein, Joint Economic Committee of the Congress of the United States, September 4, 1992.

“America’s Changing Profile,” U.S. House of Representatives, Committee on Post Office and Civil Service, Subcommittee on Census and Population, July 29, 1992.

“Jobs and Skills in the 1990s,” Minnesota Task Force on Education and Employment

Transitions, Minneapolis, February 25, 1992.

“Labor Market Trends and Shortages: Their Implication for Training Policy,” New Jersey State Employment and Training Commission, January 1991.

“Immigration Policy and Labor Market Trends of the 1990s,” Joint Hearing of the House Subcommittee on Immigration, Refugees, and International Law and Committee on Education and Labor, March 1, 1990.

“Does the U.S. Spend More on Education?” House Committee on Education and Labor , Oversight Hearing on Education Funding, February 28, 1990.

“U.S. Education Spending in Comparative Perspective,” Senate Committee on Labor and Human Resources Hearing on Teacher Excellence: Recruitment and Training, January 30, 1990.

“Manufacturing Competitiveness in the 1980s,” House Legislation and National Security Subcommittee of the Committee on Government Operations, July 18, 1989.

Op-eds

“Labor Standards Would Improve” (on undocumented workers), *Miami Herald*, April 5, 2000.

“Millions Facing Low-Wage Future,” *Business Call*, November 3, 1994.

“Talk of Coming Labor Shortage is Just Fiction,” with Ruy Teixeira, *Roll Call*, October 1991.

“Is America Strangling Its Schools?” with Edith Rasell, *Washington Post*, February 4, 1990.

“Of Manufacturing Mismeasurement,” *New York Times*, Sunday Business Section, November 27, 1988.

“It Wouldn’t Take Much to Make the Elderly Poor Again,” *Washington Post*, December 12, 1987.

Speeches and Seminars

Panelist, The Ehrenfeld Forum, Perkins Center, Portland, ME, July 23, 2015

Panelist, AFLCIO Workers’ Voice State Legislative Conference, Seattle, WA
July 31, 2015

Keynote Speaker: Australian Council of Trade Unions Annual Congress, Sydney Australia
May 15-17, 2012.

Keynote Speaker, UFCW Retail Conference, Chicago, IL, April 28, 2015
Panelist, CSLS Canada 2020 Session on Income Inequality at CEA Annual Meeting,
Montreal, Canada, May 31-June 2, 2013.

Keynote panelist, AARP National Policy Council Roundtable, November 4, 2010
Coordinator/organizer, Workforce Development Conference (EARN Meeting) Austin, Texas,
March 7-9, 2002.

Keynote panelist, Budget ConnecTion\$, “How the Economy Is Affecting Working America &
Connecticut’s State Budget Deliberations,” Connecticut Voice for Children, January 8, 2002.

Participant, Fiscal Policy Institute, Albany, N.Y., January 24, 2002.

Panelist, Labor Forum, University of Oregon, “The Economic Crisis, the Political Response,”
January 19, 2002.

Panelist, John F. Kennedy School of Government, Harvard University, “Labor and Education
Policy: American Economic Policy in the 1990s,” June 30, 2001.

Workshop presenter, National PTA Legislative Conference, “Effective Schools: Effective
Advocates,” March 13, 2000.

Presenter, “Why Bipartisan Support Doesn’t Mean More Education Funding,” Committee
for Education Funding’s Annual Meeting, Plenary Session on Education Funding and Election
2000, December 3, 1999.

Organizer, “From Policy Analysis to Action,” Ford Foundation National Meeting of the
Devolution Initiative Grantees, Birmingham, Ala., November 17-19, 1999.

Member, Expert Panel, U.S. DOL/Employment and Training Administration’s Five-Year
Research Plan for 2000–2004, October 28, 1999.

Panel member, “International Comparisons of Unemployment Working Time,” project headed
by
Barry Bluestone, Belaggio, Italy, October 11-15, 1999.

Organizer/coordinator, EARN Conference, Lisle, Ill., October 1-3, 1999.

Organizer, host (with Richard Rothstein), “International Comparisons in Education,”
September 28, 1999.

Presenter, panel discussion on the growth of immigrant poverty for the Center for Immigration
Studies in conjunction with release of “Importing Poverty: Immigration’s Impact on the Size and
Growth of the Poor Population in the United States,” September 2, 1999.

Featured speaker, Forum on Technology and Innovation seminar, titled, “The

High-Tech Workforce: How Will America Meet the Rising Demand for Skilled Workers?" led by Senators Jay Rockefeller and Bill Frist, July 29, 1999.

Presenter, "Understanding the Labor Market," National Workforce Development Research Symposium forum on Five-Year Research Plan for 2000-04, Washington, D.C., July 27, 1999.
Presenter, "State-Level Income Trends," State Fiscal Analysis Initiative Annual Meeting, New York, N.Y., July 20, 1999.

Participant, Multidisciplinary Program in Inequality & Social Policy at Harvard University Inequality Summer Institute, John F. Kennedy School of Government, June 23-25, 1999.

Presenter (with Jared Bernstein), "Six Reasons for Skepticism About the Technology Story," at Jerome Levy Economics Institute workshop on "Earnings Inequality, Technology, and Institutions," Bard College, Blithewood, Annandale-on-Hudson, N.Y., June 8, 1999.

Presenter, AFL-CIO panel on enhancing existing progressive state legislative partnerships, with specific technical focus on EPI current programs, their structure, and goals, Washington, D.C., June 7, 1999.

Co-organizer, "Emerging Labor Market Institutions for the Twenty-first Century," conference co-hosted by Richard Freeman, National Bureau for Economic Research and Harvard University, and Joni Hersch, Harvard Law School, Washington, D.C., May 14-15, 1999.

Discussant, "Understanding the Labor Market," National Workforce Development Research Symposium, as part of the John J. Heldrich Center for Workforce Development and the U.S. Department of Labor/Employment and Training Administration's contribution to the development of the Five-Year Research Plan for 2000-04, Washington, D.C., July 27, 1999.

Panelist, "The Plight of Low-Wage Workers in a Global Economy," Brookings Institution discussion to launch debut of *Imports, Exports and the American Worker*, Susan M. Collins, ed., June 30, 1998.

Presenter (with Jared Bernstein), "Building a National Voice on Economic Equity," meeting on the future of the State Fiscal Analysis Initiative (SFAI) on behalf of the Annie E. Casey, Ford, and Charles Stewart Mott Foundations, Flint, Mich., June 10, 1998.

Speaker (with Richard Trumka, Geri Palast, and Congressman Martin Olav Sabo), "Wage Gap Campaign Day on Capitol Hill," press event and lobbying day sponsored by United for a Fair Economy and the Campaign to Close the Wage Gap, April 23, 1998.

Discussant, "Trade and Other Policy Options for Reducing Skilled/Unskilled Wage Disparities," panel conducted by Edward Leamer, UCLA, in Social Dimensions of U.S. Trade Policies Workshop, sponsored by the School of Public Policy/Department of Economics, University of Michigan, and by

Congressional Research Service, Washington, D.C., April 16, 1998.

Guest speaker on economics, Calvert Social Investment Fund Spring 1998 Advisory Council Meeting, Washington, D.C., March 23, 1998.

Organizer, coordinator, Building Research and Policy Infrastructure Conference with Center on Wisconsin Strategy, targeted to help state-level organizations increase their ability to network with one another; presented a session titled “Explaining the New Inequality”; Racine, Wis., March 6-8, 1998.

Panelist, “Labor Markets, Wages and Social Security,” Friedrich Ebert Foundation Transatlantic Trade Union Dialogue conference titled, “The German and U.S. Economic Models: A Comparison,” Washington, D.C., February 24, 1998.

Organizer and presenter, “The 1998 Jobs Summit: Economic Performance in the G-7,” joint press seminar with the London School of Economics, London, February, 20, 1998.

Presenter (with Jared Bernstein), seminar on wage inequality to Census Bureau economists, Census Bureau, Washington, D.C., January 14, 1998.

Respondent at panel, “Labor Costs and International Trade: Basic Principles and Facts,” moderated by Marvin Kosters, AEI, presented by Stephen Golub, Swarthmore College, American Enterprise Institute Seminar Series on Understanding Economic Inequality, Washington, D.C., January 13, 1998.

Presenter, “How New Is the New Economy? Productivity Measurement Errors: The Relationship Between Sectoral, Product, and Aggregate Business Productivity,” Economic Policy Institute “Brown Bag” seminar, Washington, D.C., January 23, 1998.

Presenter (with Jared Bernstein), “Did Technology Have Any Effect on the Growth of Wage Inequality in the 1980s and 1990s?” University of Michigan, Department of Economics seminar, December 12, 1997.

Presenter, “Does America Still Need a Raise?” Industrial Relations Research Association luncheon meeting, Washington, D.C., December 9, 1997.

Participant, panel on the future of work, American Association of Retired Persons Board, Washington, D.C., December 8, 1997.

Presenter (with Jared Bernstein and John Schmitt), “Is There a Shortage of Information Technology Workers?” National Science Foundation “Brown Bag,” Washington, D.C., November 19, 1997.

Presenter, “Workforce 2020’s Impact on Older Workers,” American Association of Retired Persons 1997 Textbook Authors Conference titled, “The World of Work in 2020: The Challenges and Opportunities for Older Workers and Society,” Washington, D.C., October 24, 1997.

Presenter, “Adjusting Education Costs for Time and Place,” National Center for Education Statistics Summer Data Conference, Washington, D.C., August 1, 1997.

Discussant, “Globalization, Technical Change, and the Welfare State,” American Institute for Contemporary German Studies, Washington, D.C., June 9, 1997.

Roundtable discussant, OECD Study Tour, May 30, 1997.

Presenter, “The Economic Squeeze on Workers,” New York State AFL-CIO Legislative Conference, Albany, N.Y., May 28, 1997.

Presenter, “Trends in Living Standards,” Economic Policy Institute and University of Texas Conference on Restoring Broadly Shared Prosperity, Washington, D.C., May 22–23, 1997.

Presenter (with Jared Bernstein and John Schmitt), “Did Technology Have Any Effect on the Growth of Wage Inequality in the 1980s and 1990s?” Princeton University, April 30, 1997.

Presenter, “What’s Driving Wage Inequality,” Urban Institute seminar, Washington, D.C., March 27, 1997.

Presenter (with Jared Bernstein), “Family Income and Wages: Trends in Levels and Inequality,” U.S. Department of Treasury briefinf, March 13, 1997.

Presenter, “Wages and Technology: Is Technology Really the Cause of Wage Inequality?” Congressional Research Service seminar, March 13, 1997.

Presenter, “Globalization, Labor Markets, and Policy,” International Progressive Policy Conference, Brussels, Belgium, March 1997.

Participant, Alfred P. Sloan Foundation Conference on Labor Market Inequality, University of Wisconsin-Madison, School of Business, February 28-March 1, 1997.

Presenter, “Wages, Technology, and Power,” University of California at Los Angeles, February 14, 1997.

Presenter, “Wage Trends,” AFL-CIO Living Wage Conference, Washington, D.C., January 24, 1997.

Presenter, “Income Inequality: Causes and Cures,” Congressional Research Service New Member Issues Seminar, Williamsburg, Va., January 22, 1997.

Presenter, “Wage Stagnation,” Southern Economic Association Meetings, Washington, D.C., November 23, 1996.

Presenter, “Technology and Wage Inequality,” University of Massachusetts-Lowell, October 29, 1996.

Presenter, “Six Reasons for Skepticism About the Technology Story of Wage Inequality,” Milken Institute Conference on Jobs and Capital Formation in the New Century, Santa Monica, Calif., October 18, 1996.

Presenter, “Strategies and Alternatives to Implement a ‘Jobs for All Policy’ in the U.S.,” American University, October 14, 1996.

Presenter, “The State of Working America,” Baltimore Economic Society, September 19, 1996.

Presenter, “How Are Workers Doing?” Americans for Democratic Action “Brown Bag,” September 10, 1996.

Keynote speaker, “The State of Working America,” Keystone Research Center Conference, Lancaster, Pa., September 6, 1996.

Presenter, “Income Inequality: Causes and Consequences,” General Assembly, World Future Society, August 6, 1996.

Presenter, “All Pain, No Gain,” Issues of Employment and Growth Conference, Jerome Levy Economic Institute, April 26, 1996.

Presenter, “America’s Inequality Problem,” panel on Rise in Income Inequality, Congressional Research Service, April 22, 1996.

Panel discussant, “What’s Happening to Jobs and Wages,” Democratic Caucus Conference, U.S. House of Representatives, April 19, 1996.

Presenter (with Richard Rothstein), “Do Inputs and Outputs Match in K–12 Spending?” American Educational Research Association, New York, N.Y., April 1996.

Presenter, “Economic Trends, Morality, and Economic Consequences,” Association of Diocesan Social Action Directors, Annual Symposium and Membership Meeting. Washington, D.C., February 24, 1996.

Presenter, “Living Standards Trends,” Gannett News/*USA Today* briefing to editorial writers and reporters, February 1996.

Presenter, "Trade Liberalization and Living Standards," Union for Radical Political Economists Annual Meeting, San Francisco, Calif., January 1996.

Presenter, "Political and Economic Factors That Have Impacted on the Labor Movement,"

Service Employees International Union Training Program, University of Maryland, December 3, 1995.

Presenter, "A National Perspective on Causes and Cures for the Growing Income Gap," Minnesota DFL Education Foundation, October 28, 1995.

Speaker. "The State of Working America," Nat Weinberg Awards, Wayne State University, October 20, 1995.

Presenter, "U.S. Wage Problems," International Think Tank Conference, October 15, 1995.

Speaker, "Who Wins With a Minimum Wage," Economic Policy Institute and Center for Budget and Policy Priorities press briefing, October 2, 1995.

Presenter, "California and U.S. Wage Trends," UCLA Business Forecasting Quarterly Seminar, September 20, 1995.

Presenter, "Think Tank Technology," Pennsylvania Institute for Public Policy, Harrisburg, Pa., September 14, 1995.

Presenter, "America's Jobs and Wage Crisis," United We Stand America, Laurel, Md., August 8, 1995.

Presenter, "Declining Living Standards," Hudson Bay Company 1995 Summer Canvassers Conference, August 3, 1995.

Presenter, "Declining Living Standards," Citizen Action's Leadership Conference, Chicago, Ill., July 15, 1995.

Speaker, National Commission for Economic Conversion & Disarmament press conference, July 13, 1995.

Presenter, "The Progressive Think Tank Role in Policy Debates," Institute for Wisconsin's Future, June 20, 1995.

Presenter, "Deteriorating Wages," Service Employees International Union "Brown Bag," June 19, 1995.

Discussant, OECD U.S. Task Force, May 31, 1995.

Workshop Leader, “Mainstreaming Poverty: Economic Insecurity and the American Dream,” Trinity College, May 17, 1995.

Presenter, “Understanding Wage Trends,” National Planning Association Committee on New American Realities, Baltimore, Md., April 28, 1995.

Presenter, “Our Living Standards Crises,” AAAS Science and Technology Policy Colloquium, April 13, 1995.

Presenter, “Technology and Wage Inequality,” University of Wisconsin-Madison, Economics Department seminar, March 20, 1995.

Discussant, “Import, Exports, and the American Worker,” Brookings Institution, February 2-3, 1995.

Presenter, “The Middle-Class Squeeze,” Economic Strategy Institute, February 22, 1995.

Presenter, “Trade Politics and Living Standards,” Congressional Fair Trade Caucus, Economic Policy Institute, and Manufacturing Policy Institute seminar, “America’s Economic Future: Jobs, Trade, and Family Security,” February 23, 1995.

Participant, Study Group on Labor and the International Economy, Council on Foreign Relations, January 1995.

Presenter, “The Changing Workforce,” ERISA 20 Years Later Conference, Washington, DC, December 6, 1994.

Presenter, “Declining Wages: Convincing and Unconvincing Explanations,” MacArthur Foundation, October 31, 1994.

Presenter, “The State of Working America,” Southwest Industrial Areas Foundation, September 24-25, 1994.

Presenter, “The Economic Context for Labor Law Reform,” AFL-CIO Union Researchers Meeting, September 21, 1994.

Presenter, “The State of Working America,” Joint Economic Committee briefing, September 19, 1994.

Presenter, “The Labor Market Context for Training,” U.S. Conference of Mayors Employment and Training Council, September 14, 1994.

Speaker, “The Polarization of America: Where Have the Good Jobs Gone?” Seventeenth Annual Joseph P. Molony Lecture, University of Notre Dame, September 12, 1994.

Presenter, “Technology in the Workplace: How Does It Affect Work, Workers, and Wages?” National Commission for Employment Policy, May 23, 1994.

Presenter, “Research on the Economics of Unionism,” AFL-CIO Union Research Director’s Meeting, April 14, 1994.

Presenter, “The Role of Training in a High Wage Future: Preparing for the 21st Century,” U.S.-Japan Symposium, March 2-3, 1994.

Discussant, “Wage Determination in the United States, Japan, and Germany,” Industrial Relations Research Association, Boston, Mass., January 4, 1994.

Presenter, “Training, Jobs and Wages,” Civil Service Employees Association Annual Delegates Convention, November 16, 1993.

Presenter, “The State of the Economy and Its Impact on Today’s Workplace,” AARP Business Partnerships Advisory Council Meeting, October 22, 1993.

Presenter, “‘Clintonomics’: Promises and Prospects,” Committee of Industrial Relations 47th Annual Meeting, Rome, July 1993.

Presenter, “Narrowing the Skills Gap: Implications for Colleges and Universities,” National University Continuing Education Association 78th Annual Conference, April 18, 1993.

Presenter, “Budget Policy,” International Association of Fire Fighter’s 1993 Legislative Conference, March 14-17, 1993.

Presenter, “The Economy Stupid: A Left Response to Clintonomics,” Democratic Socialists of America, March 12, 1993.

Discussant, “Growth With Equity: Economic Policymaking for the Next Century,” Brookings Institution, February 18, 1993.

Presenter, “The Fall Elections: Reflection of a New Economic Order?” Workers’ Education Local 189 Annual Conference, November 1992.

Presenter, “Skills Mismatches, Wage Trends, and Future Training Policy,” University of Wisconsin Industrial Relations Alumni Conference, October 16, 1992.

Speaker, “Our Declining Living Standards,” Industrial Relations Research Association, D.C. Chapter, September 30, 1992.

Presenter, “The Myth of the Coming Labor Shortage,” New York City Department of Employment, New York City Partnership, and the New York City Private Industry Council Forum, May 20, 1992.

Presenter, “Education, the Marketplace, and the Global Economy,” General Accounting Office Research and Education Advisory Panel Meeting, March 19, 1992.

Presenter, “Workforce, the Year 2000,” Executive Forum of the Federal Executive Institute Alumni Association, Washington, D.C., February 6, 1992.

Keynote address, “The Myth of the Coming Labor Shortage,” Wisconsin Employment and Training Association Conference, La Crosse, Wis., January 1992.

Roundtable discussant, “The Future of Work,” Urban Institute, December 16, 1991.

Presenter, “Have We Deindustrialized?” Conference on Trade and Deindustrialization, Columbia University, November 15, 1991.

Presenter, “Labor Shortages in the 1990s,” American Association of Engineering Societies, Washington, D.C., September 11, 1991.

Presenter, “U.S. Competitive Decline and Our Standard of Living,” World Affairs Council, Philadelphia, Pa., April 25, 1991.

Presenter (with Ruy Teixeira), “The Myth of the Coming Labor Shortage,” Society of Government Economists seminar, March 20, 1991.

Presenter, “Trends in Workforce Quality and Job Skill Requirements,” Urban Institute Conference on Urban Labor Markets and Labor Mobility, Airlie House, Virginia, March 7, 1991.

Presenter, “Manufacturing’s Health and the Standard of Living,” American Association for the Advancement of Science, Washington, D.C., February 16, 1991.

Presenter (with Ruy Teixeira), “The Myth of the Coming Labor Shortage,” Office of Technology Assessment seminar, Washington, D.C., December 6, 1990.

Presenter (with Ruy Teixeira), “The Myth of the Coming Labor Shortage,” University of Maryland School of Public Affairs seminar, October 24, 1990.

Presenter (with Ruy Teixeira), “The Skills Mismatch Hypothesis: What Is the Evidence?” MIT Sloan School of Management seminar, October 23, 1990.

Presenter (with Ruy Teixeira), “The Myth of the Coming Labor Shortage,” Center for Social Organization of Schools seminar, Johns Hopkins University, September 1990.

Presenter, "Myths About Labor Shortages and Skills Mismatches," Bureau of Labor Statistics seminar, June 13, 1990.

Speaker, "Education Reform," Chamber of Commerce *It's Your Business* television program, March 1990.

Presenter (with Ruy Teixeira), "The Future of the American Worker: Jobs, Skills, and Income in the 1990s," RAND Corporation seminar, Santa Monica, Calif., March 1990.

Presenter, "Manufacturing's Health and Living Standards," Modernizing America's Industrial Base Conference, Pittsburgh, Pa., March 27, 1990.

Presenter, "Predicting Labor Market Trends," Society for the Advancement of Socio-Economics, Washington, D.C., March 16, 1990.

Presenter, "American Competitiveness: Problems and Policies," American Association for the Advancement of Science, New Orleans, La., February 18, 1990.

Presenter, "The Middle-Class Squeeze," The Economic Future of the American Family Seminar, Progressive Policy Institute, November 29, 1989.

Presenter, "Labor Shortages: Myths and Realities," Labor Shortages and Their Implications Forum, Congressional Research Service, July 26, 1989.

Presenter (with Sharon Stout), "The Trade Deficit and U.S.-Third World Economic Relations," Conference on Global Imbalances, American University Economics Department, May 28, 1989.

Presenter, "Measuring Manufacturing Output and U.S. Manufacturing Health," Society of Government Economists seminar, April 27, 1989

Presenter, "Trends in Manufacturing Output and Their Implications for U.S. Labor Markets," George Washington University Economics Department seminar, April 11, 1989.

Presenter, "Declining Economic Status of Young Americans," Eastern Economic Association Meetings, Baltimore, Md., March 3, 1989.

Presenter, "Issues in Measuring Manufacturing Output," Federal Reserve Board seminar, Washington, D.C., February 2, 1989.

Presenter, "U.S. Trade, Deindustrialization, and Wage Growth in the 1980s," International Trade Administration seminar, January 27, 1989.

Discussant, "Whither Unions?" Industrial Relations Research Association Panel on New York

City, December 30, 1988.

Presenter, "Measurement Issues in the Deindustrialization Debate," University of Massachusetts Economics Department seminar, October 13, 1988.

Presenter, "Measuring Manufacturing Output," Harvard University Economics Department seminar, October 12, 1988.

Participant, "Advance Notice: Good or Bad?" National Economists Club debate, Washington, D.C., July 28, 1988.

Presenter, "The Shift to Low Wage Jobs," Society of Government Economists seminar, April 8, 1988.

Presenter, "Declining Incomes," National League of Cities Convention, Washington, D.C., March 19, 1988.

Reviewer

Open Society Institute Fellowship Program
Nominator, MacArthur Fellowship
U.S. Congress Joint Economic Committee Minority Staff
Industrial and Labor Relations Review
Industrial Relations
Review of Economics and Statistics
Journal of Regional Science
Journal of Economic Literature
Journal of Post Keynesian Economics
Russell Sage Foundation

Academic Awards

1997 Harry Chapin Media Award for Best Book for *The State of Working America 1996-97*, with Jared Bernstein and John Schmitt, conferred by World Hunger Year (WHY), June 1998.

Lawrence R. Klein Award for best article in the *Monthly Labor Review*, "Has Wage Inequality Stopped Growing?" (December 1997 issue), co-authored with Jared Bernstein, conferred at the 31st Annual Honor Awards Ceremony, U.S. Department of Labor, Bureau of Labor Statistics.

Wayne State University Nat Weinberg Award, October 1995.

Fellowship, Department of Labor's Employment and Training Dissertation Award, 1981-82.

Fellowship, National Institute of Mental Health, 1979-80, 1980-81.

University of Wisconsin Economics Department, Graduate Student Research Paper Award, 1978-79; Service Award, 1979-80

Distinction, History of Economics Thought Comprehensive Exam, American University, 1977.
Phi Kappa Phi Honor Society, Pennsylvania State University, 1974.

David P. Cooper

Experience

The Economic Policy Institute, Washington, DC

Senior Economic Analyst; Deputy Director of the Economic Analysis and Research Network (EARN)
Economic Analyst

July 2014 – Present
July 2011 - July 2015

- Conducts research and analysis of U.S. and state-level economic trends and public policies, with particular focus on state labor markets, income and wage dynamics, poverty, and the minimum wage; leads EPI's research on the minimum wage and tipped minimum wage
- Develops econometric models, statistical analyses, and custom data sets to study economic impacts of various policy proposals, including minimum wage increases, targeted infrastructure investments, and provision of social insurance programs; generated data for numerous state and national reports by EPI and EARN partners, including reports central to more than a dozen successful minimum wage campaigns
- Writes, edits, and contributes to EPI and EARN reports on poverty, inequality, wages, and living standards, with regular posts on the EPI blog; publishes opinion-editorial pieces in various local and national publications, including pieces in *National Journal*, *U.S. News and World Report*, and *USA Today*
- Significantly expanded the organization's data capacity, developing methods with the American Community Survey that allow for hourly wage analyses at the state, city, and congressional district level; built new dynamic data workbooks for the EARN network that generate state-specific immigration statistics and state productivity-compensation series
- Testified before the Maryland State Assembly, the Maryland State Senate, the Delaware Low-Wage Worker Task Force, and the District of Columbia City Council on proposed minimum wage increases; presented briefings to the U.S. House of Representatives Democratic Budget group and the Government Accountability Office on the minimum wage, as well as the U.S. House of Representatives Democratic Caucus' Seniors Task Force on elderly financial security
- Responds regularly to print, radio, and television media inquiries, with appearances on CNBC, Al-Jazeera, NPR, and others; research has been cited by hundreds of local and national media, including *The New York Times*, *The Washington Post*, and *The Wall Street Journal*; advised editorial staff at several national publications, including *The New York Times*, *The Los Angeles Times*, and *The Boston Globe*
- Frequently provides research and technical assistance to the EARN network on data-related inquiries and quantitative analyses, generating custom data and statistics, as well as drafting and editing EARN-partner reports
- Directed planning and execution of the annual EARN Conferences, including developing the conference agenda, writing conference materials, and coordinating with vendors, presenters, and event staff; presented at multiple conference seminars

Georgetown University, Washington, DC

Teaching Assistant – Georgetown Public Policy Institute

September 2010 – May 2011

- Selected to assist instruction of Statistical Methods and Regression Methods for Policy Analysis Courses to Master of Public Policy students, teaching statistical theory, econometric techniques, and use of STATA software

Graduate Associate – Center for New Designs in Learning and Scholarship

September 2009 – May 2010

- Researched and drafted concept papers on pilot alumni-student mentoring initiative and forum on engaged-learning practices
- Assisted with ROI analysis of Georgetown's telepresence classroom; developed report for University publications
- Coordinated multi-city alumni focus groups on curricular review; developed focus group protocol and wrote summary reports

Program Manager – Undergraduate & Young Alumni Programs, Office of Advancement

December 2005 – August 2007

- Recruited, trained, and managed more than 70 students to interview alumni as part of Georgetown Discovery Initiative, an innovative outreach and research initiative to engage 10,000 alumni over 3 1/2 years
- Directed Discovery Initiative's full-time and student ambassadors in nation-wide survey implementation; presented initiative's findings to University executive board and 2007 National Jesuit Advancement Administrators conference
- Drafted communications for University President, Vice-President for Advancement, Senior Director of Development & Engagement, and Georgetown University Annual Fund
- Oversaw all fundraising operations for Georgetown classes of 2002 – 2007 for FY07, raising over \$370,000

Professional Firefighters of New Hampshire, Londonderry, NH

Political Consultant, Campaign Manager

September 2008 – July 2009

- Advised union president on political strategy and engagement on legislation, campaigns, and policies affecting union priorities
- Assisted, directed, and consulted on campaign efforts in four election campaigns at the municipal, state, and federal levels
- Wrote campaign communications including public speeches and addresses, press releases, constituent correspondence, fundraising appeals, opinion editorials, and talking points
- Developed and implemented campaign fundraising plans, identifying donor bases and creating fundraising strategies to generate and steward support
- Managed successful reelection campaign of most targeted New Hampshire State Senate race in 2008

Education

Georgetown University, Washington, DC

McCourt School of Public Policy, Master of Public Policy; Concentration in Economic Development and Social Policy; *summa cum laude*; May 2011

Georgetown College, Bachelor of Arts in Government and English, Russian Minor; *cum laude*; August 2005

Skills, Training, Honors, and Associations

Language: Basic proficiency in Spanish and Russian.

Computer: Proficient in SAS, STATA, C++, Javascript, HTML, Adobe Creative Suite, and Microsoft Office.

Training: Progressive Talent Initiative Communications and Media Training, Media Matters (2012); Presenting Data and Information, Edward Tufte (2012)

Honors: Spoke at undergraduate commencement as chair of class gift committee; achieved highest class gift participation in school history and United States in 2005; Citation for distinguished service to Georgetown University, May 2006

Associations: Secretary/Treasurer, International Federation of Professional & Technical Engineers, Local 70

Selected Publications

Cooper, David. 2015. *Raising the Minimum Wage to \$12 by 2020 Would Lift Wages for 35 Million American Workers*. Economic Policy Institute Briefing Paper #405. <http://www.epi.org/publication/raising-the-minimum-wage-to-12-by-2020-would-lift-wages-for-35-million-american-workers/>

Cooper, David, Lawrence Mishel, and John Schmitt. 2015. *We Can Afford a \$12 Minimum Wage in 2020*. Economic Policy Institute Briefing Paper #398. <http://www.epi.org/publication/we-can-afford-a-12-00-federal-minimum-wage-in-2020/>

Gould, Elise and David Cooper. 2015. *EPI's Family Budgets and Income Sufficiency in Los Angeles*. Economic Policy Institute Issue Brief #395. <http://www.epi.org/publication/epis-family-budgets-and-income-sufficiency-in-los-angeles/>

Mishel, Lawrence and David Cooper. 2015. *The Erosion of Collective Bargaining Has Widened the Gap Between Productivity and Pay*. Economic Policy Institute Report. <http://www.epi.org/publication/collective-bargainings-erosion-expanded-the-productivity-pay-gap/>

Cooper, David. 2014. *Raising the Federal Minimum Wage to \$10.10 Would Save Safety Net Programs Billions and Help Ensure Businesses Are Doing Their Fair Share*. Economic Policy Institute Issue Brief #387. <http://www.epi.org/publication/safety-net-savings-from-raising-minimum-wage/>

Dresser, Laura, Jody Knauss, Matías Cociña, and David Cooper. 2014. *Raise the Floor Wisconsin – Minimum Wage Edition*. Center on Wisconsin Strategy (COWS). <http://www.cows.org/raise-the-floor-wisconsin-minimum-wage-edition>

Allegretto, Sylvia and David Cooper. 2014. *Twenty-Three Years and Still Waiting for Change: Why It's Time to Give Tipped Workers the Regular Minimum Wage*. Economic Policy Institute Briefing Paper #379. <http://www.epi.org/publication/waiting-for-change-tipped-minimum-wage/>

Cooper, David. 2014. "Strengthening America's Economic Future Means Raising Women's Pay." *National Journal*. <http://www.nationaljournal.com/next-america/perspectives/strengthening-america-s-economic-future-means-raising-women-s-pay-20140828>

Cooper, David. 2014. "Should the Federal Minimum Wage Be Raised?" *HR Magazine Volume 59, No. 9*. Society for Human Resource Management. Washington, DC. <http://www.shrm.org/publications/hrmagazine/editorialcontent/2014/0914/pages/0914-minimum-wage-debate.aspx>

Cooper, David. 2013. *Raising the Federal Minimum to \$10.10 Would Lift Wages for Millions and Provide a Modest Economic Boost*. Economic Policy Institute Briefing Paper #371. <http://www.epi.org/publication/raising-federal-minimum-wage-to-1010/>

Gould, Elise and David Cooper. 2013. "Leave Seniors Out of Struggling Budget Battles." *Spotlight on Poverty and Opportunity*. <http://www.spotlightonpoverty.org/ExclusiveCommentary.aspx?id=8ddd19c-edd6-48f8-abad-8fd7b17fc9c5>

Cooper, David. 2013. "Help raise the minimum wage: Opposing View." *USA Today*. September 5. <http://www.usatoday.com/story/opinion/2013/09/05/minimum-wage-economic-policy-institute-editorials-debates/2773531/>

Cooper, David and Elise Gould. 2013. *Financial Security of Elderly Americans at Risk*. Economic Policy Institute, Briefing Paper #362. <http://www.epi.org/publication/economic-security-elderly-americans-risk/>

- Cooper, David. 2013. "The Case for Raising the Minimum Wage". *U.S. News and World Report*. May 10. <http://www.usnews.com/opinion/articles/2013/05/10/raising-the-minimum-wage-will-reduce-income-inequality>
- Cooper, David and Doug Hall. 2013. *Raising the Federal Minimum Wage to \$10.10 Would Give Working Families, and the Overall Economy, a Much-Needed Boost*. Economic Policy Institute, Briefing Paper #357. <http://www.epi.org/publication/bp357-federal-minimum-wage-increase/>
- McNichol, Elizabeth, Hall, Doug, Cooper, David, and Vincent Palacios. 2012. *Pulling Apart: A State-by-State Analysis of Income Trends*. Economic Policy Institute and Center on Budget and Policy Priorities. <http://www.epi.org/publication/bp357-federal-minimum-wage-increase/>
- Cooper, David. 2012. *Assessing the Economic Benefits of Increased Investment in Los Angeles's Public Transit Infrastructure*. Economic Policy Institute, Issue Brief #334. <http://www.epi.org/publication/ib334-assessing-economic-benefits-transit-rail/>
- Hall, Doug, and David Cooper. 2012. *Raising the Federal Minimum Wage Would Help Working Families and Give the Economy a Boost*. Economic Policy Institute, Issue Brief #341. <http://www.epi.org/publication/ib341-raising-federal-minimum-wage/>
- Cooper, David, Gable, Mary, and Algernon Austin. 2012. *The Public-Sector Jobs Crisis: Women and African Americans Hit Hardest by Job Losses in State and Local Governments*. Economic Policy Institute, Briefing Paper #339. <http://www.epi.org/publication/bp339-public-sector-jobs-crisis/>
- Cooper, David. 2012. "Unlocking the American Dream: Exploring Intergenerational Social Mobility and the Persistence of Economic Status". *Georgetown Public Policy Review*. Volume 17:1. <http://gppreviewdotcom.files.wordpress.com/2011/08/gppr-volume-17-1-graduate-thesis-edition.pdf>

Blog publications available at <http://www.epi.org/blog/>

Speaking Engagements & Testimony

- June 2015 – New York State Department of Labor Wage Board, Albany, NY. Expert testimony, "Hearing on Increasing the Minimum Wage in the Fast-Food Industry."
- April 2015 – *EARNCon 2015*, annual conference of the Economic Analysis and Research Network. Los Angeles, CA. Workshop moderator. "Minimum Wages: New challenges, new opportunities" and "The Robots are coming!?! Update on a joint EARN project on the Future of Work, and discussion of how EARN groups can move into that future."
- January 2015 – Union for Radical Political Economics/American Economic Association session at the Allied Social Science Association Annual Conference, Boston, MA. Workshop speaker, "Debating the Minimum Wage."
- August 2014 – *Worker Voice* annual conference of the AFL-CIO, Minneapolis, MN. Workshop speaker, "Strategies for Raising Wages and Living Standards."
- August 2014 – Official Session of the Delaware Low-Wage Worker Task Force, Wilmington, DE. Expert testimony, "Delaware's Low-Wage Workers"
- July 2014 – *The Working Poor in America*, presented by Oxfam America, Washington, DC. Invited speaker, "The Prevalence of Low-Wage Work in Every Congressional District Across the United States."
- July 2014 – Continuing Education Luncheon Series at the Government Accountability Office, Washington, DC. Invited speaker, "The Minimum Wage and Its Role in the Economy."
- March 2014 – The Union Privilege annual conference, San Diego, CA. Keynote speaker, "The Minimum Wage and Its Role in the Economy."
- February 2014 – United States House of Representatives Democratic Budget Group Breakfast, Washington, DC. Invited speaker, "Raising the Minimum Wage and Its Effect on the Economy."
- February 2014 – Official Session of the Maryland Senate Finance Committee, Annapolis, MD. Expert testimony, "Testimony in Support of Maryland SB 331 – The Maryland Minimum Wage Act of 2014."
- October 2013 – *EARNCon 2013*, annual conference of the Economic Analysis and Research Network, Philadelphia, PA, presented by the Economic Policy Institute (EPI). Workshop speaker, "Immigrants' Roles in State Economies."
- October 2013 – Official Session of the District of Columbia City Council Committee on Business, Consumer, and Regulatory Affairs, Washington, DC. Expert testimony, "Testimony in Support of the D.C. Minimum Wage Act of 2013."

February 2013 – Official Session of the Maryland House Economic Matters Committee, Annapolis, MD. Expert testimony,
“Testimony in Support of HB 1204: Labor and Employment - Maryland Wage and Hour Law – Payment of Wages”

January 2012 – *Green Manufacturing in Los Angeles*, Los Angeles, CA, presented by the Los Angeles Alliance for a New Economy.
Invited speaker, “Assessing the Benefits of Rail Car Manufacturing in Los Angeles.”