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Date of Birth: September 15, 1949

EDUCATION

Ph.D., Economics, 1974; Columbia University.

M.A., Economics, 1973; Columbia University.

B.A., Economics, 1970; University of Pennsylvania (Summa Cum Laude, Phi Beta Kappa).

PROFESSIONAL EXPERIENCE

July 2008- Present	Merrill Lynch Professor of Workforce Transformation Columbia University Graduate School of Business
January 2000- June 2008	A. Barton Hepburn Professor of Economics, Columbia University Graduate School of Business
July 1986 - December 1999	Professor of Economics Columbia University Graduate School of Business
July 1979 - June 1986	Associate Professor of Economics Columbia University Graduate School of Business
July 1976 - June 1979	Assistant Professor of Economics Columbia University Graduate School of Business
July 1974 - June 1976	Assistant Professor of Economics University of Pennsylvania
July 1974 - Present	Research Associate, National Bureau of Economic Research

PUBLICATIONS

1. "An Analysis of Firm Demand for Protection Against Crime," Journal of Legal Studies, June 1975.
2. "Middle-Age Job Mobility: Its Determinants and Consequences," in S. Wolfbein, ed., Men in the Pre-Retirement Years, Temple University, 1977 (with George Borjas).
3. "Comment on Sewell and Hauser's 'On the Effects of Families and Family Structure,'" in P. Taubman, ed., Kinometrics: The Determinants of Socio-Economic Success Within and Between Families, North Holland, 1977.
4. "Book Review of The Labor Supply for Lower-Level Occupations by Harold Wool," Monthly Labor Review, September 1977.
5. "Specific Training and Its Effects on the Human Capital Investment Profile," Southern Economic Journal, October 1977 (with George Borjas).
6. "Women and Crime: An Economic Analysis," Economic Inquiry, January 1979.
7. "Health and Labor Market Success: The Role of Various Diseases," Review of Economics and Statistics, February 1979 (with Paul Taubman).
8. "The Migration Decision: What Role Does Job Mobility Play?," American Economic Review, December 1979.
9. "Earnings Growth on the Job and Between Jobs," Economic Inquiry, January 1980.
10. "Wage Growth and Job Turnover: An Empirical Analysis," in S. Rosen, ed., Studies in Labor Markets, University of Chicago Press, 1981 (with George Borjas).
11. "Wages and Unionism in the Public Sector: The Case of Police," Review of Economics and Statistics, February 1981 (with David Lewin).
12. "Race Differences in Job Satisfaction: A Reappraisal," Journal of Human Resources, Spring 1981.
13. "Wages, Non-Wage Job Characteristics and the Decision to Change Jobs," Industrial and Labor Relations Review, July 1982.
14. "Direct and Indirect Effects of Regulation: A New Look at OSHA's Impact," Journal of Law and Economics, April 1985 (with L. G. Thomas).
15. "The Costs and Benefits of OSHA-Induced Investments in Employee Safety and Health," in John D. Worrall and David Appel, eds., Workers Compensation Benefits: Adequacy, Equity and Efficiency, ILR Press, 1985 (with L. G. Thomas).

PUBLICATIONS (cont.)

16. "Some Economic and Demographic Consequences of Mental Illness,"
Journal of Labor Economics, April 1986 (with Paul Taubman).
17. "The Skill Distribution and Competitive Trade Advantage of High-Technology Industries,"
in David Lewin, David Lipsky and Donna Sockell, eds.,
Advances in Industrial and Labor Relations, Vol. 4 (Greenwich, Ct.: JAI Press, 1987)
(with Frank Lichtenberg).
18. "The Comparative Advantage of Educated Workers in Implementing New Technology:
Some Empirical Evidence," The Review of Economics and Statistics, February 1987
(with Frank Lichtenberg).
19. "Predation Through Regulation: The Wage and Profit Impacts of OSHA and EPA,"
The Journal of Law and Economics, October 1987 (with L. G. Thomas).
(Reprinted in Robert B. Ekelund, Jr., The Foundations of Regulatory Economics,
(Cheltenham, U.K.: Edward Elgar Publishing), 1998)
20. "Internal Migration of U.S. Immigrants," in Richard Freeman, ed.,
Immigration, Trade and Labor, NBER, 1988 (with Marianne Koch).
21. "Where Do the New U.S. Immigrants Live?," Journal of Labor Economics, October 1989.
22. "The Age of Technology and Its Impact on Employee Wages,"
Economics of Innovation and New Technology, 1990 (with Frank R. Lichtenberg).
23. "Employee Training Programs in U.S. Businesses," in David Stern and Jozef M.M. Ritzen,
editors, Market Failure in Training? New Economic Analysis and Evidence on
Training of Adult Employees, Springer-Verlag, 1991.
24. "Technological Change and The Careers of Older Workers," Journal of Labor Economics,
January 1993, (with Nachum Sicherman).
25. "Productivity Gains from the Implementation of Employee Training Programs,"
Industrial Relations, Volume 33, Number 4, October 1994.
26. "Workplace Training in the United States: Is It Underproduced?" in Sisay Asefa and Wei-
Chiao Huang, editors, Human Capital and Economic Development, The W. E.
Upjohn Institute, 1994.
27. "Training, Wage Growth and Job Performance: Evidence from a Company Database,"
Journal of Labor Economics, July 1995.

PUBLICATIONS (cont.)

28. "Return on Investment in Training," in Laurie Bassi and Darlene Russ-Eft, editors, What Works: Assessment, Development and Measurement, American Society for Training and Development, 1997.
29. "Technological Change and the Skill Acquisition of Young Workers," Journal of Labor Economics, October 1998 (with Nachum Sicherman).
30. "Technological Change and Wages: An Inter-Industry Analysis," Journal of Political Economy, April 1999 (with Nachum Sicherman).
31. "Human Resource Management and Performance in the Banking Industry, " Proceedings of the 51st Annual Meeting of the IRRA, 1999 (with Richard Freeman, Casey Ichniowski and Morris Kleiner).
32. "Measuring the Employer's Return on Investments in Training: Evidence from the Literature," Industrial Relations, July 2000.
33. "What is "New Technology" and How Has It Affected the Jobs of High-School Educated Workers: A Look Deep Inside Three Manufacturing Industries," in Eileen Applebaum, Annette Bernhardt and Richard Murnane, eds., The Future of Work, Russell Sage Foundation, 2002 (with Casey Ichniowski and Kathryn Shaw).
34. "Human Resource Management and Organizational Performance: Evidence from Retail Banking," Industrial and Labor Relations Review, January 2004.
35. "Using Insider Econometrics to Study Productivity," American Economic Review, May 2004 (with Casey Ichniowski and Kathryn Shaw).
36. "Ownership versus Environment: Why Are Public Sector Firms Inefficient?," Review of Economics and Statistics, February 2005 (with Ann Harrison).
37. "How Does Information Technology Affect Productivity? Plant-Level Comparisons of Product Innovation, Process Improvement and Worker Skills", The Quarterly Journal of Economics, November 2007 (with Casey Ichniowski and Kathryn Shaw).
38. "International Differences in the Adoption and Impact of New Information Technologies and New HR Practices: The Valve-Making Industry in the U.S. and U.K", in Richard Freeman and Kathryn Shaw, eds., International Differences in the Business Practices and Productivity of Firms, University of Chicago and NBER, 2008 (with Casey Ichniowski, Kathryn Shaw and Ricardo Correa).

WORKING PAPERS

“The Impact of Workplaces on Employee Attitudes and Economic Outcomes”, March 2007
(with Richard Freeman, Casey Ichniowski and Morris Kleiner). earlier version appeared as
NBER Working Paper No. 9987, September 2003.

“Outsourcing and Technological Change,” December 2008 (with Saul Lach and Nachum
Sicherman).

“Human Capital and Productivity: The Case of Nursing Teams,” July 2009 (with Ciaran
Phibbs, Patricia Stone and Nancy Beaulieu).

“The Type of Nurse Matters: The Effects of Nurse Staffing Levels, Non-RNs, and Contract
Nurses on Length of Stay,” September 2009 (with Ciaran Phibbs, Bruno Giovanetti, Susan
Schmitt and Patricia Stone).

REPORTS

The Return on Investment from Employer-Sponsored Training, Report prepared for the U.S.
Department of Labor, December 1996.

Diversity in the Executive Suite, 1998. (with Anna Duran and Anderson J. Franklin).

What Women Want in Business: A Survey of Executives and Entrepreneurs, 2001 (with Anna
Duran and Allison Smith)

Columbia Business School Alumnae Survey: “Yes” for Lifelong Learning Programs, 2007 (with
Linda Green)

“Human Capital in the Nursing Workforce”, Paper prepared for Education Policy Center, The
Urban Institute, February 2008.

RESEARCH IN PROGRESS

Human Capital in the Nursing Workforce and Its Impact on Patient Outcomes

The Impacts of Nurse Staffing, Skill Mix and Experience on Quality and Costs in Long-Term
Care

GRANTS RECEIVED

1. U.S. Department of Justice LEAA Graduate Research Fellowship, 1973-74.
2. Honorary Faculty Fellowship, Columbia University, 1970-73.
3. U.S. Department of Labor Research Grant, 1979-80.
4. Alfred P. Sloan Foundation Research Grant, 1980-81.
5. Rockefeller Foundation Research Grant, 1984.
6. National Institute of Education Research Grant, 1986-87 (with Frank Lichtenberg).
7. U.S. Department of Labor Research Grant, 1994-95 (with Nachum Sicherman).
8. Alfred P. Sloan Foundation Research Grant, 1994-97 (with Bruce Greenwald, Geoffrey Heal, Michael van Biema, Frank Lichtenberg and Bill Lehr).
9. Citicorp Behavioral Sciences Research Council Grant, 1995-96 (with Richard Freeman, Casey Ichniowski, Morris Kleiner and Joel Rogers)
10. Chazen Institute Research Grant, 1995-96 (with Ann Harrison)
11. Citibank Behavioral Sciences Research Council Grant, 1997-1999 (with Richard Freeman, Casey Ichniowski, Morris Kleiner and Joel Rogers)
12. Columbia Center for International Business Education Grant, 1998 (with Ann Harrison).
13. Alfred P. Sloan Foundation Research Grant, 1998-2000 (with Bruce Greenwald, Michael van Biema, Nachum Sicherman and Ron Schramm).
14. Russell Sage Foundation Research Grant, 1999-2002 (with Casey Ichniowski and Kathryn Shaw).
15. Research Seed Grant from Columbia's Institute for Social and Economic Research and Policy, 2002 (with Nachum Sicherman)
16. Research Grant from NBER/Sloan Foundation Project on International Productivity Differences, 2003-2005 (with Casey Ichniowski and Kathryn Shaw)
17. Robert Wood Johnson Foundation Research Grant, 2005-2007 (with Nancy Beaulieu, Ciaran Phibbs and Pat Stone)
18. Research Grant from Center for International Business Education and Research at Columbia University, 2006 (with Maria Guadalupe and Nachum Sicherman)
19. Robert Wood Johnson Foundation/ Interdisciplinary Nursing Quality Research Initiative

Research Grant, 2008 – 2010 (with Ciaran Phibbs and Pat Stone)

PROFESSIONAL ACTIVITIES

Co-Director, Labor Markets Section of Industrial Relations Research Association (2000-2006)

Member of Editorial Board, "Perspectives on Work" (2002-2006)

Referee, Journal of Labor Economics, American Economic Review, Journal of Political Economy, Quarterly Journal of Economics, Review of Economics and Statistics, Journal of Human Resources, Industrial and Labor Relations Review, Industrial Relations, Journal of Law and Economics, and International Economic Review.

Seminars presented at MIT, Columbia University, University of Pennsylvania, Yale University, The Urban Institute, Princeton University, University of Chicago, NYU, City University of New York, National Bureau of Economic Research, U. S. Department of Labor, CIRANO, and Hebrew University..

Session Chair, LERA Meetings, January 2008.

Papers presented at AEA Annual Meetings: January 2004, January 2003 and January 2001.

Paper presented at Conference on Employer Sponsored Training, National Association for Vocational Education, Washington, D.C., December 1988.

Paper presented at Symposium on Expanded Public Role in Job Training, University of Wisconsin at Madison, May 1989.

Paper presented at Labor Economics Conference In Honor of Jacob Mincer, Columbia University, May 1990.

Paper presented at NBER Summer Institute in Labor Economics, July 1991.

Paper presented at The C.V. Starr Center Conference on Technologies and Skills, New York University, December 1994.

Paper presented at NBER Summer Institute in Labor Economics, July 1995.

Paper presented at NBER Summer Institute in Labor Economics, July 1996.

Paper presented at NBER Summer Institute on Economic Growth, July 1998.

Paper presented at NBER Summer Institute on Productivity, July 1999.

Paper presented at NBER Personnel Economics Conference, March 2003.

Paper presented at NBER Summer Institute on Personnel Economics , August 2004

"The Impact of Employee Training," The Conference Board, June 1996.

"Career Paths of Executives of Color," Conference Board Diversity Conference, May 1998.

PROFESSIONAL ACTIVITIES (cont.)

Lecturer in L.E.A.D. Program at Columbia University, 1983-1993.

Lecturer in 1992-1993 Western Michigan University Department of Economics Lecture Series

Testified before Department of Labor Glass Ceiling Commission, September 1994.

UNIVERSITY ACTIVITIES

Member, University Senate, 2003- 2007.

Chair, University Salary Equity Committee, 2008-present and Member, 1985-2000.

Member, University Panel on Sexual Harassment, 1986-2000.

Member, University Committee on Fringe Benefits, 1991-1992.

Member, Oral History Advisory Board, 1985-1990.

BUSINESS SCHOOL ACTIVITIES

Director, Human Resource Management Program, 1991-present.

Chair, Economics Sub-Division, 2005-2006, and 2008-present.

Member, Conduct Committee, 2003-2005.

Member, Promotions and Tenure Committee, 2000-2003

Chair, Microeconomics Search Committee, 2007-2008.

Member, Microeconomics Search Committee, 2000-2004

Member, Executive Committee, 1995-1997, and 2008 - 2010.

Member, EMBA Advisory Committee, 1994-2000.

Member, MBA Committee, 1995-2002.

Member, MBA Strategy Committee, 1998-99.

Faculty Director, Executive Program in Negotiations, 1994-1999.

BUSINESS SCHOOL ACTIVITIES (cont.)

Director, Center for Human Resource Management Studies, 1989-2000.

Member, Committee on Instruction, 1985-88 and 1993-95.

MBA Coordinator, January-June 1990

Member, Curriculum Review Committee, 1990-93, and Curriculum Implementation Committee, 1994-95.

Faculty Secretary, Beta Gamma Sigma, 1985-present.

CONSULTING ACTIVITIES

Expert witness in employment discrimination cases, personal injury and wrongful death suits, interest arbitration cases, and wage and hour cases. Retained by:

Kaye, Scholer, Fierman, Hays & Handler (Andrea Christensen)

Martin, Clearwater & Bell (Richard Moore)

Stecher, Jaglom & Prutzman (Jamie Stecher)

Schoeman, Updike & Kaufman (Beth Kaufman and Charles Updike)

Sidley & Austin (Katherine Hargrove)

Kreindler & Kreindler (Justin Green and Steven Pounian)

Proskauer Rose (Carole O'Blenes and David Zurndorfer)

Pitney Hardin (John J. O'Reilly)

Greenberg Traurig (Donald Frederico and Naomi Beer)

Berkowitz, Oliver, Williams, Shaw & Eisenbrandt (Nicholas DiVita)