

CURRICULUM VITAE

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EDUCATION

Ph.D., Economics, University of Wisconsin-Madison, 1976
M.S., Economics, University of Wisconsin-Madison, 1973
B.S., Mathematics, Michigan State University, 1970

PROFESSIONAL EXPERIENCE

- 1989 – Present **W.E. Upjohn Institute for Employment Research**
Vice President, Senior Economist, and Director of Publications
Conducting research in the areas of program evaluation, return on investment and benefit-cost, performance measures, education, school-to-work transitions, formal and informal training, and federal job training policy. Directing Upjohn Institute Publications Department, which publishes 10–12 books on employment-related topics per year.
- 1983 – 1989 **The Ohio State University, Center on Education and Training for Employment**
The Ohio State University, National Center for Research in Vocation Education
Senior Research Specialist

TEACHING EXPERIENCE

- 1990 – present **Western Michigan University, Department of Economics**
Adjunct Associate Professor. Teaching Introductory Microeconomics and Introductory Macroeconomics; serving on departmental committees.
- 1988 – 1989 **The Ohio State University, Department of Economics and Department of Public Administration**
Lecturer. Taught Introductory Microeconomics and graduate-level Microeconomics for Public Policy.

CONSULTING

- 2004 – **Corwin Press**
Reviewer of manuscripts dealing with school boards or student assessment.
- 2003 – 2004 **Commonwealth Corporation, Boston, MA**
Provided technical expertise and acted as peer reviewer on net impact analysis and benefit-cost analysis of the services provided by the Massachusetts Rehabilitation Commission through its public vocational rehabilitation program.

PUBLICATIONS AND RESEARCH REPORTS

[Short-Term Net Impact Estimates and Rates of Return.](#)

In *The Workforce Investment Act: Implementation Experiences and Evaluation Findings*, edited by Douglas J. Besharov and Phoebe H. Cottingham. Kalamazoo, MI: W.E. Upjohn Institute, pp. 347–370, 2011.

Transforming America's Talent and Economic Development through Regional Collaboration: The Second Interim Report on the Evaluation of Generations II and III of WIRED.

Report submitted to U.S. Department of Labor, Employment and Training Administration, forthcoming 2011 (with Nancy Hewat and others)

The Role of the Workforce Development System in the Economic Development of Urban Areas.

In *The Oxford Handbook of Urban Economics and Planning*, edited by Nancy Brooks, Kieran Donaghy and Gerrit-Jan Knaap. Oxford University Press, pp. xxx-xxx, forthcoming November 2011 [peer-reviewed]

[Evaluation of Regional Collaborations for Economic Development.](#)

Paper presented at the 32nd Annual Association for Public Policy Analysis and Management (APPAM) Research Conference held in Boston, MA, November 6, 2010 (with Nancy Hewat)

[EFE-Sponsored* Data Collection Activities.](#)

Education for Employment (EFE) Council, 2010.

[Nurturing America's Growth in the Global Marketplace Through Talent Development: An Interim Report on the Evaluation of Generations II and III of WIRED.](#)

Report submitted to U.S. Department of Labor, Employment and Training Administration, November 2009 (with Nancy Hewat). Also published as U.S. Department of Labor, Employment and Training Administration Occasional Paper No. 2009-19.

[Michigan Regional Skills Alliances: A Statewide Initiative to Address Local Workforce Needs.](#)

In *Designing Local Skills Strategies*, edited by Francesca Froy, Sylvain Giguère, and Andrea-Rosaline Hofer. Paris: OECD, pp. 129-153, 2009 (with Randall Eberts)

[Does the Workforce Investment Act \(WIA\) Work?](#)

Paper presented at Association for Public Policy Analysis and Management (APPAM) annual meetings. Washington, DC, November 2009.

[Return on Investment Analysis of a Selected Set of Workforce System Programs in Indiana.](#)

Report submitted to Indiana Chamber of Commerce Foundation, Indianapolis, IN, September 2009

[Lessons Learned from a State-Funded Workplace Literacy.](#)

Upjohn Institute Working Paper No. 09-146, March 2009 (with Bridget Timmeney)

[State Use of Workforce System Net Impact Estimates and Rates of Return.](#)

Association for Public Policy Analysis and Management (APPAM), Los Angeles, CA, November 7, 2008

[Sensitivity Testing Of Net Impact Estimates Of Workforce Development Programs Using Administrative Data.](#)

Upjohn Institute Working Paper No. 08-139, February 2008

[Differences in the Returns to Education for Males by Disability Status and Age of Disability Onset.](#)

Southern Economic Journal 74(3), January 2008, p. 707-724 (with Jean Kimmel)

[Is There A Role For Public Support Of Incumbent Worker On-The-Job Training?](#)

Upjohn Institute Working Paper No. 08-138, January 2008.

[Workforce Program Performance Indicators for The Commonwealth of Virginia.](#)

Upjohn Institute Technical Report No. 08-024, January 17, 2008 (with Wei-Jang Huang)

[An Evaluation of the 21st Century Workplace Skills Initiative.](#)

Final Report Indiana Department of Workforce Development, January 2008 (with Bridget Timmeney)

[Workforce Program Performance Indicators for The Commonwealth of Virginia.](#)

Upjohn Institute Technical Report No. 08-024, January 17, 2008 (with Wei-Jang Huang)

[Process and Net Impact Evaluations of the Focus: HOPE Adult Training Programs and Student Loan Fund.](#)

Upjohn Institute Technical Report No. 07-023, February 2007

[Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State.](#)

Upjohn Institute Technical Report No. 06-020, September 2006 (with Wei-Jang Huang)

[An Evaluation of Michigan Regional Skills Alliances \(MiRSAs\): Final Report.](#)

Report prepared for the Charles Stewart Mott Foundation and the Michigan Department of Labor and Economic Growth, August 2006 (with Randall Eberts)

[An Examination of Student Achievement in Michigan Charter Schools.](#)

In *Improving School Accountability (Advances in Applied Microeconomics, Vol. 14)* edited by Michael Baye and John Maxwell. Emerald Group Publishing Limited, 2006, pp. 103-130 (with Randall Eberts)

[Net Impact Estimates for Services Provided through the Workforce Investment Act.](#)

ETA Occasional Paper 2005-06. Project report submitted to the U.S. Department of Labor, Employment and Training Administration under Grant Number K-6558-8-00-80-60, October 2005 (with Daniel Schroeder, Christopher King, and Wei-Jang Huang)

[Teacher Unions: Outcomes and Reform Initiatives.](#)

In *Teacher Unions and Education Policy: Retrenchment or Reform*, edited by Ronald D. Henderson, Wayne J. Urban, Paul Wolman. Oxford: Elsevier JAI, pp.51-79, 2004 (with Randall W. Eberts and Joe A. Stone)

[The Role of Public Policy in Skills Development of Black Workers in the 21st Century.](#)

In *Building Skills for Black Workers: Preparing for the Future Labor Market*, edited by Cecilia A. Conrad. Washington, DC, Joint Center for Political and Economic Studies, Lanham, MD, University Press of America, pp. [127]-161, 2004 (with Timothy J. Bartik)

[Some Reflections on the Use of Administrative Data to Estimate the Net Impacts of Workforce Programs in Washington State.](#)

Upjohn Institute Working Paper No. 04-109, October 29, 2004

[Using Administrative Data for Workforce Development Program Evaluation.](#)

Upjohn Institute Working Paper No. 04-103, August 2004

[Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State.](#)

Upjohn Institute Technical Report No. 03-018, July 2003 (with Wei-Jang Huang)

[The Role of Postsecondary Education in Welfare Reform: Ohio's JOBS Student Retention Program.](#)

Evaluation Review 26(6) (December 2002): 618-644 (with Jean Kimmel) [peer-reviewed]

[Comments on "Occupational and geographical mobility of the workforce in the 21st century" by Géry Coomans.](#)

In *Labor Markets in the 21st Century: Skills and Mobility. Proceedings of a Joint United States and European Union Conference*, U.S. Department of Labor, Bureau of International Labor Affairs, European Commission, Employment & Social Affairs, September 2002, Washington DC: U.S. Dept. of Labor, Bureau of International Labor Affairs, pp. 63-66, 2002

[Teacher Performance Incentives and Student Outcomes.](#)

Journal of Human Resources 37(4) (Autumn 2002): 913-927 (with Randall Eberts and Joe Stone) [peer-reviewed]

[Impact of Charter School Attendance on Student Achievement in Michigan.](#)

Upjohn Institute Working Paper No. 02-80, April 5, 2002 (with Randall W. Eberts)

[The Returns to Education and Basic Skills Training for Individuals with Poor Health or Disability.](#)

Upjohn Institute Working Paper No. 01-72, August 2001 (with Jean Kimmel)

[Does Charter School Attendance Improve Test Scores? Comments and Reactions on the Arizona Achievement Study.](#)

Upjohn Institute Working Paper No. 01-70, July 13, 2001 (with Christopher Nelson)

[Analysis of KAAAP Through the 1998/1999 School Year.](#)

Report prepared for Kalamazoo Chamber of Commerce (project sponsor), July 2000 (with Noyna DeBurman)

[An Analysis of 4th and 5th Grade MEAP Results at Elementary Schools in Southwest Michigan.](#)

September 1998 (with Kristine Kracker)

[Using Administrative Data to Evaluate the Ohio JOBS Student Retention Program.](#)

Upjohn Institute Working Paper No. 97-48, July 1997 (with Jean Kimmel and Randy Eberts)

[School-to-Work Transition Programs.](#)

In *School Social Work: Practice and Research Perspectives*, 3rd ed., edited by Robert Constable, John P. Flynn and Shirley McDonald. Chicago, IL: Lyceum Books, pp. 237-252, 1996 (with Bridget F. Timmeney)

[**A Framework for Assessing the Economic Benefits and Costs of Workplace Literacy Training.**](#)

Upjohn Institute Working Paper No. 96-42, April 1996

[**An Evaluation of the Manufacturing Technology Partnership \(MTP\) Program.**](#)

Upjohn Institute Technical Report No. 96-007, February 1996

[**Classrooms in the Workplace: Workplace Literacy Programs in Small- and Medium-Sized Firms.**](#)

Kalamazoo, MI: W. E. Upjohn Institute, 1993

[**Postsecondary Education as Triage: Returns to Academic and Technical Programs.**](#)

Economics of Education Review 12(3) (September 1993): 213-231 [peer-reviewed]

[**Employer Recruitment and Selection of Young Workers.**](#)

Journal of Industrial Teacher Education 23(4) (Summer 1986): 43-52 [peer-reviewed]

SPEECHES AND TESTIMONY

[**An Alternative Pathway to a High School Diploma is Needed.**](#)

Testimony before the Michigan House Education Committee, July 15, 2009 (with Timothy J. Bartik)

[**Graduation Requirements, Skills, Postsecondary Education, and the Michigan Economy.**](#)

Testimony, Michigan Senate Education Committee February 20, 2006 (with Timothy Bartik)

[**Raising Academic Achievement in Michigan's K-12 Schools.**](#)

Presentation prepared for the Michigan State Board of Education, Lansing, MI, April 12, 2001

[**Testimony prepared for Public Hearings on Development of a Statewide School-to-Work System State of Michigan.**](#)

Testimony before the State of Michigan, February 19, 1996

EMPLOYMENT RESEARCH ARTICLES

[**Evaluation of Regional Collaborations for Economic Development: Lessons from the Employment and Training Administration's WIRED Initiative.**](#)

Employment Research 17(3): 1-4, 2010 (with Nancy Hewat)

[**Boosting the Economy through Career and Technical Education.**](#)

Employment Research 16(3) (July 2009): 9

[**Lessons Learned from a Workplace Literacy Initiative.**](#)

Employment Research 15(2) (April 2008): 4-6 (with Bridget Timmeney)

[**Evidence about the Effectiveness of Public Training Programs for Incumbent Workers.**](#)

Employment Research 14(2) (April 2007) : [1]-4 (with Sarah Klerk)

[**Focus:HOPE: Using Unsecured Student Loans to Self-Finance Job Training for Disadvantaged Workers.**](#)

Employment Research 12(2) (April 2005): 5-6 (with Kelly DeRango)

[**Washington's Workforce Development System Pays Off.**](#)

Employment Research 9 (October 2002): 4-6

Education and the Economy.

Employment Research 8 (January 2001): 1-2, 5-6

School-to-Work: Promise and Effectiveness.

Employment Research 4 (Fall 1997): 5-7

School-to-Work Programs to Facilitate Youth Employment and Learning.

Employment Research 3 (Spring 1996): 1, 3-4

Workplace Literacy Programs: Why the Mismatch between Availability and Need?

Employment Research 1 (Spring 1994): 4-6

PRESENTATIONS

Evaluations of Regional Collaborations for Economic Development.

Presentation at Annual Meetings of Association for Public Policy and Management. Boston, MA, November 6, 2010

Workforce Investment Act (WIA) Net Impact Estimates and Rates of Return.

Presented at the European Commission-sponsored conference, "What the European Social Fund Can Learn from the WIA Experience" held in Washington, DC, November 7, 2009

Does the Workforce Investment Act (WIA) Work?

Presented at the Annual Meetings of the Association of Public Policy Analysis and Management (APPAM), Washington, DC, November 6, 2009

Evaluating WIA Using Administrative Data.

Presentation to U.S. Department of Labor Recovery and Reemployment Research Conference held in Washington, DC, September 15-16, 2009

Net Impacts of Workforce Development Programs on Individuals with Low Earnings.

Presentation to Ford Foundation-sponsored meeting on Low-Wage Workers, New York, July 20, 2009

Workforce System Net Impact Estimates and Rates of Return: Performance Measures?

Seminar presented at Center for Naval Analysis, Alexandria, VA, June 19, 2009

State Use of Workforce System Net Impact Estimates and Rates of Return.

Powerpoint presentation presented at Institute Brown Bag Lunch, December 16, 2008

State Use of Workforce System Net Impact Estimates and Rates of Return.

Association for Public Policy Analysis and Management (APPAM) Conference, Los Angeles, CA, November 7, 2008.

The Return on Investment to Training Programs for Incumbent Workers.

Washington Workforce and Economic Development 2007 Leadership Conference, Tacoma, WA, November 14, 2007

Is There a Role for Public Support of Incumbent Worker On-the-Job Training?

Paper and presentation to the Annual Meetings of the Association of Public Policy and Management (APPAM), Washington, DC, November 10, 2007

[Evaluation Evidence About the Effectiveness of Public Training Programs for Incumbent Workers.](#)

Paper and presentation at the Midwest Economics Association meetings, Minneapolis, March 22, 2007 (with Sarah Klerk)

[Some Perspectives On and Examples of Business Education Collaboration for Workforce Development.](#)

CSG (Council of State Governments) Midwestern Legislative Conference. Midwest Economic Development, Workforce Development & Labor Committee, Chicago, August 20, 2006.

[Student Achievement and CTE.](#)

Webcast, National Dissemination Center for Career and Technical Education, The Ohio State University, September 28, 2004

[On the Use of Administrative Data for Workforce Development Program Evaluation.](#)

ETA Occasional Paper 2005-09. Washington, DC: U.S. Department of Labor, Employment and Training Administration. Presented at the National Workforce Investment Research Colloquium, sponsored by the U.S. Department of Labor, Employment and Training Administration, Arlington, VA, May 24, 2004

[Accountability Systems in School-to-Work.](#)

Russell Sage Foundation "School-To-Work" Conference, New York, May 18, 2004

[Net Impact Estimates of the Workforce Development System in Washington State.](#)

Presented at the 78th Annual Conference of the Western Economic Association International held in Denver, CO, April 23, 2003

[Estimates of the Net Impact of Career Technical Education in Washington.](#)

Paper presented at the National Association of State Directors of Career Technical Education (NASDCTE) Consortium's Fall Conference held in Charleston, SC, September 16, 2002

[Net Economic Outcomes from Community College and Private Vocational School Attendance in Washington State.](#)

Paper presented at the National Assessment of Vocational Education (NAVE) Research Conference held in Washington, DC, April 10, 2002

[Providers of Adult Education.](#)

Presented at the Association for Institutional Research (AIR) 39th Annual Forum entitled, "Cooperation and Collaboration: Building a Seamless Education Process" held in Seattle, WA, June 2, 1999

[Raising Wages by Improving Skills: Impact of Employer-Based Literacy Programs.](#)

An Urban Institute Conference, "Helping Low-Wage Workers: Policies for the Future," held in Washington, DC on May 6-7, 1999

[Test Score Differentials and Returns to Literacy Across Race/Gender Groups.](#)

Special Colloquium in Honor of Martin Luther King Day, Western Michigan University, Kalamazoo, January 20, 1999

[Employer Motives for Investment in Training.](#)

Paper presented at the ILR-Cornell Institute for Labor Market Policies Conference entitled "New Empirical Research on Employer Training: Who Pays? Who Benefits?" held at Cornell University, Ithaca, NY, November 15-17, 1996