

May 2010

**STEPHEN A. WOODBURY**

Michigan State University  
Department of Economics  
110 Marshall-Adams Hall  
East Lansing, MI 48824-1038  
Voice: 517/355-4587  
Fax: 517/432-1068  
Email: woodbur2@msu.edu

W.E. Upjohn Institute  
for Employment Research  
300 South Westnedge Avenue  
Kalamazoo, MI 49007-4696  
Voice: 269/343-5541  
Fax: 269/343-3308  
Email: woodbury@upjohninstitute.org

**EDUCATION**

Ph.D., Economics, University of Wisconsin–Madison, 1981  
M.S., Economics, University of Wisconsin–Madison, 1977  
B.A., Economics (highest honors), Middlebury College, 1975

**PROFESSIONAL EXPERIENCE**

**Current Positions**

Michigan State University, East Lansing, MI:  
Professor of Economics, 1994 to present  
Associate Professor of Economics, 1988–1994  
Assistant Professor of Economics, 1982–1988  
W. E. Upjohn Institute for Employment Research, Kalamazoo, MI:  
Senior Economist, 1984 to present

**Previous Positions (including visiting and temporary)**

Advisory Council on Unemployment Compensation (U.S. Department of Labor), Washington, DC:  
Deputy Director, 1993–1994  
University of Stirling, Scotland:  
Visiting Professor of Economics, January–June 1992  
University of Hawaii at Manoa:  
Visiting Consultant, Industrial Relations Center, Fall 1991, Fall 1992, Winter 1994, Winter 1996  
Pennsylvania State University, University Park, PA:  
Assistant Professor of Economics, 1981–1982  
Instructor in Economics, 1979–1981  
Wisconsin Council of County and Municipal Employees (Council 40, AFSCME, AFL–CIO), Madison, WI:  
Research Analyst, 1978–1979

**TEACHING EXPERIENCE**

**Michigan State University**

Introduction to Microeconomics  
Microeconomics and Public Policy (Honors College)  
Intermediate Microeconomics  
Analysis of Labor Markets (undergraduate)  
Labor Market Policy Labor Relations (undergraduate; also international variant)  
Industrial Relations and Trade Unionism (undergraduate)

Government Programs for Workers (undergraduate)  
Senior Seminar for Economics Majors  
Labor Economics (graduate)

### **Pennsylvania State University**

Principles of Microeconomics  
Labor Economics (undergraduate and graduate)  
Statistical Foundations for Econometrics (undergraduate)  
Comparative Economic Systems (undergraduate)  
Economics of Unions and Collective Bargaining (graduate)

### **University of Stirling**

Topics in Labor Economics (undergraduate)  
Capital Budgeting (MBA)

### **Dissertation Committees Chaired**

David M. Smith. *Studies in the Labor Market for Veterinarians*. Michigan State University, 1997.

Wen-Hao Chen. *Essays on Employment Insurance, Income Mobility, and Family Income Distribution*. Michigan State University, 2004.

Merve Cebi. *Three Empirical Studies of Human Capital, Labor Supply, and Health Care*. Michigan State University, 2008.

Michael A. Allgrunn. *Three Studies of Immigration and Unemployment*. Michigan State University, 2009.

### **FIELDS OF INTEREST**

Labor Economics and Public Policy  
Applied Microeconomics  
Public Economics  
Economic Statistics and Applied Econometrics

### **PUBLICATIONS**

#### **Books**

*Search Theory and Unemployment*, edited with Carl Davidson. Boston and Dordrecht: Kluwer Academic Publishers, 2002 (viii, 241 pp.).

*Employee Benefits and Labor Markets in Canada and the United States*, edited with William T. Alpert. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2000 (viii, 523 pp.).

*Long-Term Unemployment and Reemployment Policies*, edited with Laurie J. Bassi. Stamford, CT: JAI Press, 2000 (xii, 302 pp.).

*Reform of the Unemployment Insurance System*, edited with Laurie J. Bassi. Stamford, CT: JAI Press, 1998 (xii, 319 pp.).

*The Tax Treatment of Fringe Benefits*, with Wei-Jang Huang. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, 1991 (xii, 178 pp.).

### Articles and Book Chapters

“Unemployment.” In *Labor and Employment Law and Economics*, edited by Kenneth G. Dau-Schmidt, Seth D. Harris and Orly Lobel. Cheltenham, UK: Edward Elgar Publishing, 2009. Pp. 480–516. (Volume 2 of *Encyclopedia of Law and Economics*, second edition.)

“Retiree Health Benefit Coverage and Retirement,” with James Marton. In *Government Spending on the Elderly*, edited by Dimitri B. Papadimitriou. New York: Palgrave Macmillan, 2007. Pp. 222–242.

“Income Replacement and Reemployment Programs in Michigan.” In *Michigan at the Millennium: A Benchmark and Analysis of Its Fiscal and Economic Structure*, edited by Charles Ballard, Paul Courant, Douglas Drake, Ronald Fisher, and Elizabeth Gerber. East Lansing, MI: Michigan State University Press, 2003. Pp. 389–412.

“Optimal Unemployment Insurance with Risk Aversion and Job Destruction,” with Carl Davidson. In *Search Theory and Unemployment*, edited by Stephen A. Woodbury and Carl Davidson. Boston and Dordrecht: Kluwer Academic Publishers, 2002. Pp. 177–213.

Four chapters in *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, edited by Philip K. Robins and Robert G. Spiegelman. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001:

“Participation in the Reemployment Bonus Experiments,” with Paul Decker and Chris O’Leary (Chapter 3), pp. 77–103.

“Bonus Impacts on Receipt of Unemployment Insurance,” with Paul Decker and Chris O’Leary (Chapter 4), pp. 105–150.

“Impacts on Employment and Earnings,” with Paul Decker and Chris O’Leary (Chapter 5), pp. 151–174.

“From Social Experiment to Program,” with Carl Davidson (Chapter 6), pp. 175–222.

“Wage-Rate Subsidies for Dislocated Workers,” with Carl Davidson. *Research in Employment Policy* 2 (2000): 141–184.

“Economics, Economists, and Public Policy.” *Quarterly Review of Economics and Finance* 40 (2000): 417–430.

“Employee Benefits and the Distribution of Income and Wealth,” with Daniel Slottje and Rod Anderson. In *Employee Benefits and Labor Markets in Canada and the United States*, edited by William T. Alpert and Stephen A. Woodbury. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2000. Pp. 349–378.

“Low-Wage Labor Markets: Changes over the Business Cycle and Differences across Region and Location,” with David M. Smith. In *The Low-Wage Labor Market*, edited by Kelleen Kaye and Demetra S. Nightingale. Washington, DC: Urban Institute Press, 2000. Pp. 41–62.

“Seniority, External Labor Markets, and Faculty Pay,” with Byron W. Brown. *Quarterly Review of Economics and Finance* 38 (1998): 771–798.

“The Duration of Unemployment Insurance Benefits,” with Murray Rubin. In *Unemployment Insurance in the United States: Analysis of Policy Issues*, edited by Christopher J. O’Leary and Stephen A. Wandner. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1997. Pp. 211–283.

"Optimal Unemployment Insurance," with Carl Davidson. *Journal of Public Economics* 64 (June 1997): 359-387.

"Employee Benefits and Tax Reform." In *Tax Reform: Implications for Economic Security and Employee Benefits*, edited by Dallas L. Salisbury. Washington, DC: Employee Benefit Research Institute, 1997. Pp. 27-34.

"The Displacement Effect of Reemployment Bonus Programs," with Carl Davidson. *Journal of Labor Economics* 11 (October 1993): 575-605.

"Culture and Human Capital: Theory and Evidence or Theory versus Evidence?" In *Labor Economics: Problems in Analyzing Labor Markets*, edited by William A. Darity, Jr. Boston and Dordrecht: Kluwer Academic Publishers, 1993. Pp. 239-267.

"Taxes, Fringe Benefits, and Faculty," with Daniel S. Hamermesh. *Review of Economics and Statistics* 74 (May 1992): 287-296.

Two chapters in *Improving Access to Health Care: What Can the States Do?*, edited by John H. Goddeeris and Andrew J. Hogan. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, 1992:

"Labor-Market Impacts of Policies to Expand Access to Health Care," with Andrew J. Hogan. Pp. 207-232.

"Small Employer Health Insurance Pools and Medicaid Buy-In Programs for Children and Non-Working Adults," with Andrew J. Hogan. Pp. 103-121.

"The Decline of Fringe Benefit Coverage in the 1980s," with Douglas R. Bettinger. In *Structural Changes in U.S. Labor Markets: Causes and Consequences*, edited by Randall W. Eberts and Erica Groshen. Armonk, NY: M.E. Sharpe, 1991. Pp. 105-138.

"Earnings of Black Immigrants: Implications for Racial Discrimination." In *New Approaches to Economic and Social Analyses of Discrimination*, edited by Richard R. Cornwall and Phanindra V. Wunnava. NY: Praeger, 1991. Pp. 295-330.

"Economic Issues in Employee Benefits." *Research in Labor Economics* 11 (1990): 271-296.

"Controlled Experiments and the Unemployment Insurance System," with Robert G. Spiegelman. In *Unemployment Insurance: The Second Half-Century*, edited by W. Lee Hansen and James F. Byers. Madison, WI: University of Wisconsin Press, 1990. Pp. 355-392.

"Power in the Labor Market: Institutionalist Approaches to Labor Problems." *Journal of Economic Issues* 21 (December 1987): 1781-1807. (Reprinted in *Evolutionary Economics*, Volume II: Institutional Theory and Policy, edited by Marc R. Tool. Armonk, NY: M. E. Sharpe, 1988. Pp. 363-398.)

"Bonuses to Workers and Employers to Reduce Unemployment: Randomized Trials in Illinois," with Robert G. Spiegelman. *American Economic Review* 77 (September 1987): 513-530.

"Pensions, Social Security, and the Accumulation of Wealth," with Susan Pozo. *Eastern Economic Journal* 12 (July-September 1986): 273-281.

"The Scope of Bargaining and Bargaining Outcomes in the Public Schools." *Industrial and Labor Relations Review* 38 (January 1985): 195-210.

"Technology, Labor Interests, and the Law: Some Fundamental Points and Problems," with W. J. Samuels, A. A. Schmid, J. D. Shaffer, and R. A. Solo. *Nova Law Journal* 8 (Spring 1984): 487-513.

"Substitution Between Wage and Nonwage Benefits." *American Economic Review* 73 (March 1983): 166-182.

"Methodological Controversy in Labor Economics." *Journal of Economic Issues* 13 (December 1979): 933-955.

### **Government Publications**

"Trend and Cycle Analysis of Unemployment Insurance and the Employment Service," with Wayne Vroman. Employment and Training Administration Occasional Paper 2005-04, U.S. Department of Labor, December 2004.

"Unemployment Insurance Overpayments and Underpayments." In *Unemployment Fraud and Abuse*, Hearing before the Subcommittee on Human Resources of the House Ways and Means Committee, June 11, 2002, Serial No. 107-82. Washington, DC, U.S. Government Printing Office, 2002. Pp. 46-51.

"Crowding-Out Effects of the Public Labor Exchange in Washington State," with Carl Davidson. In *Measuring the Effect of Public Labor Exchange Referrals and Placements in Washington and Oregon*, by Louis Jacobson and Ian Petta. Office of Workforce Security Occasional Paper 2000-06. Washington, DC: U.S. Department of Labor, Employment and Training Administration, October 2000. Pp. 6-1-6-20.

"Comments." In *Measuring the Effect of Public Labor Exchange Referrals and Placements in Washington and Oregon*, by Louis Jacobson and Ian Petta. Office of Workforce Security Occasional Paper 2000-06. Washington, DC: U.S. Department of Labor, Employment and Training Administration, October 2000. Pp. 8-20-8-25.

"Optimal Unemployment Insurance," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. B1-B50.

"Further Aspects of Optimal Unemployment Insurance," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. CC1-CC72.

"Emergency Extensions of Unemployment Insurance: A Critical Review and Some New Empirical Evidence." In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. JJ1-JJ70.

"Unemployment Insurance and Unemployment: Implications of the Reemployment Bonus Experiments," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. KK1-KK37.

*Unemployment Insurance in the United States: Benefits, Financing, Coverage*, with Laurie J. Bassi and staff of the Advisory Council on Unemployment Compensation. Washington, DC: Advisory Council on Unemployment Compensation, 1995. (xix + 289 pp.)

"Wage-Rate Subsidies for Dislocated Workers," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume II. Washington, DC: U.S. Government Printing Office, 1995. Pp. T1-T61.

*Advisory Council on Unemployment Compensation: Report and Recommendations, February 1994*, with Laurie J. Bassi and staff of the Advisory Council, Washington, DC: Advisory Council on Unemployment Compensation, 1994. (xiii + 180 pp.)

“An Evaluation of Proposals to Tax Employer Contributions to Voluntary Pension and Health Insurance Plans,” with Wei-Jang Huang. In *New Issues in Wages, Non-Wages, and Employment*, edited by Robert A. Hart. Brussels and Luxembourg: Office for Official Publications of the European Communities, 1989. Pp. 181-241.

“Current Economic Issues in Employee Benefits.” In *Investing in People: A Strategy to Address America’s Workforce Crisis, Commission on Workforce Quality and Labor Market Efficiency*, U.S. Department of Labor. Washington, DC: U.S. Government Printing Office, September 1989. Pp. 2131-2229.

*Trends in Non-Wage Labour Costs and Their Effects on Employment*, with Robert A. Hart, David N. F. Bell, Rudolf Frees, and Seiichi Kawasaki. Brussels and Luxembourg: Office for Official Publications of the European Communities, 1988 (v, 233 pp.).

“The Tax Treatment of Fringe Benefits: What Do We Know and What Needs to Be Learned?” In *Distribution and Economics of Employer-Provided Fringe Benefits*, Hearings before the Subcommittee on Social Security and Subcommittee on Select Revenue Measures, House Ways and Means Committee, September 17 and 18, 1984, Serial No. 98-98. Washington, DC, U.S. Government Printing Office, 1985. Pp. 447-455.

#### **Commentaries, Reviews, and Other Publications**

“Health Insurance Tax Credits and Health Insurance Coverage of Low-Income Single Mothers,” with Merve Cebi. *Employment Research* 16 (April 2009): 1-3.

“Comments on ‘How 401(k)s and the Stock Market Crash Explain Increases in Older Workers’ Labor Force Participation Rates’ and ‘The Interaction between Health, Health Insurance, and Retirement.’” In *Work Options for Older Americans*, edited by Teresa Ghilarducci and John Turner. Notre Dame, IN: University of Notre Dame Press, 2007. Pp. 303-308.

“Retiree Health Benefits and Retirement,” with James Marton. *Employment Research* 13 (October 2006): 5-6.

“Refundable Tax Credits for Health Insurance,” with David Emmons and Eva Madly. *Employment Research* 12 (July 2005): 4-6.

“Extended Unemployment Benefits,” with Jeffrey Wenger and Wayne Vroman. *Employment Research* 10 (April 2003): 4-6.

“New Directions in Reemployment Policy.” *Employment Research* 4 (October 2000): 1-4.

“The Stagnant Fringe,” with Daniel S. Hamermesh. *Academe* (May-June 1991): 13-17.

“The Effect of Collective Bargaining on Faculty Salaries: Discussion.” In *Proceedings of the Forty-Third Meeting of the Industrial Relations Research Association*. Madison, WI: IRRRA, 1991. Pp. 132-134.

“Improving Access to Health Care in Michigan,” with Andrew J. Hogan. *Business Outlook* 6 (Spring 1990): 1-6.

"Review of *The Economics of Non-Wage Labour Costs* by Robert A. Hart." *Industrial and Labor Relations Review* 40 (October 1986): 140-141.

"The Dilemma of American Immigration: A Review Article." *Journal of Human Resources* 20 (Winter 1985): 138-141.

"Occupational Safety and Health Regulation and Economic Theory: Comment." In *Labor Economics: Modern Views*, edited by William A. Darity, Jr. Boston: Kluwer-Nijhoff, 1984. Pp. 269-278.

### **Reports to Government Agencies**

*Historical Analysis of Unemployment Insurance, the Employment Service, and the Business Cycle*, with Wayne Vroman. Final Report submitted to the U.S. Department of Labor, Employment and Training Administration. Washington, DC: The Urban Institute, April 2004.

*Layoffs and Experience Rating of the Unemployment Insurance Payroll Tax: An Analysis of Firms in Three States*, with Rod W. Anderson and Louis S. Jacobson. Report submitted to the U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security under Contract No. M-5599-5-00-97-30. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, August 2001.

*Denied Claims Accuracy Pilot Project: Follow-Up Report*, with Wayne Vroman. Report submitted to the Office of Workforce Security, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security, Division of Performance Review under Contract No. M-5538-5-00-97-30. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, August 2000. (118 pp.)

"Crowding-Out Effects of the Public Labor Exchange in Washington State," with Carl Davidson. Report Submitted to the Labor Market and Economic Analysis Branch, Washington State Employment Security Department, February 2000. (30 pp.)

*Denied Claims Accuracy Pilot Project: Final Report*, with Wayne Vroman. Report prepared for the U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service, Division of Performance Review under Contract No. M-5538-5-00-97-30. Herndon, VA: PRAMM Consulting Group, Inc., May 1999. (ix + 160 pp.)

"Low-Wage Labor Markets: Changes over the Business Cycle and Regional Differences," with David M. Smith. Report prepared for the Urban Institute and the U.S. Department of Health and Human Services (Office of the Assistant Secretary for Policy and Evaluation), August 1998.

"Comments on 'A Dialogue: Unemployment Insurance and Employment Service Programs.'" Report prepared for the U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service, August 1998.

*A Two-State Evaluation of the Emergency Unemployment Compensation Program*, with Rod Anderson. Final Report prepared for the U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service under Contract No. M-5114-5-00-97-40. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, June 1997. (116 pp.)

"Increasing Unemployment Insurance Benefit Adequacy," with Wayne Vroman. Report prepared for the Office of the Secretary, U.S. Department of Labor. Washington, DC: The Urban Institute, December 1996.

*Basic Skills and the Transition from School to Work: Findings from a Survey and Focus Group Interviews of Employers.* Final report prepared for the State of Hawaii, Department of Education and Department of Labor and Industrial Relations. Honolulu, Hawaii: University of Hawaii at Manoa, Industrial Relations Center, March 1996. (76 pp.)

“Design for Monitoring and Evaluating Programs Implemented Under the Employment and Training Fund.” Report to the State of Hawaii, Department of Labor and Industrial Relations. University of Hawaii at Manoa, Industrial Relations Center, March 1993.

“Employer Training Needs in Hawaii: Summary Report.” University of Hawaii at Manoa, Industrial Relations Center, November 1992. (Also W.E. Upjohn Institute for Employment Research Staff Working Paper 92-15, December 1992.)

*Employer Training Needs in Hawaii: Analysis of the 1991 Survey.* Final Report to the State of Hawaii, Department of Labor and Industrial Relations. Honolulu, Hawaii: University of Hawaii at Manoa, Industrial Relations Center, April 1992. (135 pp.)

“Impacts of Policies to Expand Access to Health Care on Michigan Labor Markets,” with Andrew J. Hogan. Report to the Governor’s Task Force on Access to Health Care. Michigan State University, Department of Economics, October 1989. (55 pp.)

“Voluntary Programs of Health Insurance for the Uninsured,” with Andrew J. Hogan. Report to the Governor’s Task Force on Access to Health Care. Michigan State University, Office of Medical Education Research and Development, October 1989. (26 pp.)

“Transitional Programs for Health Care for the Uninsured,” with Andrew J. Hogan. Report to the Governor’s Task Force on Access to Health Care. Michigan State University, Office of Medical Education Research and Development, October 1989. (24 pp.)

*Current Economics Issues in Employee Benefits.* Final Report to the Secretary’s Commission on Workforce Quality and Labor Market Efficiency, U.S. Department of Labor. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, May 1989. (104 pp.)

*Taxation and Employer-Provision of Fringe Benefits,* with Wei-Jang Huang. Final Report to the Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, February 1989. (248 pp.)

“Illinois Unemployment Insurance Experiments: Documentation of the Public-Use Data File,” with Robert G. Spiegelman and Azman B. Abdullah. W. E. Upjohn Institute for Employment Research, December 1987.

*The Illinois Unemployment Insurance Incentive Experiments,* with Robert G. Spiegelman. Final Report to the Illinois Department of Employment Security. Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, February 1987.

### **Other Reports**

“Withstanding a Financial Firestorm: Credit Unions versus Banks,” with David M. Smith. Madison, WI: Filene Research Institute, 2010.

"Refundable Tax Credits for Health Insurance: The Sensitivity of Simulated Impacts to Assumed Behavior," with Eva Madly. Report submitted to the Center for Health Policy Research, American Medical Association, Chicago, Illinois, July 2004.

"Differences in Bank and Credit Union Capital Needs," with David M. Smith. Filene Research Institute Special Report. Madison, WI: Filene Research Institute and The Center for Credit Union Research, University of Wisconsin-Madison, 2002.

"A State and Regional Analysis of the Effects of Public Policy on Credit Union Select Employee Groups," with David M. Smith and William A. Kelly. Filene Research Institute Special Report. Madison, WI: Filene Research Institute and The Center for Credit Union Research, University of Wisconsin-Madison, 1997.

"An Analysis of Public Policy on Credit Union Select Employee Groups," with David M. Smith and William A. Kelly. Filene Research Institute Special Report. Madison, WI: Filene Research Institute and The Center for Credit Union Research, University of Wisconsin-Madison, 1997.

### **W.E. Upjohn Institute Working Papers**

"The Influence of Retiree Health Benefits on Retirement Patterns," with James Marton. Upjohn Institute Staff Working Paper 10-163, February 2010.

"Health Insurance Tax Credits and Health Insurance Coverage of Low-Income Single Mothers," with Merve Cebi. W.E. Upjohn Institute Staff Working Paper 09-150, April 2009 (revised March 2010).

"Retiree Health Benefits and the Decision to Retire," with James Marton. Upjohn Institute Staff Working Paper 09-149, March 2009.

"Retiree Health Benefits and Retirement," W.E. Upjohn Institute Staff Working Paper 06-128, July 2006. (Also Levy Economics Institute Working Paper No. 470, August 2006.)

"Trend and Cycle Analysis of Unemployment Insurance and the Employment Service," with Wayne Vroman. W.E. Upjohn Institute Technical Report No. TR06-019, January 2006.

"Refundable Tax Credits for Health Insurance: The Sensitivity of Simulated Impacts to Assumed Behavior," with David Emmons and Eva Madly. W.E. Upjohn Institute Working Paper 05-119, July 2005.

"Income Replacement and Reemployment Programs in Michigan and Neighboring States." W.E. Upjohn Institute Staff Working Paper 02-86, October 2002.

"The Optimal Dole with Risk Aversion and Job Destruction," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 98-58, May 1998.

"Employee Benefits and Tax Reform." W.E. Upjohn Institute Staff Working Paper 96-45, July 1996.

"Unemployment Insurance and Unemployment: Implications of the Reemployment Bonus Experiments," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 96-44, April 1996.

"Gender Differences in Faculty Turnover," with Byron W. Brown. W.E. Upjohn Institute Staff Working Paper 95-34, July 1995.

"Optimal Unemployment Insurance," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 95-35, July 1995.

"Seniority, External Labor Markets, and Faculty Pay," with Byron W. Brown. W.E. Upjohn Institute Staff Working Paper 95-37, December 1995.

"Wage Subsidies for Dislocated Workers," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 95-31, January 1995.

"Culture, Human Capital, and the Earnings of West Indian Blacks." W.E. Upjohn Institute Staff Working Paper 93-20, October 1993.

"Employer Training Needs in Hawaii." W.E. Upjohn Institute Staff Working Paper 92-12, December 1992.

"The Displacement Effect of Reemployment Bonus Programs," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 90-02, November 1990.

### **CONFERENCE AND OTHER PRESENTATIONS (last ten years)**

"The Influence of Retiree Health Benefits on Retirement Patterns," with James Marton. Presented at the Midwest Economics Association Annual Meetings, Evanston, IL, March 19, 2010

"Long-Term Effects of the Work Test and Job Search Assistance: Reexamining the Washington Alternative Work Search Experiment," with Merve Cebi. Presented at:  
Labor and Industrial Relations Association Annual Meeting, Atlanta, January 4, 2010  
New York University, Applied Microeconomics Workshop, April 12, 2010

"Withstanding a Financial Firestorm: Credit Unions versus Banks," with David Smith and William Kelly. Presented at the Midwest Economics Association Annual Meetings, Evanston, IL, March 19, 2010

"Retiree Health Benefits and the Timing of Retirement," with James Marton. Presented at:  
Society of Labor Economists Annual Conference, Boston, May 8-9, 2009  
Emory University Health Economics Workshop, October 9, 2009

"Retiree Health Benefits and Older Men's Labor Supply: A Tale of Two Cohorts," with James Marton. Presented at:  
Conference on Health, Health Insurance, and Labor Markets, W.E. Upjohn Institute, October 3, 2008  
Labor and Industrial Relations Association Annual Meeting, San Francisco, January 4, 2009

"Who Benefits from an Elite College Education? The NBER-Thorndike-Hagen Data Revisited." Presented at the Midwest Economics Association Annual Meeting, Cleveland, March 20, 2009

"Emergency Unemployment Compensation and Unemployment Duration," with Michael Allgrunn. Presented at:  
Labor and Employment Relations Association Annual Meeting, New Orleans, January 4, 2008  
2008 World Congress on National Accounts and Economic Performance Measures for Nations, Arlington, VA, May 14, 2008

"The Eligibility Tango: Client Information, Bureaucratic Discretion, and Unemployment Insurance Eligibility," with Vicky M. Wilkins and Jeffrey B. Wenger. Presented at:  
Public Management Research Association Research Conference, Tucson, AZ, October 2, 2007  
Association for Public Policy Analysis and Management Annual Conference, Washington, DC, November 10, 2007

“College Quality and Subsequent Earnings: The NBER-Thorndike Data Revisited.” Presented at Society of Labor Economists Annual Conference, Chicago, May 4–5, 2007

“Long-Term Effects of the Washington Alternative Work Search Experiment.” Presented at:  
Midwest Economics Association Annual Meetings, Minneapolis, March 23, 2007

“The Impact of Health Insurance Tax Credits on Health Insurance Coverage for Low-Income Single Mothers,” with Merve Cebi. Presented at:  
American Society of Health Economists Biennial Conference, Duke University, June 23, 2008  
Midwest Economics Association Annual Meetings, Chicago, March 14–16, 2008  
Middlebury College, Economics Department Seminar Series, November 8, 2007  
Western Michigan University, Economics Department Seminar Series, February 2, 2007

“Responses to Declining Retiree Health Benefit Coverage,” with James Marton. Presented at:  
Conference on Government Spending on the Elderly, Levy Economics Institute of Bard College,  
Annandale-on-Hudson, New York, April 28–29, 2006

“Unemployment Insurance and Unemployment Duration: A Reexamination,” with Michael Allgrunn.  
Presented at:  
Society of Labor Economists Annual Conference, San Francisco, June 3–5, 2005  
Midwest Economics Association Annual Meetings, Chicago, March 24–26, 2006  
UM/MSU/UWO Labor Economics Day, Department of Economics, University of Michigan, May  
12, 2006

“Reducing Cross-Subsidies under Unemployment Insurance.” Presented at:  
W.E. Upjohn Institute, November 10, 2005 (meeting of Upjohn Institute staff and Government  
Accountability Office economists)  
Empirical Microeconomics Breakfast, MSU Economics Department, March 17, 2006

“Layoffs and Experience Rating of the Unemployment Insurance Payroll Tax: Panel Data Analysis of  
Firms in Three States.” Presented at:  
Program Evaluation, Human Capital, and Labor Market Policy: A Research Conference in Honor  
of Mark C. Berger, University of Kentucky, October 7–8, 2004  
Association for Policy Analysis and Management Annual Research Conference, Atlanta, October  
28–30, 2004  
Conference on Job Loss: Causes, Consequences, and Policy Responses, Federal Reserve Bank of  
Chicago, November 18–19, 2004

“Crowding-Out Effects of the Public Employment Service,” with Carl Davidson. Presented at:  
Midwest Economics Association Annual Meeting, Chicago, IL, March 19–21, 2004

“Bank and Credit Union Performance over the Business Cycle,” with David M. Smith and William A.  
Kelly. Presented at:  
Midwest Economics Association Annual Meeting, Chicago, IL, March 19–21, 2004

“Structure of the Unemployment Insurance Payroll Tax.” Presented at:  
National Academy of Social Insurance Research Colloquium on Research Priorities in  
Unemployment Insurance, Washington, DC, November 12, 2003

“A Dynamic Panel Data Analysis of Layoffs and Unemployment Insurance Experience Rating.”  
Presented at:

Society of Labor Economists Annual Meeting, Toronto, ON, September 26–27, 2003

“The Persistence of Inter-industry and Inter-firm Subsidies under Unemployment Insurance.” Presented at:

Midwest Economics Association Annual Meeting, Chicago, IL, March 14–16, 2002

“Job Search, Unemployment Duration, and Subsequent Earnings: Evidence from Randomized Trials.” Presented at:

Krislov Seminar in Labor Economics, University of Wisconsin–Madison, November 12, 2001

Applied Economics Workshop, Michigan State University, October 22, 2001

Society of Labor Economists Annual Meeting, Austin, TX, April 20, 2001

“The Incidence and Cost of Wrongful Denial of Unemployment Benefits,” with Wayne Vroman.

Presented at:

U.S. Department of Labor, Office of Workforce Security National Conference, Washington, DC, June 27, 2001

Midwest Economics Association Annual Meeting, Cleveland, OH, March 29–31, 2001

“Unemployment Insurance and Unemployment: Implications of the Reemployment Bonus Experiments,” with Carl Davidson. Presented at:

American Economic Association Annual Meeting, New Orleans, LA, January 6, 2001

“Long-Run Effects of Job Search Assistance: Evidence from Randomized Trials in Washington State.”

Presented at:

University of Notre Dame, Department of Economics Seminar, November 2, 2000

Midwest Economics Association Annual Meeting, Chicago, IL, March 31, 2000

“Layoffs and Experience Rating of the Unemployment Insurance Payroll Tax: An Analysis of Firms in Three States.” Presented at:

U.S. Department of Labor, Office of Workforce Security National Conference, Washington, DC, June 27, 2001

Western Michigan University, Department of Economics Seminar, January 26, 2001

Allied Social Science Associations Annual Meeting, Boston, MA, January 8, 2000

University of Western Ontario, Labor Economics Workshop, November 10, 1999

“Bank and Credit Union Soundness under Economic Stress,” with David M. Smith and William A. Kelly.

Presented at:

Western Economic Association Annual Conference, San Diego, CA, July 8, 1999

“The Denied Claims Accuracy Pilot Project.” Presented at:

University of Michigan, Labor Economics Workshop, April 9, 1999

“Economics, Economists, and Economic Policy.” Presidential Address presented at:

Midwest Economics Association Annual Meeting, Nashville, TN, March 27, 1999

“Inter-industry and Inter-firm Subsidies under Unemployment Insurance,” with Rod Anderson.

Presented at:

Midwest Economics Association Annual Meeting, Chicago, IL, March 19–21, 1998

## **CONFERENCES ORGANIZED**

National Academy of Social Insurance policy research workshop on Strengthening Unemployment Insurance for the Twenty-First Century, Washington, DC, July 13, 2010.

W.E. Upjohn Institute for Employment Research Conference on Health, Health Insurance, and Labor Markets, Kalamazoo, MI, October 2-4, 2008.

Annual Meeting of the Midwest Economics Association, Nashville, TN, March 26-28, 1999.

Second Research Conference of the Advisory Council on Unemployment Compensation (with Laurie J. Bassi), Burlington, VT, August 17-18, 1995.

Upjohn Institute/Donner Foundation Conference on Employee Benefits, Labor Costs, and Labor Markets in Canada and the United States (with William T. Alpert), W.E. Upjohn Institute for Employment Research, November 4-5, 1994.

First Research Conference of the Advisory Council on Unemployment Compensation (with Laurie J. Bassi), Portland, ME, August 18-19, 1994.

### **GRANTS AND AWARDS FOR RESEARCH**

U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security: "States' Income Security Responses to the 2001 Recession." January 2003-April 2004.

American Medical Association: "Analysis and Simulation of the Impacts of Tax Credits for Health Insurance." January 2001-July 2004.

Washington State Employment Security Department, Labor Market and Economic Analysis Branch, "Crowding-Out Effects of the Public Labor Exchange in Washington State," October 1999-May 2000.

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "Follow-Up Study on Denied Claims Accuracy Pilot Project," April 1999-July 2000. (Subcontract with PRAMM Consulting Group, Inc., Herndon, VA.)

U.S. Department of Health and Human Services, Office of the Assistant Secretary for Policy and Evaluation: "The Low-Wage Labor Market: Challenges and Opportunities for Self-Sufficiency," March-December 1998. (Subcontract with The Urban Institute, Washington, DC.)

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "Denied Claims Accuracy Pilot Project," September 1995-March 1999. (Subcontract with PRAMM Consulting Group, Inc., Herndon, VA.)

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "Employer Responses to the Unemployment Insurance Payroll Tax," September 1996-March 1999. (Subcontract with Westat, Inc., Rockville, MD.)

Filene Research Institute and the Center for Credit Union Research, University of Wisconsin-Madison: "Bank and Credit Union Safety and Soundness Under Economic Stress: A Comparative Study," with David M. Smith, July 1997 to July 2001.

Filene Research Institute and the Center for Credit Union Research, University of Wisconsin-Madison: "Public Policy on Credit Union Select Employee Groups," with David M. Smith, February-April 1997.

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "A Two-State Evaluation of the Emergency Unemployment Compensation Program," March 1995–June 1997.

William H. Donner Foundation: "Employee Benefits, Labor Costs, and Labor Markets in Canada and the United States," with William T. Alpert (conferences and research volume), 1993–1998.

U.S. Department of Labor, Secretary's Commission on Workforce Quality and Labor Market Efficiency: "Current Economic Issues in Employee Benefits," Contract No. 99-9-4757-75-009-04, January–June 1989.

U.S. Department of Health and Human Services (Office of the Assistant Secretary for Planning and Evaluation): "Taxation and Employer Provision of Fringe Benefits," Grant Number 84 ASPE 134A, September 1984–July 1986.

U.S. Department of Labor (Employment and Training Administration): Dissertation Grant, 1979–1981.

Grant G. Somers Award, University of Wisconsin, Department of Economics, 1979.

### **CONSULTATION AND PUBLIC SERVICE**

Director, National Academy of Social Insurance project on "Strengthening Unemployment Insurance for the Twenty-First Century," funded by the U.S. Department of Labor and the Annie E. Casey Foundation, November 2009 to present.

External Examiner, Department of Economics, Faculty of Social Science, University of Western Ontario, 2006.

Advisor, Government Accountability Office, Project on Unemployment Insurance Experience Rating, 2005–2006.

External Advisor, "Evaluation of New Jersey Workforce Development Partnership Program Individual Training Grants," Heldrich Center for Workforce Development, Rutgers University, March to September 2002.

External Evaluator, Evaluation of Cost and Performance of Unemployment Insurance Call Centers in Washington State, Washington State Joint Legislative Audit and Review Committee, May to October 2001.

Member, Expert Panel for Developing the Workforce Investment Act Strategic Research Plan. U.S. Department of Labor, Employment and Training Administration, 1999.

Consultant, Project on Unemployment Insurance Reciprocity, U.S. Department of Labor, Washington, DC (project administered by the Urban Institute), July 1999–June 2001.

Consultant, Denied Claims Accuracy Pilot Project. Division of Actuarial Services, Unemployment Insurance Service, U.S. Department of Labor. June 1995–March 1998 (Principal Investigator, March 1998 through May 2000).

Board of Directors, Southwest Michigan Healthplan Purchasing Alliance, 1997–1998.

Consultant, Advisory Council on Unemployment Compensation, Washington, DC, 1994–1996.

Resident Scholar, Board of Governors of the Federal Reserve System, Washington, DC, July 1992.

Consultant to Department of Labor and Industrial Relations, State of Hawaii, on implementing the Hawaii Employment and Training Fund (Act 68), 1991-1995.

Member of Academic Consortium, Governor of Michigan's Task Force on Access to Health Care, February 1989 to February 1990.

Consultant to Department of Employment Security, State of Illinois, on evaluation and implications of the Illinois Unemployment Insurance Experiments, Fall 1984 through Spring 1987.

Regular Contributor to *Business Outlook: The Quarterly Report for West Michigan* (published by W. E. Upjohn Institute for Employment Research), August 1984 through November 1985.

### **SELECTED PRESENTATIONS TO GROUPS OTHER THAN ACADEMIC ECONOMISTS**

"Does it Pay to Attend an Elite College or University?" Annual D.K. Smith Public Lecture, Middlebury College, November 8, 2007.

"Strategic Benefits: Trends, Challenges, and Approaches." Presentation to Human Resource Management Association of Chicago, Chicago, September 27, 2006.

"Background on SUTA Dumping." Presented at Institute for Public Policy and Social Research Forum on "Talk of Tax Reform: Unemployment Taxes and Business Loopholes," Lansing, MI, March 30, 2005.

"Reducing Cross-subsidies under Unemployment Insurance." Presented at National Foundation for Unemployment Compensation and Workers' Compensation Annual National Conference, Washington, DC, March 30-April 1, 2003.

Testimony before the Subcommittee on Human Resources of the Committee on Ways and Means, U.S. House of Representatives, Hearing on Unemployment Fraud and Abuse, June 11, 2002. (Paper on "Unemployment Insurance Overpayments and Underpayments" read into the record.)

"Comments on *Five-Year Research Plan for 2000-2004*." Presentation at the National Workforce Development Research Symposium, Washington, DC, July 27, 1999. (Written report submitted to the U.S. Department of Labor, Employment and Training Administration, August 1999.)

"Modeling the Impacts of Tax Reform on Health Insurance Costs and Coverage." Presented to Center for Health Policy Research, American Medical Association, Chicago, IL, March 10, 1999.

"Preliminary Results from the Denied Claims Accuracy Pilot Project." Presented at the U.S. Department of Labor Close-Out Conference on the Accuracy of Denied Unemployment Insurance Claims, Atlantic City, NJ, November 13, 1998.

"Current Issues in Unemployment Insurance and Employment Service Programs." Presentation at the U.S. Department of Labor Regional Dialogue on Unemployment Insurance and Employment Service Programs, Novi, MI, July 14, 1998.

"Innovations in Reemployment Policy: How Do They Measure Up?" Presentation to the Employers' Unemployment Compensation Council, Troy, MI, October 19, 1994.

“Reemployment Initiatives in Unemployment Compensation: Results of Recent Demonstration Projects.” Presentation to the National Meeting of the National Foundation for Unemployment Compensation and Workers’ Compensation, Rochester, NY, May 16–18, 1994.

“Recent Research on Reemployment Initiatives.” Presentation to the Board of Trustees of the National Foundation for Unemployment Compensation and Workers’ Compensation, Washington, DC., April 27, 1994.

“International Competitiveness, Jobs, and the Health Care System in Michigan.” Presentation to the Michigan Public Policy Forum, Lansing, MI, February 27, 1990.

Testimony before the Subcommittees on Social Security and Select Revenue Measures, Committee on Ways and Means, U.S. House of Representatives, Hearings on Employer-Provided Fringe Benefits, September 18, 1984. (Paper on “The Tax Treatment of Fringe Benefits” read into the record.)

## **EDITORIAL COLLABORATION**

Associate Editor, *Quarterly Review of Economics and Finance* (Elsevier), 1989 to present.

### **Reviewer for:**

*American Economic Review*

*B.E. Journal of Economic Analysis and Policy*

*Canadian Journal of Economics*

*Econometrica*

Economic and Social Research Council (U.K.)

*Economic Inquiry*

*Economic Journal*

*Economics of Education Review*

*Evaluation and Program Planning*

*Industrial and Labor Relations Review*

*Industrial Relations*

*International Economic Review*

*International Journal of Manpower*

*Journal of Econometrics*

*Journal of Economic Issues*

*Journal of Economics and Business*

*Journal of Human Resources*

*Journal of Labor Economics*

*Journal of Policy Analysis and Management*

*Journal of Political Economy*

*Journal of Public Administration Research and Theory*

*Journal of Public Economics*

Labor and Employment Relations Association (refereed papers for *LERA Papers and Proceedings*)

*Labour Economics*

National Science Foundation

*National Tax Journal*

*Public Finance Quarterly*

*Quarterly Journal of Business and Finance*

*Research in the History of Economic Thought and Methodology*

*Review of Economic Studies*

*Review of Economics and Statistics*

*Review of Income and Wealth*

*Review of Social Economy*

*Social Science Quarterly*  
*Social Service Review*  
*Social Sciences and Humanities Research Council Canada*  
*Southern Economic Journal*

#### **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS (current)**

American Economic Association  
American Statistical Association  
Association for Public Policy Analysis and Management  
Labor and Employment Relations Association  
    Coordinator, Labor Market Interest Section, 2007–2011  
Midwest Economics Association  
    President, 1998–1999  
    First Vice President, 1993–1994  
    Nominating Committee, 1989–1991, 1993–1994 (chair), 2000–2001, 2003–2004, 2005–2006, 2006–  
    2007, 2007–2008  
    Committee to Revise MEA Constitution (chair), 2000–2001  
National Academy of Social Insurance  
National Tax Association  
Society of Labor Economists

#### **GRANTS MONITORED AT THE UPJOHN INSTITUTE**

Richard E. Quandt and Harvey S. Rosen, *The Conflict between Equilibrium and Disequilibrium Theories: The Case of the U.S. Labor Market* (published 1988).  
George J. Borjas, *International Differences in the Labor Market Performance of Immigrants* (published 1988).  
Barry R. Chiswick, *Illegal Aliens: Their Employment and Employers* (published 1989).  
Laurence J. Kotlikoff and David A. Wise, *The Wage Carrot and the Pension Stick: Retirement Benefits and Labor Force Participation* (published 1989).  
Saul D. Hoffman and Laurence S. Seidman, *The Earned Income Tax Credit: Antipoverty Effectiveness and Labor Market Effects* (published 1990).  
Barry T. Hirsch, *Labor Unions and the Economic Performance of Firms* (published 1991).  
Wayne Vroman, *Topics in Unemployment Insurance Financing* (published 1998).  
John Turner, Robert Friedland, Sophie Korczek, and Douglas Hyatt, *Pay at Risk: Increasing Compensation Risks for Workers in the United States and Canada* (published 2000).  
James Heckman, Pascal Courty, Carolyn Heinrich, Gerald Marschke, and Jeffrey Smith, *Performance Standards in a Government Bureaucracy: Analytical Essays on the JTPA Performance Standards System* (in press).  
Harriet Orcutt Duleep, Mark C. Regets, and Seth Sanders, *A New Look at Human Capital Investment: A Study of Asian Immigrants and Their Family Ties* (completed).  
Robert Haveman, Andrew Bershadker, and Jonathan Schwabish, *U.S. Human Capital and Its Utilization: 1975–1998* (published 2003).  
Christopher J. Flinn, *The Minimum Wage and Labor Market Outcomes: Theory and Evidence* (completed).  
Wayne Vroman, *An International Comparative Study of Employment Security Policy* (published 2005).  
John Turner, *Public Policy toward Defined Contribution Pensions: A Comparative Analysis* (published 2006).  
Brian McCall, *Incentive Effects of Unemployment Insurance: Implications for Public Policy* (in progress).  
Edward Wolff, *The Transformation of the American Pension System* (in progress).  
Ralph E. Smith, *The Secular Rise in Unemployment Insurance Exhaustions* (in progress).

Small Grants Program, 2008 to present.

### **COMMITTEE WORK**

Self-Study Committee, Department of Economics, Michigan State University, 2004–2005.

Undergraduate Instruction Committee, Department of Economics, Michigan State University, 1982–1983; 1992–1993; 1996–1999; 2003–2006.

Undergraduate Programs Committee, College of Business, Michigan State University, 1995–1998.

Committee Chair, 1995–1996.

Chair, Subcommittee on Mathematics in the Undergraduate Curriculum, 1996–1998.

Computer Committee, Department of Economics, Michigan State University, 2000–2004.

Economics Department Data Center Coordinator, 2002–2007.

Graduate Admissions and Awards Committee, Department of Economics, Michigan State University, 1990–1991.

Graduate Instruction Committee, Department of Economics, Michigan State University, 1987–1989.

Advisory Committee, Department of Economics, Michigan State University, 1983–1984.

Seminar Series Coordinator, W.E. Upjohn Institute, 1997–2003, 2007 to present.

Dissertation Award Committee, W.E. Upjohn Institute, 1996, 1998, 2000, 2005, 2006, 2009.

Computer Committee, W.E. Upjohn Institute, 1991–1992, 1996–1997.

Grant Selection Committee, W.E. Upjohn Institute, 1984 to present.

Policy, Evaluation, and Planning Committee, Department of Economics, Pennsylvania State University, 1980–1982.

Coordinator, Labor Economics Workshop, Department of Economics, Pennsylvania State University, 1979–1980.