

SUSAN N. HOUSEMAN

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W.E. Upjohn Institute for
Employment Research
300 S. Westnedge Ave.
Kalamazoo, MI 49007-4686

Phone: (269) 385-0434
houseman@upjohn.org

EMPLOYMENT AND AFFILIATIONS

- 2017 – Present Vice-President and Director of Research, W.E. Upjohn Institute for Employment Research
- 1989 – 2017 Economist/Senior Economist, W.E. Upjohn Institute for Employment Research
- 2016 – Present Research Fellow, Institute of Labor Economics (IZA, Bonn, Germany)
- 2013 – Present Member, National Bureau of Economic Research, Conference on Research in Income and Wealth
- 1985 – 1989 Assistant Professor/Associate Professor, University of Maryland, School of Public Affairs
- 1985 – 1989 Visiting Scholar, The Brookings Institution

PROFESSIONAL AWARDS

Society of Labor Economists Prize for Contributions to Data and Measurement, 2023

David A. Wells Prize in Economics, Harvard University, 1985-86

CURRENT AND RECENT PROFESSIONAL SERVICE

U.S. Bureau of Labor Statistics, Technical Advisory Committee, Chair, 2012 – Present

BLS National Longitudinal Study of Youth 2026 Employment Content Panel, Work Arrangements Subcommittee, Chair, 2023

Options for a National Plan for Smart Manufacturing, National Academy of Engineering, committee member, 2022 – 2024

Outsourcing Research Network (funded by Sloan Foundation), Co-Director, 2019 – 2023

Job Quality Measurement Initiative (collaboration of foundations and U.S. Department of Labor), Federal Statistical Data committee, Co-Chair, 2022

Committee on National Statistics, National Academies, Consensus Study on Contingent and Alternative Work Arrangements, Chair, 2019 – 2020

Business and Economics Statistics section, American Statistical Association, Chair, 2020-2021

IZA, Program on Labor Statistics, Co-Director, 2016 - 2022

EDUCATION

Ph.D., Economics, Harvard University

B.A., Economics and International Relations, University of Virginia

ARTICLES AND BOOK CHAPTERS

["The Independent Contractor Workforce: New Evidence on Its Size and Composition and Ways to Improve Its Measurement in Household Surveys"](#)

ILR Review. 2024. (with Katharine Abraham, Brad Hershbein, and Beth Truesdale)

["Contract Work at Older Ages."](#)

Journal of Pension Economics and Finance 20(3): 426–447. 2021. (with Katharine G. Abraham and Brad J. Hershbein).

["The Effects of the Affordable Care Act on Part-Time Employment: Early Evidence."](#)

Journal of Human Resources. 2020 (with Marcus Dillender and Carolyn J. Heinrich).

["The Effect of Work First Job Placements on the Distribution of Earnings: An Instrumental Variable Quantile Regression Approach."](#)

Journal of Labor Economics 35(1): 149–190, 2017 (with David Autor and Sari Pekkala Kerr).

["Health Insurance Reform and Part-Time Work: Evidence from Massachusetts."](#)

Labour Economics 43: 151-158, 2016 (with Marcus Dillender and Carolyn Heinrich).

["Measuring Manufacturing: How the Computer and Semiconductor Industries Affect the Numbers and Perceptions."](#)

In *Measuring Globalization: Better Trade Statistics for Better Policy – Volume I. Biases to Price, Output, and Productivity Statistics from Trade*, Susan N. Houseman and Michael Mandel, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, pp. 151–194, 2015 (with Timothy J. Bartik and Timothy J. Sturgeon). (Previously published as Upjohn Institute Working Paper 14-209.)

["Proposal 12: Encouraging Work Sharing to Reduce Unemployment."](#)

In *Policies to Address Poverty in America*, Melissa S. Kearney and Benjamin H. Harris, eds. Washington, DC: The Brookings Institution, pp. 1-10, 2014 (with Katharine G. Abraham).

"Temporary Agency Work."

IZA World of Labor 2014: 27.

"Short-Time Compensation as a Tool to Mitigate Job Loss? Evidence on the U.S. Experience During the Recent Recession."

Industrial Relations: A Journal of Economy and Society 53(4): 543-567, 2014 (with Katharine G. Abraham).

"Manufacturers' Outsourcing to Staffing Services."

Industrial and Labor Relations Review 65(3): 533-559, July 2012. (with Matthew Dey and Anne Polivka).

"Offshoring Bias in U.S. Manufacturing."

Journal of Economic Perspectives 25(2): 111-132, 2011 (with Christopher Kurz, Paul Lengermann, and Benjamin Mandel). Technical working paper version:
<http://www.federalreserve.gov/pubs/ifdp/2010/1007/ifdp1007.pdf>.

"Not All Productivity Gains Are the Same. Here's Why."

What Matters, McKinsey & Company, June 1, 2011 (with Michael Mandel).

"Offshoring and Import Price Measurement."

Survey of Current Business, February 2011.

"Do Temporary-Help Jobs Improve Labor Market Outcomes for Low-Skilled Workers? Evidence from 'Work First.'"

American Economic Journal: Applied Economics 2(3): 96-128, 2010 (with David H. Autor).

"What Do We Know about Contracting Out in the United States? Evidence from Household and Establishment Surveys."

In *Labor in the New Economy*, Katharine G. Abraham, James R. Spletzer, and Michael J. Harper, eds. Chicago: University of Chicago Press. pp. 267-304, 2010 (with Matthew Dey and Anne Polivka).

"Introduction and Overview."

In *A Future of Good Jobs? America's Challenge in the Global Economy*, Timothy J. Bartik and Susan N. Houseman, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, pp. 1-16, 2008 (with Timothy J. Bartik).

["Removing Barriers to Work for Older Americans."](#)

In *A Future of Good Jobs? America's Challenge in the Global Economy*, Timothy J. Bartik and Susan N. Houseman, eds. Kalamazoo, MI: W.E. Upjohn Institute, pp. 161–202, 2008 (with Katharine G. Abraham).

["Outsourcing, Offshoring and Productivity Measurement in United States Manufacturing."](#)

International Labour Review 146(1-2): 61–80, 2007.

["Temporary Agency Employment: A Way Out of Poverty?"](#)

In *Working and Poor: How Economic and Policy Changes Are Affecting Low-Wage Workers*, Rebecca M. Blank, Sheldon H. Danziger, and Robert F. Schoeni, eds. New York: Russell Sage Foundation, pp. 312–337, 2006 (with David Autor).

["Work and Retirement Plans among Older Americans."](#)

In *Reinventing the Retirement Paradigm*, Robert L. Clark and Olivia S. Mitchell, eds. Oxford, UK; New York: Oxford University Press, pp. 70–91, 2005 (with Katharine G. Abraham).

["The Drive for Flexibility and the Growth of 'Flexible' Staffing Arrangements."](#)

In *Work in the Global Economy: Papers and Proceedings of an International Symposium*, Tokyo, 1-3 December 2003, Jean-Pierre Lavié, Mitsuko Horiuchi, and Kazuo Sugeno, eds. Geneva: International Labour Organization (International Institute for Labour Studies), pp. 39–50, 2004.

["The Benefits Implications of Recent Trends in Flexible Staffing Arrangements."](#)

In *Benefits for the Workplace of the Future*, Olivia S. Mitchell, David S. Blitzstein, Michael Gordon, and Judith F. Mazo, eds. Philadelphia, PA: University of Pennsylvania Press, pp. 89–109, 2003.

["The Effects of Temporary Services and Contracting Out on Low-Skilled Workers: Evidence from Auto Suppliers, Hospitals, and Public Schools."](#)

In *Low-Wage America: How Employers Are Reshaping Opportunity in the Workplace*, Eileen Appelbaum, Annette Bernhardt, and Richard J. Murnane, eds. New York: Russell Sage Foundation, pp. 368–403, 2003 (with Arne L. Kalleberg and George A. Erickcek).

["The Growth of Nonstandard Employment in Japan and the United States: A Comparison of Causes and Consequences."](#)

In *Nonstandard Work in Developed Economies: Causes and Consequences*, Susan Houseman and Machiko Osawa, eds. Kalamazoo, MI: W.E. Upjohn Institute, pp.175–214, 2003 (with Machiko Osawa).

["The Role of Temporary Agency Employment in Tight Labor Markets."](#)

Industrial and Labor Relations Review 57(1): 105–127, 2003 (with Arne L. Kalleberg and George A. Erickcek).

["The Role of Temporary Employment Agencies in Welfare to Work: Part of the Problem or Part of the Solution?"](#)

Focus 22(1): 63–70, 2002 (with David Autor).

["Why Employers Use Flexible Staffing Arrangements: Evidence from an Establishment Survey."](#)

Industrial and Labor Relations Review 55(1): 149–170, 2001.

["The Implications of Flexible Staffing Arrangements for Job Stability."](#)

In *On the Job: Is Long-Term Employment a Thing of the Past?* David Neumark, ed. New York: Russell Sage Foundation, pp. 427–462, 2000 (with Anne E. Polivka).

["Employability: An Overview of Concepts and Programmes in the United States."](#)

In *Employability: Concepts and Policies: Report 1998*, Bernard Gazier, ed. Berlin: Institute for Applied Socio-Economics, pp. 244–267, 1999 (with Lillian Vesic-Petrovic).

["What is the Nature of Part-Time Work in the United States and Japan?"](#)

In *Part-Time Prospects: An International Comparison of Part-time Work in Europe, North America and the Pacific Rim*, Jacqueline O'Reilly and Colette Fagan, eds. London: Routledge, pp. 232–251, 1998 (with Machiko Osawa).

["Labor Standards in Alternative Work Arrangements."](#)

Labor Law Journal 49(7): 1135–1142, 1998. [Also in *Proceedings of the Fiftieth Annual Meeting of the Industrial Relations Research Association*, v.2, pp. 1135–1142, 1998].

["The Effects of Employer Mandates."](#)

In *Generating Jobs: How to Increase Demand for Less-Skilled Workers*, Richard B. Freeman and Peter Gottschalk, eds. New York: Russell Sage Foundation, pp. 154–191, 1998.

["External and Internal Labor Market Flexibility: An International Comparison."](#)

In *The Human Resource Management Handbook, Part II*, David Lewin, Daniel J. B. Mitchell, and Mahmood A. Zaidi, eds. Greenwich, CT: JAI Press, pp. 21–43, 1997.

["Earnings Inequality in Germany."](#)

In *Differences and Changes in Wage Structures*, Richard B. Freeman, and Lawrence Katz, eds. Chicago: University of Chicago Press, pp. 371–403, 1995 (with Katharine G. Abraham).

["Job Growth and the Quality of Jobs in the U.S. Economy."](#)

Labour (Special issue): S93–S124, 1995.

["Labor Adjustment under Different Institutional Structures: A Case Study of Germany and the United States."](#)

In *Institutional Frameworks and Labor Market Performance: Comparative Views on the U.S. and German Economies*, Friedrich Buttler, Wolfgang Franz, Ronald Schettkat, and David Soskice, eds. London: Routledge, pp. 285–315, 1995 (with Katharine G. Abraham).

["Part-Time and Temporary Employment in Japan."](#)

Monthly Labor Review 118(10): 10–18, 1995 (with Machiko Osawa).

["Part-Time Employment in Europe and Japan."](#)

Journal of Labor Research 16(3): 249–262, 1995.

["Does Employment Protection Inhibit Labor Market Flexibility? Lessons from Germany, France, and Belgium."](#)

In *Social Protection versus Economic Flexibility? Is There a Trade-off?* Rebecca M. Blank, ed. Chicago: The University of Chicago Press, pp. 59–93, 1994 (with Katharine G. Abraham).

["Female Workers as a Buffer in the Japanese Economy."](#)

The American Economic Review 83(2): 45–51, 1993 (with Katharine G. Abraham).

["Job Security in America: A Better Approach."](#)

The Brookings Review 11(3): 34–35, 1993 (with Katharine G. Abraham).

["The Equity and Efficiency of Job Security: Contrasting Perspectives on Collective Dismissal Laws in Western Europe."](#)

In *New Developments in the Labor Market: Toward a New Institutional Paradigm*, Katharine G. Abraham and Robert B. McKersie, eds. Cambridge, Mass.: MIT Press, pp. 185–211, 1990.

["Job Security and Work Force Adjustment: How Different are U.S. and Japanese Practices?"](#)

Journal of the Japanese and International Economies 3(4): 500–521, 1989 (with Katharine G. Abraham). Also in *Employment Security and Labor Market Behavior: Interdisciplinary Approaches and International Evidence*, Christoph F. Buechtemann, ed. Ithaca, NY: ILR Press, pp. 180–199, 1993 (with Katharine G. Abraham); and in *Dynamic Labor Demand and Adjustment Costs*, Giorgio Galeazzi and Daniel S. Hamermesh, eds. Brookfield, VT: Edward Elgar Publishing, pp. 280–301, 1992 (with Katharine G. Abraham).

"Employment Security and Employment Adjustment."

In *Industrial Relations Research Association Series, Proceedings of the Fortieth Annual Meeting*, Barbara D. Dennis, ed. Madison, WI: Industrial Relations Research Association, pp. 44–54, 1988 (with Katharine G. Abraham).

“Shorter Working Time and Job Security: Labor Adjustment in the Steel Industry.”

In *Employment, Unemployment and Labor Utilization*, Robert A. Hart, ed. London: Unwin Hyman, pp. 64–85, 1988.

“Job Security and Economic Adjustment: Lessons from Steel.”

The Brookings Review 5(3): 40–46, 1987.

WORKING AND POLICY PAPERS

[“How Many Independent Contractors Are There and Who Works in These Jobs?”](#)

Policy Brief, Upjohn Institute. March 2023 (with Katharine Abraham, Brad Hershbein, and Beth Truesdale)

[“Policies to Improve Workforce Services for Older Americans.”](#)

Brookings Institution. November 2020 (with Katharine G. Abraham)

[“Extending Unemployment Insurance Benefits to Workers In Precarious and Nonstandard Arrangements.”](#)

MIT Work of the Future. Research Brief. November 2020 (with Katharine G. Abraham and Christopher J. O’Leary).

[“Understanding the Decline of U.S. Manufacturing Employment.”](#)

Upjohn Institute Working Paper No. 18-287. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2018.

[“Manufacturers' Outsourcing to Temporary Services: A Research Update.”](#)

Bureau of Labor Statistics, Working Paper 493, January 2017.

[“Domestic Outsourcing in the United States: A Research Agenda to Assess Trends and Effects on Job Quality.”](#)

Upjohn Institute Working Paper No. 16-253. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2016 (with Annette Bernhardt, Rosemary L. Batt, and Eileen Appelbaum).

Update: [“Data Needs for Research on Domestic Outsourcing in the United States.”](#)

Memorandum. Upjohn Institute for Employment Research. January 2017 (with Annette Bernhardt).

BOOKS

[*Measuring Globalization: Better Trade Statistics for Better Policy.*](#)

2015. (edited with Michael Mandel). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[*A Future of Good Jobs? America's Challenge in the Global Economy.*](#)

2008. (edited with Timothy J. Bartik). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[*Nonstandard Work in Developed Economies: Causes and Consequences.*](#)

2003. (edited with Machiko Osawa). Kalamazoo, MI: W.E. Upjohn Institute Employment Research

[*Working Time in Comparative Perspective. Volume II: Life-Cycle Working Time and Nonstandard Work.*](#)

2001. (edited with Alice Nakamura). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[*Job Security in America: Lessons from Germany.*](#)

1993. (with Katharine G. Abraham). Washington, DC: Brookings Institution.

[*Industrial Restructuring with Job Security: The Case of European Steel.*](#)

1991. Cambridge, MA: Harvard University Press.

OP-EDS, MEDIA, AND NEWSLETTERS

["Since Work is Rare, It's Time to Share."](#)

Wall Street Journal, May 11, 2020.

["The Smart Way to Save Jobs in the Time of Coronavirus."](#)

Politico, March 18, 2020.

["Don't Blame the Robots! An Interview on Manufacturing, Automation, and Globalization with Susan Houseman."](#)

The Washington Post, October 18, 2016.

["Full Employment Requires Job Growth in Manufacturing, Reduction in Trade Deficit."](#)

Roll Call, April 2, 2014 (with Dean Baker).

["Trade, Competitiveness and Employment in the Global Economy."](#)

Employment Research 21(1): 1–4, 2014.

["The Debate over the State of U.S. Manufacturing: How the Computer Industry Affects the Numbers and Perceptions."](#)

Employment Research 19(3): 1–4, 2012.

["Missing Pieces: A New Report to Congress Details Biases and Gaps in Economic Statistics Resulting from Globalization."](#)

Employment Research 17(4): 1–4, 2010.

["Measuring Offshore Outsourcing and Offshoring: Problems for Economic Statistics."](#)
Employment Research 16(1): 1–3, 2009 (with Katharine G. Abraham).

["Short-Time Compensation is a Missing Safety Net for U.S. Economy in Recessions."](#)
Employment Research 16(3): 3, 2009.

["Do Temporary Jobs Help Low-Skilled Workers? Surprising Data from Detroit."](#)
Communities & Banking 18(4) (Fall 2007): 6–8 (with David Autor).

["A Future of Good Jobs? America's Challenge in the Global Economy."](#)
Employment Research 14(4): 1–3, 2007 (with Timothy J. Bartik).

["Outsourcing to Staffing Services: How Manufacturers' Use of Staffing Agencies Affects Employment and Productivity Measurement."](#)
Employment Research 14(1): 4–6, 2007 (with Matthew Dey and Anne E. Polivka).

["Work and Retirement Plans among Older Americans."](#)
Employment Research 11(4): 1–4, 2004 (with Katharine G. Abraham).

["Temporary Services and Contracting Out: Effects on Low-Skilled Workers."](#)
Employment Research 9(3): 1–3, 2002 (with George Erickcek).

["Temporary Employment in Auto Supply."](#)
Employment Research 9(1): 6, 2002 (with George Erickcek and Arne Kalleberg).

["The Policy Implications of Nonstandard Work Arrangements."](#)
Employment Research 6(2): 5–7, 1999.

["New Institute Survey on Flexible Staffing Arrangements."](#)
Employment Research 4(1): 1, 3–4, 1997.

["Job Security v. Labor Market Flexibility: Is There a Tradeoff?"](#)
Employment Research 1(1): 1, 3, 1994.

REPORTS

[What Do We Know About Alternative Work Arrangements in the United States? A Synthesis of Research Evidence from Household Surveys and Administrative Data.](#) 2022.

Paper prepared for U.S. Department of Labor (with Katharine G. Abraham).

[Contingent and Alternative Employment: Lessons from the Contingent Worker Supplement, 1995–2017.](#)

Paper prepared for U.S. Department of Labor (with Katharine G. Abraham).

[Measuring Alternative Work Arrangements for Research and Policy.](#)

Consensus Study Report of the National Academies of Science, Engineering, and Medicine. (Panel Chair). National Academies Press, 2020.

[Demonstration and Evaluation of the Short-Time Compensation Program in Iowa and Oregon: Final Report.](#)

Report prepared for the Chief Evaluation Office, U.S. Department of Labor, June 28, 2017 (lead author, with Frank Bennici, Susan Labin, Katharine G. Abraham, Chris O’Leary, and Richard Sigman).

[Measurement Issues Arising from the Growth of Globalization: Conference Papers.](#)

Washington, DC: National Academy of Public Administration; W.E. Upjohn Institute for Employment Research, August 2010 (with Kenneth F. Ryder, Jr.).

[Measurement Issues Arising from the Growth of Globalization: Conference Summary.](#)

Washington, DC: National Academy of Public Administration; W.E. Upjohn Institute for Employment Research, August 2010 (with Kenneth F. Ryder, Jr.).

Flexible Staffing Arrangements: A Report on Temporary Help, On-Call, Direct-Hire Temporary, Leased, Contract Company, and Independent Contractor Employment in the United States.

U.S. Department of Labor, Office of the Assistant Secretary for Policy (Contract no. 4030UQQF-99-2531-11354-000-00), August 1999.

Labor Policy Evaluation: Lessons from the American Experience.

[Final Report] Seminar on “Benchmarking European Labour Market Policies” sponsored by Fondazione Giacomo Brodolini, Rome, Italy, October 3, 1997 [August 1997, revised November 1997].

[Summary Findings of a Report on Temporary, Part-Time, and Contract Employment in the United States.](#)

U.S. Department of Labor (Contract no. 41USC252D3), May 1997 (with George A. Erickcek).

Temporary, Part-Time, and Contract Employment in the United States: A Report on the W.E. Upjohn Institute’s Employer Survey on Flexible Staffing Policies.

[Final Report] U.S. Department of Labor (Contract no. 41USC252C3), Office of the Assistant Secretary for Planning, November 1996, revised June 1997.

Labor Market Adjustment in Europe, Japan, and the United States.

[July 1994] Organization for Economic Cooperation and Development (OECD) workshop on Labor Market Adjustment, Paris, October 4–5, 1994.

Part-Time and Temporary Employment in Japan: A Comparison with the United States.

Bureau of International Labor Affairs and U.S. Department of Labor, June 1994 (with Machiko Osawa). [Contract no. B9K33540 from the Bureau of International Labor Affairs, U.S. Department of Labor].

Labor Adjustment Policies and Practices: A Study of U.S. and European Approaches in the Steel Industry.

[Final Report] Task Force on Economic Adjustment and Worker Dislocation, Bureau of International Labor Affairs, U.S. Department of Labor, April 1987. (Issued by School of Public Affairs, University of Maryland.)