

# Curriculum Vitae

## Susan N. Houseman

Vice-President and Director of Research  
W.E. Upjohn Institute for Employment Research  
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### CURRENT AND PAST POSITIONS

- 2017 – Vice-President and Director of Research, Upjohn Institute for Employment Research
- 1989 – 2017 Economist/Senior Economist, Upjohn Institute for Employment Research
- 2016 – Research Fellow, Institute of Labor Economics (IZA, Bonn, Germany)
- 2013 – 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

### CURRENT PROFESSIONAL SERVICE

- U.S. Bureau of Labor Statistics, Technical Advisory Committee, Chair, 2012 – present
- American Economic Association, Committee on Government Relations, 2014 – present
- Labor and Employment Relations Association, ASSA program committee 2015 – present, current co-chair
- Institute of Labor Economics (IZA), Program on Labor Statistics, Co-Director, 2016 – present

### EDUCATION

Harvard University, Ph.D. and M.A. in Economics  
Received 1985–86 Wells Prize for Outstanding Dissertation in Economics  
University of Virginia, B.A. in Economics and International Relations  
Graduated with High Honors, Phi Beta Kappa

### 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 for 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 Abraham). Washington, DC: Brookings Institution.

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

1991. Cambridge, MA: Harvard University Press.

## RECENT WORKING PAPERS

[\*\*\*“Understanding the Decline in Manufacturing Employment.”\*\*\*](#) Upjohn Institute Working Paper. Forthcoming: Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[\*\*\*“The Effects of the Affordable Care Act on Part-Time Employment: Early Evidence.”\*\*\*](#) Upjohn Institute Working Paper No. 16-258. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2016 (with Marcus Dillender and Carolyn J. Heinrich).

[\*\*\*“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)

[\*\*\*“Temporary Help Employment in Recession and Recovery.”\*\*\*](#) Upjohn Institute Working Paper No. 15-227. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2015 (with Carolyn Heinrich).

## ARTICLES AND BOOK CHAPTERS

[\*\*\*“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.)

Research update: "**Is American Manufacturing in Decline?**" October 2016.

**"Introduction"** [to *Measuring Globalization*, Vol. 1].

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. 1–17, 2015.

**"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 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 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 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 Laviee, 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 F. 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 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 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.

**ARTICLES APPEARING IN MEDIA OUTLETS AND NEWSLETTERS**

**[“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 / Commentary.”](#)**

*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 Recession.”](#)**

*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

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

Report prepared for the Chief Evaluation Office, U.S. Department of Labor, June 28, 2017 (lead author, with Frank Bennici, Susan Labin, Katharine 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].

**GRANTS AND CONTRACTS**

- 10/2/17-  
10/1/19 Co-Principal Investigator, *Alternative Work Arrangements: Development Better Measures in Household Surveys*, The Marion Ewing Kauffman Foundation and The Russell Sage Foundation
- 11/1/14-  
1/31/16 Co-Principal Investigator, *Working Group on Domestic Outsourcing*  
Russell Sage Foundation, The Ford Foundation
- 06/01/13-  
06/30/17 Principal Investigator, *Demonstration of the Short-Time Compensation Program*,  
U.S. Department of Labor
- 10/01/2012-  
12/31/2012 Technical review of *Evaluation of the Work-Sharing Program: File Review of Work-Sharing Agreements and Program Documentation*  
Human Resources and Skills Development Canada
- 07/01-2011-  
07/01/2014 Co-Director, [Measuring the Impact of Globalization](#)  
Alfred P. Sloan Foundation
- 07/01/2008-  
09/30/2010 Director, [Measurement Issues Arising from the Growth of Globalization](#)  
U.S. Bureau of Economic Analysis
- 01/01/2008-  
06/30/2010 Director, [The Impact of Globalization on the Measurement of Economic Statistics](#)  
Alfred P. Sloan Foundation
- 01/01/2006-  
12/31/2008 Co-principal investigator, [The Consequences of Temporary Agency Employment for Low-Skilled Workers](#)  
Russell Sage Foundation
- 07/01/2001-  
09/01/2003 Co-principal investigator, **Effects of Temporary Agency Placements on Low-Skilled Workers**  
Russell Sage Foundation; The Rockefeller Foundation
- 06/01/2000-  
06/01/2001 Co-principal investigator, **Effects of Temporary Agency Placements on Low-Skilled Workers**  
The Ford Foundation

09/01/1998– Co-principal investigator, **Flexible Staffing Practices and Job Retention**  
09/01/2000 Russell Sage Foundation

- 05/01/1999–  
08/01/1999 Principal investigator, **Alternative Work Arrangements**  
U.S. Department of Labor
- 05/23/1997–  
02/28/1998 Co-principal investigator, **Job Stability and Contingent Workers**  
Russell Sage Foundation
- 05/15/1996–  
10/04/1996 Principal investigator, **Contingent Workers**  
U.S. Department of Labor
- 07/01/1994–  
01/31/1995 Principal investigator, **Comparison of Employment Adjustment and Job Stability  
in Industrialized Countries**  
OECD
- 07/01/1993–  
05/01/1994 Principal investigator, **Employment Adjustment and Security: Comparison of U.S.  
and Japan** U.S. Department of Labor