

Curriculum Vitae

H. Allan Hunt

Senior Economist
W.E. Upjohn Institute for Employment Research
300 S. Westnedge Ave.
Kalamazoo, MI 49007
269-343-5541
hunt@upjohn.org
<http://www.upjohn.org/staff/hunt.html>
CITIZENSHIP: U.S.
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EDUCATIONAL BACKGROUND

- 1974 Ph.D. University of California, Berkeley
Major field of labor economics, minor field of comparative economic systems. Study concentrated in labor economics and industrial relations
- 1966 M.S. Lehigh University, Bethlehem, Pennsylvania
Major in business economics. Concentration of study in business cycles and forecasting, labor economics, and industrial relations
- 1964 B.S. University of Wisconsin, Madison
Major in psychology, minor in economics. General psychology major with focus of study on industrial relations issues

HONORS AND AWARDS

- 1998 ARCA Research Award, American Rehabilitation Counseling Association
- 1993 National Academy of Social Insurance
- 1990 ARCA Research Award, American Rehabilitation Counseling Association
- 1982 Clarence A. Kulp Memorial Award, American Risk and Insurance Association

PROFESSIONAL ORGANIZATIONS

Association for Public Policy Analysis and Management

Labor and Employment Relations Association

National Academy of Social Insurance

EMPLOYMENT HISTORY

- 2007-Present Senior Economist, W.E. Upjohn Institute for Employment Research, Kalamazoo, MI
- 1989-2007 Assistant Executive Director, W.E. Upjohn Institute for Employment Research, Kalamazoo, MI

1982-1989	Manager of Research, W.E. Upjohn Institute for Employment Research, Kalamazoo, MI
1978-1982	Senior Research Economist, W.E. Upjohn Institute for Employment Research, Kalamazoo, MI
1974-1978	Assistant Professor, Department of Economics, University of Connecticut, Storrs

OTHER PROFESSIONAL EXPERIENCE

2010	Member, Expert Advisory Panel on Occupational Health and Safety , Ministry of Labour, Toronto, Ontario, Canada
2010-Present	Member, Occupational Information Development Advisory Panel (OIDAP), Social Security Administration
2007-Present	Project Director, " Equity, Adequacy and Efficacy of Workers' Compensation Benefits for Serious Injuries ," Workers Compensation Research Institute, Cambridge, MA
2007-2010	Project Director, " Washington State Pension System Review ," Washington Department of Labor and Industries, Olympia, WA
2010	Service Delivery Core Review: A Reappraisal , Prepared for WorkSafe BC, British Columbia, Canada
2010	Reviewer, Research Grants Program of the Ontario Workplace Safety and Insurance Board (WSIB)
2010	Peer Reviewer, Research Secretariat of WorkSafeBC
2010	Reviewer, NIOSH Panel B: Intervention/Measurement/Training/Evaluation Panel Review Proposals on "Intervention, Measurement, Training & Evaluation"
2007	External Review Panel, Invited Contributor, Institute for Work and Health
2006	IAIABC Research Awards Panel
2005-2008	Cornell Rehabilitation Research and Training Center on Disability Employment Policy - External Panel of Experts
2004	Congressional Testimony for the House Committee on Education and the Workforce, Subcommittee on Workforce Protections hearing entitled "Examining the Federal Employees' Compensation Act and Its Benefits for Workers"
2004-2007	Vice-Chair, Steering Committee on Workers' Compensation, National Academy of Social Insurance
2003-2004	Subject Matter Expert for <i>Federal Employees Compensation Act (FECA) Program Effectiveness Study</i> , Developed for the Office of Workers' Compensation Programs (OWCP), U.S. Department of Labor, by ICF Consulting, Under GSA Contract

Schedule GS-23F 8182H

- 2002 Service Delivery Core Review, Prepared for WorkSafe BC, British Columbia, Canada
- 2001-2002 Member, Technical Evaluation Support Group, Ticket to Work Evaluation Design, Cornell University Center for Policy Research
- 1998-2002 Co-Principal Investigator, Westat, Inc., National Study of Health and Activity (nee Disability Evaluation Study), Social Security Administration
- 1997-2003 Steering Committee on Workers' Compensation, National Academy of Social Insurance; Chair of Subcommittee on Cash Benefit Adequacy
- 1996-1998 Project Director, Administrative Inventory of Victorian Workers' Compensation System. Sponsored by Victorian WorkCover Authority, Australia
- 1995-1996 Project Director, Lessons from Workers' Compensation Insurance Systems in North America for Victoria. Sponsored by Victorian WorkCover Authority, Australia
- 1994-1995 Project Director, Workers' Compensation in British Columbia: Administrative Inventory Follow-Up. Sponsored by Workers' Compensation Board of British Columbia, Canada
- 1992-1993 Principal Investigator, Comparison of Measures to Assess Employer Injury Rate Patterns. Sponsored by Office of Statistics, Occupational Safety and Health Administration, U.S. Department of Labor
- 1991 Project Director, Workers' Compensation in British Columbia: Administrative Inventory. Sponsored by Workers' Compensation Board of British Columbia, Canada
- 1989-1993 Project Director, Disability Prevention among Michigan Employers. Sponsored by the Michigan Department of Labor, Bureau of Safety and Regulation, Safety Education and Training Division, Lansing, MI
- 1989-1990 Project Co-Director, Rehabilitation International, New Technology and Employment of Persons with Disabilities (Phase 2). Sponsored by International Labor Organization, Geneva
- 1989 Project Director, Workers' Compensation in Michigan: Administrative Inventory. Sponsored by Workers Compensation Research Institute, Cambridge, MA
- 1987-1988 Consultant Panel, U.S. General Accounting Office, Veterans' Compensation Issues
- 1987-1989 Project Director, Differences Among Employers in Workers' Compensation Claims Incidence. Sponsored by the Michigan Department of Labor, Bureau of Workers' Disability Compensation, Lansing, MI
- 1985-1986 Project Director, Clerical Work and Technological Change. Sponsored by National Commission for Employment Policy and National Academy of Sciences
- 1984-1985 Project Director, Data Sources to Study the Employment Effects of Technological Change. Sponsored by National Academy of Sciences, Panel on Technology and Women's Employment

- 1983-1985 Field Associate, Westat, Inc. JTPA Implementation Study. Sponsored by U.S. Department of Labor, Employment and Training Administration
- 1983 Consultant, Computerized Manufacturing Automation Study, Office of Technology Assessment, U.S. Congress
- 1982-1983 Project Director, Employment Implications of Robotics. Sponsored by Michigan Occupational Information Coordinating Committee
- 1980 Field Research Associate, Bureau of Social Science Research, Employment and Training Evaluation Project
- 1979-1981 Field Research Associate, Princeton University Monitoring Study of Public Service Employment Programs
- 1979-1980 Technical Consultant, Michigan Workers' Compensation Reform Task Force
- 1978-1979 Project Director, Michigan Closed Case Survey

BOOKS

[*Adequacy of Earnings Replacement in Workers' Compensation Programs: A Report of the Study Panel on Benefit Adequacy of the Workers' Compensation Steering Committee, National Academy of Social Insurance.*](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2004 (editor and contributor)

[*Ensuring Health and Income Security for an Aging Workforce.*](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001 (edited with Peter P. Budetti, Richard V. Burkhauser, and Janice M. Gregory)

[*New Technologies and the Employment of Disabled Persons.*](#)

Geneva, Switzerland: International Labor Office, 1992 (edited with Monroe Berkowitz)

[*Workers' Compensation in Michigan: Administrative Inventory.*](#)

Cambridge, MA: Workers Compensation Research Institute, 1990 (with Stacey M. Eccleston)

[*Clerical Employment and Technological Change.*](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1986 (with Timothy L. Hunt)

[*Human Resource Implications of Robotics.*](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1983 (with Timothy L. Hunt)

[*Workers' Compensation System in Michigan: A Closed Case Survey.*](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1982

[*Inflation Protection for Workers' Compensation Claimants in Michigan: A Simulation Study.*](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1981 [Nominated for 1983 Kulp Memorial Prize, American Risk and Insurance Association]

[*Workers' Compensation and Work-Related Illnesses and Diseases.*](#)

Cambridge MA: MIT Press, 1980 [1982 Kulp Memorial Prize Winner, American Risk and Insurance Association]

COMMISSIONED REPORTS

[Service Delivery Core Review: A Reappraisal.](#)

WorkSafe BC, Government of British Columbia, May 10, 2010

[Washington Pension System Review: Compromise and Release Settlements in Workers' Compensation: Final Report.](#)

State of Washington, Department of Labor & Industries, Olympia, Washington, December 21, 2010 (with Peter Barth)

[Washington Pension System Review: Workers' Compensation Reemployment Programs Options for Modifying the Pension System: Final Report.](#)

State of Washington, Department of Labor & Industries, Olympia, Washington, December 30, 2010 (with Peter S. Barth)

[Washington Pension System Review.](#)

State of Washington, Department of Labor & Industries, Olympia, Washington, November 12, 2008 (with Peter S. Barth, Heather Grob, Henry Harder, and Michael Silverstein) [Upjohn Institute Technical Report No. 08-025]

[Why Not the Best? Service Delivery Core Review Report.](#)

Ministry of Skills Development and Labour, Government of British Columbia, March 2002, [Upjohn Institute Technical Report No. 02-017]

[The Third Way: Prevention and Compensation of Work Injury in Victoria, Australia.](#)

Victorian WorkCover Authority, Melbourne, Australia, February 2000 (with Peter S. Barth, Alan Clayton, Ralph W. McGinn, Robert W. Klein, and Terrance J. Bogyo) [Upjohn Institute Technical Report No. 00-015]

[The DES Analysis/Evaluation Plan: Task 4, Report 8.](#)

Submitted to the Social Security Administration, Office of Acquisition and Grants. A part of the DES (Disability Evaluation Study), later named NSHA (National Study of Health and Activity), August 20, 1999 (with Kelly DeRango, Richard Burkhauser, and J.S. Butler)

[Victorian Workers' Compensation System: Review and Analysis, Vol. II.](#)

Victorian WorkCover Authority, Melbourne, Australia, July 1998 (with Peter S. Barth, Alan Clayton, and Ralph W. McGinn)

[Victorian Workers' Compensation System: Review and Analysis Vol. I.](#)

Victorian WorkCover Authority, Melbourne, Australia, August 1997 (with Peter S. Barth, Terrance J. Bogyo, Alan Clayton, Robert W. Klein, and Ralph W. McGinn)

[Vocational Rehabilitation: Policy and Practice at the WCB of British Columbia.](#)

Workers' Compensation Board of British Columbia, Richmond, British Columbia, July 1997 (with Michael J. Leahy)

[The Workers' Compensation System of British Columbia: Still in Transition.](#)

Workers' Compensation Board of British Columbia, Richmond, British Columbia, March 1996 (with Peter S. Barth, and Michael J. Leahy) [W.E. Upjohn Institute Technical Report No. 095-008]

[Workers' Compensation Insurance in North America: Lessons for Victoria?](#)

Victorian WorkCover Authority, Melbourne, Australia, W.E. Upjohn Institute Technical Report No. 96-010, November 1, 1996 (with Robert W. Klein)

[Analysis of Persistence in Employer Injury Rates, OSHA Office of Statistics.](#)

Occupational Safety and Health Administration, U.S. Department of Labor, Washington, DC, March 1993 [Also published as W.E. Upjohn Technical Report No. 93-002]

[Disability Prevention Among Michigan Employers, 1988-1993.](#)

W.E. Upjohn Institute Technical Report No. 93-004, September 1993 (with Rochelle V. Habeck, Brett VanTol, and Susan M. Scully)

[Disability Prevention among Michigan Employers, 1988-1993.](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, May, 1993 (with Rochelle V. Habeck) [Also published as W.E. Upjohn Institute Working Paper No. 93-18, May 1993]

**Workers' Compensation Board of British Columbia: Assessment Department
Administrative Inventory: Final Report.**

Workers' Compensation Board of British Columbia, Richmond, British Columbia, November 1992

[Workers' Compensation in British Columbia: An Administrative Inventory at a Time of Transition.](#)

Workers' Compensation Board of British Columbia, Richmond, British Columbia, November 1991 (with Peter S. Barth, and Michael J. Leahy)

TESTIMONY

[Testimony of H. Allan Hunt](#) presented before the Washington State Senate Labor, Commerce and Consumer Protection Committee, Olympia, WA, December 4, 2009

[Testimony of H. Allan Hunt, PhD.](#): [Hearing on "Examining the Federal Employees' Compensation Act and Its Benefits for Workers."]

U.S. House Committee on Education and the Workforce, Subcommittee on Workforce Protections, May 13, 2004

[Human Resource Policy Issues: Panel on Technology and Employment, Committee on Science, Engineering, and Public Policy.](#)

National Academy of Sciences, Committee on Science, Engineering, and Public Policy, Panel on Technology and Employment, September 19, 1986

[Hearings on the Impact of Technology on the Workforce of the 1980s.](#)

U.S. House of Representatives, Committee on Small Business, Subcommittee on General Oversight and the Economy, Washington, DC, May 17, 1983

ARTICLES, PROCEEDINGS, AND CHAPTERS

["Employee Retention and Integrated Disability Management Practices as Demand Side Factors."](#)

Journal of Occupational Rehabilitation 20(4) (2010): 443-455.

["Wage Replacement Benefits."](#)

In *Workers' Compensation: Where Have We Come From? Where Are We Going?*, Richard A.

Victor, and Linda L. Carrubba, eds. Cambridge, MA: Workers Compensation Research Institute, 2010, pp. 79-98.

[“Total Permanent Disability in Washington.”](#)

Employment Research 15(4) (October 2008): [1]-3

[“Adequacy of Workers’ Compensation Benefits: Methodological Issues.”](#)

Conference paper for Workers’ Compensation Research Group Meeting, Arizona State University, W.P. Carey School of Business, Tempe, AZ, March 16-17, 2007 (with Kelly J. DeRango, and Eva Madly)

[“The Evolution of Disability Management in North American Workers’ Compensation Programs.”](#)

Report prepared for NIDMAR (National Institute of Disability Management and Research) Victoria, British Columbia, Canada,

[“Earnings Losses for Injured Workers.”](#)

Employment Research 13(2) (April 2006): 3-5 (with Kelly DeRango, and Eva Madly)

[“Benefit Adequacy in U.S. Workers’ Compensation Programs.”](#)

In *Workers’ Compensation Compendium 2005-06, Vol. 1*, John F. Burton, Jr., Florence Blum, and Elizabeth H. Yates, eds. Princeton, NJ: Workers’ Disability Income Systems, Inc., 2005, pp. 148-153

[“Benefit Adequacy in U.S. Workers’ Compensation Programs.”](#)

Workers’ Compensation Policy Review 5(2) (March/April 2005): 9-14

[“Management and Employee Agreement on Reports of Organizational Policies and Practices Important in Return to Work Following Carpal Tunnel Surgery.”](#)

Journal of Occupational Rehabilitation 15(1) (March 2005): 17-26 (with Benjamin C. Amick, Jeffrey N. Katz, Rochelle V. Habeck, Janet Ossmann, Gopika Ramamurthy, and Valerie Soucie)

[“Performance Management in Workers’ Compensation Systems.”](#)

Employment Research 12(1) (January 2005): 1-4

[“Performance Measurement in Workers’ Compensation Systems.”](#)

In *Workplace Injuries and Diseases: Prevention and Compensation. Essays in Honor of Terry Thomason*, Karen Roberts, John F. Burton, Jr., and Matthew M. Bodah, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2005, pp. 141-170

[“Benefit Adequacy in State Workers’ Compensation Programs.”](#)

Social Security Bulletin 65(4) (2003/2004): 24-30

[“Introduction.”](#)

In *Adequacy of Earnings Replacement in Workers’ Compensation Programs: A Report of the Study Panel on Benefit Adequacy of the Workers’ Compensation Steering Committee*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2004, pp. 1-18.

[“The Adequacy and Equity of WC Benefits.”](#)

In *The Future of Workers’ Compensation: Opportunities and Challenges*, Richard A. Victor, ed. Cambridge, MA: Workers Compensation Research Institute, 2004, pp. 7-18

[“Is Compensation for Workplace Injuries Adequate?”](#)

Employment Research 9(1) (January 2002): 1-3

[“Measuring the Impact of Organizational Behaviors on Work Disability Prevention and Management.”](#)

Journal of Occupational Rehabilitation 10(1) (March 2000): 21-38 (with Benjamin C. Amick III, Rochelle V. Habeck, Anne H. Fossel, Alice Chapin, Robert Keller, and Jeffrey N. Katz)

[“Disability Management Perspectives: Developing Accommodating Work Environments through Disability Management.”](#)

American Rehabilitation 25(2) (Spring/Summer 1999): 18-25 (with Rochelle V. Habeck)

[“Institute Research and Public Policy on Disability.”](#)

Employment Research, 6(2) (Fall 1999): 2-3

[“Successful Employer Strategies for Preventing and Managing Disability.”](#)

Rehabilitation Counseling Bulletin 42(2) (December 1998): 144-161 (with Rochelle V. Habeck, Susan Scully, and Brett VanTol)

[“Three Systems of Workers’ Compensation.”](#)

Employment Research 5(2) (Fall 1998): 5-6

[“Workplace Factors Associated with Preventing and Managing Work Disability.”](#)

Rehabilitation Counseling Bulletin 42(2) (December 1998): 98-143 (with Rochelle V. Habeck, and Brett VanTol)

[“Disability Prevention and Management of Occupational Trauma and Disease: A North American Perspective.”](#)

Safety Science Monitor 1(2) (1997): 1-17

[“Economic Incentives and Disincentives in Vocational Rehabilitation.”](#)

Physical Medicine and Rehabilitation Clinics of North America 8(2) (May 1997): 263-282 (with Rochelle V. Habeck, and Jodi Saunders)

[“Disability and Work: Lessons from the Private Sector.”](#)

In *Disability, Work and Cash Benefits*, Jerry L. Mashaw, Virginia Reno, Richard V. Burkhauser, and Monroe Berkowitz, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1996, pp. 245-272 (with Rochelle V. Habeck, Patricia Owens, and David Vandergoot)

[“The Michigan Disability Prevention Study: Research Highlights.”](#)

In *1995 Workers’ Compensation Year Book*, Horsham, PA: LRP Publications, 1994, pp. I-114 – I-123 (with Rochelle V. Habeck)

UPJOHN WORKING PAPERS AND TECHNICAL REPORTS

[Washington Pension System Review.](#)

W.E. Upjohn Institute Technical Report No. 08-025, November 12, 2008 (with Peter S. Barth, Heather Grob, Henry Harder, and Michael Silverstein)

[Why Not the Best? Service Delivery Core Review Report.](#)

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[The Third Way: Prevention and Compensation of Work Injury in Victoria, Australia.](#)

W.E. Upjohn Institute Technical Report No. 00-015, February 2000 (with Peter S. Barth, Alan Clayton, Ralph McGinn, Robert W. Klein, and Terrence J. Bogyo)

Workers' Compensation Insurance in North America: Lessons for Victoria?

W.E. Upjohn Institute Technical Report No. 96-010, November 1, 1996 (with Robert W. Klein)
[for the Victorian WorkCover Authority, Melbourne, Australia]

The Workers' Compensation System of British Columbia: Still in Transition.

W.E. Upjohn Institute Technical Report No. 95-008, March 1996 (with Peter S. Barth, and
Michael J. Leahy) [for the Workers' Compensation Board of British Columbia, Richmond, British
Columbia]

Disability Prevention among Michigan Employers, 1988-1993.

W.E. Upjohn Institute Technical Report No. 93-004, September 1993 (with Rochelle V. Habeck,
Brett VanTol, and Susan M. Scully)

The Michigan Disability Prevention Study: Research Highlights.

W.E. Upjohn Institute Working Paper No. 93-18, May 1993 (with Rochelle V. Habeck)