

# CURRICULUM VITAE

## Randall W. Eberts

W.E. Upjohn Institute for Employment Research  
300 S. Westnedge Ave.  
Kalamazoo, MI 49007  
269-343-5541

[eberts@upjohn.org](mailto:eberts@upjohn.org)

<https://www.upjohn.org/about/upjohn-team/staff/randall-w-eberts>

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### FIELDS OF SPECIALIZATION

Primary research: Labor, Education, Infrastructure and Productivity, Local Public Finance

### ACADEMIC DEGREES

Ph.D. Economics, Northwestern University, June 1978

M.A. Economics, Northwestern University, June 1975

B.A. University of California, San Diego, June 1973

### POSITIONS

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|-----------|--|
| 2019-     | Senior Researcher, W.E. Upjohn Institute for Employment Research.  |
| 1993-2019 | President, W.E. Upjohn Institute for Employment Research.  |
| 1986-1993 | Assistant Vice President and Economist, Head, Regional and Applied Micro Group, Federal Reserve Bank of Cleveland. |
| 1991-1992 | Senior Staff Economist, President's Council of Economic Advisers.  |
| 1983-1987 | Associate Professor, Department of Economics, University of Oregon.  |
| 1984      | Visiting Scholar, Cleveland Federal Reserve Bank, Summer.  |
| 1981      | Visiting Assistant Professor, Department of Economics, Texas A&M University.                                       |
| 1977-1983 | Assistant Professor, Department of Economics, University of Oregon.  |
| 1979-1986 | Research Associate, Center for Educational Policy and Management, University of Oregon.                            |
| 1976-77   | Instructor, Northwestern University.   |
| 1975-76   | Teaching Assistant, Northwestern University, Mathematics Department.   |
| 1974-75   | Teaching Assistant, Northwestern University, Economics Department.   |

## PUBLICATIONS

### Labor and Urban Issues

**"Encouragement Emails Increase Participation in Reemployment Services."**

*DOL Behavioral Interventions Project Brief* (April 2016). Washington, D.C.: U.S. Department of Labor (with Matthew Darling, Christopher O'Leary, Irma Perez-Johnson, Jaclyn Lefkowitz, Ken Kline, Ben Damerow.

**"Public Workforce Programs During the Great Recession."**

*Monthly Labor Review* (July 2014): 1-18 (with Stephen A. Wandner)

**"Teachers Unions and Student Performance: Help or Hindrance?"**

*The Future of Children* 17(1) (Spring 2007): 175-200

**"The Role of Postsecondary Education in Welfare Reform: Ohio's JOBS Student Retention Program."**

*Evaluation Review* 26(6) (December 2002): 618-644 (with Kevin Hollenbeck and Jean Kimmel)

**"Teacher Performance Incentives and Student Outcomes."**

*The Journal of Human Resources* 37(4) (Autumn 2002): pp.913-927 (with Kevin Hollenbeck and Joe Stone)

**"Universities and the Startup of New Companies: Can We Generalize from Route 128 and Silicon Valley?"**

*The Review of Economics and Statistics* 75(4) (November 1993): 761-766 (with Neil Bania and Michael S. Fogarty)

**"The Effect of Federal Policies on Local Public Infrastructure Investment"**

*Public Finance Quarterly* 20(4) (October 1992): 557-571 (with William F. Fox)

**"Unionization and Cost of Production: Compensation, Productivity and Factor-Use Effects."**

*Journal of Labor Economics* 9(2) (April 1991): 171-185 (with Joe A. Stone); Federal Reserve Bank of Cleveland Working Paper No. 8701, 1987 (with Joe A. Stone)

**"Exports and Regional Economic Restructuring."**

*Regional Science Perspectives* 20(1) (1990): 39-53

**"Structure, Conduct, and Performance in the Local Public Sector."**

*National Tax Journal* 43(2) (June 1990): 165-173 (with Timothy J. Gronberg); Federal Reserve Bank of Cleveland Working Paper No. 8910, August 1989, (with Timothy J. Gronberg)

**"Teacher Unions and the Productivity of Public Schools."**

*Industrial and Labor Relations Review* 40(3) April, 1987 pp. 354-363 (with Joe A. Stone)

**"Identifying Productivity and Amenity Effects in Interurban Wage Differentials."**

*Review of Economics and Statistics* 71(3) (August 1989): 443-452 (with Patricia Beeson); Federal Reserve Bank of Cleveland Working Paper No. 8707, August 1987; *Economic Review* (Quarter 3 1987): 16-25

**"Student Achievement in Public Schools: Do Principals Make a Difference?"**  
*Economics of Education Review* 7(3) (1988): 291-299

**"Union-negotiated Employment Rules and Teacher Quits."**  
*Economics of Education Review* 6(1) (1987): 15-25

**"Teacher Unions and the Cost of Public Education."**  
*Economic Inquiry* 24(4) (October 1986): 631-643 (with Joe A. Stone)

**"On the Contract Curve: A Test of Alternative Models of Collective Bargaining."**  
*Journal of Labor Economics* 4(1) (January 1986): 66-81 (with Joe A. Stone)

**"Male-Female Differences in Promotions: EEO in Public Education."**  
*Journal of Human Resources* 20(4) (Autumn 1985): 504-521 (with Joe A. Stone)

**"Wages, Fringe Benefits, and Working Conditions: An Analysis of Compensation Differentials."**  
*Southern Economic Journal* 52(1) (July 1985): 274-280 (with Joe A. Stone)

**"A Test for Granger-Causality in a Multivariate ARMA Model."**  
*Empirical Economics* 9(1) (1984): 51-58 (with B.M. Steece)

**"Union Effects on Teacher Productivity."**  
*The Industrial and Labor Relations Review* 37(3) (April 1984): 346-358

**"How Unions Affect Management Decisions: Evidence from Public Schools."**  
*The Journal of Labor Research* 4(3) (Summer 1983): 239-247

**"Wage Gradients, Rent Gradients, and the Price Elasticity of Demand for Housing: An Empirical Investigation."**  
*Journal of Urban Economics* 12(2) (September 1982): 168-176 (with Timothy J. Gronberg)

**"Jurisdictional Homogeneity and the Tiebout Hypothesis."**  
*Journal of Urban Economics* 10(2) (September 1981): 227-239 (with Timothy J. Gronberg)

**"An Empirical Investigation of Intraurban Wage Gradients."**  
*Journal of Urban Economics* 10(1) (July 1981): 50-60

## Transportation and Economic Development

**["Valuing a Mature Highway System: In Search of the Holy Grail."](#)** TR News 309 (May-June 2017): 24-29.

**["Transportation Investments in Response to Economic Downturns."](#)**  
In *Transportation Research Board Special Report 312*, (2014): National Research Council (U.S.). Committee on Economic and Employment Benefits of Transportation Investments in Response to Economic Downturns, Randall W. Eberts, Committee member

**"Some Empirical Evidence on the Linkage between Public Infrastructure and Local Economic Development."**

In *Industry Location and Public Policy*, Herzog and Schlottman, eds. Knoxville, TN: University of Tennessee Press, 1991, pp. 83-96

**"Public Infrastructure and Regional Economic Development: A Simultaneous Equations Approach."**

*Journal of Urban Economics* 30 (1991): 329-343 (with Kevin T. Duffy-Deno); Federal Reserve Bank of Cleveland Working Paper No. 8909, August 1989 (with K. Duffy-Deno)

## Books

**[Older and Out of Work: Jobs and Social Insurance for a Changing Economy.](#)**

Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2008 (edited with Richard Hobbie)

**[Labor Exchange Policy in the United States.](#)**

Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004 (edited with Christopher J. O'Leary and David L. Balducci)

**[Targeting Employment Services.](#)**

Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2002 (edited with Christopher J. O'Leary and Stephen A. Wandner)

**[Design, Implementation and Evaluation of the Work First Profiling Pilot Project.](#)**

ETA occasional paper 2002-07. U.S. Department of Labor, Employment and Training Administration, Office of Policy, March 8, 2002

***Structural Changes in U.S. Labor Markets in the 1980s: Causes and Consequences.***

Armonk, NY: M. E. Sharpe, 1992 (edited with Erica Groshen)

**[Wage and Employment Adjustment in Local Labor Markets.](#)**

Kalamazoo, Mich.: W. E. Upjohn Institute for Employment Research, 1992 (with Joe A. Stone)

***Economic Restructuring of the American Midwest.***

Boston, Mass.: Kluwer Academic Publishers, 1990 (edited with Richard Bingham)

***Unions and Public Schools: The Effect of Collective Bargaining on American Education.***

Lexington, Mass.: D.C. Heath, Lexington Books, 1984 (with Joe A. Stone)

## Book Chapters

**["An Example of a Low-Cost Intervention to Target Services to Participants of a Local Welfare-to-Work Program."](#)**

In *Lessons Learned from Public Workforce Program Experiments*. Stephen A. Wandner, editor. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2017, pp. 41-59.

**“Toward a More Intelligent Workforce Development System.”**

In *Transforming U.S. Workforce Development Policies for the 21<sup>st</sup> Century*. Carl Van Horn, Tammy Edwards, Todd Green, eds. Atlanta, GA. Federal Reserve Bank of Atlanta, 2015. pp. 383-410.

**“Data Analysis of the Implementation of the Recovery Act Workforce Development and Unemployment Insurance Provisions.”**

In *Implementation of the American Recovery and Reinvestment Act: Workforce Development and Unemployment Insurance Provisions, Final Report*. Burt S. Barnow, Richard A. Hobbie, eds. Washington, DC: USDOL, October 2012. Upjohn Institute Press, 2013, pp. 237-277.

**“Integrating Skills, Employment and Local Development.”**

In *Skills Development Pathways in Asia: Employment and Skills Strategies in Southeast Asia initiative* (ESSSA), Cristina Martinez-Fernandez, Kyungsoo Choi, eds. Paris: OECD, 2012, pp. 49-54.

**“The Roles of Tax Incentives and Other Business Incentives in Local Economic Development.”**

In *The [Oxford] Handbook of Urban Economics and Planning*, Nancy Brooks, Kieran Donaghy, and Gerritt Knaap, eds. New York, NY: Oxford University Press, 2012. pp. [634]-654.

**“Recent Advances in Performance Measurement of Federal Workforce Development Programs.”**

In *The Workforce Investment Act: Implementation Experiences and Evaluation Findings*, Douglas J. Besharov and Phoebe H. Cottingham, eds. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2011, pp. 233-275 (with Timothy J. Bartik and Wei Jang Huang)

**“Reemployment and Earnings Recovery Among Older Unemployment Insurance Claimants.”**

In *Older and Out of Work: Jobs and Social Insurance for a Changing Economy*, Randall W. Eberts, Richard A. Hobbie, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2008, pp. 59-84 (with Christopher J. O’Leary)

**“The United States: How Partnerships Can Overcome Policy Gaps.”**

In *More than Just Jobs: Workforce Development in a Skills-Based Economy*, edited by Sylvain Giguère. Paris: OECD, 2008, pp. 55-86

**“Urban Labor Markets.”**

In *A Companion to Urban Economics*, edited by Richard J. Arnott, Daniel P. McMillen. Malden, Mass.: Blackwell Publishing, 2006, pp. [389]-403 (with Timothy J. Bartik)

**“Sectoral Initiatives to Train Low-Qualified Incumbent Workers in the United States: Two Case Studies.”**

In *Skills Upgrading: New Policy Perspectives*, Corinne Nativel and Sylvain Giguère, eds. Paris: Organisation for Economic Co-operation and Development, 2006, pp. 175-221

**“Overview of State and Local Economic Development Policies and Practice in The United States.”**

In *Local Governance for Promoting Employment: Comparing the Performance of Japan and Seven Countries*, edited by Giguère, Sylvain, Yoshio Higuchi and the Japan Institute for Labour Policy and Training. Tokyo: The Japan Institute for Labour Policy and Training, 2005, pp. 87-102

**“Development and Evaluation of the Public Employment Service in the United States.”**

In *Employment Insurance and Public Employment Services in Selected Countries*, Jaeho Keum, ed. Seoul: Korea Labor Institute, 2005, pp. 383-437

**“Financing Local Economic Development: Experiences in Europe and the United States.”**

In *Local Governance and the Drivers of Growth*, Sylvain Giguère, ed. Paris: OECD, 2005, pp. 175-229

**“Evaluating Training Programs: Impacts at the Local Level.”**

In *Evaluating Local Economic and Employment Development: How to Access What Works Among Programmes and Policies*. Paris: Organisation for Economic Co-Operation and Development, 2004, pp. 251-286 (with Christopher J. O’Leary)

**“Experience and Prospects for Labor Exchange Policy.”**

In *Labor Exchange Policy in the United States*, David E. Balducchi, Randall W. Eberts, Christopher J. O’Leary, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004, pp. 249-265 (with David E. Balducchi and Christopher J. O’Leary)

**“Personal Reemployment Accounts: Simulations for Planning Implementation.”**

In *Selected Research Papers on Personal Reemployment Accounts*, ETA occasional paper 2004-08, U.S. Department of Labor, Employment and Training Administration, Office of Policy Development and Research. Washington, DC: U.S. Department of Labor, Employment and Training Administration, 2004

**“Teachers’ Unions: Outcomes and Reform Initiatives.”**

In *Teacher Unions and Education Policy: Retrenchment or Reform?*, Ronald D. Henderson, Wayne J. Urban, and Paul Wolman, eds. UK: Elsevier Ltd, 2004, pp. 51-79 (with Kevin Hollenbeck and Joe A. Stone)

**“Overview of Labor Exchange Policies and Services.”**

In *Labor Exchange Policy in the United States*, David E. Balducchi, Randall W. Eberts, Christopher J. O’Leary, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004, pp. [1]-31 (with Harry J. Holzer)

**“A Frontline Decision Support System for Georgia Career Centers.”**

In *A Compilation of Selected Papers from the Employment and Training Administration’s 2003 Biennial National Research Conference*, ETA Occasional Paper 2003-06, Joshua Riley, Aquila Branch, Stephen Wandner, and Wayne Gordon, eds. Washington, DC: U.S. Department of Labor, Employment and Training Administration, 2003, pp. 80-129 (with Christopher J. O’Leary)

**"A New WPRS Profiling Model for Michigan."**

In *A Compilation of Selected Papers from the Employment and Training Administration's 2003 Biennial National Research Conference*, ETA Occasional Paper 2003-06, Joshua Riley, Aquila Branch, Stephen Wandner, and Wayne Gordon, eds. Washington, DC: U.S. Department of Labor, Employment and Training Administration, 2003, pp. 130-184 (with Christopher J. O'Leary)

**"Teacher Performance Incentives, Collective Bargaining Agreements, and Student Outcomes."**

In *Industrial Relations Research Association (IRRA) Series*. Proceedings of the 54th Annual Meeting, January 4-6, 2002, Atlanta, GA, Paula B. Voos, editor. Champaign, IL: Industrial Relations Research Association, 2002, pp. 80-192 (with Kevin M. Hollenbeck and Joe Stone)

**"Using Statistical Assessment Tools to Target Services to Work First Participants."**

In *Targeting Employment Services*, Randall W. Eberts, Christopher J. O'Leary and Stephen A. Wandner, eds. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2002, pp. 221-244

**"The Role of Partnerships in Economic Development and Labour Markets in the United States."**

In *Local Partnerships for Better Governance*. Paris: OECD, 2001, pp. 251-279 (with George A. Erickcek)

**"The Nature and Determinants of Service Sector Growth in the United States"**

In *The Job Creation Potential of the Service Sector in Europe*, Dominique Anxo and Donald Storrie, eds. Brussels: European Commission, Employment Observatory Research Network, 2001, pp. 137-179

**"How Levels of Transportation Investment Affect Economic Health."**

In *Information Requirements for Transportation Economic Analysis: Proceedings of a Conference*, Washington D.C.: National Academy Press, 2000, pp. 38-40 [Conference sponsored by Transportation Research Board, Bureau of Transportation Statistics, Irvine, California, August 19 - 21, 1999]

**"Agglomeration Economies and Urban Public Infrastructure."**

In *Handbook of Applied Urban Economics, Volume 3: Applied Urban Economics*, Paul Cheshire and Edwin S. Mills, eds. Amsterdam: Elsevier Science 1999, pp. 1455-1495 (with Daniel P. McMillen)

**"The Use of Profiling in the United States for Early Identification and Referral of Less Employable Unemployment Insurance Recipients."**

In *Employability: Concepts and Policies*, Bernard Gazier, ed. Brussels: European Commission, Employment Observatory Research Network, 1999, [121]-146

**"L'experience Americaine: le Profilage."**

In *Les Transformations du Marche du Travail* [Conference: Entretiens de L'emploi (1st: 1999: Paris, France)]. Noisy-le-Grand, France: Agence Nationale pour L'emploi, 1999, pp. [57]-61

**"Examining the Effect of Industry Trends and Structure on Welfare Caseloads."**

In *Economic Conditions and Welfare Reform*, Sheldon H. Danziger, ed. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 1999, pp. 119-157 (with Timothy J. Bartik)

**"The Impact of Economic Development Policy on Black-Owned Enterprises."**

In *Job Creation: Prospects & Strategies*, edited by Wilhelmina A. Leigh & Margaret C. Simms. Joint Center for Political and Economic Studies. Lanham, MD: University Press of America, 1998, pp. 151-[168] (with Edward B. Montgomery)

**Comparative Analysis of Capital Stock Estimates.**

In *Macroeconomic Analysis of the Linkages Between Transportation Investments and Economic Performance*, Michael E. Bell and Therese J. McGuire, Washington, D.C Research sponsored by the American Association of State Highway and Transportation Officials in cooperation with the Federal Highway Administration, 1997, pp. 29-40.

**"Design of the Worker Profiling And Reemployment Services System and Evaluation in Michigan."**

In *Worker Profiling and Reemployment Services (WPRS) National Colloquium*, June 1996: Selected Papers and Materials, David E. Balducchi, editor. Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, 1996, pp. 187-199 (with Christopher J. O'Leary)

**"Public Infrastructure and Regional Economic Development: a Simultaneous Equations Approach."**

In *Regional Policy and Regional Integration*, edited by Niles Hansen, Kenneth J. Button and Peter Nijkamp. Brookfield, Vermont: Edward Elgar Publishing Company, 1996, pp. 295-309 (with Kevin T. Duffy-Deno)

**"Urban Labor Markets."**

In *National Urban Policy: Problems and Prospects*, edited by Harold L. Wolman and Elizabeth J. Agius. Detroit: Wayne State University Press, 1996, pp. 52-73

**"Teacher Unionization, Economics of."**

In *The International Encyclopedia of Education*, Carnoy and Levin, eds. Pergamon Press, 1994, pp. 6068-6073

**"The Future of the Midwest Economy: Two Scenarios."**

In *Economic Restructuring of the American Midwest: Proceedings of the Midwest Economic Restructuring Conference of the Federal Reserve Bank of Cleveland*, edited by Richard D. Bingham, and Randall W. Eberts. Boston: Kluwer Academic Publishers, 1990, pp. 309-323 (with Richard D. Bingham)

**Comment on 'Unionism and Licensing of Public School Teachers'**

In *When Public Sector Workers Unionize*, Richard Freeman Casey Ichniowski, eds. Cambridge, MA: National Bureau of Economic Research, 1988, pp. 319-321 (with Joe Stone)

**"The Effects of Teacher Unions on American Education."**

In *Educational Policy in Australia and America: Comparative Perspectives*, William L. Boyd and Donald Smart, eds. Falmer Press, 1987 (with Joe Stone)

**"The Importance of Small Businesses in Urban Development and the Revitalization of Central Cities."**

In *Small Business and Entrepreneurship in the Pacific Northwest*, Karl H. Vesper, ed. University of Washington, 1982

**Working Papers and Technical Reports**

[Individual Training Accounts and Nonstandard Work Arrangements](#), Upjohn Technical Report 19-037, July 2019.

Darling, Matthew, Christopher O'Leary, Irma Perez-Johnson, Jaclyn Lefkowitz, Ken Kline, Ben Damerow, Randall Eberts, Samia Amin, and Greg Chojnacki. "[Using Behavioral Insights to Improve Take-Up of a Reemployment Program: Trial Design and Findings](#)." Washington, DC: Mathematica Policy Research, May 2017.

[A Methodology for Setting State and Local Regression-Adjusted Performance Targets for Workforce Investment Act Programs.](#)

Upjohn Institute Working Paper No. 13-189, 2013 (with Wei-Jang Huang)

[Effects of NAFTA on U.S. Employment and Policy Responses.](#)

OECD Trade Policy Working Papers, No. 131. OECD Publishing 2012 (with Christopher J. O'Leary and Brian M. Pittelko)

[Tracking the Transition of Michigan's Displaced Auto Workers During Significant Restructuring in the Auto Industry.](#)

Upjohn Institute Report, April 23, 2012 (with Kenneth J. Kline)

**What Works for Whom in Public Employment Policy?**

Human Resources and Skills Development Canada, December 2011 (with Christopher J. O'Leary and Kevin M. Hollenbeck)

[Framework and Tools for Assessing and Understanding the Green Economy at the Local Level.](#)

OECD Trade Policy Working Papers, 2011/08. OECD Publishing 2011

[Employment and Training Policy in the United States during the Economic Crisis.](#)

Upjohn Institute Working Paper No. 10-161, 2010 (with Christopher J. O'Leary)

["The Kalamazoo Promise, and Enrollment and Achievement Trends in Kalamazoo Public Schools."](#)

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2010 (with Timothy J. Bartik and Wei-Jang Huang)

[Net Impact Evaluation of Moving Men and Women to Economic Independence in Michigan, Within Reach Program: Year 1 and Year 2 Cohorts.](#)

Prepared for the Detroit Career Center, 2010 (with Jason M. Preuss)

[Methodology for Adjusting GPRA Workforce Development Program Performance Targets for the Effects of Business Cycles.](#)

Upjohn Institute Staff Working Paper No. 09-154, June 6, 2009 (with Timothy J. Bartik and Wei-Jang Huang)

**Estimating a Performance Standards Adjustment Model for Workforce Programs that Provides Timely Feedback and Uses Data from Only One State.**

Upjohn Institute Staff Working Paper No. 09-144, (July 2004) revised January 28, 2009 (with Timothy J. Bartik and Ken Kline)

**The Wagner-Peyser Act and U.S. Employment Service: Seventy-Five Years of Matching Job Seekers and Employers.**

Center for Employment Security Education and Research (CESER); National Association of State Workforce Agencies (NASWA), December 2008 (with Christopher J. O'Leary)

**Net Impact Evaluation of Michigan's JET (Jobs, Education, and Training) Program.**

Joyce Foundation, June 4, 2008

**Reemployment and Earnings Recovery among Older Unemployment Insurance Claimants.**

Upjohn Institute Staff Working Paper No. 07-133, 2007 (with Christopher J. O'Leary)

**Strategies for Enhancing Performance of Scientific Centers.**

Working paper. U.S.-Russia Experts Forum, Bureau of Educational and Cultural Affairs, U.S. Department of State, December 2006 (with Svetlana Tvorogova)

**An Evaluation of Michigan Regional Skills Alliances (MiRSAs): Final Report.**

Charles Stewart Mott Foundation and the Michigan Department of Labor and Economic Growth (DLEG), August 2006 (with Kevin Hollenbeck) [draft final report]

**An Analysis of the Use of Common Measures in Tracking the Progress of Workforce Program Participants and in Setting Performance Standards for States and Local Workforce Areas.**

Draft Report. U.S. Department of Labor, Employment and Training Administration, Performance and Results Office, March 27, 2006, Revised April 30, 2006

**Selected Research Papers on Personal Reemployment Accounts.**

ETA Occasional Paper 04-04, 2005; ETA Occasional Paper 04-08, 2005 (with Paul T. Decker, Irma L. Perez-Johnson, and Christopher J. O'Leary)

**Personal Reemployment Accounts: Simulations for Planning Implementation.**

Upjohn Institute Staff Working Paper No. 04-110, May 2004 (with Christopher J. O'Leary)

**A New WPRS Profiling Model for Michigan.**

Upjohn Institute Staff Working Paper No. 04-102, April 2003 (with Christopher J. O'Leary)

**A Frontline Decision Support System for Georgia Career Centers.**

Upjohn Institute Staff Working Paper No. 02-84, July 2002 (with Christopher J. O'Leary)

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

Upjohn Institute Staff Working Paper No. 02-080, April 5, 2002 (with Kevin M. Hollenbeck). [Paper to be presented at the 2002 Annual Meeting of the AERA, New Orleans, LA]

**[The Role of Partnerships in Economic Development and Labor Markets in the United States.](#)**

Upjohn Institute Staff Working Paper No. 02-75, January 2002 (with George Erickcek)

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

Upjohn Institute Staff Working Paper No. 01-68, [March](#) 9, 2001 (with Kevin M. Hollenbeck)

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

Upjohn Institute Staff Working Paper No. 00-65, 2000 (with Kevin Hollenbeck and Joe Stone)

**“The Effect of Distance Shipped and Highway Efficiency on Establishment-level Productivity.”**

U.S. Department of Transportation under Contract No. DTFH61-93-C-00055, BAT-96-001, Subcontract No. 114772-G460001, March 28, 1999 (with Catherine Buffington) [Preliminary draft] [Unpublished manuscript prepared for the Federal Highway Administration]

**[Examining the Effect of Industry Trends and Structure on Welfare Caseloads.](#)**

Upjohn Institute Staff Working Paper No. 99-54, Revision, February 1999 (with Timothy J. Bartik) [Prepared for the Department of Health and Human Services' Conference on Welfare Caseloads and Macroeconomic Changes]

**Highway Infrastructure and Industrial Productivity.**

Technical report, Federal Highway Administration, U.S. Department of Transportation under Contract No. DTFH61-93-C-00055 BAT-96-001, Subcontract no. 114772-G460001, 1998 (with Catherine Buffington and Douglas Holtz-Eakin)

**[“Principles for Government Involvement in Freight Infrastructure.”](#)**

In *Special Report 252: Policy Options for Intermodal Freight Transportation*, Transportation Research Board, National Research Council, Washington, D.C.: National Academy of Sciences, 1998, pp. 117-152

**[The Use of Profiling to Target Services in State Welfare-to-Work Programs: An Example of Process and Implementation.](#)**

Upjohn Institute Staff Working Paper No. 98-52, October, 1997

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

Upjohn Institute Staff Working Paper No. 97-48, July 1997 (with Kevin Hollenbeck and Jean Kimmel)

**[Highway Infrastructure: Policy Issues for Regions.](#)**

Part of a series associated with the July 17, 1996, workshop "Designing State-Local Fiscal Policy for Growth and Development" held at the Federal Reserve Bank of Chicago. The workshop was part of the 1996-97 project "Assessing the Midwest Economy."

**[Design of the Worker Profiling and Reemployment Services System and Evaluation in Michigan.](#)**

Upjohn Institute Staff Working Paper No. 96-41, April 1996 (with Christopher J. O'Leary) [Worker Profiling & Reemployment Services (WPRS) National Colloquium, Atlanta, Georgia  
June 11-14, 1996]

**[An Evaluation of the Ohio JOBS Student Retention Program Using State Administrative Data.](#)**

Upjohn Institute Technical Report No. 96-009, February 1996 (with Kevin Hollenbeck and Jean Kimmel)

**Measuring and Improving Infrastructure Performance.**

Washington, DC: National Research Council, National Academy of Science, 1995  
[Member of committee that researched and wrote the report]

**[Cyclical Versus Secular Movements in Employment Creation and Destruction.](#)**

National Bureau of Economic Research Working Paper No. 5162, Cambridge, Massachusetts, June 1995 (with Edward Montgomery)

**[Urban Labor Markets.](#)**

Upjohn Institute Staff Working Paper No. 95-32, June 6, 1994. [Prepared for the Conference on National Urban Policy Report, sponsored by the College of Urban, Labor and Metropolitan Affairs, Wayne State University, March 18-19, 1994 The paper will appear as a chapter in a volume published by Wayne State University Press]

**The Effects of Teacher Collective Bargaining on Student Outcomes.**

*Technical Report*, Center for Educational Policy and Management, University of Oregon, 1985 (with Joe Stone)

**The Effect of School Size on Student Outcomes.**

*Technical Report*, Center for Educational Policy and Management, University of Oregon, 1985 (with Joe Stone)

**Principal Effectiveness: Using Nonexperimental Data to Assess the Findings of Case Studies.**

*Technical Report*, Center for Educational Policy and Management, University of Oregon, 1985 (with Joe Stone)

**The Effects of Financial Risk Sharing Between Physicians and Patients on Medical Costs.**

Texas A&M Working Paper No. 81-11, 1981 [Presented at the Southern Economic Association annual meeting, New Orleans, November 1981]

**Employment Research Articles**

**["Can States Help Us Understand the National Employment Picture?"](#)**

Employment Research 23(3)(July 2016):6

**["How Local Workforce Investment Boards Can Help Support Job Creation."](#)**

Employment Research 20(4) (October 2013)

**"Responding to the Needs of Workers During the Great Recession."**

Employment Research 20(2) (April 2013):1-3

**"When Will the Labor Market Recover?"**

Employment Research 18(2) (April 2011): 6

**"Improving Performance Measures for the Nation's Workforce Development System."**

Employment Research 16(3) (July 2009): 5

**"Tools to Transform the Workforce Development System."**

Employment Research 16(3) (July 2009): 6 (with Christopher J. O'Leary)

**"W.E. Upjohn Unemployment Trustee Corporation: 75th Anniversary."**

Employment Research 14(4) (October 2007): 3-4

**"Development of a Regional Economic Dashboard."**

Employment Research 13(3) (July 2006): 3-5 (with George A. Erickcek and Jack Kleinhenz)

**"The Upjohn Institute Celebrates 60 Years."**

Employment Research 12(4) (October 2005): [1]-4

**"Personal Reemployment Accounts."**

Employment Research 11(1) (January 2004): 1-4 (with Christopher J. O'Leary)

**"Institute Moves in to New Facility."**

Employment Research 11(1) (January 2004): 5-6

**"Targeting Welfare-to-Work Services Using Statistical Tools."**

Employment Research 8 (October 2001): 1-3

**"Targeting Employment Services" Conference."**

Employment Research 6 (Spring 1999): 1, 3-4 (with Christopher J. O'Leary and Stephen A. Wandner)

**"Research Questions for the New Millennium."**

Employment Research 6 (Fall 1999): 1

**"Profiling Unemployment Insurance Beneficiaries."**

Employment Research 3 (Fall 1996): 1, 3-4 (with Christopher J. O'Leary) [Presented at 18th annual research conference of the Association for Public Policy Analysis and Management at Pittsburgh, PA, November 1, 1996

**"Welfare to Work: Local Observations on a National Issue."**

Employment Research 2 (Fall 1995): 1, 3-4

## Federal Reserve Bank Articles

**[“Dashboard Indicators for the Northeast Ohio Economy: Prepared for the Fund for Our Economic Future.”](#)**

Federal Reserve Bank of Cleveland Working Paper No. 06-05, April 2006 (with George Erickcek and Jack Kleinhenz)

**[“After the Doors Close: Assisting Laid-Off Workers to Find Jobs.”](#)**

*Economic Perspectives* 29(2) (Second Quarter 2005): 75-85

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**Adjusting Highway Capital Stock Estimates for Regional Cost Differences.**  
May 29, 1997 (with Douglas R. Dalenberg)

**A Process Analysis of the Worker Profiling and Reemployment Services (WPRS) System in Michigan.**  
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**"Can Competition Among Local Governments Constrain Government Spending?"**

*Economic Review*, Federal Reserve Bank of Cleveland, (Quarter I)(1988): 2-9 (with Timothy J. Gronberg)

**Perspectives on Banking Regulation: Special Issue.**

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**"Do the Earnings of Manufacturing and Service Workers Grow at the Same Rate over Their Careers?"**

*Economic Review*, Federal Reserve Bank of Cleveland, 24(4) (Quarter IV, 1988): 2-10

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**"Metropolitan Wage Differentials: Can Cleveland Still Compete?"**  
*Economic Review*, Federal Reserve Bank of Cleveland, (Quarter II)(1986): 2-8 (with Joe A. Stone)

**"Labor Cost Differentials: Causes and Consequences."**  
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**"Dimensions of Change in Cleveland's Economy."**  
*Economic Commentary*, Federal Reserve Bank of Cleveland, October 8, 1984

#### PRESENTATIONS (selected)

**["Wage Setting in the U.S."](#)**

Talking points for the presentation sponsored by the Korea Labor Foundation on November 29, 2016.

**["Creating Jobs for Women: The U.S. Experience."](#)**

The report was prepared for the Korean Research Institute for Vocational Education and Training (KRIVET) as part of the author's participation at the Global HR Forum and KRIVET's sponsorship of the Forum held in Seoul, Korea November 4-6, 2014.

**["Demographics, Skills Gaps, and Market Dynamics."](#)**

NABE Economic Measurement Seminar, Washington, D.C., July 30, 2013

**["Michigan's Auto Worker's: Tracking their Transition during Significant Industry Restructuring."](#)**

University of Montana, Department of Economics, Missoula, MT, April 30, 2012 (with George Erickcek, Ken Kline, and Brad Watts)

**["Michigan's Displaced Auto Workers: Using Administrative Data to Track Their Transition during Significant Industry Restructuring."](#)**

2012 SWUFE International Workshop on Applied Microeconomics, Chengdu, China, June 8-9, 2012 (with Ken Kline)

**["Building More and Better Jobs: Lessons from the United States."](#)**

OECD conference in cooperation with POBAL, Dublin, Ireland, September 13-14, 2011

**["Individual Training Accounts Provided under the U.S. Workforce Investment Act."](#)**

Prepared for the KUT International Conference Korean University of Technology and Education December 10, 2010.

**["Auto Workers and Their Communities: What We Know, Don't Know, and Would Like to Know."](#)**

Discussant: 2010 LED Partnership Workshop, March 11, 2010

**"Use of Administrative Data to Track Employees and Firms: The Case of Auto Workers and Their Communities."**

Workforce Strategies Workforce Group, University of PEI, April 9, 2010

**"Rebuilding Distressed Regions: Problem Diagnosis and Tracking."**

PEI Provincial Government Labour Market Department, Prince Edward Island, Canada, April 9, 2010

**"Using the American Community Survey to Build a Dashboard of Regional Economic Indicators."**

National Association of Business Economics (NABE) Professional Development Seminar, April 13, 2010

**"Tools and Methods to Anticipate Local Job Creation and Suppression."**

OECD/LEED Capacity Building Seminar: Local Strategies for Greening Jobs and Skills, Trento, Italy, June 9-11, 2010

**"Individual Training Accounts Provided Under the U.S. Workforce Investment Act."**

KUT International Conference, Korean University of Technology and Education, Seoul, Korea, pre-print version, December 10, 2010

**"The Effect of Business Cycles on the Performance of Workforce Programs."**

Ford Foundation sponsored workshop on Low-wage Workers, New York, New York, July 20, 2009 (with Timothy Bartik and Wei-Jang Huang)

**"Framework for Understanding Regional Economic Process and Priority Initiatives."**

Brookings Workshop on Metropolitan Policy, Washington, D.C., July 16, 2009

**"Setting and Adjusting Performance Goal Targets."**

American Recovery and Reinvestment Act Performance Accountability Summit, U.S. Dept. of Labor, Employment and Training Administration, Baltimore, Maryland, June 17-18, 2009 (with Gloria Salas-Kos)

**"U.S. Support of Large Employers to Help Mitigate Major Layoffs."**

OECD/LEED Capacity Building Seminar: Routes out of the Crisis—New Strategies for Skills and Employment, Trento, Italy, June 10-12, 2009

**"American Recovery and Reinvestment Act: An Economic Stimulus Bill."**

Western Michigan University Public Policy Class, Prof. Susan Hoffmann, February 18, 2009

**"Analysis of Activation Programs for Low-Qualified Workers."**

IAB (Institute for Employment Research) in Nuremberg, Germany, February 12, 2009 (with Chris O'Leary and Susan Houseman)

**"Key Issues in Assessing Strategy Impact: the Importance of Net Impact Analysis."**

International Conference on "Efficient Local Development Strategy: Exchanges between Latin America and OECD." Jointly organized by: The OECD LEED Programme, the National Ministry of Planning (DNP) of Columbia, and the Andean Development Corporation (CAF), Bogota, Columbia, September 16, 2008

**“The Value of Skills in Economic Development.”**

Designing and Delivering Skills Strategies for Cities Capacity Building Seminar for Partnerships, OECD/LEED, Trento Centre, Trento, Italy, June 11-13, 2008

**“Best Practices of Regional Employment and Human Resource Development in the United States.”**

JHR (Job and Human Resource) Forum, Daegu, Korea, March 20, 2008

**“Jobs and the New Economy.”**

Yeungnam University, Gyeongsan, Korea. Part of a lecture to Hyo-See Lee's class, March 19, 2008

**“Jobs and the Knowledge Economy.”**

21C Knowledge Special Lecture, Yeungnam University, Gyeongsan, Korea, March 10, 2008

**“What a Workforce Investment Board Can (And Cannot) Do to Co-Ordinate and Enhance the Impact of Public Policy.”**

Korean Ministry of Labor/OECD/LEED seminar, "Enhancing the Local Governance of Employment and Skills in South Korea." March 18, 2008, Seoul, Korea

**“Workfare in The United States.”**

RESQ (Reform of Employment Services Quorum) Network Meeting, Amsterdam, December 13, 2007 (with Robert Straits and Christopher O'Leary)

**“Designing Effective Employment Strategies Through Local Economic Development: The Challenge of Local Co-Ordination In A Multi-Level Governance Framework: the Case of The United States.”**

Seminar organized by the Ministry of Labour and Social Security (MOLSS) of China in collaboration with the ILO and the OECD LEED Programme, "Designing Effective Employment Strategies Through Local Economic Development in China: Policy and Governance Issues." April 20, 2007 (revised 8/15/2007)

**“Trends in Worker Requirements and the Need for Better Information to Make More Informed Decisions in a Global Economy.”**

OECD's 2nd World Forum on Statistics, Knowledge, and Policy, on "Measuring and Fostering the Progress of Societies." Session entitled "Adult Skills and Working Opportunities." June 27-30, 2007

**“Lessons Learned from Evaluations of Active Labor Market Policies: International Experience.”**

ILO/MOLSS Workshop (International Labor Organization/Ministry of Labor and Society Security), Beijing, China, December 11-12, 2006

**[“Profiling for Public Workforce Investment Programs in the United States.”](#)**

The Institute für Arbeitsmarkt und Berufsforschung Conference on Labour Market Strategies Based on Profiling, Nuremberg, Germany, October 11-13, 2006 (with Christopher J. O'Leary and Stephen A. Wandner)

**"Unemployment Insurance and Reemployment Among Older Workers."**

National Academy of Social Insurance conference, "Older and Out of Work: Jobs and Social Insurance for a Changing Economy," Washington, D.C., January 19-20, 2006 (with Christopher J. O'Leary)

**"Regional Labor Market Policies in the US: Job Training Under the Workforce Investment Act."**

KLI-OECD International Workshop on Training Strategies for Regional Competitiveness and Inclusion through Employment, Cosmo Hall-CCMM Building, Seoul, Korea, October 12, 2005

**"Contractual Agreements between Workforce Investment Boards and Service Providers."**

OECD/LEED forum "European Forum on Local Development and Employment," Rhodes, Greece, May 16-17, 2003

**"Public Employment Policy in the New Economic Environment: the United States Experience."**

Korean Labor Institute, International Symposium, Employment Policy Planning, Seoul, South Korea, September 12-13, 2001 (with Christopher J. O'Leary)

**"The Economic Justification of Road Investments: Infrastructure and Development."**

14th IRF (International Road Federation) World Road Congress, Paris, June 2001

**"Measuring the Characteristics of Low-Skilled Individuals that Employers Find Desirable."**

Designing Surveys of Welfare Recipients, organized by Sheldon Danziger and Donald Oellerich, March 15-16, 2001, sponsored by the U.S. Department of Health and Human Services, Offices of the Assistant Secretary for Planning and Evaluation (with Kevin Hollenbeck)

**"Elements of a Service Referral Algorithm for a Frontline Decision Support System for Washington WorkFirst."**

Washington State Employment Security Department, Olympia, Washington, and Office of Policy and Research, Employment and Training Administration, Washington, D.C., 2000 (with Christopher J. O'Leary and Wei-Jang Huang)

**"The Role of Public Investment in Regional Economic Development."**

Association for Public Policy Analysis and Management, Washington, D.C., October 15, 1985 (with M. Fogarty)

**"The Dynamics of Employment Change in Local Economies."**

Labor Market Information Conference, Bureau of Labor Statistics, Charleston, S.C., May 14, 1985

**"The Economics of Economic Development."**

Legislative Conference on the Economy, Salem, Oregon, January 9, 1985

**"The Effects of Labor Costs on Firm Location."**

Invited speaker at the Labor Costs Conference sponsored by the Regional Economic Issues Program, Federal Reserve Bank of Cleveland, May 2, 1985.

**"The Impact of Teacher Collective Bargaining on Student Achievement."**

Western Economic Association Annual Meeting, San Diego, CA, June 1981

**"Collective Bargaining and School Budgets."**

Center for Educational Policy and Management Technical Report, University of Oregon, presented at the annual meeting of the American Educational Finance Association, Philadelphia, March 18, 1982

**"The Response of School Districts to Externally Mandated School Programs."**

NIE Conference on Resource Allocation Service Delivery and School Effectiveness, Washington, D.C., September 1979

**EDITORIAL ACTIVITY**

*Economic Inquiry*

*Economics of Education Review*

*International Economic Review*

*Industrial and Labor Relations Review*

*Social Science Quarterly*

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National Science Foundation

Editor, *Economic Review*, Federal Reserve Bank of Cleveland

Associate Editor, *Economic Development Quarterly*

Editorial Board, *Public Works Management and Policy*

**FUNDED RESEARCH**

3/15/2018-  
3/15/2020

**Helping Low-Skilled Americans Find Work: Strengthening the Capacity of State Employment Agencies**

Smith Richardson Foundation, Inc.

5/01/2018-  
8/30/2019

**Individual Training Accounts under the Workforce Innovation and Opportunity Act**, Organisation for Economic Co-operation and Economic Development (OECD), Directorate for Employment, Labour and Social Affairs.

12/01/2010-  
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**[Employment and Skills Strategies in the United States. OECD Reviews on Local Job Creation](#)**

- Organisation for Economic Co-operation and Development (OECD) Programme on Local Economic and Employment Development (LEED), Paris, 2014.
- 07/01/2011-03/31/2012 [Assessment of the American Recovery and Reinvestment Act Workforce and Unemployment Insurance Provision](#)  
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- 09/30/2010-03/31/2011 [Effects of NAFTA on the U.S. Labor Market](#)  
Organisation for Economic Co-operation and Development (OECD), Trade and Agriculture Directorate, 2012
- 02/25/2010- [New Economy Initiative for Southeast Michigan Evaluation](#)  
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- 08/17/2009-12/31/2011 [Auto Workers and Their Communities: Analysis and Conferences](#)  
U.S. Dept. of Labor, Employment and Training Administration; Chicago Federal Reserve Bank
- 12/15/2008-12/15/2009 **DOL Performance Analysis**  
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- 07/01/2007-09/30/2009 **Evaluation of Reading Recovery in the Kalamazoo Public Schools.**  
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- 09/12/2008-01/12/2009 [Federal Highway Administration Economic Growth Study](#)  
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- 02/02/2008-04/15/2008 [Case Studies on Effective Labor/Management Relations](#)  
Fund for Our Economic Future
- 12/15/2007-03/24/2008 **Small- and Medium-size Enterprises (SMEs) Mexico Project**  
UNDP
- 2005-2007 **“Use of UI by TANF Recipients.”** Department of Health and Human Services.
- 2005-2006 Fund for Cleveland Foundation Fund For Our Economic Future and Kleinhenz and Associates to develop a framework for understanding the Northeast Ohio economy and to produce a dashboard of regional economic indicators.
- 2004-2006 Charles Stewart Mott Foundation grant for the **“Evaluation of the Michigan Regional Skills Alliances.”**
- 2003-2005 Michigan Department of Labor and Economic Growth and Corporation for a Skilled Workforce, **“Value Added Performance Improvement System Model, Measuring Workforce Development Program Success, Technical Assistance Guide,”** June 2005.
- 1997-2001 U.S. Department of Labor, Designing, Developing, and Implementing a Frontline Decision Support System for One-Stop Operating Systems.
- 1996-2000 U.S. Department of Labor, Work First Profiling and Referral Pilot.

- 1996 Federal Highway Administration, "Longitudinal Analysis of The Effect of Highway Infrastructure on Establishment Productivity Growth."
- 1995 State of Michigan, Evaluation of Worker Profiling and Reemployment Services System.
- 1986 W. E. Upjohn Institute of Employment Research Grant.
- 1985 Co-Principal Investigator, National Institute of Education, several grants related to teacher unions.
- 1983-86 Principal Investigator, National Science Foundation, "Measuring the Contribution of Public Infrastructure to Urban Productivity Growth.
- 1979-83 Co-Principal Investigator, National Institute of Education.
- 1979 Small Business Administration, Department of Commerce.