

# Curriculum Vitae

## Christopher J. O'Leary

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### FIELDS OF SPECIALIZATION

Public Employment Policy and Program Evaluation

### EDUCATION

Ph.D., Economics, University of Arizona, 1986  
M.A., Economics, University of Arizona, 1979  
B.A., Economics, University of Massachusetts, Amherst, 1977

### POSITIONS

1993–Present Senior Economist, W.E. Upjohn Institute for Employment Research  
1987–1993 Economist, W.E. Upjohn Institute for Employment Research  
1990–2016 Adjunct Associate Professor of Economics, Western Michigan University, Kalamazoo, MI  
1984–1987 Fort Lewis College, Assistant Professor

### BIOGRAPHICAL STATEMENT

Christopher J. O'Leary is a senior economist at the Upjohn Institute. His research is focused on public employment policy. On unemployment insurance (UI) has examined benefit financing, experience rating, benefit adequacy, profiling, partial benefits, reemployment bonuses, personal reemployment accounts, work-sharing, and use by older workers in the United States. He has evaluated active labor market policies including job training, wage subsidies, public works, self-employment, and employment service programs for labor ministries in Brazil, Canada, China, Hungary, Poland, and Serbia. For the U.S. departments of Labor, Agriculture, and Health and Human Services he has developed targeting models for reemployment services; conducted simulations of personal reemployment accounts; and done analysis of cross program usage between UI, welfare, food stamps, and employment services. His work has relied on randomized trials in field experiments, survey data, and administrative records from Florida, Georgia, Iowa, Kansas, Kentucky, Louisiana, Maryland, Michigan, North Carolina, Ohio, Oregon, and Washington. His research has been sponsored by the World Bank, ILO, AARP, OECD, and the Inter-American Development Bank. His papers have been published in *American Economic Journal: Economic Policy*, *Journal of Human Resources*, *Journal of Policy Analysis and Management*, *Economics of Transition*, *Applied Economics*, *Monthly Labor Review*, *International Labour Review*, and *New England Economic Review*. He is co-author of *Manual on Evaluation of Labour Market Policies in Transition Economies*, and co-editor of research volumes on unemployment insurance, job training, and employment services. He completed undergraduate studies at the University of Massachusetts—Amherst and earned a doctorate in economics from the University of Arizona. In 1999, he was elected to the National Academy of Social Insurance.

## PUBLICATIONS

### Published Journal Articles

**[Effects of Job Referrals on Labor Market Outcomes in Brazil.](#)**

*Economía*—Journal of the Latin American Caribbean Economics Association, LACEA, 21(2): 157–186. (with Tulio Cravo, Ana Cristina Sierra, and Leandro Justino)

**[Equity in Unemployment Insurance Benefit Access.](#)**

*AEA Papers and Proceedings* 112: 91–96. (with William E. Spriggs and Stephen A. Wandner)

**[Nudges to Increase Completion of Welfare Applications: Experimental Evidence from Michigan.](#)**

*Journal of Behavioral Public Administration* 4(2): 1–20. (with Gabrielle Pepin and Dallas Oberlee) <https://www.journal-bpa.org/index.php/jbpa/article/view/237>  
<https://doi.org/10.30636/jbpa.42.237>

**[Are Sufficient Statistics Necessary? Nonparametric Measurement of Deadweight Loss from Unemployment Insurance.](#)**

*Journal of Labor Economics* 39(S2) (April 2021): S455–S506. (with David S. Lee, Pauline Leung, Zhuan Pei, and Simon Quach)

**[Heterogeneous Effects of Brazilian Unemployment Insurance Reforms on Layoffs.](#)**

*Economics Letters* 197 (December 2020), Article 109612: 1–4. (with Tulio Cravo, Ana Cristina Sierra, and Leandro Veloso). Available online October 6, 2020  
<https://doi.org/10.1016/j.econlet.2020.109612>

**[Unemployment Insurance and Means-Tested Program Interactions: Evidence from Administrative Data.](#)**

*American Economic Journal: Economic Policy* 12(2): 159–192. (with Pauline Leung)  
<https://doi.org/10.1257/pol.20170262> (

**[Lessons from the American Federal-State Unemployment Insurance System for a European Unemployment Benefits System.](#)**

*International Social Security Review* 73(1): 3–34. (with Burt S. Barnow and Karolien Lenaerts) <https://onlinelibrary.wiley.com/doi/full/10.1111/issr.12226>

**[Public Employment Policy for an Aging Workforce.](#)**

*Gerontology & Geriatric Medicine*, 4(September): 1–13. (with Stephen A. Wandner and David E. Balducci)  
<https://journals.sagepub.com/doi/10.1177/2333721418800064>

**[Evaluating Job Training in Two Chinese Cities.](#)**

*Journal of Chinese Economic and Business Studies*, 7(1) (2009): 77–94. (with Benu Bidani, Niels-Hugo Blunch, Chor-ching Goh)

**[State UI Job Search Rules and Reemployment Services.](#)**

*Monthly Labor Review* 129(6) (June 2006): 27–37.

**[Cost-Effectiveness of Targeted Reemployment Bonuses.](#)**

*The Journal of Human Resources* 40(1): 270–279. (with Paul T. Decker and Stephen A. Wandner)

**[New Ways of Evaluating State Unemployment Insurance.](#)**

*New England Economic Review*, Federal Reserve Bank of Boston (March/April 1999): 15–40. (with Robert Tannenwald, Wei-Jang Huang, and Pei Zhu)

**[The Net Impact of Active Labour Programmes in Hungary and Poland.](#)**

*International Labour Review* 137(3): 321–346. (with Piotr Kolodziejczyk and Gyorgy Lazar)

**[Profiling and Referral to Services of the Long-term Unemployed: Experiences and Lessons from Several Countries.](#)**

*Mutual Information System on Employment Policies*, MISEP (inforMISEP) 60(Winter): 32–39. (with Randall W. Eberts)

**[A Net Impact Analysis of Active Labour Programmes in Hungary.](#)**

*Economics of Transition* 5(2): 453–484.

**[Unemployment Insurance Policy in New England: Background and Issues.](#)**

*New England Economic Review*: Federal Reserve Bank of Boston (May/June) (1997): 3–22. (with Robert Tannenwald)

**[Performance Indicators: A Management Tool for Active Labour Programmes in Hungary and Poland.](#)**

*International Labour Review* 134(6): 729–751.

**[Evaluating Pooled Evidence from the Reemployment Bonus Experiments.](#)**

*The Journal of Human Resources* 30(3): [534]–550. (with Paul T. Decker)

**[Do Bonus Offers Shorten Unemployment Insurance Spells?: Results from the Washington Experiment.](#)**

*Journal of Policy Analysis and Management* 14(2): 245–269. (with Robert G. Spiegelman and Kenneth J. Kline)

**[Estimating Labour Supply Functions Under the Rationing Constraints of Over- and Under-Employment.](#)**

*Applied Economics* 23(4): 675–684.

**Books and Monographs**

**[Strengths of the Social Safety Net in the Great Recession: Supplemental Nutrition Assistance and Unemployment Insurance.](#)**

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2019. (Co-edited with David Stevens, Stephen A. Wandner, and Michael Wiseman) <https://doi.org/10.17848/9780880996648>

**[Use of Unemployment Insurance and Employment Services by Leavers from Temporary Assistance for Needy Families.](#)**

Prepared for U.S. Department of Labor, Employment and Training Administration, 2010 (with Kenneth J. Kline) [ETA Occasional Paper 2010-08]

**[Job Training Policy in the United States.](#)**

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

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2004. (edited with David E. Balducci and Randall W. Eberts)

**[Personal Reemployment Accounts: Simulations for Planning Implementation.](#)**

Washington, DC: U.S. Department of Labor, Employment and Training Administration (ETA), 2004. (with Randall W. Eberts) [ETA Occasional Paper 2004-08.]

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

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2002. (edited with Randall W. Eberts and Stephen A. Wandner) [Selected as one of 15 noteworthy books in Industrial Relations and Labor Economics for 2002 by the Industrial Relations Section, Princeton University, July 2003]

**[Manual on Evaluation of Labour Market Policies in Transition Economies.](#)**

Geneva: International Labour Office, 2001. (with Alena Nesporova and Alexander Samorodov)

**[Unemployment Insurance in the United States: Analysis of Policy Issues.](#)**

Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1997. (edited with Stephen A. Wandner)

**[Unemployment Insurance Earnings Deduction Project: Final Report.](#)**

Olympia: Washington State Employment Security Department, 1997 (September)

**[The Washington Reemployment Bonus Experiment: Final Report.](#)**

Washington, DC: U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service, 1992. (with Robert G. Spiegelman and Kenneth J. Kline) [Unemployment Insurance Occasional Paper 92-6.]

**[An Analysis of Pooled Evidence from Pennsylvania and Washington Reemployment Bonus Demonstrations.](#)**

Washington, DC: U.S. Department of Labor, Employment and Training Administration, Unemployment Service, 1992. (with Paul T. Decker, Lauren J. Beaumont, and Kenneth J. Kline) [Unemployment Insurance Occasional Paper 92-7.]

**Book Chapters**

**[Unemployment Insurance Research and Reform.](#)**

In *Unemployment Insurance Reform: Fixing a Broken System*, Stephen A. Wandner, ed. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2018, pp. 131–210. (with Stephen A. Wandner)

**[The Employment Service-Unemployment Insurance Partnership: Origin, Evolution, and Revitalization.](#)**

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**[Incentive Experiments in Unemployment Insurance.](#)**

In *Lessons Learned from Public Workforce Experiments*, Stephen A. Wandner, ed. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2017, pp. 85–110.

**Evaluating Job Training in Two Chinese Cities.**

In *China in the World Economy*. London: Routledge, 2009, pp. [137]–155 (with Benu Bidani, Niels-Hugo Blunch, and Chor-ching Goh)

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**Activation from Income Support in the U.S.**

In *Bringing the Jobless into Work?: Experiences with Activation Schemes in Europe and the US*, Werner Eichhorst, Otto Kaufmann, Regina Konle-Seidl, eds. Berlin, Germany: Springer-Verlag, 2008, pp. 345–414. (with Benno Quade and Ockert Dupper)

**Current Policy Themes for Unemployment Insurance in the United States.**

In *Employment Insurance and Public Employment Services in Selected Countries*, Jaeho Keum, ed. Seoul, Korea: Korea Labor Institute, 2005, pp. 3–55.

**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 Randall W. Eberts)

**Evaluating the Effectiveness of Labor Exchange Services.**

In *Labor Exchange Policy in the United States*, David E. Balducchi, Randall W. Eberts, Christopher J. O'Leary, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2004, pp. 135–177.

**U.S. Job Training: Types, Participants and History.**

In *Job Training in the United States: History, Effectiveness, and Prospects*, Christopher J. O'Leary, Robert A. Straits and Stephen A. Wandner, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2004, pp. 1–20. (with Robert A. Straits and Stephen A. Wandner)

**Public Job Training: Experience and Prospects.**

In *Job Training Policy in the United States*, Christopher J. O'Leary, Robert A. Straits, Stephen A. Wandner, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2004, pp. 289–310. (with Robert A. Straits and Stephen A. Wandner)

**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, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2004, pp. 249–265. (with David E. Balducchi and Randall W. Eberts)

**Intergovernmental Relations in Employment Policy: The United States Experience.**

In *Federalism and Labour Market Policy: Comparing Different Governance and Employment Strategies*, Alain Noël, ed. Montreal: McGill-Queen's University Press, 2004, pp. 25–82. (with Robert A. Straits)

**[Lessons about Unemployment insurance for Latin American and Caribbean Countries from European Transition Countries and North America.](#)**

[Lecciones de los Países Europeos en Transición y América del Norte Sobre el Seguro de Desempleo para los Países de América Latina y el Caribe, pp. 293–320.]

In *Unemployment Insurance Systems in the Americas = Sistemas de Seguro de Desempleo en las Américas*. Miami, FL: U.S. Department of Labor and the Latin American and Caribbean Center, Florida International University, 2003, pp. 121–143.

**[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*, December 2003, pp. 80–129. (with Randall W. Eberts)

**[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*, Joshua Riley, Aquila Branch, Stephen Wandner, and Wayne Gordon, eds. Washington, DC: U.S. Department of Labor, Employment and Training Administration, 2003, pp. 30–184. (with Randall W. Eberts) [ETA Occasional Paper 2003-06]

**[A Frontline Decision Support System for One-Stop Centers.](#)**

In *Targeting Employment Services*, Randall W. Eberts, Christopher J. O'Leary, Stephen A. Wandner, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2002, pp. 337–384. (with Randall W. Eberts, Kelly J. DeRango, and Helen Parker)

**[Evaluating Active Labor Market Programs in Transition Economies.](#)**

In *Active Labor Market Programs: Improvement of Effectiveness*, Nina T. Vishnevskaya, ed. Moscow: Prosvescheniye, 2002, pp. 182–197. [Published in Russian]

**[Public Employment Policy and Unemployment Insurance in the United States.](#)**

In *Active Labor Market Policies and Unemployment Insurance in Selected Countries*, Kil-Sang Yoo and Jiyeun Chang, eds. Seoul: Korea Labor Institute, 2002, pp 27–157. (with Randall W. Eberts)

**[Targeting Reemployment Bonuses.](#)**

In *Targeting Employment Services*, Randall W. Eberts, Christopher J. O'Leary, Stephen A. Wandner, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2002, pp. 161–186. (with Paul T. Decker and Stephen A. Wandner)

**[Unemployment Compensation and Older Workers.](#)**

In *Ensuring Health and Income Security for an Aging Workforce*, Peter P. Budetti, Richard V. Burkhauser, Janice M. Gregory, H. Allan Hunt, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001, pp. 85–133. (with Stephen A. Wandner)

**[Bonus Impacts on Receipt of Unemployment Insurance.](#)**

In *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, Philip K. Robins and Robert G. Spiegelman, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001, pp. 105–150. (with Paul T. Decker and Stephen A. Woodbury)

**[Impacts on Employment and Earnings.](#)**

In *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, Philip K. Robins and Robert G. Spiegelman, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001, pp. 151–174. (with Paul T. Decker and Stephen A. Woodbury)

**[Participation in the Reemployment Bonus Experiments.](#)**

In *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, Philip K. Robins and Robert G. Spiegelman, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001, pp. 97–103. (with Paul T. Decker and Stephen A. Woodbury)

**[The Adequacy of Unemployment Insurance Benefits.](#)**

In *Reform of the Unemployment Insurance System*, Laurie J. Bassi and Stephen A. Woodbury, eds. *Research in Employment Policy*, vol.1. Stamford, Conn.: JAI Press, 1998, pp. 63–110.

**[Adequacy of the Weekly Benefit Amount.](#)**

In *Unemployment Insurance in the United States: Analysis of Policy Issues*, Christopher J. O'Leary and Stephen A. Wandner, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1997, pp. 163–210. (with Murray A. Rubin)

**[Summing Up: Achievements, Problems, and Prospects.](#)**

In *Unemployment Insurance in the United States: Analysis of Policy Issues*, Christopher J. O'Leary and Stephen A. Wandner, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1997, pp. 669–722. (with Stephen A. Wandner)

**[Policy Issues: An Overview.](#)**

In *Unemployment in the United States: Analysis of Policy Issues*, Christopher J. O'Leary and Stephen A. Wandner, eds., Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1997, pp. 1–49. (with Saul J. Blaustein and Stephen A. Wandner)

**[Design of the WPRS System and Evaluation in Michigan.](#)**

In *Worker Profiling and Reemployment Services (WPRS) National Colloquium*, David Balducchi, ed. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1996, pp. 187–199. (with Randall W. Eberts)

**[Discussion of "Employee Representation in Economies in Transition".](#)**

In *Proceedings of the Forty-Eighth Annual Meeting*, Paula B. Voos, ed., Industrial Relations Research Association, January 5-7, 1996, San Francisco, CA. Madison, WI: Industrial Relations Research Association, 1996, pp. 92–94.

**Other Papers**

**[How Federal Pandemic Relief Helped Replenish State Unemployment Reserves.](#)**

*Employment Research* 29(2/3).

**[How Federal Pandemic Relief Helped Replenish State Unemployment Reserves.](#)**

Policy Paper No. 2022-027. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. (with Ken Kline)

**[Equity in Unemployment Insurance Benefit Access.](#)**

Policy Paper No. 2021-026. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, December 2021. (with William E. Spriggs and Stephen A. Wandner)

<https://doi.org/10.17848/pol2021-026>

**[Financing Michigan Unemployment in the Pandemic: A Case for Federal Aid to States.](#)**

*Research Highlight*, May 6, 2020.

**[Streamlining Administration of Short-Time Compensation: What's Right with Kansas?](#)**

*Research Highlight*, April 20, 2020. (with David E. Balducchi)

**[Food Stamps and Unemployment Compensation in the COVID-19 Crisis.](#)**

*Research Highlight*, April 1, 2020.

**[State Unemployment Insurance Reserves Won't Be Enough for a Recession.](#)**

*Research Highlight*, March 23, 2020. (with Kenneth J. Kline)

**[An Unemployment Insurance COVID-19 Crisis Response.](#)**

*Research Highlight*, March 12, 2020. (with Stephen A. Wandner)

Also published in *Employment Research* 27(2): 3–4. [https://doi.org/10.17848/1075-8445.27\(2\)-2](https://doi.org/10.17848/1075-8445.27(2)-2).

**[An Illustrated Case for Unemployment Insurance Reform: Paper Graphically Details the Decline in the Nation's UI System.](#)**

*Research Highlight*, March 4, 2020.

**[Unemployment Insurance Reforms Reduce Layoffs.](#)**

*Research Highlight*, February 25, 2020.

**[Nudges to Increase Completion of Welfare Applications: Experimental Evidence from Michigan](#)**

Upjohn Institute Working Paper 20-336. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2020. (with Dallas Oberlee and Gabrielle Pepin)

[https://research.upjohn.org/up\\_workingpapers/336/](https://research.upjohn.org/up_workingpapers/336/) (Forthcoming in *Journal of Behavioral Public Administration*.)

**[State Unemployment Insurance Reserves Are Not Adequate.](#)**

Upjohn Institute Working Paper 20-321. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2020. (with Kenneth J. Kline) <https://doi.org/10.17848/wp20-321>

**[Heterogeneous Impacts on Layoffs of Changes in Brazilian Unemployment Insurance Eligibility Rules.](#)**

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**[An Illustrated Case for Unemployment Insurance Reform.](#)**

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**[Job-Interview Referrals by Brazil's National Labor System Helps Workers Find Formal-Sector Jobs.](#)**

*Research Highlight*, August 22, 2019.

**[How To Fix a Broken Unemployment Insurance System.](#)**

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**[Are Sufficient Statistics Necessary? Nonparametric Measurement of Deadweight Loss from Unemployment Insurance.](#)**

NBER Working Paper No. 25574. Cambridge, MA: National Bureau of Economic Research, 2019. (with David S. Lee, Pauline Leung, Zhuan Pei, and Simon Quach)  
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**[Lessons from the American Federal-State Unemployment Insurance System for a European Unemployment Benefits System.](#)**

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**[Outreach Campaigns Boost Awareness of Work-Sharing Program.](#)**

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**[A Comparative Analysis of Unemployment Insurance Financing Methods.](#)**

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**[Using Behavioral Insights to Improve Take-Up of a Reemployment Program: Trial Design and Findings.](#)**

Washington, DC: Mathematica Policy Research, 2017. (with Matthew Darling, Irma Perez-Johnson, Jaclyn Lefkowitz, Ken Kline, Ben Damerow, Randall Eberts, Samia Amin, and Greg Choinacki)

**[Evaluating Public Employment Programs with Field Experiments: A Survey of American Evidence.](#)**

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**[The Employment Service-Unemployment Insurance Partnership: Origin, Evolution, and Revitalization.](#)**

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**[Is Our Unemployment Insurance System Recession-Ready?](#)**

*Research Highlight*, August 31, 2017.

**[UI Research Highlights from 2015.](#)**

*Research Highlight*, May 25, 2016.

**[Are State Unemployment Insurance Reserves Sufficient for the Next Recession?](#)**

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**[Encouragement Emails Increase Participation in Reemployment Services.](#)**

DOL Behavioral Interventions Project Brief. Washington, DC: U.S. Department of Labor, 2016. (with Matthew Darling, Irma Perez-Johnson, Jacklyn Lefkowitz, Ken Kline, Ben Damerow, and Randall Eberts)

**[Selected Public Workforce Development Programs in the United States: Lessons Learned for Older Workers.](#)**

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**[What Happens When More Low-Earning Workers Become Eligible for UI?](#)**

*Research Highlight*, December 24, 2015.

**[Special UI at 80 Feature: How SNAP and UI Interacted During the Great Recession.](#)**

*Research Highlight*, October 6, 2015.

**[Improving Workforce Programs for Older Workers.](#)**

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Upjohn Institute Working Paper 15-236. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2015. (with Pauline Leung) <https://doi.org/10.17848/wp15-236>

**[Use of Unemployment Insurance and Public Employment Services after Leaving Welfare.](#)**

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**[Effects of NAFTA on US Employment and Policy Responses.](#)**

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**[Benefit Payment Costs of Unemployment Insurance Modernization: Estimates Based on Kentucky Administrative Data.](#)**

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

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**[Use of Unemployment Insurance and Employment Services by Newly Unemployed Leavers from Temporary Assistance for Needy Families: Final Report.](#)**

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In *Proceedings of the Forty-Eighth Annual Meeting, Industrial Relations Research Association, January 5-7, 1996*, San Francisco, CA, Paula B. Voos. ed. Madison, WI: Industrial Relations Research Association, 1996, pp. 92-94.

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

Upjohn Institute Working Paper No. 96-41, 1996. (with Randall W. Eberts)

**[Profiling Unemployment Insurance Beneficiaries.](#)**

*Employment Research* 3(2): 1, 3-4, 1996. (with Randall W. Eberts)  
[https://doi.org/10.17848/1075-8445.3\(2\)-1](https://doi.org/10.17848/1075-8445.3(2)-1)

**[An Impact Analysis of Employment Programs in Hungary.](#)**

Upjohn Institute Working Paper No. 95-30, 1995.

**[Performance Management of Active Labor Programs in Eastern Europe.](#)**

*Employment Research* 2(2): pp. 5-6, 1995. [https://doi.org/10.17848/1075-8445.2\(2\)-2](https://doi.org/10.17848/1075-8445.2(2)-2)

**[A System for Evaluating Employment Programs in Hungary.](#)**

Ministry of Labor, Budapest, Hungary, January 1994.

**[Evaluating Pooled Evidence from the Reemployment Bonus Experiments.](#)**

Upjohn Institute Working Paper No. 94-28, 1994. (with Paul T. Decker)

**[A System for Evaluating Labor Market Programs in Hungary.](#)**

Upjohn Institute Technical Report No. 94-005, 1994.

**[Innovation In Planning Hungarian Labor Market Programs.](#)**

World Employment Programme Research Working Paper WEP 2-43, Labour Market Analysis and Employment Planning WP 61, International Labour Office, Geneva, December 1993.

**[Reemployment Incentives for Unemployment Insurance Beneficiaries: Results from the Washington Reemployment Bonus Experiment.](#)**

Upjohn Institute Working Paper No. 93-22, 1993. (with Robert G. Spiegelman and Kenneth J. Kline)

**[Interstate Differences in Employer Tax Costs and Worker Benefits of Unemployment Insurance: A Micro-Simulation Approach.](#)**

Kalamazoo, MI: W.E. Upjohn Institute, August 1990. (with Timothy L. Hunt and Wei-Jang Huang)

[\*\*An Econometric Analysis of Unemployment Insurance Benefit Adequacy.\*\*](#)

Upjohn Institute Working Paper No. 90-05, 1990.

**PRESENTATIONS**

[\*\*Unemployment Insurance During the COVID Crisis: Lessons for Improving the UI Program.\*\*](#)

Presented at a Federal Reserve Bank of Philadelphia webinar on September 10, 2020. (with Lei Ding, Suzanne Simonetta, Patricia M. Anderson, and Michael Horrigan)

[\*\*Restoring Unemployment Insurance as Social Insurance.\*\*](#)

Prepared for the National Academy of Social Insurance symposium on the Future of Social Security, Ann Arbor, MI, November 7, 2018.

[\*\*Restoring Unemployment Insurance as Social Insurance.\*\*](#)

Presentation prepared for the annual state unemployment insurance directors' conference organized by the National Association of State Workforce Agencies, Orlando, FL, November 7, 2017.

**Outcomes of Policies for Displaced Workers: an American Perspective.**

Canadian Roundtable on Displaced Workers, "Outcomes, Emerging Best Practices and Future Policy Directions," Gatineau, Quebec, March 12, 2010.

**Employment and Training Policy in the United States During the Economic Crisis**

APEC forum on Human Resources Development (HRD) 2009 entitled "Implementing Public TEVT Programmes in the Midst of the Financial Crisis—HRD Policies in Collaboration with Employment Security" held at Overseas Vocational Training Association (OVTA), November 18–20, 2009, Chiba City, Japan.

**Use of UI and ES by Recent TANF Leavers.**

Recovery and Reemployment Research Conference, L'Enfant Plaza Hotel, Washington, DC, September 15–16, 2009.

**Effectiveness of Reemployment.**

NASWA Winter Policy Forum, Washington, DC, February 19, 2009.

**UI as a Safety Net for Former TANF Recipients.**

[Slides 5–10 part of the presentation "**Analysis of Activation Programs for Low-qualified Workers.**"] presented by Randall W. Eberts at IAB (Institute for Employment Research) in Nuremberg, Germany, February 12, 2009.

**Statistical Targeting to Support Reemployment Services.**

U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security, 2008.

[Web conference December 17, 2008 by Workforce3 One; Transcript by Federal News Service, Washington, DC.]

**Workfare in the United States.**

Presented by Randall Eberts at the RESQ (Reform of Employment Services Quorum) Network Meeting, Amsterdam, December 13, 2007. (with Robert A. Straits)

**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, DC, January 19–20, 2006. (with Randall W. Eberts)



**Reemployment of Claimants for Unemployment Insurance.**

Employers Unemployment Compensation Council, EUCC, Livonia, MI, October 7, 2004.

**Methods for Evaluating Employment Programs in Sophia, Bulgaria.**

Seminar series presented to representatives of the Bulgarian Ministry of Labor and Social Policy and the Bulgarian Public Employment Bureau, February 24–29, 2004.

**Reemployment of Unemployment Insurance Claimants.**

National Academy of Social Insurance research colloquium on unemployment insurance, Hall of the States, Washington, DC, November 21, 2003.

**Effectiveness of Employment Services; Personal Reemployment Accounts: A Simulation Analysis for Georgia; and Cost Effectiveness of Targeted Reemployment Services.**

Three presentations at the 25th annual research conference of the Association for Public Policy Analysis and Management, Washington, DC, November 6–8, 2003.

**UI Job Search Rules and Their Employment Effects.**

National Unemployment Insurance Directors' Meeting, Westin Hotel, Savannah, GA, October 19–21, 2003.

**UI Job Search Rules and Their Employment Effects.**

National Association of State Workforce Associations, Westin Hotel, Seattle, WA, September 16–18, 2003.

**Comments on: "Employment Responses to Trade Liberalization: Ireland's Industrial Development, 1972–2000" by Paul Walsh and Ciara Whelan.**

Microeconomic Analyses of Labor Reallocation conference, Brook Lodge, Augusta, MI, August 22, 2003.

**Using Wage Records to Develop Decision Tools for One-Stop Center Staff and Customers.**

Administrative Record Symposium: New Tools for a New Era, Bureau of Labor Statistics, Washington, DC, July 23–25, 2003. (with Randall W. Eberts)

**A New Worker Profiling and Reemployment Services Model for Michigan.**

2003 Employment and Training Administration research conference, U.S. Department of Labor, Holiday Inn Capitol-Smithsonian, Washington, DC, June 5, 2003. (with Randall W. Eberts)

**Testimony Before the Subcommittee on Income Security and Family Support of the House Committee on Ways and Means.**

Transcript: Hearing before the Subcommittee on Human Resources of the Committee on Ways and Means, U.S. House of Representatives, One Hundred Eighth Congress, First Session, April 10, 2003. Serial No. 108-11. Washington: Government Printing Office, 2003.

**Considerations for States Planning Personal Reemployment Accounts.**

Employment and Training Administration research conference, U.S. Department of Labor, Holiday Inn Capitol-Smithsonian, Washington, DC, June 5, 2003. (with Randall W. Eberts)

[Also presented at the National Association of State Workforce Agencies (NASWA), Washington DC, February 27, 2003.]

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

Employment and Training Administration research conference, U.S. Department of Labor, Holiday Inn Capitol-Smithsonian, Washington, DC, June 5, 2003. (with Randall W. Eberts)

**Peer Review of Evaluation Studies.**

Evaluation and Data Development, Human Resources Development Canada, and held at Chateau Laurier, Ottawa, Ontario, Canada, May 28, 2003.

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

"Evaluating Local Economic and Employment Development," conference sponsored by the Organization for Economic Cooperation and Development (OECD) and the Austrian Ministry for Economic Affairs and Labour, Vienna, Austria, November 20–21, 2002. (with Randall W. Eberts)

**Lessons about Unemployment Insurance for Latin American and Caribbean countries from European Transition countries and North America.** "Unemployment Insurance Systems in the Americas," sponsored by the Bureau of International Labor Affairs, U.S. Department of Labor, and the Summit of the Americas, Miami, FL, November 14–15, 2002.

**Improving Frontline Staff Decisions and Effectiveness.**

Unemployment Insurance Directors' National Meeting and Legal Issues Forum, Whitefish, MT, October 14–17, 2002. (with Kim Kornokovich)

**Effectiveness of Labor Exchange Services.**

"Job Training and Labor Exchange in the U.S." jointly sponsored by W.E. Upjohn Institute for Employment Research and U.S. Department of Labor, Augusta, MI, September 19–21, 2002.

**Evaluating Employment and Training Programs: The United States Experience.**

Human Resources Development Canada, Ottawa, Ontario, June 27, 2002.

**Active Labor Market Programs: Conceptual Framework.**

Labor Market Policy Course at the World Bank, Washington, DC, April 23, 2002.

**Unemployment Insurance Research Topics.**

U.S. Department of Labor, five-year research plan conference. Washington, DC, March 22, 2002.

**An International Comparison of Trends in Active Labor Market Policy.** Canadian Policy Research Networks conference. Edmonton, Alberta, February 22–23, 2002.

**A Frontline Decision Support System for WIA One-Stop Centers: The Georgia Prototype.**

Society of Government Economists sponsored session at the Allied Social Science Associations conference, Atlanta, GA, January 4–6, 2002.

**Evaluating Active Labor Market Programs in Transition Economies; Worker Profiling as a Targeting Method for the Provision of Reemployment Services in the United States of America; and Expenditures on Active and Passive Labor Market Policy in the United States of America.**

Three presentations at the "Active Labor Market Programs: Improvement of Effectiveness," Moscow, Russian Federation, October 2–3, 2001.

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

Korean Labor Institute, International Symposium, Employment Policy Planning, Seoul, South Korea, September 12–13, 2001.

**A Frontline Decision Support System for WIA One-Stop Centers.**

U.S. Department of Labor, Office of Workforce Security, America's Workforce Network, Research Conference, "Making Connections in the New Economy," June 26–27, 2001, Washington, DC

[Presented at 22nd annual research conference of the Association for Public Policy Management and Analysis, Seattle, Washington, November 2–4, 2000 under title "**A Frontline Decision Support System for One-Stop Centers.**"]

**Unemployment Compensation and Older Workers.**

U.S. Department of Labor, Office of Workforce Security Conference, "Making Connections in the New Economy," June 26–27, 2001, Washington, DC.

[Also presented at the National Academy of Social Insurance conference "Health and Income Security for an Aging Workforce," National Press Club, Washington, DC, January 26–27, 2000. (with Stephen A. Wandner)]

**Profiling Reemployment Bonuses.**

American Economic Association, ASSA conference, New Orleans, LA, January 3–5, 2001.

**Overview of U.S. Employment Policy Dynamics.**

Queen's Summer Institute on Social Policy, School of Public Policy, Queens University, Kingston, Ontario, Canada, August 22, 2000.

**Impacts of Employment Programs.**

World Bank stakeholders conference on the *Employment Promotion and Services Project*, Ministry of Labor and Social Policy, Warsaw, Poland, May 30, 2000.

**Evaluation of Active Labor Market Programs: Examples from Hungary.**

World Association of Personnel in Employment Security (WAPES) conference, Budapest, Hungary, March 22–24, 2000.

**Issues in Unemployment Insurance Research.**

National Workforce Development Research Symposium sponsored by the U.S. Department of Labor, Employment and Training Administration, Capitol Hilton Hotel, Washington, DC July 27, 1999.

**An Overview of Methods for Evaluating Employment Programs. Performance Measurement of Active Labor Market Policies and Net Impact Analysis of Active Labor Programs.**

Presented for the Ministry of Labor, Beijing, China, May 19–20, 1999.

**Unemployment Insurance in the United States.**

Delegation from the Chinese Ministry of Labor at the Michigan Jobs Commission, Lansing, MI, May 3, 1999.

**Targeting Reemployment Services in a One-Stop Environment.**

"Targeting Reemployment Services" co-hosted by the U.S. Department of Labor and the W.E. Upjohn Institute for Employment Research, Kalamazoo, MI April 29–May 1, 1999. (with Randall W. Eberts)

**Performance Monitoring and Net Impact Evaluation of Active Labor Programs in Hungary and Poland.**

Department of Economics, Western Michigan University, Kalamazoo, MI, February 12, 1999.

**An Overview of Methods for Evaluating Employment Programs. Performance Measurement of Active Labor Market Policies.**

**Net Impact Analysis of Active Labor Programs.**

*Joint Vienna Institute* (a cooperative venture of the OECD, World Bank, IMF, European Bank for Reconstruction and Development, and the Bank for International Settlements), Vienna, Austria, December 14–15, 1998.

**Intergovernmental Relations in Employment Policy: The United States Experience.**

*International Comparative Federalism Workshop* sponsored by the Institute of Intergovernmental Relations, Queen's University, Kingston, September 28, 1998.

**Promoting Self-employment among the Unemployed in Hungary and Poland.**

International Conference on Self-employment, sponsored by the OECD, CERF and Canadian International Labor Network, Burlington, Ontario September 26, 1998.

**The Methodology of Evaluations; Design and Evaluation of a Field Experiment: The Washington Reemployment Bonus Experiment; and Performance Measurement of Active Labor Market Programs. Net Impact Analysis of Active Labor Market Programs.**

Lectures presented at the *International Workshop on Employment Policies for Economic Adjustment: International Experience and Korean Prospects* sponsored by the Korean Labor Institute, and the World Bank, Seoul, South Korea, July 14–15, 1998.

**Active Labor Program Evaluation Methodologies; Performance Monitoring Systems for Active Labor Programs. Quasi-experimental Design Methodology, Case Studies; and Case Studies: Process and Product (Hungary and Poland).**

Lectures presented at the *International Conference on Active Labor Programs: Design and Impact* the World Bank and the Turkish Employment Organization sponsors, Antalya, Turkey, June 9–10, 1998.

**Evaluation Design Methodologies; Performance Monitoring for Active Labor Programs, Poland. Performance Monitoring for Active Labor Programs, Hungary; and Evaluation using Quasi-experimental Design in Hungary and Poland.**

Lectures presented in module entitled *Active Labor Programs, Do They Have an Impact?* at the World Bank Human Development Week conference, Alexandria, VA, March 5, 1998.

**Employment Policy for Transition in Hungary and Poland.**

Labour Markets, Unemployment and Co-ops, a Conference sponsored by the European Commission PHARE ACE Program, Budapest, Hungary, October 27, 1996.

**Performance Management of Employment Programs in Hungary and Poland.**

Seventeenth Annual APPAM Research Conference, Washington, DC, November 3, 1995.

**[Design of Social Experiments.](#)**

Presentation to the Hungarian delegation at the Upjohn Institute, June 14, 1995. (with Robert Spiegelman)

**Report on a Survey of Unemployment and Active Labour Market Programmes in Hungary.**

Seminar on Labour Market Programmes, Ministry of Labour, Budapest, October 18, 1993. (with Martin Godfrey and Gyorgy Lazar)

**Innovation in Planning Hungarian Labor Market Programs.**

Western Economic Association International, Lake Tahoe, NV, June 24, 1993.

**RESEARCH CONFERENCES (Organized and Hosted)**

**Job Training and Labor Exchange Services in the United States.**

Jointly sponsored by the W.E. Upjohn Institute for Employment Research and the U.S. Department of Labor, September 19–21, 2002, Augusta, MI.

**Targeting Employment Services.**

Jointly sponsored by the W.E. Upjohn Institute for Employment Research and the U.S. Department of Labor, April 30–May 1, 1999, Kalamazoo, MI.

**Unemployment Insurance in the United States: Analysis of Policy Issues.**

On the occasion of the fiftieth anniversary of the Upjohn Institute. Jointly sponsored by the W.E. Upjohn Institute for Employment Research and the U.S. Department of Labor, June 15–17, 1995, Kalamazoo, MI.

**Technical Working Groups (TWG) for the U.S. Department of Labor**

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|-----------|--|
| 2016      | Served on Technical Working Group (TWG) to design an evaluation of UI payment accuracy in the US.                              |
| 2013–2017 | Served on USDOL TWG to monitor a Mathematica survey to study the adequacy UI benefit payments and reemployment wages after UI. |
| 2015      | Served on USDOL TWG to monitor an Impaq evaluation study of UI and public employment programs for older workers.               |

**STUDY TOURS (Organized and Hosted)**

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|------------|---|
| May 2005   | Six employment policy experts from the Republic of Serbia to Hungary. For the Serbians to learn about the implementation and operation of the Hungarian system for performance indicator which has operated continuously since 1994 and is now harmonized with European Union standards. This tour was organized in cooperation with the Hungarian National Employment Office (NEO) and paid for directly by the World Bank loan to the Serbian employment fund.  |
| April 1996 | Five employment policy experts from Hungary to Washington, DC and Michigan. This tour is summarized in " <b>Learning About Employment Policy in North America: Study Tours by Hungarian Experts</b> ," a report to the Hungarian Minister of Labor, Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. This tour was provided under a grant from the Bureau of International Labor Affairs, U.S. Department of Labor, to "Develop Methods for Cost Effective Use of Employment Programs in Hungary." |

- June 1995 Three employment policy experts from Hungary visited (among other places): The Ministry of Human Resources Development and Statistics Canada, Ottawa, Canada; the W.E. Upjohn Institute, Kalamazoo, MI; and the Bureau of Labor Statistics, Chicago, IL. This tour was provided under a grant from the Bureau of International Labor Affairs, U.S. Department of Labor to "Develop Methods for Cost Effective Use of Employment Programs in Hungary."
- November 1994 Four employment policy experts from Poland visited (among other places): the W.E. Upjohn Institute for Employment Research, Kalamazoo, MI; Human Resources Development Canada, Ottawa, Canada; and the U.S. Department of Labor, Washington, DC. Funding was provided by the Polish Ministry of Labor and Social Policy using money from a World Bank loan, under the contract to "Develop Guidelines for a Management Information System for Employment Programs."
- May 1993 Four employment policy experts from Poland spent two months in Kalamazoo, MI, attending employment policy seminars at the W.E. Upjohn Institute for Employment Research and enrolled as graduate students at Western Michigan University studying Management Information Systems Architecture and English as a second language. Funding was provided by the Polish Ministry of Labor and Social Policy using money from a World Bank loan, under the contract to "Develop Guidelines for a Management Information System for Employment Programs."
- September 1992 Four employment policy experts from Hungary visited (among other places): the U.S. Department of Labor, the Bureau of Labor Statistics; the U.S. Department of Commerce, Washington, DC; and the Ministry of Employment and Immigration, Ottawa, Canada. This tour was provided under the grant from the Bureau of International Labor Affairs, U.S. Department of Labor, to "Develop Methods for Cost Effective Use of Employment Programs in Hungary."

### **COLLEGE COURSES TAUGHT**

Labor Economics, Econometrics, Money and Banking, Intermediate Macroeconomics, Intermediate Microeconomic Theory, Survey of Economic Theory, Principles of Microeconomics, Principles of Macroeconomics, and Business Statistics I and II.

### **OCCASIONAL REFEREE**

American Economic Review  
American Economist  
Applied Economics  
European Economic Review  
Industrial and Labor Relations  
Review Journal of Human Resources

### **PROFESSIONAL AFFILIATIONS**

American Economic Association  
Association for Public Policy Management and Analysis  
National Academy of Social Insurance [elected to membership in 1999]

### **SCHOLARSHIPS**

- Fall 1973–  
Spring 1977 Massachusetts Board of Higher Education Undergraduate Scholarship

Fall 1977– University of Arizona  
Spring 1984 Graduate Assistant tuition waiver

Summer 1986 Massachusetts Institute of Technology  
Special Summer Program Scholarship [Courses attended: Discrete Choice Analysis:  
Theory and Applications; Instructors: Daniel McFadden, Moshe Ben-Akiva, and Steven  
Lerman.]

### **COMMUNITY SERVICE**

May 1994– 501 Alliance—Unemployment Service for Non-Profit Agencies, Michigan. Member, Board  
present of Directors,  
Member of the executive committee and chair of the rate committee.

1994–1998 Industrial Relations Research Association, Southwestern Michigan Chapter. Member,  
Executive Committee  
President, 1997

March 1992– Kalamazoo Governmental Employees Federal Credit Union. Member, Board of Directors  
1998