May 2026

STEPHEN A. WOODBURY

Michigan State University
Department of Economics
486 West Circle Drive, Room 110
East Lansing, MI 48824-1038
Voice: 517/355-4587
Email: woodbur2@msu.edu

W.E. Upjohn Institute
for Employment Research
300 South Westnedge Avenue
Kalamazoo, MI 49007-4696
Voice: 269/343-5541
Email: woodbury@upjohn.org

EMPLOYMENT

Current

Michigan State University, East Lansing, MI:
Professor, Department of Economics, 1994–present
Associate Professor, Department of Economics, 1988–1994
Assistant Professor, Department of Economics, 1982–1988

W. E. Upjohn Institute for Employment Research, Kalamazoo, MI:
Senior Economist, 1984–present

Previous (including visiting and temporary)

Stockholm University, Stockholm, Sweden
Visiting Researcher, Swedish Institute for Social Research (SOFI), 2024–2025

Princeton University, Princeton, NJ:
Visiting Professor, Department of Economics, 2014–2015
Visiting Research Scholar, Industrial Relations Section, 2014–2015

Advisory Council on Unemployment Compensation (U.S. Department of Labor), Washington, DC:
Deputy Director, 1993–1994

University of Stirling, Stirling, Scotland:
Visiting Professor, Department of Economics, January–June 1992

University of Hawai'i at Manoa, Honolulu, Hawai'i:
Visiting Consultant, Industrial Relations Center, Fall 1991, Fall 1992, Winter 1994, Winter 1996

Pennsylvania State University, University Park, PA:
Assistant Professor, Department of Economics, 1981–1982
Instructor, Department of Economics, 1979–1981

Wisconsin Council of County and Municipal Employees (Council 40, AFSCME, AFL–CIO), Madison, WI:
Research Analyst, 1978–1979

EDUCATION

Ph.D., Economics, University of Wisconsin–Madison, 1981
M.S., Economics, University of Wisconsin–Madison, 1977
B.A., Economics (highest honors), Middlebury College, 1975

FIELDS OF INTEREST

Labor Economics and Public Policy
Public Economics
Applied Microeconomics

WORK IN PROGRESS

"Gender, Wages, and Hours: The Role of the Employer," with Marta Lachowska (supported by the Russell Sage Foundation).

"Long-Term Effects of UI Profiling and Job Search Assistance for Displaced Workers," with Marta Lachowska and Merve Meral.

"Taxation Methods and Solvency of State Unemployment Insurance Trust Funds," with Bryce VanderBerg. .

PUBLICATIONS

Articles and Book Chapters

"Work Hours Mismatch," with Marta Lachowska, Alexandre Mas, and Raffaele Saggio. *Econometrica* 94 (May 2026): 991-1025. <https://doi.org/10.3982/ECTA21849>.

"Race, Ethnicity, and Nonpayment of Unemployment Insurance: The Role of the Employer," with Marta Lachowska. *American Economic Association Papers & Proceedings* 116 (May 2026): 393–399. <https://www.aeaweb.org/articles?id=10.1257/pandp.20261094>.

"Employers and Unemployment Insurance Take-Up," with Marta Lachowska and Isaac Sorkin. *American Economic Review* 115 (August 2025): 2529–2573. <https://www.aeaweb.org/articles?id=10.1257/aer.20230195>

"Do Firm Effects Drift? Workplace Heterogeneity and Wage Inequality in Washington," with Marta Lachowska, Alexandre Mas, and Raffaele Saggio. *Journal of Econometrics* 233 (April 2023): 375–395. <https://doi.org/10.1016/j.jeconom.2021.12.014>

"Poor Performance as a Predictable Outcome: Financing the Administration of Unemployment Insurance," with Marta Lachowska and Alexandre Mas. *American Economic Association Papers and Proceedings* 112 (May 2022). <https://www.aeaweb.org/articles?id=10.1257/pandp.20221073 >

"Wage Posting or Wage Bargaining? A Test Using Dual Jobholders," with Marta Lachowska, Alexandre Mas, and Raffaele Saggio. *Journal of Labor Economics* 40 (April 2022): S469–S493. <https://www.journals.uchicago.edu/doi/full/10.1086/718321 >

"How Reliable Are Administrative Reports of Paid Work Hours?" with Marta Lachowska and Alexandre Mas. *Labour Economics* 75 (April 2022). <https://doi.org/10.1016/j.labeco.2022.102131>

"Sources of Displaced Workers' Long-Term Earnings Losses," with Marta Lachowska and Alexandre Mas. *American Economic Review* 110 (October 2020): 3231–3266. <https://www.aeaweb.org/articles?id=10.1257/aer.20180652>

"Online Appendix: Sources of Displaced Workers' Long-Term Earnings Losses," with Marta Lachowska and Alexandre Mas (May 21, 2020). <https://assets.aeaweb.org/asset-server/files/13097.pdf>

"Experience Rating and the Dynamics of Financing Unemployment Insurance," with Marta Lachowska and Wayne Vroman. *National Tax Journal* 77 (September 2020): 673–698. <https://www.journals.uchicago.edu/doi/10.17310/ntj.2020.3.03>

"Effects of the Unemployment Insurance Work Test on Long-Term Employment Outcomes," with Marta Lachowska and Merve Meral. *Labour Economics* 41 (2016): 246–265. <https://doi.org/10.1016/j.labeco.2016.05.015>

"Unemployment Insurance." In *The Oxford Handbook of U.S. Social Policy*, edited by Daniel Béland, Christopher Howard, and Kimberly J. Morgan. New York: Oxford University Press, 2015. Pp. 471–490.

"Health Insurance Tax Credits, the Earned Income Tax Credit, and the Health Insurance Coverage of Single Mothers," with Merve Cebi. *Health Economics* 23 (May 2014): 501–515.

"Financing Unemployment Insurance," with Wayne Vroman. *National Tax Journal* 67 (March 2014): 253–268.

"Retiree Health Benefits as Deferred Compensation: Evidence from the Health and Retirement Study," with James Marton. *Public Finance Review* 41 (January 2013): 64–91.

"Unemployment." In *Labor and Employment Law and Economics*, edited by Kenneth G. Dau-Schmidt, Seth D. Harris and Orly Lobel. Cheltenham, UK: Edward Elgar Publishing, 2009. Pp. 480–516. (Volume 2 of *Encyclopedia of Law and Economics*, second edition.)

"Retiree Health Benefit Coverage and Retirement," with James Marton. In *Government Spending on the Elderly*, edited by Dimitri B. Papadimitriou. New York: Palgrave Macmillan, 2007. Pp. 222–242.

"Income Replacement and Reemployment Programs in Michigan." In *Michigan at the Millennium: A Benchmark and Analysis of Its Fiscal and Economic Structure*, edited by Charles Ballard, Paul Courant, Douglas Drake, Ronald Fisher, and Elizabeth Gerber. East Lansing, MI: Michigan State University Press, 2003. Pp. 389–412.

"Optimal Unemployment Insurance with Risk Aversion and Job Destruction," with Carl Davidson. In *Search Theory and Unemployment*, edited by Stephen A. Woodbury and Carl Davidson. Boston and Dordrecht: Kluwer Academic Publishers, 2002. Pp. 177–213.

Four chapters in *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, edited by Philip K. Robins and Robert G. Spiegelman. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2001:

"Participation in the Reemployment Bonus Experiments," with Paul Decker and Chris O'Leary (Chapter 3), pp. 77–103.

"Bonus Impacts on Receipt of Unemployment Insurance," with Paul Decker and Chris O'Leary (Chapter 4), pp. 105–150.

"Impacts on Employment and Earnings," with Paul Decker and Chris O'Leary (Chapter 5), pp. 151–174.

"From Social Experiment to Program," with Carl Davidson (Chapter 6), pp. 175–222.

"Wage-Rate Subsidies for Dislocated Workers," with Carl Davidson. *Research in Employment Policy* 2 (2000): 141–184.

"Economics, Economists, and Public Policy." *Quarterly Review of Economics and Finance* 40 (2000): 417–430.

"Employee Benefits and the Distribution of Income and Wealth," with Daniel Slottje and Rod Anderson. In *Employee Benefits and Labor Markets in Canada and the United States*, edited by William T. Alpert and Stephen A. Woodbury. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2000. Pp. 349–378.

"Low-Wage Labor Markets: Changes over the Business Cycle and Differences across Region and Location," with David M. Smith. In *The Low-Wage Labor Market*, edited by Kelleen Kaye and Demetra S. Nightingale. Washington, DC: Urban Institute Press, 2000. Pp. 41–62.

"Seniority, External Labor Markets, and Faculty Pay," with Byron W. Brown. *Quarterly Review of Economics and Finance* 38 (1998): 771–798.

"The Duration of Unemployment Insurance Benefits," with Murray Rubin. In *Unemployment Insurance in the United States: Analysis of Policy Issues*, edited by Christopher J. O'Leary and Stephen A. Wandner. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1997. Pp. 211–283.

"Optimal Unemployment Insurance," with Carl Davidson. *Journal of Public Economics* 64 (June 1997): 359–387.

"Employee Benefits and Tax Reform." In *Tax Reform: Implications for Economic Security and Employee Benefits*, edited by Dallas L. Salisbury. Washington, DC: Employee Benefit Research Institute, 1997. Pp. 27–34.

"The Displacement Effect of Reemployment Bonus Programs," with Carl Davidson. *Journal of Labor Economics* 11 (October 1993): 575–605.

"Culture and Human Capital: Theory and Evidence or Theory versus Evidence?" In *Labor Economics: Problems in Analyzing Labor Markets*, edited by William A. Darity, Jr. Boston and Dordrecht: Kluwer Academic Publishers, 1993. Pp. 239–267.

"Taxes, Fringe Benefits, and Faculty," with Daniel S. Hamermesh. *Review of Economics and Statistics* 74 (May 1992): 287–296.

Two chapters in *Improving Access to Health Care: What Can the States Do?*, edited by John H. Goddeeris and Andrew J. Hogan. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, 1992:

"Labor-Market Impacts of Policies to Expand Access to Health Care," with Andrew J. Hogan. Pp. 207–232.

"Small Employer Health Insurance Pools and Medicaid Buy-In Programs for Children and Non-Working Adults," with Andrew J. Hogan. Pp. 103–121.

"The Decline of Fringe Benefit Coverage in the 1980s," with Douglas R. Bettinger. In *Structural Changes in U.S. Labor Markets: Causes and Consequences*, edited by Randall W. Eberts and Erica Groshen. Armonk, NY: M.E. Sharpe, 1991. Pp. 105–138.

"Earnings of Black Immigrants: Implications for Racial Discrimination." In *New Approaches to Economic and Social Analyses of Discrimination*, edited by Richard R. Cornwall and Phanindra V. Wunnava. NY: Praeger, 1991. Pp. 295–330.

"Economic Issues in Employee Benefits." *Research in Labor Economics* 11 (1990): 271–296.

"Controlled Experiments and the Unemployment Insurance System," with Robert G. Spiegelman. In *Unemployment Insurance: The Second Half-Century*, edited by W. Lee Hansen and James F. Byers. Madison, WI: University of Wisconsin Press, 1990. Pp. 355–392.

"Power in the Labor Market: Institutionalist Approaches to Labor Problems." *Journal of Economic Issues* 21 (December 1987): 1781–1807. (Reprinted in *Evolutionary Economics*, Volume II: Institutional Theory and Policy, edited by Marc R. Tool. Armonk, NY: M. E. Sharpe, 1988. Pp. 363–398.)

"Bonuses to Workers and Employers to Reduce Unemployment: Randomized Trials in Illinois," with Robert G. Spiegelman. *American Economic Review* 77 (September 1987): 513–530.

"Pensions, Social Security, and the Accumulation of Wealth," with Susan Pozo. *Eastern Economic Journal* 12 (July–September 1986): 273–281.

"The Scope of Bargaining and Bargaining Outcomes in the Public Schools." *Industrial and Labor Relations Review* 38 (January 1985): 195–210.

"Technology, Labor Interests, and the Law: Some Fundamental Points and Problems," with W. J. Samuels, A. A. Schmid, J. D. Shaffer, and R. A. Solo. *Nova Law Journal* 8 (Spring 1984): 487–513.

"Substitution Between Wage and Nonwage Benefits." *American Economic Review* 73 (March 1983): 166–182.

"Methodological Controversy in Labor Economics." *Journal of Economic Issues* 13 (December 1979): 933–955.

Books

Search Theory and Unemployment, edited with Carl Davidson. Boston and Dordrecht: Kluwer Academic Publishers, 2002 (viii, 241 pp.).

Employee Benefits and Labor Markets in Canada and the United States, edited with William T. Alpert. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2000 (viii, 523 pp.).

Long-Term Unemployment and Reemployment Policies, edited with Laurie J. Bassi. Stamford, CT: JAI Press, 2000 (xii, 302 pp.).

Reform of the Unemployment Insurance System, edited with Laurie J. Bassi. Stamford, CT: JAI Press, 1998 (xii, 319 pp.).

The Tax Treatment of Fringe Benefits, with Wei-Jang Huang. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, 1991 (xii, 178 pp.).

Research Briefs, Commentaries, Reviews, and Other Publications

"Do Employer Challenges Drive Unemployment Insurance Benefit Nonpayment?" with Marta Lachowska. Research Brief, W.E. Upjohn Institute for Employment Research, October 2026. <https://research.upjohn.org/up_policybriefs/102/>.

"Wage Posting or Wage Bargaining? A Test Using Dual Jobholders," with Marta Lachowska, Alexandre Mas, and Raffaele Saggio. Research Brief, W.E. Upjohn Institute for Employment Research, January 2022 <https://research.upjohn.org/cgi/viewcontent.cgi?article=1040&context=up_policybriefs>.

"Wage Bargaining is an Important, yet Unavailable, Tool for Many U.S. Workers to Increase Their Incomes," with Marta Lachowska, Alexandre Mas, and Raffaele Saggio. Washington Center for Equitable Growth post, November 2021 <https://equitablegrowth.org/wage-bargaining-is-an-important-yet-unavailable-tool-for-many-u-s-workers-to-increase-their-incomes/>.

"How Many Americans Have Lost Jobs with Employer Health Coverage During the Pandemic?" with Paul Fronstin. Commonwealth Fund Issue Brief, October 2020. <https://www.commonwealthfund.org/publications/issue-briefs/2020/oct/how-many-lost-jobs-employer-coverage-pandemic>

"Loss of Jobs With Employment-Based Health Coverage During the Pandemic," with Paul Fronstin. Employee Benefit Research Institute *Fast Facts* #366, October 29, 2020. <https://www.ebri.org/docs/default-source/fast-facts/ff-366-esicovidloss-29oct20.pdf?sfvrsn=e1673a2f_4>

"How Will This Recession Be Different?" with Marta Lachowska. W.E.Upjohn Institute Research Highlights, May 15, 2020. <https://www.upjohn.org/research-highlights/how-will-recession-be-different>

"Disaster Unemployment Assistance Would Help Gig, Contract, Self-Employed Workers Affected by COVID-19." *Employment Research* 27 (April 2020): 4. <https://research.upjohn.org/cgi/viewcontent.cgi?article=1292&context=empl_research>

"Unemployment Insurance." In *The American Middle Class: An Economic Encyclopedia of Progress and Poverty*, edited by Robert S. Rycroft. Greenwood Press, 2017.

"Economic consequences of the Supreme Court's decision on the Affordable Care Act." *ADAPT International Bulletin*, Issue No. 25/2012 (July). <http://www.adaptbulletin.eu/docs/woodbury_2012.pdf>

"Labor Force Participation in Mississippi and Other Southern States," with Marta Lachowska. *Employment Research* 19 (April 2012): 1–4. <http://research.upjohn.org/empl_research/vol19/iss2/1/>

Strengthening Unemployment Insurance for the 21st Century: A Roundtable Report, with Margaret C. Simms. Washington, DC: National Academy of Social Insurance, January 2011. Available at: <http://www.nasi.org/research/2011/report-strengthening-unemployment-insurance-21st-century-rou>

"An Agenda for Future Research: Strengthening Unemployment Insurance for the 21st Century," with Margaret C. Simms. Washington, DC: National Academy of Social Insurance, Unemployment Insurance Brief No. 1, January 2011. Available at: <http://www.nasi.org/research/2011/agenda-future-research-strengthening-unemployment-insurance>

"Health Insurance Tax Credits and Health Insurance Coverage of Low-Income Single Mothers," with Merve Cebi. *Employment Research* 16 (April 2009): 1–3.

"Comments on 'How 401(k)s and the Stock Market Crash Explain Increases in Older Workers' Labor Force Participation Rates' and 'The Interaction between Health, Health Insurance, and Retirement.'" In *Work Options for Older Americans*, edited by Teresa Ghilarducci and John Turner. Notre Dame, IN: University of Notre Dame Press, 2007. Pp. 303–308.

"Retiree Health Benefits and Retirement," with James Marton. *Employment Research* 13 (October 2006): 5–6.

"Refundable Tax Credits for Health Insurance," with David Emmons and Eva Madly. *Employment Research* 12 (July 2005): 4–6.

"Extended Unemployment Benefits," with Jeffrey Wenger and Wayne Vroman. *Employment Research* 10 (April 2003): 4–6.

"New Directions in Reemployment Policy." *Employment Research* 4 (October 2000): 1–4.

"The Stagnant Fringe," with Daniel S. Hamermesh. *Academe* (May–June 1991): 13–17.

"The Effect of Collective Bargaining on Faculty Salaries: Discussion." In *Proceedings of the Forty-Third Meeting of the Industrial Relations Research Association*. Madison, WI: IRRA, 1991. Pp. 132–134.

"Improving Access to Health Care in Michigan," with Andrew J. Hogan. *Business Outlook* 6 (Spring 1990): 1–6.

"Review of *The Economics of Non-Wage Labour Costs* by Robert A. Hart." *Industrial and Labor Relations Review* 40 (October 1986): 140–141.

"The Dilemma of American Immigration: A Review Article." *Journal of Human Resources* 20 (Winter 1985): 138–141.

"Occupational Safety and Health Regulation and Economic Theory: Comment." In *Labor Economics: Modern Views*, edited by William A. Darity, Jr. Boston: Kluwer–Nijhoff, 1984. Pp. 269–278.

Government Publications

A Comparative Analysis of Unemployment Insurance Financing Methods, with Wayne Vroman, Elaine Maag, and Christopher O'Leary. Final Report Prepared for the U.S. Department of Labor, Chief Evaluation Office, under Contract number DOLU139634360. Washington, DC: The Urban Institute, December 2017. (xvii + 276 pp.) <https://www.dol.gov/asp/evaluation/completed-studies/A-Comparative-Analysis-of-Unemployment-Insurance-Financing-Methods-Final-Report.pdf>.

"The Effects of Eliminating the Work Search Requirement on Job Match Quality and Other Long-Term Employment Outcomes," with Marta Lachowska and Merve Meral. Report submitted to the U.S. Department of Labor, Employment and Training Administration, November 2014. <http://www.dol.gov/asp/evaluation/completed-studies/2013-2014-scholar-programs/2013-2014_DOL_Scholars_Paper_Series_Lachowska_Chapter.pdf>.

Trend and Cycle Analysis of Unemployment Insurance and the Employment Service, with Wayne Vroman. Employment and Training Administration Occasional Paper 2005-04, U.S. Department of Labor, December 2004.

"Unemployment Insurance Overpayments and Underpayments." In *Unemployment Fraud and Abuse*, Hearing before the Subcommittee on Human Resources of the House Ways and Means Committee, June 11, 2002, Serial No. 107-82. Washington, DC, U.S. Government Printing Office, 2002. Pp. 46–51.

"Crowding-Out Effects of the Public Labor Exchange in Washington State," with Carl Davidson. In *Measuring the Effect of Public Labor Exchange Referrals and Placements in Washington and Oregon*, by Louis Jacobson and Ian Petta. Office of Workforce Security Occasional Paper 2000-06. Washington, DC: U.S. Department of Labor, Employment and Training Administration, October 2000. Pp. 6-1–6-20.

"Comments." In *Measuring the Effect of Public Labor Exchange Referrals and Placements in Washington and Oregon*, by Louis Jacobson and Ian Petta. Office of Workforce Security Occasional Paper 2000-06. Washington, DC: U.S. Department of Labor, Employment and Training Administration, October 2000. Pp. 8-20–8-25.

"Optimal Unemployment Insurance," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. B1–B50.

"Further Aspects of Optimal Unemployment Insurance," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. CC1–CC72.

"Emergency Extensions of Unemployment Insurance: A Critical Review and Some New Empirical Evidence." In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. JJ1–JJ70.

"Unemployment Insurance and Unemployment: Implications of the Reemployment Bonus Experiments," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume III. Washington, DC: U.S. Government Printing Office, 1996. Pp. KK1–KK37.

Unemployment Insurance in the United States: Benefits, Financing, Coverage, with Laurie J. Bassi and staff of the Advisory Council on Unemployment Compensation. Washington, DC: Advisory Council on Unemployment Compensation, 1995. (xix + 289 pp.)

"Wage-Rate Subsidies for Dislocated Workers," with Carl Davidson. In *Advisory Council on Unemployment Compensation: Background Papers*, Volume II. Washington, DC: U.S. Government Printing Office, 1995. Pp. T1–T61.

Advisory Council on Unemployment Compensation: Report and Recommendations, February 1994, with Laurie J. Bassi and staff of the Advisory Council, Washington, DC: Advisory Council on Unemployment Compensation, 1994. (xiii + 180 pp.)

"An Evaluation of Proposals to Tax Employer Contributions to Voluntary Pension and Health Insurance Plans," with Wei-Jang Huang. In *New Issues in Wages, Non-Wages, and Employment*, edited by Robert A. Hart. Brussels and Luxembourg: Office for Official Publications of the European Communities, 1989. Pp. 181–241.

"Current Economic Issues in Employee Benefits." In *Investing in People: A Strategy to Address America's Workforce Crisis, Commission on Workforce Quality and Labor Market Efficiency*, U.S. Department of Labor. Washington, DC: U.S. Government Printing Office, September 1989. Pp. 2131–2229.

Trends in Non-Wage Labour Costs and Their Effects on Employment, with Robert A. Hart, David N. F. Bell, Rudolf Frees, and Seiichi Kawasaki. Brussels and Luxembourg: Office for Official Publications of the European Communities, 1988 (v, 233 pp.).

"The Tax Treatment of Fringe Benefits: What Do We Know and What Needs to Be Learned?" In *Distribution and Economics of Employer-Provided Fringe Benefits*, Hearings before the Subcommittee on Social Security and Subcommittee on Select Revenue Measures, House Ways and Means Committee, September 17 and 18, 1984, Serial No. 98-98. Washington, DC, U.S. Government Printing Office, 1985. Pp. 447–455.

Reports to Government Agencies

"Race, Gender, and Denied Claims for Unemployment Insurance: The Role of the Employer," with Marta Lachowska. Research paper submitted to U.S. Department of Labor (Summer Data Challenge on Equity and Underserved Communities Grant Program), December 2022.

"Simulating the Effects of Changes in UI Tax Policy Using Administrative Payroll Tax Records," with Kenneth Kline. Report submitted to the U.S. Department of Labor, Office of Unemployment Insurance. Kalamazoo, MI: W.E. Upjohn Institute, December 2016.

"Labor Force Participation in Mississippi and Other Southern States: Summary Report," with Marta Lachowska. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, Technical Report No. 12-026, March 2012 (37 pp.) http://research.upjohn.org/up_technicalreports/26/

Labor Force Participation in Mississippi and Other Southern States: Final Report, with Marta Lachowska. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, Technical Report No. 12-027, March 2012 (185 pp.) <http://research.upjohn.org/up_technicalreports/27/>

Historical Analysis of Unemployment Insurance, the Employment Service, and the Business Cycle, with Wayne Vroman. Final Report submitted to the U.S. Department of Labor, Employment and Training Administration. Washington, DC: The Urban Institute, April 2004.

Layoffs and Experience Rating of the Unemployment Insurance Payroll Tax: An Analysis of Firms in Three States, with Rod W. Anderson and Louis S. Jacobson. Report submitted to the U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security under Contract No. M-5599-5-00-97-30. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, August 2001.

Denied Claims Accuracy Pilot Project: Follow-Up Report, with Wayne Vroman. Report submitted to the Office of Workforce Security, U.S. Department of Labor. , Employment and Training Administration, Office of Workforce Security, Division of Performance Review under Contract No. M-5538-5-00-97-30. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, August 2000. (118 pp.)

"Crowding-Out Effects of the Public Labor Exchange in Washington State," with Carl Davidson. Report Submitted to the Labor Market and Economic Analysis Branch, Washington State Employment Security Department, February 2000. (30 pp.)

Denied Claims Accuracy Pilot Project: Final Report, with Wayne Vroman. Report prepared for the U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service, Division of Performance Review under Contract No. M-5538-5-00-97-30. Herndon, VA: PRAMM Consulting Group, Inc., May 1999. (ix + 160 pp.)

"Low-Wage Labor Markets: Changes over the Business Cycle and Regional Differences," with David M. Smith. Report prepared for the Urban Institute and the U.S. Department of Health and Human Services (Office of the Assistant Secretary for Policy and Evaluation), August 1998.

"Comments on 'A Dialogue: Unemployment Insurance and Employment Service Programs.'" Report prepared for the U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service, August 1998.

A Two-State Evaluation of the Emergency Unemployment Compensation Program, with Rod Anderson. Final Report prepared for the U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service under Contract No. M-5114-5-00-97-40. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, June 1997. (116 pp.)

"Increasing Unemployment Insurance Benefit Adequacy," with Wayne Vroman. Report prepared for the Office of the Secretary, U.S. Department of Labor. Washington, DC: The Urban Institute, December 1996.

Basic Skills and the Transition from School to Work: Findings from a Survey and Focus Group Interviews of Employers. Final report prepared for the State of Hawaii, Department of Education and Department of Labor and Industrial Relations. Honolulu, Hawaii: University of Hawaii at Manoa, Industrial Relations Center, March 1996. (76 pp.)

"Design for Monitoring and Evaluating Programs Implemented Under the Employment and Training Fund." Report to the State of Hawaii, Department of Labor and Industrial Relations. University of Hawaii at Manoa, Industrial Relations Center, March 1993.

"Employer Training Needs in Hawaii: Summary Report." University of Hawaii at Manoa, Industrial Relations Center, November 1992. (Also W.E. Upjohn Institute for Employment Research Staff Working Paper 92-15, December 1992.)

Employer Training Needs in Hawaii: Analysis of the 1991 Survey. Final Report to the State of Hawaii, Department of Labor and Industrial Relations. Honolulu, Hawaii: University of Hawaii at Manoa, Industrial Relations Center, April 1992. (135 pp.)

"Impacts of Policies to Expand Access to Health Care on Michigan Labor Markets," with Andrew J. Hogan. Report to the Governor's Task Force on Access to Health Care. Michigan State University, Department of Economics, October 1989. (55 pp.)

"Voluntary Programs of Health Insurance for the Uninsured," with Andrew J. Hogan. Report to the Governor's Task Force on Access to Health Care. Michigan State University, Office of Medical Education Research and Development, October 1989. (26 pp.)

"Transitional Programs for Health Care for the Uninsured," with Andrew J. Hogan. Report to the Governor's Task Force on Access to Health Care. Michigan State University, Office of Medical Education Research and Development, October 1989. (24 pp.)

Current Economics Issues in Employee Benefits. Final Report to the Secretary's Commission on Workforce Quality and Labor Market Efficiency, U.S. Department of Labor. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, May 1989. (104 pp.)

Taxation and Employer-Provision of Fringe Benefits, with Wei-Jang Huang. Final Report to the Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research, February 1989. (248 pp.)

"Illinois Unemployment Insurance Experiments: Documentation of the Public-Use Data File," with Robert G. Spiegelman and Azman B. Abdullah. W. E. Upjohn Institute for Employment Research, December 1987.

The Illinois Unemployment Insurance Incentive Experiments, with Robert G. Spiegelman. Final Report to the Illinois Department of Employment Security. Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, February 1987.

Reports to Nongovernmental Agencies

"Withstanding a Financial Firestorm: Credit Unions versus Banks," with David M. Smith. Madison, WI: Filene Research Institute, 2010. Available at: <http://www.mcul.org/files/cucorp/744/file/Credit%20unions%20vs.%20Banks%20May%202010.pdf>

"Refundable Tax Credits for Health Insurance: The Sensitivity of Simulated Impacts to Assumed Behavior," with Eva Madly. Report submitted to the Center for Health Policy Research, American Medical Association, Chicago, Illinois, July 2004.

"Differences in Bank and Credit Union Capital Needs," with David M. Smith. Filene Research Institute Special Report. Madison, WI: Filene Research Institute and The Center for Credit Union Research, University of Wisconsin–Madison, 2002.

"A State and Regional Analysis of the Effects of Public Policy on Credit Union Select Employee Groups," with David M. Smith and William A. Kelly. Filene Research Institute Special Report. Madison, WI: Filene Research Institute and The Center for Credit Union Research, University of Wisconsin–Madison, 1997.

"An Analysis of Public Policy on Credit Union Select Employee Groups," with David M. Smith and William A. Kelly. Filene Research Institute Special Report. Madison, WI: Filene Research Institute and The Center for Credit Union Research, University of Wisconsin–Madison, 1997.

Selected Working Papers

"Poor Performance as a Predictable Outcome: Financing the Administration of Unemployment Insurance," with Marta Lachowska and Alexandre Mas. Working Paper #653, Princeton University, Industrial Relations Section, January 2022<https://dataspace.princeton.edu/handle/88435/dsp01v405sd53v>.)

"How Reliable Are Administrative Reports of Paid Work Hours?," with Marta Lachowska and Alexandre Mas. Upjohn Institute Working Paper 361, January 2022 <https://research.upjohn.org/up_workingpapers/361/>.

"Do Firm Effects Drift? Evidence from Washington Administrative Data," with Marta Lachowska, Alexandre Mas, and Raffaele Saggio. NBER Working Paper 26653, January 2020. <https://www.nber.org/papers/w26653>.

"Financing Unemployment Insurance," with Wayne Vroman. Upjohn Institute Working Paper 14-207, February 2014. <http://research.upjohn.org/up_workingpapers/207>

"Unemployment Insurance." Upjohn Institute Working Paper 14-208, September 2013. <http://research.upjohn.org/up_workingpapers/208>

"Retiree Health Benefits as Deferred Compensation: Evidence from the Health and Retirement Study." Upjohn Institute Working Paper 12-181, May 2012.

"The Influence of Retiree Health Benefits on Retirement Patterns," with James Marton. Upjohn Institute Staff Working Paper 10-163, February 2010.

"Retiree Health Benefits and the Decision to Retire," with James Marton. Upjohn Institute Staff Working Paper 09-149, March 2009.

"Trend and Cycle Analysis of Unemployment Insurance and the Employment Service," with Wayne Vroman. W.E. Upjohn Institute Technical Report No. TR06-019, January 2006.

"Refundable Tax Credits for Health Insurance: The Sensitivity of Simulated Impacts to Assumed Behavior," with David Emmons and Eva Madly. W.E. Upjohn Institute Working Paper 05-119, July 2005.

"Income Replacement and Reemployment Programs in Michigan and Neighboring States." W.E. Upjohn Institute Staff Working Paper 02-86, October 2002.

"The Optimal Dole with Risk Aversion and Job Destruction," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 98-58, May 1998.

"Employee Benefits and Tax Reform." W.E. Upjohn Institute Staff Working Paper 96-45, July 1996.

"Unemployment Insurance and Unemployment: Implications of the Reemployment Bonus Experiments," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 96-44, April 1996.

"Gender Differences in Faculty Turnover," with Byron W. Brown. W.E. Upjohn Institute Staff Working Paper 95-34, July 1995.

"Optimal Unemployment Insurance," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 95-35, July 1995.

"Seniority, External Labor Markets, and Faculty Pay," with Byron W. Brown. W.E. Upjohn Institute Staff Working Paper 95-37, December 1995.

"Wage-Rate Subsidies for Dislocated Workers," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 95-31, January 1995.

"Culture, Human Capital, and the Earnings of West Indian Blacks." W.E. Upjohn Institute Staff Working Paper 93-20, October 1993.

"Employer Training Needs in Hawaii." W.E. Upjohn Institute Staff Working Paper 92–12, December 1992.

"The Displacement Effect of Reemployment Bonus Programs," with Carl Davidson. W.E. Upjohn Institute Staff Working Paper 90-02, November 1990.

TEACHING EXPERIENCE

Michigan State University

Introduction to Microeconomics
Microeconomics and Public Policy (Honors College)
Intermediate Microeconomics
Labor Market Policy and Labor Relations (undergraduate)
Analysis of Labor Markets (undergraduate Economics majors)
Introduction to Econometrics (undergraduate)
Senior Seminar for Economics Majors
Labor Economics (graduate)

Princeton University

Junior Independent Workshop (undergraduate)

Pennsylvania State University

Principles of Microeconomics
Labor Economics (undergraduate and graduate)
Statistical Foundations for Econometrics (undergraduate)
Comparative Economic Systems (undergraduate)

University of Stirling

Topics in Labor Economics (undergraduate)
Capital Budgeting (MBA)

Dissertation Committees Chaired

David M. Smith. Studies in the Labor Market for Veterinarians. Michigan State University, 1997.

Wen-Hao Chen. Essays on Employment Insurance, Income Mobility, and Family Income Distribution. Michigan State University, 2004.

Merve Cebi Meral. Three Empirical Studies of Human Capital, Labor Supply, and Health Care. Michigan State University, 2008.

Michael A. Allgrunn. Three Studies of Immigration and Unemployment. Michigan State University, 2009.

Po-Chun Huang. Essays on Unemployment Insurance and the Labor Market. Michigan State University, 2017.

Bryce VanderBerg. The Signaling Role of Job Loss and Other Labor Market Studies. Michigan State University, 2022.

Kexin Feng. Effects of Pay Transparency on Wages and Labor Mobility, 2025.

Eion Lange, Heterogeneity in the Returns to Job Tenure and Mobility,2026.

Asa Brigandi. An Evaluation of the Reemployment Services and Eligibility Assessment (RESEA) Program, in progress.

Jarret Hoffman, Prevailing Wage Laws, in progress.

CONFERENCES ORGANIZED

"Financing Unemployment Insurance: Research Workshop," organized with Marta Lachowska. W.E. Upjohn Institute for Employment Research, Kalamazoo, MI, April 23, 2021.

"Financing Unemployment Insurance: Policy Forum." organized with Michael Horrigan, Marta Lachowska, and Chris O'Leary. W.E. Upjohn Institute for Employment Research, Kalamazoo, MI, April 29, 2021.

"Labor Markets in Recession and Recovery." W.E. Upjohn Institute for Employment Research, Kalamazoo, MI, October 2–4, 2010.

"Strengthening Unemployment Insurance for the Twenty-First Century." National Academy of Social Insurance Policy Roundtable, Washington, DC, July 13, 2010.

"Health, Health Insurance, and Labor Markets." W.E. Upjohn Institute for Employment Research, Kalamazoo, MI, October 2–4, 2008.

Annual Meeting of the Midwest Economics Association, Nashville, TN, March 26–28, 1999.

Second Research Conference of the Advisory Council on Unemployment Compensation (with Laurie J. Bassi), Burlington, VT, August 17–18, 1995.

"Employee Benefits, Labor Costs, and Labor Markets in Canada and the United States," with William T. Alpert. W.E. Upjohn Institute for Employment Research, Kalamazoo, MI, November 4–5, 1994 (with funding from the William T. Donner Foundation).

First Research Conference of the Advisory Council on Unemployment Compensation (with Laurie J. Bassi), Portland, ME, August 18–19, 1994.

GRANTS AND AWARDS FOR RESEARCH

Russell-Sage Foundation, "Gender, Wages, and Hours: The Role of the Employer," with Marta Lachowska, January–December 2025.

U.S. Department of Labor (Summer Data Challenge on Equity and Underserved Communities Grant), "Race, Gender, and Denied Claims for Unemployment Insurance: The Role of the Employer," with Marta Lachowska, June–December 2022.

Commonwealth Fund, "Loss of Employer-Sponsored Health Insurance during the Pandemic Recession: Estimates Using State Unemployment Insurance Claims Reports," with Paul Fronstin (Employee Benefit Research Institute), May–October 2021.

Washington Center for Equitable Growth (co-funded by the Russell Sage Foundation), "Sources of Displaced Workers' Long-Term Earnings Losses," with Marta Lachowska, September 2017–June 2019.

U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance: "Financing Unemployment Insurance—Alternative Methodologies for Experience Rating of State Unemployment Insurance Taxes," with Wayne Vroman (Urban Institute) and Chris O'Leary (W.E. Upjohn Institute), March 2013–November 2016.

Mississippi Department of Employment Security and the Mississippi Governor's Office, "Labor Force Participation in Mississippi and Other Southern States," with Marta Lachowska (W.E. Upjohn Institute), August-December 2011.

U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security: "States' Income Security Responses to the 2001 Recession." January 2003–April 2004.

American Medical Association: "Analysis and Simulation of the Impacts of Tax Credits for Health Insurance." January 2001–July 2004.

Washington State Employment Security Department, Labor Market and Economic Analysis Branch, "Crowding-Out Effects of the Public Labor Exchange in Washington State," October 1999–May 2000.

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "Follow-Up Study on Denied Claims Accuracy Pilot Project," April 1999–July 2000. (Subcontract with PRAMM Consulting Group, Inc., Herndon, VA.)

U.S. Department of Health and Human Services, Office of the Assistant Secretary for Policy and Evaluation: "The Low-Wage Labor Market: Challenges and Opportunities for Self-Sufficiency," March–December 1998. (Subcontract with The Urban Institute, Washington, DC.)

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "Denied Claims Accuracy Pilot Project," September 1995–March 1999. (Subcontract with PRAMM Consulting Group, Inc., Herndon, VA.)

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "Employer Responses to the Unemployment Insurance Payroll Tax," September 1996–March 1999. (Subcontract with Westat, Inc., Rockville, MD.)

Filene Research Institute and the Center for Credit Union Research, University of Wisconsin–Madison: "Bank and Credit Union Safety and Soundness Under Economic Stress: A Comparative Study," with David M. Smith, July 1997–July 2001.

Filene Research Institute and the Center for Credit Union Research, University of Wisconsin–Madison: "Public Policy on Credit Union Select Employee Groups," with David M. Smith, February–April 1997.

U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service: "A Two-State Evaluation of the Emergency Unemployment Compensation Program," March 1995–June 1997.

William H. Donner Foundation: "Employee Benefits, Labor Costs, and Labor Markets in Canada and the United States," with William T. Alpert (conferences and research volume), 1993–1998.

U.S. Department of Labor, Secretary's Commission on Workforce Quality and Labor Market Efficiency: "Current Economic Issues in Employee Benefits," Contract No. 99-9-4757-75-009-04, January–June 1989.

U.S. Department of Health and Human Services (Office of the Assistant Secretary for Planning and Evaluation): "Taxation and Employer Provision of Fringe Benefits," Grant Number 84 ASPE 134A, September 1984–July 1986.

U.S. Department of Labor (Employment and Training Administration): Dissertation Grant, 1979–1981.

Grant G. Somers Award, University of Wisconsin, Department of Economics, 1979.

CONSULTATION AND PUBLIC SERVICE

External Examiner, Department of Economics, University at Albany, State University of New York, 2025.

U.S. Department of Labor Technical Working Group, "The Unemployment Insurance System in the 21st Century: Lessons from the Great Recession and the COVID Pandemic," January 2019–July 2022

U.S. Department of Labor Technical Working Group, "Unemployment Insurance Trust Fund Financing," U.S. Department of Labor, 2018–2021 .

Evaluation "Unemployment Compensation Provisions of the American Recovery and Reinvestment Act of 2009," Mathematica Policy Research and U.S. Department of Labor, 2011–2015.

Affiliated faculty member, MSU Institute for Public Policy and Social Research (IPPSR), March 2016–present.

Member, Southeast Michigan Economic Outlook Expert Panel, Oakland University School of Business Administration, 2013–2017.

Member, Technical Working Group, "Evaluating the Unemployment Compensation Provisions of the American Recovery and Reinvestment Act of 2009," Mathematica Policy Research and U.S. Department of Labor, 2011–2015.

Director, National Academy of Social Insurance project on "Strengthening Unemployment Insurance for the Twenty-First Century," funded by the U.S. Department of Labor and the Annie E. Casey Foundation, 2009–2011.

External Examiner, Department of Economics, Faculty of Social Science, University of Western Ontario, 2006.

Advisor, Government Accountability Office, "Unemployment Insurance Experience Rating," 2005–2006.

External Advisor, "Evaluation of New Jersey Workforce Development Partnership Program Individual Training Grants," Heldrich Center for Workforce Development, Rutgers University, March–September 2002.

External Evaluator, "Evaluation of Cost and Performance of Unemployment Insurance Call Centers in Washington State," Washington State Joint Legislative Audit and Review Committee, May–October 2001.

Expert Panel for Developing the Workforce Investment Act Strategic Research Plan. U.S. Department of Labor, Employment and Training Administration, 1999.

Consultant, Project on Unemployment Insurance Recipiency, U.S. Department of Labor, Washington, DC (project administered by the Urban Institute), July 1999–June 2001.

Principal Investigator, "Denied Claims Accuracy Pilot Project. Division of Actuarial Services," Unemployment Insurance Service, U.S. Department of Labor, March 1998–May 2000. (Consultant, June 1995–March 1998.)

Board of Directors, Southwest Michigan Healthplan Purchasing Alliance, 1997–1998.

Consultant, Advisory Council on Unemployment Compensation, Washington, DC, 1994–1996.

Resident Scholar, Board of Governors of the Federal Reserve System, Washington, DC, July 1992.

Consultant to Department of Labor and Industrial Relations, State of Hawaii, on implementing the Hawaii Employment and Training Fund (Act 68), 1991–1995.

Academic Consortium member, Governor of Michigan's Task Force on Access to Health Care, February 1989–February 1990.

Regular Contributor to *Business Outlook: The Quarterly Report for West Michigan* (published by W. E. Upjohn Institute for Employment Research), August 1984–November 1985.

SELECTED PRESENTATIONS TO GROUPS OTHER THAN ACADEMIC ECONOMISTS

"Employers and Unemployment Insurance Take-Up." Presentation to U.S. Department of Labor Region 1 UI Directors, March 6, 2024.

"The Pandemic and the Great Reshuffle." Presentation to the Institute for Public Policy and Social Research Forum, February 22, 2022.

Markets in the Pandemic and After." Presentation at Institute for Public Policy and Social Research Legislative Staff Training Seminar, September 10, 2021.

"Will the Post-Recession Labor Market Constrain Economic Growth?" Presentation to the Consensus Revenue Estimating Conference, State Capitol, Lansing, MI, May 17, 2017.

"Worker Dislocation and Unemployment Insurance." Presentation at the National Association of State Workforce Agencies Winter Policy Forum, Arlington, VA, March 1-2, 2012.

"Unemployment Insurance and Displaced Workers." Presentation at the National Academy of Social Insurance Annual Conference, National Press Club, Washington, DC, January 27-28, 2011.

"A Research Agenda for Unemployment Insurance." Presented at:
- 2010 National Conference on Unemployment Insurance, National Association of State Workforce Agencies, Washington, DC, October 19-20, 2010.
- National Association of State Workforce Agencies 74th Annual Meeting, Madison, WI, September 22, 2010.

"Does it Pay to Attend an Elite College or University?" Annual D.K. Smith Public Lecture, Middlebury College, November 8, 2007.

"Strategic Benefits: Trends, Challenges, and Approaches." Presentation to the Human Resource Management Association of Chicago, Chicago, September 27, 2006.

"Background on SUTA Dumping." Presentation at the Institute for Public Policy and Social Research Forum on "Talk of Tax Reform: Unemployment Taxes and Business Loopholes," Lansing, MI, March 30, 2005.

"Reducing Cross-subsidies under Unemployment Insurance." Presentation at the National Foundation for Unemployment Compensation and Workers' Compensation Annual National Conference, Washington, DC, March 30–April 1, 2003.

Testimony before the Subcommittee on Human Resources of the Committee on Ways and Means, U.S. House of Representatives, Hearing on Unemployment Fraud and Abuse, June 11, 2002. (Paper on "Unemployment Insurance Overpayments and Underpayments" read into the record.)

"Current Issues in Unemployment Insurance and Employment Service Programs." Presentation at the U.S. Department of Labor Regional Dialogue on Unemployment Insurance and Employment Service Programs, Novi, MI, July 14, 1998.

"Reemployment Initiatives in Unemployment Compensation: Results of Recent Demonstration Projects." Presentation to the National Meeting of the National Foundation for Unemployment Compensation and Workers' Compensation, Rochester, NY, May 16–18, 1994.

"Recent Research on Reemployment Initiatives." Presentation to the Board of Trustees of the National Foundation for Unemployment Compensation and Workers' Compensation, Washington, DC., April 27, 1994.

Testimony before the Subcommittees on Social Security and Select Revenue Measures, Committee on Ways and Means, U.S. House of Representatives, Hearings on Employer-Provided Fringe Benefits, September 18, 1984. (Paper on "The Tax Treatment of Fringe Benefits" read into the record.)

SERVICE TO PROFESSIONAL ORGANIZATIONS (SELECTED)

Labor and Employment Relations Association
Coordinator, Labor Market Interest Section, 2007–2025.

Midwest Economics Association
President, 1998–1999
First Vice President, 1993–1994