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Current

University Distinguished Professor, Northeastern University (since 6/11, Distinguished Professor of Economics and Social Policy 6/08-5/11)
Editorial Board, *Industrial Relations*
Consultant on labor economics, and statistics

Previous Professional Positions

Chair, Department of Economics (12/13-6/18, interim chair 7/13-12/13)
Visiting Scholar, Federal Reserve Bank of Boston, (8/09-12/15)
The Brookings Institution (8/07-6/16 Non-Resident Senior Fellow, Senior Fellow 7/95-7/07, Visiting Fellow 7/94 – 6/95)
Russell Sage Foundation Visiting Scholar (for academic year 2008-2009)
Thomas C. Schelling Visiting Professor, School of Public Policy, University of Maryland (8/07-6/08)
Co-Director of the European Central Bank's International Wage Flexibility Project, (2002-2008)
Consultant, New York Federal Reserve Bank (9/05-8/08)
Visiting Erskine Fellow, University of Canterbury, Christchurch, New Zealand 2-3/06
Director, National Community Development Policy Analysis Network, 1/96-10/01
Senior Economist, President's Council of Economic Advisors 7/93 - 6/94
Visiting Assistant Professor of Industrial Relations, Sloan School of Management, M.I.T. (Spring 1986)
National Bureau of Economic Research (Faculty Research Fellow 7/82-6/86, Research Associate 7/86-6/98)
Professor of Economics, Department of Economics, University of California, Berkeley (7/95, Associate Professor 7/87 - 6/95, Assistant Professor 7/80-6/87)

Education

Ph.D. in Economics, M.I.T., 1981
B.A. in Social Studies, Bard College, 1976

Journal Articles

- “The Role of Inequity Aversion in Microloan Defaults,” *Behavioral Public Policy* (forthcoming), with Matthew Jordan, Oliver Hauser, and David Rand.
- “Effects of Expanding a Non-Contributory Health Insurance Scheme on Out-of-Pocket Healthcare Spending by the Poor in Turkey,” *British Medical Journal Global Health*, (July, 2019), 4(4), with Abdullah Tirgil and Rifat Atun.
- “The Changing Consequences of Unemployment for Household Finances,” *Russell Sage Foundation Journal of the Social Sciences* (May, 2017), with Robert Trieste and Rachel Sederberg.
- “Twin Differentiation of Cognitive Ability Through Phenotype Environment Transmission: The Louisville Twin Study,” *Behavior Genetics*, (October, 2015) with Chris Beam, Deborah Davis, Deborah Finkel, and Eric Turkheimer.
- “Applying Biometric Growth Curve Models to Developmental Synchronies in Cognitive Development: The Louisville Twin Study,” *Behavior Genetics*, (September, 2015), with Deborah Finkel, Deborah Davis, and Eric Turkheimer.
- “Effect of Introducing Malaria Rapid Diagnostic Tests in Drug Shops on Malaria Testing and Treatment in Uganda: An Impact Evaluation” *Bulletin of the World Health Organization*, (March, 2015) with Jessica Cohen, Gunther Fink, Kathleen Maloney, Katrina Berg, Matthew Jordan, Theodore Svoronos, and Flavia Aber.
- “Determinants of malaria diagnostic uptake in the retail sector: qualitative analysis from focus groups in Uganda” *Malaria Journal*, (February, 2015) with Jessica Cohen, Alex Cox, Kathleen Maloney, Felix Lam and Gunther Fink.
- “Access to Subsidized ACT and Malaria Treatment – Evidence from the First Year of the AMFm Program in Six Districts in Uganda” *Health Policy and Planning*, (June, 2013) with Jessica Cohen, Gunther Fink, and Matthew Jordan
- “Feasibility of Distributing Rapid Diagnostic Tests for Malaria in the Retail Sector: Evidence from an Implementation Study in Uganda” *PLoS ONE* (November, 2012) with Jessica Cohen, Gunther Fink, Katrina Berg, Kathleen Maloney, Flavia Gloria Aber and Matthew Jordan
- “Group Differences in IQ are Best Understood as Environmental in Origin,” *American Psychologist* (September 2012), with Richard Nisbett, Clancy Blair, James Flynn, Diane F. Helpem, and Eric Turkheimer.

- "Potential Effects of the Great Recession on US Labor Markets," *The B.E. Journal of Macroeconomics*. (2012) Vol. 12.2012, 3, p. 1-40 with Robert Triest
- "Intelligence: New Findings and Theoretical Developments," *American Psychologist*, (February-March 2012), with Richard Nisbett, Clancy Blair, James Flynn, Diane F. Helpen, and Eric Turkheimer.
- "Implications of Phenotype-Environment Correlations in Developmental Models," *Behavior Genetics*, (November, 2011) with Eric Turkheimer and Chris Beam.
- "Time-Limited Effect of the Nonshared Environment on Cognitive Ability," *Behavior Genetics*, (November 2010) with Eric Turkheimer and Chris Beam.
- "Longitudinal Structure of the Non-Shared Environment in Children and Older Adult Twins," *Behavior Genetics* (November 2009) with Eric Turkheimer and Chris Beam.
- "Unfinished Business in the Macroeconomics of Low Inflation: A Tribute to George and Bill by Bill and George," *Brookings Papers on Economic Activity*, (2007:2), with George Akerlof.
- "How Wages Change: Micro Evidence from the International Wage Flexibility Project," *Journal of Economic Perspectives* (Spring 2007) with the IWFP meta-analysis team
- "Common Ground and Differences: A Reply to Rushton and Jensen," *Psychological Science* (October 2006), with James Flynn
- "Black Americans Reduce the Racial IQ Gap: Evidence from Standardization Samples," *Psychological Science* (October 2006), with James Flynn
- "Low Birth Weight and Social Disadvantage: Tracking their relationship with children's IQ during the period of school attendance," *Intelligence* (July-August 2006), with Naomi Breslau, James Flynn, Edward Peterson, and Victoria Lucia.
- "Racial Discrimination in Labor Markets with Announced Wages," *American Economic Review*, (September 2005), with Kevin Lang and Michael Manove.
- "School Readiness and Genetic Differences," *The Future of Children*, Vol. 15, #1 (Spring, 2005).
- "The IQ Paradox is Still Resolved: Reply to Loehlin (2002) and Rowe and Rodgers (2002)" *Psychological Review*, (October, 2002) with James R. Flynn.

- “A Foundation for Behavioral Economics,” *American Economic Review, Papers and Proceedings*, (May, 2002) with Jessica Cohen.
- “Heritability Estimates vs. Large Environmental Effects: The IQ Paradox Resolved,” *Psychological Review* (April 2001) with James R. Flynn.
- “Near Rational Wage and Price Setting and the Long Run Phillips Curve,” *Brookings Papers on Economic Activity*, 2000:I, with George Akerlof and George Perry.
- “Racial Test Score Differences as Evidence of Reverse Discrimination: Less than Meets the Eye,” *Industrial Relations*, Vol. 38, #3 (July, 1999) p331-363, with Thomas J. Kane, reprinted in Harry J. Holzer and David Neumark eds. *The Economics of Affirmative Action*, Edward Elgar: Camberley Surrey (2004).
- “The Macroeconomics of Low Inflation,” *Brookings Papers on Economic Activity*, 1996:I, pp. 1-76, with George Akerlof and George Perry, reprinted in George Akerlof *Explorations in Pragmatic Economics*, Oxford University Press (2005).
- “An Analysis of Unemployment in Sri Lanka,” *Journal of Development Studies*, 31 (4), April 1995, pp. 620-36, with Kevin Lang.
- “Labor Supply with Hours Restrictions,” *International Economic Review*, Vol. XXXIV, no. 1, February 1993, pp. 169-92, with Shelly Lundberg.
- “Hedonic Damage Estimates: Assuming the Can Opener.” *Journal of Forensic Economics*, Vol. III, no. 3, Fall 1990, pp. 51-60, reprinted in *A Hedonic Primer for Economists and Attorneys*, John O. Ward (ed.), Lawyers & Judges Publishing Company, Tucson, 1992.
- “Error Components in Grouped Data: Is it Ever Worth Weighting?” *Review of Economics and Statistics*, Vol. LXXII, no. 2, May 1990, pp. 328-333.
- “Does It Matter What We Trade? Trade and Industrial Policies When Labor Markets Don't Clear,” *Industrial Relations Research Association Series, Proceedings of the Forty-Second Annual Meeting*, December 28-30, 1989, Atlanta, pp. 527-535.
- “Employee Crime, Monitoring, and the Efficiency Wage Hypothesis,” *Journal of Labor Economics*, July 1989, with Lawrence Katz, Kevin Lang, and Lawrence Summers.
- “The Changing Structure of the Female Labor Market, 1976-1984,” *Industrial Relations Research Association Series, Proceedings of the Forty-First Annual Meeting*, December 26-30, 1988, New York, with Rachel Friedberg and Kevin Lang.

- “Labor Market Segmentation and the Union Wage Premium,” *Review of Economics and Statistics*, August 1988, with Kevin Lang.
- “The Reemergence of Segmented Labor Market Theory,” *American Economic Review, Papers and Proceedings*, May 1988, with Kevin Lang.
- “Bargaining Unit, Union, Industry and Locational Correlates of Union Support in Certification and Decertification Elections,” *Industrial Relations*, Fall 1987, with Douglas Wholey and James Robinson.
- “The Impact of the Runaway Office on Union Certification Elections in Clerical Units,” *Industrial Relations Research Association Series, Proceedings of the Thirty-Ninth Annual Meeting*, December 28-30, 1986, with Beatrice Frieberg.
- “Crime and Punishment Again: The Economic Approach with a Psychological Twist,” *Journal of Public Economics*, 1986, reprinted in Gianluca Fiorentini and Stefano Zamagni eds. *The Economics of Corruption and Illegal Markets* Edward Elgar:Cheltenham (1998)
- “A Test of Dual Labor Market Theory,” *American Economic Review*, September 1985, with Kevin Lang.
- “Accounting for the Decline in Union Membership, 1950-1980,” *Industrial and Labor Relations Review*, April 1985, with Jonathan Leonard.
- “Differences Between Risk Premiums in Union and Nonunion Wages and the Case for Occupational Safety Regulation,” *American Economic Review, Papers and Proceedings*, May 1984.
- “The Effect of Company Campaigns on Certification Elections: Law and Reality Once Again,” *Industrial and Labor Relations Review*, July 1983.
- “The Productivity Crisis: Secular or Cyclical?” *Economics Letters*, #9, 1982.
- “The Economic Consequences of Cognitive Dissonance,” *American Economic Review*, June 1982, with George Akerlof, reprinted in George Akerlof, *An Economic Theorist's Book of Tales*, Cambridge University Press, 1984.

Books and Monographs

Urban Problems and Community Development, Brookings 1999, Co-editor with Ronald Ferguson.

Looking Before We Leap: Social Science and Welfare Reform. Brookings, 1995. Co-editor with Kent Weaver.

Labor and an Integrated Europe. Brookings, 1993. Co-editor with Lloyd Ulman and Barry Eichengreen.

The U.S. Labor Market Effects of European Economic Integration: Policy Considerations. National Commission for Employment Policy, 1993.

The Dynamics of Trade and Employment. Ballinger, 1988. Co-editor with Laura Tyson and John Zysman.

Book Chapters

“Adoption of Over-the-Counter Malaria Diagnostics in Africa: The Role of Subsidies, Beliefs, Externalities and Competition,” in Molly Macauley and Ramanan Laxminarayan eds. *The Value of Information: Methodological Frontiers and New Applications for Realizing Social Benefit* (2012) with Jessica Cohen

“The Social Dynamics of the Expression of Genes for Cognitive Ability,” *The Dynamic Genome and Mental Health*, Ken Kendler, Sara R. Jaffee and Daniel Romer Eds. (2011) with Eric Turkheimer.

“A New Method for Estimating Time Variation in the NAIRU,” in *Understanding Inflation and the Implications for Monetary Policy, A Phillips Curve Retrospective* Jeffrey Fuhrer and Elizabeth Murray eds. (2009).

“Cognitive Ability” in *The New Palgrave Dictionary of Economics*, 2nd Edition, Steven Durlauf and Lawrence E. Blume eds. (2008).

“Behavioral Genetics” in *The New Palgrave Dictionary of Economics*, 2nd Edition Steven Durlauf and Lawrence E. Blume eds. (2008).

“Instinct and Choice: A Framework for Analysis” in Cynthia Garcia Coll, Elaine L. Bearer, and Richard Lerner eds. *Nature and Nurture: The Complex Interplay of Genetic and Environmental Influences on Human Behavior and Development*, Erlbaum, 2004, p145-170. with Jessica Cohen.

“Have New Human Resource Management Practices Lowered the Sustainable Unemployment Rate?” in *The Roaring 90s*, A. Krueger and R. Solow editors, Russel Sage Foundation, 2001, with Jessica Cohen and Adam Posen.

“Editors' Introduction,” to *Urban Problems and Community Development*, W. Dickens and R. Ferguson (eds.), Brookings, 1999.

- “Rebuilding Urban Labor Markets: What Community Development Can Accomplish,” in *Urban Problems and Community Development*, W. Dickens and R. Ferguson (eds.), Brookings, 1999.
- “Why Has the AFDC Caseload Increased?,” in *Looking Before We Leap*, W. Dickens and K. Weaver (eds.), Brookings, 1995.
- “The Effects of Family Caps,” in *Looking Before We Leap*, W. Dickens and K. Weaver (eds.), Brookings, 1995.
- “Editors' Introduction,” to *Labor and an Integrated Europe*, Ulman, Eichengreen, and Dickens (eds.), Brookings, 1993.
- “The U.S. Labor Market Effects of EC92: A Labor Rents Perspective,” in Ulman, Eichengreen, and Dickens, *Labor and an Integrated Europe*, Brookings, 1993.
- “Labor Market Segmentation: Reconsidering the Evidence,” in William Darity, ed., *Labor Economics: Problems in Analyzing Labor Markets*, Kluwer Academic, 1993, with Kevin Lang.
- “Why Do Firms Monitor Workers?” in Weiss, Y., ed., *Advances in the Theory and Measurement of Unemployment*, Macmillan: London, 1990, with Lawrence Katz, Kevin Lang, and Lawrence Summers.
- “Neoclassical and Sociological Perspectives on Segmented Labor Markets,” in Paula England and George Farkas, eds., *Industries, Firms, and Jobs: Sociological and Economic Approaches*, Plenum Press: New York, 1988, with Kevin Lang.
- “The Effect of Trade on Employment: Techniques and Evidence,” in Tyson, Dickens and Zysman, *The Dynamics of Trade and Employment*, Ballinger, 1988.
- “Why It Matters What We Trade: A Case for Active Policy,” in Tyson, Dickens and Zysman, *The Dynamics of Trade and Employment*, Ballinger, 1988, with Kevin Lang.
- “Where Have All the Good Jobs Gone?” in Kevin Lang and Jonathan Leonard, eds., *Unemployment and the Structure of Labor Markets*, Basil-Blackwell, 1987, with Kevin Lang.
- “Inter-Industry Wage Differences and Industry Characteristics,” in Kevin Lang and Jonathan Leonard, eds., *Unemployment and the Structure of Labor Markets*, Basil-Blackwell, 1987, with Lawrence Katz.

“Safety Regulation and 'Irrational' Behavior,” in Benjamin Gilad and Stanley Kaish, eds., *Handbook of Behavioral Economics*, JAI Press, 1986.

“Occupational Safety and Health Regulation and Irrational Behavior: A Preliminary Analysis,” in John D. Worrall and David Appel, eds., *Workers' Compensation Benefits: Adequacy, Equity and Efficiency*, ILR Press, 1985.

“Occupational Safety and Health Regulation and Economic Theory,” in William Darity, ed., *Labor Economics: Modern Views*, Kluwer-Nijhoff, 1984.

Published Comments, Speeches, Opinion Articles, and Reviews

“Five Myths about the Federal Debt,” *EconoStats*, September 20, 2012, with Stephen Rose, <http://econostats.org/five-myths-about-the-federal-debt/>

“Europe on the Brink (Again),” *EconoStats*, June 27, 2012, with Stephen Rose, <http://econostats.org/europe-on-the-brink-again/>

“The United States is not Greece,” *Forbes* (online), May 30, 2012, with Stephen Rose, <http://www.forbes.com/sites/realspin/2012/05/30/the-united-states-is-not-greece/>

“The Future of Greece And The Euro,” *Forbes* (online), May 23, 2012, with Stephen Rose, <http://www.forbes.com/sites/realspin/2012/05/23/the-future-of-greece-and-the-euro/>

“Structural Unemployment: Stubborn Myths and Elusive Realities,” *The Milken Institute Review* (2012, First Quarter)

“Yes, We Can Reduce the Unemployment Rate,” *Brookings Institution Policy Brief* http://www.brookings.edu/~media/Files/rc/papers/2011/0629_reduce_unemployment_dickens/0629_reduce_unemployment_dickens.pdf (2011, July)

“If Congress Won’t Help, What Else Can the Fed Do to Boost the Economy?” *The New Republic Online* (September, 2011) <http://www.tnr.com/article/economy/94473/bernanke-federal-reserve-monetary-policy>

“Blinder Baloney” *The International Economy* (Fall 2007), with Stephen Rose.

“The Comparative Advantage of Faith Based Organizations in Community Development and the Implications for Public Policy: Comment on Avis Vidal’s The Role of Congregations in Community Development,” in E.J. Dione ed. *Sacred Places, Civic Purposes: Should Government Aid Faith-Based Charity?* Brookings, 2002.

“Great Leap Forward,” *New Scientist* (April 20, 2001), with James R. Flynn.

Comment on Charles Wyplosz, "Do We Know How Low Inflation Should Be?" in *Why Price Stability? Proceedings of the First ECB Central Banking Conference*, ECB, 2001, Alicia G. Herrero, Vitor Gaspar, Lex Hoogduin, Julian Morgan, and Bernhard Winkler eds.

"Why a Little Inflation is Good," *The Milken Institute Review*, 2000 (4th quarter) p12-18, with George Akerlof and George Perry.

Comments on Lawrence F. Katz and Allan B. Krueger, "The High Pressure U.S Labor Market of the 1990s," *Brookings Papers on Economic Activity*, 1999:1.

"Information and Productivity," *FEED*, Summer, 1998

"Low Inflation or No Inflation?," *The Brookings Review* XIV:4 (Fall 1996), p. 46, with George Akerlof and George Perry.

"The High Cost of Zero Inflation," *Challenge* (Sept.-Oct., 1996), p. 11-17, with George Akerlof and George Perry.

"If Things Are So Good Why Do We Feel So Bad?" *Durrell Journal of Money and Banking*, Volume 8, No. 3, (Summer 1996) p. 13.

"A Bad Bill That Needs to be Fixed," *All Politics, CNN/Time* Counterpoint, Web Site <http://allpolitics.com/issues/counterpt/9608/02/>.

Comments on Jagdish Bhagwati, "Trade and Wages: A Malign Relationship?," in *Imports, Exports and the American Worker*, Brookings 1996, Susan Collins, ed.

Participant in and invited on-line dialog, "One Nation Underpaid," *FEED*, (Spring 1996), Web Site <http://www.feedmag.com/96.03dialog/96.03dialog1.html>, [/96.03dialog2.html](http://www.feedmag.com/96.03dialog/96.03dialog2.html), and [/96.03dialog3.html](http://www.feedmag.com/96.03dialog/96.03dialog3.html).

"Trade and Wages," Speech given at Institute for International Education APEC Symposium October 22, 1994 San Francisco California, Conference Proceedings, IIE, D.C., 1995.

"Does The Bell Curve Ring True?," *The Brookings Review* XIII:3 (Summer 1995), p. 18-22, with Thomas Kane and Charles Schultze.

Comments on Peter Gottschalk and Robert Moffitt, "The Growth in Earnings Instability in the U.S. Labor Market," *Brookings Papers on Economic Activity*, 1994:2.

Comments on Gregory Saltzman, "Public Sector Bargaining Laws Really Matter: Evidence from Ohio and Illinois," in Richard Freeman and Casey Ichniowsky, eds., *When Public Sector Workers Unionize*, University of Chicago Press, 1988.

Comments on Kevin Murphy and Robert Topel, “The Evolution of Unemployment in the U.S. 1968-1985,” in Stanley Fischer, ed., *NBER Macro Economics Annual*, MIT Press, 1987.

Comments on a session on part-time and temporary workers at the Winter meetings of the Industrial Relations Research Association. *Proceedings of the Thirty-Ninth Annual Meeting*, December 28-30, 1986.

Comments on a session on civilian and military job training at the Winter meetings of the Industrial Relations Research Association. *Proceedings of the Thirty-Ninth Annual Meeting*, December 28-30, 1986.

“What Do the British Want from Worker Participation? A Review,” *Sloan Management Review*, Winter, 1981.

Grants

Consultant on an RO-3 grant from the NIH for reviving the Louisville Twin Project (2015-present).

Co-PI on a grant from the Clinton Health Access Initiative for an experimental analysis of the efficacy of private sector provision of Rapid Diagnostic Tests for Malaria (2010 – 2015).

Russell Sage Foundation Research Fellowship for academic year 2008-2009.

World Bank grant of research assistance and salary support to write a paper on labor market policy for the Growth and Development Commission, August 2006- July 2007.

Pew Charitable Trust grant for study of effects of pre-school education on economic growth. April 2005-May 2006. Second round funded for May 2006- September 2007. With Isabel Sawhill.

Russell Sage and Century Foundation small grant for study of the effects of changing human resource management policies on the relationship between inflation and unemployment, with Adam Posen. January 1999 – February 2001.

National Science Foundation grant to study the implications of low inflation for economic performance. September 1997- August 1999, with George Akerlof.

Casey, MacArthur, and Rockefeller Foundation grant to develop the National Community Development Policy Analysis Network and publish *Urban Problems and Community Development*, January 1996 to October 2001. With Ronald Ferguson and the NCDPAN steering committee.

National Commission for Employment Policy grant to study the effects of European economic integration on the U.S. labor market, October 1991-July 1992.

Small Business Administration grant to study the effects of turnover on training costs for small businesses, July 1987-June 1988.

National Science Foundation grant of super computer time for a study of labor market structure, August 1986-July 1987, with Kevin Lang.

National Science Foundation Applied Economics grant to study alternative explanations for Labor Market Segmentation including efficiency wage models. August 1986-July 1987, with Kevin Lang.

Faculty Development Summer Research Grant, University of California, Summer 1985.

Office of Technological Assessment grant to study Trade, Business Relocation and U.S. Labor Adjustment, October 1984-April 1985, with Laura Tyson and John Zysman.

National Science Foundation Research Grant to study dual labor markets, August 1984-July 1986, with Kevin Lang.

Testimony and Public Service

Visiting Scholar Federal Reserve Bank of Boston. I took part in seminars, consulted with bank research staff, did work on inflation and the labor market, and briefed the President of the bank prior to Open Market Committee meetings on issues related to my research. August 2009 to December 2015

Member, Boston's Neighborhood Innovation District Committee, and the Inclusiveness subcommittee. The Committee was established by Mayor Walsh to advise him on where to locate, and how to structure, an innovation district in one of Boston's less advantaged neighborhoods so as to provide significant benefits to the neighborhood. September-December 2014.

Took part in a discussion of current issues in labor markets and monetary policy with the Chair and two members of the Board of Governors of the Federal Reserve System. I was part of a group of five economists who work on labor-macro issues brought in to consult on several issues. April 2013

Presented a paper on the effects of the Great Recession on the U.S. labor market at the Federal Reserve Bank of Boston's annual Research Conference October 2011. With Robert Triest.

Presented a paper on measuring the extent of structural unemployment and discerning its causes to an academic advisory panel meeting of the Board of Governors of the Federal Reserve October 12, 2010.

Co-director (with Erica Groshen) of a thirteen country collaborative project sponsored by the European Central Bank (along with IZA and the New York Federal Reserve) to use micro data to assess the extent of wage rigidity, and the relation of rigidity to economic outcomes, and to labor market and governmental institutions. We have held two conferences for participants, and in June of 2004 held our final conference in Frankfurt.

Prepared a paper on labor market policies for the World Bank Commission on Growth and Development, took part in several academic advisory meetings and commented on sections of the draft report. Submitted final draft report to the Commission in January 2009

Consultant to the New York Federal Reserve Bank. I met regularly with members of the Bank's research staff and discussed ways of improving bank research activities. August, 2005 to August 2008.

Discussed several papers at the European Central Bank's conference on the results of its Wage Dynamics Network project. I also consulted with several of the WDN teams on methodology for estimating wage rigidity in micro data at the sectoral level in the lead up to the conference. June 2008

Presented the results of the International Wage Flexibility Project to a research seminar at the Federal Reserve Bank of New York. January 2007

Presented the results of the International Wage Flexibility Project to the European Central Bank's annual labor markets conference and attended the meetings of the Euro-system's Wage Dynamics Network research group as a consultant. December 2006

Keynote speaker at a conference organized by the National Bank of Belgium on wage rigidity in Europe. October 2006

Presented the results of my study with Sawhill and Tebbs of the economic growth effects of preschool education at a Congressional briefing on the economic impacts of preschool organized by the Pew Charitable Trust. June 2006

Presented a seminar on the results of the International Wage Flexibility Project at the Reserve Bank of New Zealand and met with staff. March 2006

Presented a seminar at the Department of the Treasury of New Zealand on the preliminary results of a study of the growth impact of pre-school education and consulted with staff on related issues. February 2006

Presented preliminary results of the International Wage Flexibility Project and commented on the results from the Euro-system's Inflation Persistence Network research project at a major conference hosted by the European Central Bank. June 2004.

Presented a seminar on estimating wage rigidity using micro data at the Bank of Portugal and consulted with bank staff, November 2004.

Participated in a conference on the implications of downward nominal wage rigidity for central bank policy held at the Bank of Norway. Consulted with Bank of Norway staff, June 2003.

Presented estimates of the Akerlof-Dickens-Perry model for Euro area countries at the first European central banking conference in Frankfurt, and commented on a paper by another scholar on unemployment effects of low inflation. Presented a seminar at the European Central Bank on applying work on the effects of low inflation to Europe. Consulted with bank staff. November 2001.

Served as a consultant to the Montgomery County Public Schools' legal team defending against charges of reverse discrimination in acceptance of children for the county's special, gifted and talented programs. Winter and Spring of 2000.

Presented seminars on continuing work on the welfare effects of low inflation at the Bank of Canada, May 31, 1999.

Reviewed Clinton Administration plans for reforming Affirmative Action contracting rules, Spring 1996 and Summer 1997.

Presented seminar on the effects of downward nominal wage rigidity on the long run trade-off between inflation and unemployment to the governors and staff of the Federal Reserve (with George Akerlof and George Perry). October 1996.

Reviewed draft of OSHA's economic analysis of its proposed ergonomics standard for White House, February, 1995.

Participant in Panel Briefing for Congressional Staff on State of Labor Markets and Labor Policy, September 19, 1994.

Senior Economist with the President's Council of Economic Advisors July 1993-July 1994. I consulted on a wide range of labor market and macro economic issues and helped in the development of legislation for the administration's school-to-work initiative, its reemployment initiative, OSHA reform, and welfare reform. I directed the CEA's efforts to prepare for a special G7 ministers' meeting on job generation and acted as Laura Tyson's (CEA Chair) deputy at the meeting advising her and Vice President Gore on their participation. On numerous occasions I represented the CEA at deputy cabinet and cabinet level meetings. I helped convene a deputy level strategic planning initiative on labor markets and directed a sub-group to develop plans for more effective enforcement of anti-discrimination laws.

Member of advisory panel for Office of Technological Assessment, review of OSHA's selection of control technologies and assessment of their impacts and costs, 1993 to 1995.

"Efficiency Wage Theory: You Get What You Pay For," Before the Public Utility Commission of the State of California, June, 1992.

"An Evaluation of DRA's Proposed Methodology for Determining Appropriate Levels of Compensation for SoCAL Employees," Before the Public Utility Commission of the State of California, July 17, 1989.

Prepared an analysis of the causes of unemployment in Sri Lanka for the World Bank, 1990, with Kevin Lang.

"The Socio-Economic Consequences of the Construction of Luz SEGS VIII for the State of California and the Project Area," Before the California Energy Commission, March 2, 1989.

"Did the State of California Deliberately Discriminate Against Women in Setting Salaries in the 1930s and If So, Did That Discrimination Continue Past the 1937-38 Changes to the State's Methods for Determining Compensation?" Testimony in U.S. District Court, February 8-24, 1989.

"Does the NLRA Still Protect Workers' Rights to Collective Bargaining?" Before the Labor Subcommittee of the U.S. Senate Labor and Human Resources Committee, January 29, 1988.

Submitted Papers and Working Papers

"Measuring Bias in Property Tax Assessment," April 2018, with Tom PlaHavensak.

"What Can We Learn by Disaggregating the Unemployment-Vacancy Relationship?" Boston Federal Reserve Public Policy Brief 12-3 (October 2012 – Revised December 2013) with Rand Ghayad

“The Heritability of Cognitive Ability across the Lifespan: A Meta–Analysis of Twin Studies,”
May 2012, with John Protzko

“Labor Market Policies, Development and Growth: A Report to the Commission on Growth and
Development,” January 2008, with Vania Stavrakeva.

“Dynamic Estimates of the Fiscal Effects of Investing in Early Childhood Development
Programs,” University of Maryland mimeo, December 2008. With Charles Baschnagel.

“What is g?” Brookings mimeo, March 2007.

“The Effects of Investing in Early Education on Economic Growth,” Brookings mimeo, January
2006. With Isabel Sawhill and Jeffery Tebbs.

“The Interaction of Labor Markets and Inflation: Analysis of Micro Data from the International
Wage Flexibility Project,” Brookings mimeo, October 2005

“Inflation and Unemployment in the U.S. and Canada: A Common Framework,” with George
Akerlof, Pierre Fortin and George Perry, 1998.

“Networks and Neighborhoods: The Consequences of Economic Segregation and Geographic
Mobility,” Brookings mimeo, March 1997.

“Do Labor Rents Justify Strategic Trade and Industrial Policy?” Brookings mimeo, June 1995.

“Bilateral Search as an Explanation for Labor Market Segmentation and Other Anomalies,”
NBER Working Paper #4461, September 1993, with Kevin Lang.

“Good Jobs: Increasing Worker Productivity with Trade and Industrial Policy,” Berkeley
Mimeo, 1991.

“A Goodness of Fit Test of Dual Labor Market Theory,” NBER Working Paper #2350, with
Kevin Lang.

“Wages, Employment and the Threat of Collective Action by Workers,” NBER Working Paper
#1856.

“Testing Dual Labor Market Theory: A Reconsideration of the Evidence,” NBER Working Paper
#1670, with Kevin Lang.

“Structural Change and the Decline of Union Density,” NBER Working Paper #1882, with Jonathan
Leonard.

“Are Efficiency Wages Efficient?” NBER Working Paper #1935, April 1986, with Lawrence Katz and Kevin Lang.

“Interindustry Wage Differences and Theories of Wage Determination,” with Lawrence Katz, NBER Working Paper #2271, 1987.

“Consistent Estimation Using Data from More than One Sample,” NBER Technical Paper #33, July 1984, with Brian Ross.

“Are Asset Demand Functions Determined by CAPM?” NBER Working Paper #1113, April 1983, with Jeffrey Frankel.

“The Productivity Enhancing Effects of R&D Expenditures: Another Look,” Berkeley mimeo, March 1983, with Kathryn Marshall.

“Work and Personality: A Structural Interpretation of the Class-Values Relation,” a Group for Work Democracy discussion paper, Cambridge, Massachusetts, June 1979.

“Instrumental Variables Estimation of a Two-Market Disequilibrium Model of the U.S. Economy,” M.I.T. mimeo, March 1979.