

**VITA**

**RONALD GORDON EHRENBERG**

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**HOME ADDRESS:** 125 Eastwood Terrace  
Ithaca, New York 14850  
607-273-3174

**BUSINESS ADDRESS:** Irving M. Ives Professor of Industrial  
& Labor Relations and Economics  
Stephen H. Weiss Presidential Fellow  
Cornell University  
385A Ives Hall East  
Ithaca, NY 14853-3901  
607-255-3026 (Tel) 607-255-4496 (Fax)

**BORN:** April 20, 1946

**CITIZENSHIP:** U.S.

**FIELDS OF SPECIALIZATION:**

Primary: Economics of Education  
Analysis of Labor Markets  
Evaluation of Social Programs  
Analysis of Compensation Programs  
Secondary: Applied Economic theory and Policy, Applied Econometrics

**GRADUATE STUDIES:**

Department of Economics, Northwestern University  
September 1966 - June 1970, M.A., Ph.D. awarded June 1970

Dissertation Title: The Short-Run Employment Decision and Overtime  
Behavior in U.S. Industry, 1966.

Supervisor: Frank Brechling

Fellowships: NDEA Title IV Fellowship, 6/66-6/69.

Dissertation Year Fellowship, Manpower Administration,  
U.S. Department of Labor, 4/69-3/70.

Woodrow Wilson National Fellowship Foundation  
Dissertation Year Fellowship, 9/69-6/70.

**PRE-DOCTORAL STUDIES:**

B.A. (cum laude), Mathematics, Harpur College, SUNY at Binghamton, 6/66

**PROFESSIONAL SOCIETIES:**

American Economic Association

American Education Finance Association

American Educational Research Association

Society of Labor Economics

**REGULAR ACADEMIC POSITIONS AND HONORS:**

Honorary Doctor of Science, State University of New York, 2008

Member, Cornell University Board of Trustees, 2006-2010

Stephen H. Weiss Presidential Fellows, Cornell University 2005 –

Fellow, TIAA-CREF Institute, 2004 -

Fellow, Society of Labor Economists, 2004 -

Member, National Academy of Education, 2003 -

General Mills Foundation Award for Exemplary Undergraduate Teaching (2003)

National Associate of the National Academy of Science, 2002 -

Research Fellow IZA (Institute for the Study of Labor, Berlin, Germany), March  
2002 -

Director, Cornell Higher Education Research Institute, July 1998-

Vice President for Academic Programs, Planning and Budgeting, Cornell  
University, July 1995-June 30, 1998

Acting Vice President for Academic Programs and Planning, Cornell University,  
March 1995-June 1995

Irving M. Ives Professor of Industrial and Labor Relations & Economics, Cornell  
University, July 1985-

List of Scholars Eligible for Fellowship at the Center for Advanced Study in the  
Behavioral Sciences, June 1981-

Research Associate, National Bureau of Economic Research, 1981-

Director of Research, New York State School of Industrial and Labor Relations,  
Cornell University, January 1979-June 1995

Director, ILR-Cornell Institute for Labor Market Policies, June 1990-June 1995,  
Co-Director, July 1995-June 1997

Professor of Economics and Labor Economics, Cornell University, November  
1977-June 1985, Chairman, Department of Labor Economics, September 1976-  
August 1981

Associate Professor of Economics (Arts and Sciences) and Labor Economics  
(Industrial and Labor Relations), Cornell University, September 1975-October  
1977

Associate Professor of Economics (1972-75), Assistant Professor of Economics  
(1971-72), University of Massachusetts

Assistant Professor of Economics, Loyola University, 1970-71

Instructor of Economics, Northwestern University, Spring 1970

**RECENT COURSES TAUGHT:**

Labor Market Analysis, Economic Analysis of the University, Economic Security (UI  
Module), Evaluation of Social Programs, Economics of Education

**RESEARCH IN PROGRESS:**

1. Economic Analyses of Academic Labor Markets
2. Resource Allocation in Higher Education

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## COMPLETED RESEARCH:

### A. Journal Articles and Chapters in Books

"Absenteeism and the Overtime Decision," American Economic Review, June 1970.

"Heterogeneous Labor, the Internal Labor Market, and the Dynamics of the Employment-Hours Decision," Journal of Economic Theory, March 1971.

"The Impact of the Overtime Premium on Employment and Hours in U.S. Industry," Western Economic Journal, June 1971.

"Relative Wages, Incremental Budgeting and the Demand for State and Local Government Employees," American Economic Review, June 1973.

"Organizational Control and the Economic Efficiency of Hospitals: The Production of Nursing Services," Journal of Human Resources, Winter 1974.

"Municipal Government Structure, Unionization, and the Wages of Fire Fighters," Industrial and Labor Relations Review, October 1973.

"Heterogeneous Labor, Minimum Hiring Standards and Job Vacancies in Public Employment," Journal of Political Economy, November-December 1973.

"The Demand for Labor in the Public Sector" (with Orley Ashenfelter). In D. Hamermesh, ed., Labor in the Public and Non-Profit Sectors, Princeton University Press, 1975.

"Household Allocation of Time and Church Attendance" (with C. Azzi), Journal of Political Economy, February 1975.

"A Model of Public Sector Wage Determination" (with G. Goldstein), Journal of Urban Economics, June 1975.

"Executive Compensation in Municipalities" (with G. Goldstein), Southern Economic Journal, July 1976.

"The Impact of the Win 2 Program on Welfare Costs and Recipient Rates" (with J. Hewlett), Journal of Human Resources, Spring 1976.

"Impact of Unemployment Insurance on the Duration of Unemployment and Post-Unemployment Wage" (with R. Oaxaca), Proceedings of the Twenty-Eighth Annual Winter Meetings of the Industrial Relations Research Association (excerpted in the March 1976, Monthly Labor Review), reprinted in J. Crawford, ed., Readings in Modern Economics.

"Unemployment Insurance, Duration of Unemployment, and Subsequent Wage Gains" (with R. Oaxaca), American Economic Review, December 1976.

"Officer Compensation and Performance in Local Building Trade Unions" (with S. Goldberg), Industrial and Labor Relations Review, January 1977.

"Household Allocation of Time and Religiosity: Replication and Extension," Journal of Political Economy, April 1977.

"The Impact of Win 2: Reply," Journal of Human Resources, Summer 1977.

"Has Labor Economics Been Useful?" (with D. Hamermesh and G. Johnson), Industrial and Labor Relations Review, October 1977.

"The Costs of Defined Benefit Plans and Firm Adjustments" (with B. Barnow), Quarterly Journal of Economics, November 1979.

Retirement Policies, Employment and Unemployment," American Economic Association Papers and Proceedings, May 1979. (Reprinted in Ernst W. Stromsdorfer, ed., Evaluation Studies Review Annual, Vol. 5, Sage Publications, 1980).

"Who Pays for Pensions in the State and Local Sector: Workers or Employers? (with R. Smith), Proceedings of the Thirty-Second Annual Meeting of the Industrial Relations Research Association, 1980.

"The Impact of Retirement Policies on Employment and Unemployment" in Paul Burgess and Jerry Kingston, eds., High Employment: Problems and Solutions (Tempe: Arizona State University Press, 1979).

"Correlates of Underfunding of Public Sector Retirement Systems." Economic Inquiry, July 1980.

"Minimum Wage Legislation and the Educational Outcomes of Youth" (with Alan Marcus), Research in Labor Economics, Vol. 3, 1980.

"A Framework for Evaluating State and Local Government Pension Reform" in Peter Mieszkowski and George Peterson, eds., Public Sector Labor Markets, Vol. 4 of the COUPE Papers on Public Economics (Urban Institute, Washington, DC, 1980).

"The Demographic Structure of Unemployment Rates and Labor Market Transition Probabilities," Research in Labor Economics, Vol. 3, 1980.

"Retirement System Characteristics and Compensating Wage Differentials in the Public Sector," Industrial and Labor Relations Review, July 1980.

"Estimating the Narcotic Effects of Public Sector Impasse Procedures" (with R. Butler), Industrial and Labor Relations Review, October 1981.

"The Overtime Pay Provisions of the Fair Labor Standards Act" (with P. Schumann) in Simon Rottenberg, ed., Economics of Legal Minimum Wage (American Enterprise Institute, 1981).

"Minimum Wages and Teenagers' Enrollment and Employment Outcomes: A Multinomial Logit Model" (with A. Marcus), Journal of Human Resources, Winter 1982.

"The Effect of Unions on Productivity in the Public Sector: The Case of Municipal Libraries" (with J. Schwarz) in Werner Hirsch and Anthony Rufolo, eds., The Economics of Municipal Labor Markets (1982).

"Compliance With the Overtime Pay Premium" (with P. Schumann), Journal of Law and Economics, April 1982.

"Estimating Wage-Fringe Trade-Offs: Some Data Problems" (with R. Smith), in J. Triplett, ed., The Measurement of Labor Costs (University of Chicago Press, 1983).

"Unions and Productivity in the Public Sector: A Study of Municipal Libraries" (with D. Sherman and J. Schwarz), Industrial and Labor Relations Review, January 1983.

"Cost of Living Adjustment Clauses in Union Contracts: A Summary of Results" (with L. Danziger and G. San), Journal of Labor Economics, July 1983.

"Cost-of-Living Adjustment Clauses in Union Contracts" (with L. Danziger and G. San), Research in Labor Economics, Vol. 6, 1984.

"Optimal Financial Aid Policies for a Selective University" (with D. Sherman), Journal of Human Resources, Spring 1984.

"Economic and Statistical Analysis of Discrimination in Hiring" (with R. Smith), Proceedings of the Thirty-Sixth Annual Meeting of the Industrial Relations Research Association, 1984.

"Compensating Wage Differentials for Mandatory Overtime" (with P. Schumann), Economic Inquiry, October 1984.

"The Social Security Student Benefit Program and Family Decisions" (with R. Luzadis), Economics of Education Review, May 1986.

"Public Sector Labor Market" (with J. Schwarz), in O. Ashenfelter and R. Layard, eds., Handbook of Labor Economics (North Holland, 1987).

"Comparable Worth in the Public Sector" (with R. Smith), in David Wise, ed., Public Sector Payrolls (University of Chicago Press, 1987).

"Effects of In-College Employment on Academic Achievement and Post-College Outcomes: A Summary of Results" (with D. Sherman), Journal of Human Resources, Winter 1987.

"Workers' Rights: Rethinking Protective Labor Legislation", Research in Labor Economics, Vol. 8, Part B (1986). A slightly revised version was published in D. Lee Bawden and F. Skidmore, eds., Rethinking Employment Policy (Urban Institute Press, 1989).

"Comparable Worth Wage Adjustments and Female Employment in the Public Sector," (with R. Smith) Journal of Labor Economics, January 1987.

"On Estimating the Effects of Increased Aid to Education" (with R. Chaykowski), in R. Freeman and C. Ichniowski, eds., The Public Sector Look of American Unions (University of Chicago Press, 1988).

"Part-Time Employment in the United States" (with P. Rosenberg and J. Li), in R. Hart, ed., Employment, Unemployment, and Labor Utilization (Winchester, MA: Unwin Hyman, 1988).

"Compensation and Firm Performance" (with G. Milkovich), in M. Kleiner, et al., eds., Human Resources and the Performance of Firms (Madison, WI: IRRA, 1987).

"On Overtime Hours Legislation," Proceedings of a Symposium on Hours of Work and Overtime: Labour Market Issues (Background Report to the Ontario Task Force on Hours of Work and Overtime, Toronto; Queens Printer, September 1987).

"Are School Superintendents Rewarded for Performance?" (with R. Chaykowski and R. A. Ehrenberg) in D. Monk, ed., Micro Level School Finance: Issues and Implications for Policy (1988 American Educational Finance Association Yearbook, 1988).

"Determinants of the Compensation and Mobility of School Superintendents" (with R. Chaykowski and R. A. Ehrenberg), Industrial and Labor Relations Review, April 1988.

"Workers' Compensation, Wages and the Risk of Injury," in J. Burton, ed., New Perspectives on Workers' Compensation (Ithaca, NY: ILR Press, 1988).

"Econometric Analyses of the Empirical Consequences of Comparable Worth: What Have We Learned?" in A. Hill and M. Killingsworth, eds., Comparable Worth Analyses and Evidence (ILR Press, 1989).

"Advance Notice Provisions in Plant Closing Legislation: Do They Matter? (with G. Jakubson), Industrial Relations, Winter 1989.

"An Economic Analysis of the Market for Law School Students," Journal of Legal Education 35, No. 5, 1989.

"The Incentive Effects of Tournaments Revisited: Evidence From the European PGA Tour" (with M. Bognanno), Industrial and Labor Relations Review, February 1990.

"Why WARN?" (with G. Jakubson), Regulation, Summer 1990.

"Do Tournaments Have Incentive Effects?" (with M. Bognanno), Journal of Political Economy, December 1990.

"School District Leave Policies, Teacher Absenteeism, and Student Achievement" (with R.A. Ehrenberg, D. Rees, and E. Ehrenberg), Journal of Human Resources, Winter 1991.

"Faculty Turnover at American Colleges and Universities" (with H. Kasper and D. Rees), Economics of Education Review vol. 10, no. 2 (1991).

"Academic Labor Supply" in C. Clotfelter, R. Ehrenberg, M. Getz, and J. Siegfried, Economic Challenges in Higher Education (Chicago, IL: University of Chicago Press, 1991).

"The Flow of New Doctorates," Journal of Economic Literature 30 (June 1992).

"How Would Universities Respond to Increased Federal Support for Graduate Students" (with D. Rees and D. Brewer), in C. Clotfelter and M. Rothschild, Eds., Studies of Supply and Demand in Higher Education (University of Chicago Press, 1993).

"Why WARN? The Impact of Recent Plant Closing and Layoff Prenotification Legislation in the United States" (with G. Jakubson) in C. Buechtemann, ed., Employment Security and Labor Market Behavior: Interdisciplinary Approaches and International Evidence (Ithaca, NY: ILR Press, 1993).

"Institutional Responses to Increased External Support for Graduate Students" (with D. Rees and D. Brewer), Review of Economics and Statistics (November 1993).

"What Price Diversity? The Death of Need-Based Financial Aid at Selective Private Colleges?" (with S. Murphy), Change, July/August 1993.

"Do School and Teacher Characteristics Matter? Evidence From High School and Beyond (with D. Brewer) Economics of Education Review 13, No. 1 (1994).

"Do Historically Black Institutions of Higher Education Confer Unique Advantages on Black Students: An Initial Analysis" (with D. Rothstein), in R. Ehrenberg, ed., Choices and Consequences: Contemporary Policy Issues in Education (Ithaca, NY: ILR Press, 1994).

"Did Teachers' Verbal Ability and Race Matter in the 1960's?: Coleman Revisited" (with D. Brewer), Economics of Education Review 14, No. 1 (March 1995).

"Do Teachers' Race, Gender and Ethnicity Matter?: Evidence From NELS88" (with D. Goldhaber and D. Brewer), Industrial and Labor Relations Review 48 (April 1995).

"Do Doctoral Students' Financial Support Patterns Affect Their Times to Degree and Completion Probabilities?" (with P. Mavros), Journal of Human Resources (July 1995).

"Does It Pay to Attend an Elite Private College?" (with D. Brewer) Research in Labor Economics, vol. 15, 1996.

"The 1995 NRC Ratings of Doctoral Programs: A Hedonic Model" (with P. Hurst), Change (May/June 1996).

"The American University: Dilemmas and Directions" in R. Ehrenberg, ed., The American University: National Treasure or Endangered Species? (Ithaca, NY: Cornell University Press, 1997).

"Are Black Colleges Producing Today's African-American Lawyers?" Journal of Blacks in Higher Education (Winter 1996/97).

"The 1995 NRC Rankings of Graduate Programs: A Hedonic Model (with P. Hurst), Economics of Education Review (April 1998) (expanded technical version of the 1996 Change article).

"Does it Pay to Attend an Elite Private College? Evidence on the Effects of Undergraduate College Quality on Graduate School Attendance" (with E. Eide and D. Brewer), Economics of Education Review (October 1998).

"My Life and Economics," American Economist (Spring 1999).

"Do Economics Departments with Lower Tenure Probabilities Pay Higher Faculty Salaries" (with P. Pieper and R. Willis), Review of Economics and Statistics (November 1998).

"Adam Smith Goes to College: An Economist Becomes an Academic Administrator," Journal of Economics Perspectives (Winter 1999).

"Do Historically Black Colleges and Universities Enhance the College Attendance of African American Youths?" (with D. Rothstein and R. Olsen) in P. Moens and D. Dempster-McClain eds., A Nation Divided (Cornell University Press, 1999).

"In Pursuit of Universitywide Objectives", Change (January/February 1999).

"Does it Pay to Attend an Elite Private College? Cross-Cohort Evidence on the Effects of College Type on Earnings" (with D. Brewer and E. Eide), Journal of Human Resources (Winter 1999)

"No Longer Forced Out: How One Institution is Dealing with the End of Mandatory Retirement", Academe (May/June 1999)

"The Changing Distribution of New Ph.D. Economists and Their Employment: Implications for the Future", Journal of Economic Perspectives (Summer 1999)

"U.S. News & World Report College Rankings: Why Do They Matter?" (with J. Monks), Change (Nov/Dec 1999)

"Ivy League Athletic Performance: Do Brains Win?" (with D. Kotlyarenko), Journal of Sports Economics (May 2000)

"Cornell University Confronts the End of Mandatory Retirement" (with M. Matier and P. Fontanella) in To Retire or Not: Retirement Policy and Practice in Higher Education eds. R. Clark and L. Hammond (University of Pennsylvania Press, 2000).

"Financial Forecasts for the Next Decade," The Presidency (Spring 2000).

"Tuition Rising: Why College Costs So Much" in M. Devlin and J. Meyerson eds. Forum Futures - Exploring the Future of Higher Education: 2000 Papers (Jossey-Bass, San Francisco CA, 2001).

"Class Size and Student Achievement" (with D. Brewer, A. Gamoran and J.D. Willms), Psychological Science in the Public Interest (May 2001).

"Has the Growth of Science Crowded Out Other Things at Universities?" (With J. Epifantseva), Change (July/August 2001).

"Don't Shy From Retirement Questions," Trusteeship (July/August 2001).

"Career's End: A Survey of Faculty Retirement Policies," Academe (July/August 2001).

"Faculty Retirement Policies After the End of Mandatory Retirement," TIAA-CREF Report. Dialogue No. 69 (October 2001).

"Paying Our Presidents: What Do Trustees Value?" with John J. Cheslock and Julia Epifantseva, Review of Higher Education (Fall 2001).

"Will Trustees Tame Tuition?" (a condensed version appeared in the Chronicle of Higher Education). Full article in Trusteeship, January/February 2001.

"Does Class Size Matter?" (with D. Brewer, A. Gamoran and J.D. Williams), Scientific American (Nov. 2001).

"The Supply of American Higher Education Institutions" in M. McPherson and M. Schapiro eds. Ford Policy Forum 2001: Exploring the Economics of Higher Education (Cambridge, MA: Forum for the Future of Higher Education, 2001).

"Reaching for the Brass Ring: How U.S. News & World Report Shapes the Competitive Environment in U.S. Higher Education," Review of Higher Education. (Winter 2003).

"Studying Ourselves: The Academic Labor Market," Journal of Labor Economics (April 2003).

"Unequal Progress: The Annual Report on the Economic Status of the Profession," Academe (March/April 2003).

"The Sources and Uses of Giving at Selective Private Research Universities and Liberal Arts Colleges," (with C. Smith) Economics of Education Review (June 2003).

"The Sources and Uses of Annual Giving at Private Research Universities," (with C. Smith) in F.K. Alexander and R. Ehrenberg eds. Maximizing Resources: Universities, Public Policy and Revenue Production (Jossey-Bass, 2003).

"Collective Bargaining and Staff Salaries in American Colleges and Universities," (with D. Klaff) Industrial and Labor Relations Review (October 2003).

"Collective Bargaining in American Higher Education," (with A. Kezsbom, D. Klaff, and M. Nagowski) in Ronald G. Ehrenberg ed. Governing Academia (Cornell University Press, 2004).

"Analyzing the Success of Student Transitions from 2-year to 4-Year Public Institutions Within a State," (with C. Smith) Economics of Education Review (February 2004).

"Resident and Non-Resident Tuition and Enrollment at Flagship State Universities," in C. Hoxby ed. College Choice: The Economics of Which College, When College, and How To Pay For It (University of Chicago Press, 2004).

"A Brief Guide to the AAUP Salary Data", CSWEP Newsletter (Winter 2004).

"Changes in the Academic Labor Market for Economists", Journal of Economic Perspectives (Summer 2004).

"Don't Blame Faculty for Increasing Tuition: The Annual Report on the Economic Status of the Profession", Academe (March/April 2004).

"Two Different Worlds", American Economic Association Papers and Proceedings (May 2004).

"Changes in the Academic Labor Market for Economists", Journal of Economic Perspectives (Summer 2004).

"Econometric Studies of Higher Education," Journal of Econometrics (July/August 2004).

"Why Do Budget Referenda Fail?" (with R. A. Ehrenberg, C. Smith and L. Ziang), Educational Evaluation and Policy Analysis (Spring 2004).

"Financial Forces and the Future of American Higher Education" (with M. Rizzo), Academe (July/August 2004)

"Key Issues Facing American Higher Education" in C. Beach, R. Broadway and M. McInnis eds., Higher Education in Canada (McGill-Queens University Press, 2005)

“The Changing Nature of Faculty Employment” (with Liang Zhang) in R. Clark and J. Meads, Recruitment, Retention and Retirement: The Three R’s of Higher Education in the 21<sup>st</sup> Century (Edwin Elger, 2005)

“Who Bears the Growing Cost of Science” (with M. Rizzo and G. Jakubson) in R. Ehrenberg and P Stephan eds. Science and the University, University of Wisconsin Press, (2007)

“Why Universities Need Institutional Researchers and Institutional Researchers need Faculty Members More Than They Both Realize”, Research in Higher Education (May 2005)

“Method or Madness? Inside the US NWR College Rankings”, Journal of College Admissions (Fall 2005)

“Does America Face a Shortage of Scientists and Engineers?” in T. Kelly et.al. eds. The U.S. Scientific and Technical Workforce: Improving Data for Decision Making (Rand Corporation, 2004).

“Involving Undergraduate Students in Research to Encourage Them to Undertake Ph.D. Study in Economics” American Economic Association Papers and Proceedings (May 2005).

“Do Tenured and Tenure-Track Faculty Matter” (with Liang Zhang) Journal of Human Resources (Summer 2005).

“Going Broke by Degree: A Review Essay” Journal of Labor Research (Fall 2005).

“The Perfect Storm and the Privatization of Higher Education”, Change, (January/February 2006).

“Gender Equality in Intercollegiate Athletics: Determinants of Title IX Compliance”, (with D. Anderson and J. J. Cheslock) Journal of Higher Education (March/April 2006)

“Crafting A Class: The Trade Off Between Merit Scholarships and Enrolling Low Income Students”, Review of Higher Education, (Winter 2006).

“Why Do Field Differentials in Average Faculty Salary Vary Across Universities?” (with M. McGraw and J. Mrdjenovic (June 2006).

“The Changing Nature of the Faculty and Faculty Employment Practices” in R. Clark and M. d’Ambrosio eds. The New Balancing Act in the Business of Higher Education (Edward Elgan Publishing, November 2006)

“PhD Attainment of Graduates of Selective Private Academic Institutions” (with J. Groen and M. Nagowski) Education Finance and Policy (winter 2007)

“Program Design and Student Outcomes in Graduate Education” (with J. Groen, G. Jakubson, S. Condie, and A. Liu), Economics of Education Review (April 2008).

“Inside the Black Box of Doctoral Education: What Program Characteristics Influence Doctoral Students Attention and Graduation Probabilities”, (with G. Jakubson, J. Groen, E. So, and J. Price) Educational Evaluation and Policy Analysis (June 2007).

“Reducing Inequality in Higher Education: Where Do We Go From Here?” in Stacy Dicert-Conlin and Ross Rubenstein eds. Economic Inequality and Higher Education: Access, Persistence, and Success (Russell Sage Foundation, 2007).

“The Economics of Tuition and Fees in American higher Education in the International Encyclopedia of Education, 3<sup>rd</sup> Edition, forthcoming)

## **B. Books and Book-Length Final Reports**

Fringe Benefits and Overtime Behavior: Theory and Econometric Analysis (Lexington Books, D. C. Heath, 1971).

The Demand for State and Local Government Employees: An Economic Analysis (Lexington Books, D. C. Heath, 1972).

An Economic Analysis of Local Government Employment and Wages (Final Report submitted to U.S. Department of Labor, 216 pages, December 1973).

The Economic Effects of Unemployment Insurance on Unemployed Workers' Job Search (Final Report submitted to the U.S. Department of Labor, 103 pages, June 1976).

An Evaluation of Impasse Procedures for Police and Firefighters in New York State (Final Report submitted to the National Science Foundation, February 1977, 502 pages, by T. Kochan, R. Ehrenberg, J. Baderschneider, T. Jick and M. Mironi), revised version published as a monograph by the American Arbitration Association under the title, Dispute Resolution Under Fact-Finding and Arbitration: An Empirical Analysis (New York, 1979).

The Distribution of Unemployment Insurance Benefits and Costs with R. Hutchens and R. Smith. Printed as U.S. Department of Labor, Technical Analysis Paper No. 58 (Washington, DC: GPO, October 1978).

The Regulatory Process and Labor Earnings (Academic Press, September 1979). (Selected as one of the 17 outstanding books in industrial relations and labor economics during the 1970-79 period by the Princeton University Industrial Relations Section.)

Longer Hours or More Jobs? (with P. Schumann) (NYSSILR Publications Division, 1982). An abbreviated early version appeared as "The Overtime Pay Provisions of the Fair Labor Standards Act" in Report of the Minimum Wage Study Commission, Vol. 3 (U.S. Government Printing Office, Washington, DC, June 1971), pp. 149-235. (Selected by Choice as one of the outstanding academic books published in 1982 and by the Princeton University Industrial Relations Section as one of the ten outstanding books in labor economics and industrial relations published in 1982.)

Modern Labor Economics: Theory and Public Policy (with R. Smith) (Scott, Foresman, 1982) (2nd edition, 1985) (3rd edition, 1988) (4th edition, Harper Collins, 1991) (5th edition, 1994) (Addison-Wesley) (6th edition, 1997) (7th edition, 2000) (9<sup>th</sup> edition, 2006).

Labor Economics and Labor Relations (with R. Flanagan and R. Smith) (Scott, Foresman, 1984).

Advance Notice Provisions in Plant Closing Legislation (with G. Jakubson) (Upjohn Institute for Employment Research, 1988).

Economics of the Employment Relationship (with R. Flanagan, L. Kahn. and R. Smith) (Scott, Foresman, 1989).

Do Compensation Policies Matter? (Ed.) (ILR Press, 1990).

Economic Challenges in Higher Education (with C. Clotfelter, M. Getz, and J. Siegfried) (University of Chicago Press, 1991). (Selected by the Princeton University Industrial Relations Section as one of the outstanding books in labor economics and industrial relations published in 1992.)

Labor Markets and Integrating National Economies (Brookings Institution, 1994). (Selected by the Princeton University Industrial Relations Section as one of the outstanding books in labor economics and industrial relations published in 1994.)

Choices and Consequences: Contemporary Policy Issues in Education (Ed.) (Ithaca, NY: ILR Press, 1994). (Selected by the Princeton University Industrial Relations Section as one of the outstanding books in labor economics and industrial relations published in 1994.)

The American University: National Treasure or Endangered Species? (Ed.) (Ithaca, NY: Cornell University Press, 1997).

Gender and Family Issues in the Workplace (Ed., with F. Blau) (New York: Russell Sage, 1997) (Paperback Edition, March 2000).

Tuition Rising: Why College Costs So Much (Harvard University Press, 2000). (Paperback Edition, Fall 2002).

Maximizing Resources: Universities, Public Policy and Revenue Production (Ed., with F.K. Alexander) (Jossey-Bass, 2003).

Governing Academia (Ed.) (Cornell University Press, 2004) (Paperback, 2005).

What's Happening to Public Higher Education (Ed., AGE/Praeger Series on Higher Education, 2006) (Paperback, the Johns Hopkins University Press, 2007)

Science and the University (Ed. with P. Stephan) (University of Wisconsin Press, 2007)

Transformational Change in Higher Education: Positioning Colleges and Universities for Success (Ed. With M. d'Ambrosio) (TIAA-CREF Series on Higher Education, 2007)

Doctoral Education and the Faculty of the Future (Ed. With C. Kuh) (Cornell University Press, forthcoming)

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### **C. Miscellaneous - Published Reviews and Comments, Unpublished Papers, Papers Submitted for Publication, etc.**

"The Economic Impact of Davis-Bacon Type Legislation: An Econometric Investigation" (mimeo, 1971). This paper is extensively summarized in J. Gould, Davis-Bacon Act: The Economics of Prevailing Wage Laws (1971).

"Using Estimates of Income and Substitution Parameters to Predict the Work Incentive Effects of Various Income Maintenance Programs: A Brief Exposition and Partial Survey of Literature" (with O. Ashenfelter), Technical Analysis Paper No. 2, Office of Evaluation, Office of Assistant Secretary for Policy, Evaluation and Research, U.S. Department of Labor, June 1973.

Review of O. Ashenfelter and A. Rees, eds., Discrimination in Labor Markets (Princeton University Press, 1973), Journal of Political Economy (September/October 1974).

"Some Reflections on Evaluating OSHA's Performance" (paper delivered at a conference on "Evaluating the Effects of the Occupational Safety and Health Program," March 1975).

Review of A. Thieblot, Jr., The Davis-Bacon Act (University of Pennsylvania Press, 1975), Journal of Business (July 1976).

"An Evaluation of Two Evaluations" (Paper delivered at a conference on "Evaluating Manpower Training Programs," Princeton University, May 1976), Research in Labor Economics, Vol. 1, Supplement, 1979.

"Are the Current Levels of Wages of New York Telephone Employees Just and Reasonable?" (mimeo, May 1977).

"State Utility Regulation and Labor Earnings" (paper presented to the Econometric Society Meetings, December 1977).

"The Economics of the Decision to Join a Union: Comment," Journal of Labor Research, Fall 1980.

"An Agenda for Evaluations of the Productivity and Effectiveness of the U.S. Employment Service" (mimeo, September 1978).

"Evaluation Research and National Social Policy: An Academic Practitioner's Perspective" in A. Grinols (ed.), Critical Thinking: Reading Across the Curriculum (Cornell University Press, 1984).

Review of O. Ashenfelter and W. Oates, Essays in Labor Market Analysis (Halstead Press, 1977), Industrial and Labor Relations Review, April 1979.

"The Effect of Tax Limitation Legislation on Public Sector Labor Markets: A Comment," National Tax Journal, June 1979.

"Labor Market Data Needs Relating to Antidiscrimination Activity: Comment" in National Commission on Employment and Unemployment Statistics, Counting the Labor Force: Concepts and Data Needs (Washington, DC, 1980).

"Work, Income and Retirement: Comment" in U.S. Department of Health, Education and Welfare, Work, Income and Retirement (Washington, DC, August 1979).

"Dead End Jobs and Youth Unemployment: Discussion" in R. Freeman and D. Wise, eds., The Youth Labor Market Problem: Its Nature, Causes and Consequences (University of Chicago Press, 1982).

"The Demographic Structure of Unemployment Rates and Labor Market Transition Probabilities: Empirical Evidence" (paper prepared for the National Commission for Employment Policy, August 1979), 105 pages.

"Who Pays for Pension Reform?" (with R. Smith) (December 1980), prepared for the President's Commission on Pension Policy.

"Comments on E. G. West and R. J. Staaf," Public Choice 36, 1981, pp. 641-645.

Review of B. Fleisher, Minimum Wage Regulation in the United States (National Chamber Foundation, 1983), Industrial and Labor Relations Review, October 1984.

"Black Youth Nonemployment: Duration and Job Search: Comment" in R. Freeman and H. Holzer, eds., The Black Youth Employment Crisis (University of Chicago Press, 1986).

Review of W. Hendricks and L. Kahn, Wage Indexation in the United States: COLA or unCOLA (Ballinger, 1986), Industrial and Labor Relations Review, January 1986.

Review of B. Hirsh and J. Addison, The Economic Analysis of Unions (Allen and Unwin, 1986), Industrial and Labor Relations Review, January 1987.

"Merit Pay for School Superintendents?" (with R. Chaykowski and R. A. Ehrenberg) (NBER Working Paper No. 1954, July 1986).

"What is a Benefit?", paper presented at the BLS Conference on Compensation Concepts (Washington, DC, March 1987).

Review of R. Flanagan, Labor Relations and the Litigation Explosion (Brookings Institute, 1987), Journal of Economic Literature, June 1988.

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"Commentary on Women's Pay in Australia, Great Britain and the United States" in R. Michael, H. Hartman and B. O. Farrell, Pay Equity: Empirical Inquiries (National Academy Press, 1989).

Discussion of "Alternative Pay Systems, Firm Performance and Productivity" in A. Blinder, ed. Paying for Productivity: A Look at the Evidence (Brookings, 1990).

Review of W. Bowen and J. Sosa, Prospects for Faculty in the Arts and Sciences (Princeton University Press, 1989) in Journal of Economic Literature, June 1990.

"Do Displaced Workers Suffer Losses of Specific Human Capital: A Comment," Carnegie-Rochester Conference Series on Public Policy, Autumn 1990.

"Economic Perspectives on the Process of Ph.D. Student Enrollment" (paper prepared for the AAU/AGS project for Research on Doctoral Education) (mimeo, November 1991).

Review of W. Bowen and N. Rudenstine, In Pursuit of the Ph.D. (Princeton University Press, 1992) in Journal of Economic Literature, June 1992.

"New Minimum Wage Research Symposium: Introduction," Industrial and Labor Relations Review, October 1992.

"Employment Standards and the Debate Over NAFTA" (mimeo, August 1993).

"Mandated Benefits or Protective Labor Legislation and Social Insurance? A Comment" in L. Solomon and A. Levenson (Eds.), Labor Markets, Employment Policy, and Job Creation (Westview Press, 1994).

Review of Derek Bok, The Cost of Talent (Free Press, 1993), in Journal of Economic Literature, March 1995

"Myth and Measurement: The New Economics of the Minimum Wage - Review Symposium Introduction," Industrial and Labor Relations Review, July 1995

"The Socioeconomic Stratification of American Higher Education: Where Are We Heading?" (paper prepared for the Princeton Conference on Higher Education, March 21-23, 1996)

"Enhancing the Attractiveness of Research Universities to Female Faculty," CSWEP Newsletter, February 1997.

Review of Mathew W. Finkin, The Case for Tenure (Cornell University Press, ) in Industrial and Labor Relations Review, October 1997.

"Do Indirect Cost Rates Matter?" (with J. Mykula), NBER Working Paper No. 6976, February 1999.

"What a Difference a Decade Makes: Growing Wealth Inequalities in Ivy League Institutions" (with C. Smith). (Working Draft, May 2001).

"Financing Higher Education Institutions in the 21st Century" (Invited Address at the 2003 Annual Meeting of the American Educational Finance Association) (March 2003) CHERI Working Paper WP32 (available on the web at <http://www.ilr.cornell.edu/cheri>).

"Start-Up Costs in American Research Universities" (with M. Rizzo and S. Condie) (March 2003) CHERI Working Paper WP33 (available on the web at <http://www.ilr.cornell.edu/cheri>).

"Higher Education Takes a Big Hit," TIAA-CREF Benefit Plan Counselor Special Report (April 2003).

"Changes in Faculty Composition Within the State University of New York System: 1985 – 2001" (with D. Klaff) (August 2003) CHERI Working Paper 38 (available on the web at <http://www.ilr.cornell.edu/cheri>)

"Method or Madness? Inside the USNWR College Rankings" (September 2003) CHERI WP39 (available on the web at <http://www.ilr.cornell.edu/cheri>)

"Faculty Employment and R & D Expenditures at Research Universities" (with L. Zhang) (November 2006) CHERI WP97 (available on the web at <http://www.ilr.cornell.edu/cheri>).

Review of David Kirp, Shakespeare, Einstein and the Bottom Line: The Marketing of Higher Education in the Journal of Economic Literature (December 2004).

Review of Michael Worth ed. New Strategies For Educational Fund Raising in the Journal of Higher Education (January/February 2005)

"The SUNY Guarantee Tuition Proposal" (March 2005) CHERI WP65 (available on the web at <http://www.ilr.cornell.edu/cheri>).

“Key Issues Facing Trustees of National Research Universities in the Decades Ahead” (December 2005) CHERI WP85 (available on the web at <http://www.ilr.cornell.edu/cheri>).

“The Graduate Education Initiative Description and Preliminary Findings” (with others) (September 2006) CHERI WP91 (available on the web at <http://www.ilr.cornell.edu/cheri>).

"Faculty Employment and R&D Expenditures at Research Universities" (November 2006) CHERI WP97 (available on the web at <http://www.ilr.cornell.edu/cheri>)

"The Future of Government Financing of Higher Education" (March 2007) CHERI WP99 (available on the web at <http://www.ilr.cornell.edu/cheri>)

"Diffusion of Common Application Membership and Admissions Outcomes at American Colleges and Universities" (May 2007) CHERI WP104 (available on the web at <http://www.ilr.cornell.edu/cheri>)

"The Economics of Tuition and Fees in American Higher Education" (November 2007) CHERI WP106 (available on the web at <http://www.ilr.cornell.edu/cheri>)

"Policy Considerations for Enhancing Student Access and Persistence in a World in Which Tuition Keeps Rising" (December/November 2007) CHERI WP108 (available on the web at <http://www.ilr.cornell.edu/cheri>)

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**OTHER RELEVANT PROFESSIONAL EXPERIENCE (including visiting positions):**

Staff Member of the Council of Economic Advisors, Washington, DC, Summer 1970.

Consultant to U.S. Department of Health, Education and Welfare on the measurement of physician productivity and the substitutability of different types of medical manpower, Summer 1972.

Consultant to Office of Evaluation, ASPER, U.S. Department of Labor on the evaluation of department programs, 1/73-7/73 (commuting to Washington two days a week), periodically thereafter for ASPER, the Employment and Training Administration, and the National Commission of Employment and Unemployment Statistics.

Associate Program Director, National Institute for Mental Health sponsored Summer Institute in Evaluation Research Training, University of Massachusetts, Summer 1975 (Peter Rossi, Program Director).

Refereed and screened manuscripts for the American Economic Review, Journal of Political Economy, Quarterly Journal of Economics, Journal of Human Resources, Industrial and Labor Relations Review, Journal of Economic Theory, Economic Inquiry, Journal of Urban Economics, Journal of Econometrics, International Economic Review, Journal of Labor

Economics, Industrial Relations, Economics of Education, Labour Economics, National Science Foundation, World Bank, Journal of Public Economics, Industrial Relations, etc.

Editor, Research in Labor Economics, An Annual Compilation of Research, 1975-1994 (editor of annual volumes of collected essays, Vol. 1 published in 1977, Vol. 13 in 1992).

Editorial Board, Journal of Economics and Business, October 1975-October 1979.

Editorial Board, Industrial and Labor Relations Review, January 1977- .

Advisory Editor, Economic Letters, September 1978-April 1993.

Editorial Board, American Economic Review, June 1981-May 1984.

Editorial Board, Economics of Education Review, September 1994 - .

Co-Editor, Journal of Human Resources, December 1994 - December 2003 .

Editorial Board, Journal of Economic Perspectives, December 2002 – December 2004.

Educational Board, Education Finance and Policy, June 2005-.

Economic Consultant to various firms (Auerbach Corp., Ketron, Inc., Mathematica, Center for Naval Analysis, Stanford Research Institute, Urban Institute, Contract Research Corporation, Abt Associates, Resource Consulting Group, Math Tech, Westat) on their evaluation of Labor and Education Department programs.

Expert witness testifying on wages of telephone industry employees before the New York Public Service Commission Case 27100).

Member, New York State Board of Public Employment Relations Panel of Mediators and Factfinders, March 1976-.

Member of Two-Person Committee which evaluated the Ph.D. program in Economics at SUNY-Stony Brook for SUNY, 1976-1977. Chair of the Committee that evaluated the Vanderbilt University Economics Department 1998-99. Member of the committee that evaluated the SUNY-Albany Economics Department, March 2004.

Coordinator of arrangements for eight labor economics sessions for the Winter 1977 Econometric Society Meetings.

Member of the Visiting Faculty, Institute in Employment and Training Administration, Harvard University, 1976-1979 (Summers), Harvard Institute for Higher Education Alumni Seminar (1999).

Expert witness testifying on the expected present value of lost earnings and loss of home services in "wrongful death", disability, and unfair discharge cases.

Consultant to various government commissions including the National Commission for Employment Policy, National Commission on Employment and Unemployment, Statistics, Minimum Wage Study Commission, Select Commission on Immigration and Refugee Policy, National Commission on the Unemployment Insurance System, Ontario Task Force on Hours of Work and Overtime. Member, New York State Governor's Blue Ribbon Panel on Unemployment Insurance Reform.

Visiting Scholar, National Bureau of Economic Research (Palo Alto), Summer 1980.

Visiting Professor, Tel Aviv University, December 1980 and May 1986.

Member, AAUP Committee on Economic Status of Academic Profession (Committee Z), July 1983-June 1993, July 2002 - June 2005, Chair July 1990-October 1991 July 2002-June 2005. Member, AAUP Committee E on Retirement (July 1998-June 2002), Chair (July 1999-June 2005).

Member, National Science Foundation Advisory Panel for Economics, 9/86-8/88, Chair of the Committee of Visitors for the National Science Foundation's Decision Risk, Management Science and Economics Cluster, 3/2000-4/2000.

Consultant to Oberlin College (May 1988-October 1988), to Northeastern University (October 1992) on their faculty salary and compensation policies, to the University of Chicago (June 1993) on their tuition, aid and budgetary policies, to the University of North Carolina (October 1994) on faculty compensation and budgetary issues, to Vanderbilt University (May 1998) on the status of their economics department, to the U.S. Naval Academy (June 2000) on faculty compensation issues to the Rochester Institute for the Deaf (Fall 2000) on faculty salary issues, to Smith College (Spring 2003) on faculty retirement issues, to Brandeis University (Fall 2003) on Faculty Salary issues, and to Suffolk University Law School (Winter 2003) on gender equity issues.

Member, National Academy of Science/National Research Council Committee on Enlistment Standards, 10/89-12/90; Panel on Estimation of the Committee on National Needs for Biomedical and Behavioral Research Personnel, November 1994- ; Committee on Dimensions, Causes and Implications of Trends in Early Research Careers of Life Scientists, August 1995-1998 ; Committee on Methods of Forecasting Demand and Supply of Doctoral Scientists and Engineers April 1997-1999. Member, Advisory Committee for the Office of Scientific and Engineering Personnel, April 1999-March 2001; Board of Higher Education and Workforce, April 2001-(Chair 2005-2007); Policy and Global Affairs Division Advisory Committee, January 2001- 2003, Committee on Gender Differences in Faculty Careers, February 2004-.

Founding Member, National Academy of Social Insurance, Unemployment Insurance Section, 7/89- .

Member, Council of the Interuniversity Consortium for Political and Social Research, 2/90-1/94.

Member, American Economic Association Nominating Committee, 1992-93, Committee on the Economic Status of Women in the Profession, 1994-97, Executive Committee, 1996-99.

President, Society of Labor Economists (2002).

Member, National Association of College and University Business Officers (NACUBO) Endowment Advisory Panel, June 2001-2004.

Member, The College Board, Rethinking Federal Financial Aid Policies Panel, 2006 - .

Member, Association of Governing Boards, research Advisory Committee, 2007 - .

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### **RESEARCH GRANTS AND CONTRACTS:**

Faculty Research Grant, Manpower Administration, U.S. Department of Labor, 1/71-12/71.

Faculty Research Grant, Manpower Administration, U.S. Department of Labor, 1/73-12/73.

Research Contract, Office of the Assistant Secretary for Policy, Evaluation and Research, U.S. Department of Labor, 1/74-9/75.

Personal Services Contract to prepare a paper evaluating the impact of the Win 2 Program, Office of the Assistant Secretary for Policy, Evaluation and Research, U.S. Department of Labor, 7/74-12/74.

Research Grant, National Science Foundation - RANN Division, 4/75-3/77 (T. Kochan, principal investigator).

Research Grant, Office of Assistant Secretary for Policy, Evaluation and Research, U.S. Department of Labor, 7/76-9/77.

Personal Services Contract, New York State Public Service Commission, to study the impact of regulation on wages in the telephone industry, 1/77-8/77.

Research Grant, National Science Foundation - Economics Program, 10/77-3/80.

Research Contract, Minimum Wage Study Commission, 10/79-1/81.

Research Grant, National Science Foundation, Applied Economics Program, 9/80-2/84.

Research Grant, National Science Foundation - Economics Program, 8/83-1/86.

Research Grant, National Science Foundation - Economics Program, 7/1/86-12/31/87.

Research Grant, Upjohn Institute for Employment Research, 9/1/86-8/30/87.

Research Grant, Alfred P. Sloan Foundation, 1/1/88-3/30/90.

Research Grant, National Science Foundation - Economics Program, 3/88-8/92.

Research Grant, Alfred P. Sloan Foundation, 7/1/91-8/30/92.

Research Grant, William H. Donner Foundation, 7/15/92-5/30/96.

Research Grant, Andrew W. Mellon Foundation, 8/1/92-2/1/96.

Research Grant, Andrew W. Mellon Foundation, 4/98-3/99.

Cornell Higher Education Research Institute Grants, Funded by the Andrew W. Mellon Foundation, 11/98 - 10/01, 7/01- 6/05, and 7/05 – 6/09, the Atlantic Philanthropies, 10/98 - 9/02 and 10/02 - 9/09, and TIAA-CREF Institute, 4/06 – 6/08.

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