

4/28/05

**VITA**

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Education: Ph.D. University of Michigan 1974  
M.S. University of Michigan 1967  
B.A. Oberlin College, Magna Cum Laude, 1962

**PROFESSIONAL AND MANAGERIAL EXPERIENCE**

Director of Educational Excellence Alliance, a consortium of 325 striving secondary schools in New York, Massachusetts, Connecticut, New Jersey, Ohio, Pennsylvania, South Carolina and other states that are interested in learning how to more effectively help all their students to achieve at higher levels and to respect individual differences. The Alliance offers its members a convenient means of assessing and diagnosing their student peer cultures in a way that allows them to compare themselves to other similar schools and to track changes over time. During the 1998-99 school year, 134 schools undertook a standardized assessment of the culture of their 10<sup>th</sup> graders and were sent reports comparing their students to students at comparable schools. Another 200 schools did a revised assessment during the 2000-01 school year. The reports point out areas of concern and suggested reading materials that were helpful in planning interventions designed to build a student culture that honors academic achievement and respects individual differences.

Chair of Department of Human Resource Studies, 6/95 to 6/98

Department of Human Resource Studies, New York State School of Industrial and Labor Relations, Cornell University. 9/86 to present.

Project Director for the School of Industrial and Labor Relations component of the new U.S. Department of Education funded Center on the Educational Quality of the Workforce, (\$475,000 over two years).

Director of the National Institute of Education funded Center for Research on Youth Employability between 7/81 and 8/86 (\$850,000 yearly) and Director of the Research Division at the National Center for Research in Vocational Education. In this capacity, I led a multi-disciplinary team of six Ph.D.'s and other Research Division staff in a study of the ways firms hire, train, and promote young and disadvantaged workers, the competencies that are required to get and keep jobs, and the effectiveness of different education and training institutions and of employer provided training in preparing youth to become productive workers. Served as the principal investigator of the following:

An Impact Study of the Targeted Jobs Tax Credit Program which estimated a fixed effect model of the impact of TJTC in 5 years of longitudinal data on over one million individuals. (Department of Labor and Macro Systems, \$205,738, 8/84 - 2/86)

Training and Human Capital Formation, a study of the determinants and impact of on-the-job training which tests various elements of contract theory. (Department of Labor, \$87,865, 9/83 - 11/85)

Targeted Jobs Tax Credit: Findings from Employer Surveys, a study of the reasons for the low utilization of TJTC by employers and of its impact on firms which hire TJTC eligibles. (Department of Health and Human Services, \$76,818, 9/83 - 9/84)

Recruiting Workers, a study of how employers recruit and select new employees and the impact of their recruitment strategies on the quality of the match between job and employer. (National Commission on Employment Policy, \$71,252, 10/82 - 8/83)

Subsidizing On-the Job Training, a study of the determinants of training, turnover and worker productivity and of

participation in and the impact of TJTC based on the EOPP employer survey. (Stanford Research International and ETA/Department of Labor, \$207,328, 7/81 - 3/82)

Between 8/72 and 7/81 Institute for Research on Poverty at the University of Wisconsin, Madison. Served as Associate Editor of the Journal of Human Resources, visiting lecturer in the Department of Economics and principal investigator of the following grants:

Evaluation of Labor Market Effects of the Employment Opportunity Pilot Projects: Impacts on Private for Profit Employers which involved designing and analyzing a national survey of 5,500 employers. (Stanford Research International and the Department of Labor, approximately \$750,000, 4/79 - 7/81)

The Potential of Wage Subsidies, a study of how to design wage subsidies targeted on low skill workers. (Employment and Training Administration, \$215,000, 8/73 - 12/77)

An Empirical Estimation of the Impact of Alternative Post Secondary Education Policies. (National Institute of Education, \$65,000, 9/74 - 8/76)

Between 9/68 - 6/72 taught in the Economics Department at New York University. The courses taught were Intermediate Macroeconomics, Public Expenditure, The Economics of Poverty, and both Micro and Macro Principles of Economics. Served as staff assistant to Alan Carter, the University's Chancellor in his capacity as chair of the Panel on Student Financial Need Analysis of the College Scholarship Service.

Between 9/62-8/64 served in the Peace Corps as a math, history, and English teacher at Sokoto Teacher Training College, Nigeria.

## ARTICLES BY SUBJECT

### **Education and Work Force Preparedness**

“Drinking from the Fountain of Knowledge: Student Incentive to Study and Learn--Externalities, Information Problems and Peer Pressure.” Forthcoming in the Handbook on Economics of Education, eds. Eric Hanushek and Finis Welch,

“High School Exit Examinations; When do learning effects generalize?” Uses and Misuses of Data in Accountability Testing eds. Joan Herman and Ed Haertel. National Society for the Study of Education Yearbook: 2005. Part I, (Chicago: Univ. of Chicago Press 2005)

“Education Reform and Disadvantaged Students” (with Ferran Mane) forthcoming in Schooling and Human Capital Formation in a Global Economy. Eds Ludger Woessmann and Paul Peterson.

“High School Diploma Exams: Explaining High Achievement Levels in Students in Some Commonwealth Countries.” Fraser Forum, July 2004.

“Money and Motivation.” Education Next, Vol. 4, # 1, Winter 2004, 62-67.

“Institutional Effects in a Simple Model of Educational Production,” (with Ludger Woessmann) Education Economics, Vol. 12 No. 1 (2004)

“Raising academic standards and vocational concentrators: are they better off or worse off?” (with Ferran Mane) Education Economics, Vol. 13, No. 2, (2005) 171-187.

“Why We Harass Nerds and Freaks: A Formal Theory of Student Culture and Norms.” (with Michael Bishop, Matthew Bishop, Lara Gelbwasser, Shanna Green, Erica Peterson, Anna Rubinsztaj, Andrew Zuckerman). Journal of School Health, Fall 2004.

“Merit Scholarships for the Many: Doubling the Number of Students who work hard in High School.” Double the Numbers: Increasing Postsecondary Credentials for Underrepresented Youth. Eds, Richard Kazis, Joel Vargas and Nancy Hoffman, Harvard Education Press, 2004, 87-99.

- “Making it Cool to Succeed in Middle School” (with Marcia Bishop and Michael Bishop) Principal, (Nov./Dec., 2003) published by the National Association of Elementary School Principals.
- “The Economic Returns to Vocational Courses in United States High Schools,” (with Ferran Mane) Vocationalizing Secondary Education: Revisited, ed. Jon Lauglo, (The Netherlands, Kluwer Academic Publishers, 2004)
- “Make Middle-Schoolers Cool with School Success” (with Marcia Bishop and Michael Bishop) The Education Digest, December 2003, Vol. 69 # 4.
- “The Impacts of Career-Technical Education on High School Labor Market Success.” (with Ferran Mane) Economics of Education Review, Vol. 23, 2004, 381-402.
- “What is the Appropriate Role of Student Achievement Standards,” Education in the 21<sup>st</sup> Century: Meeting the Challenge of a Changing World, ed. Yolanda Kodrzycki, 2003, Boston, MA: Federal Reserve Bank of Boston.
- “La educación secundaria en los Estados Unidos: ¿Qué pueden aprender otros de nuestros errores?” (with Ferran Mane and Michael Bishop) Alternativas de Reforma de la Educación Secundarie en America Latina y el Caribe. Edited by German Rama, (Washington, DC: InterAmerican Development Bank, 2002)
- “Nerds and Freaks: a Theory of Student Culture and Norms” (with Matthew Bishop, Lara Gelbwasser, Shanna Green and Andrew Zuckerman) Brookings Papers on Education Policy, edited by Diane Ravitch, (Washington, DC: The Brookings Institution, 2003),
- “School Choice and Diploma Exams,” (2002) Empirical Issues in Canadian Education, Patrice de Broucker and Arthur Sweetman eds. (McGill-Queen's University Press for the John Deutsch Institute at Queen's University)
- “How External Exit Exams Spur Achievement” (with Ferran Mane and Michael Bishop) Educational Leadership, September 2001, Association for Supervision and Curriculum Development, 58-63.
- “The Impact of School-Employer Partnerships on Early Labor Market Success of Students” (with Ferran Mane), in "School-to-Work: Origins and Destinations. Eds. William J. Stull and Nicholas M. Sanders (Westport, CT, Praeger, 2003)
- “The Impacts of Minimum Competency Exam Graduation Requirements on High School Graduation, College Attendance and Early Labor Market Success” (with Ferran Mane) Labour Economics Vol. 8, n°2, Spring 2001, 203-222.
- “Steeper, Better Road to Graduation.” Education Next. Winter 2001, 56-61.
- “STW in the 1990s: School-Employer Partnerships and Student Outcomes” (with Ferran Mane) CEIC Review, Philadelphia, PA: The Center for Research in Human Development and Education, Summer 2001.
- “The Role of End-of-Course Exams and Minimum Competency Exams in Standards-Based Reforms.” (with Ferran Mane, Michael Bishop and Joan Moriarty) Brookings Papers on Education Policy, edited by Diane Ravitch, (Washington, DC: The Brookings Institution, 2001), 267-345.
- “Diplomas for Learning: not Seat Time.” (with Joan Moriarty and Ferran Mane) Economics of Education Review. Vol 19, No. 3, 2000.
- “Higher Education’s JANUS: College Admissions in the 21<sup>st</sup> Century.” In S. Tobias (Ed.) Education in 2021. New York: College Board, 2000.
- “Incentive Effects of New York’s Minimum Competency Exams” (with Ferran Mane), School Choice vs. Best Systems: What Improves Education eds. Margaret Wong and Herbert Walberg, (Mahwah, New Jersey, Lawrence Earlbaum Associates, 2001), 323-356 .
- “Are National Exit Examinations Important for Economic Efficiency?” Swedish Economic Policy Review Vol. 6, #2, Fall 1999, 349-401.

- "The Effect of Minimum Competency Exam Graduation Requirements on College Attendance and Early Labor Market Success of Disadvantaged Students." (with Ferran Mane), Raising Standards or Raising Barriers, edited by Gary Orfield and Mindy Kornhaber, (New York: The Century Foundation Press), 51-83.
- "Privatizing Education: Lessons from Canada, Asia and Europe" Vouchers and the Provision of Public Services, ed. by Eugene Steurele, Van Doorn Ooms, George Peterson, and Robert D. Reischauer, (Washington, DC: The Urban Institute and Brookings Institution, 2000), 292-335.
- "Curriculum Based Exit Examinations: Do Students Learn More? How?" . Psychology, Public Policy, and Law, Vol. 6, no. 1, March 2000, 199-215.
- "Nerd Harassment, Incentives, School Priorities and Learning." Earning and Learning: How Schools Matter, eds Susan Mayer and Paul Peterson, (Washington, DC: Brookings Institution Press, 1999) 231-80
- "Using High Stakes to Raise Achievement." Students Continually Learning. (Washington, DC, Council of Chief State School Officers, 2001), 73-80.
- ["Exams and Education: How Provincial Diploma Exams Improve Student Learning."](#) Fraser Forum, Fall 1999.
- "High School Diploma Examinations: Do Students Learn More? Why?" Policy Notes . July/August 1998, 7-11.
- "The New York State Reform Strategy: The Incentive Effects of Minimum Competency Exams" (with Ferran Mane), CEIC Review, Philadelphia, PA: The National Center on Education in Inner Cities, Winter 1999.
- "Occupation-Specific versus General Education and Training." The Annals. September 1998, 24-38.
- Diplomas for Learning: not Seat Time. (with Joan Moriarty and Ferran Mane) Educational Finance to Support High Learning Standards. The University of The State of New York and State Education Department, 1998, 56-77.
- Comment on "Uncompetitive American Schools: Causes and Cures" by Herb Walberg, Brookings Papers on Education Policy, edited by Diane Ravitch, (Washington, DC: The Brookings Institution, 1998), 206-215
- The Impact of Curriculum Based External Exit Exams on Student Achievement, Journal of Economic Education, Vol 29, # 2, Spring 1998, 171-182.
- "The Effect of National Standards and Curriculum-Based Exams on Achievement." American Economic Review, Vol 87, no. 2, May 1997, 260-264. [reprinted in *Selected Readings on School Reform*, Vol. 1, # 1, Spring 1997]
- "Is the College Graduate Labor Market Headed for a Bust?--a Critique of Job Requirements Projections." New England Economic Review, May June 1996, 115-135.
- "The Impact of Curriculum-Based External Examinations on Learning and Schooling." International Journal of Educational Research, Vol 23, No. 8, 1996.
- "Signaling Incentives and School Organization in France, the Netherlands, Britain and the United States: Lessons for Education Economics." Incentives and Education Reform ed. Eric Hanushek, Washington D.C.: National Academy Press, 1996.
- "Vocational Training and At-Risk Youth in the United States." Vocational Training: European Journal, No. 6, Sept-Dec 1995, 34-42.
- "Improving Education: How Large are the Benefits? How can it be done Efficiently?" APEC Symposium on Performance Measurement Systems, 1996, 299-320.
- "Incentives to Study and the Organization of Secondary Instruction" Assessing Educational Practice: The Contribution of

Economics, eds. Willam Becker and William Baumol, Cambridge, Mass: MIT Press, 1996.

"Signalling the Competencies of High School Students to Employers." Linking School to Work: Roles for Standards and Assessment, edited by Lauren Resnick, John Wirt and Davis Jenkins, Jossey-Bass, 1996.

"The Power of External Standards." American Educator, Fall 1995, 10-18, 42-43.

"In Search of a Niche." Vocational Education Journal, October, 1995, 38-54.

"School Organization and Incentives to Learn in France, the Netherlands, Britain and the United States: Lessons for Sweden?" The Status of Swedish Education. ed. Anders Bjorklund. Stockholm, Sweden: The Economic Council of Sweden, 1994.

"Overeducation." International Encyclopedia of Education, 2nd edition, eds. Thorsten Husen and Henry Levin, Pergamon Press, 1994.

"Schooling, Learning and Worker Productivity" Human Capital Creation in an Economic Perspective, edited by Rita Asplund, Elinkeinoelaman Tutkimuslaitos Naringslivets Forskningsinstitut (ETLA), (Helsinki, Finland: Physica-Verlag 1995) 13-67,.

"Student, Staff and Employer Incentives for Improved Student Achievement and Work Readiness," American Issues for School or Workplace, Washington, D.C.: Council of Chief State School Officers, 1995, 79-110.

"Is a Skills Shortage Coming? A Review of BLS Occupational Projections," Workforce, Spring 1992.

"Workforce Preparedness." Research Frontiers in Industrial Relations and Human Resources. edited by David Lewin, Olivia Mitchell & Peter Scherer, Industrial Relations Research Association, 1992.

"How Accurate are Recent BLS Occupational Projections?" (with Shani Carter) Monthly Labor Review, Oct, 1991.

"The Impact of Academic Competencies on Wages, Unemployment and Job Performance." Carnegie/Rochester Conference Series on Public Policy, edited by Alan Meltzer and Charles Plosser, Amsterdam: North Holland. Vol. 37. Dec. 1992, 127-195.

"The Growing Shortage of College Graduate Workers," (with Shani Carter), Educational Evaluation and Policy Analysis, Vol 13, No. 3, Fall 1991, 221-255.

"Why Incentives to learn are Needed in the US." Educational Leadership, March 1992.

"Academic Learning and National Productivity," The Labor Market, The Work Force and Productivity, ed. Eskil Wadensjo, Stockholm, Sweden: Swedish Institute of Social Research, 1992.

"What's Wrong with American High Schools? Can State Governments Fix It?" The Economic Consequences of American Education, eds. Richard Aronson and Robert Thornton, New York: JAI Press, 1994, 37-86.

"Incentives to Study: Why American High School Students Compare so Poorly to their Counterparts Overseas" Research in Labor Economics, Vol. 11, edited by David Crawford and Lauri Bassi, Greenwich, Ct.: JAI Press, 1990, 17-51.

"Achievement, Test Scores and Relative Wages" Workers and Their Wages, edited by Marvin Kosters, Washington, DC: The AEI Press, 1991, 146-181.

"Is the Test Score Decline Responsible for the Productivity Growth Decline?" American Economic Review, Mar 1989, 178-197.

"Scientific Illiteracy: Causes, Costs and Cures." This Year in School Science, edited by Audrey Champagne, American

Association for the Advancement of Science, 1989, 41-87.

"Vocational and Academic Education in High School: Complements or Substitutes" (with Suk Kang) The Economics of Education Review. Vol. 8, No 2, 1989, pp. 133-148.

"Why Students Don't Study. How You Can Make Studying Pay Off for Them" NASSP Bulletin, November 1989, Washington D.C.: National Association of Secondary School Principals, pp. 27-38.

"Productivity Consequences of What is Learned in High School," Journal of Curriculum Studies, 1990, Vol. 22, No. 2, pp. 101-126.

"The Motivation Problem in American High Schools" Working Together, California Institute on Human Services.

"Making Vocational Education More Effective for At-Risk Youth" Vocational Education Journal, May 1989.

"Why the Apathy in American High Schools?" Educational Researcher. Vol. 18, No. 1, Jan/Feb 1989, 6-10.

"How Can Vocational Education be Made More Effective For At-Risk Youth?" Working Together, Spring 1989, California Institute on Human Services.

"Docility and Apathy: Its Cause and Cure" Education Reform: Social Change or Political Rhetoric, edited by Samuel Bacharach (Allyn Bacon, New York, 1990).

"Vocational Education for At Risk Youth: How Can It Be Made More Effective?" School to Work Transition Services for Disadvantaged Youth, Vol. 2, (National Assessment of Vocational Education, United States Department of Education, 1988). [abstracted in Interchange, National Center for Research in Vocational Education, University of Illinois at Urbana-Champaign, Jan 1989]

"Occupational Training in High School: When does it Pay Off?" Economics of Education Review, 8-1, 1989, 1-15.

"Academic Skills and Occupational Training" in Design Papers for the National Assessment of Vocational Education (National Assessment of Vocational Education, U.S. Department of Education, Washington, D.C., 1987)

"Occupationally Specific Training in High School" in Re-Visioning Vocational Education in the Secondary School, edited by George Copa, Jane Okugak and Marilyn A. Johnson. (Minnesota Research and Development Center for Vocational Education, University of Minnesota, St. Paul, Minn. 1986)

The Employer's Choice: In School Preparation for Employment. (The National Center for Research in Vocational Education. Columbus, Ohio, 1986).

Preparing Youth for Employment. (The National Center for Research in Vocational Education. Columbus, Ohio, 1985).

"The Effect of Curriculum on Labor Market Success Immediately After High School" (with Suk Kang) Journal of Industrial Teacher Education, Spring, 1986

"Queuing for Union Jobs and the Social Return to Schooling." In Research in Labor Economics, edited by Ronald Ehrenberg. (Greenwich, CT: JAI Press, 1978). Institute for Research on Poverty Discussion Paper 360-76.

"The Effects of Public Policies on the Demand for Higher Education." Journal of Human Resources. Summer 1977. Institute for Research on Poverty Reprint #255.

"Can Adults be Hooked on College? Some Determinants of Adult College Attendance," (with Jane Van Dyk). Journal of Higher Education. January/February 1977.

"Problems in Measuring Earnings for Benefit Cost Analysis of Human Investment Programs." Proceedings of the American Statistical Association, Social Statistics Section, 1976.

"Subsidizing Science Through Graduate Education." Society, January/February 1976.

"Some Thoughts on the Cost Effectiveness of Graduate Education" in Graduate Education: Manpower and Costs, edited by Hugh Folk. (Urbana: Graduate College of the Univ. of Illinois at Urbana-Champaign, 1974), pp. 179-217.

### **Employer Behavior and Personnel**

"What do We Know about Employer Training." Research in Labor Economics, edited by Sol Polachek, Vol 16, 1997 New York: JAI Press, 19-88.

"Improving Job-Worker Matching in the Labor Market: What is the Role of the Employment Service?" Brookings Papers on Economic Activity: Microeconomics. 1993, Washington, DC: The Brookings Institution.

"Underinvestment in Training: Is a Mandate to Spend on Training the Answer?" Human Resource Development Quarterly, Vol. 4, no. 4, Fall 1993, Jossey-Bass.

"The French Mandate to Spend on Training: Is It Appropriate for the United States?" Proceedings of the Industrial Relations Research Association, Madison, Wisc: Industrial Relations Research Association, 1993.

"Do Most Employers and Workers Under Invest in Training and Learning On-the-Job?" What Makes Workers Learn: The Role of Incentives in Workplace Education and Training. eds Donald Hirsch and Daniel Wagner, New York: Hampton Press, 1993

"The Impact of Previous Training in Schools and on Jobs on Productivity, Required OJT, and Turnover of New Hires," Private Sector and Skill Formation: International Comparisons, edited by Lisa Lynch, National Bureau of Economic Research, Chicago: Univ. of Chicago Press, 1994.

"Job Performance, Turnover and Wage Growth" Journal of Labor Economics, Vol. 8, no. 3, July 1990, 363-386.

"Underinvestment in On-the-Job Training?" Investing in Human Resources, RVE National Council for Adult Education, Amsterdam, Netherlands, 1991.

"The Recognition and Reward of Employee Performance" Journal of Labor Economics, Vol. 5, # 4, pt.2, October, 1987, S36-56.

"On-the-Job Training of New Hires," Market Failure in Training, ed. David Stern and Josef Ritzen, NY, Springer Verlag, 1991.

"Employment Testing and Incentives to Learn" Journal of Vocational Behavior, Vol. 33, No. 3, Dec. 1988, pp. 404-423.

"Extensive Search, Intensive Search, and Hiring Costs: New Evidence on Employers' Hiring Activity" (with John M. Barron). Economic Inquiry, July 1985 p. 303-382.

"Employer Search: The Interviewing and Hiring of New Employees" (with John M. Barron and William C. Dunkelberg). Review of Economics and Statistics, February 1985.

"Stockpiling Job Applicants" (with John M. Barron). Proceedings of the Industrial Relations Research Association, Edited by Barbara Dennis (Madison, WI: Industrial Relations Research Association, 1984).

Hiring and Training Workers (with John Barron and Suk Kang). The National Center for Research in Vocational Education, Columbus, Ohio, 1984.

Recruiting Workers (with John Barron and Kevin Hollenbeck). (The National Center for Research in Vocational Education, Columbus, Ohio, 1983).

## **Program Evaluation and Government Training Programs**

- "Does the Targeted Jobs Tax Credit Create Jobs at Subsidized Firms?" (with Mark Montgomery) Industrial Relations, Vol. 32, No. 3, Fall 1993, 289-306.
- "Applying for Entitlements: Employers and the Targeted Jobs Tax Credit" (with Suk Kang), Journal of Policy Analysis and Management, Vol. 10, No 1, Winter 1991, 24-45.
- "Toward More Valid Evaluations of Training Programs Serving the Disadvantaged" Journal of Policy Analysis and Management, Vol. 8, No. 2, Spring 1989, pp. 209-229.
- "Policy Evaluation with Archived Wage Record Data: Limitations of Existing Data Sets" Employment and Earnings Dynamics in the United States: Policy Issues and A New Longitudinal Data Source, Proceedings of a conference sponsored by the National Commission on Employment Policy in Washington, D.C. on January 10, 1989.
- "Why Few Firms Respond to the Targeted Jobs Tax Credit: Evidence from Employer Surveys" (with Mark Montgomery). Industrial Relations. Winter 1986
- "Targeted Wage-Subsidies, their Rationale and Effectiveness" (with Robert Haveman). Business Taxation, Finance and Firm Behavior. (Edited by Gunner Eliason, The Industrial Institute for Economic and Social Research, Goteborg, Graphic Systems AB, 1981).
- "A Research Design to Study the Labor Market Effects of the Employment Opportunity Pilot Projects" (with George Farkas, Michael Keeley, C. Eric Munson, Philip Robins). In Evaluation Research Annual, edited by George Farkas and Ernst Stromsdorfer (Sage Publications, 1980).
- "The Efficiency and Distributional Impacts of Wage Rate Subsidies (with Dave Betson). Jobs for Disadvantaged Workers, edited by Robert Haveman and John Palmer. (Wash, DC: Brookings Institution, 1982).
- "The Impacts of Marginal Employment Subsidies on Firm Behavior" (with Charles Wilson). Jobs for Disadvantaged Workers, edited by Robert Haveman and John Palmer. (Washington, DC: The Brookings Institution, 1982). U. of Wis. Social Systems Research Inst. Workshop Paper #8003.
- "Reform of the Tax System to Stimulate Labor Supply: Efficiency and Distributional Effects," (with Dave Betson). In Proceedings of the Industrial Relations Research Association, Edited by Barbara Dennis (Madison, WI: Industrial Relations Research Association, 1981).
- "Employment in Construction and Distribution Industries: The Impact of the New Jobs Tax Credit." In Studies in Labor Markets, edited by Sherwin Rosen, Conference Report of Universities, National Bureau Committee for Economic Research. (Chicago: University of Chicago Press, 1981).
- "The Design of Employment Subsidies--Lessons of the U.S. Experience," in Public Employment and Public Finance edited by Robert Haveman (Detroit, MI: Wayne State University Press, 1981).
- "Selective Employment Subsidies: Can Okun's Law be Repealed?" (with Robert Haveman), Policy Studies Review Annual, Volume 3, (Beverly Hills: Sage Publications, Inc., 1979
- "Selective Employment Subsidies: Can Okun's Law be Repealed?" (with Robert Haveman) American Economic Review Papers and Proceedings, March 1979. Institute for Research on Poverty Reprint #340.
- "The General Equilibrium Impact of Alternative Anti-Poverty Strategies: Income Maintenance, Training and Job Creation." Industrial and Labor Relations Review. January 1979.
- "Targeted Employment Subsidies: Issues of Structure and Design" (with Robert Haveman). In Creating Job Opportunities in the Private Sector. (Washington, DC: National Commission for Manpower Policy, 1979).

"Wage Subsidies for Income Maintenance and Job Creation" (with Robert Lerman). In Job Creation: What Works, edited by Robert Taggart. (Salt Lake City: Olympus Publishing Company, 1977).

"Benefit-Cost Analysis in Program Evaluation" (with Stanley Masters and Irwin Garfinkel). Journal of Social Service Research, Fall 1978 (Haworth Press).

"The Measurement of Indirect and Intangible Benefits and Costs: Life, Health, and Esthetics" (with Charles J. Cicchetti) in Cost Benefits Analysis and Water Pollution Policy, edited by Henry Peskin and Eugene Seskin. (Washington, DC: Urban Institute, 1975).

### **Income Maintenance Policy**

"Welfare Reform in the U.S.: Is it Successful?" Employability and Exclusion: What Governments Can Do. Ed. By Richard Layard, London: Centre for Economic Performance, London School of Economics, 1998, 12-18.

"The Impact of Unemployment and Welfare Assistance on Marital Stability." In New Strategic Perspectives on Social Policy, edited by John Tropman, Milan J. Dluhy, and Roger M. Lind (New York: Pergamon Press, 1981).

"Modeling the Decision to Apply for Welfare." In Income Tested Transfer Programs: The Case For and Against, edited by Irwin Garfinkel (New York, NY: Academic Press, 1982).

"The Negative Income Tax Experiments: Some Reflections on Their Implications for a Theory of the Family." In Economics and the Family, edited by Stephen Bahr. (Lexington, MA: Lexington Books, 1980).

"Jobs, Cash Transfers and Marital Instability: A Review and Synthesis of the Evidence." Journal of Human Resources, Vol. XV, No. 3, Summer 1980.

### **Comparative Human Resource Institutions and Policies**

"American Job Growth: What Explains It?" in Portfolio: International Economic Perspectives, edited by Robert M. Dunn, Jr. (US Information Agency U.S. GPO, Washington, D.C., 1987)

### **Statistics**

"Estimation When the Sampling Ratio is a Linear Function of the Dependent Variable." Proceedings of the American Statistical Association, Social Statistics Section, 1977.

### **REPORTS**

"What should be the federal role in supporting and/or shaping development of state accountability systems for secondary school achievement?" Prepared for U. S. Department of Education's Office of Vocational and Adult Education, March 2002.

"The Impact of Minimum Competency Exams on the Learning and Labor Market Success of Vocational Students" (with Ferran Mane) Paper written for the National Assessment of Vocational Education, Dept. of Education, 2001.

"Why is it important to Strengthen Incentives for Student Effort and Learning by Mechanisms like the Michigan Merit Award?" Paper written for the Attorney General's Office of the State of Michigan, 2001.

"Why should Merit Award winners be selected on the basis of MEAP test scores rather than High School GPA or Class Rank?" Paper written for the Attorney General's Office of the State of Michigan, 2000.

“Secondary Education in the United States: What can others learn from our mistakes.” (with Ferran Mane and Michael Bishop) presented at Challenges of Secondary Education in Latin America and the Caribbean, Inter-American Development Bank’s Regional Policy Dialogue, Washington, DC, Dec. 5-6, 2000. Also presented at a conference in Santiago In March 2001 where the audience included Ministers of Education from many Latin American countries.

“Stakes for Students: Impacts on Schooling, Learning and Earning” (with Ferran Mane and Michael Bishop) prepared for the Committee on Educational Excellence and Testing Equity, of the National Academy of Sciences Board on Testing and Assessment, 2000.

Who Participates in School-to-Work Programs? Initial Tabulations (with Ferran Mane and Antonio Ruiz-Quintinella) written for National School to Work Office, Department of Education, 2000.

What Can We Learn From Existing Data about the Impact of Secondary School Vocational Education” prepared for the National Assessment of Vocational Education

Do Curriculum-Based External Exam Systems Enhance Student Achievement? CPRE Research Report Series, RR-40

“Diplomas for Learning, not seat time: The Impact of the NYS Regents Examinations on Student Achievement” (with Ferran Mane and Joan Moriarty) New York State Regents Policy Forum, October 28, 1997

"Developing an American Skill Standards System" prepared for the National Skills Standards Board, April 1997.

"Expertise and Excellence" prepared for the National Association of State Directors of Vocational Education Consortium, 1995.

"Targeted Jobs Tax Credit Research Options." prepared for the Department of Labor, 1994.

"The Incidence and Payoff to Incumbent Worker Training: a Review of the Literature," prepared for the Office of Policy, Department of Labor, 1994

"The Payoff to Employer Training in the United States" Prepared for the Organization of Economic Cooperation and Development, 1993.

"The Payoff to Schooling and Learning in the United States" prepared for the Organization of Economic Cooperation and Development, 1993.

"Designing a System for Signalling Academic Accomplishment to the Labor Market" Report Written for the Secretary's Commission on Achieving Necessary Skills, U.S. Department of Labor.

"Employer Training and Skill Shortages: A Review of the State of Knowledge with Recommendations for Future Research by the Department of Labor, report to the the Department of Labor under purchase order # B9413866.

"The Economic Consequences of Schooling and Learning," Prepared for the Economic Policy Institute.

"Department of Labor Testing: Seizing an Opportunity to Increase the Competitiveness of American Industry and to Raise the Earnings of American Workers," Report to the Employment and Training Administration in response to Purchase Order 99-1-3619-75-004-04, 1-134.

"Incentives to Study: Why American High School Students Compare so Poorly to their Counterparts Overseas" paper written for the Secretary of Labor's Commission on Workforce Quality and Labor Market Efficiency under purchase order No. 99-9-4757-75-009-04.

"Occupational Competency as a Predictor of Labor Market Performance" Paper prepared for the Office of Technology Assessment pursuant to contract No. L3-0560.0.

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"Does the MCAS raise student achievement?" 2005 AERA Meetings, Montreal, Canada. April 15, 2005.

Expertise and Excellence is Impossible without Specialization." 25th annual Career-Technical and Adult Education Legislative Seminar, January 26, 2005, Columbus Ohio.

Enrollment, Attendance and Engagement – Achievement: Successful Strategies for Motivating Students - Evidence of Effectiveness from Comparisons of 50 States and 45 Nations. Given at the Southern Regional Education Board Meetings in Tampa Florida, November 2004.

"Educational Reform and Disadvantaged Students: Are They Better Off or Worse Off?" (with Ferran Mane) at conference on *Schooling and Human Capital Formation in the Global Economy: Revisiting the Equity-Efficiency Quandary*, Munich Germany, September 3-4, 2004.

"Institutional Factors and the Quality of Education: Empirical findings and economic theory." (with Ludger Woessmann) given at *Institutional Models in Education: Legal Framework and Methodological Aspects for a new approach to the problem of School Governance* organized by the European Association for Education Law and Policy, in Frascati Italy, May 8, 2004

"Secondary Education in the United States: Will Standards Based Reform fix the Problems?" New York Academy of Sciences, April 8, 2004

"Peer Harassment: A Weapon in the Struggle for Popularity and Normative Hegemony in American Secondary Schools," (with John Bishop) Association for Public Policy Analysis and Management, Fall Conference Nov. 6, 2003

"Why We Harass Nerds and Freaks: A Formal Theory of Student Culture and Norms." (with Matt Bishop and Michael Bishop) Conference on School Climate and Connectedness at the Wingspread Conference Center, Racine Wisconsin, June 13-15, 2003.

"Reforming Secondary Education" *Colorado High School Summit*, May 13-14, 2003, Colorado Springs.

"Effective Assessment and Reporting." Conference on *Effective Education: What We Know; What We Should Do?* on March 28, 2003, Vancouver, British Columbia, sponsored by the C.D. Howe Institute.

- “Drinking from the Fountain of Knowledge: Student Incentive to Study and Learn--Externalities, Information Problems and Peer Pressure.” Economics of Education Conference, George Bush Center, Texas A & M University, College Station, Texas, March 20-22, 2003
- “A Prospective Policy Evaluation of the Michigan Merit Award Program.” Presented at the Conference *Taking Account of Accountability: Assessing Politics and Policy*, John F. Kennedy School of Government, Harvard University, June 10, 2002.
- “What is the Appropriate Role of Student Achievement Standards,” Presented at the Conference on *Education in the 21<sup>st</sup> Century: Meeting the Challenge of a Changing World*, organized by the Federal Reserve Bank of Boston, June 19-21, Chatham, Mass.
- “What’s Wrong with American Secondary Education: Lessons for Europe.” Presented at the seminar on “*Theory and Facts in Economics of Education: a critical revision of the state of the art*” at the University of Alicante, Spain, May 31, June 1, 2002.
- “Role of Curriculum-Based external Exit Exams in Education Reform.” Presented at a conference in Santiago Chile, May 23, 2002.
- “Why do we Harass Nerds and Freaks?: Toward a Theory of Student Culture and Norms” presented at the Brookings Institution’s Conference on the American High School Today. May 14-15, 2002, Washington, DC.
- “Effects of Tougher Graduation Requirements and Exit Exams on the Post-high School experiences of Vocational Completers.” presented at the Research conference on The Effects of Vocational Education, April 10, 2002, Washington, DC.
- “What should be the federal role in supporting and/or shaping development of state accountability systems for secondary school achievement?” presented at a conference organized by U. S. Department of Education’s office of Vocational and Adult Education. April 4, 2002.
- “Why are Student Peer Cultures so Anti Intellectual?: What Can State Education Leaders do to Induce Students to Support Each Other’s Learning?” Seminar series at the Andrew Young School of Policy Studies, Georgia State University, Feb. 25, 2002.
- “Motivating High School Students.” Presented at Seminar on What’s Wrong with High Schools—and How to Fix Them. December 2, 2001, Denver, Colorado, sponsored by the Hechinger Institute on Education and the Media. (38 education reporters from across the nation were in attendance)
- “School Choice and Diploma Exams: Lessons From Canada” Presented at Conference on Empirical Issues in Canadian Education, November 23, 2001, Ottawa Canada.
- “Using High Stakes to Improve School Culture.” Presented at Students Continually Learning Conference organized by the Council of Chief State School Officers, the Forum for Youth Investment and the Center for Youth Development, June 4, 2001, in Washington, DC.
- “Secondary Education in the United States: What can others learn from our mistakes.” (with Ferran Mane) presented at the Inter-American Development Bank Annual Meeting of the Board of Governors in Santiago Chile March 17, 2001. The audience included Ministers of Education from many Latin American countries.
- “Secondary Education in the United States: What can others learn from our mistakes.” (with Ferran Mane) presented at Challenges of Secondary Education in Latin America and the Caribbean, Inter-American Development Bank’s Regional Policy Dialogue, Washington, DC, Dec. 5-6, 2000
- “School-to-Work in the 1990s: School-Employer Partnerships and Student Outcomes.” (with Ferran Mane) presented at What Do We Know About School-to-Work: Research and Practice, a conference sponsored by the Mid-Atlantic Laboratory for Student Success at Temple University, Philadelphia, PA. Dec.4-5, 2000.

- “The Impact of Minimum Competency Exams on the Learning and Labor Market Success of Vocational Students” (with Ferran Mane) presented at a meeting of the National Assessment of Vocational Education Advisory Committee, Washington, DC. Nov. 3, 2000.
- “Stakes for Students: Impacts on Schooling, Learning and Earning” was presented by my coauthors Ferran Mane and Michael Bishop at School Completion in Standards-Based Reform: Facts and Strategies Conference at the National Research Council, Washington, DC, July 17-18, 2000
- “Deriving Policy Lessons from Nationally Representative Longitudinal Surveys,” Summer Research Institute on Employment and Disability Policy, July 19, 2000, Ithaca, New York.
- “Is Standards-Based Reform Working? And for Whom?” National Center for Postsecondary Instruction Policy Seminar, Washington DC, June 7, 2000.
- “The Role of End-of-Course Exams and Minimum Competency Exams in Standards-Based Reforms.” (with Ferran Mane, Michael Bishop and Joan Moriarty) Conference on Standards-Based Reform at the Brookings Institution, May 15-16, 2000.
- “Comment on Estimation of Productivity Growth in Education” Brookings Workshop on Measuring the Output of the Education Sector April 7, 2000, at the Brookings Institution Washington, DC. Paper on the Brookings web site.
- “The Impact of Curriculum-Based External Exams on Learning and Earning” given at the Notestein Seminar, Office of Population Research, Princeton University. February 15, 2000.
- “Student Peer Culture and Academic Achievement.” Presented at “Transitions from High school to Postsecondary Education and the Labor Force,” an NSF sponsored conference at the Washington Court Hotel, Oct. 6, 1999
- “Higher Education’s Janus: College Admissions in the 21<sup>st</sup> Century.” presented at the Education in 2010 Meeting sponsored by the College Board at Fordham University, October 1, 1999.
- “Why are Student Peer Cultures so Anti Intellectual?: What Can State Education Leaders do to Induce Students to Support Each Other’s Learning?” (with Ferran Mane) CCSSO Deputies Leadership Commission Annual Meeting, Princeton New Jersey, Sept. 13, 1999.
- “High Stakes Testing and Student Motivation” (with Ferran Mane) presented at the Council of Chief State School Officers Summer Institute in Girdwood, Alaska on August 4, 1999
- “Impacts of Standards Based Reform on Student Attitudes and Achievement” presented at the Roundtable on Children at the Brookings Institution on June 3, 1999.
- “Nerd Harassment and Grade Inflation: Are College Admissions Policies Partly Responsible?” presented at the University of Chicago Conference on The University and the High School Curriculum on May 22, 1999.
- “Guidelines for Designing a System for Signaling Student Achievements to Employers.” Presented at the first meeting of the Making it Meaningful project of the Business Council on Education Reform, May 10, 1999, Washington DC.
- “Methods of Measuring the Effectiveness of Alternative Ways of Delivering Vocational Education” presented at the first meeting of the Advisory Committee for the National Assessment of Vocational Education on May 6, 1999.
- “The Effect of Minimum Competency Exam Graduation Requirements on College Attendance and Early Labor Market Success of Minority Students” (with Ferran Mane), Presented at the American Educational Research Association Meetings in Montreal Canada on April 20, 1999.
- “School Choice, Exams and Achievement.” Presented at the American Educational Research Association Meetings in Montreal Canada on April 22, 1999.
- “Are National Exit Examinations Important for educational Efficiency?” given at the Swedish Economic Council’s

Conference on Can Education Foster Growth? on Nov 23, 1998 in Stockholm Sweden.

“The Effect of Minimum Competency Exam Graduation Requirements on College Attendance and Early Labor Market Success of Minority Students.” (with Ferran Mane), Conference on the Civil Rights Implications of High Stakes K-12 Testing, N.Y., N.Y., Dec. 4, 1998.

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“Privatizing Education: Lessons from Canada and Europe.” Conference on Vouchers, Oct 2-3, 1998, Washington D.C. sponsored by The Urban Institute and Brookings Institution,

“How many Information Technology Workers are there? How many do we need? Should Policy makers Care?” Presented at Conference on Information Technology Workers, at the Jerome Levy Economics Institute, June 12, 1998.

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"Signalling, Incentives and School Organization in France, the Netherlands, Britain and the United States: Lessons for Education Economics." presented at the American Economics Association Meetings in Washington, D.C., January 6, 1995.

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"Impacts of School Organization and Signalling on Incentives to Learn in France, the Netherlands, England, Scotland and the United States." seminar at the Center for Social and Labor Research, University of Aarhus, Denmark, March 8 1994.

"Job-Worker Matching in the American Labor Market." Seminar organized by the Center for Social and Labor Research, University of Aarhus, Denmark, March 4 1994.

"Impacts of School Organization and Signalling on Incentives to Learn in France, the Netherlands, England, Scotland and the United States." Conference organized by the Rand Corporation in Santa Barbara California, Nov. 10, 1993.

"Improving Job-Worker Matching in the Labor Market: What is the Role of the Employment Service?" at Brookings Panel on Economic Activity December 10 1992.

"Underinvestment in Employer Training: Is a Mandate to Spend on Training the Answer?" Presented at the the Meetings of the Industrial Relations Research Association, Anaheim, California, January 6, 1993.

- "Job-Worker Matching in the American Labor Market." Seminar organized by the Center for Economic Performance, London School of Economics, June 11 1993.
- "Job-Worker Matching in the American Labor Market." Seminar at the University of North Wales, March 1993.
- "Employer Investments in Training" presented at the EQW forum, at the Office of Educational Research and Improvement, Department of Education, June 8, 1992.
- "Job-Worker Matching in the American Labor Market." Seminar at University of Paris II, June 1993.
- "Technical Education and Education Reform" presented at the American Economics Meetings, Anaheim, California, January 6 1993.
- "The Determinants of Worker Productivity at Small and Medium Size Employers" Seminar at the Cambridge University, Cambridge England, January 1993.
- "Does the United States Face a Skills Shortage?" Conference on Occupational Projections, held April 1993 at the Institute for Employment Research, University of Warwick.
- "The Payoff to Applied Technical Education" Labor Economics Seminar at the University of Amsterdam, April 1993.
- "Academic Learning and Worker Productivity" Human Capital and Scandanavian Labor Markets, a Conference sponsored by Elinkeinoelaman Tutkimuslaitos Naringslivets Forskningsinstitut (ETLA), Helsinki, Finland, May 14, 1992.
- "Employer Investments in Training" presented at the EQW forum, at the Office of Educational Research and Improvement, Department of Education, June 8, 1992.
- "Why do American Employers Invest Less in On-the-Job Training than German and Japanese Employers," presented at the EQW forum, at the Office of Educational Research and Improvement, Department of Education, March 17, 1992.
- "Why does the Achievement of American Students Compare so Poorly to their Counterparts Overseas." March 24 1992, Rand Corporation, Santa Monica, California.
- "The Role of Vocational Education in Workforce Preparedness," at the Tech-Prep Symposium sponsored by the Pennsylvania Council on Vocational Education, Hershey, Pennsylvania, Feb. 12, 1992 (The presentation was videotaped to make it available to to educators who did not attend the conference.)
- "The Impact of Academic Competencies on Wages, Unemployment and Job Performance" to be presented at the Carnegie-Rochester Conference Series on Public Policy, November 22-23, 1991.
- "Employer Training and Skill Shortages: A Review of the State of Knowledge with Suggestions for Future Research. presented at the Department of Labor, Office of the Assistant Secretary for Policy, January 17, 1992
- "Do Employers and Workers Under Invest in Learning and Training On the Job?" presented at the Roundtable on Adult Learning and Work: A Focus on Incentives." sponsored jointly by NCAL and OECD, November 4-5, 1991 in Philadelphia, Penn.
- "The Impact of Previous Training in Schools and on Jobs on Productivity, Required OJT and Turnover of New Hires" presented at the NBER Working Conference on Private Sector and Skill Formation, New Quincy House, Cambridge, Boston, August 1-2, 1991.
- "A Strategy for Achieving Excellence in Secondary Education: The Role of State Government," presented at the 1991 Chief State School Officers Summer Institute on Strengthening Connections between School and Work, Okoboji, Iowa, July 30, 1991.

- "Signalling Achievement to Employers" presented at the Better Schools, Better Jobs Conference, Ithaca, New York, July 11-12, 1991.
- "Academic Learning and National Productivity" Conference on The Labor Market, the Workforce and Productivity, Stockholm, Sweden, March 1991.
- "Underinvestment in On-the-Job Training?" Conference on Investing in Human Resources: Adult Education and Training in the Netherlands, Amsterdam, Netherlands on December 10-11, 1990
- "Low Student Achievement--Causes Effects and Remedies" to be presented at the Association for Supervision and Curriculum Development Urban Curriculum Leaders Conference, Scottsdale, Arizona, November 30, 1990.
- "The Worsening Shortage of College Graduate Workers" presented to the Higher Education Secretariat, American Council on Education, Washington DC, November 6, 1990.
- "The Deskillling vs Upskilling Debate: The Role of BLS Projections" presented at the Bureau of Labor Statistics, on November 6, 1990.
- "The Worsening Shortage of College Graduate Workers" presented at the Sloan Schools Research Seminar in Industrial Relations, on November 13, 1990.
- "What's Wrong with American High Schools? Can State Governments Fix It?" presented at the Conference on the Economic Consequences of American Education, Lehigh University, October 19-20, 1990.
- "The Skills Shortage and the Payoff to Vocational Education" presented at the meetings of the Association of Public Policy Analysis and Management, San Francisco, California, October 19, 1990.
- "The Deskillling vs Upskilling Debate: The Role of BLS Projections" presented at a seminar at the National Center for Research in Vocational Education, University of California, Berkeley, October 19 1990.
- "The Deskillling vs Upskilling Debate: The Role of BLS Projections" presented at a seminar at the Office of Educational Research and Improvement, Department of Education, August 3, 1990.
- "The Economics of Employment Testing," American Psychological Association Meetings, Boston Mass., August 11, 1990
- "The Deskillling Debate: The Role of BLS Projections" given at the Conference on Changing Occupational Skill Requirements: Gathering and Assessing the Evidence, Brown University, June 5, 1990.
- "Making Vocational Education more Effective for At-Risk Students" Conference on Addressing the Needs of At-Risk Students sponsored by the Department of Vocational and Technical Education, State University of New York at Oswego, April 11, 1990.
- "Improving Vocational Education's Contribution" New York State Council on Vocational Education, April 2, 1990, Ithaca, New York.
- "The Skills Shortage and the Payoff to Vocational Education" paper presented at the American Vocational Association's Policy Seminar, March 13, 1990, Mayflower Hotel, Washington, DC.
- "The Federal Role in Education Reform" paper given at a seminar organized by the Library of Congress, January 25, 1990.
- "Why the Apathy in American High Schools" Brown University, Feb. 22, 1990.
- "Achievement, Test Scores and Relative Wages" paper presented at Conference on Wages in the 1990s, organized by the American Enterprise Institute, Mayflower Hotel, Washington D.C., November 3, 1989.
- "On-the-Job Training of New Hires" presented at Labor Economics Seminar at Columbia University, Sept. 28, 1989.

- "Improving New York State's 21st Century Workforce" at Meeting on New York's Workforce of the 21st Century, June 6, 1989, State Capitol, Albany, NY.
- "The Motivation Problem in American High Schools: What Corporations Can Do About It" May 18, 1989, ILR Associates Briefing Session. Hotel Washington, Washington, DC.
- "Workforce Preparedness: Why Young People Don't Learn" IBM Personnel Institute, May 22, 1989 and Aug 21, 1989.
- "On-the-Job Training of New Hires" presented at Conference on Market Failure in Training, Madison, Wisconsin, May 1989.
- "Small Business Demands for Employee Job Skills" presented at the Issues of Education, Work Force Participation and Immigration Conference sponsored by the NFIB Foundation in Washington, DC, February 15, 1989.
- "Policy Evaluation with Archived Wage Record Data: Limitations of Existing Data Sets" presented at the Conference on Employment and Earnings Dynamics in the United States: Policy Issues and A New Longitudinal Data Source, Washington, D.C. on January 10, 1989.
- "Match Quality, Turnover and Wage Growth" Econometric Society Meetings in New York, New York on December 29, 1988.
- "The Productivity Consequences of What is Learned in High School" American Economics Association Meetings, New York, New York, December 28, 1988.
- "Occupational Competency as a Predictor of Labor Market Performance." presented at an Office of Technology Assessment Workshop on Performance Standards for Vocational Education. Wash, D. C., December 21, 1988.
- "Does High School Vocational Education Payoff?" presented at the yearly meeting of the State Directors of Vocational Education, December 2, 1988 at St Louis, Missouri.
- "Information Externalities and the Social Payoff to Academic Achievement" Labor Economics Seminar, Harvard University, October 5, 1988.
- "The Motivation Problem in American High Schools" The Tenth Annual Research Conference of the Association for Public Policy Analysis, October 28 1988, Seattle, Washington.
- "Information Externalities and the Social Payoff to Academic Achievement" Labor Workshop, University of Rochester Department of Economics, September 22, 1988.
- "Why Do American Students Learn So Little in High School?" The Urban Institute, Washington D.C., July 14, 1988.
- "The Role of Employment Testing in Work Force Preparedness" presented at a conference on The Future Directions of Employment Testing sponsored by the Personnel Testing Council of Metropolitan Washington on July 13, 1988.
- "At Risk Youth and the Incentives for Finishing High School" State Policy Academy on Drop Out Prevention of the Council of State Policy and Planning Agencies, an affiliate of the National Governors Association. (I was on the faculty of an Academy in which teams of top policy makers from 10 states prepare a plan for lowering their state's drop out rate which is later presented to the Governor). May 2-3, 1988.
- "Is the Test Score Decline Responsible for the Productivity Growth Decline?" Brookings Institution, May 24, 1988.
- "Work Force Preparedness and Corporate Hiring Strategies" Center for Advanced Human Resource Studies Sponsors Meeting, May 6, 1988.
- "Is the Test Score Decline Responsible for the Productivity Growth Decline?" National Center on Education and

Employment at Teachers College, Columbia University, February 1, 1988.

"Educational Preparation to Meet the Needs of the Labor Market." The Richard Netter Seminar on Educational Systems and Work Force Needs for a Competitive Economy, September 21, 1987.

"Information Externalities and the Social Payoff to Academic Achievement" Bureau of Labor Statistics, October 1, 1987.

"Occupationally Specific Training in High School", Presented at a conference sponsored by the Minnesota Research and Development Center for Vocational Education; A Re-Vision: Vocational Education in the Secondary School, May 8-9, 1986 in Minneapolis, Minnesota

"Academic Education and Occupational Training" presented at the Planning Conference for the National Assessment of Vocational Education, September 11-12 1986, Washington, D.C.

"The Recognition and Reward of Employee Performance", presented at the Conference on the New Economics of Personnel, April 10-11, 1986, Arizona State University, Tempe, Arizona

"Preparing Youth for Employment: Does Learning Basic Skills Payoff" presented at the American Educational Research Association Meetings in San Francisco, California, April 16-20, 1986.

"Comments on Employer Approaches to Reducing Unemployment." Presented at the Conference on Rethinking Employment Policy, the Urban Institute, Washington, DC, September 5, 1985.

"Motivation and Employability." Presented at conference on From School to Work, sponsored by Citizens Council for Ohio Schools, Oct. 12, 1985.

"Basic Skills and Worker Productivity." Presented at the Conference on NIE Research on Education and Employment: Implications for Policy Makers and Practitioners, Washington, DC, November 18, 1985.

"Stockpiling Job Applicants" (with John Barron). Presented at the Industrial Relations Research Association Meetings, December 1984.

"The Effect of Curriculum on Labor Market Success Immediately After High School" (with Suk Kang). Presented at the American Educational Research Association Meetings, April 23, 1984.

"The Effects of Recruitment Strategy on the Flow of Job Seekers Contacting a Firm" (with John M. Barron). Presented at the Econometric Society Meetings, Dallas, December 1984.

"On-the-Job Training/Sorting: Theory and Evidence" (with Suk Kang). Presented at the Southern Economics Meetings, Atlanta, 11/15/84.

"On-the-Job Training in Small Business". Presented at the Southern Economic Association Meetings, November 22, 1983.

"Productivity Growth and Tenure: A Test of OJT, Theories of Wage and Productivity Growth" (with Stan Stephenson). Presented at the Econometric Society Meetings, December 1982.

"The Labor Supply Response to the Seattle Denver Income Maintenance Experiment: A Reinterpretation." Presented at the Western Economic Association Meetings, July 4, 1981.

"The Explosion of Female College Attendance." Presented at the Research Conference on the Differential Impact of Undergraduate Education on Men and Women, sponsored by Center for Research on Women and Higher Education Resource Services at Wellesley College, Wellesley, Massachusetts, September 13-15, 1979.

"The Negative Income Tax Experiments: Some Reflections on their Implications for a Theory of the Family." Presented at the Eight Annual Brigham Young University Family Research Conference March 22-23, 1979.

- "Jobs, Cash Transfers and Marital Instability." Presented at the Western Economics meetings June 1978.
- "Targeted Employment Subsidies: Issues of Structure and Design" (with Robert Haveman). Presented at the Private Sector Incentives Conference, sponsored by the National Commission on Employment Policy, Washington, DC, October 21, 1978.
- "An Evaluation Design for a Pilot Program Guaranteeing Jobs to Disadvantaged Youth" (with Lee Bawden, Gary Hendricks and Richard Toikka). Paper presented at the Western Economics Association meetings June 1978.
- "Targeted Wage Subsidies: Their Rationale and Effectiveness" (with Robert Haveman) presented at the Conference on Business Taxation, Finance, and Firm Behavior sponsored by Industrial Institute for Economic and Social Research, Stockholm, Sweden, August 1978.
- "The Impacts of Targeted Wage Subsidies on the Skill Mix of Employment in Public and Non-Profit Sectors of the Economy" (with Maurice MacDonald). Presented at the Econometric Society Meetings, December 28, 1977. Institute for Research on Poverty Discussion Paper 476-78.
- "The Impact of Public Policies on the College Attendance of Women." Presented at the AEA Economics of Education Session ASSA Meetings, December 10, 1977. Institute for Research on Poverty Discussion Paper 477-78.
- "Wage Subsidies for Income Maintenance and Job Creation" with Robert Lerman. Presented at a conference of the National Council for Employment Policy May 19-20, 1977, East Lansing.
- "Estimation when the Sampling Data is a Linear Function of the Dependent Variable." Presented at the American Statistical Association meetings in Chicago, August 1977.
- "Should Graduate Education be Subsidized?" Western Economics Meeting, June 1977.
- "Explaining and Projecting Trends in College Enrollment." American Sociological Association, August 1976.
- "A Life Cycle Theory of Migration: Whether to Migrate as a Function of Change." Institute for Research on Poverty Discussion Paper 322-75. Given at Western Economic Association Meetings, June 1976.
- "Queuing for Union Jobs and the Social Return to Schooling." Presented at the Econometric Society meetings in Atlantic City, September 1976.
- "The Private Demand for Places in Higher Education: A Study of the Response of Project Talent High School Students to Variation in the Cost of Attending College." Presented at the Third World Congress of the Econometric Society, Toronto, Canada, August 25, 1975. Institute for Research on Poverty Discussion Paper 293-75.
- "Problems in Measuring Earnings for Benefit Cost Analyses of Human Investment Programs." Presented at the American Statistical Association Meetings, Boston, August 1975.
- "Biases in Measurement of the Productivity Benefits of Human Capital Investments," Institute for Research on Poverty Discussion Paper 223-74. Given at Federal Statistics Users Conference, November 1973.
- "Does the Current System of Awarding Scholarships Successfully Promote Equality of Opportunity?" Paper given at September 1970 meetings of the College Scholarship Service Panel on Financial Need Analysis.

#### REVIEWER FOR

Administrative Science Quarterly

Journal of the American Statistical Association

American Education Research Journal	Labour Economics
American Economic Review	National Science Foundation
Demography	National Center for Research in Vocational Education at University of California-Berkeley
Economica	Review of Educational Research
Economics of Education Review	Review of Economics and Statistics
Evaluation Review	
Industrial Relations	Sociology of Education
Industrial and Labor Relations Review	Southern Economic Journal
Journal of Economics and Business	
Journal of Human Resources	
Journal of Policy Analysis and Management	
Journal of Political Economy	

## **COURSES TAUGHT**

Research Seminar on Education Reform  
 Employer Training: Economic and International Perspectives  
 Human Resource Economics and Public Policy  
 The Training of the Displaced and Disadvantaged  
 International Human Resource Policies and Institutions  
 Education, Technology and Productivity  
 Public Expenditure  
 The Economics of Poverty  
 Principles of Economics-Micro  
 Principles of Economics-Macro  
 Intermediate Macroeconomics  
 The Financing of Higher Education-Graduate Seminar

## **PROFESSIONAL ORGANIZATIONS**

American Economics Association	American Sociological Association (former)
Econometric Society	American Vocational Association (former)
Industrial Relations Research Association	Southern Economic Association (former)
Association for Public Policy Analysis and Management	Western Economic Association (former)
American Educational Research Association	

**PUBLIC SERVICE**

I frequently make speeches to groups of educators about the effects of career-technical education and high school exit examinations.

Participating in a review of Plans for Research on High School Education sponsored by the Institute for Education Sciences, Department of Education, May 5, 2005.

Expert Witness for the Attorney General's Office of the State of Michigan, 2000-2004

Member of the National Center for Education Statistics' Technical Review Panel on the Household Education Survey, 2001

Participant in a planning meeting titled *Performance-Oriented State Accountability Systems: Assumptions, theories and Implementation Evidence*, July 16-18, 2000, jointly sponsored by the Pew Forum on Standard-Based reform, Consortium for Policy research in Education and UCLA CSE/CRESST, Wellesley, Mass.

Member of the National Center for Education Statistics' Technical Review Panel on Vocational Education Data, 1999-2005

Member of the Adult Literacy: Goal 6 Board of Advisors of the National Goals Panel, summer 2000.

Consultant to the Council of Chief State School Officers on Student Motivation

Member of the Advisory Panel for the National Assessment of Vocational Education—1999-2004.

Consultant to the Making it Meaningful Project of the Business Council on Education Reform. This project will recommend guidelines for developing meaningful school records so as to better signal student achievements to employers and strengthen incentives to study. First meeting was May 10, 1999.

Member of the Safety Net Study Group, a committee appointed by William Miles, NYS Commissioner of Education. The committee recommended ways of reducing the number of students who fail the new Regents Examination Graduation standards. Many of the committee's recommendations have been adopted by the NYS Board of Regents.

Participant in the Regents Policy Forum, October 28, 1997. Presented "Diplomas for Learning, not seat time: The Impact of the NYS Regents Examinations on Student Achievement"

Chair of the Final Review Group ranking proposals for the Office of Education Research and Improvement's 1996 Field Initiated Studies Grants Program sponsored by the Institute on Post Secondary Education, Libraries, and Lifelong Learning. Met in Washington on April 28-29, 1996

Member of the Committee on Restandardization for Employment and Training Issues advising New York State's Commissioner on Labor on the reform and reorganization of state run education and training programs.

Co-Chair of Goal 5 Technical Planning Subgroup on International Workforce Skills of the National Educational Goals Panel chaired by Governor Campbell of South Carolina. The Goals Panel includes among its members four governors, Richard Darman, Roger Porter, Lamar Alexander and a number of Senators and Congressman. The job of the technical planning subgroup is to propose methods of comparing the skills of American workers to the skills of workers in other industrialized countries.

Chair of the Admissions and Incentives Subcommittee of the State University State Needs Task Group on Public Education appointed by Bruce Johnstone, Chancellor of the State University of New York. We are likely to recommend the developing a system of advising high school sophomores regarding the courses they need to

Member of the Education Committee (chaired by Albert Shankar) of the Competitiveness Policy Council. The Council was established by legislation. Its members were appointed by the President and the leadership of both houses of Congress.

Member of an Organization of Economic Cooperation and Development working group on the impact of education on economic performance.

Committee on Research Needs in Educational Statistics, convened by the Research Triangle Institute, funded by the Office of Educational Research and Improvement, Department of Education, January 17, 1992

Organized (with Chris Salerno) the Better Schools, Better Jobs Conference, at the Statler Hotel, Cornell University on July 11-12, 1991 sponsored by CAHRS and the Center on The Educational Quality of the Workforce which brings together educational leaders and employers who are trying to build systems for signalling academic achievement to employers so as to strengthen incentives to study in high school.

Consultant to the Assistant Secretary of Policy Evaluation, Department of Labor on the development of a research program on Employer Training and Skill Shortages?

Consultant to the Manpower Demonstration Research Corporation on the design of a Wage Subsidy Experiment in Canada (1991).

Panel on U.S. Math and Science Achievement of the Association for Supervision and Curriculum Development, a report on the subject was published by ASCD under the panel's guidance (1990-1992).

Board of Senior Scholars, Center on the Educational Quality of the Work Force (1990-1995)

Consultant to the Special Study Panel on Educational Indicators on Educational Contributions to Economic Productivity: Quality of the Workforce, International Competitiveness, Issues of the Labor Market of the Department of Education, (1990-1991).

Advisory Committee on Federal Workforce Quality Assessment, This committee is reviewing the various workforce quality assessment efforts underway in the federal government and advise on strategies or interventions that would respond to the findings of these assessments. (1990-1992)

Participated in a session on Workforce Preparedness for the May 1990 meeting of the Center for Advanced Human Resource Studies Sponsor Meeting.

Participated in two briefings of staff members from the Education and Labor Committees of the House and Senate.

Participated in a briefing of the Senior Executive Staff of the Department of Labor.

Advisory Panel for the Office of Technology Assessment's study, Training in the Workplace: Implications for U.S. Competitiveness. (1989-1990)

Advisory Committee on Assessing the Effectiveness of State-Financed, Employer-Based Training Programs, a National Governors Association project funded by the National Commission for Employment Policy. (1988-89)

Job Training Partnership Act Experiment Advisory Committee. The Department of Labor is studying the impact of Title II of the Job Training Partnership Act using an experimental design in 16 service delivery areas. (1986-1993)

The Longitudinal Study of American Youth Advisory Committee. A large national study of Math and Science education in the United States funded by the National Science Foundation. (1986-1992)

Consultant to the National Assessment of Vocational Education advising on the research needed in the field. (1986-1988)

Consultant to the Office of Technology Assessment, US Congress, on the payoff to high school vocational education and on developing performance standards for vocational education programs. (contact Michael J. Feuer)

Member of the Performance Standards Task Force of the Ohio Job Training Coordinating Council. (1984-1986)

Member of the School to Work Transition Working Group of the National Center on Education and the Economy, University of Rochester. The group has been asked to write a briefing paper for the new administration.