

## CURRICULUM VITAE

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### EDUCATION

Ph.D., Economics, University of Wisconsin-Madison, 1976  
M.S., Economics, University of Wisconsin-Madison, 1973  
B.S., Mathematics, Michigan State University, 1970

### PROFESSIONAL EXPERIENCE

- 2021 - 2022      Instructor. Indiana State University. Teaches Introductory Macroeconomics.
- 2017 -            Economic Consultant. Clients include Upjohn Institute, University of Richmond, Mathematica Policy Research, Abt Associates.
- 2017 -            W.E. Upjohn Institute for Employment Research, Senior Economist Emeritus
- 1989 - 2016      W.E. Upjohn Institute for Employment Research, Vice President and Senior Economist. Conducted research in the areas of program evaluation, workforce development, apprenticeship, workers compensation, youth employment, cost-benefit analysis, return on investment, and education. Managed IT, Information Center, and Publications Departments. (Retired, December 2016).
- 1991 - 2016      Western Michigan University, Adjunct Professor. Taught Introductory Micro and Introductory Macro. Teaching assignment was one night per week (150 minutes) in both Fall and Spring semesters.
- 1983 - 1989      The Ohio State University, Center on Education and Training for Employment, Senior Research Specialist.
- 1983 - 1989      The Ohio State University, Department of Economics and Glenn Public Policy School. Taught Introductory Micro in the Economics Department for 2 semesters; Introductory Micro in the Public Policy School for one semester.

### CURRENT PROFESSIONAL ACTIVITY

- Associate Editor, Economic Development Quarterly.
- Chapter Author, SSDI Demonstration Evidence Project. Authoring chapter on evidence from demonstrations administered by the Social Security Administration on early intervention strategies. (Consultant to Abt Associates).
- Task Leader, Evaluation of American Apprenticeship Initiative. Responsible for estimation of return on investment in apprenticeship for employers. (Consultant to Upjohn Institute, subcontractor to Abt Associates, Inc.)

### RECENT COMPLETED PROJECT ACTIVITY

- Subject Matter Expert, SSI Youth Solutions Project. Authoring paper providing policy ideas to enhance successful transition of youth with disabilities into self-sustaining careers. (Consultant to Mathematica)

Evaluator, Evaluation of Kansas City Scholars program. Designed and participated in formative and impact evaluation of this unique scholarship program that offers postsecondary scholarships to adult learners and traditional high school students as well as funds 529 plans for ninth graders. (Consultant to Upjohn Institute).

Co-editor, Journal of Rehabilitation Administration, special issue on return on investment in vocational rehabilitation. Solicited articles, arranged for peer review, and edited articles for issue scheduled to be published Fall 2019. (Consultant to University of Richmond).

Evaluator, Evaluation of the Claim Resolution Structured Settlement Program for the Washington State Labor & Industries Department. (Consultant to Upjohn Institute).  
Project involved analyzing claims data; conducting interviews and focus groups with claimants, employers, and system administrators; designing, implementing and analyzing data from a survey of structured settlement applicants.

Principal Investigator, Net Impact and ROI Estimation of Washington's Workforce Training System  
Project involved linking administrative data sets and using a quasi-experimental methodology to estimate the net impacts of 11 workforce programs on employment and earnings, and then projecting costs and benefits for individuals and for the State as a whole.

## SELECTED PUBLICATIONS AND RESEARCH REPORTS

"Demonstrating the Effectiveness of Short-Term Career and Technical Training in a Residential Setting for Transition-Age Youth with Disabilities." Report submitted to Mathematica Policy Research. July 2021.

"What is ROI?." Journal of Rehabilitation Administration. Fall 2019. (peer-reviewed.)

"A Study of Claim Resolution Structured Settlement Agreements: 2019 Study." Final report submitted to Washington Department of Labor & Industries. May 2019 (with A. Hunt and M. Dillender).

"Evaluation of the Kansas City Scholars College Scholarship Programs: Year 1 and Year 2 Reports." Final reports submitted to Kauffman Foundation. December 2017 and December 2018. (with B. Timmeney, B. Hershbein, and N. Sotherland).

"Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State." Final Report submitted to Washington Training and Education Coordinating Board. December 2016 (with W. Huang).

"A Study of Claim Resolution Structured Settlement Agreements." Final Report submitted to Washington Department of Labor & Industries. July 2016 (with A. Hunt and M. Dillender).

"Promoting Retention or Reemployment of Workers Following Significant Injury or Illness." Draft policy paper prepared for the Stay-at-Work/Return-to-Work Policy Collaborative. Washington, DC: Mathematica Policy Research, October 2015.

"Evaluation of the Jobs and Innovation Accelerator Challenge Grants: Interim Findings on Multiagency Collaboration and Cluster Progress." Report to the U.S. Department of Labor, Employment and Training Administration. Washington, DC: Mathematica Policy Research. August 2015 (with M. Hague Angus, J. Bellotti, and B. English).

"Refining Workforce Education Supply and Demand Analysis," Final Report submitted to the Washington Student Achievement Council. January 2015 (with B. Hershbein).

"The Role of Sectoral Initiatives in Solving the Employment Problems of Opportunity Youth." Policy Paper submitted to the Rockefeller Foundation and Pew Charitable Trusts. November 2014.

"Public Financing of Job Training for Incumbent Workers." Paper for University of Maryland-OECD Joint Conference on Responding to the Skills Mismatch in American Manufacturing. 2013. (peer-reviewed.)

“An Independent Audit of the Washington State Employment Security Department Evaluation of the Training Benefits Program.” Report submitted to the Washington Joint Legislative Audit and Review Committee. Olympia, WA. March 2013.

“A Study of Occupational Disease Claims within Washington’s Workers’ Compensation System.” Final report submitted to Washington Department of Labor & Industry. Olympia, WA. November 2012. (With Peter Barth, Allan Hunt, Ken Rosenman).

“An Analysis of the Employment Effects of the Washington High Technology Business and Occupations (B&O) Tax Credit: Technical Report.” Upjohn Institute Working Paper 12-187. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. (With Timothy Bartik).

“Disabled Individuals’ Participation in Workforce Development Programs and Unemployment Compensation.” Paper presented at the 33<sup>rd</sup> Annual Fall Research Conference of the Association for Public Policy Analysis and Management (APPAM). Washington, DC. November 2011.

“Methodological Issues in the Evaluating Large Scale Regional Economic Development Initiatives: WIRED as a Case Study.” Paper presented at American Evaluation Association (AEA) Annual Meeting. Anaheim, CA. November 2011.

“Nurturing America’s Growth in the Global Marketplace Through Talent Development: An Interim Report on the Evaluation of Generations II and III of WIRED.” Report submitted to U.S. Department of Labor, Employment and Training Administration. November 2009 (with Nancy Hewat).

“Does the Workforce Investment Act (WIA) Work?” Paper presented at Association for Public Policy Analysis and Management (APPAM) annual meetings. Washington, DC: November 2009.

“Return on Investment analyses of a Selected Set of Workforce System Programs In Indiana.” Unpublished Report submitted to Indiana Chamber of Commerce Foundation. September 2009.

“State Use of Workforce System Net Impact Estimates and Rates of Return.” Paper for Association for Public Policy Analysis and Management (APPAM) annual meetings. Los Angeles. November 2008.

“Differences in the Returns to Education for Males by Disability Status and Age of Disability Onset.” Southern Economic Journal. Volume 74 (3). January 2008. (with J. Kimmel) (peer-reviewed.)

“Workforce Program Performance Indicators for the Commonwealth of Virginia.” Upjohn Institute Technical Report No. 08-024. January 2008. (with W. Huang).

“Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State.” Upjohn Institute Technical Report No. TR06-020. September 2006. (with W. Huang).

“An Evaluation of Massachusetts Workforce Training Fund.” Report submitted to Commonwealth Corporation, Boston, MA. November 2006.

“Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State.” Upjohn Institute Technical Report No. TR03-018. July 2003. (with W. Huang).

“Net Impact Estimates for Services Provided through the Workforce Investment Act.” ETA Occasional Paper 2005-06. Project report submitted to U.S. Department of Labor under Grant Number K-6558-8-00-80-60. October 2005 (with D. Schroeder, C. King, and W. Huang).

“Using Administrative Data for Workforce Development Program Evaluation.” Presented at the 2004 National Workforce Investment Research Colloquium. Sponsored by U.S. Department of Labor. August.

“The Role of Postsecondary Education in Welfare Reform: Ohio’s JOBS Student Retention Program.” Evaluation Review, 26(6), December 2002. (with Jean Kimmel) (peer-reviewed).

“Teacher Performance Incentives and Student Outcomes.” Journal of Human Resources, 37(4). Fall 2002. (with Randall Eberts and Joe Stone) (peer-reviewed).

“The Economic Payoffs to Workplace Literacy.” Literacy Networks. Volume 1, number 1, October 1994 (peer-reviewed)

“Postsecondary Education as Triage: Returns to Academic and Technical Education.” Economics of Education Review. Volume 12, number 3, 1993 (peer-reviewed)

## BOOKS AND BOOK CHAPTERS

“Workforce Innovation in Regional Economic Development (WIRED).” In Transforming U.S. Workforce Development Policies for the 21<sup>st</sup> Century, edited by Carl Van Horn, Tammy Edwards, and Todd Greene. Atlanta: Federal Reserve Bank of Atlanta, pp 325-340. 2015. (with N. Hewat)

Student Loans and the Dynamics of Debt. Kalamazoo, MI: The Upjohn Press. February 2015. (Co-editor with B. Hershbein)

“The Dynamics of Student Debt: A Decomposition Approach.” In Student Loans and the Dynamics of Debt. Kalamazoo, MI: The Upjohn Press. February 2015. (with B. Hershbein)

“The Role of the Workforce Development System in the Economic Development of Urban Areas.” In The Oxford Handbook of Urban Economics and Planning, edited by Nancy Brooks, Kieran Donaghy, and Gerrit-Jan Knaap. Oxford University Press, pp 616-633. 2012. (peer-reviewed.)

“Short-Term Net Impact Estimates and Rates of Return.” In The Workforce Investment Act: Implementation Experiences and Evaluation Findings. Edited by Douglas J. Besharov and Phoebe H. Cottingham. Kalamazoo, MI: Upjohn Institute Press. 2011. (peer-reviewed)

“Michigan Regional Skills Alliances: A Statewide Initiative to Address Local Workforce Needs.” In Designing Local Skills Strategies, Froy, Francesca; Sylvain Giguere; and Andrea-Rosalinde Hofer (editors). OECD: 2009. (With R. Eberts).

“Teachers Unions: Outcomes and Reform Initiatives.” August 2003. In Teachers Unions and Education Policy: What Do We Know?, edited by R. Henderson, W. Urban, and P. Wolman. Oxford, England: Elsevier. (With R. Eberts and J. Stone.)

“The Role of Public Policy in Skills Development of Black Workers in the 21<sup>st</sup> Century.” W. E. Upjohn Institute for Employment Research Staff Working Paper No. 00-64 (with Timothy J. Bartik). August 2000. Appears in Skills Development for Black Workers in the 21<sup>st</sup> Century, edited by Cecilia Conrad. Washington, DC: Joint Center for Political and Economic Studies (peer-reviewed).

Classrooms in the Workplace: A Study of Workplace Literacy Programs in Small- and Medium-Sized Firms. Kalamazoo, MI: W. E. Upjohn Institute. 1994.

## SELECTED RECENT PRESENTATIONS/TESTIMONY

“Claim Resolution Structured Settlement Agreements: Consultant Study.” Washington State Legislature, Labor & Work Standards Committee. Olympia, WA. December 2, 2016.

“Promoting Retention or Reemployment of Workers Following Significant Injury or Illness.” A Policy Forum and Live Webinar Sponsored by the Stay-at-Work/Return-to-Work Policy Collaborative and the Center for Studying Disability Policy, Mathematica Policy Research. Washington, DC. October 22, 2015.

“Collaboration and Accountability Panel,” Transforming U.S. Workforce Development Policies for the 21<sup>st</sup> Century Conference, Heldrich Center, Rutgers University, New Brunswick, NJ, October 16, 2014.

“Economic Returns to Workplace Literacy,” Keynote Address at Business Roundtable on Adult Literacy, Kalamazoo Valley Groves Center, Kalamazoo, MI, August 26, 2014.

“Building Partnerships Between Industry and Education Through Regional Innovation Clusters (RICs),” “Skills for Productivity Workshop,” Co-Sponsored by Interamerican Development Bank, São Paulo, Brazil, April 25, 2014.

“Labor Market and ROI Analyses,” presented at FY2013 National Fiscal Management Training Conference, Washington, DC, August 28, 2013.

“Public Financing of Job Training for Incumbent Workers,” presented at Joint Consultation on Workforce Development, Executive Office of the President, Washington, DC, June 19, 2013.

“Return on Investment in Workforce Development Programs.” Presentation at the 34<sup>th</sup> Annual Fall Research Conference of the Association for Public Policy Analysis and Management (APPAM). Baltimore, MD. November 2012.

“Using ROI to Guide Program Development and Evaluation.” Presented at 2012 Summit on Vocational Rehabilitation Program Evaluation and Quality. San Antonio, TX. September 6, 2012.

“Disabled Individuals’ Participation in Workforce Development Programs and Unemployment Compensation.” Presentation at the 33<sup>rd</sup> Annual Fall Research Conference of the Association for Public Policy Analysis and Management (APPAM). Washington, DC. November 2011.

“Methodological Issues in the Evaluating Large Scale Regional Economic Development Initiatives: WIRED as a Case Study.” Presentation at American Evaluation Association (AEA) Annual Meeting. Anaheim, CA. November 2011.

“Evaluating WIA Using Administrative Data.” Presentation to U.S. Department of Labor Recovery and Reemployment Research Conference. Washington, DC. September 16, 2009.

“Net Impacts of Workforce Development Programs on Individuals with Low Earnings.” Presentation to Ford Foundation-sponsored meeting on Low-Wage Workers. New York. July 20, 2009