

CURRICULUM VITAE  
**KATHRYN SHAW**  
October 2008

**Home**

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[http://www.nber.org/cgi-bin/search\\_family2.pl](http://www.nber.org/cgi-bin/search_family2.pl)

**Office**

Graduate School of Business  
518 Memorial Way  
Stanford University  
Stanford, CA 94305-5015  
(650) 725-4168  
(650) 725-9932 (fax)

**CURRENT POSITION**

Ernest C. Arbuckle Professor of Economics Graduate School of Business Stanford University	2003-present
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**PREVIOUS ACADEMIC APPOINTMENTS**

Graduate School of Industrial Administration (GSIA) Carnegie Mellon University	
Ford Distinguished Research Chair, Professor of Economics	2002-2003
Professor of Economics	1997-2003
Associate Professor of Economics with Tenure	1994-1997
Associate Professor of Economics	1989-1994
Assistant Professor of Economics	1981-1989

**GOVERNMENT APPOINTMENT**

Council of Economic Advisors, Executive Office of the President Member (Senate confirmed, June 2000) Washington, D.C.	1999-2001
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**AFFILIATIONS**

Research Associate, National Bureau of Economic Research	1995- present
Research Fellow, Center for Economic and Policy Research, London	2004-present
Research Fellow, Center for Corporate Performance, Denmark	2004-present

**EDUCATION**

Harvard University, Ph.D. (Economics)	1981
Occidental College, Los Angeles, California	1976
A.B. (Economics, Mathematics)	

**HONORS**

Fellow, Society of Labor Economists	2008
Graduate School of Business Trust Faculty Fellow	2005-2006
Special Award for Sustained Teaching Excellence, Economics Department, CMU	2003

CMU Business School Teaching Award Commendation	1999, 2000, 2002
Columbia University Best Paper on International Business	2001
Minnesota Award for Best Paper on Employment Institutions	1998
Xerox Research Chair, GSIA, Carnegie Mellon University	1992-1993
CMU Department of Economics Teaching Award	1992
Harvard University Graduate Student Fellowship	1976-1979
Phi Beta Kappa, Magna cum laude, Departmental Honors in Economics, 4.0 Graduate in Mathematics, Occidental College	1976
Valedictorian, Verdugo Hills High School	1972

## HONORARY LECTURES

Adam Smith Lecture, European Labor Economics Association	2008
Keynote Address, Conference on Education, Training and the Evolving Workplace, TARGET, Vancouver Canada	2006
Bertha Leigh Memorial Lecture, Washington State University	2005
Sloan Industry Studies, Keynote address, Atlanta	2004
National Defense University, University Address, Washington DC	2004

## OTHER PROFESSIONAL EXPERIENCE

Carnegie Mellon University Heinz School of Public Policy, Carnegie Mellon University, Affiliated Faculty	1996-2003
Department Head, Industrial Management Department	1987-1990
Department Head, Economics Department (Acting)	1989
Board of Governors of the Federal Reserve Visiting Economist	Washington, DC 1984-1986
Harvard University Assistant Head Tutor in Economics	Cambridge, Massachusetts 1978-1981
Center for Policy Alternatives Massachusetts Institute of Technology Research Staff Economist	Cambridge, Massachusetts 1977-1979

## EDITOR AND PROFESSIONAL PANEL

Bennett Prize Committee AEA, Committee in the Status of Women, Best young female economist prize 2009	2008
The Conference Board, Evidence-Based HR Research Working Group,	2007-present
Mincer Award Committee, Society of Labor Economists,	2006-present
John Dunlop Award Committee, Labor and Employment Relations Associations,	2006-present
Outside Review Panel, Management and Strategy, Kellogg School, Northwestern University,	2006
Outside Review Panel, Economics Research Department, Chicago Federal Reserve,	2005
Associate Editor, <i>Review of Economics and Statistics</i> ,	2003-present
Editor (Associate), <i>Journal of Labor Economics</i> ,	1999, 2001- present
NSF Advisory Panel,	1997-1999, 2001-2003

American Compensation Association, Academic Research Committee,  
IRRA, Labor Economics Subsection, co-chair,  
*Journal of Regional Science*, Associate Editor,

1997-1999, 2001-2003  
1996-1999  
1994-1997

## RESEARCH GRANTS

Alfred P. Sloan Foundation –

“International Differences in the Business Practices and Productivity of Multinational Firms in Advanced Capitalist Countries” January 2003-present, \$1,000,000

Role: Principal Investigator (with Richard Freeman)

Alfred P. Sloan Foundation –

“Firms, Workers, and Workforce Quality: Implications for Earnings Inequality and Economic Growth,” January 2003-December 2005, \$90,000, principal investigators John Abowd, John Haltiwanger, Julia Lane

Role: subcontract with Limor Golan to study the software industry

Alfred P. Sloan Foundation – Officers’ Planning Grant

“International Differences in the Business Practices and Productivity of Multinational Firms in Advanced Capitalist Countries” June 2002 – December 2002 \$45,000

Role: Principal Investigator (with Richard Freeman, Martin Feldstein)

Russell Sage Foundation

“The Impact of Workplace and Technological Innovations on the Demand for Less-Skilled Labor,” August 1999-September 2002, \$300,000

Role: Principal Investigator (with Ann Bartel, Casey Ichniowski)

Alfred P. Sloan Foundation

“The Impact of Human Resource Management Practices in the Steel Industry,” June 1994 - December 2002, \$700,000.

Role: Principal Investigator (with Casey Ichniowski)

National Science Foundation

“The Effects of Participatory Human Resource Management Practices on Productivity and Quality in U.S. and Japanese Firms,” January 1995-April 1999, \$350,000.

Role: Principal Investigator (with Casey Ichniowski)

Department of Labor

“The Impact of HRM Practices on Performance: An International Perspective,” October 1994 - August 1997, \$76,000.

Role: Principal Investigator (with Casey Ichniowski)

National Science Foundation

“The Dynamics of Franchise Contracting,” October 1993 - October 1995, \$98,000.

Role: Principal Investigator (with Francine Lafontaine)

Alfred P. Sloan Foundation

“The Impact of Human Resource Management and Labor Relations Practices in the Global Steel Industry,” June 1991 - June 1994. Award to project I headed, about \$216,000.

Role: Principle investigator for Human Resource Management component.

W.E. Upjohn Institute for Employment Research  
“The Changing Distribution of Family Income and Wealth,” January 1991 - June 1992, \$30,000.  
Role: Principal Investigator

National Science Foundation  
“Empirical Analysis of the Effects of Risk Aversion on the Investment in Human Capital,” June 1987 -  
January 1989, \$27,000.  
Role: Principal Investigator

Social Impact of Information and Robotics Technology  
Carnegie Mellon University, supporting work on “Individual Adjustment to Structural Change,” 1983 -  
1984, \$20,000.  
Role: Principal Investigator

Doctoral Dissertation Grant, US Department of Labor, 1980-1981

## TEACHING EXPERIENCE

### MBA Courses

Data Driven Human Resource Strategy  
Managing Talent  
Entrepreneurship from the Perspective of Women (pre-term with Garth Saloner)  
Human Resource Management Strategy (280, 281)  
Productivity and Incentives (with Ed Lazear)

Stanford University, 2003- present

Macroeconomics  
Internal Strategy of Firms  
Topics in Labor Market Analysis  
The Changing Global Environment and the Wealth of Nations

Carnegie Mellon University  
1981-2003

### Undergraduate Courses

Managing in the Information Economy  
Markets, Incentives, and Value  
Labor Economics  
Labor and Manpower  
Industrial and Labor Relations  
Intermediate Macroeconomics  
U.S. Labor Policies

Carnegie Mellon University  
1981-present

Harvard University, 1978-1980

### Ph.D. Courses

Personnel Economics  
Doctoral Seminar in Labor Economics

Stanford University, 2004-present  
Carnegie Mellon University, 1984

### Executive Education

GSB Summer Institute (Co-Director) 2004-present  
Citigroup Executive Program 2005-present  
Sloan Executive Program 2005-present  
HR Executive Program 2005-present  
Alumni Weekend, Events 2005

## STUDENT SUPERVISION

Outside Committee Head, Education Dept, Stanford,

Anna Mastrì

2006

Outside Committee Head, Economics Dept, Stanford, Kelly Russell

2005

Ph.D. Thesis Chairman – Zili Zhuang, Brent Boning, Jonathon Gant,

Carnegie Mellon University

Linda Christie, Giovanna Prennushi, Mary Ellen Benedict, Renee Fields

1986-2003

## **PUBLICATIONS -- Journal Articles**

“Reaching for the Stars: Who pays for Talent in Innovative Industries?” (with Fredrik Andersson, Matthew Freedman, John Haltiwanger, Julia Lane), NBER Working Paper, 12435, *Economic Journal*, forthcoming.

“Tenure and Output,” (with Edward Lazear), *Labour Economics*, 15 (2008): 710-724.  
[http://www.sciencedirect.com/science?\\_ob=ArticleURL&\\_udi=B6VFD-4PKFH31-1&\\_user=145269&\\_rdoc=1&\\_fmt=&\\_orig=search&\\_sort=d&\\_view=c&\\_version=1&\\_urlVersion=0&\\_userid=145269&md5=47830ba33bb968428e2bcd017eb1d5a3](http://www.sciencedirect.com/science?_ob=ArticleURL&_udi=B6VFD-4PKFH31-1&_user=145269&_rdoc=1&_fmt=&_orig=search&_sort=d&_view=c&_version=1&_urlVersion=0&_userid=145269&md5=47830ba33bb968428e2bcd017eb1d5a3)

“Personnel Economics: The Economist’s View of Human Resources,” (with Edward Lazear) *Journal of Economic Perspectives*, 21 (4), (Fall 2007): 91-114.

“How Does Information Technology affect Productivity? Plant-Level Comparisons of Product Innovation, Process Improvement and Worker Skills,” (with Ann Bartel and Casey Ichniowski), *Quarterly Journal of Economics*, 122 (4), (November 2007): 1721-1758.

“Opportunity Counts: Teams and the Effectiveness of Production Incentives,” (with Brent Boning and Casey Ichniowski), *Journal of Labor Economics* 25 (2007): 613-650.

“Targeting Managerial Control: Evidence from Franchising,” (with Francine Lafontaine), *Rand Journal of Economics* 36 (1) (Spring 2005): 131-150.

“Beyond Incentive Pay: Insiders’ Estimates of the Value of Complementary Human Resource Management Practices,” (with Casey Ichniowski), *Journal of Economic Perspectives*, 17 (1) (Winter 2003): 155-178.

“Social Capital and Organizational Change in High-Involvement and Traditional Work Organizations,” (with Jon Gant and Casey Ichniowski), *Journal of Economics and Management Strategy*, 11 (2) Summer 2002: 289-328.

Industrial Change and Wage Inequality: Evidence from the Steel Industry” (with Patricia Beeson and Lara Shore-Sheppard) *Industrial and Labor Relations Review*, 54 (March 2001): 466-483.

“The Dynamics of Franchise Contracting: Evidence from Panel Data” (with Francine Lafontaine) *Journal of Political Economy*, 107 (October 1999): 1041-1080.

Reprinted in *Empirical Industrial Organization*, Paul Joskow and Michael Waterson, Eds., Cheltenham, UK: Edward Elgar Publishing, Ltd., (forthcoming), and in *The International Library of the New Institutional Economics*, Claude Menard, Ed., UK: Edward Elgar Publishing, Ltd., (forthcoming).

“The Effects of Human Resource Systems on Productivity: An International Comparison of U.S. and Japanese Plants” (with Casey Ichniowski) *Management Science*, 45 (May 1999): 704-722.

“The Effects of Human Resource Management Practices on Productivity” (with Casey Ichniowski and Giovanna Prennushi) *American Economic Review*, 86 (June 1997): 291-313.

Reprinted in *Personnel Economics*, Edward P. Lazear and Robert McNabb, Eds., Cheltenham, UK: Edward Elgar Publishing, Ltd., (forthcoming).

“Pensions and Wage Premia” (with Edward Montgomery) *Economic Inquiry*, 35 (July 1997): 510-522.

“Franchising Growth and Franchiser Entry and Exit in the U.S. Market: Myth and Reality” (with Francine Lafontaine), *Journal of Business Venturing*, Special Issue on Franchising (1997).

“An Empirical Analysis of Risk Aversion and Income Growth,” *Journal of Labor Economics*, 14 (October 1996): 626-653.

“Old Dogs and New Tricks: Determinants of the Adoption of Productivity-Enhancing Work Practices” (with Casey Ichniowski) *Brookings Papers on Economic Activity: Microeconomics* (1995): 1-65.

“The Impact of Pension Benefits on the Distribution of Earned Income” (with Mary Ellen Benedict) *Industrial and Labor Relations Review*, 48 (July 1995): 740-757.

“The Life-Cycle Persistence of Female Labor Supply,” *Journal of Human Resources*, 29 (Spring 1994): 348-378.

“The Distribution of Family Income and Benefits” (with Mary Ellen Benedict) *Ohio Journal of Economics and Politics* (1994).

“Unanticipated Aggregate Disturbances and Tests of the Life-Cycle Consumption Model Using Panel Data” (with Randall Mariger) *Review of Economics and Statistics*, 75 (February 1993): 48-56.

“The Life-Cycle Labor Supply of Married Women and its Implications for Household Income Inequality,” *Economic Inquiry*, 30 (October 1992): 659-672.

“Pensions and Wages: An Hedonic Price Theory Approach” (with Edward Montgomery and Mary Ellen Benedict) *International Economics Review*, 33 (February 1992): 111-128.

“The Effects of Skill Investment on Migration and Industry Change,” *Journal of Regional Science*, 31 (November 1991): 397-416.

“Intertemporal Labor Supply and the Distribution of Family Income,” *Review of Economics and Statistics*, 71 (May 1989): 196-205.

“Life-Cycle Labor Supply with Human Capital Accumulation,” *International Economic Review*, 30 (May 1989): 431-456.

“Wage Variability in the 1970's: Sectoral Shifts or Cyclical Sensitivity?” *Review of Economics and Statistics*, 71 (February 1989): 26-36.

“Disaggregate Estimates of the Real Wage-Employment Relationship” (with Edward Montgomery) *Economic Letters*, 26 (1988): 241-246.

“The Quit Propensity of Married Men,” *Journal of Labor Economics*, 5 (October 1987): 533-560.

“Occupational Change, Employer Change, and the Transferability of Skills,” *Southern Economic Journal*, 54 (January 1987): 702-719.

“Long Term Contracts, Expectations and Wage Inertia” (with Edward Montgomery) *Journal of Monetary Economics*, 16 (September 1985): 209-226.

“A Formulation of the Earnings Function Using the Concept of Occupational Investment,” *Journal of Human Resources*, 19 (Summer 1984): 319-340.

## **PUBLICATIONS -- Articles in Books**

“Insider Econometrics: A Roadmap to Estimating Models of Organizational Performance”(with Casey Ichniowski), *Handbook of Organizational Economic*, editors Robert Gibbons and John Roberts, forthcoming.

“Jobs Online,” (with Alice Nakamura, Emi Nakamura, Richard Freeman, Amanda Pyman), *Studies of Labor Market Intermediation*, Editor, David Autor, University of Chicago, National Bureau of Economic Research, forthcoming 2008.

“Wage Structure, Wages, and Mobility,” (with Edward Lazear), 2008. *The Structure of Wages: An International* , Editor Edward Lazear and Kathryn Shaw, University of Chicago, National Bureau of Economic Research, 2008.

“International Differences in the Adoption and Impact of New Information Technologies and New HR Practices: The Valve-Making Industry in the U.S. and U.K.,” (with Ann Bartel, Casey Ichniowski, Ricardo Correa), *International Differences in the Business Practices and Productivity of Firms*, Editors Richard Freeman and Kathryn Shaw, University of Chicago, National Bureau of Economic Research, forthcoming.

“Wage Structure, Wages, and Mobility: An Overview,” (with Edward Lazear), in Alex Bryson and J.Forth, and Catherine Barber, *Making Linked Employer-Employee Data Relevant to Policy*, DTI Economics Paper, Department of Trade and Industry, London, April 2006:9-27.

“The Value of Innovative HRM Practices,” in eds. Edward Lawler and James O’Toole, *Work in America*. August 2006:227-240.

“The Human Resources Revolution: Is it a Productivity Driver?, in Adam Jaffe, Josh Lerner, and Scott Stern, *Innovation, Policy and the Economy*, Chicago: University of Chicago, National Bureau of Economic Research, 2003: 69-114.

“New Technology” and Its Impact on the Jobs of High School Educated Workers: A Look Deep Inside Three Manufacturing Industries,” (with Ann Bartel and Casey Ichniowski), in Eileen Appelbaum, Annette Bernhardt, and Richard Murnane, editors, *Low Wage America*, New York: Russell Sage Foundation, 2003: 155-194.

“Technology Shocks and Problem-solving Capacity,” in Donna Ginther and Madeline Zavodny, editors, *Technology, Growth, and the Labor Market*, Boston: Kluwer Academic Publishers, 2003: 235-258.

“By What Means Does Information Technology Affect Employment and Wages?” in Nathalie Greenan, Yannick L’Horty, and Jacques Mairesse, editors, *Productivity, Inequality, and the Digital Economy: A Transatlantic Perspective*, Cambridge: MIT Press, 2002.

“The Incentives of Quality and the Quality of Incentives: Quality Improvement and Incentive Pay for Frontline Workers” (with David Levine) in Robert Cole and Richard Scott, eds., *The Quality Movement in America: Lessons from Theory and Research*, Russell Sage: 367-386.

“TQM Practices and Innovative HRM Practices: New Evidence on Adoption and Effectiveness” (with Casey Ichniowski) in Robert Cole and Richard Scott, eds., *The Quality Movement in America: Lessons from Theory and Research*, Russell Sage, 2000: 347-366.

## **BOOKS EDITED**

*The Analysis of Firms and Employees: Quantitative and Qualitative Approaches*, Editors Stefan Bender, Julia Lane, Kathryn Shaw, Fredrik Andersson, and Till Von Wachter, University of Chicago Press, National Bureau of Economic Research, 2008.

*The Structure of Wage: An International Comparison*, Editors Edward Lazear and Kathryn Shaw, University of Chicago Press, National Bureau of Economic Research, 2008.

*International Differences in the Business Practices and Productivity of Firms*, Editors Richard Freeman and Kathryn Shaw, University of Chicago, National Bureau of Economic Research, forthcoming 2008.

Co-editor, *Journal of Labor Economics* special issue on “Compensation Strategies” (with George Baker and Abbie Smith, March 2002).

Co-editor, *Journal of Human Resources* special issue on “The Economics of Women and Children” (with Alice Nakamura) 29 (Spring 1994).

## **DISCUSSION IN BOOKS**

Discussion commentary, *Managing Capital in the New Economy*, edited by Carol Corrado, John Haltiwanger, and Dan Sichel, National Bureau of Economic Research, forthcoming 2003.

Discussion commentary, *The New Relationship: Human Capital in the American Corporation*, edited by Margaret Blair and Thomas Kochan. Washington, D.C., Brookings Institution, 1999.

## **BOOK REVIEWS**

Review of Harry C. Katz *Shifting Gears: Changing Labor Relations in the US Automobile Industry*, in *Southern Economic Journal*, 53 (October 1986): 299-300.

## **PAPERS AND PROCEEDINGS**

“Using ‘Insider Econometrics’ to Study Productivity,” *American Economic Association Papers and Proceedings*, 94 (May 2004): 217-223.

“Women’s Contribution to Productivity,” *Regional Review*, Federal Reserve Bank of Boston, 14(3), Q1 2005: 44-48.

“Technology Shocks and Problem-Solving Capacity,” *Economic Review*, Federal Reserve Bank of Atlanta, 2002.

“The Relentless Search for Efficiency in the Workplace” *Proceedings of the 53<sup>rd</sup> Annual Meeting of the National Academy of Arbitrators*, Washington, D.C.: Bureau of National Affairs, forthcoming.

“Getting the Job Done: HRM and the Production Function” (with Jon Gant, Casey Ichniowski), *Industrial Relations Research Association Proceedings*, 1999: 43-52.

"The Adoption of HRM and TQM Practices and Their Effects on Performance in U.S. and Japanese Steel Lines," *Proceedings of the 1997 NSF Design and Manufacturing Grantees Conference*, Seattle, WA, Society of Manufacturing Engineers, 1997: 659-670.

"The Effects of Participatory Human Resource Management Practices on Productivity and Quality in U.S. and Japanese Firms" *Proceedings of the 1996 NSF Design and Manufacturing Grantees Conference*, Dearborn, MI, Society of Manufacturing Engineers, 1996: 613-614.

## WORKING PAPERS

"What do Boses do", Working Paper.

"Talent Sorting and Skill Complementarity Among Software Engineers," (with Frederik Andersson, Matthew Freedman, John Haltiwanger, Paul Oyer), January 2007.

"Insider Econometrics: A Roadmap to Estimating Models of Organizational Performance" (with Casey Ichniowski), November 2006.

"Connective Capital: Building Problem-Solving Networks Within Firms," (with Casey Ichniowski), revised April 2005.

"How Does IT Really Affect Productivity? Plant-Level Comparisons of Product Innovation, Process Improvement and Worker Skills" (with Ann Bartel and Casey Ichniowski), National Bureau of Economic Research Working Paper No. 11773, November 2005.

"Explorer Firms and Star Workers: Investigating the Link Between Product and Human Resource Strategies," (with Fredrik Andersson, Matthew Freedman, John Haltiwanger, Julia Lane), December 2004.

"Technology Shocks and Problem-Solving Capacity," March 2002.

"Productivity in the New Economy," (speech) September 2000.

"Innovative Human Resource Practices and Workplace Efficiency," (speech) July 2000

"Innovative HRM Practices as a Technology Shock: Building "Problem-Solving Capacity" in Production Workers," for presentation at conference on Technology, Regulation, and Employment, sponsored by CEMFI, Madrid, June 1999.

"The Evolution Towards High-Involvement Organizations: Distinguishing Differences in Workers' Networks," (with Jon Gant and Casey Ichniowski), April 1999.

"HRM Practices, Knowledge Capital, and the Changing Access to 'Good' Jobs," June 12, 1998

"Labor Supply, Human Capital Accumulation, and the Changing Distribution of Family Income," 1996.

"Firm-Specific Fixed Effects in Franchise Contracting: Sources and Implications" (with Francine Lafontaine) December 1995.

"Investment in Industry Skills: Implications for Wage Growth and Worker Displacement," December 1993.

“Labor Supply and Taxes: Estimates from a Life-Cycle Model Produce a Pessimistic View of Estimation Possibilities,” December 1992.

“Labor Supply and Taxes, 1967-1987” (with Randall Mariger) December 1991.

## **REFEREE**

*American Economic Review, Canadian Journal of Economics, Eastern Economic Journal, Economic Inquiry, Economic Journal, Economics of Education Review, Industrial Relations, International Economic Review, International Journal of Manpower, Journal of Applied Econometrics, Journal of Economics and Management Strategy, Journal of Financial Economics, Journal of Human Resources, Journal of Labor Economics, Journal of Law and Economics, Journal of Macroeconomics, Journal of Money Credit and Banking, Journal of Political Economy, Journal of Productivity Analysis, Journal of Regional Science Management Science, Quarterly Journal of Economics, Review of Economic Studies, Review of Economics and Statistics, Social Science Quarterly, Southern Economic Journal, National Science Foundation*

## **SERVICE ON COMMITTEES**

### **GSB, Stanford University Committees**

Center for Education Policy Analysis (CEPA), Advisory Board (2008-present)  
Committee on Faculty Staff Human Resource (2007-present)  
Co-Director, Stanford GSB Summer Institute (2004-present)  
Philippines MBA Study Trip (2006)

### **Carnegie Mellon University Committees**

Budget and Finance Committee (2002-2003 )  
Chairman, Faculty Senate (1999)  
Presidential Review Committee: the Social Sciences (1999)  
University First Year Council (1996-1999)  
President’s Lecture Series Committee, (1998- 1999)  
Faculty Affairs Council (1996-1998) (Chair, 1996-1997)  
Vice-Chairman, Faculty Senate (1998-99)  
Advising Award Committee (Co-chair) (1994-1997)  
Advisory Committee for the Undergraduate Teaching Center (1992-1998)  
Advisory Board of the Center of the Study of African Americans (1994-1998)  
Executive Committee of the Faculty Senate (1996-1997)  
Committee on Non-Tenured Appointments (1995-1996)  
Senator for Faculty Senate (1994-1995)  
University Parking Committee (1994-1995)  
University Education Council (with new structure) (1993-1995)  
Committee on Faculty Promotion and Tenure Policy (1993-1994)  
Graduate Student Luncheon Series (presentation) (1994)  
Committee on Flexible Rates for Employees (1994)  
Selection Committee for University Award for Academic Advising (1993-1994)  
“97 Network” Orientation (1993)  
Human Relations Commission (1989-1992)  
Committee on Academic Support Services (1991-1992)  
H&SS Dean's Search Committee (1991-1992)  
Committee on Non-tenured Appointments (1990-1992)  
Ryan Award Committee (1989-1990) (1991-1992)  
Teaching Center Orientation presentations (1992)  
Advisory Committee on Family and Work (1989-1991)

Retention Committee (1990-1991)  
Watson Fellowship Committee (1990-1991)  
Flexible Benefits Advisory Group (1989-1990)  
Educational Facilities Committee (1989-1991)  
Gender Studies Committee, H&SS (1988-1989)  
H&SS Subcommittee on Internships (1988-1989)  
Fulbright Committee (1989-1990)  
University Education Council (1987-1990)  
Associate Deans Council (1987-1990)

### **CMU, Graduate School of Industrial Administration, Committees**

MBA Curriculum Review Committee (2003)  
GSIA Executive Education Faculty Advisory Board (2003)  
Faculty MBA Funding Committee (2003)  
Dean's Advisory Committee (2002- )  
Engineering/MBA Planning Committee (chair), (2002- )  
BS/BA Academic Actions Committee (2001- )  
IM Policy Committee (1987-)  
Strategy Recruiting Committee, (2001-2002)  
MBA Curriculum Committee, (2001-2002)  
Co-organizer CMU- University of Pittsburgh Applied Micro Workshop (1995-1999)  
Economics Review Committee (1998)  
Management Game Board (1981-1998, most years)  
Dean's Advisory Council (1997)  
Subcommittee on Sabbaticals (1996)  
GSIA Committee on Women (Chair) (1994-1995)  
Subcommittee Head, Tracks in IM (1992-1993)  
IM Curriculum Review Committee (1991-1992)  
Economics Curriculum Committee (1991-1992)  
Advisory Committee on Undergraduate Economics (1990-1992)

### **SPEECHES (recent)**

"Immigration Now: The Role of Immigration in the New Economy," Alumni Conference Seminar, Los Angeles, September 2007.

"The Data: Female and Male MBA's and Experimental Evidence on Gender Differences," Women's Initiative Network, Stanford University, May 2007.

"The Prospects for Economic Growth," GSIA Alumni Dinner speaker, Washington, DC, February 24, 2003.

"Monetary Policy and Productivity Growth," GSIA Alumni Breakfast series, November 19, 2002.

"The Prospects for Productivity Growth," at the 2003 Global Economic and Investment Outlook Conference, Carnegie Bosch Institute, November 2002.

"The New Economy," Kiwanis Club, Los Angeles, October 10, 2001.

"Understanding the First Digital Business Cycle," Progress and Freedom Foundation, Summit on the New Economy, Aspen, Colorado, August 19-21, 2001.

### **Organization of Conferences or Sessions**

Conference Organizer, NBER Personnel and Labor Studies, Summer Institute, July 30-31, 2008  
Conference Organizer, NBER Personnel and Labor Studies, Summer Institute, July 29-30, 2007  
Conference Co-Organizer and Sponsor, Conference on Firms and Employers, Ammersee, Germany, September 2006.  
Conference Organizer, NBER Summer Institute, Personnel Economics, Cambridge, July 28, 2006.  
Conference Co-Organizer, International Differences in the Business Practices and Productivity of Firms, Stanford University, January 19-20, 2005.  
Conference Co-Organizer, "21<sup>st</sup> Century Human Resource Management Practices and Their Effects on Firms and Workers," University of Illinois, November 11-12 2005.

## **Recent Presentations**

### **2008**

IZA/CEPR European Summer Symposium in Labour Economics (ESSL E); "What do Bosses Do?," Ammersee, Germany, 9-11 October 2008

Adam Smith Lecture, European Labor Economics Association, "Insider Econometrics: A Roadmap with Stops Along the Way," Amsterdam, September 2008

Case Western Reserve, Business School, "Hiring and Performance," March 2008.

University of Michigan, Business School, "Hiring and Performance," March 2008.

American Economic Association meetings, "Wage Compression and Teacher Quality," with Anna Mastri and Sara Christopher, January 2008.

American Economic Association meetings, session Chair, Institutions in Labor Economics, January 2008.

### **2007**

UC San Diego, "Reaching for the Stars: Who Pays for Talent in Innovative Industries?," October 18, 2007

SITE, Stanford Economics Department, "Reaching for the Stars: Who Pays for Talent in Innovative Industries?" August 6, 2007

UC Santa Barbara, "Reaching for the Stars: Who Pays for Talent in Innovative Industries?" May 2007.

Harvard and MIT, Organizational Economics Seminar, "Reaching for the Stars: Who Pays for Talent in Innovative Industries?" March 2007

AEA Meetings, "Talent Sorting and Skill Complementarity among Software Engineers,?" January 2007.

AEA meetings, "The Effects of Tenure on Output," January 2007

### **2006**

Co organizer NBER International Productivity conference organizer (with Nick Bloom), Cambridge, MA November 30-December 1, 2006

NBER International Productivity conference “International Differences in the Adoption and Impact of New Information Technologies and New HR Practices: The Valve-Making Industry in the U.S. and U.K.,” Cambridge, MA November 30-December 1, 2006

Organizational Economics Handbook Conference “Insider Econometrics: A Roadmap to Estimating Models of Organizational Performance,” November 2006.

IZA Labor Prize conference, “International Differences in the Adoption and Impact of New Information Technologies and New HR Practices: The Valve-Making Industry in the U.S. and U.K.,” Berlin, November 2006.

Yale School of Management, “Reaching for the Stars: Who Pays for Talent in Innovative Industries?,” November 2006.

University of Toronto, “Reaching for the Stars: Who Pays for Talent in Innovative Industries?,” Cambridge, November 2006.

CAFÉ, Labor Studies and Personnel Economics, “Reaching for the Stars: Who Pays for Talent in Innovative Industries?,” Cambridge, July 28, 2006.

CEPR/IZA Labour Studies conference “Reaching for the Stars: Who Pays for Talent in Innovative Industries?,” Ammersee, Germany, September 2006.

NBER Summer Institute, Labor Studies and Personnel Economics, “Rewarding Stars When it Counts: Innovative Firms Reward for Loyalty and Performance,” Cambridge, July 28, 2006.

Keynote Address, Conference on Education, Training and the Evolving Workplace, TARGET, “The Strategic Value of High Performance Work Practices and Educational Demand,” Vancouver Canada, May 12-13, 2006

Society of Labor Economists, “Tenure and Output,” (with Edward Lazear), May 1, 2006.

Haas School, Berkeley, “Rewarding Stars When it Counts: Innovative Firms Reward for Loyalty and Performance,” March 8, 2006.

“International Differences in the Adoption and Impact of New Information Technologies and New HR Practices: The Valve-Making Industry in the U.S. and U.K.,” conference on *International Differences in the Business Practices and Productivity of Firms*.

## **2005**

Conference, “21<sup>st</sup> Century Human Resource Management Practices and Their Effects on Firms and Workers,” “Rewarding Stars When it Counts: Innovative Firms Reward for Loyalty and Performance,” University of Illinois, November 11-12 2005.

Economics Department, UC Santa Barbara, “Rewarding Stars When it Counts: Innovative Firms Reward for Loyalty and Performance,” October 21 2005.

NBER Summer Institute, “Wage Structure, Wages, and Mobility,” July 29, 2005.

NBER Summer Institute, discussant, “Productivity and CRIW,” July 21, 2005.

Society of Labor Economists, “Explorer Firms and Star Workers: Investigating the Link Between Product and Human Resource Strategies,” San Francisco, May 2005.

Society of Labor Economists, “Wage Structure, Wages, and Mobility,” San Francisco, May 2005.

International Workshop Human Resources Management, “Wage Structure, Wages, and Mobility,” Spain, 2005

Stanford Seminar, “Explorer Firms and Star Workers: Investigating the Link Between Product and Human Resource Strategies,” Philadelphia, April 15, 2005

Economics Seminar, Washington State University, “Explorer Firms and Star Workers: Investigating the Link Between Product and Human Resource Strategies,” March 25, 2005.

The Bertha C. Leigh Distinguished Speaker in Economics (University Speaker), “Strategic Investments, Information Technologies, and New Human Resource Management Practices,” Washington State University, March 24, 2005.

Stanford Seminar, “The Effects of New Information Technologies and New Work Practices on Establishment Productivity: An “Insider” Econometric Analysis,” January 2005

American Economic Association meetings, “Explorer Firms and Star Workers: Investigating the Link Between Product and Human Resource Strategies,” Philadelphia, January 7, 2005

American Economic Association meetings, Session Chair and Discussant, “Technology and Labor Markets,” Philadelphia, January 9, 2005

LEHD and Sloan Foundation conference, “Explorer Firms and Star Workers: Investigating the Link Between Product and Human Resource Strategies,” Philadelphia, January 9, 2005

## **2004**

University of Denmark Business School, Center for Corporate Performance, “Connective Capital: Building Problem-Solving Networks Within Firms,” December 13, 2004; “The Strategic Investment in Information Technologies and New Human Resource Practices and Their Effects on Productivity,” December 14, 2004,” Arhus, Denmark.

NBER, “Productivity Program” meeting, December 10, 2004, Cambridge, MA.

IZA Workshop on Empirical Personnel Economics, “Connective Capital: Building Problem-Solving Networks Within Firms,” Bonn, Germany November 18, 2004

Department of Economics, USC, “Connective Capital: Building Problem-Solving Networks Within Firms,” November 8, 2004

NBER Organizations meeting, “The Strategic Investment in Information Technologies and New Human Resource Practices and Their Effects on Productivity,” (with Ann Bartel and Casey Ichniowski), November 5, 2004

Organizations Seminar, Harvard Business School/MIT, “The Strategic Investment in Information Technologies and New Human Resource Practices and Their Effects on Productivity,” (with Ann Bartel and Casey Ichniowski), October 28, 2004

Sloan Industry Studies, Keynote address, "Innovation: Human Resource Practices as a Productivity Driver," Atlanta, October 26, 2004

NBER Labor Studies/Personnel Economics, "The Strategic Investment in Information Technologies and New Human Resource Practices and Their Effects on Productivity," (with Ann Bartel and Casey Ichniowski), August 2004

NBER International Sloan Productivity, "International Valves Productivity," August 2004.

NBER Productivity, discussant of "Firm Performance, Workforce Quality, and Workforce Churning," July 2004.

Technology Seminar, Stanford University, "The Effects of New Information Technologies and New Work Practices on Establishment Productivity: An "Insider" Econometric Analysis" May 2004.

Society of Labor Economics, "Connective Capital: Building Problem-solving Networks Within Firms," (with Casey Ichniowski) San Antonio, May 2004.

Sloan New Technologies conference, "The Human Resources Revolution: Is It a Productivity Driver?," Atlanta, May 2004.

Technology Seminar, University of California, Berkeley, "The Effects of New Information Technologies and New Work Practices on Establishment Productivity: An "Insider" Econometric Analysis" May 2004.

University College London and London School of Economics, "Connective Capital: Building Problem-solving Networks Within Firms," April 2004.

National Defense University, University Address, "Human Capital in the New Economy," Washington DC, March 2004.

University of Illinois, "Connective Capital: Building Problem-solving Networks Within Firms," February 6, 2004.

NBER-NCAER Neemrana Conference, "Human Resource Practices, Productivity, and Connective Capital," January 19, 2003.

American Economic Association Meetings, "Insider Econometrics" and the Determinants of Productivity," San Diego, January 5, 2004.

American Economic Association Meetings, session organizer/chair, "Incentives and Teams in Professional Labor Markets," San Diego, January 5, 2004.

Industrial and Labor Relations Association Meetings, "Modeling Career Paths Using the Employer-employee Matched Data," Washington, DC., January 5, 2003.

### **2003**

Cornell University, "Connective Capital: Building Problem-solving Capacity Within Firms," December 9, 2003.

Discussant, San Francisco Federal Reserve Bank, conference on "Technology, Productivity, and Public Policy," November 7, 2003.

London School of Economics, Working Smarter By Working Together: Connective Capital in the Workplace," October 21, 2003.

Society of Labor Economists, “Working Smarter By Working Together: Connective Capital in the Workplace,” September 26, 2003.

NBER Summer Meetings, “Where is the New Economy Now?” Cambridge, July 21, 2003

European Science Days, “Human Resource Practices and Productivity” Styer, Austria, July 12-16, 2003.

CEPR/IDEI Workshop on Organizational Behavior, Structure and Change - The Economics of Personnel and Organizations, “Networks, Human Resource Practices, and Productivity,” Toulouse, France, .May 15, 2003

Business School, University of Denmark, “Human Resource Management Practices and Productivity,” Arhus, Denmark, May 8, 2003.

Center for Economic Studies, LEHD, “The Software Industry: An Analysis Using the LEHD/CES Data,” Washington, DC, April 24, 2003.

National Defense University, “Human Capital in the New Economy,” Washington, DC., February 24, 2003.

University of Chicago, Graduate School of Business, “Human Resource Practices and Productivity,” March 12, 2003.

Stanford University, Graduate School of Business, “Human Resource Practices and Productivity,” January 16, 2003.

American Economic Association Meetings, “Working Smarter by Working Together: Connective Capital in the Workplace,” Washington, DC., January 4, 2003.

Industrial and Labor Relations Association Meetings, ““The Effects of Recent Technological Change on Skill Demand: An Analysis Using Direct Intra-Industry Measures,” Washington, DC., January 5, 2003.

## **2002**

Washington University, Olin School of Business, “Working Smarter by Working Together: Connective Capital in the Workplace,” December 12, 2002.

UCLA, Department of Economics, “Working Smarter by Working Together: Connective Capital in the Workplace,” October 8, 2002.

Harvard University, Department of Economics, “Working Smarter by Working Together: Connective Capital in the Workplace,” October 8, 2002.

Stanford Institute for Theoretical Economics, “Beyond Incentive Pay: Increasing Productivity with Complementary HRM Practices,” June 18, 2002.

Russell Sage Foundation, “New Technology, Human Resource Practices and Skill Requirements: Evidence from Plant Visits in Three Industries,” (with Ann Bartel, Casey Ichniowski), May 3, 2002.

Federal Reserve Board and NBER conference on “Measuring Intangible Capital in the New Economy,” discussant, Washington, D.C., April 26, 2002.

Sloan/LEHD conference, "Steel Industry Objectives," Washington, DC, April 19, 2002.

Management and Strategy seminar, Kellogg School, Northwestern University, "Beyond Incentive Pay: Increasing Productivity with Complementary HRM Practices," April 10, 2002.

Carnegie Mellon University, Heinz School, "Beyond Incentive Pay: Increasing Productivity with Complementary HRM Practices," (with Casey Ichniowski), April 8, 2002.

"Technology Shocks and Problem-Solving Capacity," presented at the conference on "Technology, Growth, and the Labor Market," sponsored by the Federal Reserve Bank of Atlanta, January 6, 2002.

American Economic Association meetings, discussant for "Contract Economics" and for "Information Technology and the Organization of the Firm," American Economic Association meetings, Atlanta, January 3-6, 2002.

Industrial Relations Research Associations meetings, session chair, "Incentives in the Public and Nonprofits Sectors," Atlanta, January 3-6, 2002.

## **2001**

Harvard Business School and MIT, seminar on Organizations, "Opportunity Counts: Teams and the Effectiveness of Production Incentives," November 4, 2001.

Occidental College, "Economic Policy and the New Economy," October 11, 2001.

WorldAtWork Personnel Economics Camp for Young Researchers, Panel Member, Park City, Utah, July 16-19, 2001.

Russell Sage/Rockefeller Foundation, "Future of Work Case Studies Conference" presentation, NYC, May 18-19, 2001.

American Economic Association meetings, "Targeting Managerial Control: Evidence from Franchising," New Orleans, January 5-7, 2001.

American Economic Association meetings, "New Technology, Human Resource Practices and Skill Requirements: Evidence from Plant Visits in Three Industries," (with Ann Bartel and Casey Ichniowski New Orleans, January 5-7, 2001.

American Economic Association meetings, Discussant, session on Compensation Contracts, January 5-7, 2001.

**(extensive speeches or presentations as Member, Council of Economic Advisers, 1999-2001, are not listed)**

## **2000**

American Economic Association meetings, Discussant, sessions on "Incentives in Firms?" and "Recent Advance for Women in the Labor Force," Boston, January 7-9, 2000.

IRRA meetings, Session Chair, "Technology and Wage Inequality," Boston, January 9, 2000.

## **1999**

Conference on Technology, Regulation, and Employment, invited paper, "Innovative HRM Practices as a Technology Shock: Building "Problem-Solving Capacity," sponsored by CEMFI, Madrid, Spain, June 1999.

NBER Conference on Organizational Change, invited paper, "The Evolution Towards High-Involvement Organizations: Distinguishing Differences in Workers' Networks," San Francisco, April 23-25, 1999.

Sloan Foundation Conference on Income Inequality in Industry Studies "A Disaggregate Analysis of Income Inequality in the Steel Industry," University of Wisconsin, Madison, March 25-27, 1999.

MacArthur Group on Social Interactions and Income Inequality, "Innovations in HRM: Productivity, Labor Demand, and Inequality," Carnegie Mellon University, January 15, 1999.

Industrial Relations Research Association (IRRA) and American Economics Association, Session organizer, "Lessons from Firm-Level Data: Productivity and Performance" New York City, January 3, 1999.

IRRA Annual Meeting, "Getting The Job Done: Production Functions in High Performance Organizations," New York City, January 3, 1999.

IRRA Annual Meeting, "The Effects of HRM Systems on Productivity: An International Comparison of U.S. and Japanese Plants," New York City, January 4, 1999.

### **1998**

University of Minnesota, Labor Relations Seminar, "The Effects of HRM on Productivity: The Roles of Teams and Networks in Explaining Productivity Differentials," November 4, 1998.

NBER, paper discussant, Labor Economics and Productivity Workshop, July 30, 1998.

CSERC of France, "By What Means Does Information Technology Affect Employment and Wages?" Conference on Information Technology, Employment, and Earnings," Nice, France, June 22, 1998.

CSERC of France, Session Chair, Conference on Information Technology Employment and Earnings," Nice, France, June 22, 1998.

Society of Labor Economists, "Incentive Pay for Production Workers: An Empirical Analysis," San Francisco, May 2, 1998.

University of Florida, Gainesville, Seminar speaker, "Incentive Pay for Production Workers," April 17, 1998.

University of California, Berkeley, Labor Seminar, "Incentive Pay for Production Workers: An Empirical Analysis," April 2, 1998.

Sloan Foundation Annual Industry meeting, "Income Inequality and Changes in the Steel Industry," April 3, 1998.

University of Texas, Austin, Labor Seminar, "Incentive Pay for Production Workers: An Empirical Analysis," March 27, 1998.

University of Houston, Houston, Labor Seminar, "Incentive Pay for Production Workers: An Empirical Analysis," March 26, 1998.

American Compensation Association, Conference on Research Issues (Lazear and Murphy, organizers), Florida, "Incentive Pay for Production Workers: An Empirical Analysis," March 13, 1998.

Brookings Institution, Conference on Human Capital in Corporations, MIT, paper discussant, January 12, 1998.

American Economic Association Meetings, Session Chair, "Gender and Risk Aversion," January 3, 1998.

AEA Meetings, IRRA session, Session Chair, "Inside the Firm: Implications for Labor Market Outcomes," January 3, 1998.

AEA Meetings, IRRA session, Discussant, "Inside the Firm: Implications for Labor Market Outcomes," January 3, 1998.

## **1997**

NBER Productivity meeting, Cambridge, "Incentive Pay for Production Workers: An Empirical Analysis," December 12, 1997.

University of Wisconsin, seminar, "Incentive Pay for Production Workers: An Empirical Analysis," December 15, 1997.

Penn State University, State College, "Incentive Pay for Production Workers: An Empirical Analysis," November 20, 1997.

Carnegie Mellon Applied Microeconomics seminar, "An Assessment of the Effectiveness of Problem-Solving Teams and Incentive Pay," October 23, 1997.

University of California, Berkeley and NSF Conference on Research in Quality Improvement, "TQM Practices and Innovative HRM Practices," Berkeley, CA, May 1997.

Sloan Conference on Income Inequality, Session Chair, University of Wisconsin; and seminar, "The Impact of Human Resources in Worker Productivity: Recent Results," Madison, WI, February 28, 1997.

NBER Conferences on Productivity, Boston, July 1997 and February 14, 1997.

Iron and Steel Society Conference on The Human Technology III, Conference Co-Chair and presentation, "Human Resource Management Practices in U.S. Minimills," San Antonio, February 9, 1997.

National Science Foundation Conference on Total Quality Management, "The Adoption of HRM and TQM Practices and Their Effects on Performance in U.S. and Japanese Steel Lines," Seattle, January 9, 1997.

American Economic Association Meetings, Session Chair, "Incentive Contracts and Related Managerial Practices," New Orleans, January 5-6, 1997.

American Economic Association Meetings, "Incentive Contracts, Problem Solving Teams, and Worker Productivity," New Orleans, January 5-6, 1997.

## **1996**

National Academy of Sciences Workshop, "Incentive Contracts, Problem Solving Teams, and Worker Productivity," Washington DC, September 6, 1996.

Work and Technology Institute, "Incentive Contracts, Problem Solving Teams, and Worker Productivity," Washington DC, September 7, 1996.

Millikin Institute and Rand Institute, "The Effects of Human Resource Management Practices on Productivity: An International Comparison of U.S. and Japanese Plants," Los Angeles, June 24, 1996.

American Economic Association Meetings, "Firm-Specific Fixed Effects in Franchise Contracting: Sources and Implications" (with Francine Lafontaine), San Francisco, January 6, 1996.

American Economic Association Meetings, Session Chair, "Women's Work Choices," January 6, 1996.

American Economic Association Meetings, Discussant, "International Trade and Job Loss," January 6, 1996.

American Economic Association Meetings, Discussant, "Is There Such a Thing as Women's Work?" January 6, 1996.

National Science Foundation Conference on Total Quality Management, "The Effects of Participatory Human Resource Management Practices on Productivity and Product Quality," Albuquerque, January 4, 1996.

NBER Conference, Industrial Technology and Productivity, Session Participant, December 4, 1995.

## **1995**

Iron and Steel Society Conference on The Human Technology II, Conference Co-Chair, Charleston, SC, November 1995.

Carnegie Mellon University and University of Pittsburgh, Applied Micro Seminar, "The Dynamics of Franchise Contracting," October 1995.

UCLA, Anderson School of Business, "The Effects of Human Resource Practices on Productivity in the U.S. and Japan," October, 20, 1995.

Conference on the Human Technology II, "Human Resource Management Practices in Steel Minimills," November 1995.

NBER Conference on Firm-Level Data, "Empirical Analysis of Productivity Using Firm-Level Data," Cambridge, March 2, 1995.

Conference on "What Works at Work," "Human Resource Management Practices and Competitive Performance in the Steel Industry," Washington, DC, January 8, 1995.

## **1994**

Brookings Micro Panel, "Determinants of the Adoption of Productivity-Enhancing Work Practices," December 8, 1994.

Heinz School, Carnegie Mellon University, "The Adoption of Productivity-Enhancing Work Practices," November 9, 1994.

Ecole Polytechnique, "The Effects of Human Resource Management Practices on Productivity," Paris, October 3, 1994.

Conference on "Human Resources in the Steel Industry," organized, ran, and presented a conference for industry participants in the Steel Project, September 28, 1994.

Canadian Economic Association Meetings, "The Effects of Human Resource Management Practices on Productivity," June 1994.

American Iron and Steel Institute, "Human Resource Management and Competitive Performance in the US Steel Industry." Presentation to 30 steel company vice-presidents, June 6, 1994.

Conference on Franchise Contracting, Organization, and Regulation, Discussant, University of Michigan, May 26-27, 1994.

Sloan Conference on Human Resource Management, Presentation of Progress Report, Cambridge, January 1994.

American Economic Association Meetings, Session Chair and Organizer, "Empirical Studies of Work Organizations and Incentive Contracts," January 1994.

American Economic Association, "The Effects of Human Resource Management Practices on Productivity," January 1994.

Econometric Society Meetings, "Investment in Industry Skills: Implications for Wage Growth and Worker Displacement," January 1994.

American Economic Association Meetings, Session Chair, "Topics in Family Economics and Labor Supply," January 1994.

American Economic Association Meetings, Discussant, session on "Studies in Labor Economics," January 1994.

### **1993**

Ohio State University, "The Effects of Human Resource Management Practices on Productivity," December 2, 1993.

Carnegie Mellon Technology Seminar, "The Effects of Human Resource Management Practices on Productivity," November 17, 1993.

University of Michigan School of Business and Administration, "The Effects of Human Resource Management Practices on Productivity," November 12, 1993.

Carnegie Mellon Organizational Behavior seminar, "The Effects of Human Resource Management Practices on Productivity," November 1993.

Iron and Steel Institute Conference, "The Effects of Human Resource Management Practices on Productivity," November 1, 1993.

Carnegie Mellon Applied Microeconomics Workshop, "The Effects of Human Resource Management Practices on Productivity," September 30, 1993.

Board of Governors of the Federal Reserve, "The Effects of Human Resource Management Practices on Productivity," September 28, 1993.

Bureau of Labor Statistics Research Seminar, "The Effects of Human Resource Management Practices on Productivity," September 24, 1993.

University of Maryland, "The Effects of Human Resource Management Practices on Productivity," September 23, 1993.

University of Michigan, invited discussant for two papers, conference on “The Economics of Aging and the Retirement History Survey,” September 22, 1993.

Cornell University, “The Effects of Human Resource Management Practices on Productivity,” September 13, 1993.

NBER Labor Studies Workshop in Cambridge, “The Effects of Human Resource Management Practices on Productivity,” July 27, 1993.

Heinz School Symposium on “Creating Access for New Workers Under 20,” Moderator and Introduction for Richard Freeman, April 19, 1993.

Sloan Foundation Steel group, “The Effects of Human Capital Investment on Productivity,” April 1993.

Columbia University, “Labor Supply, Human Capital Investment, and the Changing Distribution of Family Income,” March 11, 1993.

American Economic Association Meetings, “The Changing Persistence of Female Labor Supply and Wages,” January 1993.

American Economic Association Meetings, “Pensions and Wage Premia” (with Edward Montgomery), January 1993.

Econometric Society Meetings, “The Dynamics of Franchising” (with Francine Lafontaine), January 1993.

## **1992**

University of Illinois, “Labor Supply, Human Capital Investment, and the Changing Distribution of Family Income,” December 4, 1992.

North Carolina State University, “Labor Supply, Human Capital Investment, and the Changing Distribution of Family Income,” November 23, 1992.

University of California at Berkeley, “Labor Supply, Human Capital Investment, and the Changing Distribution of Family Income,” November 8, 1992.

ORSA/TIMS Conference, “Steel Industry Productivity in the 1980's,” San Francisco, November 1992.

University of California at Santa Barbara, “Labor Supply, Human Capital Investment, and the Changing Distribution of Family Income,” November 3, 1992.

“Human Resources and Productivity,” Carnegie Mellon University - University of Pittsburgh Sloan Conference on the Steel Industry, September 1992.

Discussant, NBER Conference on “The Labor Market in International Perspective,” Cambridge, April 9, 1992.

“Human Resources and Productivity,” Carnegie Mellon University - University of Pittsburgh Sloan Conference on the Steel Industry, April 1992.

Current Pension Policy Issues conference, “Pensions and Wage Premia,” March 27, 1992.

Levy Institute conference on Problems of Employment and Unemployment, “The Impact of Human Resource Management of Productivity in the Steel Industry,” March 21, 1992.

University of Michigan, “Labor Supply and the Changing Distribution of Family Income,” at the Labor Economics Workshop, March 6, 1992.

American Economic Association Meetings, “The Distribution of Family Income and Benefits,” January 1992.

Econometric Society Meetings, “Life-Cycle Labor Supply and Taxes, 1967-1987,” January 1992.