

CURRICULUM VITA

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**CURRENT/PAST
POSITIONS:**

Professor of Public Policy, Georgetown University, Fall 2000- ;
Interim Dean of Public Policy, Fall 2006;
Associate Dean of Public Policy, 2004-2006;

Institute Fellow, Urban Institute, 2007- ;
(Visiting Fellow, 2000-07)

Chief Economist, U.S. Department of Labor, 1999;

Senior Affiliate, National Poverty Center, University of Michigan, 2003-;

National Fellow, Program on Inequality and Social Policy,
Harvard University, 1998-;

Co-Founder and Faculty Director, Georgetown Center on Poverty, Inequality and
Public Policy, 2008- ;

Research Fellow, IZA, 2006- ;

Nonresident Senior Fellow, Metropolitan Policy Program, Brookings Institution,
2006 - ;

Research Affiliate, Institute for Research on Poverty,
University of Wisconsin, 1995- ;

Member, Editorial Board, Journal of Policy Analysis and Management, 2004- ;

Founding Board Member, Economic Mobility Corporation, 2007 - ;

Member, World Economic Forum, Global Diversity Council, 2008 - ;

Professor, Department of Economics, Michigan State University, 1992-2000;
(Assistant/Associate Professor, 1983-1992)

Senior Affiliate, Joint Center for Poverty Research,
University of Chicago/Northwestern U., 1999-2003;

Visiting Scholar, Russell Sage Foundation, Fall 1995;

Faculty Research Fellow, National Bureau of Economic Research, 1983-1990;

EDUCATION:

Ph.D. in Economics, Harvard University, 1983;
A.B. in Economics, Harvard University, 1978.
(Summa Cum Laude, Phi Beta Kappa)

HONORS/AWARDS: Selected into *Who's Who in America* (Marquis, 2008 Edition)

Selected into *Who's Who in Economics* (2003 Edition)

Leslie Whittington Award, Georgetown University, 2002

Michigan State University Distinguished Faculty Award, 1998.

Michigan State University, Teacher-Scholar Award, 1988.

PUBLICATIONS:

Books

Against the Tide: Household Structure, Opportunities and Outcomes among White and Minority Youth. W.E. Upjohn Institute for Employment Research, 2009. (With Carolyn Hill and Henry Chen.)

Reshaping the American Workforce in a Changing Economy (Edited with Demetra Nightingale). Urban Institute Press, 2007.

Reconnecting Disadvantaged Young Men (With P. Edelman and P. Offner). Urban Institute Press, 2006.

Moving Up or Moving On: Who Advances in the Low-Wage Labor Market? (With Fredrik Andersson and Julia Lane), Russell Sage Foundation, 2005.

The Economics of Affirmative Action (Edited with David Neumark) Edward Elgar, 2004.

Employers and Welfare Recipients: The Effects of Welfare Reform in the Workplace. Public Policy Institute of California, 2001. (With Michael Stoll)

Detroit Divided. Russell Sage Foundation, 2000. (With Reynolds Farley and Sheldon Danziger)

What Employers Want: Job Prospects for Less-Educated Workers, Russell Sage

Unemployment, Vacancies, and Local Labor Markets, W. E. Upjohn Institute, 1989.

The Black Youth Employment Crisis, University of Chicago Press, 1986. (Co-Edited with Richard B. Freeman)

Journal Articles

"The Labor Market and Young Black Men: Updating Moynihan's Perspective." Annals of the Academy of Political and Social Science, January 2009.

"The Economic Costs of Poverty in the U.S.: Subsequent Effects of Children Growing Up Poor." Journal of Children and Poverty, March 2008. (With G. Duncan, D. W. Schanzenbach and J. Ludwig)

"The Economic Impacts of Affirmative Action in the U.S." Swedish Economic Policy Review, Spring 2008.

"Perceived Criminality, Criminal Background Checks, and the Racial Hiring Practices of Employers." (With S. Raphael and M. Stoll). Journal of Law and Economics, October 2006.

"Affirmative Action: What Do We Know?" Journal of Policy Analysis and Management. Spring, 2006.

"Employers in the Boom: How Did the Hiring of Unskilled Workers Change in the 1990's?" (With S. Raphael and M. Stoll) *The Review of Economics and Statistics*, May 2006.

"Declining Employment among Young Black Less-Educated Men: The Role of Incarceration and Child Support." (With P. Offner and E. Sorensen) *Journal of Policy Analysis and Management*, Spring 2005.

"What Explains the Continuing Decline in Labor Force Activity among Young Black Men?" *Labor History*, February 2005. (With P. Offner and E. Sorensen.)

"Job Retention and Advancement among Welfare Recipients." *Social Service Review*, September 2004. (With M. Stoll and D. Wissoker)

"Affirmative Action After Grutter: Worth Preserving?" *George Mason University Civil Rights Law Journal*, Summer 2004.

"The Puzzle of Black Male Unemployment." (With Paul Offner) *The Public Interest*, Winter 2004.

"Escaping Low Earnings: The Role of Employer Characteristics and Changes." *Industrial and Labor Relations Review*, July 2004. (With J. Lane and L. Vilhuber)

"Black Job Applicants and the Hiring Officers' Race." (With S. Raphael and M. Stoll). *Industrial and Labor Relations Review*, January 2004.

"Public Transit and the Spatial Distribution of Minority Employment: Evidence from a Natural Experiment." (With J. Quigley and S. Raphael) *Journal of Policy Analysis and Management*, Summer 2003.

"Measuring Discrimination in Education: Are Methods from Housing and Labor Markets Useful?" (With Jens Ludwig). *Teachers College Record*, 2003.

"Employer Demand for Welfare Recipients by Race" (with M. Stoll). *Journal of Labor Economics*, January 2003.

"Are Suburban Firms More Likely to Discriminate Against African-Americans?" (With S. Raphael and M. Stoll). *Journal of Urban Economics*, November 2000.

"Assessing Affirmative Action." *Journal of Economic Literature*, September 2000 (with D. Neumark).

"Within Cities and Suburbs: Neighborhood Composition and Employment Opportunities for White and Minorities." (with M. Stoll and K. Ihlanfeldt). *Journal of Policy Analysis and Management*, Spring 2000.

"Black Applicants, Black Employment and Urban Labor Market Policy." *Journal of Urban Economics*, November 2000 (with J. Reaser).

"What Does Affirmative Action Do?" *Industrial and Labor Relations Review*, January, 2000 (with D. Neumark).

"Demand Shifts, Population Adjustments, and Labor Market Outcomes During the 1980s," *Journal of Labor Economics*, January 2000 (with J. Bound).

"Firm-Level Training for Newly Hired Workers: Its Determinants and Effects," Research in Labor Economics, Volume 18, 1999 (with J. Reaser)

"Will Employers Hire Welfare Recipients? New Survey Evidence from Michigan." Journal of Policy Analysis and Management, Summer 1999.

"Are Affirmative Action Hires Less Qualified? New Evidence from Employer-Employee Data on New Hires," Journal of Labor Economics, July 1999 (with D. Neumark).

"Employer Skill Demands and Labor Market Outcomes by Race and Gender," Industrial and Labor Relations Review, October 1998.

"Customer Discrimination and Employment Outcomes for Minority Workers," Quarterly Journal of Economics, (with K. Ihlanfeldt), August 1998.

"Why Do Small Establishments Hire Fewer Blacks Than Larger Ones?," Journal of Human Resources. Fall 1998.

"Spatial Factors and the Employment of Blacks at the Firm Level," (with K. Ihlanfeldt), New England Economic Review, May 1996.

"Black Employment Problems: New Evidence, Old Questions," Journal of Policy Analysis and Management, Fall, 1994.

"Work, Search, and Travel Among White and Black Youth." Journal of Urban Economics, May 1994 (with K. Ihlanfeldt and D. Sjoquist).

"Job Vacancy Rates in the Firm: An Empirical Analysis." Economica, February, 1994.

"Industrial Shifts, Skill Levels, and the Labor Market for White and Black Males." Review of Economics and Statistics, August 1993 (with J. Bound).

"Asymmetries and Rigidities in Wage Adjustment by Firms." Review of Economics and Statistics, August 1993 (with E. Montgomery).

"Are Training Subsidies For Firms Effective? The Michigan Experience." (with R. Block, M. Cheatham, and J. Knott) Industrial and Labor Relations Review, July, 1993.

"Structural/Frictional and Demand-Deficient Unemployment in Local Labor Markets," Industrial Relations, Fall 1993.

"Employment, Unemployment, and Demand Shifts in Local Labor Markets." Review of Economics and Statistics, February 1991.

"The Spatial Mismatch Hypothesis: What Has the Evidence Shown?" Urban Studies, February 1991.

"Job Queues and Wages." (with L. Katz and A. Krueger). Quarterly Journal of Economics, August 1991.

"Wages, Employer Costs, and Employee Performance in the Firm," Industrial and Labor Relations Review, February 1990. (Also in Do Compensation Policies Matter? Edited by R. Ehrenberg, ILR Press, 1990.)

"The Determinants of Employee Productivity and Earnings: Some New Evidence," Industrial Relations, Fall 1990.

"Labor Force Participation and Employment Among Young Men: Trends, Causes, and Policy Implications," Research in Labor Economics, Vol. 11, 1990. (Also in Investing In People, Background Papers Vol. 1, Commission on Workforce Quality and Labor Market Efficiency, U.S. Department of Labor, 1989).

"Search Method Use by Unemployed Youth," Journal of Labor Economics, January 1988.

"Job Search Among Employed and Unemployed Youth," Industrial and Labor Relations Review, July 1987.

"Informal Job Search and Black Youth Unemployment," American Economic Review, June 1987.

"Reservation Wages and their Labor Market Effects for White and Minority Youth," Journal of Human Resources, Spring 1986.

"Are Unemployed Black Youth Income-Maximizers?" Southern Economic Journal, January 1986.

"Young Blacks and Jobs: What We Now Know" (with Richard B. Freeman), The Public Interest, Winter 1985.

"Unions and the Labor Market Status of White and Minority Youth," Industrial and Labor Relations Review, April 1982, pp. 392-405.

Other Articles

"Promoting Economic Mobility by Increasing Post-Secondary Education." Pew Charitable Trusts, Economic Mobility Project (with Ron Haskins and Robert Lerman).

"Workforce Development as an Antipoverty Strategy." *FOCUS*, Institute for Research on Poverty, University of Wisconsin, Spring 2009.

"Better Jobs for the Poor: Linking Economic and Workforce Development to Fight Poverty." *Clearinghouse Review: Journal of Poverty Law and Policy*, November/December 2008.

"Workforce Development and the Disadvantaged: New Directions for 2009 and Beyond." Policy Brief, Low-Income Working Families Project, the Urban Institute, Washington DC, September 2008.

"Middle-Skill Jobs: What Do They Imply for Disadvantaged Workers and Education and Training Policy?" Policy Brief, Center on Children and Families, The Brookings Institution, Washington DC. (With R. Lerman)

"Helping Poor Working Parents Get Ahead: Federal Funds for New State Strategies and Systems." (With K. Martinson) New Safety Net Paper 4, The Urban Institute, July 2008.

"Do Temporary Jobs Improve Workers' Long-Term Labour Market Performance?" *Vox: Research-based Policy Analysis and Commentary from Europe's Leading Economists*, www.voxeu.org, October 15, 2007.

“America’s Forgotten Middle-Skill Jobs: Education and Training Requirements in the Next Decade and Beyond.” The Workforce Alliance, Washington DC, 2007. (With R. Lerman)

“Better Workers for Better Jobs: Improving Worker Advancement in the Low-Wage Labor Market.” Hamilton Project, The Brookings Institution, 2007.

“Where Workers Go, Do Jobs Follow? Metropolitan Labor Markets in the U.S., 1990-2000.” (With Michael Stoll) Metropolitan Economics Project, The Brookings Metropolitan Policy Program, 2007.

“The Economic Costs of Poverty in the U.S.: Subsequent Effects for Poor Children.” Background Paper, Report of the Task Force on Poverty, Center for American Progress, 2007. (With G. Duncan, J. Ludwig and D. Whitmore Schanzenbach).

“Investing in Workforce Development: Defining the Business Interest.” Paper for the Annie E. Casey Foundation, Workforce Narrative Project, December 2006.

“Improving Schooling and Jobs for Young Black Men.” *FOCUS Magazine* (Joint Center for Political and Economic Studies), November/December 2006.

“How Can We Improve Job Retention and Advancement among Low-Income Parents?” *FOCUS*, Institute for Research on Poverty, University of Wisconsin, Summer 2006.

“Sensible Reforms or Political Posturing: What Will Happen to Immigration Law?” *Harvard International Review* (Web Feature), June 2006.

“Reconnecting Our Nation’s Young Men to School and Work.” *YouthNotes*, National Youth Employment Coalition, January 2006.

“How Can We Improve Job Retention and Advancement among Low-Income Parents?” Low-Income Working Families Paper, The Urban Institute, August 2005. (With K. Martinson)

“How Have Households with Children Fared During the Job Market Downturn?” Assessing the New Federalism Policy Brief, The Urban Institute, March 2005. (With G. Acs and A. Nichols)

“How Willing Are Employers to Hire Ex-Offenders?” *Focus*, Institute for Research on Poverty, University of Wisconsin, Fall 2004. (With S. Raphael and M. Stoll)

“Advancement for Low-Wage Workers: A Different Approach.” Policy Brief No. 30, Welfare Reform and Beyond, The Brookings Institution, 2004.

“Reauthorization of the Workforce Investment Act: Addressing the ‘Skills Gap.’” Policy Briefs, Center on Urban and Metropolitan Affairs, The Brookings Institution, 2003. (With Margy Waller)

“Worker Advancement in the Low-Wage Labor Market: The Role of ‘Good Jobs.’” Policy Briefs, Center on Urban and Metropolitan Policy, The Brookings Institution, 2003. (With Fredrik Andersson and Julia Lane)

“Can Work Experience Programs Work for Welfare Recipients?” Policy Briefs, *Welfare Reform and Beyond*, The Brookings Institution, 2002.

"Welfare Reform's Forgotten Men." *The American Prospect*, 2002. (With Paul Offner).

"Careful Analysis in the World of "Spin": My Time as Chief Economist." *Perspectives on Work*, Industrial Relations Research Association, 2002.

"Do We Need a Stronger Welfare Policy for a Weaker Economy?" *Short Takes on Welfare Reform*, The Urban Institute, April 2002.

"Left Behind in the Labor Market: Recent Employment Trends Among Young Blacks." (With Paul Offner) Policy Brief, Center on Urban and Metropolitan Policy, The Brookings Institution, 2002.

"Employers and Welfare Recipients: What Their Interactions Imply for Public Policy." *Focus*, Institute for Research on Poverty, University of Wisconsin-Madison, 2002.

"An Initiative to Raise Employment among Young Minority Men." *Poverty Research News*, Joint Center for Poverty Research, January-February 2002.

"How Can We Encourage Job Retention and Advancement for Welfare Recipients?" Policy Brief, *Assessing the New Federalism*, The Urban Institute, November 2001.

"Meeting the Demand: Hiring Patterns of Welfare Recipients in Four Metropolitan Areas." Policy Brief, Center on Urban and Metropolitan Policy, The Brookings Institution, 2001.

"Welfare Reform and the Unemployment Insurance: What Happens When the Recession Comes?" Policy Brief, *Assessing the New Federalism*, The Urban Institute, December 2000.

"Will Employers Hire Welfare Recipients?" *Focus*, Institute for Research on Poverty, University of Wisconsin, Summer 1999.

"Do Small Companies Discriminate More Than Large Ones Against Blacks?" *Careers and the Minority Undergraduate*, Fall 1997.

"Welfare Reform and the Labor Market," *Perspectives*, Institute for Public Policy and Social Research, Michigan State University, Spring/Summer 1997.

"What Employers Want: Job Prospects for Less-Educated Workers," *Workforce Investment Quarterly*, National Governors' Association, Summer 1996.

"Job Availability for Long-Term AFDC Recipients." *Focus*, Institute for Research on Poverty, University of Wisconsin, Summer 1995.

"Hiring Patterns for Non-College Jobs." *Perspectives*, Institute for Public Policy and Social Research, Michigan State University, Winter 1995.

"The Problem of Black Youth Employment." *Economic Times*, Addison-Wesley, Spring 1994.

"Can We Solve the Black Youth Unemployment Problem?" *Challenge*, November/December 1988. (Also in S. Feiner ed. *Race and Gender in the American Economy*. Prentice-Hall, 1994.)

Book Chapters

“Living Wage Laws: How Much Do (Can) They Matter?” In N. Pindus et al. eds. *Urban and Regional Policy and its Effects*, Vol. 2. Washington DC: Brookings Institution Press. 2009.

“Workforce Development as an Antipoverty Strategy: What Do We Know? What Should We Do?” In M. Cancian and S. Danziger eds. *Changing Poverty*. New York: Russell Sage Foundation, forthcoming in 2009.

“What Might Improve the Employment and Advancement Prospects of the Poor?” In M. Touissant and B. Meyer eds. *Strategies for Improving the Economic Mobility of Workers: Bridging the Gap between Research and Practice*. Kalamazoo MI: W.E. Upjohn Institute for Employment Research. Forthcoming in 2009.

“Temporary Help Agencies and the Advancement Prospects of Low Earners.” In D. Autor ed. *Studies of Labor Market Intermediation*. National Bureau of Economic Research Conference Volume, University of Chicago Press, 2009. (With F. Andersson and J. Lane)

“Collateral Costs: The Effects of Incarceration on Employment and Earnings of Young Men.” In S. Raphael and M. Stoll eds. *Do Prisons Make Us Safer? The Benefits and Costs of the Prison Boom*. New York: Russell Sage Foundation, 2009.

“Reconnecting Young Black Men: What Policies Would Help?” In *State of Black America 2007*, The National Urban League, New York.

“How Can We Improve Employment Outcomes for Young Black Men?” In G. DeFreitas ed. Young Workers in the Global Economy: Job Issues in North America, Europe and Japan. London: Edward Elgar, 2007.

“Education and Training for the New Economy.” In J. Edwards, M. Crain and A. Kalleberg eds. Ending Poverty in America: Lifting Working Families Out of Poverty. New Press. Forthcoming, 2007.

“Labor Market Experiences and Transitions to Adulthood.” In S. Danziger, F. Furstenberg and C. Rouse eds. The Price of Independence: The Economics of the Transition to Adulthood. New York: Russell Sage Foundation, 2007. (With Carolyn Hill)

“The Employment Problems of Black Men in Segregated Areas.” In S. Popkin, L. Rawlings and M. Turner eds. The Legacy of Segregation and Discrimination: Implications for Transforming Public Housing. Washington D.C.: Urban Institute Press, 2007.

“The Effect of an Applicant’s Criminal History on Employer Hiring Decisions and Screening Practices: New Evidence from Los Angeles.” (With S. Raphael and M. Stoll) In S. Bushway, M. Stoll and D. Weiman eds. Barriers to Reentry? The Labor Market for Released Prisoners in Post-Industrial America. New York: Russell Sage Foundation, forthcoming in 2007.

“Employment Issues and Challenges in Post-Katrina New Orleans.” In M. Turner and S. Zedlewski eds. After Katrina: Rebuilding Opportunity and Equity into the New New Orleans. Urban Institute, 2006. (With R. Lerman)

"Affirmative Action." In S. Durlauf and L. Blume eds. *The New Palgrave Dictionary of Economics, 2nd Edition*. London: Palgrave Macmillan, 2006. (With D. Neumark)

"Employers in the Low-Wage Labor Market: Is their Role Important?" In S. Bazen *et. al.* eds. Job Quality and Employment Behavior. London: Palgrave, 2005.

"Work and Family Life: The Perspective of Employers." In Suzanne Bianchi *et. al.* eds. Work, Family, Health and Well-Being. New York: Lawrence Erlbaum, forthcoming 2005.

"The Labor Market for Ex-Offenders in Los Angeles: Problems, Challenges and Policy." (With S. Raphael and M. Stoll) In Daniel J.B. Mitchell ed. California Policy Options. Los Angeles: UCLA Press, forthcoming 2004..

"Overview of Labor Exchange Policies and Services." (With Randall Eberts) In D. Balducci, R. Eberts and C. O'Leary eds. Labor Exchange Services in the United States: History, Effectiveness, and Prospects. Kalamazoo MI: W.E. Upjohn Institute for Employment Research, 2003.

"Equal Employment Opportunity and Affirmative Action." (With David Neumark) In W. Rodgers ed. Handbook on the Economics of Discrimination. New York: Edgar Elgar, 2003.

"Can Employers Play a More Positive Role in Prisoner Reentry?" In Reentry Roundtable Discussion Papers, Second volume. Washington D.C.: Urban Institute, 2003. (With S. Raphael and M. Stoll).

"Trends in Employment Outcomes of Young Black Men, 1979-2000." In Ronald Mincy ed. Black Males Left Behind. Washington DC: The Urban Institute, 2005. (With P. Offner)

"How Do Crime and Incarceration Affect the Employment Prospects of Young Black Men?" In Ronald Mincy ed. Black Males Left Behind. Washington DC: The Urban Institute. (With S. Raphael and M. Stoll)

"Will Employers Hire Ex-Offenders? Employer Preferences, Background Checks and Their Determinants." In M. Pattillo *et. al.* eds. The Impact of Incarceration on Families and Communities. 2002. New York: Russell Sage Foundation. (With S. Raphael and M. Stoll)

"Career Advancement Prospects and Strategies for Low-Wage Minority Workers." In R. Kazis and M. Miller eds. Low Wage Workers in the New Economy. Boston: Jobs for the Future, 2001.

"Employment and Job Stability among Less Skilled Workers." In R. Blank and D. Card eds. Finding Jobs: Work and Welfare Reform, Russell Sage Foundation, 2000 (with R. LaLonde).

"Are Jobs Available for Disadvantaged Groups in Urban areas?" in L. Bobo, A. O'Connor and C. Tilly eds. The Changing Face of Urban Inequality in America. Russell Sage Foundation, 2000 (with S. Danziger).

"Racial Differences in Labor Market Outcomes Among Men." In N. Smelser, W. J. Wilson, and Faith Mitchell eds. America Becoming: Racial Trends and their Consequences. National Research Council, 2000.

"Demand for Welfare Recipients Over the Business Cycle: Evidence from Employer Surveys." In S. Danziger ed. Economic Conditions and Welfare Reform. W.E. Upjohn Institute for Employment Research, 1999.

"The Matching of Employers and Employees in the Low-Wage Labor Market." In K. Kaye and D. Nightingale eds. Low-Wage Labor Market: Challenges and Opportunities for Self-Sufficiency. Washington DC: Urban Institute Press, 2000.

"The Barriers to Higher Employment Rates Among African Americans." In W. Leigh and M. Simms eds. Job Creation Strategies for the Black Worker in the 21st Century. Joint Center for Political and Economic Studies, 1998.

"The Labor Market for Young African-American Men: Recent Trends, Causes and Implications." In Ray Marshall ed. Can the U.S. Restore Broadly Shared Prosperity? A Collection of Essays. Carnegie Corporation of New York. 1998.

"Employment for Young African-American Males: Where the Jobs Are and What Employers Want." In L. Davis ed. Working with African-American Males: A Practice Guide. Sage Publications, 1998.

"Employer Hiring Decisions and Antidiscrimination Policy." In R. Freeman and P. Gottschalk eds.; Generating Jobs. How to Increase Demand for Unskilled Workers. Russell Sage Foundation, 1998.

"Is There a Gap Between the Skill Needs of Employers and the Skills of Young Workers?" In Transitions in Work and Learning: Implications for Assessment. Board on Testing and Assessment, National Research Council, National Academy Press, 1997.

"The Deterioration of Employment and Earnings Opportunities for Less Educated Young Americans: A Review of Evidence" (with Richard B. Freeman). In Shep Zelden ed. Adolescents in High-Risk Settings. National Research Council, National Academy Press, 1993.

"The Youth Labor Market in the 1990's." In Dilemmas in Youth Employment Programming: Findings From the Youth Research and Technical Assistance Project. U.S. Department of Labor, 1992.

"Mismatches and the Urban Labor Market." (with W. Vroman). In G. Peterson and W. Vroman eds. Urban Labor Markets and Job Opportunities. Urban Institute, 1992.

"Utilization of Public and Private Job Search Mechanisms: The Experience of Employers and Employees," in Investing In People: A Strategy to Address America's Workforce Crisis, Background Papers Vol. I, U.S. Department of Labor, Commission on Workforce Quality and Labor Market Efficiency, 1989.

"Hiring Procedures in the Firm: Their Economic Determinants and Outcomes" in R. Block et.al., eds. Human Resources and Firm Performance, Industrial Relations Research Association, 1987.

"The Black Youth Employment Crisis: Summary of Findings," with Richard B. Freeman, in Freeman and Holzer, The Black Youth Employment Crisis, 1986.

"Black Youth Nonemployment: Duration and Job Search," in Freeman and Holzer, The Black Youth Employment Crisis, 1986.

**Book Reviews/
Comments:**

Comment on A. Warner. "Wage Dynamics During Economic Development." In S. Collins and C. Graham eds. Brookings Trade Forum. 2006.

Review of It Takes A Nation, by Rebecca Blank. I Journal of Economic Literature, December 1997.

Comment on Katherine Newman, Dead-End Jobs: A Way Out, in Brookings Review, Winter 1996.

Review of Comparable Worth: Is It Worthy Policy? by Elaine Sorensen. In Journal of Policy Analysis and Management. Spring, 1995.

Comment on R. Eberts, "Urban Labor Markets," in E. Agius and H. Wolman eds. National Urban Policy and the President's National Urban Policy Report. Wayne State University Press, 1995.

Review of The New Politics of Poverty, by Lawrence Mead. In Industrial and Labor Relations Review, January 1994.

Review of Dual City: Restructuring New York, J. Mollenkopf and M. Castells eds. In Urban Studies, February 1993.

Review of The Economics of Mishnah, by Jacob Neusner, in W. Samuels ed. Research on the History of Economic Thought and Methodology. Volume 11, JAI Press, 1993.

Comment on Scott Freeman et. al. "A Model of Individual Choice and the Concentration of Criminal Activity." In Models of Underclass Behavior, Report to the Assistant Secretary of Planning and Evaluation, Department of Health and Human Services, 1990.

Comment on J. Zax and C. Ichniowski, "The Effects of Public Sector Unionism on Pay, Employment Municipal Expenditures," in R. Freeman and C. Ichniowski eds. When Public Sector Workers Unionize. University of Chicago Press, 1988.

Review of Race, Economics, and Corporate America by John Work, in Industrial and Labor Relations Review, April 1986.

Review of Social Welfare Spending: Accounting for Changes from 1950 to 1978, by Robert J. Lampman in Journal of Economic Literature, December 1985.

Review of Youth and the Labor Market, edited by Michael E. Borus, in Industrial and Labor Relations Review, October 1985.

**WORKING PAPERS/
MANUSCRIPTS:**

"Enhancing Diversity Through Affirmative Action: What Other Industrial Countries Can Learn from the US Experience." Paper presented at the EU/OECD Conference on Labor Market Integration of Immigrant Children, Brussels, October 1-2, 2009.

“Employment Barriers Facing Ex-Offenders.” Prepared for Urban Institute Roundtable on “The Employment Dimensions of Prisoner Reentry.” May 2003. (With S. Raphael and M. Stoll.)

“Needed: Policy Initiatives to Raise Employment among Young Black Men.” Mimeo. (With Paul Offner, Wendell Primus and Peter Edelman)

“Non-Cognitive Skills and Employer Hiring Behavior in the Low-Wage Labor Market: A Preliminary Exploration” (With D. Wissoker). For Conference on Noncognitive Skills in the Labor Market, Joint Center for Poverty Research, Chicago IL, August 2000.

“Employer Demand, AFDC Recipients, and Labor Market Policy.” Discussion Paper, Institute for Research on Poverty, 1996.

**UNPUBLISHED
REPORTS:**

“Native-Born Minorities v. Immigrants: Relative Employment/Incomes and their Implications.” Report prepared for the Joyce Foundation. May 2005.

“Modeling the Supply and Demand for Long-Term Care Workers.” Prepared for the Institute for Aging Services and the U.S. Department of Health and Human Services, 2002.

“The Interactions between Workers and Firms in the Low-Wage Labor Market.” Report to the U.S. Department of Health and Human Services, August 2002.

“Long-Term Care Workers and the Low-Wage Labor Market: Current Characteristics and Future Trends.” Prepared for the Technical Advisory Panel on Frontline Workers in Long-Term Care, organized by the Urban Institute and Institute for the Future of Aging Services. U.S. Department of Health and Human Services, Washington DC. 2001.

“Search Methods Used by Employers and Employees: A Survey.” Employment and Training Administration, U.S. Department of Labor, 1998.

“The Youth Labor Market in the 1990's,” Issue Paper prepared for Employment and Training Administration, U.S. Department of Labor, 1991.

“An Analysis of the MJOB-Upgrade Training Grants Program,” (with R. Block J. Knott and M. Cheatham), Report to the Michigan Department of Commerce, 1991.

GRANTS:

MacArthur Foundation Grant, 2008-10.

Ford Foundation Grant, 2008-10.

Charles Stewart Mott Foundation Grant, 2006-08.

National Science Foundation Grant, 2006-08.

Smith Richardson Foundation Grant, 2005-07.

W.E. Upjohn Institute for Employment Research Grant, 2005-07.

Joyce Foundation Grant, 2004.

Charles Stewart Mott Foundation Grant, 2003.

Hewlett Foundation Grant, 2003.

US Department of Health and Human Services Grant, 2001.

Russell Sage Foundation and Rockefeller Foundation Grant, 2001.

Russell Sage Foundation Grant, 2001.

Public Policy Institute of California Grant, 1998.

Joyce Foundation Grant, 1998.

Joyce Foundation Grant, 1997.

U.S. Department of Health and Human Services Grant, 1997.

Rockefeller Foundation, Grant EO9517, 1995.

Institute for Research on Poverty Grant, 1993.

Russell Sage Foundation Grant, 1992 (part of Sage and Ford Foundation Support for Multi-City Project on Urban Inequality).

Russell Sage Foundation Grant, 1991.

U.S. Department of Labor, Commission on Workforce Quality and Labor Market Efficiency, P.O. Nos. 99-9-4764-75-017-04 and 99-9-4764-75-026-04, 1989.

W. E. Upjohn Institute, Grant No. 86-04-61, 1986-87.

National Science Foundation Grant, 1984-85.

**PUBLIC
TESTIMONY:**

“The Effects of Immigration on the Employment Outcomes of Black Americans.” Testimony before the U.S. Civil Rights Commission, April 4, 2008.

“Economic Costs of Inadequate Investment in Workforce Development.” Testimony before the Subcommittee on Labor, HHS, Education and Related Agencies, Committee on Appropriations, U.S. House of Representatives. February 14, 2008.

“Economic Costs of Poverty.” Testimony before the Ways and Means Committee, U.S. House of Representatives, January 24, 2007.

Statement before Workforce Development Workgroup, Equal Opportunity Commission, New York City, May 2, 2006.

“Does Immigration Help or Hurt Less-Educated Americans?” Testimony before the Judiciary Committee, U.S. Senate, April 25, 2006.

Statement on Race Discrimination, Equal Employment Opportunity Commission, April 19, 2006.

“Economic Impacts of Immigration,” Committee on Education and Workforce, US House of Representatives, November 16, 2005.

“Expanding the African-American Middle Class: What Role Can the Labor Market Play?” United States Civil Rights Commission, July 15, 2005.

“New Jobs in Recession and Recovery: Who Are Getting Them and Who Are Not.” Subcommittee on Immigration, Border Security and Claims, U.S. House of Representatives, on New Jobs. May 4, 2005.

“Improving Assistance to the Unemployed,” Joint Economic Committee, U.S. Congress, March 7, 2003.

“TANF Contingency Funds,” Committee on Ways and Means, Subcommittee on Human Resources, U.S. House of Representatives, April 2001.

“Worker Shortages,” Subcommittee on Oversight and Investigations, Committee on Education and the Workforce, U.S. House of Representatives, February 2000.

“Employment Problems of Young Black Men.” United States Commission on Civil Rights, March 1999.

“Public Service Employment for Welfare Recipients,” Michigan House of Representatives, March 1998.

“Growing Economic Inequality” before Michigan House of Representatives, August 28, 1997.

**ADVISORY
POSITIONS:**

Principal’s Group, Economic Mobility Project, Pew Charitable Trust, 2008 - .

Adviser on Labor Market Projects, Migration Policy Institute, 2008 - .

Founding Board Member, Economic Mobility Corporation.

Editorial Board, *Journal of Policy Analysis and Management*, 2004- .

Technical Advisory Panel, Abt Associates and Corporation for National and Community Service, Evaluation of Youth Service Corps, 2005-06.

Advisory Board, Center for Employment Opportunities, The Learning Institute, 2005 - 2008.

Advisor, Project on Understanding Demand for Welfare Recipients, The Urban Institute, 2005-06.

Advisory Board, Project on Metropolitan Economies, Center on Urban and Metropolitan Affairs, The Brookings Institution, 2005 - .

Consultant, “Developing Positive Action Policies in the UK with reference to the US and Europe.” University of Bristol (United Kingdom), 2005-06.

Academic Advisory Committee, Center for American Progress Economics Program, May 2004 - .

Advisory Committee, Interim Evaluation, Moving To Opportunities Project, 2003.

Advisory Committee for Project on Employers and Welfare Recipients, Abt Associates, 2003.

Advisory Committee on Career Academies Evaluation, Manpower Demonstration Research Corporation, 2003.

Member of Advisory Board, Council of State Governments and National Association of Workforce Boards, on Hiring Ex-Offenders, 2002.

Member of Advisory Board, National HIRE Network, Legal Action Center, 2002 - 2008.

Adviser, Report on Programs to Improve Minority Academic Achievement, American Youth Policy Forum, 2001.

Advisor to Committee on Economic Development, Report on Welfare Reform, 1997-98.

Member, Payment Level Working Group (making recommendations on TANF Benefit levels), Family Independence Agency. State of Michigan, 1998.

Member, Economic Policy Advisory Committee, Joint Center for Political and Economic Studies, Washington, D.C., 1996-97.

Member, Committee on Improving the Future of Metropolitan Areas Through Improved Metropolitan Governance, National Research Council, National Academy of Sciences, 1996-1997.

Consultant, "Partnership for a Smarter Workforce" (National Association of Manufactures, Industrial Services Program of Massachusetts, and the Council on Adult and Experiential Learning), 1996 (with R. Block and R. LaLonde).

Member of Advisory Group to Milwaukee County on development of public service employment programs for welfare recipients, June 1995.

Member of Advisory Group to the Department of Employment, New York City, on the development of their survey of employers to assess demand for less-skilled workers, September 1993.

Consultant to Equal Employment Opportunity Commission, on Employment Discrimination case, Milwaukee Office, 1992.

Consultant to State of Michigan on Evaluations of Job Training and Proposed Reforms in Human Service Delivery Systems, 1990.

Consultant to various legal firms in Michigan on Wrongful Death/Injury Cases, 1990-95.

COLUMNS/OP-EDS: "Do Education and Training Belong in the Recovery Package?" Urban Institute, January 2009.

Op-Ed Article, "A Safety Net for the Least Fortunate," *Washington Post*, October 19, 2008. (With P. Edelman and M. Greenberg)

Op-Ed article, "Federal Bailout: What It Means for Workers." *Pittsburgh-Post Gazette*, October 5, 2008. (On-line)

Op-Ed article, "McCain or Obama: Who Would Create More Jobs?" *Detroit Free Press*, August 29, 2008.

Letter to the Editor, *The American Prospect*, April 2007.

Letter to the Editor, *Washington Post*, May 29, 2006.

Op-Ed article, *WashingtonPost.com*, "Reconnecting Young Black Men," May 15, 2006.

Letter to the Editor, *New York Times*, Sunday, April 2, 2006.

Column, "Back to Work in New Orleans," Brookings Metropolitan Program, Online Posting. November 2005.

Column, "How Can We Help Low Earners Move Up in the Labor Market?" Center for American Progress, April 2005.

Column, "Raising Minimum Wages: A Good First Step." Center for American Progress, March 2005.

Column, "Raising Employment Among Young Black Men", Center for American Progress, September 2, 2004.

Column, "Is the Pay Gap Mostly a Skills Problem?", Center for American Progress, July 23, 2004.

Column, "Alan Greenspan's Amnesia", Center for American Progress, March 1, 2004.

Letter to the Editor, *Washington Post*, February 29, 2004, on Alan Greenspan's proposals for Social Security and taxes.

Column, "Is Conservative Economics Good for Minorities?", Center for American Progress, January 2004.

Op-Ed article on payroll taxes and the Bush Tax Cut. *UPI.com*, April 15, 2003.

Op-Ed article on extending emergency Unemployment Insurance benefits, *Los Angeles Times*, September 26, 2002. (With Wendell Primus)

Op-Ed Article on Employment of Young Black Men, *Washington Post*, January 2002. (With P. Offner).

Op-Ed Article, "Clinton's Economics: More Sensible Than Dole's," *Detroit News*, September 29, 1996.

Op-Ed Article, "Affirmative Action: Are the Critics Right?," *Detroit Free Press*, September 23, 1996 (with D. Neumark).

Op-Ed Article, "Engler's Welfare Goals Probably Unattainable," *Lansing State Journal*, January 19, 1996.

Op-Ed Article, "Welfare Plans Fall Short on Jobs," *Detroit Free Press*, February 7, 1995.

Op-Ed Article, "Clinton on Track With NAFTA," *Detroit News*, September 8, 1992.

Op-Ed Article, "Tax and Budget Cuts Incorporate Fallacies," *Lansing State Journal*, March 25, 1991.

**OTHER PUBLIC
SERVICE
ACTIVITIES:**

Plenary Session, Presentation on Workforce Development and Poverty Issues, Administration for Children and Families, US Dept. of Health and Human Services, Annual Welfare Research Conference, May 27 2009.

Presentation on Workforce Development and Poverty, Federal Reserve Bank of San Francisco, May 11, 2009.

Presentation, US Department of Education, State Adult Education Directors, March 17, 2009.

Session with Gov. John Engler (now President of National Association of Manufacturers) on Middle-Skill Jobs, Brookings Institution, February 26, 2009.

Plenary Session, Goodwill International, Presentation on Workforce Development Policies and Good Jobs, Sante Fe NM, February 24, 2009.

Presentation, Governor of New Jersey's Workforce Development Conference, Atlantic City NJ, December 3, 2008.

Debate, Economic Policies of Obama v. McCain, Society of Government Economists, October 2008.

Debate, Employment Policies of Obama v. McCain, Human Resources Policy Association, September 2008.

Presentation on Employment Problems of Low-Income Men and Non-Custodial Fathers, National Conference of the Office of Child Support Enforcement, US Department of Health and Human Services, August 2008.

Presentation on Programs to Improve Advancement among Low-Income Workers. National Conference of State Legislators, July 2008.

Presentation on America's Forgotten Middle Skill Jobs: Education and Training Requirements in the Next Decade and Beyond. Governor's Workforce Investment Board, State of Maryland, March 2008.

Presentation on Better Workers for Better Jobs: Improving Worker Advancement in the Low-Wage Labor Market. The Hamilton Project, Brookings Institution, at the National Press Club. December 2007.

Presentation on The Economic Costs of Child Poverty, Barnardo's Seminar on Costs of Poverty, London England, October 2007.

Presentation, National Academies of Sciences, Conference on the Demand for and Supply of Skills in the US Labor Market, June 2007.

Presentation, National Council of State Legislatures, on the Costs of Child Poverty in the US, April 2007.

Presentation, Urban Institute First Tuesday, on Reshaping the American Workforce for a New Economy, April 2007.

Presentation, National Association of State Workforce Agencies, on Reshaping the American Workforce for a New Economy, March 2007.

Presentation, Panel on Employment Problems of Young Black Men, National Urban League Policy Institute, Washington DC, March, 2007.

Panelist, Urban Institute First Tuesday, on Minimum Wage Increases, January 2007.

Panelist at Conference on "The Pipeline Crisis: Winning Strategies for Young Black Men," Sponsored by Goldman Sachs and Sullivan-Cromwell, New York City, July 14, 2006.

Presentation, Conference on "Challenging the Two Americas – New Policies to Fight Poverty", University of North Carolina Center on Poverty, Work and Opportunity, March 24, 2006.

Keynote Speaker, Ready4Work Conference and Workshop, March 22, 2006, Houston TX.

Presentation, Urban Institute, "First Tuesday" Session, On Disconnected Youth, March 2006.

Presentation, Urban Institute/Chapin Hall "Thursday Child" Session, on Disadvantaged Youth, February 2006.

Panelist, Annual Meeting of the National Association of Workforce Boards, February 2005.

Participant, Fred Friendly Seminar, "Strengthening America's Education and Skill Pipeline." September 20, 2005

Presentation, US Conference of Mayors, Annual Meeting of Workforce Board Directors, September 2005.

Presentation, Conference on Youth Employment in the Global Economy, Hofstra University, September 16, 2005.

Presentation, Center for American Progress, Panel on "Income Inequality: Creating Pathways to Success for Low-Income Workers." April 8, 2005.

Presentation, Meeting of State Workforce Board Chairs, Sponsored by National Governors Association (Center for Best Practices), March 2005.

Keynote Address, National Association of State Liaisons for Workforce Development Partnerships and National Governors' Association (Center for Best Practices) Annual Meeting, Coeur d'Alene Idaho, August 30, 2004.

Presentation on Advancement Strategies for Low-Wage Workers, American Public Human Services Association, Annual Meeting, July 18, 2004.

Presentation on "Job Losses During the Current Downturn," Urban Institute, First Tuesday Panel, March 2, 2004.

Debate with Ward Connerly on "Affirmative Action After Grutter," George Mason University School of Law, January 22, 2004.

Presentation on Youth Labor Market, Youth Opportunities Meeting, U.S. Conference of Mayors, Kansas City, January 8, 2004.

Plenary Session Address, U.S. Department of Labor, Region V Meeting on Youth Development, Chicago IL, November 21, 2003.

Keynote Address, Low Wage Employment Research Network, Conference in Bordeaux France, November 14-15 2003.

Presentation, American Youth Policy Forum, Capitol Hill Forum on Career Academies, October 4, 2003.

Presentation, American Youth Policy Forum, Capitol Hill Forum on Hispanics in the Labor Market, June 15, 2003.

Congressional Briefing on Welfare Reform, sponsored by Population Resource Center, May 2002.

Presentation, "Human Capital Strategies for the Next Economy", Southern Growth Policies Board Meeting, Hilton Head SC, June 2002.

Presentation, National Association of Service and Conservation Corps, on Employment Trends among Young Black Men, February 2002.

Presentation, Brookings Institution, "Helping Low-Income Workers Weather the Recession", December 2001.

Presentation, National Governors' Association Roundtable on TANF Reauthorization, October 2001.

Presentation, National Governors' Association, Roundtable on Low-Income Workers and Families, October 2001.

Presentation, Urban Institute, Meeting on Reforms in Unemployment Insurance, October 2001.

Presentation, Urban Institute, First Tuesday Meeting on TANF Reauthorization, October 2001.

Presentation at National Governors' Association, Policy Retreat for Governors' Human Services Policy Advisors, on the Economic Outlook and Implications for Welfare Reform, March 2000.

Presentation at Conference on W2/Wisconsin Works, Department of Workforce Development, State of Wisconsin, Madison WI, June 2000.

Keynote Speaker, Conference of Human Resource Directors, Goodwill Industries, April 2000.

Keynote Address, Meeting on Racial Differences in Employment and Income, Brown University, April 1999.

Presentation on Welfare-to-Work in Michigan, Council of Michigan Foundations, September 1998.

Presentation on Welfare-to-Work Issues, Chicago Business Partners, July 1998.

Presentation on Welfare-to-Work Issues, Conference on Welfare Reform in the U.S. and U.K., Manpower Demonstration Research Corporation, Sussex, England, July 1998.

Presentation to U.S. Department of the Treasury, Assistant Secretary for Economic Policy, on Labor Market for African-Americans, February 1998.

Presentation on Employment Problems of Poor Fathers, Urban Institute, February 1998.

Presentation to Coalition on Human Needs, on Employment Problems of Low-Skill Workers, Washington D.C., February 1998.

Panelist, Meeting of the President's Initiative on Race, January 1998.

Presentation on Welfare Reform and the Labor Market to Council of Michigan Foundations, November 1997.

Presentation on Welfare Reform and the Labor Market to Annual Conference, Michigan League for Human Services, October 1997.

Presentation to Task Force on Employment and Training for At-Risk Youth, U.S. Departments of Labor and Justice, Washington, D.C., September 1997.

Presentation on Labor Skills and Welfare-to-Work Issues at National Federation of Independent Business Conference, June 1997.

Presentation on "Welfare-to-Work Issues" at Human Services Summit, City of Lansing, May 1997.

Presentation at Conference on "Creating Employment Programs That Work For At-Risk Youth", The Children's Village, Dobbs Ferry, NY, May 1997.

Presentation at Conference on "Job Creation Strategies for Blacks", Joint Center for Political and Economic Studies, Washington, D.C., April 1997.

Presentation at Conference on Welfare and Work, Institute for Children, Youth and Families, Michigan State University, January 1997.

Presentation at Conference on "Welfare-to-Work." National Governor's Association, Cleveland, Ohio, November 1996.

Presentation at Conference on "Implementing the New Welfare Law.: Center on Budget and Policy Priorities, Washington, D.C., November 1996.

Presentation at Conference on "Devolution: What Will It Mean for the Social Safety Net?" Sponsored by Michigan League for Human Services, October 14, 1996.

Presentation at Conference on "Welfare-to-Work in New York City," Human Resource Administration of New York City and United Way, June 1996.

Presentation at Workshop on "Workforce Developments/Issues for the Midwest Economy," Federal Reserve Bank of Chicago, May 1996.

Presentation at Conference on "Assessment and the School-to-Work Transition," Board of Testing and Assessment, National Research Council, National Academy of Sciences, March 1996.

Presentation at Forum for Congressional Staff on Demand for Less-Skilled Labor, Organized by Rural Sociological Society, Washington, D.C., March 1996.

Presentation at Urban Institute Forum on "Welfare Reform in the Cities," October 1995, Washington, D.C.

Presentation at Forum for Congressional Staff on Employment for Welfare Recipients, Organized by Institute for Research on Poverty for Congressional Staff, April 1995, Washington, D.C.

Address on "Residential Segregation and Employment Opportunities" to National Conference on Housing Mobility, Washington, D.C., October 1994.

Presentation to Assistant Secretary for Policy Evaluation, U.S. Department of Health and Human Services on "Job Availability for Low-Wage Workers," September 1994.

"Employment Problems of Black Youth," address presented at National Governors' Association, Council of State Policy and Planning Agencies, Academy on Families and Youth at Risk, December 1989.

TEACHING:

Masters' Classes (Public Policy): Poverty and the Social Safety Net, Labor Market Programs and Policies, Advanced Quantitative Methods;
 Ph.D. (Economics): Wage Theory;
 Undergraduate: Principles of Macroeconomics, Intermediate Macro Theory, Labor Markets, Industrial Relations and Trade Unions, Labor Relations and Labor Market Policy, Poverty and Income Distribution.