

CURRICULUM VITAE
KATHRYN L. SHAW
December 2018

Graduate School of Business
Stanford University
Stanford, CA 94305-5015
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CURRENT POSITION

Ernest C. Arbuckle Professor of Economics 2003-present
Graduate School of Business
Stanford University

PREVIOUS ACADEMIC APPOINTMENTS

Visiting Professor, MIT Sloan **Fall 2018**
Visiting Professor, IZA May 2014
Visiting Professor, University of Paris December 2009
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) 1999-2001
Washington, D.C.

AFFILIATIONS

Research Fellow, IZA, Germany 2012-present
Research Associate, National Bureau of Economic Research (NBER) 1995-present
Research Fellow, Center for Economic and Policy Research (CEPR), London 2004-present
Research Fellow, Center for Corporate Performance (CCP), Denmark 2004-2015

EDUCATION

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

HONORS

| | |
|---|------------------|
| Graduate School of Business Trust Faculty Fellow | 2011-2012 |
| 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

| | |
|---|------|
| Occidental College 125 th Year, Distinguished Alumni Speaker | 2012 |
| Distinguished Women in Economics, Washington University | 2012 |
| Keynote Speaker, Society of Labor Economists | 2012 |
| Guest Lecturer, University of Paris, Science P-O, "What Do CEOs Do?" | 2009 |
| 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 SERVICE

| | |
|---|----------------------|
| University of California, Review of Economics group, Haas | 2018 |
| German Funding panel (equivalent to NSF), Bonn | 2018 |
| Society of Institutional and Organizational Economics, program committee, Montreal | 2018 |
| Society of Labor Economists, program committee member | 2014-present |
| STEP Board, National Academy of Science | 2011-present |
| Editor, IZA World of Work, Personnel Economics Editor | 2012-2017 |
| Board Member, Society of Labor Economists | 2013-2015 |
| Editorial Advisory Board Member, <i>Journal of Economic Perspectives</i> | 2008-2010 |
| Outside Review Panel, Hass School of Business, University of California, Berkeley | 2009 |
| The Conference Board, Evidence-Based HR Research Working Group | 2007-2009 |
| Bennett Award Committee (chair), AEA, CSWEP | 2008-2009 |
| Mincer Award Committee, Society of Labor Economists | 2006-2008 |
| John Dunlop Award Committee, Labor and Employment Relations Associations | 2006-2008 |
| Associate Editor, <i>Review of Economics and Statistics</i> | 2003-2011 |
| Editor (Associate), <i>Journal of Labor Economics</i> | 1999, 2001-2008 |
| Outside Review Panel, Management and Strategy, Kellogg School, Northwestern University | 2006 |
| Outside Review Panel, Economics Research Department, Chicago Federal Reserve | 2005 |
| NSF Advisory Panel | 1997-1999, 2001-2003 |
| American Compensation Association, Academic Research Committee | 1997-1999, 2001-2003 |
| IRRA, Labor Economics Subsection, co-chair | 1996-1999 |
| <i>Journal of Regional Science</i> , Associate Editor | 1994-1997 |

RESEARCH GRANTS

Smith Richardson Foundation (through NBER)
“Firm Heterogeneity and Income Inequality,” April 2014-December 2017, \$257,565.
Role: Principal Investigator (with Edward Lazear) Submitted Final Report, fall 2018.

Alfred P. Sloan Foundation
“International Differences in the Business Practices and Productivity of Multinational Firms in
Advanced Capitalist Countries” January 2003-2009, \$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.

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

People Management Strategy
Inclusive Economic Growth and Poverty Reduction in
Developing Countries
Organizational Strategy
Contemporary Economic Policy

Stanford University
2003-present

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

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
 1981-2003

Harvard University, 1978-1980

Ph.D. Courses

Personnel Economics
 Doctoral Seminar in Labor Economics

Stanford University, 2004-present
 Carnegie Mellon University, 1984

Executive Education

SEP turbo lecture
 Lecture for Chinese executives
 GSB Summer Institute (Co-Director)
 Citigroup Executive Program
 Sloan Executive Program
 HR Executive Program
 Alumni Weekend, Events

2018
 2004-2017

STUDENT SUPERVISION

Thesis committees – Hugh Wu, Shannon Liu (job, University of Toronto) 2018

Thesis advisors, Sara Champion (chair), Chris Stanton (chair) 2006-present
 James Liang, Brianna Cardiff-Hicks (chair)

Outside Committee Head, Education Dept, Stanford, Anna Matri 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

“Who Gets Hired? The Importance of Finding an Open Slot,” with Edward Lazear and Christopher Stanton, *Journal of Labor Economics*, January 2018.

“Serial Entrepreneurship: Learning By Doing?” (with Francine Lafontaine), *Journal of Labor Economics*, 34(2) (2016): S217-S254.

“Incentives for Lawyers: Moving Away from “Eat-What-You-Kill,” (with Ann Bartel and Brianna Cardiff-Hicks), *Industrial and Labor Relations Review*, 2016.

“Making Do with Less: Why Productivity is Rising During Recessions,” (with Edward Lazear and Christopher Stanton), *Journal of Labor Economics*, 34(1) January 2016: S333-S360.

“The Value of Bosses,” (with Edward Lazear and Christopher Stanton), *Journal of Labor Economics*, 33 (4), October 2015: 823-862.

Runner up H. Gregg Lewis Prize for best paper in the previous two years of *Journal of Labor Economics*

“Do Large Modern Retail Firms Pay Wage Premia?” (with Brianna Cardiff-Hicks and Francine Lafontaine), *Industrial and Labor Relations Review*, 68 (3) (May 2015): 633-665.

“A Personnel Economics Approach to Productivity Enhancement,” (with Edward Lazear), *Nordic Economic Policy Review*, 2 (2011).

“Insider Econometrics: A Roadmap with Stops Along the Way,” *Labour Economics*, 2009.

“Reaching for the Stars: Who Pays for Talent in Innovative Industries?” (with Fredrik Andersson, Matthew Freedman, John Haltiwanger, Julia Lane), *Economic Journal*, 119 (June 2009): 308-332.

“Tenure and Output,” (with Edward Lazear), *Labour Economics*, 15 (2008): 710-724.

“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.

“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: Empirical Studies of How Management Matters” (with Casey Ichniowski), *Handbook of Organizational Economic*, Eds. Robert Gibbons and John Roberts, Princeton University Press, 2013: 263-311.

“Zooming in and Zooming Out: Rethinking the “Conspiracy of Dysfunction” in School District Human Resource Management” (with Michael DeArmond and Patrick Wright), in Dan Goldhaber and Jane Hannaway, Eds., *Creating a New Teaching Profession*, Urban Institute Press, 2009.

“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, 2009.

“Wage Structure, Wages, and Mobility” (with Edward Lazear), 2009. *The Structure of Wages: An International Perspective*, Edward Lazear and Kathryn Shaw, Eds., University of Chicago, National Bureau of Economic Research, 2009.

“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*, Richard Freeman and Kathryn Shaw, Eds., University of Chicago, National Bureau of Economic Research, 2007.

“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, Eds., *Low Wage America*, New York: Russell Sage Foundation, 2003: 155-194.

“Technology Shocks and Problem-solving Capacity,” in Donna Ginther and Madeline Zavodny, Eds., *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, Eds., *Productivity, Inequality, and the Digital Economy: A Transatlantic Perspective*, Cambridge: MIT Press, 2002.

“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.

“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, 1999: 367-386.

BOOKS AND VOLUMES EDITED

Firms and the Distribution of Income, Editors Edward Lazear and Kathryn Shaw, Special issue, *Journal of Labor Economics*, 2018.

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 Wages: An International Comparison, Editors Edward Lazear and Kathryn Shaw, University of Chicago Press, National Bureau of Economic Research, 2009. (Book listed as Noteworthy Books in Industrial Relations and Labor Economics for 2009 by the Industrial Relations Section, Princeton University.)

International Differences in the Business Practices and Productivity of Firms, Editors Richard Freeman and Kathryn Shaw, University of Chicago, National Bureau of Economic Research, 2009.

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, 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 53rd Annual Meeting of the National Academy of Arbitrators*, Washington, D.C.: Bureau of National Affairs, 2001.

“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

“The Productivity Advantage of Serial Entrepreneurs,” with Anders Sorensen, *Industrial and Labor Relations Review*, revision submitted, October 2018.

Firm-level Shocks and the Volatility of Worker Earnings within Megafirms,” Chinhui Juhn, Kristin McCue, Brooks Pierce, October 2018.

“Unraveling the Mystery of Megafirm Success: Do the Internal HR Practices of Megafirms Differentiate Them?” Chinhui Juhn, Kristin McCue, Brooks Pierce, October 2018.

“Serious Entrepreneurs as Serial Entrepreneurs: What Accounts for Their Success?” with Anders Sorensen, July 2018.

“The Intangible Capital of Young Serial Entrepreneurs,” with Anders Sorensen, April 2017.

“The Economic Integration of Hispanics: Evidence from Retail,” with Rebecca Diamond and Francine Lafontaine, ongoing.

“The Rise of Fast Food in Poor and Hispanic Neighborhoods,” with Francine Lafontaine, 2016.

“The Teachers Who Leave: Pulled by Opportunity or Pushed by Accountability?” with Sara Champion, September 2011.

“Teachers’ Pay Compression: Leaving for Opportunity?” with Anna Mastri and Sara Champion, September 2010.

“Connective Capital as Social Capital: The Value of Problem-Solving Networks for Team Players in Firms,” with Casey Ichniowski, NBER working paper #15619, December 2009.

“Insider Econometrics: Empirical Studies of How Management Matters,” NBER Working Paper #15618, December 2009.

“People Management Practices and Productivity,” October 16, 2009.

“What do Bosses Do?” working Paper, September 2009.

“Wage Compression and Teacher Quality,” with Anna Mastri and Sara Champion, January 2008.

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

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

“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 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.

BUSINESS SCHOOL CASES

“Royal Bank of Canada: Using People Strategy and Analytics to Drive Employee Performance” (A) and (B), 2017, with Debra Schifrin.
“LinkedIn and Modern Recruiting” (A) and (B), 2015, with Debra Schifrin.
“Box: The Evolution of Management Practices in a Start-up,” 2015, with Debra Schifrin.
“Royal Bank of Canada: Transforming Managers” (A) and (B), 2015, with Debra Schifrin.
“Performance Evaluations: Bialecki Inc.,” 2008, with Katherine Bose.
“Shiny and New: The Evolution of ISG and ArcelorMittal Steel,” 2008, with Katherine Bose.
“Cinopolis: Changes to a Family-Owned Company,” 2007, with Bethany Coates.
“Amy Baker,” 2005, with Dani Kerrigan, Joanna Newman, and Alex Tauber.
“Sheryle Bolton (A),” 2005, with Carly Irestone, Angela Shelton, and Alex Tauber.

SERVICE ON COMMITTEES

GSB, Stanford University Committees:
Faculty Senate (2016-2017)
Mexico Study Trip (2017)
Argentina/Peru MBA Study Trip (2016)
Brazil MBA Study Trip (2015)
University Committee on Graduate Studies (2013-present)
University Committee on Faculty Staff Human Resources (2013-present)
Data Center Report (2011-2012)
Management-X Committee (2011-2012)
Kenya MBA Study Trip (2012)
Academic Coordinating Committee (2010-present)
Faculty Liaison GSB Student Newspaper (2010-2011)
University Committee on Evaluation of Human Resources (2009-2010)
Committee on Faculty Staff Human Resource (2007-2009)
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 (1998-1999)
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 (2002-2003)
 Engineering/MBA Planning Committee (chair), (2002-2003)
 BS/BA Academic Actions Committee (2001-2003)
 IM Policy Committee (1987-2003)
 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)

Organization of Conferences or Sessions

Conference Co-Organizer, “The Rise of the Mega-firm: Causes and Consequences for Labor and Product Markets,” NBER, MIT, October 2018.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 2018.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 2017.

Conference Organizer, “Firm Heterogeneity and Income Inequality,” Stanford, September 2016.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 2016.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 2015.

Conference Committee, Society of Labor Economics, 2015.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 24-25, 2014.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 27-28, 2013.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 26-27, 2012.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 28-30, 2011.

Conference Co-Organizer, NBER Personnel and Labor Studies, Summer Institute, July 27-30, 2010.

Conference Organizer, NBER Personnel and Labor Studies, Summer Institute, July 26-30, 2009.

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, “21st Century Human Resource Management Practices and Their Effects on Firms and Workers,” University of Illinois, November 11-12, 2005.

Discussant

NBER Organizational Economics, Society for Institutional and Labor Economics (Montreal) 2018.

Seminars/Conference Presentations, 2018.

“The Productivity Advantage of Serial Entrepreneurs,” with Anders Sorensen
 Society of Labor Economics, Toronto, May 2018.
 Queens, September 2018.
 Montreal, Society of Institutional and Organizational Economics, 2018.

“Unraveling the Mystery of Megafirm Success: Do the Internal HR Practices of Megafirms Differentiate Them?” with Chinhui Juhn, Kristin McCue, Brooks Pierce
 Seminar, Australian National University, December, 2018.
 Personnel Economics Workshop meeting, Universidad de Los Andes, December 2018.

“Serious Entrepreneurs as Serial Entrepreneurs: What Accounts for Their Success?” with Anders Sorensen
 Society of Institutional and Organizational Economics, 2018.
 Boconni University, CEPR, September 6-7, 2018.
 Seminar, MIT, Innovation and Entrepreneurship seminar workshop, September 2018.
 Trans Pacific Labor Studies, UCLA, October, 2018.

“Management in the New Age of AI: An Economist’s Perspective” (talk, but not paper)
 NBER Conference on AI, August 2018.
 Management Workshop, Universidad de Los Andes, December 2018.

Seminars, Recent Years

2017

AEA, Copenhagen Business School, NBER Organizational Economics (Boston); Leadership Conference (Barcelona); University of Groningen, NBER Summer Institute Entrepreneurship; NBER Hong Kong Meeting on Entrepreneurship; AASLE (Australia), Carnegie Mellon University, Stanford workshop, Stanford U.S./Japan conference.

2016

AEA (Boston), Copenhagen Business School, Trans Pacific Labor Studies (Santa Barbara), Kellogg Northwestern, Society of Labor Economists (Seattle), University of Maryland, NAS Conference on Entrepreneurship, University of Toronto, NBER Organizational Economics, Stanford Faculty Workshop, IZA, Erasmus University, Stanford “Bright Spots”