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### EDUCATION:

Ph.D. Economics, University of Notre Dame, May 1976  
M.A., Economics, Cleveland State University, December 1970  
B.A. Cleveland State University, June 1969

### ACADEMIC POSITIONS:

Interim Dean, College of Business and Economics, Lehigh University, 2005-  
Chair, Economics Department, Lehigh University, 1999-2005  
Professor of Economics, Lehigh University, 1990-  
Associate Professor of Economics, Lehigh University, 1983-90  
Assistant Professor of Economics, Lehigh University, 1979-83  
Assistant Professor of Economics, Ball State University, 1976-79

### BOOKS AND MONOGRAPHS:

*Essentials of Labor Economics*, Houghton-Mifflin, 2005 (with G. Johnes and R.J. Thornton).

*Rising Wage Inequality: The 1980's Experience in Urban Labor Markets*, W.E. Upjohn Institute, 2000.

*North American Health Policy in the 1990s*, John Wiley, 1993, (edited with A. King, S. McMahon and R. Thornton).

*Wage Flexibility and Unemployment Dynamics in Regional Labor Markets*. W.E. Upjohn Institute, 1992 (with G. Johnes).

*Economic Aspects of Regional Trading Arrangements*. Wheatsheaf Books, 1989. (edited with D. Greenaway and R.J. Thornton).

*Canada at the Crossroads: Essays on Canadian Political Economy*. JAI Press, 1988 (edited with R.J. Thornton and J.R. Aronson).

*Information for Fiscal Decision Making: A Summary*. South Bend Urban Observatory, May 1976 (with T. DeCoster and T.R. Swartz).

*An Information Base for Fiscal Decision Making*. South Bend Urban Observatory, June 1976 (with T. DeCoster).

## JOURNAL ARTICLES:

"The Wage Structure and Wage Distribution in Poland," *International Journal of Manpower*, Vol. 24, No. 8 (2003), pp. 916-946 (with V. Adamchik and A. King).

"Why Strikes Occur: Evidence from the Capital Markets," *Industrial Relations*, Vol. 41, No. 1 (2002), pp. 80-93, (with J. Kramer).

"House Prices and Regional Labor Markets," *The Annals of Regional Science*, Vol. 33, No. 1 (1999) (with G. Johnes).

"The Occupational Wage Structure in Local Labour Markets," *International Journal of Manpower*, Vol. 18, No. 8 (1997), pp. 651-66 (with J. Ohn).

"Wage Inflation and Unemployment in Britain and America, 1892-1991," *Labour*, Vol. 11, No. 2 (1997), pp. 373-390 (with G. Johnes).

"Structural Changes in Labor Demand and Unemployment in Local Labor Markets," *Journal of Regional Science*, Vol. 36, No. 4 (1996), pp. 653-663.

"The Determinants of Real Wage Flexibility," *Labour Economics*, Vol. 2 (1995), pp. 175-185, (with G. Johnes).

"Racial Differences in the Unemployment Response to Structural Changes in Local Labor Markets," *The Review of Black Political Economy*, Vol. 23, No. 4 (1995), pp. 30-42, (with J. Stewart).

"Ethnic Discrimination and Women's Wages in Milwaukee Laundries, 1911-1912," *Eastern Economic Journal*, Vol. 20, No. 3 (1994), pp. 325-336 (with J. Stewart).

"House Prices, Migration and Regional Labor Markets," *Journal of Housing Economics*, Vol. 3 (1994), pp. 312-329 (with G. Johnes).

"Some New Historical Evidence on the Impact of Affirmative Action: Detroit, 1972," *The Review of Black Political Economy*, Vol. 21, No. 2 (1992), pp. 81-98 (with L. Taylor and J. Stewart).

"Regional Wage Inflation and Unemployment Dynamics in Great Britain," *Scottish Journal of Political Economy*, Vol. 39, No. 2 (1992), pp. 188-200 (with G. Johnes).

"Real Wage Rigidity in Regional Labor Markets in the U.K., the U.S. and West Germany," *Journal of Regional Science*, Vol. 29, No. 3 (1989), pp. 423-432 (with G. Johnes).

"Work Rules and Manufacturing Cells: A Case Study," *Technovation*, Vol. 9, No. 6 (1989), pp. 1-14 (with M. Kolchin).

"Wage Inflation and Unemployment in Europe: The Regional Dimension," *Regional Studies*, Vol. 23, No. 1 (February 1989), pp. 19-24 (with G. Johnes).

"Real Wages and Unemployment in Local Labor Markets: Pennsylvania MSAs, 1975-86," *Growth and Change*, Vol. 19, No. 3 (Summer 1988), 45-52.

- "Worker Self-Management and Economic Reform in Poland," *International Journal of Social Economics*, Vol. 14, No. 7/8/9 (1987) pp. 127-135.
- "TRW Oil Well Cable Division," *Journal of Management Case Studies*, Vol. 3, No. 2 (Summer 1987), pp. 170-181 (with M. Kolchin and S. Demming).
- "On the Determinants of Full Employment Unemployment Rates in Local Labour Markets," *Applied Economics*, Vol. 19, No. 2 (Feb. 1987), pp. 191-200, (with G. Johnes).
- "The Effects of Immigrants, Women, and Teenagers on the Relative Earnings of Black Males," *The Review of Black Political Economy*, Vol. 15, No. 1 (Summer 1986), pp. 93-101, (with J. Stewart).
- "Productivity and City Size: Some Historical Evidence," *Eastern Economic Journal*, Vol. 12, No. 1 (January-March 1986), pp. 45-51.
- "Worker Involvement in Implementing New Technology," *Technovation*, Vol. 4, No. 2, (1986), pp. 143-151, (with M. Kolchin).
- "An Analysis of the Earnings Profiles of Immigrants," *The Review of Economics and Statistics*, Vol. 66, No. 2, (May 1984), pp. 292-296, (with J. Stewart).
- "Cyclical and Noncyclical Unemployment Differences Among Demographic Groups," *Growth and Change*, Vol. 15, No. 1 (January 1984), pp. 9-17, (with G. Lynch).
- "Participation in Union Activities: A Multivariate Analysis," *Journal of Labor Research*, Vol. 5, No. 3 (Summer 1984), pp. 255-261, (with M. Kolchin).
- "The Increasing Pay Gap for Women in the Textile and Clothing Industries, 1910 to 1970: An Alternative Explanation," *Journal of Economic History*, Vol. 17, No. 2 (June 1982), pp. 427-431, (with R.J. Thornton).
- "A Note on the Relative Earnings of Central City Black Males," *Journal of Human Resources*, Vol. 16, No. 2 (Spring 1981), pp. 304-313 (with J. Stewart).
- "Unions and Income Inequality: Some Cross-State Evidence," *Industrial Relations*, Vol. 19, No. 2 (Spring 1980), pp. 212-215.
- "A Comparison: Indiana and U.S. Unemployment Rates During Recessions," *Indiana Business Review*, Vol. 55 (April 1980), pp. 2-6 (with G. Lynch).
- "An Empirical Analysis of State Unemployment Rates in the 1970s," *Journal of Regional Science*, Vol. 20, No. 3 (August 1980), pp. 377-386 (with G. Lynch).
- "The Effect of Unions on Earnings Inequality in Local Labor Markets," *Industrial and Labor Relations Review*, Vol. 33, No. 1 (October 1979), pp. 77-84.
- "Ethnicity and Economic Opportunity," *The American Journal of Economics and Sociology*, Vol. 38, No. 3 (July 1979), pp. 319-335 (with J. Stewart).

"A Note on the Relative Income of Nonwhites, 1948-1975," *Atlantic Economic Review*, Vol. 6, No. 2 (July 1978), p. 103.

"Unionization and Urban Differentials in Income Inequality," *Journal of Economics*, Vol. 3, (1977), pp. 205-208.

"Growth Patterns in Employment by SMSA Size Class," *The American Economist*, Vol. 9, No. 1 (Spring 1975), pp. 61-66.

#### PROCEEDINGS ARTICLES:

"The Privatization Experience in Eastern Europe," *The World Economy*, Vol. 17 (1994), pp. 529-550 (with A. King). Forthcoming in *Privatization and Public Policy*, Vincent Wright and Luisa Perrotti, eds. Blackwell Publishers.

"The Returns from Labor-Management Cooperation," *CMSE 8th Conference with Industry*, Lehigh University, May 1994 (with M. Kolchin).

"Wage Rigidity and Cyclical Unemployment," in *Proceedings of the Forth-Fourth Annual Meeting*, Industrial Relations Research Association, 1993 (with G. Johnes).

"The Drive for Autonomy by Canadian Auto Workers," in *Proceedings of the Forty-First Annual Meeting*, Industrial Relations Research Association, 1989. (with M. Kolchin).

"Flexible Manufacturing Requires Flexible Work Rules," 1987 Eastern Academy of Management *Proceedings*, pp. 240-243, (with M. Kolchin).

"Technology, Productivity and Labor Relations," in *Productivity Management Frontiers - I*, ed. by D.J. Sumanth. Amsterdam: Elsevier Publishers, 1987, pp. 453-463, (with M. Kolchin).

"The Case of the Traditional Intrapreneur," *SAM Advanced Management Journal*, Vol. 52, No. 3 (Summer 1987), pp. 14-18, (with M. Kolchin).

"The Effect of Industrial Mix on Local Unemployment Rates: A Case Study of the Philadelphia and Pittsburgh Areas," *Modeling and Simulation*, Proceedings of the Fifteenth Annual Pittsburgh Conference, Vol. 15 (1984), pp. 259-263, (with V. Munley).

"Union-Nonunion Wage Changes and Voting Trends in Union Representation Elections," in *Proceedings of the Thirty-Fourth Annual Meeting*, Industrial Relations Research Association, 1982, pp. 344-350.

"Cyclical Responsiveness of Unemployment Rate in Indiana SMSAs," *Proceedings of the Indiana Academy of the Social Sciences*, Vol. 14 (1979), pp. 49-54 (with G. Lynch).

AWARDS:

Hillman Faculty Award, 2006.

Carl R. and Ingeborg Beidleman Research Award, 2001.

Sue and Eugene Mercy Jr. Professor, 1985-1988.

Bernard A. Briody Jr. Award for distinguished teaching and advising of students, 1984.

Richard D. Irwin Foundation Dissertation Fellowship, 1975-76.

First Year Fellowship, University of Notre Dame, Spring 1973.

COMMUNITY SERVICE:

Member of the Board of Directors, Community Action Development Corporation of Bethlehem, 1999-2006, Board President, 2004-2006.

Committee Member and Master of Ceremonies, Pulaski Day Celebration, 1990-2006.

PROFESSIONAL AFFILIATIONS:

American Economic Association

Industrial Relations Research Association

Regional Studies Association

Society of Labor Economists