

## CURRICULUM VITAE

**NAME:** Robert J. Thornton

**ADDRESS:**

**Office**

Lehigh University  
Department of Economics  
621 Taylor Street  
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Bethlehem, PA 18017

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**DEGREES:**

Ph.D. in Economics, University of Illinois, 1970  
M.A. in Economics, University of Illinois, 1967  
H.A.B. in Classical Languages [magna cum laude], Xavier University  
(Ohio), 1965

**ACADEMIC  
POSITIONS:**

MacFarlane Professor of Economics, Lehigh University (currently),  
Professor (1981-), Associate Professor (1974-81), Assistant Professor  
(1970-74)

Visiting Professor, University College Galway, Ireland (2003)

Visiting Professor, University College Dublin, Ireland (1995)

Chairman, Department of Economics (1984-1993)

Director, M.S. Program in Economics (1973 to date)

Associate Director, Martindale Center for the Study of Private Enterprise,  
Lehigh University (1981 to date)

Dean (pro tem), Lehigh University, College of Business and Economics  
(Summer 1988)

Visiting Research Fellow, University of Sussex, England (1979)

Research Assistant, Brookings Institution (1969-70)

**PROFESSIONAL AFFILIATIONS:**

National Association of Forensic Economists, National President (1989-90),  
Vice-President (1986-88)

Labor and Employment Relations Association [formerly Industrial Relations Research Association]  
(Vice-Chair, Labor and Employment Law Section, 1999 and 2005; Chair, 2000 and 2006;  
Board of Directors, 1998-2011)

American Economic Association

Eastern Economic Association (Board of Directors [elected], 1997-2001)

**EDITORIAL BOARD AND REFEREEING ACTIVITIES:**

## Editorial Boards:

Series Co-editor, *Contemporary Studies in Economic and Financial Analysis*, Emerald, Elsevier/JAI  
Press (1989 to date)

Associate Editor, *Litigation Economics Review* (2000-2006)

Associate Editor, *Journal of Forensic Economics* (1991 to date)

Editorial Advisory Board, *Perspectives on Work*, Labor and Employment Relations Association  
(2003-2005)

Editorial Committee, Labor and Employment Relations Association (1995-98)

Editorial Board, *Eastern Economic Journal* (1989-2003)

Editorial Board, *Journal of Collective Negotiations* (1986 to date)

Editorial Board, Lehigh University Press (1985 to date)

## Manuscript referee:

*American Economic Review*

*Economic Journal*

*Industrial Relations*

*Journal of Human Resources*

*Journal of Forensic Economics*

*Research Policy*

*Litigation Economics Review*

*Industrial and Labor Relations Review*

*Eastern Economic Journal*

*Economics of Education Review*

*State and Local Government Review*

*Journal of Economic Education*

*Canadian Public Policy*

*Perspectives on Work*

*Bulletin of Economic Research*

*The World Economy*

## Grant proposal referee:

Social Security Administration

National Science Foundation

**FELLOWSHIPS AND GRANTS:**

Earhart Foundation Research Fellowship Grants, 1979 and 1994

Philip M. McKenna Foundation Fellowship Grant, 1983

Dr. Scholl Foundation Lecture Series Grant (with Richard Aronson), 1982

Lehigh University Unsponsored Research Fund Grants, 1987, 1988, 1990

Fairchild-Martindale Center Research Grant, Summer 1981

U.S. Office of Education Grant to develop school district wealth measures, 1978-79

University of Illinois Graduate Fellowship, 1969

Earhart Foundation Graduate Fellowship, 1968

**COURSES TAUGHT:**

Labor Economics

Labor and Industrial Relations

Statistical Methods

U.S. Economic History

Labor Market Institutions

Principles of Economics

**LANGUAGES:**

Greek, Latin, French, German (reading)

**CONSULTING AND OTHER PROFESSIONAL ACTIVITIES:**

Private economic consultant in over 200 cases involving collective bargaining, wrongful death, personal injury, employment discrimination, and workmen's compensation claims, 1972 to date.

Executive Committee, Eastern Economic Association, 1996-2004.

Board of Directors, Labor and Employment Law Section, Labor and Employment Relations Association (formerly Industrial Relations Research Association), 1996 to date.

Eckstein Prize Committee, Eastern Economic Association, 1993-94.

Board of Directors, Lehigh Valley Labor-Management Committee (1992-94)

Program review consultant, Trenton State College, 1990.

Member, National Screening Committee for Fulbright Awards, Institute of International Education (1987-89)

Member, Congressman D. Ritter's Labor-Management Advisory Committee, 1979-80

**HONORS AND CITATIONS:**

President, Phi Beta Delta (Lehigh University Chapter), 2002.

*Who's Who in America*, 2003 to date.

C. and I. Beidleman Research Award, Lehigh University, 1999.

National Association of Forensic Economics Past Presidents' Award, 1996.

Lindback Award for Excellence in Teaching, Lehigh University, 1992 and 1974.

Phi Kappa Phi, National Honor Society.

Alpha Sigma Nu, National Honor Society.

Omicron Delta Epsilon, National Honor Society.

**PUBLICATIONS:****Books and Collective Volumes:**

*Variations in Economic Analysis: Essays in Honor of E. Schwartz*, (editor, with J. Aronson and H. Parmet), Springer Books, 2010. An earlier version was published by the Lehigh University Martindale Center (2008).

*Personal Injury and Wrongful Death Damages Calculations: Trans-Atlantic Dialogue* (editor, with John Ward). Emerald Books, 2009.

*Developments in Litigation Economics* (editor, with P. Gaughan), Elsevier, 2005.

*Fundamentals of Labor Economics* (with T. Hyclak and G. Johnes), Houghton-Mifflin, 2005.

*Lexicon of Intentionally Ambiguous Recommendations*, 2<sup>nd</sup> revised edition, Barnes and Noble Books, 2005; Sourcebooks, 2003; Almus Editions, 1999; 1<sup>st</sup> edition, Meadowbrook, 1988.

*The Irish Economy in Transition* (editor, with V. Munley and J.R. Aronson), Elsevier Press, 2002.

*North American Health Care Policies* (editor, with A. King et al.), Wiley & Sons, 1993.

*The Consequences of American Education* (editor, with A. O'Brien), JAI Press, 1993.

*Litigation Economics* (editor, with P. Gaughan), JAI Press, 1993.

Symposium editor (with A. King et al.), "North American Health Care Policy in the 1990's," *Health Economics*, Vol. 1 (1992).

*Global Protectionism* (editor, with D. Greenaway, A. O'Brien, and R. Hine), Macmillan, 1991.

*Economic Aspects of Regional Trading Arrangements* (editor, with D. Greenaway and T. Hyclak), Wheatsheaf Press/New York University Press, 1989.

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

*Forging New Relationships among Business, Labor and Government: The Challenge of the '80s* (editor, with J.R. Aronson), JAI Press, 1986.

*Reindustrialization: Implications for U.S. Industrial Policy* (editor, with J.R. Aronson and A. Ott), JAI Press, 1984.

*Schumpeter, Keynes, and Marx: A Centennial Celebration* (editor), Lehigh University, Martindale Center, 1984.

### **Journal Articles and Book Chapters:**

“Estimating Gender Wage Gaps,” (with Judy McDonald), *Journal of Economic Education* (forthcoming).

“The Licensing of Barbers in the USA,” (with Edward Timmons), *British Journal of Industrial Relations*, Vol. 48, No. 4, December 2010 .

“Life Expectancies for Persons with Medical Risks” (with F. Slesnick and E. Timmons), in H. Richards and Michael Donaldson (eds.), *Life and Worklife Expectancies*, second edition, Lawyers and Judges Publishing Company, 2010.

“Muted Signals in Academe: Letters of Recommendation and Grade Inflation,” in Aronson, Parmet, and Thornton (eds.), *Variations in Economic Analysis*, Springer, 2010.

“The Transatlantic Dialogue,” (with John Ward), chapter 1 in Ward and Thornton (eds.), *Personal Injury and Wrongful Death Damages Calculations*, Emerald Books, 2009.

“Does Educational Expansion Encourage Female Workforce Participation? A Study of the 1968 Reform in Taiwan,” (with Shin-Yi Chou, Wehn-Jyuan Tsai, and Jin-Tan Liu), *Economics of Education Review*, Vol. 28, No. 6, October 2009.

“The Determinants of Excess Worker Turnover in Luxembourg,” (with L. Bertinelli, E. Strobl, et al.), *International Journal of Manpower*, July 2009.

“What’s Your College Degree Worth? A Research Project for the Labor Economics Course,” *Journal of Economic Education*, Spring 2009.

“The Effects of Licensing on the Wages of Radiologic Technologists” (with E. Timmons), *Journal of Labor Research*, December 2008.

- “Do Male and Female College Graduates Receive Unequal Pay?” (with J. McDonald), *Journal of Human Resources*, Winter 2007.
- “International Issues in Economic Damages” (with J. Ward), Ch. 17 of *The Plaintiff and Attorney’s Guide to Understanding Economic Damages*, Lawyers and Judges Publishing Company, 2007.
- “The Literature Corner: Recent Publications of Interest to Forensic Economists” (with J. Rodgers) *Journal of Forensic Economics*, Vol. 18(2), 2005 [published in 2006]. [The “Literature Corner” is an occasional feature of the *Journal of Forensic Economics*.]
- “Monopsony and Teachers’ Salaries in Georgia” (with S. Medcalfe), *Journal of Labor Research*, Vol. 27, Fall 2006.
- “Research and Practice Issues in Personal Injury and Wrongful Death Damages Analysis” (with F. Slesnick and J. Payne), in P. Gaughan and R. Thornton, *Developments in Litigation Economics*, Elsevier, 2005, pp. 159-203.
- “Litigation Economics” (with P. Gaughan) in P. Gaughan and R. Thornton, *Developments in Litigation Economics*, Elsevier, 2005, pp. 1-7.
- “Forecasting Earnings of the Disabled with the LPE Method,” (with F. Corcione), in R. Kaufman, J. Rodgers, and G. Martin (eds), *Economic Foundations of Injury and Death Damages*, Edward Elgar Books, 2005. [Originally published in *Journal of Forensic Economics*, Spring-Summer, 1998. Abstract published in *Labor-Human Capital Abstracts*, 1998.]
- "On the Interpretation of Age-Earnings Profiles," (with J. Rodgers and M. Brookshire), in R. Kaufman, J. Rodgers, and G. Martin (eds.), *Economic Foundations of Injury and Death Damages*, Edward Elgar Books, 2005. [Originally published in *Journal of Labor Research*, Spring 1997.]
- "Life Expectancies for Persons with Medical Risks" (with F. Slesnick), in R. Kaufman, J. Rodgers, and G. Martin (eds.), *Economic Foundations of Injury and Death Damages*, Edward Elgar Books, 2005. [Originally published in *Journal of Forensic Economics*, Spring/Summer 1994.]
- "Female Work Experience: Voluntary vs. Involuntary Labor Force Activity," (with F. Corcione), in R. Kaufman, J. Rodgers, and G. Martin (eds.), *Economic Foundations of Injury and Death Damages*, Edward Elgar Books, 2005. Originally published in *Journal of Forensic Economics* Spring/Summer 1991.]
- “Joan Robinson, B.L. Hallward, and Monopsony,” *Journal of Economic Perspectives*, Spring 2004.
- “Erring on the Margin of Error” (with J. Thornton), *Southern Economic Journal*, July 2004.
- “Assessing Damages in Personal Injury and Wrongful Death Litigation: the Case of Pennsylvania” (with J. Rodgers), *Journal of Forensic Economics*, Fall 2002 (published 2004).
- “Unions in the Local Government Sector,” in E. Schwartz and J.R. Aronson, *Management Policies in Local Government Finance*, International City/County Management Association (ICMA), 2004.

- "Do Large Employers Pay More? The Case of Five African Countries" (with E. Strobl), *Journal of Economic Development*, June 2004. Also IZA Discussion Paper 660 (December 2002).
- "Gender Pay Differentials and Equality Legislation in the Republic of Ireland," (with M. Cassidy and E. Strobl), *Canadian Public Policy*, May 2002. (Invited article).
- "Comparable Worth in Academe: Professors at Ontario Universities," (with J. McDonald), *Canadian Public Policy*, September 2001.
- "A Benchmark Profile of Economics Departments in Fifteen Private Universities," (with J. Dearden and L. Taylor), *Journal of Economic Education*, Fall 2001.
- "The Literature Corner: Recent Publications of Interest to Forensic Economists," (with J. Rodgers), *Litigation Economics Review*, Vol. 6, No. 2 (2004).
- \_\_\_\_\_, Vol. 6, No. 1 (2003).
- \_\_\_\_\_, Vol. 5, No. 2 (2001).
- \_\_\_\_\_, Vol. 5, No. 1 (2001).
- "Life Expectancies for Persons with Medical Risks," (with F. Slesnick), in H. Richards and J. Abele, *Life and Worklife Expectancies*, Lawyers and Judges Publishing Company, 2000.
- "The Economist in Tort Litigation," (with J. Ward), *Journal of Economic Perspectives*, Spring 1999.
- "Making Operational the Concept of Maintenance Consumption," (with J. Rodgers), *Journal of Legal Economics*, Spring/Summer, 1998. [Also reprinted in T. Ireland and T. Depperschmidt, *Assessing Family Loss in Wrongful Death Litigation*, Lawyers and Judges Publishing Co., 1999. Abstract published in *Tort-Law Abstracts*, 1999.]
- "Comparable Worth Pay Policy in the Republic of Ireland," *Journal of Collective Negotiations in the Public Sector*, Vol. 27, No. 1, 1998.
- "Private Sector Experience with Pay Equity in Ontario" (with J. McDonald), *Canadian Public Policy*, Vol. 24, No. 2, 1998.
- "New Estimates of Life Expectancies for Persons with Medical Risks" (with F. Slesnick), *Journal of Forensic Economics*, Fall 1997. [Abstract published in *Forensic Economic Abstracts*, 1998.]
- "Comparable Worth Policies in Ontario and Ireland" (with J. McDonald), *British Journal of Canadian Studies*, Vol. 12, No. 2, 1997. [Invited article].
- "Forecasting Earnings Using Age-Earnings Profiles and Longitudinal Data" (with J. Rodgers and M. Brookshire), *Journal of Forensic Economics*, Spring/Summer 1996.
- "Unions and Collective Bargaining in the Local Government Sector," in R. Aronson and E. Schwartz, eds., *Management Policies in Local Government Finance*, 4th edition, International City Management Association, 1996.

- "How Long-Standing Is the Male-Female Earnings Differential?" in Byrns and Stone, eds., *Great Ideas for Teaching Economics*, HarperCollins, 1995.
- "Name that Union!" in Byrns and Stone, eds., *Great Ideas for Teaching Economics*, HarperCollins, 1995.
- "Calculating the Present Value of Future Earnings in Pennsylvania," *Pennsylvania Bar Association Quarterly*, January 1994.
- "How Serious Is the U.S. Competitiveness Problem?" (with A. O'Brien), in S. Goldman (ed.), *Competitiveness and American Society*, 1993.
- "The Effect of Taxes and Inflation on the Apparent Real Interest Rate," (with E. Schwartz), *Journal of Forensic Economics* (Winter 1991).
- "The Consistency and Predictability of Grievance Arbitration Awards," (with P. Zirkel), *Industrial and Labor Relations Review*, January 1990.
- "Pitfalls in Calculating the Loss of Employer-Paid Fringe Benefits," *Journal of Forensic Economics*, December 1989.
- "Interpreting Semilogarithmic Regression Results in Labor Research," (with J. Innes), *Journal of Labor Research*, Fall 1989.
- "Toward a Utility-Based Theory of Loss in Wrongful Death Cases," (with E. Schwartz), *Journal of Forensic Economics*, April 1989. [Also reprinted in T. Ireland and T. Depperschmidt, *Assessing Family Loss in Wrongful Death Litigation*, Lawyers and Judges Publishing Co., 1999.]
- "The Discouraged Worker Effect and Unemployment Rate Bias," in Byrns and Stone, eds. *Great Ideas for Teaching Economics*, 1989. [Also reprinted in fifth and sixth editions, 1992 and 1995.]
- "The Status of Master's Programs in Economics," (with J. Innes), *Journal of Economic Perspectives*, February 1988.
- "The Uneasy Case for the Personal Maintenance Deduction," (with E. Schwartz), *Journal of Forensic Economics*, September 1987. [Also reprinted in T. Ireland and T. Depperschmidt, *Assessing Family Loss in Wrongful Death Litigation*, Lawyers and Judges Publishing Co., 1999.]
- "The Completeness of the Consumer Price Index," in Byrns and Stone, eds. *Great Ideas for Teaching Economics*, third edition, 1987. [Also reprinted in fourth, fifth and sixth editions, 1989, 1992 and 1995].
- "The Rate of Return to College Education," in Byrns and Stone, eds., *Great Ideas for Teaching Economics*, third edition, 1987. [Also reprinted in fourth, fifth, and sixth editions, 1989, 1992, and 1995].
- "Calculating Lost Earnings in Wrongful Death Cases: The Pennsylvania Experience," (with E. Schwartz), *Pennsylvania Bar Association Quarterly*, January 1987.

- "Unions, Wages and Local Government Finance," in J.R. Aronson and E. Schwartz, *Management Policies in Local Government Finance*, 1987.
- "An Ambiguous Lexicon for Job Recommendations," *Chronicle of Higher Education*, February 25, 1987. [Excerpts from and reprints of this article have appeared in the *Wall Street Journal*, *Readers' Digest*, *Changing Times* and approximately 300 other books, magazines and newspapers].
- "Teacher Merit Pay: An Analysis of the Issues," in R. Thornton and J.R. Aronson (eds.), *Forging New Relationships Among Business, Labor and Government*, JAI Press, 1986.
- "Concentration in the Labor Market for Public School Teachers," (with J. Luizer), *Industrial and Labor Relations Review*, July 1986.
- "The Economic Case against Comparable Worth," *Journal of Collective Negotiations in the Public Sector*, Vol 15(1), 1986. [A slightly different version appeared as "An Economist's Critique of Comparable Worth," *Enterprise* (Lehigh University College of Business and Economics), Spring 1985.]
- "Simpson's Paradox in Economic Statistics," (with J. Innes), *Oxford Bulletin of Economics and Statistics*, November 1985.
- "Toward A New Socio-Psychological Theory of the Business Cycle," (with E. Schwartz), *Journal of Irreproducible Results*, July/August, 1985.
- "The Economics of Lifetime Income Awards," (with E. Schwartz), *The Forum*, American Bar Association, Summer 1983. Selected for American Bar Association's AMBAR document database.
- "The Increasing Pay Gap for Women in the Textile and Clothing Industries, 1910 to 1970: An Alternative Explanation," (with T. Hyclak), *Journal of Economic History*, June 1982.
- "Teacher Unionism and Collective Bargaining in England and Wales," *Industrial and Labor Relations Review*, April 1982.
- "Teacher Organizations and the Salary Issue: 1900-1960," in B. Dalgaard, ed., *Variations in Business and Economic History: Essays in Honor of Donald Kemmerer*, JAI Press, 1982.
- "Weighting Income in Alternative Measures of Fiscal Capacity," *Journal of Education Finance*, Winter 1981.
- "The Economic Determinants of Strike Activity: An Industry Approach," (with F. Corcione), *Review of Business and Economic Research*, Winter 1981.
- "Collective Bargaining, Wages, and Local Government Finance," in J.R. Aronson and E. Schwartz, ed., *Management Policies in Local Government Finance*, 1981.
- "Towards the Development of More Comprehensive Measures of School District Wealth," in E. Tron, ed., *Selected Papers in School Finance*, 1981.

- "Overinvestment in College Training?" [comment] (with E. Schwartz), *Journal of Human Resources*, Winter 1980.
- "The Elasticity of Demand for Public School Teachers," *Industrial Relations*, Winter 1979.
- "Licensing in the Barbering Profession," (with A. Weintraub), *Industrial and Labor Relations Review*, January 1979.
- "Monopsony in the Labor Market for Public School Teachers: Really?" *State and Local Government Review*, September 1978.
- "Bargaining Unit Determination at Four-Year Institutions: Where Does the Department Chairman Belong?" *Journal of Collective Negotiations in the Public Sector*, No. 1, 1978.
- "Too Simple Interest," (with E. Schwartz), *The Retainer*, Philadelphia Bar Association, June 24, 1977.
- "A Problem with the COLA Craze," *Compensation Review*, 2nd Quarter 1977.
- "Why Teachers Strike," (with A. Weintraub), *Journal of Collective Negotiations in the Public Sector*, No. 3, 1976.
- "Monopsony and Teachers' Salaries: Some Contrary Evidence," *Industrial and Labor Relations Review*, July 1975.
- "Public Employee Bargaining Laws and the Propensity to Strike: the Case of Public School Teachers," (with A. Weintraub) *Journal of Collective Negotiations in the Public Sector*, Winter 1974. Reprinted in H. Kershner, ed., *Impasse and Grievance Resolution*, Baywood Press, 1977.
- "Collective Negotiations and Teachers' Salaries: A Dissenting View," *Phi Delta Kappan* (June 1973). Reprinted in Hunt and Silliman, eds., *The American School in Its Social Setting*, Kendall/Hunt, 1974.
- "Collective Negotiations and Teachers' Salaries: A Survey of the Evidence," *ERIC Reports*, Educational Resources Information Center, U.S.G.P.O., 1972.
- "The Surplus of Public School Teachers: Causes, Effects, Prospects," *Illinois Business Review*, October 1972.
- "The Effects of Collective Negotiations on Teachers' Salaries," *Quarterly Review of Economics and Business*, Winter 1971.
- "Illinois Teachers and Collective Negotiations," *Illinois Business Review*, December 1969.

### **Conference Proceedings:**

- "Taking Too Much Off the Top? The Effects of State Licensing on Barbers' Earnings," (with E. Timmons), in Labor and Employment Relations Association, *Proceedings of the 60<sup>th</sup> Annual Meetings*, 2008.

- “Discussion: Papers by J. Burton and S. Guo, and P. Phillips and C. Sinclair,” in Labor and Employment Relations Association, *Proceedings of the 60<sup>th</sup> Annual Meetings*, 2008.
- “Discussion: Papers by D. Weil and A. Pyles and by K. Monaco,” in Labor and Employment Relations Association, *Proceedings of the 59<sup>th</sup> Annual Meetings*, 2007.
- “Comments on ‘Policies to Extend the Labor Force Participation of Older Americans’,” paper by J. Peterson, *Proceedings of the 55<sup>th</sup> Annual Meetings of the Industrial Relations Research Association*, January 2003.
- “A New Look at the Female-Male Earnings Gap for Recent College Graduates,” (with J. McDonald), *Proceedings of the Industrial Relations Research Association*, January 2001.
- "Comparable Worth: The Ontario Experience" (with J. McDonald), in Industrial Relations Research Association, *Proceedings of the 47th Annual Meetings*, January 1996.
- "A Structural Model of Child Care and the Labor Supply of Married Women: Comment," *Proceedings of the 1991 Meetings of the Pennsylvania Economic Association*, 1991.
- "The Predictability of Grievance Arbitration Awards: Does Experience Matter?" (with P. Zirkel) *Proceedings of the Annual Meetings of the National Academy of Arbitrators*, 1990.
- "Occupational Licensing and Its Economic Effects" (with A. Weintraub), *Proceedings of the 1974 Meetings of the Pennsylvania Conference of Economists*, June 1974.
- "The Incidence of Strikes by Public School Teachers," (with A. Weintraub), *Proceedings of the 1973 Meetings of the Pennsylvania Conference of Economists*, June 1973.

### **Published Abstracts:**

- “Massaging Earnings: The Effects of State Licensing of Massage Therapists” (with E. Timmons), Labor and Employment Relations Association, *Proceedings of the 59<sup>th</sup> Annual Meetings*, 2007.
- "Predictability," (with P. Zirkel), *Dispute Resolution*, American Bar Association, Spring/Summer 1990.
- "Female Work Experience: Voluntary vs. Involuntary Work Force Activity," (with F. Corcione), *Journal of Forensic Economics*, August 1989.
- "The Consistency and Predictability of Grievance Arbitration Awards," (with P. Zirkel), Industrial Relations Research Association, *Proceedings of the Forty-First Annual Meetings*, 1988.
- "The Surplus of Public School Teachers: Some Empirical Aspects," *Journal of Educational Research*, October 1971.

**Book Reviews:**

*The Economics of Sports*, by William Kern, ed., *Eastern Economic Journal*, Winter 2002.

*Much More Than a Game: Players, Owners, and American Baseball since 1921*, by Robert Burk, *Business History*, April 2002.

*Workdays, Work Hours, and Work Schedules: Evidence for the United States and Germany*, by Daniel Hamermesh, *Journal of Labor Research*, Summer 1998.

*Ownership and Control*, by Margaret Blair, *Eastern Economic Journal*, Winter 1997.

*Labor Shortages as America Approaches the 21st Century*, by Malcolm Cohen, *Journal of Forensic Economics*, Winter 1996.

*Never Just a Game: Players, Owners, and American Baseball to 1920*, by Robert Burk, *Business History*, April 1995.

*Labor Economics: Problems in Analyzing Labor Markets*, by William Darity, Jr., *Journal of Risk and Insurance*, December 1994.

*Succeeding as an Expert Witness*, by H. Feder, *Journal of Forensic Economics*, Spring/Summer 1993.

*A Hedonics Primer*, by J. Ward, *Journal of Forensic Economics*, Winter 1992.

*The Business of Professional Sports*, by P. Staudoher and J. Mangan, *Business History*, October 1992.

*Restructuring Canada's Health Services System*, by R. Deber and G. Thompson, *Health Economics*, October 1992.

*The Baseball Business*, by J. Miller, *Business History*, July 1991.

*Teacher Strikes and the Courts*, by D. Colton and E. Graber, *Economics of Education Review*, Vol. 4, No. 2, 1985.

*Managing Human Resources: A Challenge to Urban Governments*, by C. Levine (ed.), *Urban History Yearbook*, 1980.

*Miners, Quarrymen, and Saltworkers*, by R. Samuel, *Journal of Economic History*, September 1978.

*A Long Time Coming*, by D. Meister and A. Loftis, *Monthly Labor Review*, March 1978.

*Wage Restraint: A Study of Incomes Policies in Western Europe*, by L. Ulman and R. Flanagan, *Southern Economic Journal*, January 1974.

*New Economic History*, by P. Temin, *Mississippi Valley Journal of Business and Economics*, Winter 1973-74.

*The Demand for State and Local Government Employees*, by R. Ehrenberg, *Industrial and Labor Relations Review*, July 1973.

*Microeconomic Foundations of Employment and Inflation Theory*, by E. Phelps, *Industrial and Labor Relations Review*, April 1972.

*The Airline Pilots: A Study of Elite Unionization*, by G. Hopkins, *Monthly Labor Review*, November 1971.

*Collective Bargaining in the Public Service*, by Kruger and Schmidt, and *Collective Negotiations for Public and Professional Employees*, by Woodworth and Peterson, *Compensation Review*, Third Quarter, 1970.

*National Incomes Policy for Inflation Control* by C.E. Rockwood, *Mississippi Valley Journal of Business and Economics*, Spring 1970.

### **Miscellaneous Published Works:**

Test Bank for *Fundamentals of Labor Economics* (with E. Timmons), Houghton-Mifflin, 2006, 91 pp.

“On Putting Students to Sleep,” *Annals of Improbable Research (Mini-Air)* on line, November 2004.

“Testimonial for Professor Nicholas Balabkins,” in *Biobibliography*, N. Balabkins, D. Ivbule and J. Klebn, ed., Latvia, 2001.

“Pay Equity in Ontario,” *Newsletter* of the Labor and Employment Law Section, Industrial Relations Research Association, December 1998.

“Applying for a Job” (Sections from the *Lexicon of Intentionally Ambiguous Recommendations*), in Bruce Lansky, ed., *Work and Other Occupational Hazards*, Meadowbrook Press 1998.

“When You See the Southern Cross,” in Reader Reports, *Astronomy* (September 1996). Also in *Lehigh Week*, October 4, 1994.

"How to Write that Difficult Letter of Recommendation," *Planning for Higher Education*, Fall 1994.

"Baseball – Made in Britain" (with G. Johnes), *Society for American Baseball Research Examiner*, November 3, 1993.

*Perspectives on Business and Economics* (Annual Collection of Essays of the Lehigh University Martindale Center Student Associates), editor:

Vol. XXVIII, “Turkey: Bridging Two Worlds,” 2010.

Vol. XXVII, “New Zealand: New Challenges in Paradise,” 2009.

Vol. XXVI, “Benelux: Integration and Individuality,” 2008.

Vol. XXV, “A New Path for Panama,” 2007.

Vol. XXIV, “Transformation in Post-Communist Hungary,” 2006.

Vol. XXIII, “Modern Spain Emerges,” 2005.

- Vol. XXII, "Sweden: The Model Welfare State Meets the Future," 2004.
- Vol. XX, "Hong Kong: Asia's World City," 2002.
- Vol. XIX, "Ireland: Taking the Next Step," 2001.
- Vol. XVIII, "Austria and Switzerland at the Crossroads," 2000.
- Vol. XVII, "Chile in Transition," 1999.
- Vol. XVI, "The Continuing Challenges of German Reunification," 1998.
- Vol. XV, "France in a New Europe," 1997.
- Vol. XIV, "A Unified Germany in a Federal Europe," 1996.
- Vol. XIII, "The Changing Face of Argentina," 1995.
- Vol. XII, "Sharing More than a Border: the U.S. and Canada in the 1990's," 1994.
- Vol. XI, "The North American Free Trade Agreement," 1993.
- Vol. X, "Czechoslovakia in Transition," 1992.
- Vol. IX, "Environmental Issues," 1991.
- Vol. VIII, "The New Manufacturing Environment, II," 1990.
- Vol. VII, "The New Manufacturing Environment, I," 1989.
- Vol. VI, "Financial Deregulation," 1988.
- Vol. V, "The Canadian Economy," 1987.
- Vol. IV, "Changing Technology in the Workplace," 1986.
- Vol. III, "Selected Topics in Business and Economics," 1985.
- Vol. II, "The U.S. in a Changing World Economy," 1984.
- Vol. I, "Productivity in the U.S. and World Economies," 1983.

"Prague: City on the Threshold," *Lehigh Week*, October 21, 1991.

"To a Dead Squirrel," in *1995 Julia A. Moore Poetry Contest Award Winners*, [National Worst Poetry Competition] Flint, Michigan, 1995.

"Ode on a Grecian Urinal" and "The Star-Gazing Lover," in *Julia A. Moore Poetry Contest Award Winners*, Flint, Michigan, 1993.

"Comprehensive Measures of School District Wealth," Report for U.S. Department of Education, National Institute of Education, School Finance Project, 1979, 88 pp.

#### **PRESENTATIONS AND PARTICIPATION AT PROFESSIONAL CONFERENCES:**

"The Gender Earnings Gap for New College Graduates in the U.S.," (with Judy McDonald), Conference of the International Atlantic Economic Society, Athens, Greece, March 2011.

Discussant, paper by Subha Mani et al., “Selection into Skill Accumulation: Evidence from India,” Conference of the International Atlantic Economic Society, Athens, Greece, March 2011.

“Dealing with Paired Wrongful Death and Survival Action Statutes in Calculating Economic Damages,” panel presentation, Meetings of the National Association of Forensic Economics, January 2011.

Discussant, paper by Kevin Kniffin, “Organizing to Organize: The Case of a Successful Long-hand Campaign for Collective Bargaining Rights,” Meetings of the Labor and Employment Relations Association, January 2011.

Discussant, paper by Monica Bielski Boris and Jeff Grabelsky, “Building Power Together: Union Support for Central Labor Bodies,” Meetings of the Labor and Employment Relations Association, January 2011.

Discussant, paper by Clifford Donn, Mark Karper, and Brenda Kirby, “Teacher Collective Bargaining and the Flexible Deployment of Teaching Resources: Evidence from Cities in New York State,” Meetings of the Labor and Employment Relations Association, January 2011.

Discussant, paper by John Godard and Carola Frege, “Union Decline, Alternative Forms of Representation, and Authority Relations at Work,” Meetings of the Labor and Employment Relations Association, January 2011.

“The Economics of State Licensing of Massage Therapists,” (with Edward Timmons), Meetings of the Western Economic Association, July 2010.

“Economic Consequences of State Licensing of Massage Therapists,” (with Edward Timmons), Meetings of the Society for the Advancement of Socio-Economics, Philadelphia, June 2010.

Discussant, paper by Mark Glickman, “Coverage Is Not Enough: 401(k) Plan Saving Patterns and Projections,” Meetings of the Labor and Employment Relations Association, January 2010.

“Pay Equity in Ontario and ‘Synthetic’ Ontario: The Effects of Ontario’s Pay Equity Act of 1988,” (with Judy McDonald), ASCUS (Association for Canadian Studies in the U.S.) Meetings, San Diego, November 2009.

“The Licensing of Barbers in the U.S.,” (with Edward Timmons, International Symposium on the Government Regulation of Occupations, London School of Economics, March 2009.

“Taking Too Much Off the Top? The Effects of Occupational Licensing Laws on Barbers’ Earnings” (with E. Timmons), Annual Meetings of the Labor and Employment Relations Association, January 2008.

Session Chair and Discussant, Refereed Papers Session, "Labor Education/Labor Markets," Meetings of the Labor and Employment Relations Association, January 2008.

Session Chair, "Institutions, Work Organization, Job Quality, and Worker Outcomes in the Retail Trade," Meetings of the Labor and Employment Relations Association, January 2008.

Discussant, paper by C. Bruce, "The Impact of Childhood Sexual Abuse on Completed Schooling and Adult Income," Annual Meetings of the Western Economic Association, July 2007.

Session Chair, "Forensic Economics and the Law," Annual Meetings of the Eastern Economic Association, February 24, 2007.

Discussant, paper by T. Ireland, "Valuing Advice, Counsel, and Companionship," Annual Meetings of the Allied Social Science Association (National Association of Forensic Economics Session), January 5, 2007.

"An Economist's Take on the Impact of Employer Over-Concern about Preventing Litigation," Annual Meetings of the Labor and Employment Relations Association (LERA), January 6, 2007.

Discussant, papers by D. Weil and A. Pyle, and K. Monaco, Annual Meetings of the Labor and Employment Relations Association (LERA), January 7, 2007.

"Massaging Earnings: The Effects of State Licensing on Massage Therapists" (with E. Timmons), Annual Meetings of the Labor and Employment Relations Association (poster session), January 6, 2007.

"The Economic Effects of Licensing of the Radiologic Technologist Profession" (with E. Timmons), Annual Meetings of Eastern Economic Association, February 2006.

Discussant, paper by P. Fitzgerald, "Tort Reform and Economic Damages," Annual Meetings of the Western Economic Association, July 1, 2006.

Session Chair, "Mental Health, Schooling, and Worker Absences," Annual Meetings of the Eastern Economic Association, February 25, 2006.

"Grade Inflation," presentation to Retired Lehigh Faculty, April 2005.

Discussant, paper by K. Cahill, M. Giandrea, and J. Quinn, "Retirement Patterns and Bridge Jobs among the HRS War Babies," Annual Meetings of Western Economic Association, June 2005.

Discussant, paper by J. Ward, "Assessing Economic Damages in Personal Injury and Death in the U.K.," Annual Meetings of the Allied Social Science Association (National Association of Forensic Economics sessions), January 8, 2005.

- Discussant, papers by L. Schmall, G. Gonos, and B. Robertson, "New Public Policy Approaches to Temporary and Part Time Work," Annual Meetings of the Industrial Relations Research Association, January 3, 2004.
- Discussant, paper by Jeffrey Petersen, "Policies to Extend the Labor Force Participation of Older Workers," Annual Meetings of the Industrial Relations Research Association, January 3, 2003.
- "Forensic Economics in the States: Pennsylvania" (with J. Rodgers), Annual Meetings of the Western Economic Association, July 12, 2003.
- Organizer and Chair, "Roundtable: Writing and Reviewing Papers for Forensic Journals," Annual Meetings of the Western Economic Association, June 30, 2002.
- Discussant (invited), "The Ontario Experience with Pay Equity: An Evaluation," paper by M. Gunderson and P. Lanoie, Conference on Occupational Gender Segregation, Ottawa, Canada, June 4-5, 2001.
- Chair, "Domestic Policy Challenges," Martindale Conference, "Ireland: Open for Business," March 8, 2001.
- Discussant, paper by W. King, "Worklife Expectancies Revisited," Annual Meetings of the Eastern Economic Association, February 23, 2001.
- Chair and Session Organizer, "New Issues in Growing Older: Pensions as Part of the Employment Contract," Annual Meetings of the Industrial Relations Research Association, January 6, 2001.
- "The Female-Male Earnings Gap: Starting Salary Offers for College Graduates" (with J. McDonald), Annual Meetings of the Western Economic Association, in conjunction with the National Association of Forensic Economics, San Francisco, July 7, 2001.
- "Gender Pay Differentials and Equality Legislation in the Republic of Ireland" (with M. Cassidy and E. Strobl), invited paper, CIRANO Conference on Occupation Gender Segregation, Ottawa, Canada, June 2001.
- "The Gender Earnings Gap for Recent University Graduates in Canada and the United States" (with J. McDonald), Meetings of the Association for Canadian Studies in the U.S., San Antonio, November 2001.
- "A New Look at the Female-Male Earnings Gap," (with J. McDonald), Annual Meetings of the Industrial Relations Research Association, New Orleans, January 6, 2001.
- "Pay Equity and University Professors in Ontario" (with J. McDonald), Annual Meetings of Industrial Relations Research Association, Boston, January 9, 2000.

- Discussant, paper by J. Staller et al., "Vocational Economic Assessments Have Neither a Vocational nor Economic Basis'," Annual Meetings of the Eastern Economic Association, March 24, 2000.
- Discussant, paper by F. Tinari, "What a Difference a State Makes," Annual Meetings of the Western Economic Association, July 9, 1999.
- Discussant (invited), paper by S. Streiner, "Counting the Wind: Approaches to Assessing the Impact of Pay Equity," Conference Équité Salariale, CIRANO, Montreal, October 1999.
- "Humor in the Workplace," (with Rich Herschlag), Sponsored by Friends of the Lehigh Libraries, Lehigh University, October 12, 1999.
- Discussant (invited), paper by M. Gunderson and P. Lanoie, "Program Evaluation Criteria Applied to Pay Equity in Ontario," Conference Équité Salariale, CIRANO, Montreal, October 1999.
- Chair, "The Interface between the Life-Care Planner and the Economist," Annual Meetings of the Eastern Economic Association, March 13, 1999.
- "Bias in Forensic Economics," Roundtable Presentation, Annual Meetings of the Western Economic Association, July 1999.
- "The Economist in Tort Litigation," Economics Colloquium, Lehigh University, February 1999.
- Discussant, paper by P. Isley and R. Rosenman, "Issues in Lost Health," Annual Meetings of the Eastern Economic Association, May 1998.
- "Union-Management Relations and Teacher Pay in England and Wales, 1946-96," (with P. Adury), Annual Meetings of the Eastern Economic Association, March 1998.
- "Tailoring in Forensic Economics," Roundtable Presentation, Annual Meetings of the Western Economic Association, July 1998.
- Discussant, paper by T. Ireland, "Comparable Non-Market Services in Wrongful Death Litigation," Annual Meetings of the National Association of Forensic Economics, January 1998.
- "Pay Equity for Professors in Ontario" (with J. McDonald), Association for Canadian Studies in the United States (ACSUS), 14th biennial conference, November 1997. [Also presented at the Meetings of the Association for Canadian Studies in Ireland, Cork, Ireland, May 1998.]
- Discussant, paper by M. Brookshire and F. Slesnick, "A 1996 Survey Study of Forensic Economists," Annual Meetings of the National Association of Forensic Economics, January 1997.
- "On the Interpretation of Age-Earnings Profiles" (with J. Rodgers and M. Brookshire), Annual Meetings of the Western Economics Association, July 1996.
- "Paying Women What They're Worth" (with J. McDonald), Women's Studies Research Forum, Lehigh University, September 1996.

"Comparable Worth Policies in Ontario and Ireland," Biennial Meetings of the Association for Canadian Studies in Ireland," Malahide, Dublin, Ireland, May 1996.

Discussant, paper by F. Buckley and M. Brinig, "Divorce, Legal Rules and Free Spirits," Annual Meetings of Southern Economic Association, Washington, D.C., November 1996.

Chair, "Methodological Aspects of Forensic Economics," Annual Meetings of Southern Economic Association, November 1996.

"Comparable Worth: The Ontario Experience" (with Judith McDonald), Annual Meetings of the Industrial Relations Research Association, January 1996. [Also presented at the Association for Canadian Studies in the United States (ACSUS), 13th biennial conference, November, 1995].

"Making Operational the Concept of 'Maintenance' Consumption" (with J. Rodgers), Annual Meetings of the National Association of Forensic Economics, January 1996.

"A Comparison of Age Earnings Profiles Based on Longitudinal and Cross-Section Data for Use in Forecasting Future Earnings," (with M. Brookshire and J. Rodgers), Annual Meetings of the National Association of Forensic Economics, January 1995.

Session Organizer, "Topics in Forensic Economics," Eastern Economic Association, March 1995.

Discussant, paper by A. McCausland, "BLS Worklife Estimates: Not for Use in Personal Injury or Wrongful Death Litigation," Annual Meetings of the Eastern Economic Association, March 1994.

Chair, "Partnering for Competitive Manufacturing Processes," CMSE 8th Conference with Industry, Lehigh University, May 1994.

Chair, "Forensic Economics and Discrimination," Annual Meetings of the National Association of Forensic Economics, January 1994.

Panelist, "Continuing Education in Forensic Economics: Comparative Analysis of Damages for Personal Injuries," Annual Meetings of the Western Economic Association, June 1993.

"Life Expectancies for Persons with Medical Risks" (with F. Slesnick), Annual Meetings of the Eastern Economic Association, March 1993.

Chair, "Issues in the Economics of Employment and Personal Litigation," Annual Meetings of the Eastern Economic Association, March 1993.

Discussant, paper by R. Pepin, "Don't Discount Small Numbers," Annual Meetings of the Eastern Economic Association, March 1992.

Discussant, paper by D. Ribar, "A Structural Model of Child Care and the Labor Supply of Married Women," Annual Meetings of the Pennsylvania Economics Association, May 1991.

Discussant, paper by P. Gaughan, "Issues in Estimating Commercial Damages," Annual Meetings of the Eastern Economic Association, March 1991.

Discussant, paper by R. Frasca, "The Valuation of Defined Pension Benefits: An Abundance of Approaches," Annual Meetings of the Eastern Economic Association, March 1990.

"The Predictability of Grievance Arbitration Awards: Does Arbitrator Experience Matter?" (with P. Zirkel), Annual Meetings of the National Academy of Arbitrators, 1989.

Organizer and Chairman, "Issues in Forensic Economic Research," Annual Meetings of the Eastern Economic Association, March 1989.

"Female Work Experience: Voluntary vs. Involuntary Labor Force Activity," (with F. Corcione), Annual Meetings of the Eastern Economic Association, March 1989.

"The Consistency and Predictability of Grievance Arbitration Awards," (with P. Zirkel), Annual Meetings of the Industrial Relations Research Association (poster session), December 1988.

Organizer and Chairman, "Topics in Forensic Economics," Annual Meetings of the Eastern Economic Association, March 1988.

"Toward a Utility Measure of Loss in Wrongful Death Cases," (with E. Schwartz), Annual Meetings of the National Association of Forensic Economists, December 1987.

"Calculating Lost Earnings in Wrongful Death Cases: The Pennsylvania Experience," (with E. Schwartz), Annual Meetings of the Midwest Business Economics Association, March 1986.

Discussant, paper by D. Alt and G. Rutman, "Economic Factors Affecting Switches in Employment States of Registered Nurses," Annual Meetings of the American Economic Association, December 1985.

Invited participant, Conference on the Economics of Trade Unions, National Bureau of Economic Research, May 1983.

Discussant, paper by A. King, "An Econometric Analysis of the New Economic Mechanism in Czechoslovakia," Annual Meetings of the Eastern Economic Association, May 1980.

"The Economic Determinants of Strike Activity: An Industry Approach," (with F. Corcione), Annual Meetings of the Atlantic Economic Society, February 1980.

"Recent Research on Teacher Labor Markets," Industrial Relations Workshop, University of Sussex, November 1979.

"Wages in Local U.S. Governments," University of Sussex Economics Workshop, October 1979.

Discussant, paper by J. Hilley and R. Aronson, "Taxpayer Equity in the Financing of Public Schools," Annual Meetings of the American Education Finance Association, January 1979.

Discussant, paper by A. Lubell, "The Principal Determinants of Salary Among Academic Economists," Annual Meetings of the Eastern Economic Association, April 1977.

"Licensing in the Barbering Profession," (with A. Weintraub), Annual Meetings of the Eastern Economic Association, April 1976.

Discussant, paper by E. Weiss, "The Struggle for Internal Democracy within the UMW, 1969-72," Annual Meetings of the Pennsylvania Conference of Economists, June 1975.

Discussant, paper by D. Martin, "Southern Appalachian Gold and the Branch Mints," Annual Meetings of the Eastern Economic Association, October 1974.

"The Incidence of Strikes by Public School Teachers" (with A. Weintraub), Annual Meetings of the Pennsylvania Conference of Economists, June 1973.

Invited participant, Conference on Labor in Non-profit Industry and Government, Princeton University, May 1973.

"Recent Developments in the Labor Market for Public School Teachers," Annual Meetings of the Midwest Economic Association, April 1971.

"Collective Negotiations and Relative Teachers' Salaries," Annual Meetings of the Southern Economic Association, November 1970.

### **Works in Progress:**

"Ethics in Forensic Economics" (with John Ward), invited chapter for OUP Handbook on Professional Ethics for Economists.

"Gender Wage Differentials for College Graduates," (with J. McDonald).

"Licensing and the Earnings of Massage Therapists," (with E. Timmons).

Revision of textbook, *Fundamentals of Labor Economics*, (with T. Hyclak).

" 'De-Licensing' – Are There Occupations Where Deregulation is Occurring?" (with Edward Timmons).

"Ontario and 'Synth' Ontario," (with Judy McDonald).

### **UNIVERSITY SERVICE, MAJOR COMMITTEES AND POSTS:**

University Ombudsman (June 2011-present)

University Parliamentarian (Fall 2010)

Undergraduate Core Committee (CBE), 2011-present

Associate Director, Martindale Center (1981 – present)

CBE Nominations Committee (2008 – present)

Faculty Committees for Reviewing Nominations for Lauer and Searing Professorships (2006), and Beckwith, Dubois and Kenan Professorships (2007), Searing Professorship (2009)

Director of Economics Master's Program (1973 – present)

Faculty-Staff Scholarship Committee (1994 to date, Chairman 1997 – present)

CBE Doctoral Committee (2006 – present)

University Honorary Degrees Committee (2006 – 2009)

CBE Parliamentarian (2008 – 2009)

Commencement Speakers Nominations Committee (Chair) (2007 – 2009)

Academic Symposium Committee (2007 – present)

College Faculty Mentoring Program (2003 – present)

Fellowship Advisory Committee [for Fulbright, Rhodes, etc.] (2004 – present)

CBE Distance Education Advisory Committee (2003 – present)

CBE Graduate Directors Committee (2003 – present)

Dean's Search Committee, College of Education (2007-2008)

Master of Ceremonies for Inaugural Academic Symposium (2007)

Recruiting Committee, Department of Marketing (2005, 2006, 2007)

Recruiting Committee for Director of Writing Across the Curriculum (2005-2006)

Campus Restoration Committee (2004-2005)

Educational Policy Committee (2002)

Advisory Committee on Disabilities (2002-2003)

NCAA Compliance Committee (2002-2004)

NCAA Interim Report Steering Committee (2002-2003)

Provost's "Ceiling Committee" (2002)

Phi Beta Delta (President, 2002; Vice President, 2001)

Global Symposium Planning Committee (Co-chair – 2001)

Campus Square Project Advisory Committee (2000-2001)

CBE Standards Committee (Chair, 2002)

Beidleman Research Award Committee (2002 and 2004)

CBE Professor of Practice (POP) Committee (2001)

Evaluation of Teaching Committee (2000)

CBE Magee Chair Committee (2000 and 2002)

College Promotion and Tenure Committee (1998-2004, Chairman 2001-2004)

Dean's Search Committee, College of Engineering (2000-2001)

Bookstore Advisory Committee (2000-2002)

CBE Accreditation Task Force, Research Committee (1998-1999)

College of Business and Economics Facilities Committee (1986-1992, 1998)

CBE Assessment Committee (1996-1997)  
University Retention Team (1996-1997)  
Faculty Athletics Representative to the NCAA (1995 – 2005)  
Faculty Athletics Council (1990 – 2005)  
Visiting Lectures Committee (1995-1997)  
Bookstore Committee (1996, 1999, 2002)  
College Core Curriculum Committee (1999)  
Committee on Undergraduate Research (1994-1997)  
Faculty Advisor, Sigma Phi Fraternity (1993-1998)  
Libsch Research Award Committee (1992 and 1993)  
Iacocca Professorships Committee (1992, 1993, and 1996)  
Williams Essay Prize Committee (1994)  
University Committee for the Evaluation of Instruction (1992-1995)  
College of Business and Economics Doctoral Committee (1971-1978 and 1992-1998)  
Provost's Search Committee (1990)  
University Diversity Awareness Program (facilitator) (1990)  
College of Business and Economics Nominations Committee (1989-1992)  
College of Business and Economics Summer Grants Review Committee (1983-1993)  
Sup-de-Co (Poitiers) Study Abroad Group (1989-1995)  
University Honorary Degrees Committee (1986-1988)  
College of Business and Economics Promotion and Tenure Committee Task Group (1988)  
Iacocca Institute Planning Committee (1987)  
University Task Force for Profile Data Collection (1986)  
College of Engineering General Studies Program Committee (1986)  
University Core Program Committee (1985-1986)  
University Fulbright Screening Committee (1986)  
Educational Policy Subcommittee on Statistics in the Curriculum (1986)  
University Communications Committee (1986-1987)  
College of Business and Economics Computer Advisory Committee (1985-1986)  
University Faculty Compensation Committee (1981-1983, Chairman 1983)  
University Committee on the Quality of University Life (1981-1982)  
College of Business and Economics Policy Committee (1980 – 1982, Chairman 1981-1982)  
College of Business and Economics Graduate Admissions Committee (1980-1983)  
Employee Relations Advisory Committee (1978-1980)  
Director of Ph.D. Program in Business and Economics (1976-1978)  
Library Users Committee (1975-1977)

College of Business and Economics M.B.A. Committee (1972-1974)  
University Forum (1971-1973)

June 2011