

CURRICULUM VITAE  
**KATHRYN L. SHAW**  
December 2019

Graduate School of Business  
Stanford University  
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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, University College London Spring 2019  
Visiting Professor, MIT Sloan Fall 2018  
Visiting Professor, IZA May 2014  
Visiting Professor, University of Paris December 2009

Tepper School of Business, 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 1999-2001  
Member (Senate confirmed, June 2000), Washington DC

**AFFILIATIONS**

Research Associate, National Bureau of Economic Research (NBER) 1995-present  
Research Fellow, IZA, Germany 2012-present  
Research Fellow, Center for Economic and Policy Research (CEPR), London 2004-2018  
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

Honorary Doctorate, Maastricht University (ceremony in Jan. 2020)	2019
Co-lead (with Edward Lazear), Personnel Economics group, NBER	2007-present
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

Joe Tiao Lecturer, Kansas State University	2019
Occidental College 125 <sup>th</sup> 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

Society of Labor Economists, program committee member	2014-present
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
STEP Board, National Academy of Science	2011-2018
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, Stanford University**

2003-present

People Management Strategy

Inclusive Economic Growth and Poverty Reduction in Developing Countries

Organizational Strategy

Contemporary Economic Policy

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)

**MBA Courses, Carnegie Mellon University** 1981-2003  
Macroeconomics  
Internal Strategy of Firms  
Topics in Labor Market Analysis  
The Changing Global Environment and the Wealth of Nations

**Undergraduate Courses, Carnegie Mellon University** 1981-1990  
Managing in the Information Economy  
Markets, Incentives, and Value  
Labor Economics  
Labor and Manpower  
Industrial and Labor Relations  
Intermediate Macroeconomics

**Ph.D. Courses**  
Personnel Economics Stanford University, 2004-present  
Faculty Research Workshop  
Doctoral Seminar in Labor Economics Carnegie Mellon University, 1984

**Executive Education**  
**SEP turbo lecture** 2019  
SEP turbo lecture 2018  
Lecture for Chinese executives  
GSB Summer Institute (Co-Director) 2004-2017  
Citigroup Executive Program  
Sloan Executive Program  
HR Executive Program  
Alumni Weekend, Events

#### **STUDENT SUPERVISION**

Thesis committees, recent – Hugh Wu, Shannon Liu 2018-2019  
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, 1986-2003  
Carnegie Mellon University - Linda Christie, Giovanna Prennushi,  
Mary Ellen Benedict, Renee Fields

#### **PUBLICATIONS - Journal Articles**

“The Productivity Advantage of Serial Entrepreneurs,” (with Anders Sorensen), *Industrial and Labor Relations Review*, 72(5), October 2019: 1225-1261.

“Who Gets Hired? The Importance of Finding an Open Slot,” (with Edward Lazear and Christopher Stanton), *Journal of Labor Economics*, 36(S1), January 2018: S133-S181.

“Introduction: Firms and the Distribution of Income: The Roles of Productivity and Luck,” (with Edward Lazear), *Journal of Labor Economics*, 36(S1), January 2018: S1-S12.

“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*, 70(2), March 2017.

“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 53<sup>rd</sup> 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

“Spurring Serious Entrepreneurship: A Policy Experiment to Lower Entry Costs” with Anders Sorensen, 2019

“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.

“Cinepolis: 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 (2013-2018)

University Committee on Faculty Staff Human Resources (2013-2018)

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, NBER Personnel and Labor Studies, Summer Institute, July 2019.  
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, “21<sup>st</sup> Century Human Resource Management Practices and Their Effects on Firms and Workers,” University of Illinois, November 11-12, 2005.

## **SEMINAR OR CONFERENCE PRESENTATIONS**

### **Seminar or Conference Presentations, 2019**

World Economic Forum, Global Future Council on the New Equality and Inclusion Agenda, Dubai, November 2019.

Discussant, Jackson Hole NBER conference on “Incentives and Limitations of Employment Policies on Retirement Transitions,” August 2019.

“The Effectiveness of HR Practices: Evidence from Insider Econometrics,” Keynote, IOEA, Corsica, May 2019.

“Spurring Serious Entrepreneurship: A Policy Experiment to Lower Entry Costs” with Anders Sorensen  
University of Illinois, economics seminar, October 2019  
National University of Singapore, October 2019  
Joe Tiao Lecturer, seminar, Kansas State University, November 2019  
Goethe University, Frankfurt, June 2019

LMU, Munich, June 2019  
LSE, London, May 2019  
University College London, London, May 2019

“Unraveling the Mystery of Megafirm Success: Do the Internal HR Practices of Megafirms Differentiate Them?” with Chinhui Juhn, Kristin McCue, Brooks Pierce  
Trans Pacific Labor Seminar, Tokyo, Japan, May 2019

“Management in the New Age of AI: An Economist’s Perspective” (talk, but not paper)  
Joe Tiao Lecturer, public lecture, Kansas State University, November 2019  
Copenhagen Business School, conference for Niels Westergard-Nielson, January 2019

#### Seminar or Conference Presentations, 2018

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

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

#### Seminars or Conference Presentations, Recent Years through 2017

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”