

DAVID I. LEVINE

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EDUCATION

1987 Ph.D. Harvard University: Economics
1985 A.M. Harvard University: Economics
1982 B.A. University of California, Berkeley: Economics and Computer Science

PROFESSIONAL EXPERIENCE

1993-Present

University of California, Haas School of Business: Associate Professor in the Organizational Behavior and Industrial Relations and the Economic Analysis and Policy Groups. Teach courses on macroeconomics and industrial relations to doctoral, MBA, and undergraduate students, Berkeley CA.

1997-Present

Institute of Industrial Relations: Associate Director. Assist the Director in managing and setting strategies for U.C. Berkeley 's second largest Organized Research Unit. Serve on Research Committee, Executive Committee, and Center for Labor Research and Education 's Executive Committee and Advisory Board.

2001

Institute for Labor and the Economy: Research Committee. Design policies and allocate several million dollars in research funds for a multi-campus research unit.

1993-Present

Industrial Relations: Editor. Edit and select articles for major field journal.

1996-2000

Center for Organization and Human Resource Effectiveness: Founding Director of Research. Work with large companies and Berkeley faculty to design and disseminate innovative research on effective management practices.

1994-1995

Council of Economic Advisers: Senior Economist. Designed and analyzed policies concerning poverty, workplaces, and labor markets. Advised Council members and the President on these issues. Contributed to the *Economic Report of the President*.

1994

Office of the American Workplace, U.S. Department of Labor: Senior Research Economist. Promoted public policies and policies at large pension funds to promote efficient investments in employees and in workplace practices.

1987-1993

University of California, Haas School of Business: Assistant Professor.

1988-1992

Labor Center Reporter: Faculty Mentor and Senior Editor. Supervised a graduate student publication on current events and industrial relations, U.C. Berkeley.

1985-1990

Dollars and Sense: Editorial Associate. Wrote articles for a non-technical economics magazine, Somerville, MA.

1991, Fall

Sloan School, MIT: Visiting Scholar, Industrial Relations Group.

1983-87

Harvard University: Teaching Fellow. Taught courses on work organization and principles of economics.

5/84-9/84

National Bureau of Economic Research: Research Assistant. Analyzed regional labor markets and macroeconomic policy for Professor Lawrence Summers, Cambridge MA.

6/83-9/83

Brookhaven National Laboratory: Energy Analyst. Assessed the role for futures markets for natural gas. Energy Information Agency, Department of Energy, Washington DC.

Other Experience

Designed, programmed, and tested software for: **9/82-12/82**-Intermetrics, Cambridge MA., **6/79-3/81**-Apple Computer, Cupertino CA., and **6/78-9/78**-Intel, Santa Clara CA.

BOOKS AND MONOGRAPHS

Changes in Careers and Wage Structures at Large American Employers, with Dale Belman, Gary Charness, Erica Groshen, and K.C. O'Shaughnessy, Upjohn Institute, Kalamazoo MI, forthcoming, 2001.

Carve-outs in Workers' Compensation Programs in California Construction, with Cristian Echeverria, Frank Neuhauser, Richard Reuben, and Jeffrey S. Petersen, forthcoming, Upjohn Institute, Kalamazoo MI, 2001.

The American Workplace: Skills, Pay, and Employee Involvement, editor, with Casey Ichniowski, Craig Olson, and George Strauss, Cambridge University Press, 2000.

Working in the 21st Century: Government Policies to Promote Opportunity, Learning and Productivity in the New Economy, M.E. Sharpe, Armonk NY, 1998.

Reinventing the Workplace: How Business and Employees Can Both Win, Brookings Institution, Washington DC, 1995.

REFEREED ARTICLES

"Employee Involvement and Pay at American Auto Suppliers," with Susan Helper and Elliot Bendoly. IIR W.P. 71. Forthcoming at the *Journal of Economic Management and Strategy*.

"Changes in Managerial Pay Structures 1986-1992: Tests of Human Capital and Other Explanations," with K.C. O'Shaughnessy and Peter Cappelli. Forthcoming at *Oxford Economics Papers*.

"Daddies, Devotion, and Dollars: How Do They Matter for Youth?" With Gary Painter. Forthcoming at the *American Journal of Economics and Sociology*.

"Changes in the Employment Contract," with Gary Charness. IIR W.P. 70. Forthcoming at *Journal of Economic Behavior and Organization*.

"Family Structure and Youths= Outcomes: Which Correlations are Causal?" With Gary Painter, Summer 2000, *Journal of Human Resources*, v. XXXV, n. 3, pp. 524-549.

"When are Layoffs Acceptable? Evidence from a Quasi-Experiment," with Gary Charness. April 2000, *Industrial and Labor Relations Review*, v. 53, n. 3, pp. 381-400.

"The NELS Curve: Replicating *The Bell Curve* with the National Educational Longitudinal Survey," with Gary Painter, *Industrial Relations*, July 1999, pp. 364-406.

"Flexibility versus Efficiency? A Case Study of Model Changeovers in the Toyota Production System," *Organization Science*, v. 10, n. 1, January-February 1999, pp. 43-68.

"Computer Mediated Communication as Employee Voice: A Case Study," with Elizabeth Bishop, *Industrial and Labor Relations Review*, v. 52, n. 2, January 1999, pp. 213-233.

"Institutional Incentives for Employer Training," with David Finegold, *Journal of Education and Work*, Vol. 10, No. 2. June, 1997.

"Ergonomics, Employee Involvement, and the Toyota Production System: A Case Study of NUMMI's 1993 Model Introduction," with Paul S. Adler and Barbara Goldoftas, *Industrial and Labor Relations Review*, v. 50, n. 3, April 1997, pp. 416-437.

"What Does it Mean to Be Poor in America," with Maya Federman, Thesia Garner, Kathleen Short, John Kiely, Duane McGough, and Marilyn McNillen, *Monthly Labor Review*, May 1996,

pp. 3-17. (A longer version is available as Institute of Industrial Relations working paper 64, U.C. Berkeley, 1996, <http://socrates.berkeley.edu/~iir/iirpub/dlmlr.html>.)

"A Quality Policy for America," with Susan Helper, *Contemporary Policy Issues*, 13, 2, April 1995, pp. 26-37.

"Work Organization, Employment Security, and Macroeconomic Stability," with Richard Parkin, *Journal of Economic Behavior and Organizations*, 24, 3, August 1994, pp. 251-271.

"Fairness, Markets and Ability to Pay: Evidence from Compensation Executives," *American Economic Review*, 83, 5, December 1993, pp. 1241-1259.

"The Effects of Non-Traditional Attitudes on Married Women's Labor Supply," *Journal of Economic Psychology*, 14, 4, December 1993, pp. 665-679.

"What Do Wages Buy?" *Administrative Science Quarterly*, 38, 3, September, 1993, pp. 462-483. A short version appeared in the *Proceedings of the Industrial Relations Research Association*, 1993, pp. 133-141.

"Worth Waiting For? Delayed Compensation, Training and Turnover in the United States and Japan," *A. Journal of Labor Economics*, 4, 3, September 1993, pp. 724-752.

"Do Corporate Executives have Rational Expectations?" *Journal of Business*, 66, 2, April 1993, pp. 271-294.

"Long-Term Supplier Relations and Product Market Structure," with Susan Helper, *Journal of Law, Economics and Organization*, 8, 3, October, 1992, pp. 561-581.

"Can Wage Increases Pay for Themselves? Tests with a Production Function," *Economic Journal*, 102, 414, September 1992, pp. 1102-1115.

"Piece Rates, Output Restriction, and Cohesiveness," *Journal of Economic Psychology*, 13, 3, September 1992, pp. 473-479.

"Product Quality and Pay Equity Between Low-Level Employees and Top Management: An Investigation of Distributive Justice Theory," with Douglas Cowherd, *Administrative Science Quarterly*, 37, 2, June 1992, pp. 302-320.

"Public Policy Implications of Imperfections in the Market for Worker Participation," *Economic and Industrial Democracy*, 13, 3, May 1992, pp. 184-206.

"Just Cause Employment Policies in the Presence of Worker Adverse Selection," *Journal of Labor Economics*, 9, 3, July 1991, pp. 294-305.

"Cohesiveness, Productivity, and Wage Dispersion," *Journal of Economic Behavior and Organizations*, 15, March 1991, pp. 237-255.

"Just Cause Employment Policies When Unemployment is a Worker Discipline Device," *American Economic Review*, **79**, 4, September, 1989, pp. 902-905.

"Efficiency Wages in Weitzman's Share Economy," *Industrial Relations*, **28**, 3, Fall 1989, pp. 321-334. A short version appeared in *Economics Letters*, **23**, 1987, pp. 245-249.

OTHER ARTICLES AND BOOK CHAPTERS

"Public Policy Implications," in *The American Workplace: Skills, Pay, and Employee Involvement*, edited by Casey Ichniowski and others, Cambridge University Press, 2000, pp. 273-282.

"The Economics of Works Councils," with Bruce Kaufman, in *Nonunion Forms of Employee Representation: History, Contemporary Practice, and Policy*, Kaufman and Daphne Taras, eds., M. E. Sharpe, Armonk NY, 2000, pp. 149-175.

"The Quality of Incentives and The Incentives of Quality," with Katherine Shaw, in *The Quality Movement in America: Lessons for Theory and Research*, Robert Cole and Richard Scott, eds., Sage, NY, 2000, pp. 367-386.

AA Case Study of the Mortgage Application Process, with Ken Temkin and Diane Levy, in *Mortgage Lending Discrimination: A Review of the Evidence*, Margery Austin Turner and Felicity Skidmore, eds, Urban Institute Press, Washington DC, 1999, pp. 137-160. (Available at www.hud.gov/pressrel/newsconf/menu.html.)

"Stability and Change at NUMMI," with Paul S. Adler and Barbara Goldoftas, in Robert Boyer, Elsie Charron, Ulrich Jürgens, and Steven Tolliday (eds.), *Between Imitation and Innovation: Transfer and Hybridization of Production Models in the International Automobile Industry*, New York: Oxford University Press, 1998, pp. 128-160.

"(Attempts at) Replication of *The Bell Curve*," editor's introduction to a symposium, *Industrial Relations*, July 1999, pp. 245-249.

"They Should Solve Their Own Problems: Reinventing Workplace Regulation," in *Government Regulation of the Employment Relationship: A Critical Appraisal*, Industrial Relations Research Association, Madison WI, 1997. (A version appeared as "Reinventing Regulation: Letting Employees and Employers Solve their Own Problems," *The California Management Review*, vol. 39, no. 4, September, 1997, pp. 98-117.)

"Team Production," in *The Human Resource Management Handbook*, David Lewin, Daniel J.B. Mitchell, and Mahmood Zaidi, editors, JAI Press, Greenwich CN, 1997. pp. 35-61.

"What Works at Work: A Critical Review," with Casey Ichniowski, Thomas Kochan, Craig Olson, and George Strauss, *Industrial Relations*, vol 35, no. 3, Summer, 1996, pp. 299-333. (A version appeared in *The American Workplace*, Cambridge U. Press, 2000, pp. 1-37.)

"The US Labor Market: 'Institutions' □ Rigid and 'Unregulated' □ Market-Clearing," *Proceedings of the Industrial Relations Research Association*, 1994.

"The Relation between Supplier Participation and Worker Participation," with Susan Helper, *Proceedings of the Industrial Relations Research Association*, 1994, pp. 12-25.

"Demand Variability and Work Organization," in *Democracy and Markets: Participation, Accountability, and Efficiency*, Samuel Bowles, Herbert Gintis, and Bo Gustafsson, eds, Cambridge University Press, 1993, pp. 159-175.

"Computer Mediated Communication as Employee Voice: A Case Study," with Elizabeth Bishop, *Proceedings of the Conference on NetWORKing*, IFIP WG 9.1, 1993.

"Participation, Productivity, and the Firm's Environment," with Laura D'Andrea Tyson, in *Paying for Productivity*, Alan Blinder, ed., Brookings Institution, 1990, pp. 183-244. (Selected for Frontier Issues in Economic Thought series, *The Changing Nature of Work*, Global Development and Environment Institute, 1999).

"Employee Participation and Involvement," with George Strauss, in *Investing in People*, Report for the Commission on Workforce Quality and Labor Market Efficiency, Background papers, Vol. II, paper 35b, U.S. Department of Labor, September, 1989, pp. 1893-1948.

Efficiency Wage Theories: Micro- and Macroeconomic Implications and Empirical Tests, Ph.D. Dissertation, Harvard University, Cambridge MA, 1987.

Spot and Futures Markets for Natural Gas, Brookhaven National Laboratory Report, 1984.

WORKING PAPERS

(Typically available on my Web site.)

“Carving out Construction Employees from the Workers' Compensation System in California: Putting Theory into Practice,” with Jeffrey S. Petersen and Frank Neuhauser. Third revision under review at [Journal of Policy Analysis and Management](#).

"Choosing the Right Parents: The Changing Importance of Family Background in Determining Income and Education." IIR W.P. 72. Revision requested from the [Industrial and Labor Relations Review](#).

“How Much of School Effects is Just Sorting? Identifying Causality in the National Education Longitudinal Survey,” with Gary Painter. Under review at the [Quarterly Journal of Economics](#).

“The Changing Status of Daughters in Indonesia,” with Michael Kevane. Under review at [Economic Development and Cultural Change](#).

“Are Investments in Daughters Lower When Daughters Move Away? Evidence from Indonesia,” with Michael Kevane. Under review at [Demography](#).

“The Costs of Teenage Out-of-Wedlock Childbearing: Analysis with a Within-School Propensity Score Matching Estimator,” with Gary Painter. Under review at the Review of Economics and Statistics.

"Size, Skill and Sorting," with Dale Belman. Under review at the Labour Economics.

"The Rise and Decline (?) of Internal Labor Markets," with Erica Groshen. Federal Reserve Bank of New York Research Paper 9819, July 1998.

"Reinventing Disability Policy," working paper 65, Institute of Industrial Relations, UC Berkeley, 1999. (Top 10 Download for SSRN Legal and Employment abstracting services.)

WORK IN PROGRESS

“Diversity and Employee Turnover: A Very Large Case Study,” with Jonathan Leonard.

“The Effects of Parental Death on Children=s School Enrollment,” with Paul Gertler and Minnie Ames.

“When Can Indonesians Insure Poor Health? The Roles of Financial, Social and Family Capital,” with Paul Gertler and Enrico Moretti.

“Price Variability over Time and Space in Indonesia,” with Kai Kaiser, Tubagus Achmad Choesni, Paul Gertler, and Jack Molyneaux.

“Using the Indonesian Financial Crisis to Test Theories of Regional Insurance and Intra-Household Allocation,” with Paul Gertler.

BOOK REVIEWS AND NON-TECHNICAL PUBLICATIONS

Book review of *Manufacturing Advantage*, Industrial and Labor Relations Review, forthcoming October 2001.

AGilding the Ghetto,@ Across the Board, Oct 1999, 36(9):10.

ABrave New Work@ interview with Josh Clark, Mother Jones, July/Aug 1997 [http://www.motherjones.com/mother_jones/JA97/clark_jump.html].

"Knowledge Transfer: Managerial Practices Underlying One Piece of the Learning Organization," with April Gilbert, COHRE briefing paper, [<http://socrates.berkeley.edu/~iir/cohre/knowledge.html>], 1998.

"Editorial: Overt Discrimination by Multinational Firms," *Industrial Relations*, 37, 2, April 1998, pp. 121-125.

"The OECD's Role in Measuring Human Capital," background paper for the OECD, DEELSA/CERI/HCI (96) 6, 1996.

"A Deficit of Clear Thinking," Brad DeLong, *CalBusiness*, Fall 1996, p. 6

"Dole Tax Cuts Ignore Deficits, Investment, Education, Future," with Brad DeLong, *San Jose Mercury News*, August 26, 1996, p. 5E.

A Model Changes at NUMMI (A) and (B), with Paul S. Adler and Barbara Goldoftas, teaching cases, USC, 1995.

"Government Should Take Lead in Quantifying Workplace Skills," *San Jose Mercury News*, December 25, 1995, p. 3F.

"Not Such a Capital Idea," with Brad DeLong, *San Francisco Chronicle*, December 5, 1995, p. A23.

"Welfare Reform that Makes Poor Kids Poorer Will Never Pay Off," with Brad DeLong, *Los Angeles Times*, Sunday Forum, October 15, 1995, p. D2.

Book review of Darcy D'Art, *Economic Democracy and Financial Participation*, for *Journal of Economic Behavior and Organization*, 1993.

"The Quality Movement," *Dollars and Sense*, September 1992, pp. 20-22. A short version appeared in *Cal Business*, June 1992.

"Management Education is an Oxymoron," *Cal Business Weekly*, May 1992.

Book review of Tom Korver, *The Fictitious Commodity: A Study of the U.S. Labor Market 1880-1940*, *Journal of Labor History*, **32**, 4, Fall 1991, pp. 624-625.

"Participation, Productivity, and the Firm's Environment," *California Management Review*, Summer 1990, pp. 86-100.

"Japan's Other Export," *Dollars and Sense*, September 1990, pp. 18-21.

"No Voice For Workers," with Laura D'Andrea Tyson, *Dollars and Sense*, no. 152, December 1989, pp. 20-22. Reprinted in *Microeconomics 91/92*, Don Cole, ed., Dushkin Publishing Group, Guilford CN, 1990; *Real World Macro*, seventh and eighth editions, Economic Affairs Bureau, Somerville MA, 1990 and 1992; and *Real World Micro*, third edition, Economic Affairs Bureau, Somerville MA, 1991.

"Sweden: Full Employment in a Free Market Economy," *Labor Center Reporter*, no. 251, November 1988.

"Capitalism, Swedish Style," *Dollars and Sense*, no. 140, October 1988, pp. 20-22. Reprinted in *Real World Macro*, sixth edition, Economic Affairs Bureau, Somerville MA, 1989.

"Why Comparable Worth Won't Upset the Marketplace," *San Francisco Chronicle*, March 7, 1988, p. C6.

HONORS

Listed in *Who's Who in Economics*, a selection based on citation count.

Listed, *Who's Who of Professionals*.

Earl Cheit Outstanding Teaching Award, Haas School of Business, 1990 (undergraduate), 2000 (Evening MBA).

Member, A6.0 Teaching Honor Society (for mean, or more recently median of 6 out of 7) each year since 1988.

Phi Beta Kappa

Omicron Delta Epsilon Economics Honor Society

University of California Alumni Scholar

GRANTS

AA Follow-up Evaluation of the *Progresa* Child Welfare Program, @ National Institute of Child Health and Human Development (NICHD), 2001-2006, with Paul Gertler and others.

AThe Effects of Industrialization on Children, @ Center on the Economics and Demography of Aging, University of California at Berkeley, 2001-2002.

AFinancial and Social Capital as Protection Against Health Shocks in Indonesia, @ Center for Health Research, U.C. Berkeley, 2001-02.

AInvestments in Children in Indonesia: Lessons to be Learned from the Economic Crisis, @ Research Bridging Grant from the Committee on Research, U.C. Berkeley, 1999-2000.

Subcontractor on *Mortgage Lending Discrimination: What Do We Know?* Urban Institute grant from the U.S. Department of Housing and Urban Development, 1998.

Gap, ACauses and Consequences of Employee Exits, @ with COHRE and Jonathan Leonard, 1998-99.

Sage Foundation, "Perceptions of the Fair Employment Contract: Evidence from a Quasi-Experiment," with Gary Charness, 1998-99.

Upjohn Institute, "Changes in Careers, Compensation and Internal Labor Markets at Large American Employers," with Dale Belman and K.C. O'Shaughnessy, 1998-99.

California Commission on Health and Safety and Workers' Compensation, "Evaluation of Workers' Compensation Programs Established Pursuant to Labor-Management Agreements in the Construction Industry," 1997-8.

Committee On Teaching, Office of Educational Development, U.C. Berkeley, Classroom Technologies Grant: 1995-1996.

Sloan Foundation, "What Works at Work," with the National Center for the Workplace, 1993-5.

Sloan Foundation, "Employee Involvement and Total Quality Management in the 1990's," with Edward E. Lawler III, Gerald Ledford, and Susan Mohrman, 1992-4.

Consortium on Competition and Cooperation, "Human Resource Policies and Corporate Performance in the United States and Japan," 1991-92.

Consortium on Competition and Cooperation, "Cooperative Supplier Relations: An Exit-Voice Approach," 1990-91.

COURSES TAUGHT

Industrial Relations (Undergraduate and Ph.D.)

Macroeconomics (Undergraduate and MBA)

Human Resource Strategies (MBA)

Bargaining and Negotiation (Undergraduate)

The New Employment Contract (Undergraduate)

Pay and Employment Policies (MBA)

TALKS AND PRESENTATIONS

▲The Effects of Adult Health Shocks on Consumption: The Role of Financial and Social Capital, @ UCLA Economics, Health Policy and Economics at UC Berkeley. Winter and Spring 2001.

▲The Effects of Diversity on Turnover: A *Very* Large Case Study, @ Wharton and Rutgers University, April 2001.

AChanges in the Social Contract,@ ASSA, Boston January 2000.

"The Rise and Decline (?) of Internal Labor Markets," UCSD Economics, April 1999 and ASSA, Boston January 2000.

AChoosing the Right Parents,@ IIR, November 1999.

AChanges in Careers, Compensation and Internal Labor Markets at Large American Employers,@ USC Public Policy School, April 1999.

ACarve-outs in California Construction,@ RAND, April 1999.

February 26, 1999, KQED Forum, AThe Future of Work,@ Presenter.

ASocial Services in the New Economy,@ Head Start Program, Berkeley CA, October 1998.

"The NELS Curve," Harvard Sociology Dept., Oct. 1998.

"The Rise and Decline (?) in Internal Labor Markets," Harvard Economics Dept., Oct. 1998.

Testified, Select Committee on the California Middle Class, California State Assembly, May 28, 1997

"Pitfalls in Teams" and "Overcoming the Pitfalls," for Labor Center, IIR, conference Union Management Partnerships: Models, Skills and Pitfalls, May 22-23, 1997.

IRRA session *Inside the Firm: Implications for Labor Market Outcomes*, "The Rise and Decline (?) of ILMs," with Erica Groshen, January 1998.

C. Echeverria, D. Levine, F. Neuhauser, J. Petersen, R. Reuben. "Improving Benefits for Injured Construction Workers: An Alternative System of Workers Compensation in California." 1998 Allied Social Science Meetings, IRRA Section, Chicago, January 3, 1998.

"The OECD's Role in Measuring Human Capital," OECD, DEELSA/CERI/HCI, January 1996.

AHigh-Performance Workplaces,@ American Society for Training and Development, Feb. 1996.

"What I learned in Washington," OBIR Seminar, Fall 1995.

"Public Policy for High-Performance Workplaces," Levy Institute, Annandale-on-Hudson, NY, May, 1995.

"America's Quality Policy," Western Economic Association, South Lake Tahoe, June 21, 1993; Business and Public Policy Seminar, U.C. Berkeley, March 1, 1993.

Discussant, Stanford Conference on Organizational Research, Winter Conference, "Employees and Employers: Examining the Employment Relation," January 23, 1993.

"What Do Wages Buy?" Industrial Relations Research Association meetings, January, 1993; OB/IR seminar, U.C., Berkeley, February 20, 1991; Stanford Labor Seminar, March 6, 1990; Wharton School of Management, Management Seminar, March 20, 1990.

Discussant, "Careers and Wages," joint session of the American Economic Association and the Industrial Relations Research Association meetings, January, 1993.

"Long-Term Supplier Relations and Product Market Structure: An Exit-Voice Approach," Harvard Business School, October 28, 1991; Harvard Economics Dept., December 3, 1991; Inter-Disciplinary Studies, U.C. Berkeley, February 1992.

"Fairness, Markets & Ability to Pay" at Behavioral Decision Research in Management Conference, U.C. Berkeley, May 1992; Harvard Political Economy Seminar, October 1, 1991; Department of Economics, Case Western Reserve University, October 7, 1991; MIT Sloan School Industrial Relations Seminar, October 22, 1991; Rutgers School of Industrial Relations, November 1991.

"Integrating The Economics of Organizations with the Behavioral Sciences," University of Michigan, Ann Arbor, Political Economy Seminar, October 4, 1991.

"Socialism with a Human (Resources) Face," *Perspectives on Market Socialism*, Berkeley, May 1991.

Discussant, "The Effects of EC 92 on United States Labor," Institute of Industrial Relations, U.C., Berkeley, April 26, 1991.

"Demand Variability and Work Organization," *Theoretical Advances in Segmented Labor Markets and the Theory of the Firm*, AEA meetings, Washington DC, December 29, 1990. Also presented at the Swedish Collegium for the Advancement of Social Science, Uppsalla, Sweden, June 19, 1990.

Discussant, *Political Economy of Work Effort*, URPE meetings, Washington DC, December 28, 1990.

"Productivity and Workers' Participation in Decision-Making," Primero Symposium International de Competitividad, COPARMEX (Employers' Federation) Jalisco, Guadalajara, Mexico, October 18, 1990; Instituto de Estudios y Regionales, Universidad de Guadalajara, October 21, 1990; Jalisco state Departamento de Trabajo y Prevision Social, Guadalajara, October 21, 1990; and Confederacion de Trabadores de Mexico (Mexican Workers' Confederation) and International Labor Organization conference "New Technologies, Flexibilities, and Wage Systems," Mexico City, October 21, 1990.

"Employee Involvement Efforts: Incidence and Effects," OB/IR Seminar, U.C. Berkeley, September 12, 1990.

"Tests of Human Capital Theory in the United States and Japan," Assistant Professor Seminar, U.C. Berkeley, September 19, 1990; Dartmouth, October 12, 1990; MIT Sloan School, October 16, 1990; Economics Department, Columbia, November 7, 1991.

Invited discussant to The Conference on Excellence at Work, National Governor's Association, Sacramento, June 6, 1990.

"Public Policy Implications of Employee Participation Programs," Second Annual International Conference on Socio-Economics, Washington DC, March 17, 1990.

"Tests of Efficiency Wage and Rent-Sharing Theories of Wage Determination," Macro-Labor Lunch, U.C. Berkeley, October 20, 1989; OB/IR Seminar, February 20, 1991; NBER Summer Institute, Cambridge, MA, August, 1986.

"Do Corporate Executives have Rational Expectations?" Economics Seminar, U.C. Santa Cruz, October 10, 1989.

"Tests of Institutional Theories of Married Women's Labor Supply," OB/IR seminar, U.C. Berkeley, September 20, 1989; the Institute of Industrial Relations Macro-Labor Group, U.C. Berkeley, March 1988.

"Employee Participation: Designs, History, Impact," at the National Education Association Conference *School Employees: Designers of Excellence*, Washington DC, June 29, 1989.

"Participation, Productivity, and the Firm's Environment," with Laura Tyson, at the Brookings Institution Conference *Compensation Policies and Productivity*, Washington DC, March 16, 1989.

"Worker Participation and the Role of Public Policy," Upjohn Institute Conference *Employment Issues for the New Administration*, U.C. Berkeley, February 24, 1989.

"The Economic Situation After the Election," KPFA Radio Station, Berkeley, CA, November 2, 1988.

Discussant, Third Berkeley Conference on Industrial Relations, February 26, 1988.

"Current Research on How Wages are Set," Northern California Human Resource Council meeting, January 12, 1988.

"The Efficiency Implications of Just Cause Employment Policies in the Presence of Imperfect Information," NBER Summer Institute, Cambridge, MA, August, 1988; U.C. Berkeley seminar in Organizational Behavior and Industrial Relations, February, 1988; Case Western Reserve Law School, October 3, 1991.

REVIEWER

American Economic Review
Bulletin of Economic Research
California Management Review
Cambridge University Press
Department of Labor
Dollars and Sense
Eastern Economic Journal
Economic Journal
European Economic Review
European Journal of Political Economy
Harvard Business School Press
Industrial Relations
Industrial and Labor Relations Review
Jerome Levy Economics Institute
Journal of Economic Development
Journal of Economics and Management Strategy
Journal of Human Resources
Journal of Labor Economics
Journal of Labor History
Journal of Productivity Analysis
National Commission on Testing and Public Policy
National Science Foundation
Sloan Foundation
Quarterly Journal of Economics
University of California Press
World Bank Economic Review