

# **EDWARD PAUL LAZEAR**

## **CURRICULUM VITAE**

**October, 2015**

### **Business addresses:**

Hoover Institution  
Stanford University  
Stanford, CA 94305-6010  
Phone: 650/723-4724 Fax: 650/723-0498  
and

Graduate School of Business  
Stanford University  
Stanford, CA 94305-5015  
Phone: 650/723-9136 Fax: 650/725-7979

### **PRIMARY POSITIONS:**

Morris Arnold Cox and Nona Jean Cox Senior Fellow,  
Hoover Institution (2002- )  
and  
Jack Steele Parker Professor of Human Resources  
Management and Economics, Graduate School of  
Business, Stanford University (1995- )

### **PREVIOUS POSITIONS:**

Chairman, President's Council of Economic Advisers,  
The White House (2006-09)  
Senior Fellow, Hoover Institution (1985-2002)  
Professor of Human Resource Management and  
Economics, Graduate School of Business (1992-95)  
Stanford University  
Coordinator of Domestic Studies (1987-1990),  
Hoover Institution  
Assistant Professor of Economics (1974-1978);  
Associate Professor of Industrial Relations (1978-1981);  
Professor of Industrial Relations (1981-1985);  
Isidore Brown and Gladys J. Brown Professor of Urban and  
Labor Economics, Graduate School of Business (1985-1992)  
University of Chicago

**OTHER AFFILIATIONS:**

Research Fellow, IZA (2002- 6, 2009-) Research Fellow, Center for Corporate Performance, Denmark (2004-6, 2009-)  
Member, Global Economic Symposium Advisory Board (2009-)  
Member, George W. Bush Institute Board (2009-)  
Research Fellow, SIEPR (2004-6, 2009-)  
Member, Advisory Council, Hong Kong Institute of Economics and Business Strategy, University of Hong Kong (2000-6 )  
Chairman, Academic Research Committee, Research Advisory Board of the American Compensation Association (1999-2002)  
Founder of the Society of Labor Economists, 1996  
Research Advisory Board, American Compensation Association (1996-99)  
Steering Committee, SIEPR, Stanford University (1996-2006)  
Research Associate, National Bureau of Economic Research (1974-)

**EDITORIAL AFFILIATIONS:**

Founding editor, *Journal of Labor Economics* (University of Chicago Press) (1982- 2001)  
Associate Editor, *Journal of Economic Perspectives* (American Economic Association) (1986-1989)  
Member, Editorial Board, *LABOUR/Review of Labour Economics and Industrial Relations* (1992-2006)  
Member, Editorial Board, *Managerial and Decision Economics* (1994- )  
Co-Editor, *Journal of Labor Abstracts* (1996-2006)  
Associate Editor, *German Economic Review* (2000-2004)  
Columnist, *The Economist's Voice* (2005-2006)  
Member, Editorial Board, *Journal of Labor Economics*, (2009-)  
Member, Board of Distinguished Advisers DIW-DC (2009-)  
Member, Editorial Advisory Board, *Research in Labor Economics*, (2011-)  
Member, Editorial Board, *International Human Resources Issues* (2011-)

**ACADEMIC DEGREES:**

A.B., UCLA (Economics) 1971  
A.M., UCLA (Economics) 1971  
Ph.D., Harvard University (Economics) 1974  
Legum Doctor (Honorary), Albertson College of Idaho, 1997  
Doctor Mercaturae Honoris Causa (Honorary), Aarhus School of Business 2006  
Doktor, Honoris Causa (Honorary), University of Zurich, 2010  
Doctor Honoris Causa (Honorary), Copenhagen Business School, 2013

**TEACHING EXPERIENCE:**

Microeconomic Theory; Labor Economics; Industrial Relations; Personnel; Econometrics; Mathematics for Economists; and Discrimination in the Labor Market

**HONORS AND FELLOWSHIPS:**

Labor and Employment Relations Association (LERA) Fellow, 2015-  
Coulter Faculty Fellowship 2014-2015  
Honorary Doctorate Mercaturae Honoris Causa, Copenhagen Business School, 2013  
American Association for the Advancement of Sciences, Fellow, 2012-  
Winnick Family Faculty Fellowship, 2010-2011  
Honorary Doctorate, University of Zurich, 2010  
Spence Faculty Fellow, 2009-2010  
Jacob Mincer Prize for Lifetime Achievement. Society of Labor Economists, 2006  
Honorary Doctor Mercaturae Honoris Causa, Aarhus School of Business, 2006  
IZA Prize in Labor Economics, 2004  
Society of Labor Economists, Fellow, 2003-  
National Academy of Sciences, BOTA, member, 2001-2005  
Michael and Monica Spence Faculty Fellow, 2000-01  
Distinguished Service Award, Ph.D. Faculty, Stanford University, 2000  
American Academy of Arts and Sciences, Fellow, 2000-  
Leo Melamed Biennial Prize for Outstanding Research, 1998  
President, Society of Labor Economists, 1997-98  
First Vice-President, Society of Labor Economists, 1996-97  
Honorary Doctor of Laws degree, Albertson College of Idaho, awarded June, 1997  
Stanford Graduate School of Business Research Fellowship, 1996-97  
*Personnel Economics* selected as MIT Press Outstanding Book, 1996  
*Personnel Economics* selected as one of ten most important books in Labor Economics  
Princeton, 1996  
Distinguished Teaching Award, Graduate School of Business, Stanford University, May 1994  
Econometric Society, Fellow, 1988-  
Member, Conference on Research in Income and Wealth, 1988-  
Grant by Government of Spain to study U.S./Spanish unemployment, 1987-88

**HONORS AND FELLOWSHIPS (continued):**

Binational Fellowship, United States/Israel Binational Science Foundation, 1985  
Elected Fellow, Center for Advanced Study in the Behavioral Sciences, June 1981  
National Science Foundation Grant Recipient, 1979-81, 1981-83, 1984-86, 1987-90, 1991-95,  
1995-96, 1996-97, 1997-2001  
Graduate Fellow, National Science Foundation, 1971-74

**HONORARY LECTURES:**

Rodolfo DeBenedetti Annual Lecture, Bocconi University, Milan, October, 2015.  
Keynote Address, Colloquium on Personnel Economics (COPE) Vienna, March 2015.  
Wade Fenzler Public Policy Lecture, University of Wisconsin, November 2014.  
Yoram Ben-Porath Memorial Lecture, Jerusalem, September 2014.  
Keynote Address at Global Aspects of Personnel Economics Conference, Sandbjerg Manor, Denmark, August 2014.  
Keynote Address, International Symposium: The Science of Japanese Personnel Management -Rethinking Employment Systems in the Era of Globalization, July, 2013  
Keynote Address, Celebration in Honor of Lim Chong Yah, Singapore, August, 2012.  
Keynote Address, Singapore Economic Society, August 2011.  
Keynote Address, European Personnel Economics Annual Meeting, February 2010.  
Honorary Doctorate Lecture, University of Zurich, April, 2010.  
Trevor Swan Lecture, Australian National University, September, 2009.  
Keynote Address, Australian Conference of Economists, 2009.  
Keynote Address, Southern Economics Association Meetings, Charleston, S.C. 2006.  
Keynote Address, ITPF-Brookings Institution Conference, Washington, D.C., 2005  
Keynote Address, Canadian Annual Conference on Economics, Montreal, Canada, 2005  
Keynote Address, International Workshop on Human Resources Management, Seville, Spain, 2005  
Keynote Address, Fifth International Symposium on Multinational Business Management, Nanjing, China, 2005  
Bogen Lecture, Hebrew University of Jerusalem, 2005  
Keynote Address, Personnel Economics and New Data, Bonn, Germany, November, 2004.  
Adam Smith Lecture, European Association of Labor Economists, Seville, Spain, 2003  
Commencement Address, UCLA, June 2002  
Presidential Address, American Economic Association, for Sherwin Rosen, January 2002  
Bertha Leigh Memorial Lecture, University of Washington, 2002.  
Fishelson Memorial Lecture, Tel Aviv University, January 2002  
Keynote Address, CAEP Conference on New Data in Personnel Economics, Aarhus, Denmark, October 2001  
Keynote Address, CEP Conference on Education Policy in the UK, September 2001  
Keynote Address, Ministry of Labor, Ottawa, Canada, May 2000  
McMyler Annual Lecture, Case Western Reserve University, March 2000  
University of Cincinnati Annual Lecture, February 1999  
Astra-Eriksson Lectures in Economics, Stockholm, Sweden, September 1998  
Presidential Address to Society of Labor Economists, May 1998

Frank Paish Lecture to the Royal Economic Society, April 1998  
University of Dundee, Scotland, EMRU Conference Keynote Speaker, July 1995

**HONORARY LECTURES (Continued):**

Centre for Labour Market & Social Research, Aarhus, Denmark, Inaugural Lecture, March 1994  
Wicksell Lectures, Stockholm, Sweden, March 1993  
University of Warwick/European Assn. of Labour Economists Keynote Speaker, September 1992  
Western Michigan University Public Lecture Series, September 1989  
Harding Visiting Lecturer, University of Toronto, October 1988  
Towers/Cresap Annual Lecture, University of Chicago, October 1988  
Washington University, October 1987  
University of Kansas, April 1985  
Louisiana State University, November 1985  
Goldwater Lectureship, Arizona State University, 1982

**VISITING APPOINTMENTS:**

London School of Economics, June 1999  
NAKE (Netherlands Network of Economics), Tilburg, Netherlands, June 1999  
University of Oregon, March 1999  
Finnish Postgraduate Program in Economics, Helsinki, August 1998  
Aarhus University, Denmark, September 1996  
Institut d'Etudes Politiques/MBA Program, Paris, September 1995  
University of Saarlandes/Center for the Study of New Institutional Economics, Saarbrucken, Germany, August 1992  
Institut d'Etudes Politiques, Paris, May 1987  
Institute for Advanced Studies, Vienna, 1983-84 (in residence January 1984)  
National Productivity Board, Singapore, June 1985 & July 1982  
Fellow of the Institute for Advanced Study, Hebrew University of Jerusalem, 1977-78 (in residence June-July 1978)

**OTHER PUBLIC POLICY APPOINTMENTS AND SERVICE:**

Council of Economic Advisors, Governor Arnold Schwarzenegger, State of California, 2005-2006  
Commissioner, White House Panel on Tax Reform, President George W. Bush, January, 2005-November, 2005.  
Testimony before Board of Governors of the Federal Reserve System, October 1997  
Economic Advisor to President Shevardnadze of Republic of Georgia, October 1994  
National Science Foundation Economics Review Panel, August 1993-95  
Supreme Economic Council of Russian Republic, December 1991 - August 1993  
Advisor to Prime Minister of Ukraine, Kiev, April 1993  
Advisor to Supreme Economic Council, Supreme Soviet, Russian Republic, Moscow, March 1991, May 1991, January 1992; By Decree of Supreme Soviet, Foreign Member of Supreme Economic Council of Russian Republic, December 1991 - August 1993  
Advisor to Prime Minister of Romania, January 1992  
Advisor to Vice Prime Minister of Romania, Bucharest, February 1991  
Advisor to Ministry of Privatization of Czechoslovakia, Prague, February 1991

Advisor to Government of Romania, Bucharest, October 1990

Advisor to Minimum Wage Study Comm. (an Ad Hoc Committee of the U.S. Congress), 1979-81

**BOOKS:**

*Allocation of Income Within the Household*, with Robert T. Michael. Chicago: University of Chicago Press, 1988.

*Issues in Contemporary Retirement*, edited with Rita Ricardo-Campbell. Stanford, CA: Hoover Press, 1988.

*Microeconomic Theory*, 6th edition, with John P. Gould, Jr. Homewood, IL: Richard D. Irwin, 1989.

*Searching for Alternatives: Drug-Control Policy in the United States*, edited with Melvyn B. Krauss. Stanford, CA: Hoover Institution Press, 1991. Paperback edition, 1992.

*Economic Transition in Eastern Europe and Russia: Realities of Reform*, ed. Edward P. Lazear. Stanford, CA: Hoover Institution Press, 1995.

*Personnel Economics* [The 1993 Wicksell Lectures]. Eleven-chapter book on which lectures were based. Cambridge: The MIT Press, 1995.

*Personnel Economics for Managers*, Edward P. Lazear. New York: John Wiley & Sons, 1998. (Also in Japanese, 1998; in German (with Birgitta Wolf and Uschi Backes-Gellner); in Chinese and Korean.

*Education in the 21<sup>st</sup> Century*, ed. and introduction by Edward P. Lazear, Stanford, CA: Hoover Institution Press, 2002.

*Personnel Economics, Collected Works*, ed. with Robert McNabb, Edward Elgar Publisher, 2004.

*The Structure of Wages: An International Comparison*, ed. with Kathryn L. Shaw. University of Chicago Press, National Bureau of Economic Research, 2008.

*Personnel Economics in Practice, with Michael Gibbs, Second Edition*. John Wiley and Sons, 2008.

*Inside the Firm: Contributions to Personnel Economics*. Oxford University Press. 2011.

**Booklet:**

*Observations on the Financial Crisis* with Keith B. Hennessey. Stanford, Ca: Hoover Institution Press, 2013.

## **PUBLISHED PAPERS:**

“Age, Experience, and Wage Growth,” *American Economic Review* 66:4 (September 1976): 548-58.

“Schooling as a Wage Depressant,” *Journal of Human Resources* 12:2 (Spring 1977): 164-76.

“Education: Consumption or Production?” *Journal of Political Economy* 85:3 (June 1977): 569-97.

“The Narrowing of Black-White Wage Differentials Is Illusory,” *American Economic Review* 69:4 (September 1979): 553-64.

“Why Is There Mandatory Retirement?” Orig. *Journal of Political Economy* 87:6 (December 1979): 1261-84. Reprinted in *Labor Economics/The International Library of Critical Writings in Economics* 47, Vol. II, eds. Orley C. Ashenfelter and Kevin F. Hallock (Aldershot, England: Edward Elgar Publishing Ltd., 1995): 381-404; also reprinted in *The Economics of Aging/The International Library of Critical Writings in Economics* 51, ed. John Creedy (Aldershot, England: Edward Elgar Publishing Ltd., 1995): 90-113. Reprinted in *Worth Series of Outstanding Contributions in Economics: Labor Economics*. Orley Ashenfelter, Series Editor and Volume Editor: Worth Publishers, Inc., University of Chicago Press, 1999.

“Male-Female Wage Differentials: Has the Government Had Any Effect?” In *Women in the Labor Market*, edited by Cynthia B. Lloyd, Emily S. Andrews, and Curtis L. Gilroy. New York: Columbia University Press, 1979.

“The Economics of Compensation of Government Officials,” with Sherwin Rosen. In *The Rewards of Public Service: Compensating Top Federal Officials*, ed. Robert W. Hartman and Arnold R. Weber. Washington, DC: Brookings Institution, c.1980.

“Family Background and Optimal Schooling Decisions,” *Review of Economics and Statistics* 62:1 (February 1980): 42-51.

“Family Size and the Distribution of Real Per Capita Income, with Robert Michael, *American Economic Review* 70:1 (March 1980): 91-107.

“Real Income Equivalence Among One-Earner and Two-Earner Families,” with Robert Michael, *American Economic Review P&P* 70:2 (May 1980): 203-8.

“Minimum Wages vs. Minimum Compensation,” a report to the Minimum Wage Study Commission, with Frederick H. Miller, December 1980.

“Forced Exit,” *The Wharton Magazine* 4:2 (Winter 1980): 30-33.

“Agency, Earnings Profiles, Productivity, and Hours Restrictions,” *American Economic Review* 71:4



(September 1981): 606-20. Reprinted in *The Economic Value of Education: Studies in the Economics of Education/The International Library of Critical Writings in Economics* 17, ed. Mark Blaug (Aldershot, England: Edward Elgar Publishing Limited, 1992): 226-240; also reprinted in *Labor Economics/The International Library of Critical Writings in Economics* 47, Vol. II, eds. Orley C. Ashenfelter and Kevin F. Hallock (Aldershot, England: Edward Elgar Publishing Ltd., 1995): 111-125.

“Rank-Order Tournaments as Optimum Labor Contracts,” with Sherwin Rosen, *Journal of Political Economy* 89:5 (October 1981): 841-64. Reprinted in M. Kleiner, ed., *Industrial Relations: Institutions and Organizational Performance*, Dartmouth Publishing, 1994 and in *Labor Economics/The International Library of Critical Writings in Economics* 47, Vol. II, eds. Orley Ashenfelter and Kevin F. Hallock (Aldershot, England: Edward Elgar Publishing Ltd., 1995): 422-45 and in Kevin F. Hallock and Kevin J. Murphy, *The Economics of Executive Compensation*, 1999.

“An Analysis of Federal Worker Compensation,” Washington, DC: American Enterprise Institute, 1982.

“Severance Pay, Pensions, and Efficient Mobility,” NBER Working Paper No. 854, February 1982.

“Intergenerational Externalities,” *Canadian Journal of Economics* 16:2 (May 1983): 212-28.

“A Competitive Theory of Monopoly Unionism,” *American Economic Review* 73:4 (September 1983): 631-43.

“A Microeconomic Theory of Labor Unions,” *Research in Labor Economics*, Supplement 2: New Approaches to Labor Unions, ed. Joseph Reid (Greenwich, CT: JAI Press, 1983): 53-97.

“Pensions as Severance Pay.” In *Financial Aspects of the United States Pension System*, eds. Zvi Bodie and John B. Shoven. Chicago: University of Chicago Press for the NBER, 1983.

“A Comparison of Federal and Private Pension Plans,” with Beth Asch, Washington, DC: American Enterprise Institute, 1984.

“The Excess Sensitivity of Layoffs and Quits to Demand,” with Robert Hall, *Journal of Labor Economics* 2:2, Essays in Honor of Melvin W. Reder. (April 1984): 233-57. Reprinted in *Labor Economics/The International Library of Critical Writings in Economics* 47, Vol. III, eds. Orley C. Ashenfelter and Kevin F. Hallock (Aldershot, England: Edward Elgar Publishing Ltd., 1995):155-79.

“Incentives, Productivity, and Labor Contracts,” with Robert L. Moore, *Quarterly Journal of Economics* 99:2 (May 1984): 275-96; also in *Efficiency Wage Models of the Labor Market*, eds. George Akerlof and Janet Yellen (Cambridge: Cambridge University Press, 1986): 135-56.

- “Incentives and Wage Rigidity,” *American Economic Review P&P* 74:2 (May 1984): 339-44.
- “Incentive Effects of Pensions.” In *Pensions, Labor, and Individual Choice*, ed. David A. Wise (Chicago: University of Chicago Press for the NBER, 1985): 253-82.
- “Social Security and Pensions.” In *Research in Labor Economics*, Vol. 7, ed. Ronald G. Ehrenberg (Greenwich, CT: JAI Press, 1985): 1-30.
- “The Role of Wages in the Allocation Process,” *Wirtschaftspolitische Blätter* (June 1985): 547-54.
- “Retirement from the Labor Force.” In *Handbook of Labor Economics*, Vol. 1, eds. Orley Ashenfelter and Richard Layard (London: Elsevier, 1986): 305-55.
- “Raids and Offer Matching.” In *Research in Labor Economics*, Vol. 8, Part A, ed. Ronald G. Ehrenberg (Greenwich, CT: JAI Press, 1986): 141-65.
- “Retail Pricing and Clearance Sales,” *American Economic Review* 76:1 (March 1986): 14-32.
- “Salaries and Piece Rates,” *Journal of Business* 59:3 (July 1986): 405-31.
- “Estimating the Personal Distribution of Income with Adjustment for Within-Family Variation,” with Robert Michael, *Journal of Labor Economics* 4:3 (July 1986): S216- S239.
- “Comparable Worth and Discrimination in the Labor Market,” with Daniel Fischel, *Chicago Law Review* 53 (Summer 1986): 891-918.
- “Incentive Contracts,” *The New Palgrave: A Dictionary of Economics*, Vol. 2 (E-J), eds. John Eatwell, Murray Milgate and Peter Newman (London: The Macmillan Press Limited, 1987): 744-48.
- “Pension Inequality,” with Sherwin Rosen, *Issues in Pension Economics*, eds. Zvi Bodie, John B. Shoven and David A. Wise (Chicago: University of Chicago Press for the NBER, 1987): 341-359.
- “Lump-Sum Payments,” *Hoover Institution Working Paper in Economics* No. E-87-8 (February 1987); A Report Prepared for the Bureau of Labor Statistics, United States Department of Labor (March 1987).
- “Pensions and Turnover,” with Robert Moore, *Pensions in the U.S. Economy*, eds. Zvi Bodie, John Shoven, and David Wise (Chicago: University of Chicago Press for the NBER, 1988): 163-88.
- “The Labor Market and International Competitiveness,” *Thinking About America: The United States in the 1990s*, eds. Annelise Anderson and Dennis Bark (Stanford, CA: Hoover Institution Press, 1988): 367-81.

“Employment-at-Will, Job Security, and Work Incentives.” In *Employment, Unemployment, and Labor Utilization*, ed. Robert A. Hart (Boston: Unwin Hyman, 1988): 39-61.

“Introduction,” with Rita Ricardo-Campbell. In *Issues in Contemporary Retirement*, eds. Rita Ricardo-Campbell and Edward P. Lazear (Stanford, CA: Hoover Institution Press, 1988): xvii-xxiii; also available as separate reprint, “Introduction to *Issues in Contemporary Retirement*,” Hoover Institution Press, 1988.

“Enhancing Productivity through Compensation: The 1988 Towers/Cresap Lecture,” University of Chicago, Graduate School of Business, Selected Paper No. 68, 1988.

“Pay Equality and Industrial Politics,” *Journal of Political Economy* 97:3 (June 1989): 561-80.

“Adjusting to an Aging Labor Force.” In *Issues in the Economics of Aging*, ed. David A. Wise (Chicago: University of Chicago Press for the NBER, 1990): 287-312.

“Job Security and Unemployment.” In *Advances in the Theory and Measurement of Unemployment*, eds. Yoram Weiss and Gideon Fishelson (London: Macmillan, 1990): 245-67.

“Male-Female Wage Differentials in Job Ladders,” with Sherwin Rosen, *Journal of Labor Economics* 8:1, Part 2: Essays in Honor of Albert Rees. (January 1990): S106-S123.

“The Introduction of New Products,” with Debra J. Aron, *American Economic Review P&P* 80:2 (May 1990): 421-6.

“Pensions and Deferred Benefits as Strategic Compensation,” *Industrial Relations* 28:2 (Spring 1990): 263-80; also in *The Economics of Human Resource Management*, eds. Daniel J. B. Mitchell and Mahmood A. Zaidi (Oxford, England and Cambridge, MA: Basil Blackwell, 1990): 109-26.

“Job Security Provisions and Employment,” *Quarterly Journal of Economics* 105:3 (August 1990): 699-726.

“The Timing of Raises and Other Payments,” *Carnegie-Rochester Conference Series on Public Policy*, Vol. 33 [Studies in Labor Economics in Honor of Walter Y. Oi], eds. Allan H. Meltzer and Charles I. Plosser. (Amsterdam: Elsevier Science Publishers, Autumn 1990): 13-48.

“The Resurgence of Regulation,” Stanford University draft (November 1990).

“Labor Economics and the Psychology of Organizations,” *Journal of Economic Perspectives* 5:2 (Spring 1991): 89-110; also forthcoming in Italian from Bollati Boringhieri Editore, Turin, Italy.

“Introduction,” with Melvyn B. Kraus. In *Searching for Alternatives: Drug-Control Policy in the United States*, eds. Melvyn B. Kraus and Edward P. Lazear (Stanford, CA: Hoover Institution Press, 1991): xxi-xxxvii.

“Stock, Options, and Deferred Compensation,” with Matthew O. Jackson, *Research in Labor Economics*, Vol. 12, ed. Ronald G. Ehrenberg (Greenwich, CT: JAI Press, Inc., 1991):41-62.

“Discrimination in Labor Markets,” *Essays on the Economics of Discrimination*, ed. Emily P. Hoffman (Kalamazoo: W. E. Upjohn Institute for Employment Research, 1991): 9-24.

“Prices and Wages in Transition Economies.” In *Search of a Transition to a Free Society*, (Prague: Mont Pelerin Society Regional Meeting, November 3-6, 1991): 226-262; revision in *Hoover Institution Essays in Public Policy* series, No. 29 (June 1992).

“The Job as a Concept.” In *Performance Measurement, Evaluation, and Incentives*, ed. William J. Bruns, Jr. (Boston: Harvard Business School Press, 1992): 183-215.

“Peer Pressure and Partnerships,” with Eugene Kandel, *Journal of Political Economy* 100:4 (August 1992): 801-17.

“Incentive Contracts in Labour Markets,” *The New Palgrave Dictionary of Money and Finance*, Vol. 2 (F-M), eds. Peter Newman, Murray Milgate and John Eatwell (New York: The Stockton Press; London: The Macmillan Press Ltd., 1992): 335-341.

“Compensation, Productivity and the New Economics of Personnel,” *Research Frontiers in Industrial Relations and Human Resources*, eds. David Lewin, Olivia Mitchell and Peter Sherer (Madison: Industrial Relations Research Association, 1992): 341-380.

“The New Economics of Personnel,” *LABOUR/Review of Labour Economics and Industrial Relations* 7:1 (Spring 1993): 3-23.

“The Interaction Between Political and Economic Freedom,” Chapter Six, *Transition to Democracy in Poland*, ed. Richard F. Staar (New York: St. Martin's Press, 1993): 111-122.

“Some Thoughts on Savings,” *Studies in the Economics of Aging*, ed. David A. Wise (Chicago: University of Chicago Press for the NBER, 1994): 143-169.

“Economic Reform: Appropriate Steps and Actual Policies” [introduction]. In *Economic Transition in Eastern Europe and Russia: Realities of Reform*, ed. Edward P. Lazear (Stanford, CA: Hoover Institution Press, 1995): 3-61.

“Publicly Provided Goods and Services In a Transition Economy,” with Sherwin Rosen. In *Economic Transition in Eastern Europe and Russia: Realities of Reform*, ed. Edward P. Lazear (Stanford, CA: Hoover Institution Press, 1995): 322-339.

“A Jobs-Based Analysis of Labor Markets,” *American Economic Review P&P* 85:2 (May 1995): 260-265.

“Corporate Culture and the Diffusion of Values.” In *Trends in Business Organization: Do Participation and Cooperation Increase Competitiveness?* [International Workshop/The Kiel Institute of World Economics], ed. Horst Siebert (Tubingen: J.C.B. Mohr/Paul Siebeck, 1995): 89-133.

“Bait and Switch,” *Journal of Political Economy* 103:4 (August 1995): 813-30.

“An Economic Analysis of Works Councils,” with Richard B. Freeman. In *Works Councils: Consultation, Representation, and Cooperation in Industrial Relations* [NBER conference volume], eds. Joel Rogers and Wolfgang Streeck, Chicago: University of Chicago Press for the NBER, November 1995.

“Relational Investing: The Worker's Perspective,” with Richard B. Freeman, NBER Working Paper No. 5436 (January 1996); also forthcoming in *Meaningful Relationships: Institutional Investors, Relational Investing and the Future of Corporate Governance*, eds. Ronald Gilson, John C. Coffee and Louis Lowenstein (New York: Oxford University Press), expected 1998.

“Hiring Risky Workers.” In *Internal Labour Markets, Incentives, and Employment*, eds. Isao Ohashi and Toshiaki Tachibanaki (New York: St. Martins Press, 1998). Also NBER Working Paper No. 5334 (November 1995).

“Culture Wars in America,” *Hoover Institution Essay in Public Policy*, July 1996.

“Incentives in Basic Research,” *Journal of Labor Economics* 15:1, Part 2: Essays in Honor of Yoram Ben-Porath (January 1997):S167-S197.

“Labor in a Global Economy,” with Sherwin Rosen. In *Agenda for Economic Reform in Korea: International Perspective*, eds. Kenneth Judd and Young-Ki Lee, Stanford, CA: Hoover Institution Press, 1998.

“Intellectual Property: Issues and Answers.” In Hoover Conference Volume, *Capital for Our Time: The Economic, Management and Legal Challenge of Intellectual Property*, ed. N. Imparato, Stanford, CA: Hoover Institution Press, October 1998.

“Globalisation and the Market for Team-mates,” Frank Paish Lecture to the Royal Economic Society, April, 1998. *Economic Journal* 109:454 (1999):15-40.

“Personnel Economics: Past Lessons and Future Directions,” Presidential Address to the Society of Labor Economists, San Francisco, May 1, 1998. *Journal of Labor Economics* 17:2 (April 1999): 199-236.

“The Economist as an Expert in Discrimination Cases: The Elegance of Microeconomic Theory.” In *The Role of the Academic Economist in Litigation Support*, ed. Daniel J. Slottje (Amsterdam: North-Holland - Elsevier, 1999):137-45.

“Culture and Language,” *Journal of Political Economy* 107:6 (December 1999):S95-S126.

“Diversity and Immigration.” In NBER Conference Volume: *Issues in the Economics of Immigration*, ed. George Borjas. Chicago: University of Chicago Press, 2000.

“Economic Imperialism,” Essay for Millennium Issue, *Quarterly Journal of Economics* 115:1 (February 2000): 99-146.

“The Power of Incentives,” *American Economic Review P&P* 90:2 (May 2000): 410-414.

“Personnel Economics and Economic Approaches to Incentives,” *HKCER Letters* 61 (Sept/ Oct 2000): 1-8.

“The Future of Personnel Economics,” *Economic Journal* 110:467 (November 2000): F611-39.

“Performance Pay and Productivity,” *American Economic Review* 90:5 (December 2000): 1346-1361.

“Personnel Economics”. *The New Palgrave Dictionary of Economics. Second Edition*. Eds. Steven N. Durlauf and Lawrence E. Blume. Palgrave Macmillan, 2008. The New Palgrave Dictionary of Economics Online. Palgrave Macmillan.

“Educational Production,” *Quarterly Journal of Economics* 116:3 (August 2001): 777-803.

“Teacher Incentives,” *Swedish Economic Policy Review* 10:2 (2003): 179-214.

“The Dominance of Retail Stores,” with Alexandre Ziegler, NBER Working Paper No. w9795, June 2003.

“The Peter Principle: A Theory of Decline,” *Journal of Political Economy* 112:1, pt. 2 (2004): S141-S163.

“Internal and External Labor Markets,” with Paul Oyer, 2003 EALE Adam Smith Lecture, *Labour Economics*, 2004.

“Balanced Skills and Entrepreneurship,” *American Economic Review P&P*, May 2004.

“The Structure of Wages and Internal Mobility,” with Paul Oyer, *American Economic Review P&P*, May 2004.

“Salaire à la performance: incitation ou sélection?” *Economie et Prévision*, numéro spécial *Journées de l’AFSE « Economie des ressources humaines »* 2004, pp. 17-25.

“Output-Based Pay: Incentives or Sorting?” *Research in Labor Economics, Volume 23, Accounting For Worker Well-Being*, (ed. by Solomon W. Polachek), 2005, pp. 1-25.

“Speeding, Terrorism, and Teaching to the Test,” *Quarterly Journal of Economics*, August 2006, Vol. 121, No. 3, Pages 1029-1061: 1029-1061.

“Mexican Assimilation in the United States,” in *Mexican Immigration to the United States*, edited by George Borjas, pp. 107-22, NBER-University of Chicago Press, 2007.

“Entrepreneurship,” *Journal of Labor Economics*, 23:4 (October 2005): 649-80.

“Leaders and Entrepreneurs: Where They Produce the Most Value,” draft, October, 2005.

“Personnel Economics: The Economist’s View of Human Resources,” with Kathryn Shaw. *Journal of Economic Perspectives*, 21 (4), (Fall 2007): 91-114.

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

“Personnel Economics”. *The New Palgrave Dictionary of Economics. Second Edition*. Eds. Steven N. Durlauf and Lawrence E. Blume. Palgrave Macmillan, 2008. The New Palgrave Dictionary of Economics Online. Palgrave Macmillan.

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