

EDWARD PAUL LAZEAR

CURRICULUM VITAE

November, 2005

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

Home Address:

277 Old Spanish Trail
Portola Valley, CA 94028
Phone: 650/851-3163

Married, one daughter

PRIMARY POSITIONS:

Morris Arnold 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:

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, Center for Corporate Performance, Denmark (2004-)
Research Fellow, CEPR (2004-)
Research Fellow, IZA (2002-)
Member, Advisory Council, Hong Kong Institute of Economics and Business Strategy, University of Hong Kong (2000-)
Chairman, Academic Research Committee, Research Advisory Board of the American Compensation Association (1999-2002)
Research Advisory Board, American Compensation Association (1996-99)
Steering Committee, SIEPR, Stanford University (1996-)
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-)
Member, Editorial Board, *Managerial and Decision Economics* (1994-)
Co-Editor, *Journal of Labor Abstracts* (1996-)
Associate Editor, *German Economic Review* (2000-2004)
Columnist, *The Economist's Voice* (2005-)

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

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

HONORS AND FELLOWSHIPS:

IZA Prize in Labor Economics, 2004
Adam Smith Prize, European Association of Labor Economists, 2003
Society of Labor Economists, Fellow, 2003-
National Academy of Sciences, BOTA, member, 2001-
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
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:

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
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

CURRENT RESEARCH SUPPORT: National Science Foundation

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 21st Century, ed. and introduction by Edward P. Lazear, Stanford, CA: Hoover Institution Press, 2002.

Personnel Economics, Collected Works, with Robert McNabb, Edward Elgar Publisher, forthcoming, 2003.

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* 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* 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* 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* 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* 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.

“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.

“Firm-Specific Human Capital: A Skill-Weights Approach,” NBER Working Paper No. 9679 (June 2003). New draft, September, 2004.

“The Peter Principle: A Theory of Decline,” *Journal of Political Economy* 112:1, pt. 2 (2004): S141-S163; formerly, “Peter Principle: Promotions and Declining Productivity,” NBER Working Paper No. w8094 (January 2001).

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

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

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

“Speeding, Terrorism, and Teaching to the Test,” NBER Working Paper, 10932, Nov. 2004. Forthcoming, *Quarterly Journal of Economics*.

“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.

“The Slow Assimilation of Mexicans in the United States,” edited by George Borjas, forthcoming, NBER 2006.

“Sorting in Experiments,” with Ulrike Malmendier and Roberto Weber. Draft, Nov 2004.

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

COLUMNS:

“Private Accounts for Social Security?” in *The Economist’s Voice*, January, 2005.

COMMENTS AND OTHER PAPERS:

“On the Shadow Price of Children,” with Robert Michael, presented at the December 1971 Meeting of the Econometric Society.

“The Timing of Technical Change: An Analysis of Cyclical Variations in Technology Production,” Edward P. Lazear, Ph.D. Dissertation, Harvard University, 1974.

“Human Wealth and Human Capital,” NBER Working Paper No. 97, July 1975. Stanford, CA: Center for Economic Analysis of Human Behavior and Social Institutions.

“An Economic Theory of Learning,” by McKenzie and Staff, Review, *Journal of Political Economy* 84:1 (February 1976): 192-4.

“Academic Achievement and Job Performance: Note,” *American Economic Review* 67:2 (March 1977): 252-254; 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) 223-225.

“Reply to Killingsworth” [comment on Lazear's “Male-Female Wage Differentials: Has the Government Had Any Effect?"]. In *Women in the Labor Market*, eds. Cynthia B. Lloyd, Emily S. Andrews, and Curtis L. Gilroy (New York: Columbia University Press, 1979): 376-377.

“Comment on 'New Measures of the Cost of a Worker: Implications for Demand Elasticities and Nominal Wage Growth,' by Daniel S. Hamermesh,” *Studies in Income and Wealth*, Vol. 48, *The Measurement of Labor Cost* (Chicago: University of Chicago Press, 1983): 306-8.

“Some Reflections on Melvin W. Reder,” *Journal of Labor Economics* 2:2, Essays in Honor of Melvin W. Reder (April 1984): 145-50.

“Illusory Wage Differentials: Reply,” *American Economic Review* 74:5 (December 1984): 1128.

“An Analysis of the Marketability of a CPI Future,” with Debra J. Aron, Chicago Mercantile Exchange, February 1985.

“Comment on Bernanke and Powell, ‘The Cyclical Behavior of Industrial Labor Markets: A Comparison of the Pre-War and Post-War Eras,’” *The American Business Cycle: Continuity and Change*, ed. Robert J. Gordon (Chicago: University of Chicago Press for the NBER, 1986): 626-32.

“Comment on Frant and Leonard, ‘Promise Them Anything: The Incentive Structures of Local Public Pension Plans,’” *Public Sector Payrolls*, ed. David A. Wise (Chicago: University of Chicago Press for the NBER, 1986): 237-42.

“Comparable Worth: A Rejoinder,” with Daniel Fischel, *Chicago Law Review* 53 (Summer 1986): 950-52.

“Comment on Hausman and Paquette, ‘Involuntary Early Retirement and Consumption,’” *Work, Health, and Income among the Elderly*, ed. Gary Burtless (Washington, DC: The Brookings Institution, 1987): 175-81.

“Comment on Katz, Kochan, and Keefe, ‘Industrial Relations and Productivity in the U.S. Automobile Industry,’” *Brookings Papers on Economic Activity* 3 (1987): Special Issue on Microeconomics, eds. Martin Neil Baily and Clifford Winston (Washington, DC: The Brookings Institution, 1988): 716-20.

“Discussion of Laurence J. Kotlikoff’s ‘The Relationship of Productivity to Age,’” *Issues in Contemporary Retirement*, eds. Rita Ricardo-Campbell and Edward P. Lazear (Stanford, CA: Hoover Press, 1988): 126-9.

“Symposium on Public and Private Unionization,” *Journal of Economic Perspectives* 2:2 (Spring 1988): 59-62.

“Comment on Bernheim’s ‘The Timing of Retirement: A Comparison of Expectations and Realizations,’” *The Economics of Aging*, ed. David A. Wise (Chicago: University of Chicago Press for the NBER, 1989): 356-8.

“Symposium on Women in the Labor Market,” *Journal of Economic Perspectives* 3:1 (Winter 1989): 3-7.

“Comment on James H. Stock and David A. Wise, ‘The Pension Inducement to Retire: An Option Value Analysis,’” *Issues in the Economics of Aging*, ed. David Wise (Chicago: University of Chicago Press for the NBER, 1990): 224-9.

“Comment on Hatta and Oguchi, ‘Changing the Japanese Social Security System from Pay as You Go to Actuarially Fair,’” *Topics in the Economics of Aging*, ed. David A. Wise (Chicago: University of Chicago Press for the NBER, 1992): 245-8.

“Discussion: The Economics of Professional Etiquette,” *American Economic Review* 83:2 (May 1993): 44.

“Discussion of Heckman, James J. and Peter Klenow, ‘Is There Underinvestment in Human Capital?’” Hoover Conference on Capital Formation and Economic Growth, October 1997.

“Discussion of Olivier Blanchard, ‘The Perverse Effects of Partial Labor Market Reform: Fixed Duration Contracts in France,’” Banco de Portugal Conference on Labor Market Institutions and Economic Outcomes, June 3, 2001.

“Sherwin Rosen, 1938–2001,” *Annals of the National Academy of Sciences, Biographical Memoir*, Vol. 83, 2003.

“Lazear Responds to “Why the Annuity of Social Security is Valuable and Why Despite the Annuity Feature African-Americans Do Not Fare Badly,” by Jack Needleman” in *The Economists' Voice*, January, 2005.

POSITION PAPERS:

“Privatization of Large Scale Enterprises in Romania” (February 1991) “Economic Reform in Eastern Europe, with Application to Czechoslovakia and Romania” (March 1991).

“Russian Economic Transition: Privatization, Labor Issues, & Pricing Policies” (March 1991).

“Rapid Sequential Reform: A Proposal for the Economic Transition in the Russian Republic,” with Annelise Anderson, Mikhail Bernstam & Charles McLure (May 1991).

“The Renaissance: A Set of Specific Economic Reforms for Russia” [prepared for the Supreme Economic Council of the Russian Republic] (September 1991).

“Restructuring the Coal Industry in the Kuznetzk Basin” (August 1991; revised September 1992).

“Economic Reform in Ukraine,” with Michael Bernstam, John Cochrane, Charles McLure and Sherwin Rosen (April 1993).

“Reflections on the October 1994 Trip to Tbilisi, Georgia” (October 1994).

Jonathan Marshall, “Minimum Wage Increase Finds More Support,” *San Francisco Chronicle* (1/25/95).

“Cover Charge,” *Hoover Digest* 2:2 (1996).

“Whose Boom Is It, Anyway?” *Hoover Digest* 2:2 (1999)

“The Plight of Mexicans in the United States” *Hoover Essays* (2004)

WORK IN PROGRESS:

“International Differences in Productivity and Personnel Practices,” with Kathryn Shaw

“Immigration Status and the Status of Immigrants”

“Personnel Economics in Business,” with Kathryn Shaw, in *Journal of Political Economy*, 2007

“Personnel Economics” *Handbook of Organizational Behavior*, 2006

“Personnel Economics” *New Palgrave Dictionary*, 2006

“Michael Spence” *New Palgrave Dictionary*, 2006

Social Policies Affecting Women. The Swedish Case, with Ann-Sofie Kolm.

Leadership, Entrepreneurship and Creativity, Oxford University Press, 2006

Personnel Economics: New Developments, Oxford University Press, 2007

Fat Tails

COLUMNS, OP-EDS AND POPULAR PRESS:

“Job Security Rules Cut Employment in Much of Europe,” *Wall Street Journal* (10/14/87).

“Plant Closure Notice Means Lost Jobs,” *Christian Science Monitor* (10/14/87).

“U.S. Will Cripple Business If It Repeats Europe's Follies,” *The American* (9/21/88).

“Which Minimum Wage Bill,” *The Washington Times* (4/10/89).

“Some Thoughts on Economies in Transition, with Special Application to the Soviet Union,” *Pravda* (Moscow), 1990.

“Water for the People.” (Perspective on the Drought/Agriculture accounts for 85% of the usage, so inefficient farming, not householders, should bear the brunt of cuts.) *Los Angeles Times* (2/5/91).

“Politics Thwarts Reform/Central European planners trying to introduce market practices contend with leaders eager to hold power and masses eager to hold down prices,” *Christian Science Monitor* (4/16/91).

“Moving to a Free Market in Eastern Europe and the Lessons for Japan and the United States,” *Japan Research Review* 1:10 (October 1991): 48-53.

“Russia's Economic Reform As Seen From the Inside,” *San Francisco Chronicle* (2/3/92); reprinted as “Russia: Misunderstanding Market Economics,” *Newport Daily Independent* (Arkansas) (8/7/92).

“The Shifting World of Work,” *Los Angeles Times* (2/7/94).

“Fixing the Immigration Problem,” *San Francisco Chronicle* (8/2/95).

“Clinton rides the prosperity wave,” *Washington Times* (1/20/99).

“Smaller Class Size Isn't a Magic Bullet,” *Los Angeles Times* (9/2/99).

“Education in California: Teachers for the New Century,” *San Francisco Chronicle* (12/23/02).

“How are managers to be compensated? Amazing insights from the field of Personnel Economics,” *Neue Zürcher Zeitung* (6/10/03).

“The Double Benefit of Tax Cuts,” with Gary S. Becker and Kevin M. Murphy, *Wall Street Journal* (10/7/03).

“Private Accounts for Social Security,” *Economist's Voice*, (2005).

“A Golden Opportunity,” with James M. Poterba, *Wall Street Journal*, (11/1/05)

RECENT PRESENTATIONS:

- 1/02 Gideon Fishelson Memorial Lecture on Economic Cooperation in the Middle East, Tel Aviv University, “Growth of Variable Pay”
- 1/02 American Economic Association Presidential Address for Sherwin Rosen, Atlanta
- 1/02 University of Magdenberg, Lectures on “Personnel Economics”
- 2/02 Rice University, Arthur Andersen Seminar in Empirical Economics, “The Peter Principle: A Theory of Decline”
- 2/02 Texas A&M University, Applied Economic Workshop, “ The Peter Principle: Promotions and Declining Productivity”
- 3/02 Princeton University, Industrial Relations Section/ Labor Economics Seminar, “The Peter Principle: A Theory of Decline”
- 3/02 Applied Microeconomics Seminar Series, Columbia University Graduate School of Business, New York, “The Peter Principle: A Theory of Decline”
- 4/02 Bertha C. Leigh Memorial Lecture, Washington State University, Pullman, WA, “Performance Pay: Incentives or Sorting?”
- 5/02 Incentives and Beyond - the Economics of Personnel and Organizations, CEPR/SITE Stockholm School of Economics Workshop, Stockholm, Sweden, Keynote Speech “Personnel Economics: Incentives or Sorting?”
- 5/02 IZA Research Seminar, Bonn Germany, “The Peter Principle: A Theory of Decline”
- 5/02 Association Française de Science Economique, Personnel Economics Conference, Lyon, France, “Performance Pay: Incentives or Sorting?”
- 6/02 UCLA, “The Peter Principle”
- 6/02 SITE, Stanford University, “Entrepreneurship”
- 9/02 George Washington University, “Entrepreneurship”
- 9/02 CEPR/IZA, European Summer Symposium in Labour Economics, Ammersee, Germany, “Entrepreneurship”
- 10/02 Stanford Faculty Seminar, “Firm-Specific Human Capital: A Skill-Weights Approach”

- 10/02 Hoover Institution Seminar, “Entrepreneurship.”
- 12/02 Washington University, “Entrepreneurship”
- 1/03 American Economics Association, “Entrepreneurship”
- 1/03 American Economics Association, “Ports of Entry”
- 1/03 Banco de Espana “Entrepreneurship”
- 1/03 University of Pompeu Fabra (Barcelona) “Entrepreneurship”
- 1/03 Aarhus, Denmark “The Value of Business-Academic Partnerships: Lessons from Personnel Economics,” Inaugural Lecture, Center for Corporate Performance
- 2/03 NBER, Cambridge, MA. “Entrepreneurship”
- 2/03 University of British Columbia, “Entrepreneurship”
- 3/03 Economic Council of Sweden Conference on What Can Educations Policies Achieve?, Stockholm, “Teacher Pay and Teacher Performance”
- 3/03 University of Oslo, “Entrepreneurship”
- 3/03 Norwegian School of Economics and Business Administration, Bergen, “Entrepreneurship”
- 3/03 Uppsala University, “Entrepreneurship”
- 3/03 Hoover Institution Desert Conference, Palm Springs, CA, “The Path to Economic Recovery”
- 4/03 Washington, DC, “Future of the US Economy”
- 4/03 Cornell University, Department of Economics and Labor Economics Workshop, “Entrepreneurship”
- 5/03 CEPR/IDEI Workshop on Organizational Behavior, Structure, and Change: The Economics of Personnel and Organizations, Toulouse, “Entrepreneurship”
- 6/03 University of Chicago, “Entrepreneurship”
- 6/03 University of Zurich Conference on Management, Economics, and Corporate Governance, “Performance Pay for Managers: Lessons from Personnel Economics”

- 6/03 Education Forum, Wellington, New Zealand, “The American Education Debate: A Snapshot”
- 6/03 New Zealand Association of Economists 2003 Conference, Keynote Speech, "Entrepreneurship"
- 7/03 European Science Days, Steyr, Austria, organized and presented at the conference
- 8/03 NBER, Boston, “Firm-Specific Human Capital: A Skill Weights Approach”
- 9/03 European Association of Labor Economists 2003 Conference, Keynote Speech, "Entrepreneurship"
- 10/03 University of California San Diego, “Entrepreneurship”
- 12/03 NBER, Boston, “Entrepreneurship”
- 1/04 American Economic Association presentation 2004 conference, San Diego, “Balanced Skills and Entrepreneurship,” and “The Structure of Wages and Internal Mobility,” with Paul Oyer
- 1/04 NBER, India, “Entrepreneurship”
- 1/04 White House meeting with President Bush on free trade and outsourcing
- 2/04 University of Oregon, “Entrepreneurship”
- 3/04 Harvard University, “Speeding, Tax Fraud, and Teaching to the Test”
- 3/04 Harvard University/MIT, “Firm-Specific Human Capital: A Skill Weights Approach”
- 3/04 Hoover Institution Desert Conference, Palm Springs, CA, “Trade and the US Economy”
- 4/04 Hoover Institution, “Speeding, Tax Fraud, and Teaching to the Test”
- 4/04 San Francisco Federal, “Entrepreneurship”
- 5/04 Chicago, “Speeding, Tax Fraud, and Teaching to the Test”
- 6/04 Hoover Institution, PBS interview, “Outsourcing”
- 10/04 IZA, Berlin,
- 11/04 IZA, Bonn, “Wages and Turnover: New Data, New Questions, New Theory”, Keynote Address

- 12/04 University of Aarhus “Speeding, Tax Fraud, and Teaching to the Test” and “Issues in Personnel Economics”
- 12/04 University of Tel Aviv “Speeding, Tax Fraud, and Teaching to the Test”
- 1/05 Lausanne, “Speeding, Tax Fraud, and Teaching to the Test”
- 1/05 Business Economists Zurich, “Personnel Economics: New Development
- 1/05 Research talk at Zurich, “Speeding, Tax Fraud, and Teaching to the Test”
- 4/05 Chicago, “Sorting and Experiments”
- 5/05 Bogen Lecture, Hebrew University of Jerusalem
- 5/05 International Workshop on Human Resources Management, Seville, “The Structure of Wages, Raises and Mobility in Europe”
- 5/05 Nanjing, China “Fifth International Symposium on Multinational Business Management
- 6/05 SOLE, San Francisco, “The Structure of Wages, Raises, and Mobility within and among Countries”
- 7/05 Board on Testing and Assessment, Washington D.C., “Speeding, Terrorism and Teaching to the Test”
- 7/05 NBER Labor Studies Workshop, Boston, “Wage Structure, Wages and Mobility”
- 9/05 Syracuse University, “Tax Reform in the U.S.”
- 9/05 Alex Bryson Conference, London, “Wage Structure, Wages and Mobility”
- 9/05 CEPR's European Summer Symposium in Labour Economics, Ammersee, “Experiments and Sorting”
- 9/05 The Swedish Welfare State Revisited, Cambridge, “Female-Oriented Policies”
- 10/05 Orange County Briefing, “Tax Reform in the U.S.”
- 10/05 Occidental College, “Tax Reform in the U.S.”
- 10/05 Canadian Annual Conference on Economics, Montreal, Canada, “The Structure of Raises, Wages and Mobility”

- 10/05 University of Washington “The Nature of and Proposals for Tax Reform in 2006” and “Speeding, Terrorism and Teaching to the Test”
- 10/05 Yale Law School, “The U.S. and the World Economy: Global Aspects of Labor, Products, and Financial Markets”