

VITA

Robert M. Hutchens

March, 2008

ADDRESS: Home

509 Warren Place
Ithaca, NY 14850
607-277-6612

Business

Professor
New York State School of
Industrial and Labor Relations
Cornell University
Ithaca, New York 14853-3901
607-255-2749
E-mail: RMH2@cornell.edu

BIRTHDATE: April 25, 1946

MARITAL STATUS: Married

Citizenship: U.S.A.

PRINCIPAL RESEARCH AND TEACHING INTERESTS:

Labor Economics
Social Insurance and Public Assistance
Public Finance
Applied Econometrics

GRADUATE STUDIES:

Department of Economics, University of Wisconsin, September 1971-
June 1975, MS., Ph.D. awarded June 1976.

Dissertation Title: State Policy Parameters and Recipient Behavior in the A.F.D.C. Transfer System

Supervisor: Harold Watts

PRE-DOCTORAL STUDIES:

B.A. (Honors), Economics, University of Michigan, 1968

PROFESSIONAL SOCIETIES:

American Economic Association

Society of Labor Economists

AFFILIATIONS AND EDITORIAL BOARDS:

Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany

Editorial Board, Industrial and Labor Relations Review, 1994 – present

Member, Center of International Joint Research for Economic Analysis and Policy (COREAP), Kobe, Japan

AWARDS, GRANTS, AND CONTRACTS:

Co-investigator, "The Distribution of Unemployment Insurance Benefits and Costs," funded by the Office of the Assistant Secretary for Policy Evaluation, and Research, U.S. Department of Labor, 6/76 - 3/78.

Principal Investigator, "Determinants of Labor Supply to Unstable Employments," funded by the Employment and Training Administration, U.S. Department of Labor 6/78 - 10/79.

Principal Investigator, "Analysis and Correction of Nonreporting in Household Surveys" funded by the Office of the Assistant Secretary for Policy, Evaluation, and Research, U.S. Department of Labor, 10/78 - 11/79.

Principal Investigator, "Unemployment Insurance and the Joint Determination of Quits and Layoffs," funded by the National Commission on Unemployment Compensation, 12/79 - 5/80.

Co-investigator, "The Effects of Unemployment Compensation, Welfare Assistance, and Food Stamps on Strike Activity" funded by Upjohn Institute for Employment Research, 3/80 - 8/81.

Recipient of a Brookings Economic Policy Fellowship for work and study in Washington, D.C., 1980-81.

Principal Investigator, "Hiring the Older Worker: An Economic Analysis," funded by the National Institute on Aging, U.S. Department of Health and Human Services, 9/83 - 2/85.

Co-investigator, "Living Arrangements, Employment, Schooling and Welfare Reciprocity of Young Women," funded by the Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services, 8/84 - 1/86.

Principal Investigator, "Drinking on the Job: A Test of Monitoring Theories," funded by the R. Brinkley Smithers Institute for Alcoholism Prevention and Workplace Problems, 12/86 - 12/87.

Co-investigator, "Dynamic Simultaneous Models of Subfamily Formation," funded by the Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services, 1/88 - 1/89.

Principal Investigator, "What Shapes Employer Policy Toward Older Workers? A Study of Phased Retirement and Hiring Behavior," Funded by the Sloan Foundation, 1/00 – 6/04.

Recipient of MacIntyre Award for Exemplary Teaching, May 2000.

Recipient of a grant in support of a Conference entitled, "From Welfare to Child-Care: What happens to Infants and Toddlers when Mothers Exchange Welfare for Work." Russell Sage Foundation.

BOOKS:

Strikers and Subsidies: The Influence of Government Transfer Programs on Strike Activity, with David Lipsky and Robert Stern, Upjohn Institute for Employment Research. 1989 (selected by Princeton Industrial Relations in its listing of ten "Noteworthy Books in Industrial Relations and Labor Economics, 1989.")

From Welfare to Child Care: What Happens to Young Children when Single Mothers Exchange Welfare for Work?, with Natasha Cabrera and Elizabeth Peters, Lawrence Erlbaum. 2006.

ARTICLES:

"Changes in the AFDC Tax Rates, 1967-1971," (presented at the September 1976 Econometric Society Meetings), Journal of Human Resources, Winter 1978.

"Welfare, Remarriage, and Marital Search," American Economic Review, June 1979.

"The Effect of Policy Parameter Changes on the Distribution of Unemployment Insurance Benefits," National Tax Journal, December, 1979.

"Entry and Exit Transitions in a Government Transfer Program: The Case of Aid to Families with Dependent Children," Journal of Human Resources, Spring 1981.

"Distributional Equity in the Unemployment Insurance System," Industrial and Labor Relations Review, April 1981.

"Joint Determination of Quits and Layoffs," in Unemployment Compensation: Studies and Research, Vol. 2 (National Commission on Employment Compensation, July 1980).

"Layoffs and Labor Supply," International Economic Review, February 1983.

"The Effects of the Omnibus Budget Reconciliation Act of 1981 On AFDC Recipients: A Review of the Studies," Research in Labor Economics Volume 8, Part B, 1986.

"Delayed Payment Contracts and a Firm's Propensity to Hire Older Workers," Journal of Labor Economics (October, 1986).

"A Test of Lazear's Theory of Delayed Payment Contracts," Journal of Labor Economics (October, 1987).

"Hiring the Older Worker: Do Job Opportunities Decline with Age?" Industrial and Labor Relations Review (October, 1988).

"The Future of Workers' Compensation" (with Robert Lampman) in John Burton, ed., New Perspectives in Workers' Compensation, ILR Press, 1989.

"Seniority, Wages, and Productivity: A Turbulent Decade," Journal of Economic Perspectives (Fall, 1989). (reprinted in Martin Ricketts ed., *The Economics of Modern Business Enterprise*, Edgar Elgar Publishing, forthcoming.)

"AFDC and the Formation of Subfamilies" (with George Jakubson and Saul Schwartz) Journal of Human Resources (Fall, 1989).

"Segregation Curves, Lorenz Curves, and Inequality in the Distribution of People Across Occupations," Mathematical Social Sciences, Vol. 21, 1991.

"Unemployment Insurance and Strikes," (with David Lipsky and Robert Stern) Journal of Labor Research, Fall 1992.

"Wages, Seniority, and Demand for Rising Consumption Profiles," (with Robert Frank) The Journal of Economic Behavior and Organization, Vol. 21, 1993. (reprinted in Colin Camerer, George Loewenstein, and Matthew Rabin eds., *Advances in Behavioral Economics*, Princeton University Press, 2003.)

"Employer Policies for Discouraging Work by Older People: The U.S. Experience" in Frieder Naschold and Bert de Vroom, eds., Between VUT and Shukko: Firm Level Practices of Early Exit and Lifelong Work in Industrialized Countries, Walter de Gruyter & Co., New York and Berlin, (1994).

"Restricted Job Opportunities and the Older Worker" in Olivia Mitchell, ed., As the Workforce Ages: Costs, Benefits, and Policy Challenges, ILR Press, Ithaca, New York, 1993.

"Social Security and Employer Induced Retirement." in Prospects for Social Security Reform eds. Olivia S. Mitchell, Robert J. Myers, and Howard Young, 268-92. Philadelphia: University of Pennsylvania Press, 1999.

"Social Security Benefits and Employer Behavior: Evaluating Social Security Benefits as a Form of Unemployment Insurance," International Economic Review (August, 1999).

"Numerical Measures of Segregation: Desirable Properties and Their Implications." Mathematical Social Sciences, Vol.42 (1), July 2001.

"Regulatory Obstacles to Phased Retirement in the For-Profit Sector." (with Vivian Fields) Benefits Quarterly, Vol. 18 (3), Third Quarter, 2002.

"Moving Toward Retirement: Employers, Older Workers, and Reduced Work Schedules." (with Emma Dentinger) in Phyllis Moen, ed., It's About Time: Couples and Careers. Cornell University Press (2003).

"Erratum to 'Numerical measures of segregation,'" Mathematical Social Sciences, Vol. 47 (2004) 259-260.

"The Role of Employers in Phased Retirement: Opportunities for Phased Retirement Among White Collar Workers" (with Jennjou Chen) in Teresa Ghilarducci and John Turner, eds., Work Options for Mature Americans, Notre Dame Press (forthcoming).

"One Measure of Segregation," International Economic Review, Vol. 45 (2), May 2004.

"Developments in Phased Retirement," (with Kerry Papps) in Robert Clark and Olivia S. Mitchell eds., Re-inventing the Retirement Paradigm, Oxford University Press, 2005, pp. 133-162.

"Employer Willingness to Permit Phased Retirement: Why Are Some More Willing than Others?" (with Karen Grace-Martin) Industrial and Labor Relations Review, July 2006.

"Job Opportunities for Older Workers: When Are Jobs Filled With External Hires" in Andrew Mason and Mitoshi Yamaguchi, eds., Population Change, Labor Markets and Sustainable Growth, Elsevier Science, 2007, pp. 133-160.

OTHER PUBLICATIONS:

Comment on paper by Edgar Olsen and Kathy York in Marilyn Moon, ed., Economic Transfers in the United States, NBER Studies in Income and Wealth, Vol. 49, University of Chicago Press, 1984.

Review of George E. Rejda, Social Insurance and Economic Security, in Industrial and Labor Relations Review, July 1985.

Review of Charles Murray, Losing Ground, in Industrial and Labor Relations Review, April 1987.

Comment on paper by Malcolm Morrison, in Rita Ricardo-Campbell and Edward Lazear, ed., Issues in Contemporary Retirement, Hoover Institute, 1988.

Review of David Ellwood, Poor Support, in Industrial and Labor Relations Review, April, 1990.

- Review of Blank, Rebecca M., Social Protection Versus Economic Reality: Is there a Trade-Off, in the Journal of Economic Literature, March 1995.
- Review of Atkinson, A.B. and Mogensen, Gunnar Viby, Welfare and Work Incentives: A North European Perspective, in Journal of Economic Literature, June 1995.
- Review of Ashenfelter, Orley C. and Hallock, Kevin F., Labor Economics in Industrial and Labor Relations Review, July 1996.
- Review of Hardy, M., Hazelrigg, L., and Quadagno, J. Ending a Career in the Auto Industry in Industrial and Labor Relations Review, January 1998.
- Cabrera, Natasha, Robert Hutchens, and H. Elizabeth Peters. "From Welfare to Child Care." Poverty Research News 6, no. 2 (2002): pp. 11-13.
- Hutchens, Robert M. The Cornell Study of Employer Phased Retirement Policies: A Report on Key Findings. Ithaca, New York: School of Industrial and Labor Relations, Cornell University, 2003.
- Hutchens, Robert M. "Phased Retirement," in Greenhaus, Jeffrey H. and Callanan, Gerard A., eds., Encyclopedia of Career Development. Sage Publishing, Thousand Oaks, CA. 2006
- Hutchens, Robert M. "Phased Retirement: Problems and Prospects," Issues in Brief, Center for Retirement Research, Boston College, February 2007 (http://www.bc.edu/centers/crr/issues/wob_8.pdf)

REPORTS:

- The Relationship between Welfare Benefits, Wages, and Community Income Levels in New York State (final report submitted to the State Commission to Revise the Social Services Law of the State of New York, 62 pages, December 1976).
- The Distribution of Unemployment Insurance Benefits and Costs (with R. Ehrenberg and R. Smith), Technical Analysis Paper No. 58, ASPER, U.S.D.O.L., October 1978.
- Analyzing Interstate Differences in Unemployment Insurance Expenditures (report to the Office of the Assistant Secretary for Policy, Evaluation, and Research, U.S. Department of Labor, March 1979).
- Layoffs and Labor Supply (final report submitted to the Employment and Training Administration, U.S. Department of Labor, 47 pages, October 1979).
- Analysis and Correction of Nonreporting in Household Surveys (final report submitted to the Office of the Assistant Secretary for Policy, Evaluation, and Research, U.S. Department of Labor, 67 pages, November 1979).
- Recipient Movement from Welfare Toward Economic Independence: A Literature Review (final report submitted to the Office of the Assistant Secretary for Planning and Evaluation, Department of Health and Human Services, 65 pages, April 1982).
- Hiring the Older Worker: An Economic Analysis (final report submitted to the National Institute on Aging, 105 pages, November 1985).
- Living Arrangements, Employment, Schooling and Welfare Receipt (with G. Jakubson and S. Schwartz) final report submitted to the Office of the Assistant Secretary for Planning and Evaluation, Department of Health and Human Services, 115 pages, February 1986.

Avoiding a Future of Unemployment and Low Wages: What Opportunities are Open to Young Unskilled Workers? final report submitted to Jerome Levy Economic Institute, 78 pages, October 1993.

Employer Surveys, Employer Policies, and Future Demand for Older Workers. Report written for Social Security Administration and presented at the Brookings Institution, March 2001.

What Shapes Employer Policy Toward Older Workers? A Study of Phased Retirement and Hiring Behavior. Final Report to the Alfred P. Sloan Foundation, August 2004.

WORKING PAPERS:

"Using Grouped Data to Estimate Probability Models: A Method for Circumventing Nonreporting in Sample Surveys"

"Drinking on the Job: Are Economic Theories of Shirking Applicable?"

"Mandatory Retirement and the Wages of Young Workers"

"Unemployment Insurance and Older Workers: Pennsylvania 1970-1994." (with Louis Jacobson)

"Gradual and Retire-Rehire Pathways to Retirement: Evidence from Seven Case Studies of Employers in Upstate New York ." (with Emma Dentinger)

"Who Among White Collar Workers Has An Opportunity For Phased Retirement? Worker And Job Characteristics."

"Will The Real Family-Friendly Employer Please Stand Up: Who Permits Parents To Reduce Working Hours For Purposes of Childcare?" (with Patrick Nolan)

"Gradual Retirement, Flexible Hours, and Employer Practices: Are Family Friendly Employers More Friendly to the Young?" (with Patrick Nolan)

"Job Opportunities For Older Workers: When Are Jobs Filled With External Hires?"

"Measuring Segregation When Hierarchy Matters."

"Occupational Segregation with Economic Disadvantage: An Investigation of Decomposable Indexes"

RESEARCH IN PROGRESS:

- 1) Testing Theories of Delayed Payment Contracts
- 2) Demand for Older Workers When Workers are Hired Under Long-Term Implicit Contracts
- 3) Measuring Occupational Segregation
- 4) Employer Policies Toward Hours Reductions by Older Workers

OTHER PROFESSIONAL ACTIVITIES:

Discussant in a 1977 Econometric Society session entitled, "Job Search, Labor Turnover, and Unemployment."

Discussant in a 1977 Econometric Society session entitled, "The Impact of Social Programs and Legislation."

Chairman for a 1977 Pierce Memorial Lecture session entitled, "The Government as a Regulator."

Participant in a 1978 Conference on Micro Economic Simulation Models for analysis of Public Policy.

Participant in a 1978 Department of Health, Education, and Welfare Conference on the Survey of Income and Program Participation.

Discussant in a 1979 Econometric Society session entitled, "Aspects of Welfare Reform and Youth Employment Programs."

Discussant in a 1979 American Economic Association session entitled, "Labor Market Studies."

Participant in a 1978 Institute for Research on Poverty Conference on Universal versus Income Tested Transfer programs.

Participant in a 1979 Syracuse University Minnowbrook Conference (presented paper on nonreporting of unemployment insurance benefits in household surveys).

Participant in a 1979 Department of Labor Research Conference on the Employment Opportunity Pilot Program (presented critical review of aspects of the Pilot Program's research design).

Discussant in a 1982 National Bureau of Economic Research Conference on Income and Wealth entitled, "Social Accounting for Transfers."

Consultant to U.S. Department of Labor and Department of Health and Human Services.

Visitor, 1984, Department of Economics, The University of British Columbia.

Participant in a 1984 Econometric Society session entitled, "Lifetime Contracts and Age-Earnings Profiles."

Discussant in a 1986 American Economic Association session entitled, "Aging and Employment."

Participant in a 1986 Conference on the "New Personnel Economics," University of Arizona, Tempe, Arizona.

Participant in a 1987 Econometric Society session entitled, "Economics of Marital Status and Fertility."

Discussant in a 1987 Conference on "Issues in Contemporary Retirement," Hoover Institute, Stanford University.

Participant in a 1988 Southern Economic Society session entitled, "Current Issues in Wage Structure and Employment Contracts."

Participant in a 1988 University of Chicago Conference entitled, "Participation in Welfare Programs and Their Effect on Family Structure."

Participant in a 1990 Conference at Berlin Wissenschaftszentrum entitled, "Firms, the State, and the Changing Age Structure."

Participant in a 1991 Conference at Cornell University entitled, "New Jobs for an Aging Workforce: Costs, Benefits and Policy Challenges."

Participant in a 1992 Conference at Université de Montréal entitled, "Incentives and Contracts."

Participant in May 1995 ILR-Cornell/Princeton Conference on "Law, Economics, and Dispute Resolution."

Participant in May 1996 Chicago Meetings of the Society of Labor Economists.

Participant in May 1996 ILR-Cornell/Princeton Conference on "Reforming Social Insurance Programs."

Acting Associate Editor, Industrial and Labor Relations Review, 1995-1996.

Discussant in November, 1996 ILR Conference on "New Empirical Research on Employer Training: Who Pays? Who Benefits?"

Participant in University of Pennsylvania, Pension Research Council Conference on "Prospects for Social Security Reform," May 1997.

Participant in May 1998 San Francisco Meetings of the Society of Labor Economists.

Acting Associate Editor, Industrial and Labor Relations Review, 1999-2000.

Discussant in October, 2000 ILR-Cornell/Princeton Conference on "Labor Markets In Comparative Perspective."

Participant in the "Labor Demand Roundtable," Brookings Institution, March 2001

Organizer (with Elizabeth Peters and Natasha Cabrera) of Conference entitled, "From Welfare to Childcare: What Happens to Infants and Toddlers when Single Mothers Exchange Welfare for Work?" The Conference is sponsored by the Pierce Memorial Fund, the Russell Sage Foundation, the Institute for Labor Market Studies, and the National Institute for Child Health and Development. Washington, D.C., May 2001.

Participant in the International Longevity Center's 2001 Age Boom Academy in New York City, October 2001.

Participant in May 2002 SOLE Conference (presented a paper entitled, "Unemployment Insurance and Older Workers: Pennsylvania 1970–1994").

Participant in March 2003 Vienna, Austria conference, "Work Beyond 60: Preparing for the Demographic Shock."

Visitor, International Labor Organization, in Geneva, Switzerland, February, 2003.

Visitor, Institute for the Study of Labor (IZA), in Bonn, Germany, April 2003.

Consultant, Organization for Economic Cooperation and Development.

Participant in Symposium on New Issues in Retirement, Ottawa Canada, September 2003.

Participant in Roundtable Workshop on Work Options for Mature Americans, Notre Dame, December 2003.

Participant in Roundtable on Policies to Increase Labor Market Participation of Older Workers in the United States, AARP, Washington DC, March 2003.

Participant in a conference entitled, "Flexible Work Options: A Pathway to Healthy and Productive Aging." Boston College, December 2004.

Participant in a conference on Workforce Initiatives, AARP, Washington, DC, February 2005.

Participant in the 18th Congress of the International Association of Gerontology Meeting in Rio de Janeiro, Brazil, June 2005. (Presented paper entitled, "Who Among White Collar Workers Has An Opportunity For Phased Retirement? Worker And Job Characteristics.")

Sloan Foundation Sponsored Briefing of Congressional Staff on Aging Issues, Washington, D.C., July 2005.

Acting Associate Editor, Industrial and Labor Relations Review, 2005-2006.

Participant in the COE/JEPA conference in Kobe Japan, December, 2005. (Presented paper entitled, "Job Opportunities for Older Workers: When are Jobs Filled with External Hires.")

Participant in a conference sponsored by the National Bureau of Economic Research and entitled, "Pathways to a Secure Retirement," August 2006.

Participant in Employment Relations Association National Policy Forum. (Chaired a session and presented data on recent trends in the income and earnings distribution.) June 2007.

Participant in a Federal Reserve Bank of Boston Conference titled, "Labor Supply in the New Century." (Commented on a paper by Alicia Munnell and Steven Sass. June 2007.)

Participant in a conference at Monte Verita in Switzerland entitled, "New Frontiers In The Field Of Segregation Measurement And Analysis." (Presented paper entitled, "Measuring Segregation when Hierarchy Matters.") July 2007.

Participant in a conference at the Urban Institute entitled, "Capitalizing on the Economic Value of Older Workers." October 2007.

Participant in a conference sponsored by the Center for Retirement Research at Boston College entitled "A Work and Retirement Roundtable: How Can Workers and Employers Navigate the Changing Landscape?" October 2007.

ACADEMIC EXPERIENCE:

Teaching Assistant for Robert Lampman, University of Wisconsin, September 1974 - December 1974.

Assistant Professor, Department of Labor Economics, New York State School of Industrial and Labor Relations, Cornell University, September 1975 - May 1981.

Associate Professor, Department of Labor Economics, New York State School of Industrial and Labor Relations, Cornell University, June 1981 - June 1989.

Professor, Department of Labor Economics, New York State School of Industrial and Labor Relations, Cornell University, June 1989 - present.

Chair, Department of Labor Economics, New York State School of Industrial and Labor Relations, Cornell University, June 1988 - December 1991. Acting Chair, 2005-2006.

Director of Cornell in Washington beginning in July 2008.

RECENT COURSES TAUGHT:

Undergraduate Labor Economics
Labor Economics for Ph.D. students
Income Distribution
Social Insurance and Protective Labor Legislation
Economics of the Welfare State