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EDUCATION

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

EMPLOYMENT

- Haas School of Business, University of California, Berkeley: Eugene E. and Catherine M. Trefethen Professor of Business Administration, 2006-present
 - Previously Professor 2002-06, Associate Professor 1993-2002, and Assistant Professor 1987-1993
- Council of Economic Advisers: Senior Economist, 1994-1995
- Office of the American Workplace, U.S. Department of Labor: Senior Research Economist, 1994
- Sloan School, MIT: Visiting Scholar, Industrial Relations Group, 1991
- Harvard University: Teaching Fellow, 1983-86
- NBER: Research assistant for Professor Lawrence Summers, 1984
- Programmer for Intermetrics (1982), Apple Computer (1979-81) and Intel (1978)

OTHER AFFILIATIONS

- Educate Girls Globally, Board member 2022-present
- Development Engineering Graduate Group, University of California, Berkeley: Executive Committee, 2013-present
- Graduate Group in Health Services, University of California, Berkeley: Executive Committee, 2008-present
- Economic Analysis and Policy Group, Haas School of Business, University of California, Berkeley: chair, 2008-2011 and 2019-2023
- Haas Undergraduate Program Committee, chair, 2013-15, 2018-19, and 2021-2022.
- Haas Policy and Planning Committee, 2010-12 and 2020-22 (chair, 2021-22)
- WE CARE Solar: Scientific Advisory Board, 2008-2012
- University of California, Berkeley, Campus Undergraduate Committee, 2019-2020
- Panel of Counselors (Faculty committee), University of California, Berkeley, 2017-18
- Goodguide: Scientific Advisory Board, 2007-2012
- Ombudsman Committee, UC Berkeley, 2008-12

- Center for Effective Global Action (CEGA), University of California: Founding chair of the Advisory Board, 2006-2011
- Center for Responsible Business, Haas School of Business, University of California, Berkeley: Faculty Advisory Board, 2003-2009. Research Director, 2004-2006
- Center for Health Research, University of California, Berkeley: Chair, 2005-2008
- NERA Economic Consulting: Special consultant, 2005-2008
- *Industrial Relations*: Editor, 1993-2005
- Institute of Industrial Relations, U.C. Berkeley: Associate Director, 1997-2005
- Center for Labor Research and Education, U.C. Berkeley: Executive Committee and Advisory Board, 1995-2005
- Institute for Labor and the Economy, University of California: Research Committee, 2001-2003
- Center for Organization and Human Resource Effectiveness: Founding Director of Research, 1996-2000
- *Labor Center Reporter*: Faculty Mentor, U.C. Berkeley, 1998-1992
- *Dollars and Sense*: Editorial Associate, 1985-1990

BOOKS AND MONOGRAPHS

Global Challenges in Responsible Business, editor, with CB Bhattacharya, Craig Smith and David Vogel, Cambridge University Press, 2010

Carve-outs in Workers' Compensation Programs in California Construction, with Cristian Echeverria, Frank Neuhauser, Richard Reuben, and Jeffrey S Petersen, Upjohn Institute, Kalamazoo MI, 2003

How New is the "New" Employment Contract? with Dale Belman, Gary Charness, Erica Groshen, and KC O'Shaughnessy, Upjohn Institute, Kalamazoo MI, 2002 (Listed as "Noteworthy" by the Princeton Industrial Relations Section)

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

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

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

REFEREED ARTICLES (Most articles are on my web site)

"Vaccination as personal public-good provision." With J. Lucas Reddinger and Gary Charness, *Journal of Economic Behavior & Organization*, 224 (2024): 481-499.

<https://www.sciencedirect.com/science/article/pii/S0167268124002336>

"Evaluating India's Intensified Diarrhea Control Fortnight: an analysis of the National Family Health Survey 2015-2016." With Xinyu Ren, *Journal of Global Health Reports*, 2023. 7: e2023012. [doi:10.29392/001c.75428](https://doi.org/10.29392/001c.75428)

“The Effects of Fuel-Efficient Cookstoves on Fuel Use, Particulate Matter, and Cooking Practices: Results from a Randomized Trial in Rural Uganda.” With Andrew Simons, Theresa Beltramo, Garrick Blalock, and Stephen Harrell, *Energy Journal*, 2023.

“Improving Regulatory Effectiveness Through better Targeting: Evidence from OSHA.” With Matthew Johnson and Michael Toffel, *American Economic Journal: Applied Economics*, 15(4), 30-67. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3443052 (SSRN Top Ten list, Oct 4, 2019, ORG: Regulations, PSN: Bureaucratic behavior, PSN: Labor)

“Can targeted messages reduce COVID-19 vaccination hesitancy? A randomized trial.” With Jonathan Lucas Reddinger and Gary Charness, *Preventive Medicine Reports*, 29, 2022. <https://www.sciencedirect.com/science/article/pii/S2211335522002108>

“[Optimal Arrangements for Distribution in Developing Markets: Theory and Evidence](#)” With William Fuchs and Brett Green. *American Economic Journal: Microeconomics*, 14 (1), Feb 2022: 411-50.

“[Cost Effectiveness of Free Distribution of Diarrhea Treatment by Community Health Workers: Evidence from Uganda.](#)” With Zachary Wagner, John Bosco Asiimwe, and Rushil Zutshi. *Health Policy and Planning* **37** (1) October 2021.

“[The Refill Gap: Clean Cooking Fuel Adoption in Rural India.](#)” With Bodie Cabiyo and Isha Ray. *Environmental Research Letters* **16**, 1, 2020.

“[Incentivizing elimination of biomass cooking fuels with a reversible commitment and a spare LPG cylinder.](#)” With Stephen Harrell, Ajay Pillarisetti, Sudipto Roy, Sanjay Juvekar, Rutuja Patil, and Kirk R. Smith. *Environmental Science and Technology*, 2020.

“A Marriage-based Pilot Clean Household Fuel Intervention in India for Improved Pregnancy Outcomes.” With Ajay Pillarisetti, Sudipto Roy, Nadia Diamond-Smith, Makarand Ghorpade, Arun Dhongade, Kalpana Balakrishnan, Sambandam Sankar, Rutuja Patil, Sanjay Juvekar, Kirk R. Smith. *BMJ Open* **10**, 10, Oct 2020. <https://bmjopen.bmj.com/content/10/10/e044127.full>

“[Encouraging fertilizer adoption through risk free sample purchase: A randomized control trial in Uganda.](#)” With Annet Adong, James Tinker, Swaibu Mbowa, and Tony Odokonyero. *World Development Perspectives* 19 (2020): 100230.

“When financial incentives backfire: evidence from a community health worker experiment in Uganda.” With Zachary Wagner and John Bosco Asiimwe. *Journal of Development Economics*. Volume 144, May 2020. <https://authors.elsevier.com/a/1aPm915DRFs0CP> (<https://doi.org/10.1016/j.jdeveco.2019.102437>)

“Effectiveness of a community-based water, sanitation, and hygiene (WASH) intervention in reduction of diarrhoea among under-five children: Evidence from a repeated cross-sectional study (2007–2015) in rural Bangladesh.” With Nepal C Dey, Mahmood Parvez, Mir Raihanul Islam, Sabuj K Mistry. *International Journal of Hygiene and Environmental Health*. 20 August 2019. <https://doi.org/10.1016/j.ijheh.2019.08.006>

“A community-based health education program using drama and song for increasing knowledge and prevention of pesticide exposure from Indoor Residual Spraying in Limpopo South Africa.” With Brenda Eskenazi, David I. Levine, Stephen Rauch, Muvhulawa Obida, Diana Bahena,

Riana Bornman, and Jonathan Chevrier. *Malaria Journal* Vol 18, Article number: 199 (June 2019). <https://malariajournal.biomedcentral.com/articles/101186/s12936-019-2828-5>

“Automation as Part of the Solution,” in “The Future of Jobs in an Increasingly Autonomous Economy: A Dialog.” David Choi, ed, *Journal of Management Inquiry*, **28**, 3, July 2019, pp 316-318. <https://doi.org/10.1177/1056492619827375>

“Promoting LPG usage during pregnancy: A pilot study in rural Maharashtra, India.” With Pillarisetti, Ajay, Makarand Ghorpade, Sathish Madhav, Arun Dhongade, Sudipto Roy, Kalpana Balakrishnan, Sambandam Sankar, Rutujua Patil, Sanjay Juvekar, and Kirk R. Smith. *Environment International* 127 (2019): 540-549 <https://doi.org/10.1016/j.envint.2019.04.017>

“The role of price and convenience in underuse of oral rehydration salts to treat child diarrhea: A cluster randomized trial in Uganda.” With Zachary Wagner, John Bosco Asimwe, and William H. Dow *PLOS Medicine*, January 24, 2019. <https://doi.org/10.1371/journal.pmed1002734>

“Cross-Subsidies for Improved Sanitation in Low Income Settlements: Assessing the Willingness to Pay of Water Utility Customers in Kenyan Cities.” With Charisma Acey, Joyce Kisiangani, Patrick Ronoh, Caroline Delaire, Evelyn Makena, Guy Norman, Ranjiv Khush, and Rachel Peletz *World Development* Vol 115, March 2019, pp 160-177. <https://authors.elsevier.com/sd/article/S0305750X18304108>

“What Impedes Efficient Adoption of Products? Evidence from Randomized Variation in Sales Offers for Improved Cookstoves in Uganda.” With Theresa Beltramo, Garrick Blalock, Carolyn Cotterman and Andrew Simons, *Journal of the European Economic Association* January 2018. <https://doi.org/10.1093/jeea/jvx051>

“Sensor data to measure Hawthorne effects in cookstove evaluation.” With Andrew Simons, Theresa Beltramo, and Garrick Blalock. *Journal of Environmental Economics and Management*, **18**, June 2018: 1334-1339. <https://doi.org/10.1016/j.jdeb.2018.04.021>

“Rapid Prototyping a School-based Health Program in the Developing World.” With Kelsey Steffen and William Riggs. *Development Engineering*, 2 (2017): 68-81. <http://www.sciencedirect.com/science/article/pii/S2352728516300100#>

“What is a ‘meal’? Comparative methods of auditing carbon offset compliance for fuel-efficient cookstoves.” With Steve Harrell, Theresa Beltramo, Garrick Blalock, Juliet Kyayesimira, and Andrew Simons, *Ecological Economics*, v 128 Aug 2016: 8-16. [doi:10.1016/j.jecolecon.2016.03.014](https://doi.org/10.1016/j.jecolecon.2016.03.014)

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“Insuring Health or Insuring Wealth? An Experimental Evaluation of Health Insurance in Rural Cambodia.” With Rachel Polimeni and Ian Ramage. *Journal of Development Economics* Vol 119, March 2016: 1–15. <http://www.sciencedirect.com/science/article/pii/S0304387815001194>

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<https://pdfs.semanticscholar.org/8ca6/c89ac1d26b8015908232baae473670aedd56pdf>]

“Disgust, Shame and Soapy Water: Tests of Novel Interventions to Promote Safe Water and Hygiene.” With Raymond P Guiteras, Stephen P Luby, Thomas H Polley, Kaniz Khatun-e-Jannat and Leanne Unicomb. *Journal of the Association of Environmental and Resource Economists* 3(2) May 2016 321-359.

<http://www.journals.uchicago.edu/doi/pdfplus/101086/684161>

“The Pursuit of Balance in Sequential Randomized Trials.” With Raymond P Guiteras and Thomas H Polley. *Development Engineering* 1 (2016) 12–25. (Preprint at

<http://www.sciencedirect.com/science/article/pii/S2352728515300580>)

“The effect of marketing messages and payment over time on willingness to pay for fuel-efficient cookstoves.” With Theresa Beltramo, Garrick Blalock, and Andrew M Simons *Journal of Economic Behavior & Organization* 118 (2015): 333-345.

<http://www.sciencedirect.com/science/article/pii/S0167268115001353#>

“Do Ratings of Firms Converge? Implications for Strategy Research.” With Aaron Chatterji, Rodolphe Durand, and Samuel Touboul *Strategic Management Journal* 2015 doi:

101002/smj2407 <http://onlinelibrary.wiley.com/doi/101002/smj2407/epdf>

“Explaining low rates of sustained use of siphon water filter: Evidence from follow-up of a randomized controlled trial in Bangladesh.” With Nusrat Najin and others, *Tropical Medicine & International Health*, April 2015 20(4):471-83. doi:101111/tmi12448

“Does Peer Use Influence Adoption of Efficient Cookstoves? Evidence from a Randomized Controlled Trial in Uganda.” With Andrew Simons, Theresa Beltramo and Garrick Blalock *Health Communications*, 20, 2015: 55–66. <http://dx.doi.org/101080/108107302014994244>

“Comparing Methods for Signal Analysis of Temperature Readings from Stove Use Monitors” With Andrew Simons, Theresa Beltramo and Garrick Blalock *Biomass and Bioenergy* 2014. (<http://authors.elsevier.com/sd/article/S0961953414003808>)

“Nudging to Use: Achieving Safe Water Behaviors in Kenya and Bangladesh.” With Jill Luoto, Jeff Albert and Stephen Luby, *Journal of Development Economics*, **110**, September 2014: 13–21. (<http://authors.elsevier.com/sd/article/S0304387814000303>)

“The Effect of Solar Ovens on Fuel Use, Emissions, and Health: Results from a Randomized Controlled Trial.” With Theresa Beltramo, *Journal of Development Effectiveness*, **3**, 2, June 2013: 178-207. <http://www.tandfonline.com/doi/full/101080/194393422013775177>

“A rapid assessment randomized-controlled trial of improved cookstoves in rural Ghana.” With Jason Burwen, *Energy for Sustainable Development* **16**, 3, September 2012: 328–338. <http://www.sciencedirect.com/science/article/pii/S0973082612000208>

“Randomized Government Safety Inspections Reduce Worker Injuries with No Detectable Job Loss.” With Michael W Toffel and Matthew S Johnson, *Science* **336**, May 18, 2012: 907-912.

“Learning to Dislike Safe Water Products: Results from a Randomized Controlled Trial of the Effects of Direct and Peer Experience on Willingness to Pay.” With Jill Luoto, Minhaj Mahmud, Jeff Albert, Stephen Luby, Nusrat Najnin, and Leanne Unicomb, *Environmental Science & Technology*: **46** (11), May 2012: 6244-6251.

“Thermostats for Smart Grid: Models, Benchmarks and Insights.” With Yong Liang and Zuo-Jun Shen, *Energy Journal* **33** (4), 2012. (SSRN's Top Ten download list for: Sustainable Technology eJournal)

“What Point-of-Use Water Treatment Products do Consumers Use and Value? Evidence from the Urban Poor in Bangladesh.” With Jill Luoto, Nusrat Najnin, Minhaj Mahmud, Jeff Albert, M Sirajul Islam, Stephen Luby, Leanne Unicomb *PLoS ONE*, Oct 20, 2011. [<http://dxplosorg/101371/journalpone0026132>]

“The Effect of Industrialization on Children’s Education: The Experience of Mexico.” With Ann Le Brun and Susan Helper, *Review of Economics and Institutions*, **2**, 2, article 1, Spring 2011.

“The Economics of International Refugee Law.” With Ryan Bubb and Michael Kremer, *Journal of Legal Studies* **40**, 2, June 2011: 367-404. [<http://www.jstor.org/stable/101086/661185>]

“Do Race, Age, and Gender Differences Affect Manager-Employee Relations? An Analysis of Quits, Dismissals, and Promotions at a Large Retail Firm.” With Laura Giuliano and Jonathan Leonard *Journal of Human Resources* **46**, 1, Winter 2011, 26-52.

“End-User Preferences for and Performance of Competing POU Water Treatment Technologies among the Rural Poor of Kenya.” With Jeff Albert and Jill Luoto, *Environmental Science & Technology*, **44** (12), 2010 pp 4426–4432. (Editor’s Choice Award as *ES&T*’s Best Policy Analysis Paper of 2010)

“When Is Employee Retaliation Acceptable at Work? Evidence From Quasi-Experiments” With Gary Charness, *Industrial Relations* **49**, 4, October 2010: 499-523

“Quality Management and Job Quality: How the ISO 9001 Standard for Quality Management Systems Affects Employees and Employers.” With Michael Toffel, *Management Science* **56**, 6, June 2010. (Working paper version was Top Ten download list for MRN Operations Research Network and OPER, Labor: Public Policy & Regulation eJournal, Law & Society: Private Law, MRN Production & Operations Management Network and PROD Subject Matter eJournals)

“Customer Discrimination.” With Laura Giuliano and Jonathan Leonard *Review of Economics and Statistics* **92**, 3, August 2010: 670-678.

“Industrialization, Pollution and Infant Mortality” (June 2010) With Maya *Environment and Development Economics*, **15**, 05, pp 557-584.

“Manager Race and the Race of New Hires.” With Laura Giuliano and Jonathan Leonard, *Journal of Labor Economics*, **27**, 4, 2009: 589-631.

“Do Microfinance Programs Help Families Insure Consumption Against Illness?” With Paul Gertler and Enrico Moretti, *Health Economics*, **18**, 3, 2009: 257-273.

“How Well Do Social Ratings Actually Measure Corporate Social Responsibility?” With Aaron K Chatterji and Michael W Toffel, *Journal of Economics, Management and Strategy*, Spring

2009, **18**, 1: 125-169. (Working paper was on SSRN's Top Ten download list for Environmental Economics, ERPN: Social Responsibility & Public Policy (Topic), ERPN: Social Responsibility, Sustainability & Environmental Policy (Sub-Topic) and MRN Production & Operations Management Network).

“Investment Following a Financial Crisis: Does Foreign Ownership Matter?” With Garrick Blalock and Paul Gertler, *Journal of Monetary Economics*, **55**, 3, April 2008: 568-591.

“Are measured school effects just sorting? Causality and correlation in the National Education Longitudinal Survey.” With Gary Painter, *Economics of Education Review*, **27**, 4, August 2008: 460-470.

“Fairness and the employment contract: North American regions versus Germany.” With Knut Gerlach, Gesine Stephan, and Olaf Struck, *Cambridge Journal of Economics*, **32**, 3, May 2008: 421-439.

“Intention and Stochastic Outcomes: An Experimental Study.” With Gary Charness, *Economic Journal*, **117** July 2007: 1051–1072.

“The Growing Importance of Family and Community: An Analysis of Changes in the Sibling Correlation in Earnings.” With Bhashkar Mazumder, *Industrial Relations*, **46**, 1, January 2007: 7-21.

“Growth, Industrialization, and the Intergenerational Correlation of Advantage.” With Jon R Jellema. *Industrial Relations*, **46**, 1, January 2007: 130-170.

“Is Social Capital the Capital of the Poor? The Role of Family and Community in Helping Insure Living Standards Against Health Shocks.” With Paul Gertler and Enrico Moretti. *CESifo Economic Studies*, no. 52, September 2006: 455 – 499.

“The Effect of Diversity on Turnover: A Large Case Study.” With Jonathan S Leonard. *Industrial and Labor Relations Review*, **39**, 4, July 2006: 457-572.

“Does Trade Affect Health?” with Dov Rothman *Journal of Health Economics* **25**, 2006: 538–554.

“Breaking Down The Wall Of Codes: Evaluating Non-Financial Performance Measurement.” With Aaron Chatterji, *California Management Review*, **48**, 2, winter 2006: 29-51.

“Did Industrialization Destroy Social Capital in Indonesia?” With Paul Gertler and Ted Miguel *Economic Development and Cultural Change*, **54**, 2, winter 2006: 287-318.

“Does Social Capital Promote Industrialization? Evidence from a Rapid Industrializer.” With Ted Miguel and Paul Gertler, *Review of Economics and Statistics*, **87**, 4, November 2005: 754-762.

“The Effect of Industrialization on School Enrollment: Evidence from Indonesia.” With Maya Federman, *Contributions to Macroeconomics*, BE Journals in Macroeconomics, **5**, 1, Article 1, 2005.

“Size, Skill and Sorting.” With Dale Belman, *Labour*, **18**, 4, Dec 2004: 515-561.

“Do Birds of a Feather Shop Together? The Effects of Employees’ Similarity with each Other and With Customers on Performance.” With Jonathan Leonard and Aparna Joshi, *Journal of Organizational Behavior*, **25**, 6, August 2004: 731-754.

“Daddies, Devotion, and Dollars: How Do They Matter for Youth?” With Gary Painter, *American Journal of Economics and Sociology*, **63**, 4, October 2004: 813 - 850.

“Schooling and Parental Death.” With Paul Gertler and Minnie Ames, *Review of Economics and Statistics*, **86**, 1, Feb 2004: 211-225.

“The Costs of Teenage Out-of-Wedlock Childbearing: Analysis with a Within-School Propensity Score Matching Estimator.” With Gary Painter, *Review of Economics and Statistics*, **85**, 4, Nov 2003: 884-900.

“The Effects of Diversity on Business Performance: Report of a Feasibility Study of the Diversity Research Network.” With Thomas Kochan, and others *Human Resource Management*, **42**, 1, Spring 2003: 3-23. Winner of the *Ulrich & Lake Award for Excellence in HRM Scholarship*, 2004.

“Are Investments in Daughters Lower When Daughters Move Away? Evidence from Indonesia.” With Michael Kevane, *World Development*, **31**, 6, June 2003. (SSRN Top Ten download list for “Other East Asian Studies eJournal- Forthcoming”)

“ ‘Carve-outs’ from the Workers’ Compensation System.” With Jeffrey S Petersen and Frank Neuhauser, *The Journal of Policy Analysis and Management* **21**, 3, Summer 2002: 467-483.

“Employee Involvement and Pay at American Auto Suppliers.” With Susan Helper and Elliot Bendoly, *Journal of Economic Management and Strategy*, **11**, 2, Summer 2002: 329-377.

“Changes in the Employment Contract.” With Gary Charness, *Journal of Economic Behavior and Organization*, Apr 2002, **47**, 4: 391-405.

“Changes in Managerial Pay Structures 1986-1992: Tests of Human Capital and Other Explanations.” With KC O’Shaughnessy and Peter Cappelli, *Oxford Economics Papers*, 3 (2001), 482-507.

“Family Structure and Youth Outcomes: Which Correlations are Causal?” With Gary Painter, Summer 2000, *Journal of Human Resources*, **XXXV**, 3, pp 524-549.

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

“The NELS Curve: Replicating *The Bell Curve* with the National Educational Longitudinal Survey.” With Gary Painter, *Industrial Relations*, **38**, 3, July 1999, pp 364-406.

“Flexibility versus Efficiency? A Case Study of Model Changeovers in the Toyota Production System,” With Paul Adler and Barbara Goldoftas, *Organization Science*, **10**, 1, January-February 1999, pp 43-68.

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

- “Reinventing Regulation: Letting Employees and Employers Solve their Own Problems,” *The California Management Review*, **39**, 4, September, 1997, pp 98-117.
- “Institutional Incentives for Employer Training.” With David Finegold, *Journal of Education and Work*, **10**, 2 June, 1997.
- “Ergonomics, Employee Involvement, and the Toyota Production System: A Case Study of NUMMI’s 1993 Model Introduction.” With Paul S. Adler and Barbara Goldoftas, *Industrial and Labor Relations Review*, **50**, 3, April 1997, pp 416-437. Reprinted in *The Fordism of Ford and Modern Management*, Huw Beynon, editor, Elgar, 2005.
- “What Does it Mean to Be Poor in America.” With Maya Federman, Thesia Garner, Kathleen Short, John Kiely, Duane McGough, and Marilyn McNillen, *Monthly Labor Review*, May 1996, pp 3-17.
- “A Quality Policy for America.” With Susan Helper, *Contemporary Policy Issues*, **13**, 2, April 1995, pp 26-37.
<https://dspace.mit.edu/bitstream/handle/1721.1/1795/Imvp068a.pdf?sequence=2>
- “Work Organization, Employment Security, and Macroeconomic Stability.” With Richard Parkin, *Journal of Economic Behavior and Organizations*, **24**, 3, August 1994, pp 251-271.
- “Fairness, Markets and Ability to Pay: Evidence from Compensation Executives,” *American Economic Review*, **83**, 5, December 1993, pp 1241-1259.
- “The Effects of Non-Traditional Attitudes on Married Women’s Labor Supply,” *Journal of Economic Psychology*, **14**, 4, December 1993, pp 665-679.
- “What Do Wages Buy?” *Administrative Science Quarterly*, **38**, 3, September, 1993, pp 462-483
 A short version appeared in the *Proceedings of the Industrial Relations Research Association*, 1993, pp 133-141.
- “Worth Waiting For? Delayed Compensation, Training and Turnover in the United States and Japan,” *Journal of Labor Economics*, **4**, 3, September 1993, pp 724-752.
- “Do Corporate Executives have Rational Expectations?” *Journal of Business*, **66**, 2, April 1993, pp 271-294.
- “Long-Term Supplier Relations and Product Market Structure.” With Susan Helper, *Journal of Law, Economics and Organization*, **8**, 3, October, 1992, pp 561-581.
- “Can Wage Increases Pay for Themselves? Tests with a Production Function,” *Economic Journal*, **102**, 414, September 1992, pp 1102-1115.
- “Piece Rates, Output Restriction, and Cohesiveness.” *Journal of Economic Psychology*, **13**, 3, September 1992, pp 473-479.
- “Product Quality and Pay Equity Between Low-Level Employees and Top Management: An Investigation of Distributive Justice Theory.” With Douglas Cowherd, *Administrative Science Quarterly*, **37**, 2, June 1992, pp 302-320.

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

<https://journals.sagepub.com/doi/epdf/10.1177/0143831X92132003>

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

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

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

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

OTHER ARTICLES AND BOOK CHAPTERS

“Do Multinational Corporations Exploit Their Workers?” With Emma Aisbett, Ann E Harrison, Jason Scorse, and Jed Silver, in *Global Goliaths: Multinational Corporations in a Changing Global Economy*, edited by James Hines and David Wessel. Brookings, Washington DC, 2021: 259-300.

“Hygiene Heroes: A dental health intervention for Indian Schools” With S.R. Samuel and G Geetha, *Journal of Global Oral Health*. **3**, 1, Jan 2020: 34-35. DOI:1025259/JGOH_15_2020 <https://jglobaloralhealth.org/hygiene-heroes-a-dental-health-intervention-for-schools/>

“Toward Universal Health Insurance in Cambodia.” With Virginie Diaz Pedregal, Stéphanie Pamies-Sumner and Ian Ramage, in Rémi Genevey, Rajendra, KPachauri and Laurence Tubiana, eds., *Reducing Inequalities*, TERI, Delhi, 2013, p 133-137.

“The New ‘Managerial Misclassification’ Challenge to Old Wage & Hour Law or What is Managerial Work?” With David Lewin, in *Contemporary Issues in Employment Relations*, David Lewin, ed, LERA Research Volume, Cornell University Press, 2006: 189-222.

“The Effects of New Work Practices on Workers.” With Michael Handel, in *America at Work*, Edward E Lawler III and James O’Toole, editors, Palgrave Macmillan, New York NY: 73-86. (An earlier version appeared in *Industrial Relations*, **43**, 1, January 2004: 1-43)

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

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

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

“A Case Study of the Mortgage Application Process.” With Ken Temkin and Diane Levy, in *Mortgage Lending Discrimination: A Review of the Evidence*, Margery Austin Turner and Felicity Skidmore, eds, Urban Institute Press, Washington DC, 1999, pp 137-160

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

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“They Should Solve Their Own Problems: Reinventing Workplace Regulation,” in *Government Regulation of the Employment Relationship: A Critical Appraisal*, Industrial Relations Research Association, Madison WI, 1997.

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

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

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Evaluation of SKY health insurance in Cambodia

- [“Results of the Second Health Centre Survey.”](#) With Rachel Gardner, Ian Ramage and Karen Zhang, 2011.
- [“Who Buys SKY Health Insurance?”](#) With Rachel Polimeni, Ian Ramage, and Patrick Searles, 2011.
- [“Village Monograph Summary Report.”](#) With Ian Ramage, Kim Hour Ramage, Eisel Mazard, Mark Kavenagh, and Gabriel Pictet, 2010.
- “Health Insurance for the Rural Poor: Evidence from Cambodia,” in *Innovations in Insuring the Poor*, Ruth Vargas Hill and Maximo Torero, eds, International Food Policy Research Institute, Focus 17, Brief 10, Dec 2009.
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- [“Results of the First Health Centre Survey.”](#) with Rachel Gardner, Gabriel Pictet, Rachel Polimeni and Ian Ramage, 2009.
- BASIS Brief no 2007-05 [Insuring Health: Testing the Effectiveness of Micro-health Insurance to Promote Economic Wellbeing for the Poor](#), with Nhung Hema and Ian Ramage July 2007.

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“Editorial: Overt Discrimination by Multinational Firms,” *Industrial Relations*, **37**, 2, April 1998, pp 121-125. [<http://facultyhaasberkeleyedu/levine/discedit2html>]

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

“A Deficit of Clear Thinking.” With Brad DeLong, *CalBusiness*, Fall 1996, p 6.

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

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

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

“Not Such a Capital Idea.” With Brad DeLong, *San Francisco Chronicle*, December 5, 1995, p A23.

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

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

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

“Participation, Productivity, and the Firm’s Environment,” *California Management Review*, Summer 1990, pp 86-100.

“Japan’s Other Export,” *Dollars and Sense*, September 1990, pp 18-21.

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

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“Why Comparable Worth Won’t Upset the Marketplace,” *San Francisco Chronicle*, March 7, 1988, p C6.

EDUCATIONAL MATERIALS ABOUT HEALTH

(Materials available at <http://hygieneheroesberkeleyedu>)

Curriculum

- Unit 1: Handwashing curriculum and teacher training
- Unit 2: Safe Water curriculum and teacher training
- Unit 3: Sanitation curriculum
- Unit 4: Preventing colds and flu curriculum
- Unit 5: Avoiding malaria curriculum
- Unit 6: Dental Hygiene curriculum and teacher training
- Unit 7: Preventing COVID

Each unit contain vivid demonstrations, experiments, class participation stories, games, and activities for students to engage and educate their families

Stories, games, scripts and videos

- Preventing COVID
 - *Cory the Coronavirus*: Illustrated book
 - *Connie the COVID*, Participation Story for Younger Children
 - “How leaders can reopen schools safely,” editorial
 - COVID prevention curriculum and teacher training
- Handwashing
 - *Gerry the Germ goes to School*: Class participation story
 - *Baby is Happy*: Early reader
 - *Gerry the Germ goes to School*: Comic book
 - *The Bully* and *Why did T Rex go Extinct?*: Comics
 - *Chhota Bheem meets the Robot* and *The Robot*: Comics and script
 - *Tenali Rama gets in Trouble*, illustrated by Jacqueline Zhou: Illustrated story
 - *The Winning Sports Team*: Online game
 - *Uncle Silly Washes Hands* Video
 - Handwashing curriculum and teacher training
- Safe water
 - *Little Monkey*, with Echo Yupan Lu, illustrated by Nazia Rahman: Story
 - *Little Monkey* Puppet show video
 - *Gerry the Germ gets Wet*, with Benji Levine, illustrated by Jennifer Kotler Story
 - *The Disgusting Box* (with Kaniz Janat): Video
 - Safe water curriculum and teacher training
- Sanitation
 - *Gerry the Germ*, with Benji Levine, illustrated by Jennifer Kotler: Illustrated story
 - *Grandma wants you to eat cookies*, illustrated by Bernadette Justine McVerry: Board game
 - *The Germ Race* Board game
 - Sanitation curriculum and teacher training
- Preventing cold and flu
 - *The Returns of Gerry the Germ*, with Echo Yupan Lu, illustrated by Charlotte Passot: Illustrated story
 - *The Cold & Flu Germ Race* Board game
 - *The New Bride*: Soap opera illustrated story about safe cookstoves
- Preventing malaria
 - *General Trouble gets Sprayed*: Script about indoor residual spraying
 - *Baby Sleeps*: An early reader about anti-mosquito bed nets
- Dental hygiene
 - *The Sad Tooth*: Early reader

- *Will Chhota Bheem miss his own party?* Illustrations by Divya Lagiseti
- Nutrition
 - *The Race* Story about anemia, with Dan Besilu Illustrations by Kaavya Venkat
- Safety
 - *Monster Maruti*: Class participation story about traffic safety
 - *Munching Maruti*, with Padma Priya: Story about traffic safety
 - *Street smarts for teens* Handout
- Women's health
 - *The Red Fairy*, with Rawan AbuShaban: Story about menstrual hygiene management
 - *Womb with a View*: 3-panel comics about antenatal care

HONORS

- Earl Cheit Outstanding Teaching Award, Haas School of Business, 1990, 2022 (undergraduate), 2000 (Evening MBA)
- Listed in *Who's Who in Economics*, a selection based on citation count
- Listed in *Who's Who of Professionals*
- Member Haas School "60" Teaching Honor Society (for mean or median, depending on the year, of 6 out of 7) several dozen times since 1988
- Phi Beta Kappa
- Omicron Delta Epsilon Economics Honor Society
- University of California Alumni Scholar

GRANTS

- "An intervention to improve sexual and reproductive health among Indian self-help group members." Center for Growth Markets, 2022-2023.
- "Selling health-related goods in small shops in Kenya," MasterCard Foundation, 2018-19.
- "Replication grant" BITSS, 2015 (\$3000).
- CEGA EASST, "Working with Village Health Teams to Increase ORS Use in Uganda: A Randomized Controlled Trial." With Will Dow; John Bosco Asimwe; Zachary Wagner, University of Makerere, Uganda, EASST Collaborative, 2014-2017 (\$49,000).
- "Randomized control trial of a risk-free sample purchase for inorganic fertilizer in Uganda" with Annet Adong, EPRC, Uganda, EASST Collaborative, 2014-2017 (\$49,000).
- "Distribution to the Rural Poor," co-PI with Joseph Arineitwe Ndemere, EASST Collaborative, CEGA, 2012-13 (\$25,000).

- Travel grant, CEGA, 2012 (\$3000).
- “Cookstoves in Uganda”, CEGA, 2012 (\$8000).
- “Behavior Change Interventions to Improve the Acquisition and Correct Use of Improved Cookstoves,” (co-PI, with Impact Carbon), USAID TRAction, 2011-2013.
- “Piloting Novel Sales Contracts,” Goggio Family Foundation, 2009-11.
- “Courting Safe Behaviors: Testing Courtyard-based Safe Water and Hygiene Interventions in Urban Bangladesh” (with ICDDR,B), International Initiative for Impact Evaluation (3ie), 2010-2012.
- “Improved Cookstoves in the Tumu Region of Ghana” (with CSIR and Plan-Ghana), International Initiative for Impact Evaluation (3ie), 2009-2011.
- “Preferences for Point-of-Use Water Treatment” (with ICDDR,B), Swedish International Development Agency (SIDA), 2008-9.
- “Evaluating a Telecommunications Intervention to Promote Literacy and Fight Poverty in Senegal” (with TOSTAN), UNICEF, 2009-10.
- “Identification of Appropriate Postharvest Technologies for Improving Market Access and Incomes for Small Farmers in Sub-Saharan Africa and South Asia,” (with UC Davis and the World Food and Logistics Organization), Bill and Melinda Gates Foundation, 2009-10.
- “Roundtable on safe stoves,” Berkeley Institute on the Environment, UC Berkeley, 2008-9.
- “A Randomized Controlled Trial of Solar Ovens in Senegal,” Sustainable Products and Services, UC Berkeley, 2008-9.
- “A Randomized Controlled Trial of Micro-Health Insurance in Cambodia,” grants from BASIS Assets and Market Access Collaborative Research Support (USAID) 2007-2010; AFD (Agence française pour développement) 2007-2010, and the Coleman Fung Foundation 2007-2009.
- “Choosing and Using Safe Water Products,” (with Jeff Alert of Aquayaorg), The P&G Fund of The Greater Cincinnati Foundation and The Blum Center for Developing Economies, 2007-8.
- “Evaluating The Hunger Project’s Scaling-up of Epicenter Strategy in Ghana,” (with Chris Udry, Dean Karlan and John Anarfi), Robertson Foundation, 2007-2015.
- “How Industrialization in China has affected the Elderly,” Center on the Economics and Demography of Aging, University of California at Berkeley, 2003-2004.
- “Measuring Corporate Responsibility,” Haas Family Fund, 2004-6.
- “The Effects of Age Diversity in the Workplace,” Center on the Economics and Demography of Aging, University of California at Berkeley, 2003-2004.

- “Diversity at Work: Effects on Workers, Customers and Employers,” Russell Sage Foundation, 2003-4.
- “Diversity and Performance,” Sloan Foundation and BOLD, with Jonathan Leonard, 2001.
- “A Follow-up Evaluation of the *Progresa* Child Welfare Program,” National Institute of Child Health and Human Development (NICHD), 2001-2006, with Paul Gertler and others.
- “The Effects of Industrialization on Children,” Center on the Economics and Demography of Aging, University of California at Berkeley, 2001-2002.
- “Financial and Social Capital as Protection Against Health Shocks in Indonesia,” Center for Health Research, UC Berkeley, 2001-02.
- “Investments in Children in Indonesia: Lessons to be Learned from the Economic Crisis,” Research Bridging Grant from the Committee on Research, UC Berkeley, 1999-2000.
- Subcontractor on *Mortgage Lending Discrimination: What Do We Know?* Urban Institute grant from the US Department of Housing and Urban Development, 1998.
- COHRE, “Causes and Consequences of Employee Turnover.” With Jonathan Leonard, 1998-99.
- Sage Foundation, “Perceptions of the Fair Employment Contract: Evidence from a Quasi-Experiment.” With Gary Charness, 1998-99.
- Upjohn Institute, “Changes in Careers, Compensation and Internal Labor Markets at Large American Employers.” With Dale Belman and KC O’Shaughnessy, 1998-99.
- California Commission on Health and Safety and Workers’ Compensation, “Evaluation of Workers’ Compensation Programs Established Pursuant to Labor-Management Agreements in the Construction Industry,” 1997-8.
- Committee On Teaching, Office of Educational Development, UC Berkeley, Classroom Technologies Grant: 1995-1996.
- Sloan Foundation, “What Works at Work.” With the National Center for the Workplace, 1993-5.
- Sloan Foundation, “Employee Involvement and Total Quality Management in the 1990’s.” With Edward E Lawler III, Gerald Ledford, and Susan Mohrman, 1992-4.
- Consortium on Competition and Cooperation, “Human Resource Policies and Corporate Performance in the United States and Japan,” 1991-92.
- Consortium on Competition and Cooperation, “Cooperative Supplier Relations: An Exit-Voice Approach,” 1990-91.

COURSES TAUGHT

- Design, Evaluate and Scale Development Technologies (MBA, joint with Engineering & Alice Agogino – new course)
- Macroeconomics in the Global Economy (Undergraduate, MBA, and executive MBA)
- Business Strategies for Emerging Markets (MBA – new course)
- Freshman seminars (new courses):
 - Behavior change in global public health: Can games and stories help?
 - The New Employment Contract
 - Films about Work
- Bargaining and Negotiation (Undergraduate)
- Human Resource Strategies (MBA – new course)
- Industrial Relations (Undergraduate and PhD)
- Research Methods (PhD)

CONSULTANT

- Government
 - US Dept of Labor
 - Mathematica (subcontract from US Dept of Labor)
 - Summit Consulting (subcontracts from US Dept of Labor)
 - Abt Associates (subcontract from US Dept of Labor)
 - World Bank
 - Berkeley Planning Associates (subcontract from US Dept of Health and Human Services)
 - Urban Institute (subcontract from US Dept of Housing and Urban Development)
 - CalTrans
 - OECD
- Nonprofit sector
 - Workers Compensation Insurance Rating Board (WCIRB)
 - Emerson College
 - RAND (subcontract to USAID on “Increasing uptake and use of safe water filters at scale”)
 - Aquaya
 - Bill and Melinda Gates Foundation
 - UNICEF
 - Filene Research Institute
 - American Automobile Association
- Private sector
 - UBS
 - Conoco
 - San Francisco Electrical Contractors Association

- NERA
 - BPI
 - Korean Human Resources Study Group
- Legal consultant
 - Goldman and Goldman
 - Morgenstein & Jubelirer LLP
- Expert / Expert Witness
 - Leonard Carder, LLP (Roberts, et al., v Best Buy Co, Inc)
 - Gradstein, Luskin & Van Dalsem (Adams v Home Depot USA, Inc)
 - Quisenberry Law Firm (Daniel Sepulveda, Anita Perez and Antonio Prangner v Wal-Mart Stores, Inc)
 - Kecker & Van Nest LLP (Tjian v Westamerica Bancorporation)