

Donald R. Williams

EDUCATION

1979-1984 Northwestern University, Ph.D., economics.
1978-1979 University of Wisconsin-Milwaukee, graduate study in economics.
1974-1977 University of Wisconsin-Milwaukee, B.B.A., marketing

ACADEMIC EXPERIENCE

1983-present Kent State University, Kent, Ohio
1994-present Professor of Economics
1988-1994 Associate Professor of Economics
1983-1988 Assistant Professor of Economics

1981-1982 Roosevelt University, Chicago, Illinois
Instructor (part-time)

1981-1982 Elmhurst College, Elmhurst, Illinois
Instructor (part-time)

1980-1983 Northwestern University, Evanston, Illinois
Instructor, Research Assistant, Research Fellow, Teaching Assistant

1978-1979 University of Wisconsin-Milwaukee, Milwaukee, Wisconsin
Teaching Assistant, Research Assistant

ADMINISTRATIVE EXPERIENCE (all at Kent State University)

2018-present Associate Dean for Administration, College of Business Administration

2015-2018 Department Chairperson, Department of Economics

2013-2014 Interim Associate Dean, Graduate and International Programs,
College of Business Administration

2007-2012 Dean, Honors College (interim in first year)

2006-2007 Associate Dean, Faculty and Administrative Affairs, College of
Business Administration

2003-2006 Associate Dean, Graduate School of Management

2001-2006 Director, Ph.D. in Business Program, Graduate School of Management

1996-1999 Associate Director, Center for International and Comparative
Programs

1994-1995 Acting Chairperson, Department of Economics
Fall 1989

ADDITIONAL APPOINTMENTS AND POSITIONS

2002 - present Senior Research Associate, Luxembourg Institute of Socio-Economic Research
(LISER, formerly CEPS/INSTEAD), Belval, Luxembourg.

2002-2016 Adjunct Professor in IMPALLA master's program, Katholieke Universiteit
Leuven, Leuven, Belgium

2012-2013 Visiting Scholar (while on sabbatical) Centre d'Etudes de Populations, de

Pauvreté et de Politiques Socio-economique (CEPS/INSTEAD), Belval,
Luxembourg

OTHER EXPERIENCE

Summer 1980 U.S. Department of Energy, Economic Analysis, Washington, D.C.
Intern

1977-1978 *CITYSIDE* newspaper, Milwaukee, Wisconsin
Business Manager

PUBLICATIONS

- Iryna Hayduk and Donald R. Williams, "Gender Gap in Self-Employment: The Role of Risk Attitudes," *Economics of Transition and Institutional Change*, forthcoming.
- Laetitia Hauret and Donald R. Williams, "Relative Income and Pay Satisfaction: Further Evidence on the Role of the Reference Group," *Journal of Happiness Studies*, vol. 20, no. 1, 307-29, 2019.
- Laetitia Hauret and Donald R. Williams, "Cross-national Analysis of Gender Differences in Job Satisfaction," *Industrial Relations*, vol. 56, no. 2, (April) 2017.
- Iryna Kyzyma and Donald R. Williams, "Public Cash Transfers and Poverty Dynamics in Europe," *Empirical Economics*, vol. 52, no. 2, 2017.
- Donald R. Williams, "Gender Discrimination and Self-employment Dynamics in Europe," *Journal of Socio-Economics*, vol. 41, (April), 2012.
- Donald R. Williams, "Multiple Language Usage and Earnings in Western Europe," *International Journal of Manpower*, vol. 32, no. 4, July, 2011. Chosen as a **Highly Commended Award Winner** at the Literati Network Awards for Excellence 2012.
- Donald R. Williams, "Educational Intensity of Employment in the EU and US," in *Income and Living Conditions in Europe*, E. Marlier and A. Atkinson, editors, Eurostat, 2010.
- Alison Smith and Donald R. Williams, "Father-friendly Legislation and Paternal Time Across Western Europe," *Journal of Comparative Policy Analysis*, Spring, 2007.
- Donald R. Williams, "Effects of Childcare Activities on the Duration of Self-employment in Europe," *Entrepreneurship Theory and Practice*, Fall, 2004.
- Donald R. Williams, "Youth Self-employment: Its Nature and Consequences" *Small Business Economics*, 23 (4), 2004.
- Donald R. Williams, "Returns to Education and Experience in Self-employment: Evidence from Germany," *Journal of Applied Social Science Studies* (Schmollers Jahrbuch: Zeitschrift für Wirtschafts und Sozialwissenschaften), vol. 123, 2003.
- Kristen Keith and Donald R. Williams, "A Note on Racial Differences in Employed Male Job Search," *Industrial Relations*, July 2002.
- Charles Register, Donald Williams, and Paul Grimes, "Adolescent Drug Use and Educational Attainment," *Education Economics*, vol. 9, no. 1, April, 2001.
- Donald R. Williams, "Consequences of Self-Employment for Women and Men in the United States," *Labour Economics*, vol. 7, no. 5, 2000.
- Donald R. Williams, "The Decline in Female Part-time Employment: Evidence from the Gross Flows," *Monthly Labor Review*, April, 1995.
- Susanne Schmitz, Donald R. Williams, and Paul Gabriel, "An Empirical Examination of Race and Gender Differences in Wage Distributions," *Quarterly Review of Economics and Finance*, Fall, 1994.
- Richard Raymond, Michael Sesnowitz, and Donald Williams, "Further Evidence on Gender and Academic Rank," *Quarterly Review of Economics and Finance*, Summer, 1993.
- Erica L. Groshen and Donald R. Williams, "White- and Blue-Collar Jobs in the Recent Recession

- and Recovery: Who's Singing the Blues?" *Economic Review* (Federal Reserve Bank of Cleveland), 4th Quarter, 1992.
- Charles A. Register and Donald R. Williams. "Labor Market Effects of Marijuana and Cocaine Use among Young Men," *Industrial and Labor Relations Review*, April, 1992.
- Charles A. Register, Donald R. Williams, and Edward Bruning, "A Note on the Efficiency of 'Switching' Hospitals," *Quarterly Journal of Business and Economics*, Summer, 1991.
- Donald R. Williams, "Structural Change and the Aggregate Poverty Rate," *Demography*, Vol. 28, No. 2, May, 1991.
- Paul E. Gabriel, Donald R. Williams, and Susanne Schmitz, "The Relative Occupational Attainment of Young Blacks, Whites, and Hispanics," *Southern Economic Journal*, July, 1990.
- Richard D. Raymond, Michael L. Sesnowitz, and Donald R. Williams, "The Contribution of Regression Analysis to the Elimination of Gender Based Wage Discrimination: A Simulation," *Economics of Education Review*, vol. 9, no. 3, 1990.
- Richard D. Raymond, Michael L. Sesnowitz, and Donald R. Williams, "The Effect of Disaggregation on Measures of Discrimination in Academia," *Eastern Economic Journal*, April, 1990.
- Charles A. Register and Donald R. Williams, "Wage Effects of Obesity among Young Workers," *Social Science Quarterly*, March, 1990.
- Donald R. Williams, "Job Characteristics and the Labor Force Participation Behavior of Black and White Male Youth," *Review of Black Political Economy*, Fall, 1989.
- Richard D. Raymond, Michael L. Sesnowitz, and Donald R. Williams, "Does Sex Still Matter? New Evidence from the 1980s," *Economic Inquiry*, January, 1988.
- Donald R. Williams, *Labor Force Participation of Black and White Youth*, (Ann Arbor, Mich.: UMI Research Press), 1987.
- Charles A. Register and Donald R. Williams, "Some Evidence on the Impact of State-Level Equal Rights Legislation," *Social Science Quarterly*, December, 1986.
- Donald R. Williams and Charles A. Register, "Regional Variations in Earnings and the Gender Composition of Employment: Is 'Women's Work' Undervalued?" *Journal of Economic Issues*, December, 1986.
- Donald R. Williams, "Discussion," *Proceedings of the 38th Annual Meeting*, (Madison, Wis.: Industrial Relations Research Association) June, 1986.
- Donald R. Williams, "Employment in Recession and Recovery: A Demographic Flow Analysis," *Monthly Labor Review*, March, 1985.
- Donald R. Williams, "A Comment on the Appropriateness of Fixed Effects Assumptions," *Quarterly Journal of Business and Economics*, Winter, 1985.
- Donald R. Williams, "Evidence on the Racial Difference in the Discouraged Worker Effect among Male Teenagers," *Proceedings of the 36th Annual Meeting*, (Madison, Wis.: Industrial Relations Research Association) June, 1984.
- Donald R. Williams, "Young Discouraged Workers: Racial Differences Explored," *Monthly Labor Review*, June, 1984.
- Donald R. Williams, "Racial Differences in the Propensity to Return to School," *Proceedings of the 12th Annual Meeting*, (Chicago, Il.: Illinois Economic Association) October, 1982.

PAPERS IN WORKING PAPER SERIES

- Laetitia Hauret and Donald R. Williams, "Time-in-Labour Market and the Reference Group," *LISER Working Papers no. 2018-02*, January 2018.
- Laetitia Hauret and Donald R. Williams. "Choice of colleagues as reference group for wage comparison: does group composition matter?" *LISER, Working Papers n°2017-10*, 2017.
- Laetitia Hauret, Ludivine Martin, Nessrine Omrani, Donald R. Williams, "Exposure,

- participation in human resource management practices and employee attitudes.” *LISER, Working Papers n°2016-16*, 2016.
- J. Brosius, J.C. Ray, B. Verheyden, and D.R. Williams, “Wage Differentials between natives and cross-border workers in Luxembourg” *CEPS/INSTEAD, Working Paper no. 2014-04*, May 2014.
- Hauret, Laetitia and Donald R. Williams, “Cross-national analysis of gender differences in job Satisfaction,” *CEPS/INSTEAD, Working Paper n°2013-27*, December 2013.
- Donald R. Williams, “Educational Intensity of Employment and Polarisation in Europe and the US,” *Methodologies and Working Papers*, Eurostat: Luxembourg, 2010.
- Donald R. Williams, “Gender Discrimination and Self-Employment Dynamics in Europe,” *IRISS/C-I Working Paper 2009-20*, December 2009.
- Donald R. Williams, “Economic Returns to Multiple Language Usage in Western Europe,” *IRISS/C-I Working Paper 2006-7*, 2006.
- V. Hildebrand and D.R. Williams, “Self-Employment and Caring for Children: Evidence from Europe”, *IRISS/C-I Working Paper*, 2003.
- Donald R. Williams, "A Dynamic Analysis of Recent Changes in the Rate of Part-time Employment," *FRB Cleveland Working Paper #9120*, December, 1991.

RESEARCH REPORTS

- S. Clem, M. Erenburg, J. Fagan, J. Logue, and D. Williams, *Labor-Management Cooperation in a World-Class Region: A Report from the World-Class Region Initiative*, Northeast Ohio Research Consortium, April, 2002.
- Shara Davis and Donald Williams, *Where We Begin: Establishing a Workforce Development Benchmarking System for Northeast Ohio*, Regional Workforce Partnership, 2001.
- Patricia Burgess and Donald R. Williams, *Chamber-based Workforce Development Efforts: A Best-Practices Search for the Akron Regional Development Board*, submitted to the ARDB, January, 1997.
- Patricia Burgess and Donald R. Williams, *Best Practices in Workforce Development: A Chamber of Commerce Perspective*, Northeast Ohio Regional Workforce Initiative, May, 1997.
- Donald R. Williams, James B. Tinnin, Debra Harris, and Daniel Buser, *Portage County Labor Market Survey*, report submitted to the Portage PIC, September, 1986.
- Donald R. Williams, James B. Tinnin, Vicki Franklin, and Daniel Buser, *Portage County Labor Market Survey*, submitted to the Portage PIC, October, 1985.
- Donald R. Williams, James B. Tinnin, Jack Gray, and Joyce Baugh, *Portage County Labor Market Survey*, report submitted to the Portage Private Industry Council, October, 1984.

RESEARCH IN PROGRESS

- “Time in Labour Market and the Choice of Reference Group” (with L. Hauret)
- “Choice of Reference Group: Does Group Composition Matter?” (with L. Hauret)
- “Exposure, participation in human resource management practices and employee attitudes” (with L. Hauret, L. Martin, N. Omrani)
- “Diversity and Job Satisfaction” (with L. Hauret)
- “Obesity and Earnings of Employees and the Self-Employed”

PARTICIPATION IN ACADEMIC/PROFESSIONAL MEETINGS

PAPERS PRESENTED:

- “Gender Gap in Self-employment: the role of risk attitudes” (with I. Hayduk), European Association of Labour Economists, St. Gallen, Switzerland, September 2017.

- "Gender Gap in Self-employment: the role of risk attitudes" (with I. Hayduk), Midwest Economics Association, Cincinnati, Ohio, April 2017.
- "Choice of reference group and pay satisfaction: evidence from Luxembourg," (with L. Hauret), European Association of Labour Economists/Society of Labor Economists joint meeting, Montreal, Canada, June 2015.
- "Cross-national analysis of gender differences in job satisfaction: preliminary results," (with L. Hauret), IMPALLA/ESPANet conference, Belval, Luxembourg, April 2013.
- "Educational Intensity of Employment and Polarization in Europe and the U.S.," 2010 International Conference on Comparative EU Statistics on Income and Living Conditions, Warsaw, Poland, March 2010.
- "Gender Discrimination and Self-Employment Dynamics in Europe: Preliminary Results," Midwest Economic Association, Cleveland, Ohio, March 2009.
- "Economic Returns to Multiple Language Usage in Western Europe," Young Researchers Workshop on Panel Data Analysis, Differdange, Luxembourg, October 2006.
- "Economic Returns to Multiple Language Usage in Western Europe," European Association of Labour Economists, Prague, Czech Republic, September 2006.
- "Economic Returns to Multiple Language Usage in Europe," European Panel Users Network conference, Colchester, England, June/July 2005.
- "Self-employment and Time Spent Caring for Children in Europe," (with V. Hildebrand), Western Economic Association International, Vancouver, BC, July 2004.
- "Effects of Child-care activities on the Duration of Self-employment," Midwest Economic Association, Chicago, Illinois, March 2004.
- "Effects of Child-care activities on the Duration of Self-employment," joint BHPS/EPUNet conference, Colchester, England, July 2003.
- "Self-employment and Time Spent Caring for Children: Evidence from Europe," (with V. Hildebrand), European Association of Labour Economists, Paris, France, September 2002.
- "Returns to Education and Experience in Self-Employment: Evidence from Germany," 5th GSOEP Users Conference, German Institute for Economic Research, Berlin, Germany, July 2002.
- "Self-employment among Youth: Its Nature and Consequences," annual congress of the Swiss Society of Economics and Statistics, Soloturn, Switzerland, March 2000.
- "Consequences of Self-employment for Women and Men in the United States," Midwest Economic Association, Nashville, Tennessee, March 1999.
- "Consequences of Self-employment for Women and Men in the United States: Preliminary evidence," International Conference on Self-Employment, OECD/CERF/CILN, Burlington Ontario, Canada, September 1998.
- "The Misfits: Self-Employment among Young Adults," Midwest Economic Association, Cincinnati, Ohio, March 1995.
- "White Collar Employment after the 1990-91 Recession," with E. Groshen, American Economic Association, Washington, D.C., January 1995 (invited).
- "Illicit Drug Use and Educational Attainment," with C. Register and P. Grimes, Midwest Economic Association, Kansas City, Missouri, April 1993.
- "The Recent Decline in Part-time Employment: Evidence from the Gross Flows," Midwest Economic Association, Chicago, Illinois, March 1992.
- "Economic Impacts of the Recent Recession and Recovery, by Age, Race, and Sex, A Flow Analysis," Midwest Economic Association, Chicago, Illinois, April 1984.
- "The Value of Work and Male/Female Earnings Inequality: Theoretical and Empirical Analyses," with C. Register, Southern Economic Association, New Orleans, November 1986.
- "Structural Determinants of the Labor Force Participation Behavior of Male Teenagers," Eastern

Economic Association, Pittsburgh, Pennsylvania, March 1985.
"Evidence on the Racial Difference in the Discouraged Worker Effect among Male Teenagers,"
Industrial Relations Research Association, San Francisco, California, December 1983.
"Racial Differences in the Propensity to Return to School," Illinois Economic Association
meeting, Chicago, Illinois, October 1982.

OTHER CONFERENCE PARTICIPATION:

Chair of the *Gender Gap* session, European Association of Labour Economists, St. Gallen,
Switzerland, September 2017.
Discussant in the *Labor Markets* session, Midwest Economic Association, Cincinnati, Ohio, April 2017.
Chair of *Inequality and Poverty* session, IMPALLA/ESPANET Conference, Belval,
Luxembourg, April 2013.
Participant in Roundtable Discussion of Honors Fees, National Collegiate Honors Council,
Phoenix, Arizona, October 2011.
Chair of *International Research Forum*, National Collegiate Honors Council, Phoenix, Arizona, October
2011.
Chair and discussant in the *Urban Crime and Conflict* session, Midwest Economic Association,
Cleveland, Ohio, March 2009.
Discussant in the *Undergraduate Papers: Applied Microeconomics* session, Midwest Economic
Association, Cleveland, Ohio, March 2009.
Chair of the *Inequality and the Income Distribution* session, International Workshop on
Measuring Discrimination, Inequality and Deprivation: Recent developments and
applications, Differdange, Luxembourg, October 2008.
Chair of the *Immigration* session, Midwest Economic Association, March 2005.
Organized and Chaired the *Self Employment* session, Western Economic Association
International, Vancouver, Canada, July 2004.
Discussant in the *Gender and Migration* session, Midwest Economic Association, Chicago,
Illinois, March 2004.
Chair, *Measuring Problems of Disadvantage* session, Midwest Economic Association, Chicago,
Illinois, March 2002
Discussant in the *Labor Markets* session, Conference on Cross-National Comparative Research,
University of Michigan, October 26-27 2000.
Chair and Discussant in the *Wage Gaps and Family Matters* sessions, Midwest Economic
Association, Nashville, Tennessee, March 1999.
Moderator in the "*Profiling the Northeast Ohio Economy*" session, Northeast Ohio Regional
Leadership Task Force Conference on Building a World Class Region, Akron, Ohio, May
1999.
Discussant in the *Labor Markets* session, Western Economic Association, Lake Tahoe, June
1998.
Discussant in the *Labor Markets and Welfare* sessions, Midwest Economic Association, Chicago,
Illinois, March 1998.
Discussant in the *Part-time Employment* session at the conference on Changes in Work hours in
Canada and the United States, Canadian Employment Research Forum, Toronto, June
1996.
Chair of the *Status and Effects of Unions* session, Midwest Economic Association, Cincinnati,
Ohio, March 1995.
Discussant in the *A Long View of Women's Work* session, American Economic Association,
Boston, Massachusetts, January 1994.
Chair of the *Labor Economics and Labor Market* session, Industrial Relations Research
Association, New Orleans, Louisiana, January 1992.

Discussant in the *Earnings and Unemployment* session and Chair of the *Income Maintenance Programs* session, Midwest Economic Association, Chicago, Illinois, March 1990.

Discussant in the *Human Capital and Wage Structures* session and Chair of the *Production and Demand for Inputs* session, Midwest Economic Association, Cincinnati, March 1989.

Chair and organizer of the session on *The Youth Labor Market*, American Economic Association, December, New York, December 1988.

Discussant at the *Discrimination* session, Midwest Economic Association, Chicago, April 1988.

Chair of the *Labor Markets I* session, Midwest Economic Association, St. Louis, March 1987.

Discussant in the *Labor Economics and Labor Markets* session, Industrial Relations Research Association, Atlanta, December 1985.

Chair of the session on *Salaries and Fringe Benefits*, Midwest Economic Association, Cincinnati, March 1985.

OTHER PRESENTATIONS

“Economics of Work and Play: A Comparative Analysis,” ISIT-Paris, February 2019.

“Gender Gap in Self-employment: the role of risk attitudes” (with I. Hayduk), SEMILUX, University of Luxembourg and LISER, Belval, Luxembourg, 2017.

“Le menage a trois: Common problems in social science research,” CEPS/INSTEAD, Luxembourg, April, 2013.

“Labour Market Discrimination: Economic Theory and Practice,” CEPS/INSTEAD, Luxembourg, November, 2012.

“Designing Study Abroad Programs,” Invited Round-table, Kent State University Teaching Conference, October, 2011.

“The EU Constitution, Lisbon Treaty, and Social Policy,” British-American Chamber of Commerce, Independence, Ohio, January 2010.

“Selection Bias,” CEPS/INSTEAD, Luxembourg, May, 2007.

PROFESSIONAL DEVELOPMENT

AACSB Associate Dean’s Conference, November 2018.

AACSB Annual Conference and Meeting, April 2018.

AACSB Impact Conference, March 2017.

AACSB Associate Dean’s Conference, November 2014.

AACSB Accreditation Workshop, September 2014.

GESIS EU-SILC/EU-LFS Users Conference, March 2013.

Workshop on Theory and Practice of Program Evaluation, May 2012.

National Collegiate Honors Council, Annual Conference, October 2011.

National Association of Fellowship Advisors biennial conference, July 2011.

National Collegiate Honors Council, Annual Conference, October 2010.

National Collegiate Honors Council, Annual Conference, October 2009.

NASPA International Assessment and Retention Conference, June 2009.

Association of American Colleges & Universities, Annual Conference, January 2008.

National Collegiate Honors Council, Annual Conference, October 2007.

AACSB Associate Dean’s Conference, December 2006.

AACSB Managing Faculty Seminar, June 2006.

AACSB Strategic Management Seminar, January 2006.

AACSB Maintenance of Accreditation Seminar, November 2004.

AACSB Annual Conference and Meeting, April 2004.

AACSB Associate Dean’s Conference, December 2003.

OTHER PROFESSIONAL ACTIVITIES

Member, Recruitment Committees for Chaired Professor in Labour Economics and Chaired Professor in Inequality and Welfare, University of Luxembourg, April 2016.

Member, Research Committee, NCHC, 2009-12 (co-chair 2010-12).

Member, Editorial Board, *Contemporary Economic Policy*, 2002-12.

Member, Regional Advisory Board, University of Pittsburgh, European Union Center of Excellence, 2003-2011.

Member, Scientific Counsel, CEPS/INSTEAD, Luxembourg, 2006-2010.

External Reviewer, IRISS C/I proposals for CEPS/INSTEAD, 2005-2010.

Member, Scientific Committee for the conference, "From GDP To Well-Being: Economics On The Road To Sustainability", Ancona, Italy, 3-5 December 2009.

Participant in MeDIM project, CEPS/INSTEAD, Differdange, Luxembourg, 2007-2009.

Research Associate, University Center for International Studies, University of Pittsburgh, 2005-2009.

Member, Scientific Committee for the conference on "Measuring discrimination, inequality and deprivation: Recent developments and applications," CEPS/INSTEAD, Differdange, Luxembourg, October 24-25, 2008.

Advisor to CEPS/INSTEAD (Luxembourg) regarding Graduate School of Comparative Public Policy, 2001-2002.

Instructor, General Motors/United Auto Workers Paid Educational Leave (PEL) program, March 1994-December 1995.

Reviewer for the National Science Foundation.

Referee for *International Migration Review*, *Journal of Behavioral Economics*, *Applied Economics*, *Economic Issues*, *Growth and Change*, *Economic Inquiry*, *The Journal of Human Resources*, *Quarterly Review of Economics and Business*, *Demography*, *Industrial and Labor Relations Review*, *Social Science Quarterly*, *Southern Economic Journal*, *Journal of Economic Education*, *Contemporary Economic Policy*, *Labour Economics*, *Journal of Socio-economics*, *Journal of Population Economics*, *Small Business Economics*, *Journal of Economic Inequality*, Midwest American Institute for Decision Sciences, Industrial Relations Research Association.

Textbook reviews for West Publishing Company, Dryden Press, Little, Brown and Company, D.C. Heath and Company, Harper-Collins Publishers, Blackwell Publishers.

CURRENT PROFESSIONAL MEMBERSHIPS

American Economic Association
Midwest Economic Association
Society of Labor Economists
European Association of Labour Economists

RESEARCH SUPPORT

Contract with CEPS/INSTEAD, funded by EUROSTAT, European Commission, to participate in Net-SILC research network, conducting research on polarization in the EU and US, 2009-10. (\$9,750)

Ohio Board of Regents Research Challenge Grant, to study Employee Ownership trends in Ohio and the U.S. (with J. Logue, F. Schroath, J. Yates), 2006-08. (\$59,927)

Summer Research and Creative Activity Appointment, KSU Research Council, 2003.

IRISS-C/I grant from the Luxembourg Center for Population, Poverty, and Socio-economic Policy Studies (CEPS), April, 2001 (travel and subsistence grant).

Summer Research and Creative Activity Appointment, KSU Research Council, 2000.

Grant from the Northeast Ohio Workforce Initiative for Northeast Ohio Labor Market

Benchmarking Project, 1999. (\$15,700)
Grant from the Northeast Ohio Workforce Initiative to study Labor-Management Cooperation in a World Class Region (with J. Logue and others), 1998-99. (my share: \$5,000)
Summer Research and Creative Activity Appointment, KSU Research Council, 1991.
Summer Research and Creative Activity Appointment, Kent State University Research Council, Summer, 1989.
Academic Year Research Appointment, Kent State University Research Council, 1987-88 academic year.
Grant from the Center for Urban Studies, Youngstown State University, to conduct survey of Working/Welfare Poor (with J. Tinnin), Spring, 1988. (\$11,000)
Grant from the Portage Private Industry Council (with J. Tinnin), Summer, 1986. (\$20,000)
Grant from the Portage Private Industry Council (with J. Tinnin), Summer, 1985. (\$19,213)
Summer Research and Creative Activity Appointment, Kent State University Research Council, Summer, 1985.
Grant from the Portage Private Industry Council to conduct Labor Market Analysis (with J. Tinnin), Spring, 1984. (\$20508)

AWARDS AND HONORS

Golden Key, honorary member, 2009.
Phi Beta Delta, international scholars honorary, Spring 1998
Beta Gamma Sigma, business honorary, Spring 1989.

MBA Teacher of the Year, Graduate Management Association, Spring 1999.
Advisor of the Semester, KSU Office of Campus Life, Fall 1995.
Chapter Advisor of the Year, 1987-88, Delta Sigma Pi business fraternity.
Outstanding Orientation Instructor award, Office of Student Affairs, Kent State University, December, 1985.

COURSES TAUGHT

European Economic Issues (with study abroad component)
College Teaching of Business (for Ph.D. students)
Labor Economics (Graduate and Undergraduate)
Managerial Economics (MBA and EMBA)
International Business Experience (MBA study abroad course)
Basic Economics (K.U. Leuven master's program)
Introduction to Econometrics
Senior Seminar in Economics (selected topics)
Economics of Collective Bargaining
Labor Problems
Intermediate Microeconomics
Economics of Poverty
Introductory Statistics
Principles of Microeconomics (regular and honors)
Principles of Macroeconomics

SERVICE ON DOCTORAL DISSERTATION COMMITTEES

Regular member or chair for the following students:
Dayna Goldstein (English), "Epistemic agency in honors theses: A replication of MacDonald's agency analysis," June 2015.
John Grummel (Political Science), "Ballot Issue Policymaking, Economic Context, and

Minorities,” September 2001.

Julia Sampson (Economics), “The Employment Decisions of Female College Students,” May 2001 (chair).

Sigurdur Johannesson (Economics), “Contagion in European Currency Markets: 1973-1993, May 2001.

Alice Matej (History), “District 54 - International Association of Machinists: A Case Study,” September 1999.

Constantin Ogloblin (Economics), “The Human Capital Perspective of Economic Transition in Russia,” December 1999 (chair).

Ilan Alon (Economics), “Determinants of International Franchising,” May 1998.

Rozell R. Duncan (Communication Studies), “Effects of Nonverbal Immediacy Behaviors On the Reduction of Uncertainty in the Superior-Subordinate Relationship,” May 1996.

Dong-Chun Lim (Finance), “A Study of Price-Volume Relationships on the German Stock Index Futures Market,” December 1996.

Yosra Abu Amara (Economics), “Selected International Services and the Development of Small Economies,” January 1991.

Robert Kiss (Finance), “Company Labor Strikes and Shareholder Wealth,” July 1990.

Lisa H. Betts (M.I.S.), “Proportionally Bounded Maximum Flow,” August 1990.

Abbas Mamoozadeh (Economics), “Cruise Ships and Small Island Economies: Some Evidence from the Carribean Region,” August 1989.

James Strock (Industrial Relations), “Voting Intent and Behavior in Union Certification Elections,” December 1988.

Andrea L. DeMaskey (Finance), “The Efficiency of Options Markets in Foreign Currencies,” July 1987.

Gary Powell (Finance), “Merger Announcements and the Efficiency of the Options Market,” December 1987.

Homer B. Warren (Economics), “Assessing the Impact of Crime Prevention Programs on Crime Rates,” January 1987.

MASTERS THESES DIRECTED (K.U. Leuven IMPALLA Program)

Avar Hidayet, “Well-being of Immigrants: an intergenerational approach,” (co-advisor) June 2014.

Wouter Zwysen, “Can Your Parents Help? The effect of parental unemployment on their effectiveness as informal contacts in job search for their unemployed children,” (co-advisor) June 2012.

Adriaan Oostveen, “Analyzing the determinants of exiting unemployment for young and older workers,” (co-advisor) June 2012.

FeiFei Bu, “Dynamics of Child Poverty in Luxembourg: Immigrants versus Natives,” July 2011.

Fridah Munyi, “Assessing implications of different welfare regimes on self-employment in Europe,” July 2011.

Iryna Kyzyma, “Determinants of the Duration of Poverty,” June 2010.

Mingzho Kong, “Gender differences in the effect of social capital on entrepreneurship,” June 2010.

Souzana Mouratidou, “A Cross-country Comparison of the Effect of Gender and Age on Part-Time Employment,” (co-advisor) June 2009.

Dimitris Souftas, “Temporary Employment and the Working Poor: Tracing the Paths,” (co-advisor) June 2009.

Stef van Ranst, “Are British Female Part-timers Paid Less Because of Fixed Costs, Working in Team, or Having a Supervisor Role?” (co-advisor) June 2009.

Mihail Neculai, “Job Dissatisfaction as Predictor for Self-employment Entrance,” June 2008.

Hanne Vandermeersch, “Does human capital pay off the same for immigrants and natives? An analysis

of unemployment duration in Germany,” (co-advisor) July 2008.

Nadine Genet, “A cross-country comparison of the wage gap between part-timers and full-timers,” (co-advisor) July 2008.

Natalia-Cornelia Malancu, “Wage differentials between natives and immigrants in France and Austria,” July 2008.

Anna Meyer Christensen, “The institutional impact on labour market integration of immigrants in Europe,” (co-advisor) July 2008.

Jonathan Gaskell, “Job Quality after Unemployment Exits: Do non-natives and natives have the same chances?” (co-advisor) July 2008.

Qianfeng Wei, “Job Satisfaction of Self-employed Women in Five Countries: Finland, Ireland, the Netherlands, Italy and Greece,” July 2008.

Orsolya Lado, “Determinants of Caring Behavior: A Comparative Study between Germany, the United Kingdom, Denmark and Spain,” July 2007.

Claudia Olaru, “Determinants of Caring Behaviour: Cross-national comparison in Norway, Germany and Greece,” July 2007.

Nguyen Thi Hai Ninh, “Gender discrimination in the Italian labor market and its impact on self-employment,” July 2007.

Henry Chavez, “Multiple Language Usage and Employability,” July 2007.

Mihaela-Livia Ghita, “Comparative Analysis of Self-employment in Eastern and Western European Nations,” July 2006.

Nina Maric, “Determinants of Caring Behaviour in Ireland, Italy, Greece, Spain and Portugal,” July 2006.

Juan Carlos Jacome, “Does the labour status of origin matter? Analysis of transitions into self-employment in Southern Europe,” July 2006.

Vanja Dimitrovski, “Micro-determinants of employment status and transition to inactivity among older workers,” August 2005.

Giang Thanh Phan, “Further evidence on the determinants of bridge employment among older workers,” July 2005.

Yekaterina Chzhen, “Occupational Gender Segregation and Discrimination in Western Europe,” July 2005.

Victor Cebotari, “Poverty Dynamics for Immigrants versus Natives,” July 2005.

Erika Figueroa, “Self-employment and transitions from poverty in the Southern welfare state countries,” July 2004.

Lucile Bodson, “The Role of Single-parenthood in explaining poverty in Europe,” July 2004.

Yu Ge, “Self-employment among the aged population in Europe,” July 2004.

Lan Nguyen, “Self-employment and exits from Poverty in Vietnam,” July 2004.

Liyong Cao, “Self-employment in 5 European countries: determinants and lessons for China,” June 2003.

SERVICE ON UNIVERSITY/COLLEGE/DEPARTMENT COMMITTEES

UNIVERSITY:

Chairs and Directors Council, 2015-2018 (**co-chair**, 2016-18)

Alumni Association Strategic Planning Committee, 2016

Faculty Senate Budget Advisory Committee, 2007-2012, 2015-16

Educational Policy Council, 1987-88, 2007-12, 2013-14

ADA Oversight Committee, 2011-12

Experiential Learning Advisory Committee, 2011-12

OGE Short-term Faculty Led Programs Committee (**co-chair**), 2011-12

Faculty Senate Budget Advisory Committee, RCM subcommittee, 2011-12

University Calendar Committee, 2010-12
OGE Advisory Board Finance Subcommittee (**chair**), 2010-12
Office of Global Education Advisory Board, 2008-12
Academic Assessment Committee, 2007-12
University Requirements Curriculum Committee (**co-chair**), 2007-12
Provost's Deans Council, 2007-12
RAGS Conflict of Interest Review Committee, 2003-2012
Celebration of Scholarship Committee, 2006-10
Centennial Celebration Committee, 2005-10
Senior Associate Vice President Search Committee (**chair**), Spring 2010
University Library Dean Search Committee, Fall 2009
LER Implementation Task Force (**co-chair**), June–December 2009
LMS Dean's Administrative Review Committee, Spring 2009
Summer Sessions Task Force (**co-chair**), August 2008-May 2009
21st Century Liberal Education Requirement Stakeholder Group, 2008-09
21st Century Graduate Committee, Philosophy Core Group (**vice-chair**), 2008
CCI Dean's Administrative Review Committee (**chair**), 2007-08
Web Presence Committee, 2007-08
KSU/AAUP Joint Study Committee, Spring 2006–08
Joint Appeals Board, Spring 1992-1994 (**chair** 1993-94), 2006-07
International Affairs Advisory Committee, 2004-06
Graduate Studies Academic Advisory Committee, 2003-06, 2013-14
International Implementation Task Force, Spring 2004
International Programs Review Committee, Fall 2003
Office of Regional Development Transition Team, Fall 2003
Commission on the Academic Structure of the University, 2002-03
AQIP Outreach Project Team, 2002-03
Summer Budget Committee, 2001-03
Provost's Tenure Advisory Board, 1999, 2002, 2003
Founder's Scholarship Selection of Winners Committee, 1994, 1995, 1997, 1998
University Graduate Faculty Council, Spring 1993-94, 1996-97
University Research Council, 1993-96
Program Committee, UGFC, Spring 1993-94
EPC Subcommittee on Writing, Spring 1987-1995 (**chair** 1991-92)

COLLEGE:

Accounting Department Chair Search Committee (**Chair**), 2016-17
College of Business Strategic Planning Committee, 2015-present
Senior Director for Institutional Advancement Search Committee, Summer 2016
Ad hoc member, Marketing and Entrepreneurship Department Promotion Committee, Fall 2014
Honors College Policy Council (**Chair**), 2007-2012
College of Business Strategic Management Committee, 2005-07 (ex officio)
Global Business Advisory Committee, 2004–05 (**Chair**), 2005-07
Bridgestone Chair search committee (**Chair**), Fall 2003
College of Business Visioning Team, 2001-02
College of Arts and Sciences Curriculum Committee, 1987-89, 1990-91, 1992-93, 2001-03
Graduate School of Management Grievance Committee, 1986-87, 2000-01
MBA Subcommittee, 1997-1999 (**Chair** 1998-99), 2000-01

College of Business Curriculum Committee, 1987-88 (**Chair**), 1997-98, 2000-01
Ad hoc member, Accounting Department Promotion Committee, Fall 1999
AACSB Intellectual Contributions Team, 1996-98 (**Chair**)
Graduate Council, 1988-1993 (elected representative), Fall 1994-95 (department chair), 1996-97 (elected), 2003-2006, 2013-14 (ex-officio, chair), 2015-18 (department chair)
CoB Dean's Mission Statement Task Force, Spring 1995-Fall 1995
Provost's College of Business Task Force, Summer 1993-1995
Dean Search Committee, 1994
CoB Graduate Faculty Review Committee, Spring 1992- Spring 1993 (**Chair**)
CoB Advisory Committee, Spring 1990
CoB Computer Policy Committee, Spring 1990 (**Chair**)

DEPARTMENT:

Faculty Advisory Committee, 1985-88, 1989-91, 1993-94, 1996-2003, 2012-13
Curriculum Committee, 1984-94, 1996-2002 (**Chair** 1987-90, 1993-94, 1996-98)
Computer Committee, 1983-94, 1996-97
Master of Arts in Economics Committee, 1992-94
Economics & Finance Transition Committee, 1996-97
Department Handbook Committee, 1997-98
Faculty Recruiting Committee, 1996-99, spring 2003
Student Academic Complaint Committee, 2000-01
Economics Department Chairperson Review Committee, 1986, 1989

OTHER:

Advisor, Model European Union Teams, 2010-12
Advisory Council, McNair Scholar Summer Research Institute, 2008-12
Advisory Council, Phi Beta Delta, 2004-2012
Faculty Advisor, Doctoral Students in Management Association, 2001-2006
Executive Committee, Phi Beta Delta, 2001-03
Faculty Mentor in Teaching Scholars Program, 2000-01
Faculty Advisor, Economics Club, Spring 1994-Fall 1995
Department of Economics Undergraduate Advisor, 1992-94
Faculty Advisor, Business Administration Alumni Council, Summer 1986-Spring 1990
Faculty Advisor, Delta Sigma Pi business fraternity, Spring 1986-Spring 1988

PROFESSIONAL SERVICE

External Reviewer for Promotion/Tenure review, Illinois State University, Fall 2018.
External Reviewer of Economics Department, Western Michigan University, Fall 2008.
Member, Executive Board, Doctoral Directors Network (*DocNet*), 2004 – 2006.
External Reviewer for Promotion review, Durham University, U.K., Fall 2005.
External Reviewer of Ph.D. program, Western Michigan University, Fall 2005.
Legacy Awards selection committee (ad hoc), Cleveland State University, Spring 2005.
External Reviewer for Promotion review, Loyola University of Chicago, Fall 2004.
External Reviewer for Promotion review, University of Michigan-Dearborn, Fall 2002.
Member, Regional Workforce Development Committee, Northeast Ohio Workforce Initiative, 1996-2001.
External Reviewer for Promotion and Tenure review, University of Vermont, Fall 1998.
External Reviewer for Promotion and Tenure review, University of Toledo, Fall 1996.

PUBLIC SERVICE

United Way Income Advisory Council, 2016.

Board of Directors, Kent State Student Credit Union, 1997-99 (Treasurer 1998-99).

Advisory and Fundraising Boards, SAFER FUTURES women's shelter, 1994-96.

Advisor to the Portage Private Industry Council, 1983-86.