

Ron Hira, Ph.D., P.E.
Publications

Books

Engineering Globalization Reshoring & Nearshoring: Management & Policy Issues, edited by Ron Hira and John Ettl, World Scientific Publishing, 2018.

<https://www.worldscientific.com/worldscibooks/10.1142/10209-vol2>

Ron Hira & Anil Hira, Outsourcing America: The True Cost of Shipping Jobs Overseas And What Can Be Done About It, 2nd edition, AMACOM, New York: 2008.

Ron Hira & Anil Hira, Outsourcing America: What's behind our national crisis and how we can reclaim American jobs, AMACOM, New York: 2005.

- Finalist in PMA's Benjamin Franklin Awards for best business book
- Awarded IEEE-USA President's Special Citation "for furthering public understanding of an economic trend that has profound implications for the engineering profession through his book Outsourcing America."
- Endorsed by: Senator Joseph Lieberman, Representative Donald Manzullo, Professor William Baumol, Professor Richard Freeman, AFL-CIO President John Sweeney, AT&T VP Ralph Wyndrum
- Reviews in Boston Globe, Washington Post, Washington Times, and Manufacturing & Technology News
- Sold >10,000 copies

Peer Reviewed Journal Publications

Gregory Camilli and Ron Hira, "Introduction to Special Issue—STEM Workforce: STEM Education and the Post-Scientific Society," *Journal of Science Education and Technology*, forthcoming, <https://doi.org/10.1007/s10956-018-9759-8>

Ron Hira, "Outsourcing STEM Jobs: What STEM Educators Should Know," *Journal of Science Education and Technology*, forthcoming, December 2018. <https://doi.org/10.1007/s10956-018-9747-z>

Ron Hira, "U.S. Policy and the STEM Workforce System," *American Behavioral Scientist*, special issue on STEM workforce, March 2010.

Sandra Rothenberg, Ron Hira, and Zhi Tang, "Printing Offshoring: The View from U.S. -based Printers," *Strategic Outsourcing: An International Journal*, vol. 1, issue 1, pp. 50-63, 2008.

Ron Hira, Oscar Dieste, George Spanoudakis, Giuseppe Vissagio, Guido Wirtz and S. K. Chang, "Outsourcing and Offshoring: Trends and Impacts," *International Journal of Software Engineering & Knowledge Engineering*, Vol. 17 Issue 5, p663-685 October 2007.

"U.S. Immigration Regulations and India's Information Technology Industry," *Technological Forecasting & Social Change*, v. 71, no. 8, October 2004, pp. 837-854.

Anil Hira and Ron Hira, "The New Institutionalism: Contradictory Notions of Change," *The American Journal of Economics and Sociology*, v. 59 no. 2 (Apr. 2000) pp. 267-82.

Book Chapters

Ron Hira and John Ettlíe, "Engineering Globalization: The Emerging Phenomenon," chapter 1 in Engineering Globalization Reshoring & Nearshoring: Management & Policy Issues, edited by Ron Hira and John Ettlíe, World Scientific Publishing, 2018.
<https://www.worldscientific.com/worldscibooks/10.1142/10209-vol2>

Ron Hira, "Domestic Sourcing of IT Services: Niche Market or Scalable Business Model," chapter 8 in Engineering Globalization Reshoring & Nearshoring: Management & Policy Issues, edited by Ron Hira and John Ettlíe, World Scientific Publishing, 2018.
<https://www.worldscientific.com/worldscibooks/10.1142/10209-vol2>

Ron Hira, "Bridge to Permanent Immigration or Temporary Labor? The H-1B Visa Program Is A Source of Both," chapter 9 in U.S. Engineering in a Global Economy, edited by Richard Freeman and Hal Salzman, National Bureau of Economic Research and University of Chicago Press, 2018.
<http://press.uchicago.edu/ucp/books/book/chicago/U/bo26322251.html>

Ron Hira, "Analysis the Employment Effects of Outsourcing" chapter for Public Economics in the United States [3 volumes]: How the Federal Government Analyzes and Influences the Economy, edited by Steven Payson, Praeger, 2014.

"The Globalization of Research & Development," in Richard McCormack editor, Manufacturing a Better Future for America, Alliance for American Manufacturing; First edition, July 13, 2009.

"Comment on Unworthy of a Nation Built by Immigrants" by Edward J.W. Park," in Udai Tambar editor, Movement of Global Talent: The Impact of High Skill Labor Flows from India and China, Princeton University, 2007.

"Does India's IT Industry Need Labor Mobility in an Age of Offshore Outsourcing?" in Information communication technology and economic development: learning from the Indian experience, edited by Tojo J. Thatchenkery and Roger Stough, Cheltenham: Edward Elgar, 2005.

Ron Hira, Russell Lefevre, Bill Williams and Chris Brantley, "Electrotechnology-Related Research in the FY 2004 Budget Request," chapter 25 in AAAS Report XXVIII: Research and Development FY 2004, AAAS: Washington 2003.

Congressional & State Legislative Testimony & Roundtables

Testimony to the U.S. Senate's Judiciary Committee "The Long-term Impact of Immigration: Exploring Reforms to our Nation's Guest Worker Programs and Deferred Action for Childhood Arrivals, and their Potential Impact on the American Economy and Local Communities," September 13, 2017. Hearing postponed.

Testimony to MD House of Delegates Committee on Economic Matters, "HOUSE BILL 1366," March 6, 2017.

"H-1B Guestworker Visas: Undermining Diversity in Tech," Presentation for Diversity in Tech Roundtable, Rep. Bobby Scott & House Education and Workforce Committee, September 27, 2016.

Testimony to the U.S. Senate Judiciary Subcommittee on Immigration and the National Interest. "The Impact of High-Skilled Immigration on U.S. Workers," February 25, 2016.
<https://www.judiciary.senate.gov/imo/media/doc/02-25-16%20Hira%20Testimony.pdf>

Testimony to MD House of Delegates Committee on Economic Matters, "HOUSE BILL 950," March 8, 2016.

Testimony to the U.S. Senate's Judiciary Committee "Immigration Reforms Needed to Protect Skilled American Workers," March 17, 2015.

<http://www.judiciary.senate.gov/imo/media/doc/Hira%20Testimony.pdf>

Testimony to the U.S. Senate's Judiciary Committee, on "The Border Security, Economic Opportunity, and Immigration Modernization Act, S.744," April 22, 2013. This bill passed the Senate.

Testimony to the U.S. Senate's Judiciary Subcommittee on Immigration, Refugees and Border Security, on "The Economic Imperative for Enacting Immigration Reform," July 26, 2011.

Testimony to the U.S. House of Representative's Subcommittee on Immigration Policy and Enforcement on, "H-1B Visas: Designing a Program to Meet the Needs of the U.S. Economy and U.S. Workers," March 31, 2011

Testimony to the U.S.-China Economic and Security Review Commission, on "The Impact of Trade with China on the Upstate New York Economy," July 23rd, 2009.

Testimony to U.S. House Science Committee, "Roundtable on Science & Technology Workforce," June 23, 2005.

Testimony to the U.S.-China Economic and Security Review Commission, on "Offshoring of Software & High Technology Jobs," January 13th, 2005.

Testimony to the House Small Business Committee on "Offshoring of High-Skilled Jobs," October 20th, 2003.

Testimony to the House Small Business Committee on "Global Outsourcing of Engineering Jobs: Recent Trends and Possible Implications," June 18th, 2003. This testimony is used in whole in the popular textbook, *Taking Sides: Clashing Views on Controversial Issues in American Foreign Policy* (<http://www.dushkin.com/text-data/catalog/0073043974.mhtml>).

Testimony to the Senate Commerce, Science, and Transportation Subcommittee on Science, Technology and Space on "Homeland Security and Cyber Security", April 24, 2002, <http://www.ieeeusa.org/forum/POLICY/02april24.html>.

Invited Articles, Op-Eds & Commentary

Ron Hira and Bharath Gopaldaswamy, "The H-1B Guestworker Program Needs A Major Overhaul," policy brief for The Atlantic Council (foreign policy think tank), forthcoming.

Ron Hira, "Why President Trump needs to fix the broken H-1B visa system," Marketwatch.com. January 31, 2017.

<http://www.marketwatch.com/story/why-president-trump-needs-to-fix-the-broken-h-1b-visa-system-2017-01-31>

Ron Hira, "Donald Trump's position on reforming the H1-B programme is sensible, straightforward and consistent," *Economic Times* (India) – second largest circulation English language business daily behind Wall Street Journal. May 1, 2016.

http://articles.economicstimes.indiatimes.com/2016-05-01/news/72748641_1_h-1b-programme-h-1b-workers-h1-b

Ron Hira, "Candidates' plans to change controversial H-1B guestworker program highlight need for an overhaul," *The Conversation.com*, March 1, 2016. Approximately 3,000 views

<https://theconversation.com/candidates-plans-to-change-controversial-h-1b-guestworker-program-highlight-need-for-an-overhaul-55482>

Daniel Costa and Ron Hira, submitted comments to "Department of Homeland Security, Improving and Expanding Training Opportunities for F-1 Nonimmigrant Students With STEM Degrees and Cap-Gap Relief for All Eligible F-1 Students, 80 Fed. Reg. 63376 (Oct. 19, 2015) (Notice of proposed rulemaking)." November 18, 2015.

Daniel Costa and Ron Hira, "The Department of Homeland Security's proposed STEM OPT extension fails to protect foreign students and American workers," *Working Economics*, EPI Blog, December 1, 2015.

<http://www.epi.org/blog/the-department-of-homeland-securitys-proposed-stem-opt-extension-fails-to-protect-foreign-students-and-american-workers/>

Ron Hira, "Disney H-1B Scandal in Spotlight Again: Meet The American Workers Whose Jobs and Careers Were Destroyed by the H-1B Program," *Working Economics*, EPI Blog, October 28, 2015.

<http://www.epi.org/blog/disney-h1b-scandal-in-spotlight-meet-american-workers-whose-jobs-careers-were-destroyed/>

Ron Hira, "New Scandals Revealed by the New York Times: How the H-1B Visa is Used to Ship American Jobs Overseas," *Working Economics*, EPI Blog, September 30, 2015

<http://www.epi.org/blog/h-1b-outsourcing-visa-ship-american-jobs-overseas/>

Ron Hira and Hal Salzman, "H-1B visas about American jobs, not immigration policy," *AL.com*, March 20, 2015.

http://www.al.com/opinion/index.ssf/2015/03/h-1b_visas_about_american_jobs.html

Ron Hira, "Outsourcing in America," *The Hill*, March 16, 2015.

<http://thehill.com/blogs/congress-blog/labor/235706-outsourcing-in-america>

Ron Hira, et.al., "Bill Gates' tech worker fantasy," *USA Today*, July 27, 2014.

<http://www.usatoday.com/story/opinion/2014/07/27/bill-gates-tech-worker-wages-reforms-employment-column/13243305/>

Ron Hira, "Congress and President Obama Cannot Sit Idly By While Companies Use H-1B Guestworkers to Replace American Workers," *Working Economics*, February 10, 2015.

<http://www.epi.org/blog/congress-and-president-obama-cannot-sit-idly-by-while-companies-use-h-1b-guestworkers-to-replace-american-workers/>

Daniel Costa and Ron Hira, "Disney Reverses 35 Layoffs, but No Fairytale Ending for Thousands of Others Displaced by H-1B Visa Program," *Working Economics*, June 18, 2015.

<http://www.epi.org/blog/disney-reverses-35-layoffs-but-no-fairytale-ending-for-thousands-of-others-displaced-by-h-1b-visa-program/>

Ron Hira, "Et Tu, Mickey Mouse? Disney Pads Record Profits by Replacing U.S. Workers with Cheaper H-1B Guestworkers," *Working Economics*, June 5, 2015.

<http://www.epi.org/blog/et-tu-mickey-mouse-disney-pads-record-profits-by-replacing-u-s-workers-with-cheaper-h-1b-guestworkers/>

Second most read article on the Economic Policy Institute's website.

Ron Hira, "New Data Show How Firms Like Infosys and Tata Abuse the H-1B Program," *Working Economics*, February 19, 2015.

<http://www.epi.org/blog/new-data-infosys-tata-abuse-h-1b-program/>

Daniel Costa and Ron Hira, "TiSA: A Secret Trade Agreement That Will Usurp America's Authority to Make Immigration Policy," *Working Economics*, June 11, 2015.

<http://www.epi.org/blog/tisa-a-secret-trade-agreement-that-will-usurp-americas-authority-to-make-immigration-policy/>

Third most read article on the Economic Policy Institute's website.

Ron Hira, written comments for, "Highly Skilled Migration: STEM Supply and Policy Challenges," roundtable held at Georgetown University, Washington, DC, March 13, 2014.

Ron Hira, written comments for, "Is There A STEM Worker Shortage? Debate," held at the National Academies in Washington, DC, March 12, 2014.

Ron Hira, "Brookings H-1B Report's Flawed Analysis and Flawed Process," blog, Economic Policy Institute, May 13, 2013.

Ron Hira, "Does the Immigration Innovation Act Help Offshore Outsourcing Firms? Financial Advisory Firm Says Yes," blog, Economic Policy Institute, February 28, 2013.

Ron Hira, "Top 10 users of H-1B guestworker program are all offshore outsourcing firms," blog, Economic Policy Institute, February 14, 2013

Ron Hira, "Highly-Skilled Immigration Policy: Problems, Misconceptions, and Solutions," paper prepared for The 2012 Mortimer Caplin Conference on the World Economy, *High-Skilled Immigration: Politics, Economics, and Law*, Washington, DC, December 7, 2012

Ron Hira, "Broad STEM Grad Green Card Exemptions Would Distort Labor Market," *US News & World Report* on-line, May 25, 2012

Ron Hira and Daniel Costa, "EPI open letter to USCIS Director Mayorkas on L-1B 'specialized knowledge'," Economic Policy Institute, March 26, 2012

Ron Hira, "Seeking reforms in guest worker programmes," *Livemint.com* (Dow Jones owned financial daily in India), June 24, 2011.

Ron Hira, "H-1B Workers Are in a State of Indentured Servitude," *US News & World Report* on-line, Dec 28, 2011

Ron Hira, "The H-1B and L-1 Visa programs: Out of Control," briefing paper #280, Economic Policy Institute, October 14, 2010.

Ron Hira, "Are there jobs that can't be outsourced?" *NY Times* Room For Debate (on-line), September 14, 2010.

Ron Hira, "Bridge to Immigration or Cheap Temporary Labor? The H-1B & L-1 Visa Programs Are a Source of Both," briefing paper # 257, Economic Policy Institute, March 11, 2009.

Ron Hira, "H-1B Visas: It's Time for an Overhaul," opinion, *BusinessWeek* print edition, April 13, 2009.

Ron Hira, "Do We Need Foreign Technology Workers?" *NY Times* Room For Debate (on-line), April 8, 2009

Ron Hira, "U.S. Workers in a Global Job Market," *Issues in Science & Technology*, Spring 2009.

Ron Hira, "A Policy Agenda for Offshoring," working paper # 282, Economic Policy Institute, March 11, 2009.

"The Obama Administration Promotes Outsourcing," opinion, *EE Times.com*, on-line edition, February 4, 2009.

Ron Hira, "The Offshoring of Innovation," briefing paper # 226, Economic Policy Institute, December 1, 2008.

Ron Hira and Phillip E. Ross, "R&D Goes Global," *IEEE Spectrum*, on-line version, November 2008 (peer reviewed)

Ron Hira and Margaret Bailey, "Engineering & Public Policy," guest essay, *Rochester Democrat & Chronicle*, August 1, 2008.

Ron Hira, "An Overview of the Offshoring of U.S. Jobs," in Marlene Lee and Mark Mather, U.S. Labor Force Trends, *Population Bulletin*, vol. 63, no. 2, June 2008.

Ron Hira, "Is There a Tech Talent Shortage?: No," *InformationWeek*, cover story, Issue 1168, p36-46, 1/7/2008.

Ron Hira and Phillip E. Ross, "R&D 100: Toyota Tops This Year's List," *IEEE Spectrum*, December 2007 (peer reviewed).

Ron Hira, "Policy & The STEM Workforce," Paper #9, STEM Workforce Data Project, Commission on Professionals in Science & Technology, Washington, DC, November, 2007.

Ron Hira, "How Guestworkers Promote Outsourcing," *The American Prospect*, web version, August 6, 2007.

"Outsourcing America's technology and knowledge jobs," Agenda for Shared Prosperity paper series, briefing paper #187, Economic Policy Institute, March 28, 2007.

"R&D 100: IBM takes the guesswork out of services consulting," with Harry Goldstein, *IEEE Spectrum*, December 2006.

"R&D 100: The world's biggest R&D spenders," with Harry Goldstein, *IEEE Spectrum*, December 2005.

"Impacts and Trends of Offshoring Engineering Tasks and Jobs," *The Bridge*, National Academy of Engineering, v.35, no.3, (Fall 2005) pp. 22-27.

“R&D 100: The world’s biggest R&D spenders are putting their money on software and service,” with Harry Goldstein, *IEEE Spectrum*, v.41, no. 11 (November 2004) pp. 61-65.

“White Collar Jobs Move Overseas – Implications for States,” *Spectrum: The Journal of State Government*, v.78, no. 1, Winter, 2004.

“Outsourcing Denial – Why Politicians Have Done Nothing,” *Rochester Business Journal*, October 26, 2004.

“How Can We Ensure A Strong IT Labor Pool?” *Optimize*, July 2004.

“Offshore Outsourcing - Sizable Rhetoric and Little Progress,” *Heinz School Review*, v. 2, no. 1, 2004.

“Now Workers Not Companies Are Hurting: Glib answer to offshoring is retraining, but that’s not easy,” *San Jose Mercury News*, January 22, 2004.

“The Top 100 R&D Spenders: Who’s up, who’s down, and a look inside the numbers for 2002,” *IEEE Spectrum*, v.40, no. 10 (October 2003) pp. 33-36.