

William E. Spriggs
Howard University

Department of Economics Academic
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Department of Economics Professor (and Chair 2005-2009) 2005—
Howard University *on leave 2009-2012*

Currently, teach undergraduate and graduate level economics. Provided leadership for the undergraduate and graduate program in Economics within the College of Arts and Sciences at Howard. The Department had 16 full-time tenure track faculty, and another 12 adjunct faculty. Provided administrative leadership in scheduling classes, managing departmental committees and participating on advisory bodies for the Dean of the College of Arts and Sciences, and the Graduate Dean of the University. Served as head of the task force on planning and resources for Middle States re-affirmation of the University's accreditation. Served on a university committee on faculty evaluation. Raised grants totaling \$950,000 in three years from the Ford Foundation, the Annie E. Casey Foundation and the Kellogg Foundation.

Chief Economist 2012—
AFL-CIO

Provide economic counsel to the American Federation of Labor and Congress of Industrial Organizations, the central national labor body for organized workers in the U.S. Institutional member, Board of Directors, National Bureau of Economic Research and Chair the Economic Policy Working Group of the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development (OECD).

Academic Credentials

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| BA , cum laude | 1977 Economics & Poli. Sci. | Williams College | Williamstown, MA |
| MA | 1979 Economics | University of Wisconsin | Madison, WI |
| PhD | 1984 Economics | University of Wisconsin | Madison, WI |
| | Dissertation: <i>Afro-American Wealth Accumulation, Virginia 1900-1914</i> | | |

Honors and Awards

Robert M. Ball Award, National Academy of Social Insurance, 2016
Benjamin L. Hooks “Keeper of the Flame” Award, NAACP, 2014
Bicentennial Award, Williams College, 2010
Chairman’s Award, Congressional Black Caucus, 2003
National Economics Association Dissertation Award, 1985.
National Science Foundation Minority Graduate Fellow, 1979-1984. Harold
Graves Essay Prize (University of Wisconsin-Madison, Department of
Economics) 1980.

Work Experience

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| Assistant Secretary | Policy | 2009—2012 |
| U.S. Department of Labor | | |

Nominated by President Barack Obama in April 2009 and confirmed by the U.S. Senate in October 2009. Provide leadership for the Office of Policy at the U.S. Department of Labor. The Office of Policy has the responsibility to coordinate the regulatory actions of the Department, and houses the Chief Evaluation Office that oversees the evaluation of agencies in the Department. The Office of the Assistant Secretary for Policy provides advice to the Secretary, Deputy Secretary, and Department on matters of policy development, program evaluation, regulations, budget and legislation that will improve the lives of workers, retirees and their families. Integral to this role, OASP leads special initiatives and manages cross- and inter- Department activities to advance the mission of the Department of Labor; including representing the Department of Labor on the Manufacturing Council, helping agencies with planning contracts for regulatory cost benefit analyses, help develop policy documents for international meetings for the Department and help in the design of interagency task force grant opportunities. In the interagency role, played a key role in the White House Initiative on Strong Cities, Strong Communities, helping to coordinate the Department’s participation in Fresno, Memphis and Detroit. Also, served as the Department of Labor’s representative to the US Department of Commerce’s Manufacturing Council. Served as the “Sherpa” for the G-20 Labor Ministerial meeting in Guadalajara, Mexico in 2012. Served as head of US delegation to 101st International Labor Conference of the International Labor Organization in Geneva, Switzerland. Played a key role in drafting the ILO R202-Social Protection Floors Recommendation, 2012 (No. 202).

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| Healthcare Trust for UAW Retirees | Chair | 2006—2009 |
| Of Ford Motor Company | | |
| Detroit, MI | | |

Chair the voluntary employee benefit association that administers a trust fund to mitigate changes in the health care plan for UAW retirees of the Ford Motor Company, and administers the dental insurance for UAW retirees of the Ford Motor Company. The trust has assets of close to \$70 million and annual expenditures of close to \$136 million for about 110,000 beneficiaries.

Retirement Healthcare Administration Board Member 2006—2009
Corporation
Detroit, MI

Serve on the board of the corporation that manages the voluntary employee benefit association healthcare trusts for UAW retirees of the Ford Motor Company and of General Motors Corporation. The staff of the RHAC are responsible for the day to day activities of managing the delivery of dental insurance and mitigating the out of pocket expenses of UAW retirees who have health insurance coverage through a mixture of benefits from Ford Motor Company and General Motors, and funds from the VEBA trusts.

UAW Retirees of the Dana Corporation Chair 2008—2009
Health and Welfare Trust
Detroit, MI

Chair the voluntary employee benefit association that administers the health, dental and disability benefits for UAW retirees of the Dana Corporation. Establish the health care plan retirees from the diverse plans that spanned various operating units of the Dana Corporation. The trust has assets of about \$430 million.

Community Service Society Senior Fellow 2007—2009
Of New York

Provide advice and counsel to the Community Service Society of New York on public policy issues as they relate to low-wage workers, and help to convene a gathering of Washington based staff of non-governmental organizations working on issues of poverty and low-wage work and others in the policy arena.

Economic Policy Institute Senior Fellow 2004—2005
Pursue a general research portfolio on economic policy, concentrating on social insurance, labor rights, and help establish a research area in race and economics.

Institute for Opportunity and Equality Executive Director 1998-2004 National Urban League

Serves as Senior Vice President of the National Urban League, directing the League's national Washington office with responsibility for the planning and administrative management of the League's research, legislative, public policy and advocacy efforts and the management of the staff of the Washington office. Oversee the publication of the League's research publications, including the 1999 *State of Black America*. Represent the League before the Leadership Conference on Civil Rights, the National Coalition on Black Civic Participation and the Black Leadership Forum.

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| Office of Government Contracting and Minority Business Development U.S. Small Business Administration Washington, DC | Senior Adviser | 1998 |
| Advise the Associate Deputy Administrator on completing the federal regulations for the Small Disadvantaged Business program as it related to the 8(a) program. Help in completing the Office's goals statements for SBA. | | |
| Economics and Statistics Administration U.S. Department of Commerce Washington, DC | Senior Adviser and Economist | 1997-1998 |
| Advise the Under Secretary for Economics and Statistics on issues involving minority procurement. Participate in an interagency task force to devise regulations for federal minority procurement for the Small Disadvantaged Business program. Helped in the design and conduct of the study that established minority benchmarks to meet the strict scrutiny test. The interagency task force included members from the Office of Management and Budget, the Office of Federal Procurement Policy, the Council of Economic Advisers, the White House Counsel's Office, the U.S. Small Business Administration, the U.S. Department of Justice, and the U.S. Department of Defense. | | |
| Joint Economic Committee U.S. Congress Washington, DC | Senior Economist, Minority Staff | 1994-1997 |
| Perform research on likely effects of national policy on wages and hours of American workers, assist in preparation of background material and offer expert advice for Democratic Congressional Committee members, contribute to drafting annual Report of the Joint Economic Committee, and assist in preparation of questions for Committee hearings, with special responsibility for hearings on the minimum wage and privatization. Served under Congressmen Kweisi Mfume, Pete Stark and Senator Jeff Bingaman. Principal author for staff study on the minimum wage, and principal drafter for "Dear Colleague" (memorandum from members to other members of Congress) letters on the minimum wage, minority procurement and the earned income tax credit. Starting in September 1996, served as committee's representative to House of Representatives' Democratic Staff Directors meetings. | | |
| National Commission for Employment Policy Washington, DC | Director, <i>designate</i> | 1993-1994 |
| Coordinated and supervised the activities and research of the (15 member) staff of the National Commission (established to advise the President and Congress on employment policy). Managed the (\$2.0 million) budget of the Commission. Led recruitment effort to re-staff the Commission, supervised the upgrade of its computer and phone system, and its change in location. Served as liaison between the Chair and the staff. Represented Commission at Department of Labor Deputy Secretary staff meetings. | | |

- Led NCEP cooperation with the Bureau of Labor Statistics on the *National Wage Record Database Design Project Report*. Congress mandated the report in the 1992 amendments to the Job Training Partnership Act, to determine appropriate procedures for establishing a national longitudinal wage record database containing information on the quarterly earnings, establishment and industry affiliation, and geographic location of employment for every individual for whom such information is collected.
- Served on National Economic Council Working Group on Education, Training and Reemployment Subgroup on Overcoming Discrimination and Extending Opportunity—a task force aimed at anti-discrimination enforcement, strategies to promote linkages to hiring networks, and minority entrepreneurship. Principle author for the draft working paper for the group.
- Served on the Department of Labor's Historically Black Colleges and University Advisory Group. This group helps to coordinate the Department's responsibilities under Executive Order 12876.
- Served as panel member for Department of Education's Historically Black Colleges and University Financing Program Panel. The panel gave advice to the Assistant Secretary for Post-Secondary Education on choosing a designated bonding authority created by the Higher Education Amendments of 1992, under Title VII, Part B to facilitate low-cost capital financing for Historically Black Colleges and Universities.

Economic Policy Institute
Washington, DC

Economist

1990-1993

Established research agenda in industrial relations and labor history. Served as economic expert for research on the issue of the replacement of striking workers. Served as an expert for congressional committees, federal and international agencies on U.S. labor standards, and comparative labor standards. Headed a project funded by the Ford Foundation on the minimum wage.

Norfolk State University
Norfolk, VA

Assistant Professor
Department of Management
& Director, Honors Program

1984-1990

Taught intermediate level statistics course, introductory level data processing, labor relations, collective bargaining (and, managerial economics, and research methods when Norfolk State admitted masters level students). Coordinated activities and curricular offerings for non-science Honors students reporting directly to the VicePresident for Academic Affairs. Chair, University Honors Program Committee, organized and coordinated activities of departmental representatives to the Honors Program, and two external review bodies: the Honors Program Advisory Board, and the Honors Program Review Board.

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| North Carolina A&T State Department of Economics University Greensboro, NC | Assistant Professor | 1981-1983 |
| Taught introductory level macroeconomics, introductory and intermediate level statistics. Served on departmental student recruitment committee, and as department liaison to the teacher education program. | | |
| American Federation of Teachers, Local 3220 AFL-CIO Madison, WI | Co-president Elected (Nonpaid) Position | 1980-1981 |
| Provided leadership for a 1,500 member bargaining unit. | | |
| US Agency for International Intern, Africa Bureau Development Washington, DC | | 1978 |
| Reviewed development project proposals, and proposed budgets for AID projects in African countries. Monitored the status of expenditures. | | |
| United Nations Development Programme Policy Programme Division New York, NY | Intern, | 1976 |
| Performed reviews and audits of projects funded by the United Nations Development Programme. | | |

Publications

Journal Articles

With Niki Dickerson von Lockette, "Wage Dynamics and Racial and Ethnic Occupational Segregation Among Less-Educated Men in Metropolitan Labor Markets," *Review of Black Political Economy*, Vol. 43, (March, 2016): 35-56.

with Greg Price and Omari Swinton, "The Relative Returns to Graduating from a Historically Black College/University: Propensity Score Matching Estimates from the National Survey of Black Americans," *Review of Black Political Economy*, Vol. 38, (2011): 103-130.

With Susan K. McElroy, "Testing the Safety Net: Is it Adequate for African American Women?" *Journal of the Center for Research on African American Women*, Vol. 2, (Number 1, 2007): 7277.

with Kenya Covington, "Negative Effects of State Welfare Policy on Recipient College Enrollment," *Review of Black Political Economy*, Vol. 32, (Number 2, Fall 2004): 7-26.

with William M. Rodgers, III and Bruce W. Klein, "Do the Skills of Adults Employed in Minimum Wage Contour Jobs Explain Why they Get Paid Less," *Journal of Post Keynesian Economics*, Vol. 27 (Fall 2004): 33-66. with Valerie A. Rawlston, "A Logit Decomposition Analysis of Occupational Segregation: An Update for the 1990's of Spriggs and Williams," *Review of Black Political Economy*, Vol. 29(Spring 2002): 91-96.

with William M. Rodgers, III, "Accounting for the Racial Gap in AFQT Scores: Comment on Nan L. Maxwell, 'The Effect on Black-White Wage Differences on Differences in the Quantity and Quality of Education,'" *Industrial and Labor Relations Review*, Vol. 55 (April 2002): 533-541.

with Rhonda M. Williams, "How Does it Feel to be Free?: Reflections on Black-White Economic

Inequality in the Era of 'Color-Blind' Law," *Review of Black Political Economy*, Vol. 27 (Summer 1999): 9-21. Also in Thomas D. Boston (ed.) *Leading Issues in Black Political Economy* (Piscataway, NJ: Transaction Publishers, 2001)

with William M. Rodgers, III, "What Does the AFQT Really Measure?: Race, Wages, Schooling and the AFQT Score," *Review of Black Political Economy*, Vol. 24 (Spring 1996): 13-46.

with Rhonda M. Williams, "A Logit Decomposition Analysis of Occupational Segregation: Results for the 1970's and 1980's," *Review of Economics and Statistics*, Vol. LXXVIII (May 1996): 348-355.

"Changes in the Federal Minimum Wage, a Test of Wage Norms," *Journal of Post Keynesian Economics*, Vol. 16 (Winter 1993-94): 221-239.

with James Stanford, "Economists' Assessment of the Likely Employment and Wage Effects of the North American Free Trade Agreement," *Hofstra Labor Law Journal*, Vol. 10 (Spring 1993): 495-536. with Jesse Pendleton, Ronald Proctor and Gerald Tyler, "Norfolk State University, An Economic Asset to the Community," *Norfolk State University Research Bulletin*, Vol. 4 (Number 1, 1987): 1-25.

"Measuring Residential Segregation: An Application of Trend Surface Analysis," *Phylon*, Vol. XLV (Winter 1984): 249-263.

"The Virginia Farmers' Alliance: A Case Study in Race and Class Identity," *Journal of Negro History*, Vol. LXIV (Summer 1979): 191-204.

Published Proceedings Papers

With Niki Dickerson, "Low Wage Labor Markets and Black and Latino Job Networks," *Paper presented at the Annual Meeting of the American Sociological Association Annual Meeting, Hilton San Francisco, San Francisco, CA online 2011-03-10 from* http://www.allacademic.com/meta/p_mla_apa_research_citation/3/0/9/3/6/p309369_index.html

"Training Students in Racial Analysis Techniques: An Unmet Need," *Journal of Public Affairs Education*, Vol. 10 (April 2004): 167-169.

"The Public's Stake in Social Security Reform," in Sheila Burke, Eric Kingson and Uwe Reinhardt, editors, *Social Security and Medicare: Individual vs. Collective Risk and Responsibility* (Washington, DC: National Academy of Social Insurance, 2000): 208-209.

Comments on Session on "Inequality in American Wages: Social and Institutional Change", in Conference on the Macrodynamics of Inequality in the Industrialized and Developing World, October 28-29, 1999, The Jerome Levy Economics Institute of Bard College Conference Proceedings, (Annondale-on-Hudson, NY: Levy Institute, 1999): 28.

Comments on "Remedies to Racial Inequality," in Samuel L. Myers, Jr., editor, *Civil Rights and Race Relations in the Post Reagan-Bush Era* (Westport, CT: Greenwood Publishing, 1997).

with William M. Rodgers, III, "The Effect of Federal Contractor Status on Racial Differences in Establishment-Level Employment Shares: 1979-1992," *American Economic Review*, Vol. 86(2) (May 1996, *Papers and Proceedings*): 290-293. Also in Harry J. Holzer and David Neumark (eds.) *The Economics of Affirmative Action* (Camberley, UK: Edward Elgar Publishing, 2004).

with Bruce Klein, "A Decade of Low Pay: Minimum Wage Workers in the 1980s," 1993 *Proceedings of the Social Statistics Section of the American Statistical Association*: 380-389.

"Comments on Horacio E. Sobarzo's 'A General Equilibrium Analysis of the Gains from Trade for the Mexican Economy of a North American Free Trade Agreement,' " in U.S. ITC, *EconomyWide Modeling of the Economic Implications of a FTA with Mexico and a NAFTA with Canada and Mexico* Publication No. 2508, (Washington, DC: U.S. ITC, 1992).

Book Chapters and Invited Essays in Edited Volumes

“A Look at Inequality, Workers’ Rights, and Race,” *Law & Inequality*, Vol. 36 (Number 2, 2018): 61-75.

“Institutions to Remedy the New Inequality,” in Thomas I. Palley and Gustv A. Horn (eds.) *Restoring Shared Prosperity: A Policy Agenda from Leading Keynesian Economists* (Washington, DC, 2013).

“Profiles in Leadership: The Congressional Black Caucus and Labor,” in Stephanie Jones (ed.), *The Conscience of the Congress: How the Congressional Black Caucus Changed America* (Washington, DC, 2012).

“The Changing Face of Poverty in America,” in Margaret Roush (ed.), *U.S. National Debate Topic 2009-2010: Social Services for the Poor* (H.W. Wilson, Co.: New York, 2009).

“African Americans and Social Security,” in Daniel Fireside, John Miller, Bryan Snyder (eds.), *Real World Macro*, 25th Edition (Economic Affairs Bureau, Inc.: Boston, 2008).

“Major Trends Facing Historically Black Colleges and Universities,” in Lezli Baskerville (ed.) *The State of America’s Black Colleges: Expanding Access, Ensuring Success, Promoting Global Competitiveness* (National Association for Equal Opportunity in Higher Education: Silver Spring, MD, 2008)

"Black Liberalism." *International Encyclopedia of the Social Sciences*, 2nd edition, William A. Darity, Jr. (ed.), (Macmillan Reference USA: Detroit, 2008).

With Cheryl Hill Lee, “Racial Disparities and Business Cycles: Do Racial Wage Gaps Close in tight Labor Markets?” in Marlene Kim (ed.), *Race and Economic Opportunity in the Twenty-First Century*, (Routledge: London, 2007).

“Participatory Democracy and Race Relations in the U.S.,” in Claire Nelson and Stacy Richards-Kennedy (eds.) *Advancing Equity in Latin America: Putting Policy into Practice* (Inter American Development Bank: Washington, 2007).

“Social Security and American Values,” in Calvin Logue, Lynn Messina and Jean DeHart (eds.), *Representative American Speeches*, 2004-2005 (New York, NY: HW Wilson Company, 2005).

With Suzanne Bergeron, “The National Urban League and Social Welfare Policy: A Historical Perspective,” in Lee A. Daniels (ed.) *The State of Black America 2002* (New York: National Urban League, 2002): 29-50.

with Valerie A. Rawlston, “Social Security: A True Family Value,” in David Jacobs and Sheldon Friedman (eds.) *The Future of the Safety Net: Social Insurance and Employee Benefits*, Industrial Relations Research Association Research Volume 2001 (Champaign, IL: IRRA, 2002).

with Lynn A. Curtis, “Leave No One Behind: A Policy Framework on Poverty, Race, and Justice,” in Robert L. Borosage and Roger Hickey (eds.), *The Next Agenda: Blueprint for a New Progressive Movement* (Boulder, CO: Westview Press, 2001): 211-246.

With Rhonda M. Williams, “What Do We Need to Explain About African American Unemployment,” in Robert Cherry and William M. Rodgers, III (eds.), *Prosperity for All? The Economic Boom and African Americans* (New York: Russell Sage, 2000): 188-207.

with Samuel L. Myers, Jr., “Black Employment, Criminal Activity and Entrepreneurship: A Case Study of New Jersey,” in Patrick L. Mason and Rhonda M. Williams (eds.), *Race, Markets and Social Outcomes* (Norwell, MA: Kluwer Academic Publishers, 1996): 31-64.

with John Schmitt, “The Minimum Wage: Blocking the Low-Wage Path,” in Todd Schaefer and Jeff Faux (eds.) *Reclaiming Prosperity: A Blueprint for Progressive Economic Reform*, (Armonk, NY: M. E. Sharpe, 1996): 163-172. with Robert Blecker, "On Beyond NAFTA: Employment,

Growth, and Income Distribution Effects of a Western Hemisphere Free Trade Area," in Inter-American Development Bank and United Nations' Economic Commission for Latin America and the Caribbean, *Trade Liberalization in the Western Hemisphere* (Washington, DC: IDB, ECLAC, 1995).

Monographs

(editor) with Kathleen Buto, Martha Priddy Patterson and Maya Rockeymoore, *Strengthening Community: Social Insurance in a Diverse America*, (Washington: National Academy of Social Insurance and the Brookings Institution Press, 2004)

(editor), *The State of Black America, 1999*, (New York: National Urban League, 1999) with Bruce Klein, *Raising the Floor: The Effect of the Minimum Wage on Low-Wage Workers* (Washington, DC: Economic Policy Institute, 1994)

(editor), *Employee Rights in a Changing Economy: The Issue of Replacement Workers* (Washington, DC : Economic Policy Institute, 1991)

Congressional and Federal Agency Testimony

"Trends in the U.S. Labor Market: Americans need a Raise" 115th Congress, 2nd Session. Subcommittee on Health, Employment, Labor and Pensions, Hearing, *Growth, Opportunity, and Change in the U.S. Labor Market and the American Workforce: A Review of Current Developments, Trends, and Statistics* (June 21, 2018).

"A Mandate for Full Employment," U.S. Congress. House of Representatives. 115th Congress, 1st Session. Subcommittee on Monetary Policy and Trade, Hearing, *Examining the Federal Reserve's Mandate and Governance Structure* (April 4, 2017).

"Growth from Shared Prosperity: Americans need a Raise," U.S. Congress. Senate. 115th Congress, 1st Session. Committee on Banking, Housing and Urban Affairs Hearing, *Fostering Economic Growth: The Role of Financial Companies* (March 28, 2017).

"Government support of middle income America: Americans need a Raise," U.S. Congress. House of Representatives. 114th Congress, 2nd Session. Committee on the Budget Hearing, *Restoring the Trust for Families and Working-Age Americans* (September 21, 2016).

"Diversity and Balance in Federal Reserve Leadership," U.S. Congress. House of Representatives. 114th Congress, 2nd Session. Subcommittee on Monetary Policy and Trade of the Financial Services Committee, *Federal Reserve Districts: Governance, Monetary Policy, and Economic Performance* (September 7, 2016).

"Written statement," Equal Employment Opportunity Commission, Meeting on "EEOC at 50: Confronting Racial and Ethnic Discrimination In the 21st Century Workplace," April 15, 2015, Miami, FL.

"Testimony for Hearing on "Help Wanted: Seasonal Employment Needs of Small Businesses," U.S. Congress. House of Representatives. 113th Congress, 1st Session. Committee on Small Business, Subcommittee on Economic Growth, Tax and Capital Access, *Help Wanted: Seasonal Employment Needs of Small Businesses* (June 2013).

"Concerns with the President's Proposed Cut in Funding for Community Social Service Block Grants," U.S. Congress. House of Representatives. 110th Congress, 2nd Session. Committee on Appropriations, Subcommittee Labor, Health and Human Services, and Education, *Opportunities Lost and Costs to Society: The Social and Economic Burden of Inadequate Education, Training and Workforce Development* (February 2008).

“Testimony on H.R. 750: ‘Save America Comprehensive Immigration Act of 2007’,” U.S. Congress. House of Representatives. 110th Congress, 1st Session. Committee on the Judiciary, Subcommittee on Immigration, Citizenship, Refugees, Border Security, and International Law *Hearing on H.R. 750, Save America Comprehensive Immigration Act of 2007* (November 2007).

“Testimony Before the House Committee on Ways and Means,” U.S. Congress. House of Representatives. 110th Congress, 1st Session. Committee on Ways and Means. *Hearing on the U.S. Economy* (January 2007).

“Concerns about the Program Oversight of GSE Housing Programs.” U.S. Congress. House of Representatives. 108th Congress. 1st Session. Committee on Financial Services. *Hearing on H.R. 2575, The Secondary Mortgage Market Enterprises Regulatory Improvement Act* (September 2003).

“Concerns about the Transparency of Credit Scores.” U.S. Congress. House of Representatives. 108th Congress. 1st Session. Committee on Financial Services. *Hearing on H.R. 2622, the Fair and Accurate Credit Transaction Act of 2003* (July 2003).

“Concerns about Collateral Costs of Tax Exemption for Individual Dividend Income.” U.S. Congress. House of Representatives. 108th Congress. 1st Session. Subcommittee on Oversight and Investigations, Committee on Financial Services. *Paying Dividends: How the President’s Tax Plan Will Benefit Individual Investors and Strengthen the Capital Markets* (March 2003).

“Statement,” U.S. Congress. House of Representatives. 106th Congress. 1st Session. Subcommittee on Social Security, *Impacts of the Current Social Security System* (February, 1999).

“Worker Rights and U.S. Trade Policy,” U.S. Congress. Senate. 103rd Congress. 1st Session. Subcommittee on Foreign Commerce and Tourism, *U.S. Competitiveness in the Global Marketplace* (May, 1993).

“Shifting Patterns of North American Manufacturing Job Creation: The Period from Mexican Investment Liberalization to U.S. Recession (1986-1990),” U.S. Congress. Senate. 102nd Congress. 2nd Session. Subcommittee on Labor, *NAFTA: The Hidden Costs of “Free” Trade* (October, 1992).

“Potential Effects of Direct Foreign Investment Shifts Due to the Proposed U.S.-Mexico Free Trade Agreement,” U.S. Congress. House of Representatives. 102nd Congress. 1st Session. Subcommittee on Commerce, Consumer Protection, and Competitiveness, *North American Free Trade Agreement* (March and May, 1991).

“Restoring Balance to Labor Management Relations,” U.S. Congress. House of Representatives. 102nd Congress. 1st Session. Subcommittee on Labor-Management Relations, *Hearings on H.R. 5, The Striker Replacement Bill* (March, 1991).

Book Reviews, Magazine Articles and Policy Papers

“Why the White Working Class theme is harmful,” *American Prospect* (June 2017)

“The Economic Crisis in Black and White,” *American Prospect* (October 2008)

With Steven Pitts, *Beyond the Mountaintop: King’s Prescription for Poverty: Black Economists Mark 40th Anniversary of the Assassination*, a policy brief for the Rosenberg Foundation. (April 2008).

“The Changing Face of Poverty in America,” *American Prospect* (May 2007).

“Sphere of Influence,” *Crisis* (July/August 2006).

“Poverty in America: The Poor are Getting Poorer” *Crisis* (January/February 2006).

With Jason Furman, “African Americans and Social Security: The Implications of Reform Proposals,” Center for Budget and Policy Priorities (January 2006).

With Ross Eisenbrey, “Two Steps Back: African Americans and Latinos will lose ground under Social Security ‘reform’,” Economic Policy Institute, Issue Brief #212 (July 2005).

With David Ratner, “Social Security’s cruelest cut: Bush’s proposal slashes benefits for family members of workers who die before retirement,” Economic Policy Institute, Issue Brief #211 (July 2005).

With David Ratner, “Social Security price indexing proposal means benefit cuts for workers,” Economic Policy Institute, Issue Brief #209 (June 2005).

With Lee Price, “Productivity growth and Social Security’s future,” Economic Policy Institute, Issue Brief #208 (May 2005).

“Fired Up: The Great Social Security Debate,” *Crisis* (March/April 2005).

“Children Get Social Security Too,” *Poverty & Race* (March/April 2005) *also* in Chester Hartman (ed.) *Poverty and Race in America: The Emerging Agenda* (Lanham, MD: Lexington Books, 2006).

“Another Mistaken Racial Stereotype,” *American Prospect* (February 2005).

“African Americans and Social Security,” *Dollars and Sense* (November/December 2004). “The Federal Budget Battle,” *Black Enterprise* (June 2003).

With Kenya L. Covington Cox, “Negative Effects of Welfare Policy on College Enrollment,” National Urban League Institute for Opportunity and Equality, Special Research Report SRR-012002 (June 2002).

“An Unkind Cut,” *Black Enterprise* (July 2002), p. 26. with Valerie A. Rawlston, “Pay Equity 2000: Are we There Yet,” National Urban League Institute for Opportunity and Equality, Special Research Report SRR-02-2001 (April 2001).

with Valerie A. Rawlston, “Social Security Helps Reduce Child Poverty,” *National Voter* (December 2000/January 2001), pgs.20-23.

“The New Economics of Sports’ Stadiums,” *SportsWorld*, Summer 1996: 18, 21-22.

With Robert Scott, “Economists’ Views of Workers’ Rights and U.S. Trade Policy.” Center for International Business Education and Research (University of Maryland—College Park), Occasional Paper # 60. (June 1995).

Review of Michael Fix and Raymond Struyk, *Clear and Convincing Evidence: Measurement of Discrimination in America* (Washington, DC: Urban Institute Press, 1992) in *Industrial and Labor Relations Review*, 47 (July 1994): 713-714.

“A New Day for Labor?,” *Democratic Left*, Volume XXI (September/October 1993): 3–6. “The Slow Employment Growth Puzzle,” *Christian Social Action*, Volume 6 (March 1993): 8–10. with Robert A. Blecker, “Manufacturing Employment in North America: Where the Jobs Have Gone,” Economic Policy Institute, Briefing Paper #35 (1992).

with Jeff Faux, “U.S. Jobs and the Mexico Trade Proposal,” Economic Policy Institute, Briefing Paper #20 (1991).

Professional Activities

Consultancies

CONSULTANT to Roger Wilkins Center, Hubert H. Humphrey School of Public Policy, University of Minnesota “Proposed Minimum Wage increase for City of Council of Minneapolis,” 2016.

CONSULTANT to Sutherland, in Atlanta, GA on race neutral procurement policies and minority firm participation in contracts with the city of Atlanta, 2008.

CONSULTANT to Inter-American Development Bank on a Survey of Institutional Practice for Promoting Economic and Social Inclusion in Latin America and the Caribbean, 2005.

CONSULTANT to U.S. Embassy of Bahrain on Minimum Wage/Labor Market Issue, 2004.
 CONSULTANT to United Nations Economic Commission for Latin America and the Caribbean and Inter-American Development Bank project, "Support to the Process of Hemispheric Trade Liberalization," 1992.
 DISCUSSANT for United States International Trade Commission conference on, "Economy-Wide Modeling of the Economic Implications of a FTA with Mexico and a NAFTA with Canada and Mexico," 1992.
 CONSULTANT to Afro-American Studies Program, University of Maryland—College Park project, "Historical Record: Minority and Women Business Enterprises in Public and Private Contracting in New Jersey" for the New Jersey Transit Procurement and Contract Administration, 1992.
 CONSULTANT to the Community Oversight Board of the Norfolk Public Schools, City of Norfolk, Virginia. Coauthor with Curtis Langley, "Report on Resource Allocations to Elementary Schools in the City of Norfolk," 1990.

Board Memberships

Chair, INDEPENDENT HEALTH CARE TRUST FOR UAW RETIREES OF FORD MOTOR COMPANY, Detroit, MI. July, 2006—December 2009.
 Board Member, RETIREMENT HEALTH ADMINISTRATION COMPANY, Detroit, MI. July, 2006—December 2009.
 Chair, UAW RETIREES OF THE DANA CORPORATION HEALTH AND WELFARE TRUST, Detroit, MI. August, 2008—December 2009.

Public Board and Volunteer Consultant Work:

Member, Advisory Board, Federal Reserve Bank of Minneapolis Opportunity & Inclusive Growth Institute (2017—present)
 Member, Aspen Institute, Economic Strategy Group (2018—present)
 Member, National Academies of Sciences, Engineering, and Medicine, Committee on Closing the Equity Gap: Revitalizing STEM Education and Workforce Readiness Programs in the Nation's Minority-Serving Institutions (2017-2019)
 Member, joint National Academy of Sciences and National Academy of Public Administration Committee on the Fiscal Future of the United States: Analysis and Policy Options, 2008—2009
 Member, United Food and Commercial Workers' Union National Commission on ICE Misconduct (Chaired by UFCW President Joseph Hansen), 2007-2008.
 Member, President's Council on Sustainable Development Sustainable Communities Task Force working group on Economic Development and Jobs. The task force is to develop both broadbased and specific recommendations for consideration by the full Council. 1994–1995.
 Member, Home Economics Advisory Board, City of Virginia Beach [Virginia] Department of Agriculture. 1988–1990.
 Treasurer, Barnett K. Thoroughgood for City Council [City of Virginia Beach, Virginia] Campaign Fund, 1988.
 Member, Virginia State Council of Higher Education, Virginia Scholars Selection Committee, 1987–1988.

Editorial, Nonprofit, Professional and Volunteer Organization Boards:

Member, Board of Directors, MDC, Durham, NC (2019—present)

Member, Board of Directors, National Bureau of Economic Research (2015—present)

Member, Editorial Board, *Public Administration Review* [official publication for the American Society for Public Administration] (2017—present)

Member, Editorial Board, Congressional Black Caucus Foundation Policy Review (2017—Present)

Member, Board of Directors, *American Prospect* magazine.

Member, National Academy of Social Insurance (since 1999), Board Member, (2006—2009)

Member, National Advisory Council, Corporate Voices for Working Families (Washington, DC) 2005—2009.

Member, Board of Directors National Employment Law Project (NELP), (2005—2009)

Member, Policy Council, Association for Public Policy Analysis and Management (2005—2008)

Vice Chair, Board of Directors, Congressional Black Caucus Political Education and Leadership Institute (2001—2009), Vice Chair (2006—2009)

Black Enterprise Board of Economists (2000—2009)

Member, Board of Directors, National Committee for the Preservation and Protection of Social Security and Medicaid (2008—2009)

Member, National Housing Advisory Council for Fannie Mae, (2006-2008)

President (2000, President-elect 1999), Member, Board of Directors, (1993-1996, 1996-1999), and Chair, Advisory Board for NEA Web Page and List Server, National Economic Association.

Executive Committee, Society of Alumni, Williams College (1999-2002)

Time Magazine Board of Economists (2002)

Board Member, National Neighborhood Association (1999-2003)

Board Member, Coalition on Human Needs (2000-2002)

Board Member, National Coalition on Black Civic Participation (1999-2004)

Steering Committee Member, National Consortium for African American Children, (1993-1994).

Vestry member, Meade Memorial Episcopal Church [Alexandria, VA], (1993–1995). Vestry member, Grace Episcopal Church [Norfolk, VA] (And delegate to Diocesan Council of the Diocese of Southern Virginia 1986–1990) Help to oversee an operating budget of \$225,000 and a capital budget of \$333,000.

Board Member, Ecumenical Family Shelters, Inc. [Norfolk, VA], (1985–1990) Vice-president 1989, Treasurer 1985–1988. Helped to operate two homes used as emergency shelter under contract to the City of Norfolk [VA] with an annual operating budget of \$150,000. Member, United Way of South Hampton Roads Fund Distribution Committee. (1988–1990) Helped appropriate multi-million dollar pledge fund among various fund allocation panels for grants to social service agencies in a top 50 MSA; and, served on appeals panel, hearing agency appeal requests after fund allocation panel decisions.

Vice-chair, United Way of South Hampton Roads Fund Allocation Panel on Family and Individual Services and Counseling. (1986–1990) Oversee the allocation of \$653,000 to South Hampton Roads United Way child care and family service agencies.