

# Curriculum Vitae

## Susan N. Houseman

Vice-President and Director of Research  
W.E. Upjohn Institute for Employment Research  
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### CURRENT AND PAST POSITIONS

- 2017 – Vice-President and Director of Research, Upjohn Institute for Employment Research
- 1989 – 2017 Economist/Senior Economist, Upjohn Institute for Employment Research
- 2016 – Research Fellow, Institute of Labor Economics (IZA, Bonn, Germany)
- 2013 – Member, National Bureau of Economic Research, Conference on Research in Income and Wealth
- 1985 – 1989 Assistant Professor/Associate Professor, University of Maryland, School of Public Affairs
- 1985 – 1989 Visiting Scholar, The Brookings Institution

### CURRENT PROFESSIONAL SERVICE

- Committee on National Statistics, National Academies, Consensus Study on Contingent and Alternative Work Arrangements, Chair, 2019
- U.S. Bureau of Labor Statistics, Technical Advisory Committee, Chair, 2012 – present
- American Economic Association, Committee on Government Relations, 2014 – present
- Labor and Employment Relations Association, ASSA program committee 2015 – present, current co-chair
- Institute of Labor Economics (IZA), Program on Labor Statistics, Co-Director, 2016 – present

### EDUCATION

- Harvard University, Ph.D. and M.A. in Economics  
Received 1985–86 Wells Prize for Outstanding Dissertation in Economics
- University of Virginia, B.A. in Economics and International Relations  
Graduated with High Honors, Phi Beta Kappa

### BOOKS

- [Measuring Globalization: Better Trade Statistics for Better Policy.](#)  
2015. (edited with Michael Mandel). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[\*A Future of Good Jobs? America's Challenge in the Global Economy.\*](#)  
2008. (edited with Timothy J. Bartik). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[\*Nonstandard Work in Developed Economies: Causes and Consequences.\*](#)  
2003. (edited with Machiko Osawa). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[\*Working Time in Comparative Perspective, Volume II: Life-Cycle Working Time and Nonstandard Work.\*](#)  
2001. (edited with Alice Nakamura). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

[\*Job Security in America: Lessons from Germany.\*](#)  
1993. (with Katharine Abraham). Washington, DC: Brookings Institution.

[\*Industrial Restructuring with Job Security: The Case of European Steel.\*](#)  
1991. Cambridge, MA: Harvard University Press.

## RECENT WORKING PAPERS

["Understanding the Decline of U.S. Manufacturing Employment."](#) Upjohn Institute Working Paper No. 18-287. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2018.

["The Effects of the Affordable Care Act on Part-Time Employment: Early Evidence."](#) Upjohn Institute Working Paper No. 16-258. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2016 (with Marcus Dillender and Carolyn J. Heinrich).

["Domestic Outsourcing in the United States: A Research Agenda to Assess Trends and Effects on Job Quality."](#) Upjohn Institute Working Paper No. 16-253. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2016 (with Annette Bernhardt, Rosemary L. Batt, and Eileen Appelbaum)

["Temporary Help Employment in Recession and Recovery."](#) Upjohn Institute Working Paper No. 15-227. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2015 (with Carolyn Heinrich).

## ARTICLES AND BOOK CHAPTERS

["Is Automation Really to Blame for Lost Manufacturing Jobs? What the Conventional Wisdom Gets Wrong."](#) *Foreign Affairs*, September 7, 2018.

["The Effect of Work First Job Placements on the Distribution of Earnings: An Instrumental Variable Quantile Regression Approach."](#) *Journal of Labor Economics* 35(1): 149–190, 2017 (with David Autor and Sari Pekkala Kerr).

["The Effect of Work First Job Placements on the Distribution of Earnings: An Instrumental Variable Quantile Regression Approach,"](#) *Journal of Labor Economics* 35(1): 149–190, 2017 (with David Autor and Sari Pekkala Kerr).

["Health Insurance Reform and Part-Time Work: Evidence from Massachusetts."](#) *Labour Economics*. 43: 151-158, 2016 (with Marcus Dillender and Carolyn Heinrich).

**"Measuring Manufacturing: How the Computer and Semiconductor Industries Affect the Numbers and Perceptions."**

In *Measuring Globalization: Better Trade Statistics for Better Policy – Volume I. Biases to Price, Output, and Productivity Statistics from Trade*, Susan N. Houseman and Michael Mandel, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, pp. 151–194, 2015 (with Timothy J. Bartik and Timothy J. Sturgeon.) (Previously published as Upjohn Institute Working Paper 14-209.)

Research update: "**Is American Manufacturing in Decline?**" October 2016.

**"Introduction"** [to *Measuring Globalization*, Vol. 1].

In *Measuring Globalization: Better Trade Statistics for Better Policy – Volume I. Biases to Price, Output, and Productivity Statistics from Trade*, Susan N. Houseman and Michael Mandel, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, pp. 1–17, 2015.

**"Proposal 12: Encouraging Work Sharing to Reduce Unemployment."**

In *Policies to Address Poverty in America*, Melissa S. Kearney and Benjamin H. Harris, eds. Washington, DC: The Brookings Institution, pp. 1-10, 2014 (with Katharine Abraham).

**"Temporary Agency Work."**

*IZA World of Labor* 2014: 27.

**"Short-Time Compensation as a Tool to Mitigate Job Loss? Evidence on the U.S. Experience during the Recent Recession."**

*Industrial Relations: A Journal of Economy and Society* 53(4): 543-567, 2014 (with Katharine Abraham)

**"Manufacturers' Outsourcing to Staffing Services."**

*Industrial and Labor Relations Review* 65(3): 533–559. July 2012. (with Matthew Dey, and Anne Polivka).

**"Offshoring Bias in U.S. Manufacturing."**

*Journal of Economic Perspectives* 25(2): 111–132, 2011 (with Christopher Kurz, Paul Lengermann, and Benjamin Mandel); Technical working paper version: <http://www.federalreserve.gov/pubs/ifdp/2010/1007/ifdp1007.pdf>.

**"Not All Productivity Gains Are the Same. Here's Why."**

*What Matters*/McKinsey & Company, June 1, 2011 (with Michael Mandel).

**"Offshoring and Import Price Measurement."**

*Survey of Current Business*, February 2011.

**"Do Temporary-Help Jobs Improve Labor Market Outcomes for Low-Skilled Workers? Evidence from 'Work First'."**

*American Economic Journal: Applied Economics* 2(3): 96–128, 2010 (with David H. Autor).

**[“What Do We Know about Contracting Out in the United States? Evidence from Household and Establishment Surveys.”](#)**

In *Labor in the New Economy*, Katharine G. Abraham, James R. Spletzer, and Michael J. Harper, eds. Chicago: University of Chicago Press. pp. 267–304, 2010 (with Matthew Dey, and Anne Polivka).

**[“Introduction and Overview.”](#)**

In *A Future of Good Jobs? America’s Challenge in the Global Economy*, Timothy J. Bartik, and Susan N. Houseman, eds. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, pp. 1-16, 2008 (with Timothy J. Bartik).

**[“Removing Barriers to Work for Older Americans.”](#)**

In *A Future of Good Jobs? America’s Challenge in the Global Economy*, Timothy J. Bartik, and Susan N. Houseman, eds. Kalamazoo, MI: W.E. Upjohn Institute, pp. 161–202, 2008 (with Katharine Abraham).

**[“Outsourcing, Offshoring, and Productivity Measurement in United States Manufacturing.”](#)**

*International Labour Review* 146(1-2): 61–80, 2007.

**[“Temporary Agency Employment: A Way Out of Poverty?”](#)**

In *Working and Poor: How Economic and Policy Changes Are Affecting Low-Wage Workers*, Rebecca M. Blank, Sheldon H. Danziger, and Robert F. Schoeni, eds. New York: Russell Sage Foundation, pp. 312–337, 2006 (with David Autor).

**[“Work and Retirement Plans Among Older Americans.”](#)**

In *Reinventing the Retirement Paradigm*, Robert L. Clark, and Olivia S. Mitchell, eds. Oxford, UK; New York: Oxford University Press, pp. 70–91, 2005 (with Katharine G. Abraham).

**[“The Drive for Flexibility and the Growth of “Flexible” Staffing Arrangements.”](#)**

In *Work in the Global Economy: Papers and Proceedings of an International Symposium*, Tokyo, 1-3 December 2003, Jean-Pierre Laviee, Mitsuko Horiuchi, and Kazuo Sugeno, eds. Geneva: International Labour Organization (International Institute for Labour Studies), pp. 39–50, 2004.

**[“The Benefits Implications of Recent Trends in Flexible Staffing Arrangements.”](#)**

In *Benefits for the Workplace of the Future*, Olivia S. Mitchell, David S. Blitzstein, Michael Gordon, and Judith F. Mazo, eds. Philadelphia, PA: University of Pennsylvania Press, pp. 89–109, 2003.

**[“The Effects of Temporary Services and Contracting Out on Low-Skilled Workers: Evidence from Auto Suppliers, Hospitals, and Public Schools.”](#)**

In *Low-Wage America: How Employers Are Reshaping Opportunity in the Workplace*, Eileen Appelbaum, Annette Bernhardt, and Richard J. Murnane, eds. New York: Russell Sage Foundation, pp. 368–403, 2003 (with Arne L. Kalleberg and George A. Erickcek).

**“The Growth of Nonstandard Employment in Japan and the United States: A Comparison of Causes and Consequences.”**

In *Nonstandard Work in Developed Economies: Causes and Consequences*, Susan Houseman, and Machiko Osawa, eds. Kalamazoo, MI: W.E. Upjohn Institute, pp. 175–214, 2003 (with Machiko Osawa).

**“The Role of Temporary Agency Employment in Tight Labor Markets.”**

*Industrial and Labor Relations Review* 57(1): 105–127, 2003 (with Arne L. Kalleberg and George A. Erickcek).

**“The Role of Temporary Employment Agencies in Welfare to Work: Part of the Problem or Part of the Solution?”**

*Focus* 22(1): 63–70, 2002 (with David Autor).

**“Why Employers Use Flexible Staffing Arrangements: Evidence from an Establishment Survey.”**

*Industrial and Labor Relations Review* 55(1): 149–170, 2001.

**“The Implications of Flexible Staffing Arrangements for Job Stability.”**

In *On the Job: Is Long-Term Employment a Thing of the Past?*, David Neumark, ed. New York: Russell Sage Foundation, pp. 427–462, 2000 (with Anne E. Polivka).

**“Employability: An Overview of Concepts and Programmes in the United States.”**

In *Employability: Concepts and Policies: Report 1998*, Bernard Gazier, ed. Berlin: Institute for Applied Socio-Economics, pp. 244–267, 1999 (with Lillian Vesic-Petrovic).

**“What is the Nature of Part-Time Work in the United States and Japan?”**

In *Part-Time Prospects: An International Comparison of Part-time Work in Europe, North America and the Pacific Rim*, Jacqueline O'Reilly, and Colette Fagan, eds. London: Routledge, pp. 232–251, 1998 (with Machiko Osawa).

**“Labor Standards in Alternative Work Arrangements.”**

*Labor Law Journal* 49(7): 1135–1142, 1998. [Also in *Proceedings of the Fiftieth Annual Meeting of the Industrial Relations Research Association*, v.2, pp. 1135–1142, 1998].

**“The Effects of Employer Mandates.”**

In *Generating Jobs: How to Increase Demand for Less-Skilled Workers*, Richard B. Freeman, and Peter Gottschalk, eds. New York: Russell Sage Foundation, pp. 154–191, 1998.

**“External and Internal Labor Market Flexibility: An International Comparison.”**

In *The Human Resource Management Handbook, Part II*, David Lewin, Daniel J. B. Mitchell, and Mahmood A. Zaidi, eds. Greenwich, CT: JAI Press, pp. 21–43, 1997.

**“Earnings Inequality in Germany.”**

In *Differences and Changes in Wage Structures*, Richard B. Freeman and Lawrence F. Katz, eds. Chicago: University of Chicago Press, pp. 371–403, 1995 (with Katharine G. Abraham).

**“Job Growth and the Quality of Jobs in the U.S. Economy.”**

*Labour* (Special issue): S93–S124, 1995.

**“Labor Adjustment under Different Institutional Structures: A Case Study of Germany and the United States.”**

In *Institutional Frameworks and Labor Market Performance: Comparative Views on the U.S. and German Economies*, Friedrich Buttler, Wolfgang Franz, Ronald Schettkat, and David Soskice, eds. London: Routledge, pp. 285–315, 1995 (with Katharine G. Abraham).

**“Part-Time and Temporary Employment in Japan.”**

*Monthly Labor Review* 118(10): 10–18, 1995 (with Machiko Osawa).

**“Part-Time Employment in Europe and Japan.”**

*Journal of Labor Research* 16(3): [249]–262, 1995.

**“Does Employment Protection Inhibit Labor Market Flexibility? Lessons from Germany, France and Belgium.”**

In *Social Protection versus Economic Flexibility? Is There a Trade-off?*, Rebecca M. Blank, ed. Chicago: The University of Chicago Press, pp. 59–93, 1994 (with Katharine G. Abraham).

**“Female Workers as a Buffer in the Japanese Economy.”**

*The American Economic Review* 83(2): 45–51, 1993 (with Katharine G. Abraham).

**“Job Security in America: A Better Approach.”**

*The Brookings Review* 11(3): 34–35, 1993 (with Katharine Abraham).

**“The Equity and Efficiency of Job Security: Contrasting Perspectives on Collective Dismissal Laws in Western Europe.”**

In *New Developments in the Labor Market: Toward a New Institutional Paradigm*, Katharine G. Abraham, and Robert B. McKersie, eds. Cambridge, Mass.: MIT Press, pp. 185–211, 1990.

**“Job Security and Work Force Adjustment: How Different Are U.S. and Japanese Practices?”**

*Journal of the Japanese and International Economies* 3(4): 500–521, 1989 (with Katharine G. Abraham). Also in *Employment Security and Labor Market Behavior: Interdisciplinary Approaches and International Evidence*, Christoph F. Buechtemann, ed. Ithaca, NY: ILR Press, pp. 180–199, 1993 (with Katharine Abraham); and in *Dynamic Labor Demand and Adjustment Costs*, Giorgio Galeazzi, and Daniel S. Hamermesh, eds. Brookfield, VT: Edward Elgar Publishing, pp. 280–301, 1992 (with Katharine G. Abraham).

**“Employment Security and Employment Adjustment.”**

In *Industrial Relations Research Association Series, Proceedings of the Fortieth Annual Meeting*, Barbara D. Dennis, ed. Madison, WI: Industrial Relations Research Association, pp. 44–54, 1988 (with Katharine G. Abraham).

**“Shorter Working Time and Job Security: Labor Adjustment in the Steel Industry.”**

In *Employment, Unemployment and Labor Utilization*, Robert A. Hart, ed. London, Unwin Hyman, pp.64–85, 1988.

**“Job Security and Economic Adjustment: Lessons from Steel.”**

*The Brookings Review* 5(3): 40–46, 1987.

**ARTICLES APPEARING IN MEDIA OUTLETS AND NEWSLETTERS**

**[“Don’t Blame the Robots! An Interview on Manufacturing, Automation, and Globalization with Susan Houseman.”](#)** *The Washington Post*, October 18, 2016.

**[“Full Employment Requires Job Growth in Manufacturing, Reduction in Trade Deficit / Commentary.”](#)**

*Roll Call*, April 2, 2014 (with Dean Baker).

**[“Trade, Competitiveness and Employment in the Global Economy.”](#)**

*Employment Research* 21(1): 1–4, 2014.

**[“The Debate over the State of U.S. Manufacturing: How the Computer Industry Affects the Numbers and Perceptions.”](#)**

*Employment Research* 19(3): 1–4, 2012.

**[“Missing Pieces: A New Report to Congress Details Biases and Gaps in Economic Statistics Resulting from Globalization.”](#)**

*Employment Research* 17(4): 1–4, 2010.

**[“Measuring Offshore Outsourcing and Offshoring: Problems for Economic Statistics.”](#)**

*Employment Research* 16(1): 1–3, 2009 (with Katharine G. Abraham).

**[“Short-Time Compensation is a Missing Safety Net for U.S. Economy in Recession.”](#)**

*Employment Research* 16(3): 3, 2009.

**[“Do Temporary Jobs Help Low-Skilled Workers? Surprising Data from Detroit.”](#)**

*Communities & Banking* 18(4) (Fall 2007): 6–8 (with David Autor).

**[“A Future of Good Jobs? America’s Challenge in the Global Economy.”](#)**

*Employment Research* 14(4): 1–3, 2007 (with Timothy J. Bartik).

**[“Outsourcing to Staffing Services: How Manufacturers’ Use of Staffing Agencies Affects Employment and Productivity Measurement.”](#)**

*Employment Research* 14(1): 4–6, 2007 (with Matthew Dey and Anne E. Polivka).

**[“Work and Retirement Plans among Older Americans.”](#)**

*Employment Research* 11(4): 1–4, 2004 (with Katharine G. Abraham).

**[“Temporary Services and Contracting Out: Effects on Low-Skilled Workers.”](#)**

*Employment Research* 9(3): 1–3, 2002 (with George Erickcek).

**[“Temporary Employment in Auto Supply.”](#)**

*Employment Research* 9(1): 6, 2002 (with George Erickcek and Arne Kalleberg).

**[“The Policy Implications of Nonstandard Work Arrangements.”](#)**

*Employment Research* 6(2): 5–7, 1999.

**[“New Institute Survey on Flexible Staffing Arrangements.”](#)**

*Employment Research* 4(1): 1, 3–4, 1997.

**[“Job Security v. Labor Market Flexibility: Is There a Tradeoff?”](#)**

*Employment Research* 1(1): 1, 3, 1994.

## REPORTS

**[Demonstration and Evaluation of the Short-Time Compensation Program in Iowa and Oregon](#)**

Report prepared for the Chief Evaluation Office, U.S. Department of Labor, June 28, 2017 (lead author, with Frank Bennici, Susan Labin, Katharine Abraham, Chris O’Leary, and Richard Sigman).

**[Measurement Issues Arising from the Growth of Globalization: Conference Papers.](#)**

Washington, DC: National Academy of Public Administration; W.E. Upjohn Institute for Employment Research, August 2010 (with Kenneth F. Ryder, Jr.).

**[Measurement Issues Arising from the Growth of Globalization. Conference Summary.](#)**

Washington, DC: National Academy of Public Administration; W.E. Upjohn Institute for Employment Research, August 2010 (with Kenneth F. Ryder, Jr.).

**[Flexible Staffing Arrangements: A Report on Temporary Help, On-Call, Direct-Hire Temporary, Leased, Contract Company, and Independent Contractor Employment in the United States.](#)**

U.S. Department of Labor, Office of the Assistant Secretary for Policy (contract no. 4030UQQF-99-2531-11354-000-00), August 1999.

**[Labor Policy Evaluation: Lessons from the American Experience.](#)**

[Final Report] Seminar on “Benchmarking European Labour Market Policies” sponsored by Fondazione Giacomo Brodolini, Rome, Italy, October 3, 1997 [August 1997, revised November 1997].

**[Summary Findings of a Report on Temporary, Part-Time, and Contract Employment in the United States.](#)**

U.S. Department of Labor (contract no. 41USC252D3), May 1997 (with George A. Erickcek).

**[Temporary, Part-Time, and Contract Employment in the United States: A Report on the W.E. Upjohn Institute’s Employer Survey on Flexible Staffing Policies.](#)**

[Final Report] U.S. Department of Labor (contract no. 41USC252C3), Office of the Assistant Secretary for Planning, November 1996, revised June 1997.

**[Labor Market Adjustment in Europe, Japan, and the United States.](#)**

[July 1994] Organization for Economic Cooperation and Development (OECD) workshop on Labor Market Adjustment, Paris, October 4–5, 1994.



**Part-Time and Temporary Employment in Japan: A Comparison with the United States.**

Bureau of International Labor Affairs and U.S. Department of Labor, June 1994 (with Machiko Osawa). [contract no. B9K33540 from the Bureau of International Labor Affairs, U.S. Department of Labor].

**Labor Adjustment Policies and Practices: A Study of U.S. and European Approaches in the Steel Industry.**

[Final Report] Task Force on Economic Adjustment and Worker Dislocation, Bureau of International Labor Affairs, U.S. Department of Labor, April 1987. [Issued by School of Public Affairs, University of Maryland].

**GRANTS AND CONTRACTS**

- 10/2/17-  
10/1/19 Co-Principal Investigator, Alternative Work Arrangements: Development Better Measures in Household Surveys, The Marion Ewing Kauffman Foundation and The Russell Sage Foundation
- 11/1/14-  
1/31/16 Co-Principal Investigator, *Working Group on Domestic Outsourcing*  
Russell Sage Foundation, The Ford Foundation
- 06/01/13-  
06/30/17 Principal Investigator, *Demonstration of the Short-Time Compensation Program*,  
U.S. Department of Labor
- 10/01/2012-  
12/31/2012 Technical review of *Evaluation of the Work-Sharing Program: File Review of Work-Sharing Agreements and Program Documentation*  
Human Resources and Skills Development Canada
- 07/01-2011-  
07/01/2014 Co-Director, [Measuring the Impact of Globalization](#)  
Alfred P. Sloan Foundation
- 07/01/2008-  
09/30/2010 Director, [Measurement Issues Arising from the Growth of Globalization](#)  
U.S. Bureau of Economic Analysis
- 01/01/2008-  
06/30/2010 Director, [The Impact of Globalization on the Measurement of Economic Statistics](#)  
Alfred P. Sloan Foundation
- 01/01/2006-  
12/31/2008 Co-principal investigator, [The Consequences of Temporary Agency Employment for Low-Skilled Workers](#)  
Russell Sage Foundation
- 07/01/2001-  
09/01/2003 Co-principal investigator, **Effects of Temporary Agency Placements on Low-Skilled Workers**  
Russell Sage Foundation; The Rockefeller Foundation
- 06/01/2000-  
06/01/2001 Co-principal investigator, **Effects of Temporary Agency Placements on Low-Skilled Workers**  
The Ford Foundation

09/01/1998– 09/01/2000	Co-principal investigator, <b>Flexible Staffing Practices and Job Retention</b> Russell Sage Foundation
05/01/1999– 08/01/1999	Principal investigator, <b>Alternative Work Arrangements</b> U.S. Department of Labor
05/23/1997– 02/28/1998	Co-principal investigator, <b>Job Stability and Contingent Workers</b> Russell Sage Foundation
05/15/1996– 10/04/1996	Principal investigator, <b>Contingent Workers</b> U.S. Department of Labor
07/01/1994– 01/31/1995	Principal investigator, <b>Comparison of Employment Adjustment and Job Stability in Industrialized Countries</b> OECD
07/01/1993– 05/01/1994	Principal investigator, <b>Employment Adjustment and Security: Comparison of U.S. and Japan</b> U.S. Department of Labor