

## CURRICULUM VITAE

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Education: Ph.D. Economics, 1987                      B.A. Economics, 1981  
University of Utah                                      University of California-Riverside

Teaching  
Fields: Labor, Regional, Economics for Managers (MBA), Micro and Macro Theory.

Research  
Fields: Labor and Regional Economics.

Experience: Professor, Colorado State University-Pueblo, August 2000 to present.

Research Scholar, Institute for Construction Economics Research, March 2017 to present.

Senior Economist, Healy Center for Business and Economic Research, Colorado State University-Pueblo, January 2010 to December 2011.

Director, Center for Business and Economic Research, University of Southern Colorado, August 1995 to August 2001

Associate Professor, University of Southern Colorado. August 1996 to July 2000. (Tenured, May 1998).

Assistant Professor, University of Southern Colorado. August 1994 to July 1996.

Associate Professor, University of San Diego, CA. September 1992 to August 1994. (Tenured, May 1994).

Assistant Professor, University of San Diego, San Diego, CA. September 1988 to August 1992.

Assistant Professor, Eastern Washington University, Cheney, WA Fall 1987 to Spring 1988 (term contract).

Visiting  
Positions: Visiting Scholar, Institute for Research on Labor and Employment, University of California, Berkeley, June 2016.

Visiting Professor, Groupe Sup De Co, La Rochelle School of Business, La Rochelle, France. November, 2012

Visiting Professor, University of Otago, Dunedin, New Zealand, January to June, 2008

Visiting Professor, The Esslingen Graduate School, University of Applied Sciences, Fachhochschule Esslingen Hochschule fur Technik, Esslingen, Germany, December 2003.

Visiting Professor, University of Western Australia, Crawley, Western Australia, March to June 2001.

Visiting Professor, Curtin University of Technology, Perth, Western Australia, January to March, 2001.

Legislative

Task Force: Paid Family and Medical Leave Insurance Task Force (created by SB19-188, Colorado General Assembly), Colorado Department of Labor and Employment, July 1, 2019 to present.

Legislative

Testimony: Colorado General Assembly. Various Acts related to the payment of prevailing wages on state-funded construction: SB 19-196, House State, Veterans, & Military Affairs Committee, April 23, 2019, HB 12-108, testimony before the House Committee on Local Governments, January 25, 2012, HB 09-1208, House Business Affairs and Labor Committee, February 18, 2009.

Colorado General Assembly. Testimony on *Preservation and Expansion of Southwest Chief Rail Line Service in Colorado*, HB14-1161. Testimony before the House Local Government Committee, February 12, 2014.

Nevada Legislature, AB 136, An Act Relating to Public Construction and Prevailing Wage Determination, Government Affairs Committee, March 8, 2019.

Illinois House of Representatives. Testimony at a hearing titled: "Impacts of Repealing the Prevailing Wage," Labor and Commerce Committee, February 27, 2018.

New Hampshire House of Representatives. Testimony on House Bill 1641, *An Act Relative to Requiring Prevailing Wages on State-Funded Public Works Projects*, Industrial and Rehabilitative Services Committee, January 19, 2016.

Vermont Legislature. Testimony on the *Capital Bill-Prevailing Wage Component*. Testimony before the House Committee on Corrections and Institutions, March 11, 2015. Testimony on *An Act Relating to Prevailing Wages*, H.878. Testimony before the House General, Housing and Military Affairs Committee, March 19, 2014.

Hawaii State Legislature. Testimony before the Hawaii House Finance Committee on HB 2736, *Relating to Public Procurement*. Testimony on “The Cost of Out-of-State Construction Workers” (with Peter Philips), February 17, 2010.

Declarations: Declaration, Foundation for Fair Contracting-C.H.O.I.C.E. v. National Aeronautics and Space Administration, Civ. No. 1:17-cv-00362 (APM), in the United States District Court for the District of Columbia (for Sherman, Dunn, Cohen, Leifer & Yellig, P.C.), June, 2017.

Declaration in support of the Freedom of Information Act (FOIA) appeal in response to the National Aeronautics and Space Administration denial of *FOIA Request No.16-GSFC-F-00210*. For Sherman, Dunn, Cohen, Leifer & Yellig, P.C. August 10, 2016.

Declaration in support of the Freedom of Information Act (FOIA) appeal in response to the U.S. Department of Housing and Urban Development’s denial of *FOIA Request No. 15-FI-RO9-01730*. For Weinberg, Roger, Rosenfeld, P.C. November 6, 2015.

Other Policy  
Involvement  
and Impact:

“An Illustration of the Impact on the Santa Clara County Economy of Repealing the Prevailing Wage Policy of the City of San Jose.” Referenced by California Senate President pro Tem Darrel Steinberg in support of SB 7, payment of prevailing wages on public works for charter cities. October 2013.

“Review of RLB|Rider Levett Bucknall Report. Project Labor Agreements-Denver Update. For the Department of Veterans Affairs, Washington, DC.” Review requested by and submitted to U.S. Congressman Ed Perlmutter, 7<sup>th</sup> District and Neal Hall, Business Manager, Colorado Building and Construction Trades Council Colorado, May, 2010.

Data and Results presented to the Office of the Legislative Auditor, State of Minnesota for the study, *Prevailing Wage Evaluation Report*, 2007.

US Bank

Presentations: “Pueblo Economic Forum” sponsored by US Bank, October 2, 2014, September 28, 2011 and September 28, 2010.

Awards: President’s Award for Outstanding Stealth Employee, August 2019.

Dean’s Award for Excellence in Teaching, Hasan School of Business, 2017.

Dean’s Award for Excellence in Research, Hasan School of Business, 2016.

Outstanding Faculty Member, Hasan School of Business, 2015-2016.

Dean’s Award for Excellence in Teaching, Hasan School of Business, 2014 (first recipient).

Outstanding Faculty Member, Dean’s Advisory Council, 2009.

Enterprise Rent-A-Car Student Choice Award, Outstanding Faculty Member of the Year, Hasan School of Business, 2006-2007.

Outstanding Faculty Member, Hasan School of Business, 2004-2005.

Outstanding Faculty Member, Hasan School of Business 2002-2003.

Outstanding Faculty Member, Hasan School of Business, 2000-2001.

Provost's Award for Excellence in Scholarship, University of Southern Colorado, 1999-2000 recipient. Nominated, 2000-2001

Outstanding Faculty Member, Hasan School of Business, 1997-1998.

Provost's Award for Excellence in Teaching, University of Southern Colorado, 1995-1996 recipient.

Colorado State Board of Agriculture, Excellence in Undergraduate Teaching Award, University of Southern Colorado, 1995-1996 winner.

"Employee of the Month," March 1993, School of Business Administration, University of San Diego.

Peer-Reviewed

Publications: "What Does the Research Tell Us about Prevailing Wage Laws" (with Russell Ormiston), *Labor Studies Journal*, Vol. 44, Issue 2. 2019.

"Prevailing Wages, Side-By-Side Bids, and School Construction Costs," *Labor Studies Journal*, Vol. 43(3), 2018.

"The Release of Davis-Bacon Certified Payroll Records, Exemption 4 of the Freedom of Information Act, and the Question of Competitive Harm to Contractors" (with Jeff Waddoups), *Labor Law Journal* (Fall 2016).

"Do Federal Davis-Bacon and Disadvantaged Business Enterprise Regulations Affect Aggressive Bidding? Evidence from Highway Resurfacing Procurement Auctions." *Journal of Public Procurement*, Issue 3, 2015.

"The Effect of Federal Davis-Bacon and Disadvantaged Business Enterprise Regulations on Highway Maintenance Costs." *Industrial and Labor Relations Review*, Vol. 68, No. 1, January 2015.

"Prevailing Wage Regulations and School Construction Costs in British Columbia" (with Peter Philips and Mark Prus). *Industrial Relations*, Vol. 53, No. 4 (October 2014).

"Using the Blinder-Oaxaca Decomposition Method to Measure the Racial Bias in Achievement Tests" (with Jon Sandy), *Review of Black Political Economy*, Vol. 40, No. 2, 2013.

“Measuring Multiple Instructional Interventions” (with Karen Fowler), *Business Education Innovation*, Vol. 4, No. 2, December 2012.

“Using Stochastic Frontier Regression to Estimate the Construction Cost Inefficiency of Prevailing Wage Laws” (with Peter Philips and Mark Prus), *Engineering, Construction and Architectural Management*, Vol. 19, No. 3, 2012

“Examining the Achievement Test Score Gap between Urban and Suburban Students” (with Jon Sandy), *Education Economics*, Vol. 18, No. 3, 2010.

“The Effects of Prevailing Wage Regulations on Construction Efficiency in British Columbia” (with Peter Philips and Mark Prus), *International Journal of Construction Education and Research*, Vol. 5, No. 1, 2009.

“Explaining the Performance Gap between Public and Private School Students” (with Jon Sandy) *Eastern Economic Journal*, Vol. 33, No. 2, 2007.

“Prevailing Wage Legislation and Public School Construction Efficiency: A Stochastic Frontier Approach” (with Peter Philips and Mark Prus). *Construction Management and Economics*, Vol. 24, June 2006.

“Merit Pay, COLAs, and the Return to Faculty Seniority” (with Mark Prus). *Academy of Education Leadership Journal*, Vol. 9, No. 1, 2005.

“Gender Differences in Faculty Pay and Faculty Salary Compression” (with K. Burke, L. Krall and D. Spencer), *The Social Science Journal*, Vol. 42, No. 3, 2005.

“Faculty Productivity, Seniority and Salary Compression” (with Joel Maxcy, Lisi Krall and Mark Prus), *Eastern Economic Journal*, Vol. 30, No. 2 (Spring 2004).

“Job Search Strategies and Outcomes for Academic Economists: A Middle-Market View” (with Dirk Yandell and Kokila Doshi), *Eastern Economic Journal*, Vol. 26, No. 3 (summer 2000).

“Incentives and the Work Decisions of Welfare Recipients,” *American Journal of Economics and Sociology*, Vol. 59, No. 3 (July 2000).

“Mixing Welfare and Work: Evidence from the PSID, 1980-1987.” (With Richard Chapman and Jerry Gray), *Eastern Economic Journal*, Vol. 24, No. 1 (winter 1998).

“Gender Differences in the Relation between Education and Continued Earnings Growth On-The-Job,” *American Journal of Economics and Sociology*. Vol. 55, No. 4 (October 1996).

“Does Private Education Increase Earnings?” (with Jon Sandy), *Eastern Economic Journal*, Vol. 22, No. 3 (summer 1996).

“Racial Disparity in Earnings and Earnings Growth: The Case of Young Men,” *Social Science Journal*, Vol. 31, No. 3 (July 1994).

“Marital Status, Children and Women’s Labor Market Choices” (with Mark Prus and Jonathan Sandy), *Journal of Socio-Economics*, Vol. 22, No. 3 (Fall 1993).

“Starting Wages of Women in Female and Male Occupations: A Test of the Human Capital Theory of Occupational Sex Segregation” (with Mark Prus), *Social Science Journal*, Vol. 29, No. 4 (Index Issue 1992).

“Atrophy Rates for Intermittent Employment for Married and Never-Married Women: A Test of the Human Capital Theory of Occupational Sex Segregation” (with Mark Prus), *Quarterly Review of Economics and Finance*, Vol. 32, No. 1 (Spring 1992).

“The Vintage Schooling Hypothesis and Racial Differences in Earnings and On-The-Job Training: A Longitudinal Analysis,” *The Review of Black Political Economy*, Vol. 20, No. 3 (Winter 1992)

Book Chapter: “Prevailing Wage Laws and Construction Costs: Evidence from British Columbia’s Skills Development and Fair Wage Policy” (with Mark Prus) in *The Economics of Prevailing Wage Laws*, Azari-Rad, Hamid, Philips, Peter and Prus, Mark, eds. (Aldershot, G.B.: Ashgate, scheduled March 2005).

#### Research

Monographs: “Economic, Fiscal and Social Impacts of Prevailing Wage in San Jose, California.” Contributor, Economic Policy Brief, January 2011.

“Moving LA Forward: Promoting Construction Careers at Metro.” Contributor. LAANE: A New Economy for All, January 2011.

“The Union Threat Effect in Construction: An Illustration with Data from Plumber and Pipefitter Union Locals” (with Peter Philips and Mark Prus), *Economics Discussion Papers*, No. 0804, Department of Economics, University of Otago, New Zealand, 2008.

“Fair Wage Laws and Construction Costs in British Columbia” (with Peter Philips and Mark Prus) *Discussion Paper 01.11*, Department of Economics, University of Western Australia, winter, 2001.

#### Refereed

##### Proceedings

“Prevailing Wage Laws, School Construction Costs, and Side-By-Side Bids,” Proceedings of the Labor and Employment Relations Association 2017 Meetings, pp. 125-137.

“Prevailing Wage Laws, Productivity and Construction Efficiency” (with Peter Philips and Mark Prus) CME25 Conference. Proceedings of the Inaugural Construction Management and Economics, “*Past, Present, and Future*” Conference. Edited by Will Hughes. 2008, pp 1411-1418. ISBN 978-0-415-46059-0 (3 vols.).

- Practitioner  
Journals: “Whither the Gap: An Examination of Racial Earnings Disparity” (with Jon Sandy). Proceedings of the Western Decision Science Institute, (April 2000) pp. 1334-1336.
- Research for  
Organizations: “The Economic Benefits of Prevailing Wage Laws.” *Prevailing Times*, Spring 2012.
- “An Economic Evaluation of Mark Douglas’s Project Astra.” Submitted to Mark Douglas, CEO LCPtracker, INC. May, 2019.
- “The Impact of Nevada’s Ninety-Percent Prevailing Wage Policy on School Construction Costs and Apprenticeship Training” (with J Waddoups). Submitted to the Southern Nevada Building Trades, March 5, 2019.
- “An Examination of the Economic Effects of a Potential Responsible Bidder Ordinance for St. Petersburg, Florida” (with F Manzo and D Caruthers). Submitted to Raise the B.A.R. Campaign St. Petersburg Mayor Rick Kriseman. December, 2018.
- “An Examination of Minnesota’s Prevailing Wage Law: Effects on Costs, Training, and Economic Development” (with F. Manzo). Submitted to the Foundation for Fair Contracting of Minnesota, July 2018.
- “Implications of Clarifying the Definition of Public Works and Prevailing Wage Coverage in New York: Effects on Construction Costs, Bid Competition, Economic Development, and Apprenticeship Training.” Submitted to Governor Andrew Cuomo’s Office, State of New York, March 15, 2018.
- “Proposition 39 Job Creation & Quality, 2014-2017: A Report to the Citizens Oversight Board of the California Clean Energy Jobs Act” (with C. Zabin and E. Paul). A report by UC Berkeley Don Vial Center on the Green Economy. Submitted to Sarah White, Deputy Director of Equity, Climate, and Jobs, California Workforce Development Board, State of California, Updated, February, 9, 2018.
- “The Effects of Repealing Common Construction Wage in Indiana: Impacts on Ten Construction Market Outcomes” (with F. Manzo). Published by the Midwest Economic Policy Institute, January, 2018.
- “The Net Economic Impacts of California’s Major Climate Programs in the Inland Empire” (with B. Jones, E. Elkind, and M. Hanson). Submitted to the Center for Labor Research and Education, University of California, Berkeley and to Next 10, August 3, 2017.
- “The Economic Impact of the Proposed SunPower Corporation Solar Power Plant on Pueblo County.” Submitted to Brandon Reinhardt, SunPower Corp., June 9, 2017.

“Building America with Prevailing Wage: The Davis-Bacon Act Delivers Good, Middle-Class Jobs, a Strong Economy, and the Best Value for U.S. Tax Payers” (with Peter Philips and Frank Manzo). Submitted to the Illinois Economic Policy Institute, April 14, 2017.

“The Economic, Fiscal, and Social Effects of Ohio’s Prevailing Wage Law” (with Frank Manzo). Submitted to Affiliated Construction Trades of Ohio, April 10, 2017.

“Prevailing Wage and Military Veterans in Connecticut: Applied Policy Brief” (with F. Manzo, R. Bruno, J. Manzo). Published by the Midwest Economic Policy Institute, April 6, 2017.

“Prevailing Wage Laws: What Do We Know?” (with Russell Ormiston). Submitted to the Institute for Construction Economic Research, March 14, 2017.

“The Economic Impact of Proposition 39: The California Clean Energy Jobs Act” (with Carol Zabin). A report by the UC Berkeley Don Vial Center on the Green Economy. Submitted to Sarah White, Deputy Director of Equity, Climate, and Jobs, California Workforce Development Board, State of California, February, 2, 2017.

“The Economic Impacts of California’s Major Climate Programs on the San Joaquin Valley” (with Betony Jones). A report by the Center for Law, Energy, and the Environment, UC Berkeley School of Law and UC Berkeley Don Vial Center on the Green Economy, January 19, 2017.

“The Economic, Fiscal, and Social Effects of Kentucky’s Prevailing Wage Law” (with Frank Manzo). Submitted to the Kentucky State Building and Construction Trades Council, December 16, 2016.

“The Impact of Prevailing Wage Laws on Military Veterans: An Economic and Labor Market Analysis.” (with Frank Manzo and Robert Bruno). Submitted to VoteVets. org, May 10, 2016.

“The Impact of Prevailing Wage Laws on Military Veterans in Wisconsin: An Economic and Labor Market Analysis.” (with Frank Manzo and Robert Bruno). October 5, 2016.

“The Impact of Prevailing Wage Laws on Military Veterans in Minnesota: Applied Policy Brief.” (with Frank Manzo and Robert Bruno). October 5, 2016.

“The Wage Differential Method: Promising Construction Costs Savings with the Repeal or Weakening of Prevailing Wage Laws that Cannot be Delivered.” Submitted to the National Association for Fair Contracting, September 19, 2016.



“A Review of the Research on Prevailing Wage Regulations, School Construction Costs, and Construction Worker Training, Safety, and Reliance on Public Assistance,” Submitted Billy Powell, Business Manager, International Brotherhood of Electrical Workers, Local 684, August 10, 2016.

“Prevailing Wage Requirements, Contractor Bid Behavior, and School Construction Costs in Maryland: Evidence from Side-By-Side Bids.” Submitted to Kimberly Glassman, Director, Foundation for Fair Contracting and David Lever, Executive Director, Public School Construction, May 4, 2016.

“The Impacts of New Mexico House Bills 110 & 200,” (With Alex Lantsberg and Frank Manzo), *Economic Policy Brief*, January 2016.

“Towards the High Road in the New Hampshire Construction Industry: The Impact of a State Prevailing Wage Law,” (with S. Herzenberg, A. Lantsberg, and F. Manzo. Keystone Research Center, January 20, 2016.

“The Economic, Fiscal, and Social Impacts of State Prevailing Wage Laws: Choosing Between the High Road and the Low Road in the Construction Industry” (with Alex Lantsberg and Frank Manzo). Submitted to the National Alliance for Fair Contracting, November 20, 2015.

“Review of “Calculating the Prevailing Wage in West Virginia” by Work Force West Virginia”. Report submitted to Lesly Messina, Director of Research, Affiliated Construction Trades Foundation, West Virginia, October 12, 2015.

“Research Outline for the Economic Impact of Amendment 3: 40% Local Hire on Davidson County Public Construction Projects.” Submitted to Kevin Reilly, International Representative, Laborer’s International Union of North America, July 7, 2105.

“The Cost of Repealing Michigan’s Prevailing Wage Policy: Impacts on Total Construction Costs and Economic Activity” (with Alex Lantsberg and Frank Manzo IV). Submitted to Smart Cities Prevail, Midwest Economic Policy Institute, and Illinois Economic Policy Institute June 15, 2015.

“How Weakening Wisconsin’s Prevailing Wage Policy Would Affect Public Construction Costs and Economic Activity” (with Alex Lantsberg). Submitted to Smart Cities Prevail, May 22, 2015.

“An Evaluation of the Fiscal Note-Revised for the Component of the Capital Bill-Prevailing Wages.” Submitted to the House Committee on Corrections and Institutions, House of Representatives, State of Vermont, March 26, 2015.

“Limitations with the use of *Occupational Employment Statistics* in the Determination of Prevailing Wages in Vermont.” Submitted to the House Committee on Corrections and Institutions, House of Representatives, State of Vermont, March 25, 2015.

“Problems with using *Occupational Employment Statistics* in the Determination of Prevailing Wage Rates.” Submitted to Lesly Messina, Research Director, Affiliated Construction Trades, West Virginia, March 18, 2015.

“A Quantitative Bid Scoring Method for the City of Lincoln, Nebraska.” Submitted to Steve Simpson, President, Lincoln Building Trades, Lincoln Nebraska, March 16, 2015.

“Building the Golden State: The Economic Impacts of California’s Prevailing Wage Policy.” (with Alex Lantsberg). Project completed for SmartCitiesPrevail.org, March 2015.

“An Analysis of House Bill 1073: Proposed Legislation to Alter Prevailing Wages in the State of Washington.” Submitted to Billy R. Wallace, Jr., Political & Legislative Director, Washington & Northern Idaho District Council of Laborers, February 18, 2015.

“Survey of the Research on Changes in Prevailing Wage Rates and Total Construction Costs: Implications for the Proposed Capital Bill.” Submitted to the House Committee on Corrections and Institutions, House of Representatives, State of Vermont, February 16, 2015

“Does the Release of Davis-Bacon Certified Payrolls Cause Competitive Harm to Contractors?” (with Jeff Waddoups). Submitted to Torres Consulting and Law Group, August 31, 2014.

“Economic Impact Study of Colorado State University-Pueblo Sports on the Economy of Pueblo County” (with Aspen Fryberger, undergrad student, and Michael Wakefield). Submitted to Jo Folda, Athletic Director, CSU-Pueblo April 9, 2014.

“Economic Impact of the Proposed CSU-Pueblo Budget Cuts for Fiscal Year 2015 on the Pueblo County Economy.” Submitted to CSU-Pueblo Faculty Senate Presidents Susan Calhoun-Stuber and Margie Massey, December 2013.

“The Economic Impact of Local Nonprofits on the Pueblo County Economy” (with three undergraduate students). Submitted to Doris Kester, Executive Director, Southern Colorado Community Foundation, March 2012.

“Construction Issues Related to Pueblo’s New Judicial Building Project: Analysis of Houston Construction Bids and the Economic Impact of Buying and Hiring Local.” Submitted to Jeff Chostner, Pueblo County Commissioner, District 3 and Neal Hall, Business Manager, Colorado Building and Construction Trades Council, November 2011.

“An Analysis of Davis-Bacon Prevailing Wage Requirements: Evidence from Highway Resurfacing Projects in Colorado.” Submitted to Gustaf Bieber, Engineering Estimates and Market Analysis Unit of Contracts and Marketing Branch, Colorado Department of Transportation and State Representative John Soper, Colorado District 34, June 2011.

“An Illustration of the Impact on the Santa Clara County Economy of Repealing the Prevailing Wage Policy of the City of San Jose.” Submitted to Working Partnerships, USA, January 2011.

“An Economic Impact Study and Industry Cluster Analysis: Bio-Pharma’s Impact on California’s Local and State Economies.” With Peter Philips. Submitted to the California Bio-Pharma Labor Management Association, October 2010.

“Colorado State University-Pueblo’s Impact on the Local and State Economies.” Submitted to the Governing Board, Colorado State University System, July 2010.

“Economic Consequences of Building the Black Hills Energy Power Plant in Pueblo County with a Project Labor Agreement.” Submitted to the Pueblo City Council, June 2010.

“Review of RLB| Rider Levett Bucknall Report. Project Labor Agreements-Denver Update. For the Department of Veterans Affairs, Washington, DC.” Review requested by and submitted to U.S. Congressman Ed Perlmutter, 7<sup>th</sup> District and Neal Hall, Business Manager, Colorado Building and Construction Trades Council Colorado, May, 2010.

“An Illustration of the Economic Impact of Amendment 61 on the Pueblo and El Paso County Economies.” Submitted to Action 22, April 2010.

“A Conjoint Analysis of the CSU-Pueblo MBA Program: Student Rankings of AACSB Accreditation, Tuition and other Selected Program Characteristics” (with nine MBA students). Submitted to Sue Hanks, Interim Dean and Lia Sisson, MBA Director, Hasan School of Business, CSU-Pueblo, April 2010.

“A Tuition Sensitivity Study for CSU-Pueblo: Estimates from Regression and Conjoint Analysis” (with 5 MBA students). Submitted to VPs of Finance and Administration, Enrollment Management, and Director of Finance, CSU-Pueblo, April, 2010.

“The Economic Impact of a Thirty Percent Local Hire Requirement for Los Angeles County Metropolitan Transit Construction Projects.” Submitted to Jackie Cornejo, Research and Policy Analyst, LAANE (LA A New Economy for Everyone), February, 2010.

“The Cost of Out-of-State Construction Workers” (with Peter Philips), Submitted to the Hawaii House Finance Committee, Hawaii State Legislature, in support of HB 2736, *Relating to Public Procurement*. Submitted February 2010.

“The Economic Impact of the Installation and Operation of Wind Energy Towers On the Huerfano County Economy” (with undergraduate Z. Singh). Submitted to John Galusha, County Administrator, Huerfano County, Colorado, January, 2010.

“The Economic Impact of CSU-Pueblo International Students on the Local Economy” (with 4 undergraduate students). Submitted to Heidi Laino, Assistant Director and NSE Coordinator, Center of International Studies, January, 2010.

“Pueblo Motor Sports Park Economic Impact” (with CSU-Pueblo undergraduates) submitted to Chuck Wingfield, Owner, December 2005 (updated 2006).

“Economic Impact of Colorado State Fair Off-Season Events” (with Jay Goodman). Submitted to the Colorado State Fair Authority, December 2004.

“Economic Impact of Colorado State University-Pueblo on Pueblo’s Economy” (with Jay Goodman). Presented to Ronald Applbaum, President, CSU-P, November 2004.

“Colorado State Fair Economic Impact Study” (with Jay Goodman), submitted to the Colorado State Fair Authority, December 2003.

“The Economic Impact of Local Nonprofits on the Pueblo Economy” (with J. Goodman), Presented to the Pueblo County Board of Commissioners and to the Pueblo City Council, March 2003.

“Opportunity for Expansion in Local Real Estate” (supervised undergraduate course project) Submitted to Tom Healy, Jones Healy Real Estate, fall 2003.

“Trade Area Analysis of Pueblo, CO”. Update presented to the Pueblo Chamber of Commerce, March, 2001. Original presented June, 1997 (co-authored with USC undergraduate students). Summarized in the *Pueblo Chieftain*, May 29, 2002.

“An Assessment of Pueblo’s Ability to Attract Primary Employers” (with Dave Seley and Melanie Cecil, USC MBA students). Submitted to the 2010 Commission of Pueblo, Colorado, May 2000.

“The Economic Impact of the University of Southern Colorado on the Pueblo Economy” (with Melanie Cecil, MBA student). Presented to the Provost, USC, January, 1999.

“Area Wage Survey”. Presented to Andrew Cornelius, Director of Personnel, Pueblo Bank and Trust, July, 1998.

“Tourist Conversion Analysis for Pueblo, CO”. Presented to the Pueblo Chamber of Commerce, August, 1997 (with Professor Charles Zeis and Jason Trussler, MBA student).

“An Analysis of the Hotel and Lodging Industry in Pueblo, CO”. Presented to Todd Pasquin of Southgate Properties in June, 1997 (with Carmenita Lopez, Economics major, USC).

“The Economic Impact of QualMed on the Pueblo Economy”. Presented to Malik and Seeme Hasan, June 1996.

“Forecast of Blazer Electric Sales” (with Steve Borchert, USC undergrad). Presented to Mike Blazer, September 1996.

“Demand Estimate for American Medical Response of Pueblo” (Supervised project involving six USC MBA students). Presented to Doug Jones, AMR fall, 1996.

“Regional Economic Impact: Analysis of the 1992 America's Cup Races in San Diego”. Co-authored with other members of the Economic Research Group of the University of San Diego. Presented to the America's Cup Organizing Committee, May 1990.

Other  
Regional  
Economic  
Analysis:

Survey of Pueblo Consumer Confidence. Initiated February 1995. Conducted biannually. Results presented fall and spring in FYI, 1996 to present.  
Indicator of Pueblo Employment. Published in FYI, fall 1996 to fall 2000.

“Pueblo’s Exports and Imports, or Local and State Exports” (with J. Goodman, Ph. D. FYI, fall 1999).

“Pueblo's Employment Multiplier”. Co-authored with S. Borchert, USC undergrad, FYI, Fall 1995.

Opinion/  
Editorials:

On Issue of prevailing wage, Minnesota succeeds where neighboring states have failed” (with F. Manzo), *Minnpost*, July 30, 2018.

“One Key to Affordable Housing Crisis? Pay Construction Workers a Living Wage.” *The Sacramento Bee*, August 21, 2017

“Don’t forget about the workers who build affordable housing” (with Alex Lantsberg), *The Sacramento Bee*, August 18, 2016.

“What good is affordable housing if the people who build aren’t paid decently?” *Los Angeles Times*, July 27, 2016.

“Understanding the Economic Impact of Prevailing Wage,” Commentary, *San Diego Source*, September, 9, 2015.

“Prevailing Wage Would Hurt Michigan Economy,” (with Alex Lantsberg), *Detroit News*, July 29, 2015.

“Attack of the Middle-Class Job Killers,” (with Alex Lantsberg), *Reno Gazette Journal*, May 27, 2015.

“Repeal of Prevailing Wage Low Too Costly for Wisconsin” (with Alex Lantsberg). *Milwaukee Journal Sentinel*, June 8, 2015.

“Nonprofits Make Good Economic Sense” (with J. Goodman). Web publication of the *Coloradoyouth.com, Forum*, April 2003.

“Does an Increase in the Minimum Wage Decrease Employment?” *FYI*, Spring, 1995.

Published  
Student  
Research:

“Explaining the Growth in Pueblo Employment from 1995 to 2000” (with three undergraduates), *FYI*, fall 2002. (*FYI*, the newsletter of the Hasan School of Business, is published biannually and distributed to area business and community leaders).

“Pueblo’s Retail and Service Exports and Imports” (with six undergraduate students) *FYI*, spring 2002

“Pueblo’s Trade Area” (with undergraduates: I. Rosales, E. Schmidt and D. Wallace), *FYI*, spring 2002.

“Pueblo’s Relative Ability to Attract Companies” (with MBA student D. Seley), *FYI*, spring 2000.

“Area Wage Survey at the Entry Level for Selected Occupations” (with MBA students M. Cecil, L. Shaw and W. Panich), *FYI*, fall 1998.

“Explaining Recent Job Growth in Colorado” (with undergraduates: B. Mueller and Y. Kiuchi), *FYI*, fall 1997.

“Pueblo’s Trade with Surrounding Counties” (with undergraduates M. Burke, M. Blassi, and J. Crows), *FYI*, fall 1997.

“Economic Outlook for Pueblo and Colorado”. *FYI*, Spring, 1996.

Editorial  
Positions:

Associate Editor, *The Social Science Journal*. January 2000 to 2010.

Editor, *FYI*, the biannual publication of the Hasan School of Business reporting local economic conditions to area business and community leaders. August 1995 to August 2001.

Journal  
Referee:

*Public Works Management & Policy*, July 2017 to present.

*Engineering, Construction and Architectural Management*, 2014 to present.

*Human Relations*, 2011 to present.

Currents in Pharmacy Teaching and Learning, June 2009 to present.

Education Economics, September 2009 to present.

Eastern Economic Journal, January 2009 to present.

Construction Management and Economics, January, 2006 to present.

Sex Roles: A Journal of Research, Spring 2008.

International Review of Modern Sociology / International Journal of Sociology of the Family, Spring 2001.

American Journal of Economics and Sociology, Fall 1999, Spring 1996,

Demography, Spring 1995.

Economic Inquiry, Fall 1994.

#### Papers Presented

& Panels: “The Unintended Consequences of Nevada’s 90% Prevailing Wage Rule” (with Jeff Waddoups). Plenary panel, 21<sup>st</sup> Annual National Alliance for Fair Contracting, Boston, MA, September 23, 2019.

“The Impact of the Great Recession on Apprenticeship Training in Nevada’s Construction Industry (with Jeff Waddoups), Labor and Employment Relations Association Conference, Cleveland, OH, June 13, 2019.

“The Prevailing Wage Study: A New York State Analysis.” Presented at the Prevailing Wage Forum, Sponsored by the Albany Business Review, Albany, NY, December 13, 2018.

“What to Expect from Extending Prevailing Wages to Long Island IDAs.” Presented at Strategies to Increase Economic Growth Through Industrial Development Agencies, sponsored by Long Island Labor Advisory Council, Farmingdale, NY, October 4, 2018.

“Research in Support of High-Road Construction”. Plenary presentation, 20<sup>th</sup> Annual National Alliance for Fair Contracting, San Diego, CA, August 21, 2018.

“Using Apprenticeship Data to Advocate for High-Road Construction”. Presented in at 20<sup>th</sup> Annual National Alliance for Fair Contracting, San Diego, CA, August 20, 2018.

Panelist, “New Jersey’s Underground Construction: Bringing Billions Above Ground,” ROI-NJ Thought Leadership, Monroe Township, NJ, May 9, 2018.

“Empirical Research on the Effect of Prevailing Wage (with Russell Ormiston).

Presented to the Institute for Construction Economic Research (ICERES) Research Symposium, National Institute for Building Sciences, 1090 Vermont Ave. NW #700, Washington, DC. 20005, October 26, 2017.

“Release of Certified Payrolls and FOIA Exemption 4.” Presented to the Attorney’s Conference, North America Building Trades Union, May 2017, Denver, CO.

“Prevailing Wage Regulations, Contractor Bid Behavior, and School Construction Costs in Maryland: Evidence from Side-By-Side Bids. To be presented at the Labor and Employment Research Association, 2017 Winter Meeting, in conjunction with Allied Social Science Association/American Economic Association, Chicago IL, January 8, 2017.

“Making the Case for Prevailing Wage Laws.” Presented at the plenary session, the National Alliance for Fair Contracting Conference, October 17, 2016, San Diego, CA.

“Certified Payroll Records.” Presented in Workshop C, 18ty Annual National Alliance for Fair Contracting Conference, October 17, 2016, San Diego, CA.

“The Economic and Fiscal Impacts of Prevailing Wage Laws.” Presented to the Associated Construction Contractors of New Jersey, March 15, 2016.

“The Economic and Fiscal Impacts of Prevailing Wage Laws.” Presented at the National Alliance for Fair Contracting Conference, October 16, 2015, Baltimore, MD.

“The Economics of Prevailing Wage Laws and Project Labor Agreements.” Presented at the National Alliance for Fair Contracting Conference, October 11, 2012, Washington, DC.

“Examining the Racial Gap in Standardized Tests: Evidence from the NLSY 1997 Cohort” (with Jon Sandy). Presented at the Academy of Business Administration Global Trends Conference, December, 2011, Tamarindo, Costa Rica.

“Using the Blinder-Oaxaca Method to Measure Racial Bias in Achievement Tests” (with Jon Sandy). Presented at the Western Economic Association International Conference, Session 161, Portland, OR, July, 2010.

“Explaining the Performance Gap Between Public and Private School Students” (with Jon Sandy). Presented at the International Conference for Panel Data Analyses. Conference sponsored by Ministry of Labor, Republic of Korea, Seoul, October 25-26, 2007

“Achievement Test Scores and Private and Public Schools” (with Jon Sandy). The 79<sup>th</sup> Annual Conference of the Western Economic Association International



(WEAI), Session 2A, Vancouver, British Columbia, June 30, 2004.

“The Impact of the Skills Development and Fair Wage Act on Construction Costs in British Columbia” (with Peter Philips and Mark Prus). Presented at the 46<sup>th</sup> Annual Conference of the Western Social Science Association, Panel 7, Salt Lake City, UT, April 2004.

“Child Quality and Gender Earnings Differences” (with Jon Sandy). Presented at the WEAI Conference, Session 161, July 7, 2001, San Francisco, CA.

“Can the Pay Differential in Academia be Explained?” (with K. Burke, L. Krall and D. Spencer). Presented at the Eastern Economic Association, 27th Annual Conference, Session #149, February 24, 2001, New York City, NY.

“Detecting Faculty Salary Compression” (with Lisi Krall, Joel Maxcy and Mark Prus). Presented at the WEAI, Session # 149, July 2, 2000, Vancouver, BC.

“Whither the Gap: An Examination of Racial Earnings Disparity” (With Jon Sandy). Presented at the 29<sup>th</sup> Annual Meeting of the Western Decision Science Institute, Session 91, April 20, 2000, Island of Maui, Hawaii.

“Child Quality and Earnings Differences.” Co-authored with Jon Sandy. Presented at the WEAI Conference, Session 55, June 29, 1998, Lake Tahoe, NV.

“The Labor Market for Academic Economists”. Co-authored with Kokila Doshi and Dirk Yandell. Presented at the WEAI meeting, Session 31, July 6, 1995, San Diego, CA.

“Does Private Education Increase Earnings?”. Co-authored with Jonathan Sandy. Presented at the WEAI, Session 192, July 2, 1994, Vancouver, B.C.

“Work and Welfare”. Co-authored with Richard Chapman and Jerry Gray. Presented at the WEAI meeting, Session 194, July 2, 1994, Vancouver, B.C.

“Labor Supply Elasticity of Registered Nurses”. Co-authored with Lisi Krall. Presented at the WEAI meeting, Session 194, July 2, 1994, Vancouver, B.C.

“The Labor Market Experience of Welfare Recipients.” Co-authored with Richard Chapman and Jerry Gray. Presented at the WEAI Meeting, Session #55, June 22, 1993, Lake Tahoe, NV.

“Earnings Disparity Between Young Black and White Men.” Presented at the WEAI Meeting, Session # 259, July 13, 1992, San Francisco, CA.

“A Longitudinal Analysis of Gender Wage and Occupational Differences.” Presented at the WEAI Meeting, Session #70, June 30, 1991, Seattle, WA.

“Atrophy Rates and Occupational Sex Segregation.” Co-authored with Mark Prus. Presented at the WEAI Meeting, Session #53, June 30, 1990, San Diego, CA.

“The Effect of Marital Status and Children on Women’s Earnings.” Co-authored with Mark Prus and Jonathan Sandy. Presented at the WEAI Meeting. Session #65, June 30, 1990, San Diego, CA.

“Starting Wages in Male and Female Occupations: A Test of the Human Capital Theory of Occupational Sex Segregation.” Co-authored with Mark Prus. Presented at the WEAI Meeting, Session #174, June 22, 1989, Lake Tahoe, NV.

“Further Evidence on the Relationship Between School Quality and Racial Earnings Disparity.” Presented at the WEAI Meeting, Session #94, July 2, 1988, Los Angeles, CA.

#### Dissertation

Title: “The Impact of Structural Change on Human Capital and Dual Market Theories of Racial Earnings Disparity.”

Ph. D. Thesis Committee Member “Analysis of Contractor Type, Behavior, and Construction Labor Market Outcomes,” by Jason Flurer, Candidate, Department of Economics, University of Utah. Expected completion, summer 2018.

#### MBA Thesis

Director: “Environmental Econometrics Statistical Analysis of General Motors” by Jose Vega, Mary 2009

#### Thesis External

Reviewer: “Sustainability Preferences: An Investigation of Consumer Demand for Sustainability Attributes with Regard to New Zealand’s Agricultural Sector.” By William McGimpsey, Masters of International Studies, University of Otago, New Zealand, spring, 2011.

Grants: “Review of Empirical Research on Prevailing Wage Laws.” Institute for Construction Economics Research. June 2015.

Summer Research Grant, Hasan School of Business, summer 2015-2018.

Seed Grant, Colorado State University-Pueblo, fall 2014.

Research, Scholarly, and Creative Activities Productivity Grant, Colorado State University-Pueblo, Spring 2014.

Information Technology Center (Title 3 Grant) for the Integration of Technology in Principles of Macroeconomics, Colorado State University-Pueblo, Summer, 2003

Hasan School of Business Summer Research Grant, 2013, 2006, 2004, 2002, and 2000.

Scholarly and Creative Activities Grant, University of Southern Colorado. Awarded 1997-1998 and 1995-1996.

Telecourse Advisory Committee Stipend to Develop Principles of Microeconomics as a Telecourse. Awarded Fall and Spring, 1995-1996.

School of Business Faculty Research Grants. Received yearly from Spring 1988 to Spring 1994. University of San Diego.

University of Utah Computer Center Research Grant. Awarded 1986-1987.

Political Economy Research Fellow, Department of Economics, University of Utah, 1983-1984.

#### Hybrid Courses

Development: Principles of Macroeconomics. Developed spring 2017. Economics for Managers (MBA), spring 2015.

#### Telecourse

Development: Principles of Macroeconomics. Completed summer, 1997. Principles of Microeconomics. Completed July, 1996.

New Courses: Economics for Managers (MBA), Regional Economic Analysis (emphasis on Pueblo, CO)

#### Instructional

Materials: "Text and Study Guide for Principles of Microeconomics." Vol. 2, 2010.

"Text and Study Guide for Principles of Macroeconomics." Vol. 2, 2010.

"Principles of Macroeconomics: Lecture and Study Guide." For use with video and "live" classes. Copyright, 1997.

"Principles of Microeconomics: Lecture and Study Guide." For use with video and "live" classes. Copyright, 1996.

#### University Service,

CSU-Pueblo: Chair, Promotion, Rank, and Tenure Committee, Hasan School of Business, CSU-Pueblo, September 2017 to present.

Steering Committee Member, Rocky Mountain Research Data Center, CU-Boulder, September 2016 to present.

University Grievance Panel, HSB representative, fall 2014 to present.

Economics Liaison for "Senior to Sophomore" Program. CSU-Pueblo and School District #60, Pueblo, CO. August 1994 to present.

Graduate Committee, HSB, fall 2015 to fall 2016.

Promotion, Rank, and Tenure Committee, HSB, 2014-2015.

Assurance of Learning Committee, HSB, fall 2012 spring 2013.

Undergraduate Committee, HSB, fall 2012 to spring 2014.

Dean Search and Screen Committee, member, fall 2011 to spring, 2012.

Senior Economist, Healy Center for Business and Economic Research, Hasan School of Business. January 2010 to December 2011.

Personnel and Review Committee, member, August 2003 to 2010 (chair 2002-2003), Hasan School of Business.

Economics Search and Screen Committee, Chair. Fall 2007 to spring 2008.

Dean Search and Screen Committee, member, fall 2006 to spring, 2007.

University Peer Selection Committee, Spring 2004, CSU-P.

Chair, Faculty Salary Task Force, August 2003 to May 2004, CSU-P.

General Education Committee, member, August 2003 to August 2004, CSU-P.

Search and Screen Chair (accounting and marketing), Hasan School of Business, 2002-2003.

Faculty Compensation Committee, August 2000 to present. Chair, fall 2000.

Director, Center for Business and Economic Research, August 1995 to August 2001.

Academic Policy and Standards Committee. School of Business. October 1994 to August 2001.

Chair, Faculty Development Committee, HSB, August 1998 to August 2001.

Member since Spring 1997.

University Telecourse Committee, December 1996 to August 2001.

Search and Screen Committee (Accounting, Economics, Management and Dean), Hasan School of Business, fall, 1997 to spring 2000.

Faculty Representative, Student Economics Club. August 1995 to December 2000.

University Grants Liaison Group, October, 1997 to August 2000.

Executive Committee, School of Business, August 1995 to fall 1999.

Curriculum / Academic Programs Committee, School of Business, September 1995 to spring 1999.

Faculty Representative, Omicron Delta Epsilon, School of Business, October 1995 to fall 1999.

Intellectual Contributions Assessment Team for AACSB accreditation, School of Business, October 1995 to May 1996.

Search Committee, Affirmative Action Officer for accounting search, School of Business, 1994-1995.

Misc. Univ.  
Service.

Teaching Technology Presentation to Colorado Commission on Higher Education, August University 11, 1995.

“Teaching Technology and Telecourses.” Convocation week presentation (with Bill Stratton), August 22, 1995.

Community  
Service:

“Economic Impact of Local Nonprofits on the Pueblo County Economy.” Presented at Pueblo’s 11<sup>th</sup> Annual Nonprofit Day, Sangre de Cristo Arts Center, March 19, 2012.

“Economic Outlook Presentation.” To the Greater Pueblo Chamber of Commerce, May 11, 2011.

“Economic Impact of the Proposed Colorado Amendment 61.” Presented to County Commissioners from 10 largest Colorado Counties, Pueblo Convention Center, September 2010.

KRDO TV and Radio interview on bank bailout and credit crunch, October 1, 2008.

Board of Advisors, Colorado Nonprofit Association’s Study of the Economic Impact of Colorado Nonprofits. May 2006 to February 2008.

The Economic Impact of Local Nonprofits on Pueblo’s Economy. Presentations made to the Pueblo County Board of Commissioners (March 11) and to the Pueblo City Council (March 17) 2003.

An Assessment of Pueblo’s Ability to Attract Primary Employers (with Dave Seley and Melanie Cecil, USC MBA students). Presented to the General Meeting of the 2010 Commission of Pueblo, Colorado, September 14, 2000.

Pueblo Economic Development Corporation (PEDCO) employer recruitment activity, September, 1998.

Economic Update Presentations made to local businesses and educational institutions, December, 1995 to present.

Evaluation of the Economics Curriculum, School District #70, Pueblo, CO. Presented to Betty Schmidt, District #70 Learning Center.

Parent Classroom Volunteer, Sunset Park Elementary School, District 60, Beulah School, District 70, Cheyenne Mountain High School, District 12. January 1996 to 2009.

Report on the Economic Impact of the America's Cup Races on the San Diego Economy to the Board of Port Commissioners, San Diego Unified Port District. Action Agenda Item #33, May 29, 1990.

#### Misc. Professional

Activity: Session Chair of symposium, "The Economics of Prevailing Wage Laws," Labor and Employment Relations Association Winter Meeting, Chicago, Sunday, January 8, 2017.

Discussant, Session 161, "Topics in Applied Microeconomics," Portland, OR, July 2, 2010.

Discussant, Session 2A, "Issues in Heterodox Economics" (WEAI), Vancouver, British Columbia, June 30, 2004.

Session Organizer and Chair, Session 149, "Labor Market Issues," WEAI meeting, July 2, 2000, Vancouver, BC.

Session Organizer, Chair and Discussant, Session 55, "Labor Market Issues," WEAI meeting, June 29, 1998, Lake Tahoe, NV.

Producer, Principles of Macroeconomics Telecourse, Summer, 1997.

Producer, Principles of Microeconomics Telecourse, Summer, 1996.

Discussant, Session #194, "Issues in Labor Market Analysis" WEAI meeting, July 2, 1994, Vancouver, B.C.

Discussant, Session #55, "Labor Market Issues," WEAI, June 22, 1993, Lake Tahoe, NV.

Discussant, Session #23, "Earnings Differences in the Labor Market," WEAI, June 21, 1993, Lake Tahoe, NV.

Session Organizer, Chair and Discussant, "Labor Market Issues," Session #236, WEAI, July 12, 1992, San Francisco, CA.

Session Organizer, Chair and Discussant, "Labor Economics," Session #70, WEAI, June 30, 1991, Seattle, WA.

Session Organizer, Chair and Discussant, "Labor Market Analysis," Session #65, WEAI, June 30, 1990, San Diego, CA.

Conference Co-Director, "International Economics." University of Utah, May, 1984. "Political Economy at the University of Utah." University of Utah, October, 1983.

Professional

Development: Te Reo Maori – He Timatanga, An Introduction to Maori Language, Professional Development Programme, University of Otago, New Zealand, 12 March 2008.

References: To be provided upon request