

Curriculum Vitae

Alan L Moss, Ph D.

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Education

- Doctor of Philosophy, the Economics of Human Resources, Catholic University of America, 1981 (Minor in Political Science)
- Master of Arts, Economics, Temple University, 1967 (Minor in Political Science)
- Bachelor of Science, Commerce (Business Administration), Rider University, 1965 (Minor in Economics)

Professional Experience and Accomplishments

As Senior Consultant, Employment Research Corporation (2002-present):

- Prepared and delivered expert testimony for a large international corporation. Shaped perceptions of required wage rates under state prevailing wage law.
 - Directed team in determining the economic loss of plaintiffs in a case involving a large financial institution's failure to pay wages in accordance with Federal and state labor laws.
 - Conducted research to determine coverage and prevailing wage under Davis-Bacon and State prevailing wage laws in a case involving million dollar settlement terms.
 - Initiated occupational analysis to determine the proper classifications and their FLSA exemption status in a case involving large financial concern.
 - Conducted research and developed findings regarding numerous Fair Labor Standard Act cases, including pre and post-liminary requirements.
 - Prepared analyses to determine average compensation of pilots and other occupations based upon skills and length of careers.
 - Investigated the exempt/nonexempt status of selected positions.
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Employment Research Corporation

- Directed the preparation of a report concerning the per diem and rig rate reimbursement of employees of a large provider of pipeline services.
- Examined the pay practices of a maintenance firm contrasting wage rates paid to white versus minority workers.

As Chief Economist of the U.S. Department of Labor, Wage and Hour Division (July 1997- May 2002):

- Initiated program of National Office and Regional compliance surveys to effectively measure labor standards compliance.
- Directed the preparation of published economic reports on the U.S. minimum wage as applied to the Mainland, the Commonwealth of the Northern Marianas, and the territory of American Samoa.

As Director of Wage Determinations for the Wage and Hour Division (1984-96):

- Designed and directed new procedures for weekly publication of prevailing wage determinations, resulting in improved customer service and large agency savings.
- Initiated effective programs of wage determination automation, publication of manuals of operation, staff training and interested party seminars.

Through an American Political Science Association Fellowship (1989 -1990):

- Served as Legislative Assistant on labor and education issues to U.S. Senator Frank R. Lautenberg.
- Conceived and drafted bills -- introduced in the U.S. Senate -- to combat labor shortages and enhance the education of inner city youth.

As Chief of Labor Market Information (LMI) for the Employment and Training Administration (ETA) (1980-83):

- Conceived and directed development of the program to Improve Career Decision Making, which trained over 25,000 counselors in the use of career and labor market information.
- Originated and developed the LMI Training Institute -- a university-based program for training LMI staff and customers.

As Labor Economist for the ETA (1967-79):

- Initiated development of the first system to aggregate Job Bank openings nationally.
 - Launched Occupations in Demand at Job Service Offices, a national newspaper that provided 400,000 students and jobseekers monthly information on occupations in demand by geographic
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area.

- Developed and published industry analyses under the Industry Manpower Survey Program.

Teaching Experience

Adjunct Instructor, Central Michigan University, 1997. Developed curriculum and instructed students in a graduate seminar in the Economics of Labor.

Adjunct Instructor, University of Virginia, Falls Church, 1991-1996. Developed and delivered curriculums in Career Development and Macroeconomics.

Adjunct Instructor, Catholic University of America, 1990. Developed curriculum and instructed Ph.D. guidance candidates in Advanced Career Planning.

Books Published

Employment Opportunity: Outlook, Reason, and Reality (Prentice Hall 2000): A college textbook, teaching the social, psychological, and economic concepts vital to career success. It includes both narrative text and CD for end-of-chapter applications and job search activities.

Selling-out America's Democracy (Praeger 2008): A non-fiction book explaining how lobbyists, special interests and campaign financing undermine the will of the people. The book includes chapters that cover the minimum wage, inner-city crime, and education requirements.

Examples of Honors & Special Recognition

Received numerous Department of Labor Outstanding Performance/Secretary's Exceptional Achievement Awards.

Presented numerous papers at conferences including the 1993 Bureau of Labor Statistics International Occupational Classification Conference.

Won Congressional fellowship, Office of Senator Frank R Lautenberg, 1989.

Represented the United States at the Symposium on Occupational and Educational Information, International Labor Organization, Turin, Italy, 1979.

Served on a 2-year Intergovernmental Personnel Act assignment developing an Employment Planning System for local government use, 1972-74.

Other Papers and Publications

Economic Report: The Minimum Wage in American Samoa, U.S. Department of Labor, April 2001.

Minimum Wage and Overtime Hours under the Fair Labor Standards Act, U.S. Department of Labor, January 2001.

“Evaluation of the Hay Report: Minimum Wage Analysis for the Commonwealth of the Northern Mariana Islands,” U.S. Department of Labor, March 1998.

Minimum Wage and Overtime Hours under the Fair Labor Standards Act, U.S. Department of Labor, June 1998.

“Agency Addresses Customer Wishes Using Quality Management Outreach,” *Workforce Magazine*, Summer 1994.

“Consumer Criteria for the Next Standard Occupational Classification,” Proceedings of the International Occupational Classification Conference, U.S. Department of Labor, September 1993.

Service Contract Act Wage Determinations Manual of Operations, Editor, U.S. Department of Labor, 1987.

Service Contract Act Directory of Occupations (Second Edition), Editor, U.S. Department of Labor, July 1986.

Davis-Bacon Construction Wage Determinations Manual of Operations, Editor, April 1986.

“General Wage Determinations Issued Under the Davis-Bacon and Related Acts,” Editor, U.S. Department of Labor, January 1986.

Service Contract Act Directory of Occupations (First Edition), Editor, U.S. Department of Labor, April 1985.

Improve Career Decision-Making, LMI Monograph No. 10, U.S. Department of Labor, February 1983.

“A Test of the Application of Markov Chain Models to the Analysis of Internal Labor Markets and Manpower Forecasting in Large Organizations,” Ph. D. Dissertation, the Catholic University of America, January 1981.

“Occupations In Demand At Job Service Offices,” Editor, U.S. Department of Labor, Monthly Editions and News Releases, 1977 - 1981.

“A National Perspective on the Labor Market Information Program,” *Labor Market Information: Key to Improved CETA Planning*, U.S. Department of Labor, November 1979.

Employment Research Corporation

“New Job Search Tool Lists High-Demand Openings,” *Manpower Program Digest*, U.S. Department of Labor, September 1975.

Manpower Planning: The State of the Art, IPA Manpower Planning Project, District of Columbia Government, April 1973.

“GI’s Draw on Job Bank,” *Manpower Magazine*, U.S. Department of Labor, October 1972.

Industry Manpower Survey No. 116, Nursing Homes and Related Health Care Facilities, U.S. Department of Labor, 1969.

“Will Manpower Shortages Curtail Your Growth?” *Cooking for Profit*, Vol. 38, No. 223, July 1969.

“Manpower Shortage in Food Service,” *The Cornell Hotel and Restaurant Administration Quarterly*, May 1969.

Industry Manpower Survey No. 115, Eating and Drinking Places Industry, U.S. Department of Labor, March 1969.

“Manpower Developments and Outlook in the Computing Machines Industry,” *Area Trends in Employment and Unemployment*, U.S. Department of Labor, April 1968.

Industry Manpower Survey No. 113, Blast Furnaces-Steelworks-Rolling Mills, U.S. Department of Labor, September 1967.

“Crisis: Land Use in Brazil’s Northeast,” Unpublished Masters Thesis, Temple University, January 1, 1967.

Professional Affiliations and Listings

National Association of Forensic Economists

American Political Science Association

The Writers Guild

International Thriller Writers