



## **Curriculum Vitae Alan L. Moss, Ph. D.**

### **Current Position**

Senior Analyst at Employment Research Corporation since 2002. Led teams charged with developing information to meet the needs of both defense and plaintiff clients. Directed the determination of 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; prepared and delivered expert testimony to shape required wage rates in accordance with a State's prevailing wage law; initiated occupational analysis to determine the proper classifications and their FLSA exemption status in a case involving another large financial concern; and conducted research and developed proposals and reports in support of other various corporate objectives.

### **Education**

Ph.D., Economics of Human Resources, Catholic University of America, 1981

MA, Economics, Temple University, 1967

BS, Commerce (Business Administration), Rider University, 1965

### **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 Northern Virginia Center 1991-1996: Developed and delivered curriculum in undergraduate Career Development and Macroeconomics.

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

### **Government Service**

Chief Economist of the U.S. Department of Labor, Wage and Hour Division (July 1997- May 2002) initiated a 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; and initiated a contract study of the Fair Labor Standards Act Executive, Administrative and Professional Exemption.

Director of Wage Determinations for the Wage and Hour Division (1984-96), designed and directed new procedures for weekly publication of prevailing wage determinations under the Davis-Bacon and Service Contract Acts, 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; and led the development of the *Service Contract Act Directory of Occupations*.

American Political Science Association Congressional Fellow (1989), 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.

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; and originated and developed the LMI Training Institute -- a university-based program for training LMI staff and customers.

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 with monthly information on occupations in demand by geographic area; lead the Bureau of Employment Security's Industry Manpower Survey program, issuing multiple publications; served on an Intergovernmental Personnel Act assignment to develop an Employment Planning System for a large local government; and designed the CODE Job Bank Book format used to display job openings information across the nation.

### **Recent Publications**

*Selling-out America's Democracy* (Praeger 2008): This is a non-fiction book that explains how lobbyists, special interests and campaign financing combine to undermine the will of the people. The book includes chapters that cover global warming, the minimum wage, stem cell research, health care, and inner-city crime and education.

*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.

*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-ROM data base for end-of-chapter applications and job search activities.

### **Examples of Honors & Special Recognition**

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

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

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 Publications**

“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.

“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