



Employment Research Corporation

305 E. Eisenhower Pkwy, Suite 316, Ann Arbor, MI 48108 ■ Phone: 734-477-9040 ■ Fax: 734-477-9060

Curriculum Vitae Malcolm S. Cohen

Current Position

President, Employment Research Corporation

Previous Positions

Lecturer, Statistics, Human Resources Management and Human Resource Information Systems, Industrial Relations Center, Carlson School of Management, University of Minnesota, 1994-1996

Institute of Labor and Industrial Relations, University of Michigan

Director, 1980-1993

Co-Director of Research, 1973-1993

Associate Director of Research, 1972-1973

Associate Research Scientist, 1986-1994

Assistant Professor, University of Michigan, 1968-1972

Economist, U.S. Bureau of Labor Statistics, 1967-1968

Education

Ph.D., Economics, Massachusetts Institute of Technology, 1967

B.A., Economics, Summa Cum Laude, University of Minnesota, 1963

Professional Affiliations

International Labour and Employment Relations Association

Labor and Employment Relations Association

National Association of Forensic Economics

Economic and Statistical Consulting

Prepared analyses of economic loss in cases involving wage and hour, premature death, injury, termination from work, and age, race, and gender discrimination. Worked on analyses for plaintiffs and defendants. Appeared as an expert witness in depositions and trials. Prepared affidavits, reports, and computer analyses

Directed study of the impact of the New Economy on the overtime provisions of the Fair Labor Standards Act for the U.S. Department of Labor, 2001

Faculty, 29th Annual Labor and Employment Law Institute, sponsored by the Institute for Continuing Legal Education, the Michigan Law Schools, and The Michigan State Bar Association and the FMCS, April 1, 2004

Consultant to Migration Institute on Guest Workers for the U.S. Department of State, 2002

WHO Temporary Advisor, World Health Organization, 2002

Directed study for the Corporation for Public Broadcasting to assess the training needs of Public Broadcasting employees through the year 2000. Study completed in 1995

Consultant to Time-Life's Money Magazine, 1995

Consultant to Wage-Hour Administration on analysis of Minimum Wage Coverage, 1997 and 2000

Consultant to the Advisory Council on Unemployment Insurance, 1995

Called in as a consultant to the federal government's Cost of Living Council. The assignment involved estimating the economic impact of fringe benefit and pension plans on labor costs and employee compensation

Lecturer on occupational forecasting and career opportunities

Consultant to Washtenaw County, Michigan, to determine patterns in wage and job status by gender and race

Prepared review of human investment programs in Michigan for the Senate Fiscal Agency

Commissioned by the Secretary of Labor's Commission on Labor Quality to do a study of the US Employment Service

Consultant in data base management

Guest of Jane Pauley on the TODAY show to discuss the impact of unemployment

Research Assistant to Robert Solow while he was a member of the National Commission on Technology, Automation and Economic Progress. Wrote "The Effect of Wages on the Relative Employment of Unskilled Labor" for the Commission, which was published in its report

Selected Publications

"Measuring Global Skills Shortages" with Professor Mahmood A. Zaidi, *The Sterling Public Servant, A Global Tribute to Sylvia Ostry*. Quebec: McGill-Queen's University Press, 2004.

Global Skill Shortages with Professor Mahmood A. Zaidi. Cheltenham, UK: Edward Elgar Publishing, 2002.

The "New Economy" and Its Impact on Executive, Administrative and Professional Exemptions to the Fair Labor Standards Act (FLSA) with Don Grimes, U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, January 2001.

"Global Skill Shortages" with Mahmood A. Zaidi, *Proceedings of the Forty-eighth Annual Conference on the Economic Outlook*. Ann Arbor: Research Seminar in Quantitative Economics, University of Michigan, November 2000.

"Labor Shortages, Pay and Training in NAFTA Countries" with Mahmood A. Zaidi, *The North American Journal of Economics and Finance*, vol. 9 No. 1, (1998): 89-103.

Labor Shortages: As America Approaches the Twenty-first Century. Ann Arbor: University of Michigan Press, 1995.

"Labor Force Trends and Their Relationship to the Trucking Industry." *Changing Trucking to Match a Changing Work Force*. SP-979 Warrendale: Society of Automotive Engineers, November, 1993.

"Boom or Bust? Are There Skill Shortages in Professional and Executive Occupations?" *Workforce 1*, no. 1 (Spring 1992):31-7.

"The Labor Shortages of the 1990s." *The Economic Outlook for 1992, proceedings of the Thirty-ninth Annual Conference on the Economic Outlook*. Ann Arbor: Research Seminar in Quantitative Economics, University of Michigan, November 1991.

"Strategic Planning for Employment and Training." *Evaluation Forum*, no. 8 (February, 1991):15-20.

"Research Expectations in IR and HR Units: Views of Internal and External Constituencies." *Proceedings of the Industrial Relations Research Association Annual Meeting*. Madison: Industrial Relations Research Association, University of Wisconsin.

"The Role of the Employment Service" with David W. Stevens. *Investing in People, A Strategy to Address America's Workforce Crisis*. Washington, DC: Commission on Workforce Quality and Labor Market Efficiency, US Department of Labor, September 1989.

"Developing A Wage Record Archive: Some Implementation Issues." *The Feasibility of a National Wage Record Database: Four Working Papers*. Washington, DC: Northeast-Midwest Institute, January 1989.

"Unions and Jobs: The US Auto Industry--Comment" with George A. Fulton. *Journal of Labor Research* VIII, no. 3 (Summer 1987):307-10.

"The Economic Outlook for the Metropolitan Areas of Michigan" with George A. Fulton and Donald R. Grimes. *The Economic Outlook for 1987, proceedings of the Thirty-fourth Annual Conference on the Economic Outlook*. Ann Arbor: Research Seminar in Quantitative Economics, University of Michigan, November 1986.

"Structural/Frictional vs. Deficient Demand Unemployment: Comment" with Arthur R. Schwartz and Donald R. Grimes. *American Economic Review* 76, vol. 1 (March 1986):268-72.

"Deriving Labor Turnover Rates from Administrative Records." *Record Linkage Techniques--1985*. Washington, DC: US Department of Treasury, Internal Revenue Service, December 1985.

"New Hires by Industry and Area" with Arthur R. Schwartz. *The Economic Outlook for 1984, proceedings of the Thirty-first Annual Conference on the Economic Outlook*. Ann Arbor: Research Seminar in Quantitative Economics, University of Michigan, November 1983.

Methodology for Determining Whether There are Sufficient Workers Available in Various Occupations: An Aid in the Certification of Immigrants, with Arthur R. Schwartz. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, July 1982.

"New Measures of Labor Turnover" with Arthur R. Schwartz. *Monthly Labor Review* 103, vol. 11 (November 1980):9-13.

A Study of On-Line Use of Job Information in Employment Service Local Offices. 2 vols. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, October 1975.

"The LMIS Model: An Econometric Model of Local Urban Labor Markets" with C. Russell Hill and Harold T. Shapiro. *1974 Proceedings of the Business and Economic Statistics Section - American Statistical Association*. Washington, DC: American Statistical Association, 1974.

On the Feasibility of a Labor Market Information System, 3 vols. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, July 1974.

"A Life Cycle Model of the Household's Time Allocation" with Frank P. Stafford. *Annals of Economic and Social Measurement* 3, vol. 3 (July 1974):447-62.

"A Model of Work Effort and Productive Consumption" with Frank P. Stafford. *Journal of Economic Theory* 7, vol. 3 (March 1974):333-47.

"A Monte Carlo Study of Complex Finite Distributed Lag Structures" with Robert Gillingham and Dale Heien. *Annals of Economic and Social Measurement* 2, vol. 1 (February 1973):53-63.

"Area Employment Conditions and Labor Force Participation: A Microstudy" with Robert I. Lerman and Samuel A. Rea, Jr. *Journal of Political Economy* 79, vol. 5 (September-October 1971):1153-63.

"Sex Differences in Compensation." *Journal of Human Resources* VI, no. 4 (Fall 1971):434-47.

"Labor Market Information Project." *Statistical Reporter* no. 72-1 (July 1971):2-4.

"The Behavior of Help-Wanted Advertising: A Reply" with Robert Solow. *Review of Economics and Statistics* LII, vol. 4 (November 1970):442-3.

A Micro Model of Labor Supply, with Samuel A. Rea, Jr. and Robert I. Lerman. Washington, DC: US Department of Labor, Bureau of Labor Statistics, 1970.

"Quantitative Methods: Models and Simulation - A Summary of Techniques." Proceedings of the 1969 Annual Forum, Association for Institutional Research. Chicago: Association for Institutional Research, 1970.

"The Direct Effects of Federal Manpower Programs in Reducing Unemployment." *Journal of Human Resources* IV, vol. 4 (Fall 1969):491-507.

"Married Women in the Labor Force." *Monthly Labor Review* 92, vol. 10 (October 1969):31-5.

"Micro Data In Manpower Study." *Monthly Labor Review* 92, vol. 4 (April 1969):53-4.

"The Micro Approach to Manpower Research." *Proceedings of the Twenty-First Annual Winter Meeting, Industrial Relations Research Association*. Madison: Industrial Relations Research Association, University of Wisconsin, 1969.

"The Behavior of Help-Wanted Advertising" with Robert Solow. *Review of Economics and Statistics* XLIX, vol. 1 (February 1967):108-10.

"Variability by Skill in Cyclical Unemployment" with William H. Gruber. *Monthly Labor Review* 90, vol. 8 (August 1967):8-11.

"The Effect of Wages on the Relative Employment of Unskilled Labor." *Adjusting to Change. Appendix Volume III, Technology and the American Economy, The Report of the National Commission on Technology, Automation, and Economic Progress*. Washington, DC: US Government Printing Office, 1966.

"Labor Unions and the Antitrust Strawman." *Labor Law Journal* (February 1963):201-15.

Other Teaching and Related Experience

Taught seminar in Quantitative Economics, a second-year graduate course covering applied topics in econometrics, University of Maryland, Spring 1968.

Taught Intermediate Micro, Macro Economic Theory, Human Capital, and Labor Economics, in the Department of Economics, University of Michigan, 1968-80.

Chairman, Management Information System Team, a team charged with responsibility for determining the University of Michigan's management information needs, 1969.

Chairman of the Program for Human Resource Development at the University of Michigan, a Rackham graduate certificate program, varied terms, 1975-88.

Adjunct Research Scientist in the Urban Technological Environmental Planning Department, 1986-89.

Labor Economist, US Bureau of Labor Statistics, Washington, DC, 1967-68.

Selected Papers Presented

"A Scientific Approach to Mitigation of Economic Damages in Discrimination and Wrongful Discharge" presented by Dr. Cohen to National Association of Forensic Economists (NAFE) Forensic Economics II Session at the 2012 ASSA Meeting, Chicago, IL, January 7, 2012, co-authored by Malcolm S. Cohen and Laura R. Steiner

Speaker at Labor and Employment Law Section, State Bar of Nevada, Las Vegas, Nevada, April 8, 2011

Speaker at Cleveland Inns of Court Seminar, Cleveland, Ohio, February 10, 2011

"Avoiding Employment Audits and Class Actions in an Era of Increased Enforcement" presented by ALI-ABA, January 26, 2011

"The Use of Labor Market Indicators and Automated Data in EEOC, OFCCP, Compensation, and Employment Mitigation Cases" presented to Worklaw Network, Hawaii, April 2010

"Measuring Labor Shortages and Surpluses" presented at the Midwest Innovation Initiative: Innovations in Labor Market Information – Institute for Work & the Economy, Chicago, IL July 21, 2009

- "FELA/Railroad Workers: A Case Analysis from an Economic Perspective" presented to the American Rehabilitation Economics Association, (AREA), Chicago, IL, June 13, 2009
- "Measuring Labor Shortages" presented at the Labor Shortages and Comprehensive Immigration Reform Conference – Employment Policy Institute Economic Policy Institute Shortages Conference, Washington, DC, May 20, 2009
- "Executive Compensation – The Bubble has Burst" seminar presented with Arnstein and Lehr LLP, Chicago, IL at the American Bar Association Conference, Key West, FL, March 27, 2009
- "The Comprehensive Employment Audit" presented to Livingston Area Human Resource Association (LAHRA), May 20, 2008
- "Choosing a Measure of Worklife" presented to the American Rehabilitation Economics Association, (AREA), Pittsburgh, PA, May 17, 2008
- "Conducting an Employment Audit" presented to Greater Ann Arbor Society for Human Resource Management (GAASHRM), January 9, 2007
- "The Comprehensive Employment Audit" seminar presented with Arnstein and Lehr LLP, Chicago, IL, June 21, 2006
- "How Not to Lie with Statistics, Using Statistics in Discrimination Cases" presented to the Miller & Martin Academy, Atlanta, GA, February 2006
- "How Economic Research Can Provide a Scientific Basis for Measuring Compensation Loss and Failure to Mitigate Damages" 29th Annual Labor and Employment Law Institute, sponsored by the Institute for Continuing Legal Education, the Michigan Law Schools, the Michigan State Bar Association and the FMCS, April 1, 2004
- "Globalization, Skill Shortages and Surpluses in Selected Countries" session title: Can Labor Markets of the Network Economy Cope with Economic Shocks and World Political Uncertainty? Frankfurt, Germany, June 30, 2003
- "Cross Country Institutions and Outcomes" (discussant). National Bureau of Economic Research, Inc. Universities Research Conference on Labor in the Global Economy, Cambridge, MA, May 12, 2001.
- "Global Skill Shortages in the 21st Century" with Mahmood Zaidi, Carlson School of Management, University of Minnesota at the International Industrial Relations Association 12th World Congress, Tokyo, Japan, May 29, 2000.
- "Labor Shortages and Pay Across National Borders" with Mahmood Zaidi, Carlson School of Management, University of Minnesota at the International Industrial Relations Association 11th World Congress, Bologna, Italy, September 23, 1998.
- "Labor Shortages, Pay and Training in North America" with Mahmood Zaidi, Carlson School of Management, University of Minnesota at the Industrial Relations Research Association and The North American Economics and Finance Association joint session in Chicago, IL, January 3, 1998.
- "Pay and Shortages" with Mahmood Zaidi, International Industrial Relations Association Study Group on Pay Systems, New Orleans, LA, January, 1997.

- "The Employment Effects of Environmental Protection — A comment," University Of Michigan School of Natural Resources Conference on the Effect of Environmental Hazards on Minorities, January 24, 1993.
- "Economic Conditions in the Construction Industry." Sheet Metal Contractors Association, Detroit, Nov. 18, 1992.
- "The Future of the Trucking Industry: Labor Force Trends." Society of Automotive Engineers, Truck and Bus Meeting, Toledo, November 17, 1992.
- "Employment Prospects for Michigan." Venture Capitol Seminar, Grand Rapids, October 15, 1992.
- "Labor Shortages: Myth or Reality?" The Staffing Industry Executive Forum, Chicago, June 2, 1992.
- "Grand Rapids Growth: A Forecast for the Future." Economic Club of Grand Rapids (guest of honor and speaker), Grand Rapids, Michigan, January 13, 1992.
- "Measuring Engineering Shortages." Conference on "Engineers in America's Future: Shortage or Surplus?" Sponsored by the Engineering Manpower Commission of the American Association of Engineering Societies, Washington, DC, September 11, 1991.
- "Workforce Trends 1988-2000." Conference on "Economy 1990/2010," sponsored by the Southeast Michigan Council of Governments, Detroit, Michigan, April 16, 1991.
- "Measurement of Labor Shortages." Industrial Relations Research Association, 43rd annual meeting (joint session with the North American Economics and Finance Association), Washington, DC, December 28, 1990.
- "Labor Force Trends in the Year 2000." University of Michigan Alumni Association, Ann Arbor, Michigan, November 20, 1990.
- "Future Labor Force Trends." Taubman Company Employee Conference, Detroit, Michigan, October 4, 1990.
- "Causes and Cures of Labor Shortages." Conference sponsored by the New Jersey Business and Industry Association and the Hon. Frank Lautenberg, Newark, NJ, October 2, 1990.
- "Computers and the Public Employment Service of the Future." Conference on "Job Placement Technology for the 1990s." Sponsored by the US Department of Labor, Employment and Training Administration, Marina Del Rey, California, July 25, 1990.
- "Strategic Planning for Employment and Training." National Employment Service/Labor Market Information Directors' Conference, Dearborn, Michigan, May 2-4, 1990.
- "The Impact of Future Economic Trends on Labor." Walter and May Reuther Family Education Center, On3away, Michigan, February 1990.
- "The Outlook for Muskegon." Chamber of Commerce breakfast, Muskegon, Michigan, May 19, 1988.
- "What's Hot and What's Not in Today's Job Market." Wayne Counselor Academy, Flat Rock, Michigan, November 18, 1987.

- "Alternatives to a Public Employment Service." Conference on "Work and the US Economy in the Year 2000." Sponsored by the US Department of Labor and the University of Southern California, Los Angeles, May 21, 1987.
- "The Outlook for Southeast Michigan." Detroit Association for Business Economists, Dearborn, Michigan, February 28, 1985.
- "Career Alternatives for Advanced Degree Holders." Rackham Graduate School conference on "Graduate Employment Opportunities." University of Michigan, Ann Arbor, February 11, 1984.
- "Labor, Leisure and Amenities over the Day" with Frank P. Stafford. Econometric Society, New Orleans, December 27, 1971.
- "Economics of Information" (panelist). American Society for Information Science, Boulder, Colorado, November 1971.
- "The Outputs of the Labor Market Information Project." Second Annual Research and Reports Conference, United States Employment Service, Milwaukee, Wisconsin, October 1971.
- "Manpower Planning and the 1970 Census." Southeastern Michigan Census Users Conference, Detroit, Michigan, June 1971.
- "Micro Data and Labor Market Information." Michigan International Association of Personnel in Employment Security, Ann Arbor, Michigan, May 1971.
- "Microdata Requirements and Public Policy" (discussant). National Bureau of Economic Research Workshop Series on the Computer and Applied Econometrics, Workshop on the Use of Microdata Sets in Economic Analysis, at the Brookings Institution, Washington, DC, October 22, 1970.
- "The Micro Approach to Manpower Planning." International Manpower Seminar sponsored by the US Department of Labor, Washington, DC, June 1970.
- "The Effects of Family Income and Area Employment Conditions on Labor Force Participation--A Micro Study" with Robert I. Lerman and Samuel A. Rea, Jr. Annual Meeting of the Allied Social Science Associations, New York, December 30, 1969.

Other Publications

- "Study on the Feasibility of Using Labor Market Information for Alien Labor Certification Determination." In a joint edition of *Labor Notes* and *Labor Market Inform-the-Nation*. Washington, DC: National Governors' Association Center for Policy Research Training and Employment Program; and Interstate Conference of Employment Security Agencies, Inc., December 1990.
- Occupational Employment Forecasts for the Flint SMSA, 1985-1986*, with Arthur R. Schwartz and Donald R. Grimes. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, September 1985.
- "US Labor Turnover: Analysis of a New Measure" with Arthur R. Schwartz. In *A Summary of ESP Results: Selected Research and Data by State*. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, March 1981.

"A Time-Series Forecasting Model of New Hires in California" with Alan Kett. In *Proceedings of the Employment Service Potential Meeting*. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, September 1979.

"A Feasibility Study of the Data Needed to Evaluate the Targeted Jobs Tax Credit Program" with Robert C. Bressan. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, August 1979.

A Time Series Forecasting Model of New Hires in California, with Alan Kett. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, July 1979.

"Estimates of State New Hire Rates" with Arthur R. Schwartz. In *Proceedings of the Employment Service Potential Conference*. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, November 1978.

Civilian Labor Force, Employment and Unemployment Forecasts, Michigan, East and Central Major Areas, with Harold T. Shapiro, Arthur R. Schwartz, and Alan Kett. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, June 1977.

Civilian Labor Force, Employment and Unemployment Forecasts, Southeast Michigan, with Harold T. Shapiro, George A. Fulton, and Arthur R. Schwartz. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, June 1977.

Civilian Labor Force, Employment and Unemployment Forecasts, Michigan, Western Major Areas, with Harold T. Shapiro, Arthur R. Schwartz, and Alan Kett. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, June 1977.

Civilian Labor Force, Employment and Unemployment Forecasts, State of Michigan, with Harold T. Shapiro and George A. Fulton. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, May 1977.

Civilian Labor Force, Employment and Unemployment Forecasts: Multi-County Balance of State Areas, with Harold T. Shapiro, Arthur R. Schwartz, Alan Kett, and Philip Mirowski. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, May 1977.

Wage and Salary Forecast, Michigan, with Arthur R. Schwartz. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, November 1976.

Civilian Labor Force, Employment and Unemployment Forecasts: Allocation to Prime Sponsors. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, June 1976.

Technical Appendix for An Econometric Model of a Local Urban Labor Market: The Jackson SMSA. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, August 1, 1976.

Civilian Labor Force, Employment and Unemployment Forecasts for the Flint SMSA. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, December 2, 1975.

An Econometric Model of a Local Urban Labor Market: The Flint SMSA. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, December 2, 1975.

An Econometric Model of a Local Urban Labor Market: The Denver, Colorado SMSA. Ann Arbor: Institute of Labor and Industrial Relations, University of Michigan, March 30, 1975.