



THE CONFERENCE BOARD



Cornell University
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Institute for Compensation Studies

Information Technologies and Labour Market Disruptions: A Cross-Atlantic Dialogue

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Biographies of Participants

JOHN M. ABOWD

Edmund Ezra Day Professor of Economics

Director, Labor Dynamics Institute

Cornell University – ILR School

Prof. Abowd is the Edmund Ezra Day Professor of Economics, Professor of Information Science, Director of Graduate Studies in Economics, member of the Department of Statistical Science, and the Director of the Labor Dynamics Institute at Cornell University. He is also Research Associate at the National Bureau of Economic Research, Research Affiliate at the Centre de Recherche en Economie et Statistique, Research Fellow at the Institute for Labor Economics (IZA), Research Fellow at Institut für Arbeitsmarkt-und Berufsforschung (IAB), and Elected Member of the International Statistical Institute. He is President and Fellow of the Society of Labor Economists and provides scientific leadership for the Longitudinal Employer-Household Dynamics Program at the Census Bureau. He has served as Chair of the Business and Economic Statistics Section and Fellow of the American Statistical Association, a Distinguished Senior Research Fellow at the United States Census Bureau, and member of the National Academies' Committee on National Statistics and the American Economic Association's Committee on Economic Statistics. His current research focuses on the creation, dissemination, privacy protection, and use of linked, longitudinal data on employees and employers, collaborating on integrated labor market data research with the Institut National de la Statistique et des Etudes Economiques (INSEE). His other research interests include network models for integrated labor market data; international comparisons of labor market outcomes; executive compensation with a focus on international comparisons; bargaining and other wage-setting institutions; and the econometric tools of labor market analysis. Prof. Abowd is currently the Principal Investigator or Co-Principal Investigator for grants and contracts from the National Science Foundation, the U.S. Census Bureau and the Alfred P. Sloan Foundation. He has published articles in the *American Economic Review*, *Econometrica*, the *Review of Economics and Statistics*, the *Quarterly Journal of Economics*, the *Journal of the American Statistical Association*, the *Journal of Business and Economic Statistics*, the *Journal of Econometrics*, among others. Prof. Abowd

served on the faculty at Princeton University, the University of Chicago, and the Massachusetts Institute of Technology before coming to Cornell.

LINDA BARRINGTON

**Executive Director, Institute for Compensation Studies
Cornell University – ILR School**

Dr. Barrington is Executive Director, Institute for Compensation Studies at Cornell University-ILR School. She has published on new workforce entrants, business leaders' perceptions of their top challenges, compensation trends, the working poor, economic history and gender economics. Barrington's work appears in the *Review of Economics and Statistics*, the *Journal of Economic History*, the *Historical Statistics of the U.S.*, the *WorldatWork Journal*, and numerous Conference Board reports. Her book, *Employment and Work* (2012), was published in the *Sage Reference Series on Disability*. Dr. Barrington has received research underwriting from the Atlantic Philanthropies, Rockefeller Foundation, Russell Sage Foundation, the Gates Foundation, and the U.S. Department of Education. Barrington has presented to state-level policy panels on gender pay gaps and to the White House Conference on Aging and the Government Accountability Office on the maturing workforce. She is a frequent contributor to the media. Prior to Cornell, she held several positions at The Conference Board, most recently Managing Director of Human Capital, and began her professional career on the economics faculty at Barnard College of Columbia University. She holds a Ph.D. in economics from the University of Illinois, and a B.S. in economics from the University of Wisconsin.

STEVEN BERKENFELD

**Managing Director, Investment Banking Division, Head of Industrial Technology
Barclays**

Mr. Berkenfeld is a Managing Director in the Investment Banking Division of Barclays. His current roles include chairing the Equities Commitment Committee and the Fairness Opinion Committee, co-heading the Firm's Cleantech Initiative, leading the banking effort for Industrial and Energy Technology companies, and serving as a senior advisor to the Industrial Group and the M&A Group. He also is co-chair of the Corporate & Investment Banking Reputational Risk Committee. Prior to joining Barclays Capital in September 2008, Mr. Berkenfeld had spent over 21 years at Lehman Brothers. His most recent responsibilities were as (i) Chairman of the Firm's Transaction Approval Committees for Investment Banking, including Commitment Committee, Bridge Loan Committee, Fairness Opinion Committee and Strategic Acquisition Review Committee, (ii) the Global Head of Legal, Compliance and Audit and (iii) Chief Investment Officer for Lehman Brothers' Principal Investing activities and Chairman of the Firm's Investment Committee. From 2001 through 2005, he was Chief Investment Officer of Lehman Brothers' Private Equity Division, with responsibilities including serving as Chairman

of the Firm's Investment Committee, reviewing and approving all potential principal investment opportunities for Lehman Brothers' Private Equity Funds and assisting in the execution of transactions for each of the Private Equity asset classes. Earlier in his career at Lehman Brothers, Mr. Berkenfeld had responsibility for all legal matters relating to Lehman Brothers' Investment Banking and Private Equity activities, as well as many of its Fixed Income and Equities businesses. Prior to joining Lehman Brothers in 1987, he was an associate at the law firm of Fried, Frank, Harris, Shriver & Jacobson engaged primarily in mergers & acquisitions and leveraged buy-outs. He holds a J.D. from Columbia Law School and a B.S. from Cornell University. He is a member of the national Board of Directors of the Sierra Club Foundation, a member of the Sierra Club's Cleantech Council and a member of the Executive Committee of the Long Island Group of the Sierra Club. He also is a member of the Board of Directors of Green City Force and the sponsor of the Employment Sustainability Initiative on Employment and Technology at the ILR School of Cornell University.

MORTEN BERTELSEN

US Correspondent

DN- Norway's Business Daily

Mr. Bertelsen is the US correspondent for Norway's business daily, based in New York. Norway's Business Daily (Dagens Næringsliv/DN) is one of Scandinavia's most influential news publications with a daily readership of 500,000. It is a part of the listed NHST group (www.nhst.no).

CAROL CORRADO

Senior Advisor and Research Director

The Conference Board

Dr. Corrado is senior advisor and research director in economics at The Conference Board, where her primary focus is measuring intangible capital and analyzing innovation and economic growth. Dr. Corrado coauthored key papers on the macroeconomic analysis of intangible investment and capital, including one that won the International Association of Research on Income and Wealth's 2010 Kendrick Prize ("Intangible Capital and U.S. Economic Growth"). Her research on intangibles and innovation has been cited in the popular press, including *Business Week*, *Financial Times*, and *New York Times*. In recent work, she collaborated to develop the INTANInvest database, an internationally comparable dataset of intangible investment and capital for 27 EU countries, Norway, and the United States. Dr. Corrado received the American Statistical Association's prestigious Julius Shiskin Award for Economic Statistics in 2003 in recognition of her leadership in improving the measurement of industry productivity, information and communications technology prices, and industrial production and capacity utilization. She also received a Special Achievement Award from the Board of Governors of the

Federal Reserve System in 1998 and holds a PhD in economics from the University of Pennsylvania and a BS in management science from Carnegie-Mellon University.

PETER COY

Economics Editor

Bloomberg Businessweek

Mr. Coy is the economics editor for *Bloomberg Businessweek* and covers a wide range of economic issues. He also holds the position of senior writer. He joined the magazine in December 1989 as telecommunications editor, then became technology editor in October 1992 and held that position until joining the economics staff. He came to *BusinessWeek* from the Associated Press in New York, where he had served as a business news writer since 1985. Before that, Mr. Coy worked as a correspondent in the AP Rochester bureau. He began his career at the AP in 1980 as an editor in the Albany bureau. Prior to that, he was a reporter for the *Waterbury (Conn.) Republican*. He has appeared on numerous TV programs, including shows on CNN, Fox News Channel, and MSNBC, among others. Mr. Coy holds a BA in history from Cornell University.

SOUMITRA DUTTA

Dean

Cornell University - Johnson Graduate School of Management

Prof. Dutta is the Anne and Elmer Lindseth Dean and Professor of Management at the Samuel Curtis Johnson Graduate School of Management at Cornell University, New York. Prior to July 2012, he was the Roland Berger Chaired Professor of Business and Technology at INSEAD. Prof. Dutta obtained his Ph.D. in computer science and his M.Sc. in business administration from the University of California at Berkeley. His current research is on technology strategy and innovation policies at both corporate and national levels. Prof. Dutta has co-edited thirteen annual Global Information Technology reports for the World Economic Forum on the impact of information technology on development and national competitiveness (<http://www.weforum.org/issues/global-information-technology>). He is the co-author of the Global Innovation Index (<http://www.globalinnovationindex.org>) which is published with the World Intellectual Property Organization (a specialized UN agency focused on innovation and patents) and is leading global assessment of innovation capabilities. His research has been showcased in the global media and he has received several awards including the Light of India Award '12 (from Times of India media group) and the Global Innovation Award '13 (from INNOVEX in Israel).

CHARLES FADEL

Founder & Chairman

Center for Curriculum Redesign

Mr. Fadel is a global education thought leader, expert and inventor; founder and chairman of the Center for Curriculum Redesign; visiting scholar at Harvard GSE, MIT ESG and UPenn CLO; co-author of best-selling book “21st Century Skills”; founder and president of the Fondation Helvetica Educatio (Geneva, Switzerland); senior fellow, human capital at The Conference Board; senior fellow at P21.org; board member of Innovate+Educate; angel investor with Beacon Angels. He has worked with education systems and institutions in more than thirty countries. He was formerly Global Education Lead at Cisco Systems. He holds a BSEE, an MBA, and five patents.

MARTIN FLEMING

Chief Economist

IBM Corporation

Dr. Fleming is IBM’s Chief Economist and Vice President, Business Performance Services. As IBM’s Chief Economist, he provides regular insight and analysis to IBM’s senior leaders and engages with select IBM clients to provide a view of the global economic outlook. In leading the Business Performance Services team, he leads an analytics center of competency focused on improving IBM’s business performance and achieving IBM’s 2015 financial goals. Previously, within IBM Corporate Strategy, Dr. Martin led IBM’s Smarter Planet strategy development and execution with a focus on energy, climate change, transportation, water and Smarter Cities. Prior to joining IBM, he was a Principal Consultant with Abt Associates, Cambridge Massachusetts. He was also Vice President, Strategy for Reed-Elsevier, Inc., the Anglo-Dutch information company. Dr. Martin began his professional career at the System Dynamics Group, Alfred P. Sloan School of Management, Massachusetts Institute of Technology. Dr. Martin’s work has been published in a number of professional journals and general interest publications such as the *New York Times* and the *Wall Street Journal*. He has testified to various US Congressional committees, including the Joint Economic Committee. Dr. Martin holds a Ph.D. and an M.A. in Economics from Tufts University and a B.S. *cum laude* in Mathematics from University of Massachusetts Lowell.

SETH FLETCHER

Senior Editor

Scientific American

Mr. Fletcher is the senior editor in charge of technology coverage for *Scientific American* and the author of *Bottled Lightning: Superbatteries, Electric Cars, and the New Lithium Economy* (Hill & Wang/FSG, 2011). His writing has appeared in *The New York Times*, *Scientific American*,

Popular Science, *Fortune*, *Men's Journal*, *Outside*, *Salon*, and other publications. He has appeared as a commentator on CBS's *Face The Nation*, MSNBC's *The Dylan Ratigan Show*, NPR's *Fresh Air*, *Morning Edition*, *Science Friday*, *Marketplace*, *The Takeaway*, and *The Leonard Lopate Show*, along with the BBC World Service and many local radio affiliates. He holds a master's degree from the Missouri School of Journalism and undergraduate degrees in English and philosophy.

LAURA FORLANO

Assistant Professor

Illinois Institute of Technology

Dr. Forlano is an Assistant Professor of Design at the Institute of Design at Illinois Institute of Technology. From 2012-2013, she was a Visiting Scholar in the Comparative Media Studies program at Massachusetts Institute of Technology from 2012-2013. Her research is focused on the intersection between emerging technologies, material practices and the future of cities; specifically, she writes about emergent forms of organizing and urbanism enabled by mobile, wireless and ubiquitous computing technologies with an emphasis on the socio-technical practices and spaces of innovation. Dr. Forlano was part of a collaborative project "Breakout! Escape from the Office" that was included in The Architecture League of New York's *Toward the Sentient City* exhibition in 2009. She is co-editor with Marcus Foth, Christine Satchell and Martin Gibbs of *From Social Butterfly to Engaged Citizen: Urban Informatics, Social Media, Ubiquitous Computing, and Mobile Technology to Support Citizen Engagement*, which was published by MIT Press in 2011. Her research and writing has been published in peer-reviewed journals including *First Monday*, *The Information Society*, *Journal of Community Informatics*, *IEEE Pervasive Computing*, *Design Issues* and *Science and Public Policy*. She has published chapters for books including editor Mark Shepard's *Sentient City: Ubiquitous Computing, Architecture, and the Future of Urban Space* (MIT Press 2011) and The Architecture League of New York's *Situated Technologies* pamphlet series and is a regular contributor to their *Urban Omnibus* blog. She received her Ph.D. in communications from Columbia University.

RANA FOROOHAR

Assistant Managing Editor, Columnist

Time

Ms. Foroohar is *CNN*'s Global Economic Analyst and an assistant managing editor for *TIME*, overseeing business and economic coverage across all platforms. Her column, "The Curious Capitalist," covers the intersection of the global economy and Main Street. It is a must-read for economic and political thought leaders and one of the most popular features in *TIME*. Ms. Foroohar has penned numerous *TIME* cover stories and essays on Europe's economic crisis, the "Wimpy Recovery" following the Great Recession, and what the rise of "localnomics" means for American business. In a *Time* exclusive, she had the first interview with new Fed chair Janet

Yellen. She frequently profiles movers and shakers in finance, including Warren Buffett, Carl Icahn, regulator Gary Gensler, and bond traders Bill Gross and Mohamed El-Erian of PIMCO. Her high level yet accessible analysis of national and world events has made her a sought-after commentator for *CBS*, *NBC*, and the *BBC*. Her radio show, “Money Talking,” focuses on business and the economy. It airs weekly on New York City’s WNYC and is available on iTunes. Ms. Foroohar served as the deputy editor in charge of international business and economics for *Newsweek*. She headed up the economics coverage for the annual Davos special issue and spent six years as *Newsweek*’s European economic correspondent based in London, covering business news throughout Europe and the Middle East. During this time, she was awarded the German Marshall Fund’s Peter R. Weitz Prize for transatlantic reporting. She worked as a general editor at *Newsweek*, a reporter for *Forbes*, and a writer and editor at various other national and international publications. She chairs panel discussions with world leaders, intellectuals, and economists at the World Economic Forum. In 2012, she moderated a Harvard Business School discussion on what business and government can do to improve U.S. competitiveness. She shares her political and economic analysis on shows like *Fareed Zakaria GPS*, *Face the Nation*, and *Real Time with Bill Maher*. The recipient of awards and fellowships from institutions such as the Johns Hopkins School of International Affairs, the East West Center, and the Newswomen's Club of New York, Ms. Foroohar is a graduate of Barnard College, Columbia University, and a life member of the Council on Foreign Relations.

CARL BENEDIKT FREY

Research Fellow

Oxford Martin School

Dr. Frey is a Research Fellow at the Oxford Martin School and an Economics Associate of Nuffield College, both Oxford University. He is also a Research Fellow at the Department of Economic History, Lund University. His research interests include the transition of industrial nations to knowledge-driven economies, and subsequent challenges in terms of urban development, labour market polarisation and the financing of innovation.

JAMES GALLMAN, JR.

Leader, Workforce Planning

General Electric Company

Mr. Gallman is the corporate Leader for Strategic Workforce Planning at the General Electric Company. Currently, he is working to create a community of Strategic Workforce Planners and to support the HR organization’s understanding of the topic. His key focus areas are the drivers of the cost of work around the world, organizational benchmarking and strategic decision tools. He is working on answering some of the “Big Questions” about talent and how those answers intersect with the GE business strategy. Prior to joining GE, Mr. Gallman was the Head of Workforce Planning for Holcim, a global building materials company, and based in Zurich, Switzerland. His work there focused on workforce planning and employee engagement mainly

in Eastern Europe, India and Southeast Asia. He began his career at Rohm and Haas Company, now a part of Dow Chemical, as a research process engineer. He held other positions at that company in Logistics, Supply Chain, IT and HR. Outside of work, Mr. Gallman is an avid hiker, cook, eater and reader. He likes travel, especially to mountainous regions around the world. He has a growing collection of contemporary art.

RICK GUZZO

Partner

Mercer

Dr. Guzzo co-leads Mercer's Workforce Sciences Institute, a research and innovation center, and works with private- and public-sector clients on a wide range of strategic workforce issues. He serves as Mercer's primary technical advisor to the World Economic Forum for the introduction of its *Human Capital Report* (2013) and the Human Capital Index. He has published four books, including *Play to Your Strengths – Managing Your Internal Labor Markets for Lasting Competitive Advantage* (McGraw-Hill, 2004) and dozens of professional papers, including publications in *Journal of Applied Psychology*, *Academy of Management Review*, and *Harvard Business Review*. His research and publications have won awards such as the 2005 Ullrich and Lake Prize for Excellence in HR Scholarship and the 2010 Best Practitioner–Oriented Publication from the Academy of Management (with Haig Nalbantian). Dr. Guzzo has been with Mercer since 1997. Prior to joining the company he served as a professor of organizational psychology at New York University (1980-89) and at the University of Maryland (1989-97). He also has held short-term faculty positions in Shanghai, China and Montreal, Canada. He is a Fellow of the Society for Industrial-Organizational Psychology. He earned a BS degree at The Ohio State University in 1974 and a Ph.D. from Yale University in Administrative Sciences in 1979.

KEVIN HALLOCK

Donald C. Opatrny '74 Chair of the Department of Economics

Joseph R. Rich '80 Professor of Economics and of HR Studies

Director, Institute for Compensation Studies

Cornell University – ILR School

Dr. Hallock is the Donald C. Opatrny '74 Chair of the Department of Economics, the Joseph R. Rich '80 Professor of Economics and Human Resource Studies and founding Director of the Institute for Compensation Studies in the ILR School at Cornell University. He is also a Research Associate at the National Bureau of Economic Research, on the Board of Directors of Society of Certified Professionals at WorldatWork, on the Compensation Committee of Guthrie Health and is a Distinguished Principal Research Fellow at The Conference Board. In 2013, he was elected a Fellow of the National Academy of Human Resources. His current research is

focused on compensation design, labor markets, executive compensation, and the plan design and mix of employee compensation. His most recent book, *Pay*, was published by Cambridge University Press in 2012 and received the Princeton University Richard A. Lester Prize. He earned a B.A. in Economics, *Summa Cum Laude*, from the University of Massachusetts at Amherst in 1991, a M.A. in Economics from Princeton University in 1993 and a Ph.D. in Economics from Princeton University in 1995.

MICHAEL HANDEL

Professor

Northeastern University

Prof. Handel, associate professor of Sociology at Northeastern University, studies the labor market implications of technological change, particularly computers and other information technology.

SETH D. HARRIS

Distinguished Scholar

Cornell University – ILR School

Former U.S. Deputy Secretary of Labor

Dr. Harris was the Acting U.S. Secretary of Labor and Deputy Secretary of Labor during the first five years of President Obama's two terms in office. As the Chief Operating Officer of a federal Cabinet agency, he oversaw the work of 17,000 employees and an \$85 billion budget, as well as policy, legislative, regulatory planning and implementation and strategic planning, performance management, and performance measurement. He was the principal outside advisor on labor, employment, and disability issues to then-Senator Obama and his presidential campaign beginning in January 2007 and remained a senior advisor to the White House throughout his tenure at the Labor Department. Prof. Harris had served as a policy, legal, and strategic advisor to both Secretaries of Labor under President Bill Clinton. In between his two tours of duty at the Labor Department, he was a labor and employment law teacher and scholar with a particular focus on the economics of labor, employment, and disability laws. In January 2014, Dr. Harris returned to Cornell University's ILR School as a Distinguished Scholar. Harris earned his B.S. from the ILR School in 1983.

BART HOBJIN

Senior Research Advisor

Federal Reserve Bank of San Francisco

Dr. Hobijn joined the Federal Reserve Bank of San Francisco in September 2008. He is a Senior Research Advisor in the Economic Research Department. In addition, he teaches as a part-time full professor at VU University Amsterdam, in the Netherlands. Dr. Hobijn is an applied macroeconomist, whose special interests are technological progress and economic growth, price measurement, and labor market dynamics. Prior to joining the San Francisco Fed, Dr. Hobijn was a Research Officer in the Research and Statistics Group at the Federal Reserve Bank of New York. He completed his Ph.D. at New York University and his MS in econometrics at Erasmus University Rotterdam, in the Netherlands.

RON JARMIN

Assistant Director for Research and Methodology

U.S. Census Bureau

Dr. Jarmin is the Assistant Director for Research and Methodology at the U.S. Census Bureau. He formerly was the Bureau's Chief Economist and Chief of the Center for Economic Studies and a Research Economist. He holds a PhD in economics from the University of Oregon and has published papers in the areas of industrial organization, business dynamics, entrepreneurship, technology and firm performance, urban economics, data access and statistical disclosure avoidance. He oversees a broad research program in statistics, survey methodology and economics to improve economic and social measurement within the federal statistical system.

FRANK KOLLER

Author and Journalist

Former Foreign Correspondent & Economics Specialist for CBC

Mr. Koller is an author and former economics specialist and foreign correspondent for the Canadian Broadcasting Corporation (CBC.) Over thirty years, he crisscrossed the globe, concentrating on the US and Asia. His recent book *SPARK: How Old-Fashioned Values Drive a Twenty-First Century Corporation* is a scathing critique of the corporate addiction to layoffs. A profile of Lincoln Electric's no-layoff policy, the book was acclaimed by the Wall Street Journal, Harvard Business Review ("book of the month"), PBS-TV's NewsHour, CBC and many others. Princeton University called *SPARK* one of the *10 Best Books on Economics and Management for 2010*. Harvard's Richard Freeman agreed: "A remarkable story of the better side of American capitalism." Mr. Koller writes on work and technology for MotleyFool.com and PBS Television's Making Sen\$e. He lectures widely on no-layoff policies. Based in Washington from 1998 to 2005, he covered Presidential election campaigns, 9/11 in New York, cowboy poets in Missouri and economic change in Argentina and Brazil. From 1985 to 1998, Mr. Koller reported

from Jakarta (his home) Seoul, Rangoon, Phnom Penh, Tokyo, Hong Kong, Hanoi and everywhere in between. He covered the democracy protests in Tienanmen Square and Asia's economic meltdown while teaching journalists in Indonesia and Cambodia. He's won awards from the Canadian Association of Journalists and Asia Pacific Foundation of Canada. Mr. Koller holds a master's degree in Urban Systems from M.I.T and a civil engineering degree from Carleton University. In the 1970s, he was a professional jazz musician and recording artist.

THOMAS LEMIEUX

Professor of Economics

University of British Columbia

Prof. Lemieux is a professor of Economics at University of British Columbia. He received his B.A. at Université Laval in 1984, his M.A. at Queen's University in 1985, and his Ph.D. at Princeton University in 1989. Professor Lemieux has held positions at MIT and the Université de Montréal prior to joining the faculty at UBC in 1999. He is a fellow of the Society of Labor Economists, a founding co-editor of the American Economic Journal: Applied Economics, and a fellow of the Royal Society of Canada. Most of his research focuses on the causes and consequences of the increase in earnings inequality in industrialized countries. For instance, his recent papers have looked at the role of labor market institutions, offshoring and technological on the growth in inequality in the United States and Canada.

GAD LEVANON

Director, Macroeconomic Research

The Conference Board

Dr. Levanon is director of macroeconomic research at The Conference Board, where he also leads the labor markets program. He also serves on The Demand Institute™ leadership team. Dr. Levanon created The Conference Board Employment Trends Index™, a widely used measure that fills the need for a leading index of employment. His research focuses on trends in U.S. and global labor markets, consumer trends, and forecasting using economic indicators. Dr. Levanon is the principal writer of The Conference Board Labor Markets in Review™, a quarterly publication that documents the main trends in labor markets across the globe. He also writes a popular blog on labor markets for Human Capital Exchange™. In addition to writing reports for The Conference Board, he has published extensively in academic and professional journals. Before coming to The Conference Board, Dr. Levanon worked at the Israeli Central Bank where he participated in the analysis of financial markets and monetary policy. He received his Ph.D. in economics from Princeton University, and he holds undergraduate and master's degrees from Tel Aviv University in Israel.

FRANK LEVY

Rose Professor Emeritus

MIT, Harvard Medical School

Prof. Levy is Daniel Rose Professor Emeritus at MIT and a Lecturer in the Department of Health Care Policy at Harvard Medical School. He has written on living standards, income inequality and the relationships between education and earnings. Since the mid-1990s, Prof. Levy has worked on the impact of computerized work and offshoring on U.S. occupations and skill demands. He is currently co-organizer of an MIT seminar series that brings together computer scientists, roboticists and economists. This work summarized in *The New Division of Labor* (Princeton University Press, 2004) and *Dancing with Robots* (Third Way Foundation, 2013), both co-authored with Richard J. Murnane. He also works on the economics of medical imaging, an outgrowth of his work on computerized work and offshoring. His imaging papers have appeared in the *Journal of the American College of Radiology*, *The American Journal of Roentology*, *Health Affairs* and the *Brookings Institution Trade Forum*. He is finishing a book, co-authored with Dr. Max Rosen, on the twenty-year economic boom and bust in medical radiology.

MICHAEL MANDEL

Chief Economic Strategist

Progressive Policy Institute

Dr. Mandel is chief economic strategist at the Progressive Policy Institute in Washington (DC), where he supervises PPI's research and policy work across such topics as the data-driven economy, the impact of regulation on innovation, and policies to improve production, investment and job growth. He argues against technological pessimism, and in favor of the idea that innovation can be a force for creating jobs and opportunity for a broad range of the population. Recent research papers include "Can the Internet of Everything Bring Back the High-Growth Economy?" and "The PPI Tech/Info Job Ranking." Dr. Mandel also serves as president and founder of South Mountain Economics LLC, which provides expertise on emerging occupations and emerging industries. South Mountain Economics (SME) is widely cited for its September 2013 report "Building A Digital City: The Growth And Impact of New York City's Tech/Information Sector," and for studies such as "The Geography of the App Economy." SME studies are regularly quoted in publications such as the New York Times, Bloomberg, Boston Globe, the Financial Times, the Atlantic, Time, and Forbes. SME currently is leading several projects studying tech job creation in the U.S., Europe, and Asia. Dr. Mandel, who received a PhD in economics from Harvard University, also holds an appointment as senior fellow at Wharton's Mack Institute for Innovation Management at the University of Pennsylvania. He formerly served as chief economist at *BusinessWeek*, where he directed the magazine's coverage of the domestic and global economies. While at *BusinessWeek*, Mandel was named one of the top 100 business journalists of the 20th century for his writings on innovation and growth. He

received multiple awards for his work, including the Gerald Loeb Award for Business and Financial Journalism. He is the author of four books including *Rational Exuberance: Silencing the Enemies of Growth* and *Why the Future Is Better Than You Think*.

ELISE MORDOS

**Research Analyst, Institute for Compensation Studies
Cornell University – ILR School**

Ms. Mordos is the Research Analyst for the Institute for Compensation Studies at Cornell University's ILR School. She earned her B.A. in economics from Barnard College, receiving Department Honors and the Beth Niemi Memorial Prize Recipient for outstanding senior majoring in economics. Ms. Mordos was also a Barnard College Athena Leadership Scholar and the recipient of an Athena Fellowship Award. This fall she returns to academia to pursue a Masters in Finance.

HAIG R. NALBANTIAN

**Senior Partner
Mercer**

Mr. Nalbantian is a Senior Partner at Mercer and a founder/leader of Mercer's Workforce Sciences Institute. A labor /organizational economist, he has been instrumental in developing Mercer's unique capability to measure the economic impact of human capital practices. Those capabilities have been applied in numerous projects he has directed for leading companies in the U.S. and abroad across a broad range of industries, including energy, high technology, manufacturing, consumer products, financial services, media and information services, telecommunications, and professional services. He has also consulted to organizations in the public and not-for-profit sectors. In recent years, Mr. Nalbantian has worked extensively with high-profile organizations in the Middle East, with particular focus on strategic workforce planning, workforce strategies and metrics. Mr. Nalbantian came to Mercer from National Economic Research Associates which he joined in 1989. Earlier, he was on the faculty of economics at New York University and was a research scientist at its C.V. Starr Center for Applied Economics. He is an internationally recognized expert in incentives, human capital measurement and management and their links to organizational performance. He has published widely on these topics in books and articles in leading academic and professional journals, such as the *American Economic Review*, *The Journal of Labor Economics*, *The Harvard Business Review*, *Compensation and Benefits Review*, *WorldatWork*, among many others. His HBR article, "Making Mobility Matter," received the Academy of Management's 2010 award for "Outstanding Practitioner-oriented Publication" in 2009. Mr. Nalbantian co-authored the prize-winning book on human capital measurement and management, *Play to Your Strengths* (McGraw Hill, 2004). He is also editor of and chief contributor to the book, *Incentives*,

Cooperation and Risk Sharing and is a frequent speaker before industry groups, professional associations and academic audiences across the globe. He led the research team and co-authored the 2012 World Economic Forum/Mercer study of global talent mobility, “Talent Mobility Good Practices: Collaboration at the Core of Driving Economic Growth.” Mr. Nalbantian earned his BA in English and Economics at New York University and his graduate degrees in economics from Columbia University. He is a member of the American Economic Association.

WILLEM OVERMEER

Senior Fellow Scenario Building

The Conference Board

Dr. Overmeer develops global, regional and sector economic growth scenarios that allow Conference Board member to test the robustness their corporate and business strategies. Recent studies include Digital Scenarios for Europe (for the EU Commission), US Energy Scenarios in the wake of shale oil & gas (for Global Advisory Council of the Conference Board), Business Cycle Indicators for the Gulf Cooperation Council, and US Innovation Environment Scenarios for a large professional service provider. Prior to The Conference Board, he was innovation policy researcher (TNO, OECD), corporate planner for a large global construction firm (BosKalis Westminster), business school professor (INSEAD, NYU Stern), management consultant (Analysis/Integral Group, McKinsey Change Center, GBN Europe, CFAR), and executive education program designer (Wharton). He holds an MSc in Civil Engineering (Delft University of Technology), an MBA (Erasmus University) and a PhD in business policy and general management (MIT). His doctoral dissertation was on “*Corporate inquiry and strategic learning: the role of surprise and improvisation in organizing major strategic changes*”.

MEGAN RICHARDS

Principal Advisor

European Commission

Ms. Richards is a Principal Advisor in the European Commission’s Directorate General for Communications Networks, Content and Technology (DG CONNECT), and is during the 2013-2014 academic year is EU Fellow at the Weatherhead Center for International Affairs at Harvard University. She has held the posts of Director for Coordination, Director for Converged Networks and Services, and acting Deputy Director General in that DG, as well as Director of Resource Management in the Joint Research Centre of the European Commission and worked for many years in the Commission’s Research DG. She has a bachelor of science, bachelor of laws and master of public administration degrees, and is a member of the Bar of New York. She has worked for the United Nations Development Programme (UNDP) in Africa, the Inter-American Development Bank in Washington, the government of Canada, and private law firms.

ANDRE RICHIER**Principal Administrator****European Commission**

Mr. Richier is Principal Administrator at the European Commission in Brussels within the Directorate General Enterprise and Industry (Key Enabling Technologies and Digital Economy Unit). He is responsible for policy issues relating to information technology, competitiveness and innovation and the digital economy, in particular e-leadership and the EU e-skills strategy. He is also contributing to the "Grand Coalition for Digital Jobs" launched in March 2013 by President Barroso. He was the 2002-2003 EU Fellow attached to the LBJ School of Public Affairs at the University of Texas in Austin. He played a leading role in the preparation of the "eLearning: Designing Tomorrow's Education" Initiative and Action Plan in 2001 within the Directorate General Education and Culture. In the 1990s, he was in charge of research projects in the field of information technology within the European Strategic Programme for Research in Information Technology (ESPRIT) of the Commission. He started his career at IBM in 1985.

BARBARA ROBLES**Senior Research Liaison****Federal Reserve Board**

Dr. Robles is the community affairs senior research liaison between the Board of Governors of the Federal Reserve and the twelve regional reserve bank community development research units. She received her PhD in Economics with fields in Money and Banking and Econometrics from the University of Maryland-College Park. She has taught at Arizona State University, the University of Texas-Austin and the University of Colorado-Boulder. Her research focuses on community economic development, internet and web-based surveys for local development organizations, micro-businesses and entrepreneurship with special focus on low-to-moderate income communities and rural regions.

JOHN W. RUSER**Associate Commissioner for Productivity and Technology****US Bureau of Labor Statistics**

Dr. Ruser has served 30 years in the US statistical system. He is currently Associate Commissioner for Productivity and Technology at the US Bureau of Labor Statistics (BLS). In that capacity, he manages programs that produce statistics on US labor and multifactor productivity. He also oversees BLS's international technical cooperation on labor and price statistics. Dr. Ruser previously served in a variety of positions within the US statistical system: BLS Assistant Commissioner for Safety, Health and Working Conditions; Associate Director for Regional Economics at the Bureau of Economic Analysis, US Department of Commerce; Chief of the BLS Compensation Research and Program Development Group; and BLS Senior Research

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Dr. Sioli is the Head of the "Knowledge Base" unit within Directorate-General CONNECT. Her unit monitors economic trends and performance in the area of ICT and is responsible for the benchmarking activities in the area of information society. She also manages the oversight of the Grand Coalition for Digital Jobs which addresses the impact of ICT on labour markets. She holds a PhD in economics from the University of Southampton and has been a civil servant with the European Commission since 1997.

JONATHAN SPECTOR

President and Chief Executive Officer

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Mr. Spector is president and chief executive officer of The Conference Board, the most widely cited private source of business intelligence. Previously, he served in several executive roles: as an adjunct professor and vice dean of The Wharton School at the University of Pennsylvania, and as chief executive officer of several venture-funded companies. Mr. Spector began his career at McKinsey & Company, where he spent 20 years and was elected a senior partner. He is the co-author of *We Are Smarter than Me* (2007), which highlights how businesses can harness the power of collective intelligence. He serves on the board of directors of The Conference Board of Canada, the March of Dimes Foundation, The Echo Design Group and is a member of the Business Committee for the Arts (BCA) Executive Board. He is a Trustee Emeritus of Wesleyan University where he earned his BA in math/economics with honors and received his MBA with distinction from Harvard Business School.

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Prof. Tambe is an Assistant Professor of Information, Operations and Management Sciences (IOMS) at New York University Stern School of Business. His research focuses on the economics of technical skills, both in the IT labor force and the broader US workforce. Much of this research has been conducted by analyzing emerging sources of Internet data to measure labor market activity at levels of analysis that are not possible using traditional data sources. Specific research interests include how the spread of skills required to support new IT innovations (such as big data technologies) affects the diffusion of new technological innovations, as well how recent waves of technological change have impacted workers’ labor outcomes and career paths. This research has been supported by the Alfred P. Sloan Foundation, and has been published or is forthcoming in a number of academic journals including *Management Science*, *Information Systems Research*, *Communications of the ACM*, and *Information Economics and Policy*. His research has won several awards, including the Best Published Paper in *Information Systems Research* in 2012. He is also a co-author of “The Talent Equation: Big Data Lessons for Navigating the Skills Gap and Building a Competitive Workforce”, published by McGraw-Hill in 2013. Professor Tambe received his S.B. and M.Eng. in Electrical Engineering and Computer Science from the Massachusetts Institute of Technology and his Ph.D. in Managerial Science and Applied Economics from the Wharton School of the University of Pennsylvania.

BART VAN ARK

Executive Vice President & Chief Economist

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Dr. van Ark is Executive Vice President and Chief Economist at The Conference Board where he leads a team of almost two dozen economists in New York, Brussels and Beijing, who produce a range of widely watched economic indicators and growth forecasts, as well as in-depth global economic research. He is also a professor in Economic Development, Technological Change and Growth at the University of Groningen (The Netherlands). Dr. van Ark obtained his Master and Ph.D. degrees in economics from Groningen University. After working as a research associate with the National Institute of Economic and Social Research (UK) on international comparisons of economic performance in Europe from 1988 to 1990, Dr. van Ark went back to Groningen University, where he taught in the areas of economic growth, development economics, economic history and international economics and business. He was appointed as a professor in 2000 (in the area of Economics of Productivity and Technology Policy), and as a full professor in 2004. He is a former director (2002-2008) and current member of the Groningen Growth and Development Centre (<http://www.ggdc.net>), a research group working on long term economic growth and productivity. Dr. van Ark has extensively published in leading national and international journals, including the Journal of Economic Perspectives, The Brookings Papers on Economic Activity, and Economic Policy. From 2004-2008 he was managing editor of the Review of Income and Wealth. He has also been a member of the editorial boards of several other academic journals and serves on various national and international advisory committees in the area of productivity and national accounts. He has participated in a range of international research projects, and from 2004-2008 he coordinated a large European consortium of research institutes on “Productivity in the European Union: A Comparative Industry Approach” (<http://www.euklems.net>). Currently Dr. van Ark is a Director at the National Bureau of Economic Research, by Appointment of The Conference Board, in the United States, and is a member of the Board of Directors of The Demand Institute, a partnership between The Conference Board and Nielsen. He is also a Visiting Fellow at the National Institute of Economic and Social Research in London (UK), and associated as a Research Professor with the German Institute for Economic Research (DIW) in Berlin (Germany).

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LAUREN WEBER

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