

July 2023

**ANN PELCOVITS BARTEL**

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**EDUCATION**

Ph.D., Economics, 1974; Columbia University.  
M.A., Economics, 1973; Columbia University.  
B.A., Economics, 1970; University of Pennsylvania (Summa Cum Laude, Phi Beta Kappa).

**PROFESSIONAL EXPERIENCE**

July 2008- Present	Merrill Lynch Professor of Workforce Transformation Columbia Business School
July 2021 – June 2022	Vice-Dean, Diversity, Equity and Inclusion Columbia Business School
January 2000- June 2008	A. Barton Hepburn Professor of Economics, Columbia Business School
July 1986 - December 1999	Professor of Economics Columbia Business School
July 1979 - June 1986	Associate Professor of Economics Columbia Business School
July 1976 - June 1979	Assistant Professor of Economics Columbia Business School
July 1974 - June 1976	Assistant Professor of Economics University of Pennsylvania
July 1974 - Present	Research Associate, National Bureau of Economic Research

## HONORS

Fellow, Society of Labor Economists

## PUBLICATIONS

1. "An Analysis of Firm Demand for Protection Against Crime," *Journal of Legal Studies*, June 1975.
2. "Middle-Age Job Mobility: Its Determinants and Consequences," in S. Wolfbein, ed., Men in the Pre-Retirement Years, Temple University, 1977 (with George Borjas).
3. "Comment on Sewell and Hauser's 'On the Effects of Families and Family Structure,'" in P. Taubman, ed., Kinometrics: The Determinants of Socio-Economic Success Within and Between Families, North Holland, 1977.
4. "Book Review of The Labor Supply for Lower-Level Occupations by Harold Wool," *Monthly Labor Review*, September 1977.
5. "Specific Training and Its Effects on the Human Capital Investment Profile," *Southern Economic Journal*, October 1977 (with George Borjas).
6. "Women and Crime: An Economic Analysis," *Economic Inquiry*, January 1979.
7. "Health and Labor Market Success: The Role of Various Diseases," *Review of Economics and Statistics*, February 1979 (with Paul Taubman).
8. "The Migration Decision: What Role Does Job Mobility Play?," *American Economic Review*, December 1979.
9. "Earnings Growth on the Job and Between Jobs," *Economic Inquiry*, January 1980.
10. "Wage Growth and Job Turnover: An Empirical Analysis," in S. Rosen, ed., Studies in Labor Markets, University of Chicago Press, 1981 (with George Borjas).
11. "Wages and Unionism in the Public Sector: The Case of Police," *Review of Economics and Statistics*, February 1981 (with David Lewin).
12. "Race Differences in Job Satisfaction: A Reappraisal," *Journal of Human Resources*, Spring 1981.
13. "Wages, Non-Wage Job Characteristics and the Decision to Change Jobs," *Industrial and Labor Relations Review*, July 1982.
14. "Direct and Indirect Effects of Regulation: A New Look at OSHA's Impact," *Journal of Law and Economics*, April 1985 (with L. G. Thomas).

## PUBLICATIONS (cont.)

15. "The Costs and Benefits of OSHA-Induced Investments in Employee Safety and Health," in John D. Worrall and David Appel, eds., Workers Compensation Benefits: Adequacy, Equity and Efficiency, ILR Press, 1985 (with L. G. Thomas).
16. "Some Economic and Demographic Consequences of Mental Illness," *Journal of Labor Economics*, April 1986 (with Paul Taubman).
17. "The Skill Distribution and Competitive Trade Advantage of High-Technology Industries," in David Lewin, David Lipsky and Donna Sockell, eds., Advances in Industrial and Labor Relations, Vol. 4 (Greenwich, Ct.: JAI Press, 1987) (with Frank Lichtenberg).
18. "The Comparative Advantage of Educated Workers in Implementing New Technology: Some Empirical Evidence," *The Review of Economics and Statistics*, February 1987 (with Frank Lichtenberg).
19. "Predation Through Regulation: The Wage and Profit Impacts of OSHA and EPA," *The Journal of Law and Economics*, October 1987 (with L. G. Thomas). (Reprinted in Robert B. Ekelund, Jr., The Foundations of Regulatory Economics, (Cheltenham, U.K.: Edward Elgar Publishing), 1998)
20. "Internal Migration of U.S. Immigrants," in Richard Freeman, ed., Immigration, Trade and Labor, NBER, 1988 (with Marianne Koch).
21. "Where Do the New U.S. Immigrants Live?," *Journal of Labor Economics*, October 1989.
22. "The Age of Technology and Its Impact on Employee Wages," *Economics of Innovation and New Technology*, 1990 (with Frank R. Lichtenberg).
23. "Employee Training Programs in U.S. Businesses," in David Stern and Jozef M.M. Ritzen, editors, Market Failure in Training? New Economic Analysis and Evidence on Training of Adult Employees, Springer-Verlag, 1991.
24. "Technological Change and The Careers of Older Workers," *Journal of Labor Economics*, January 1993, (with Nachum Sicherman).
25. "Productivity Gains from the Implementation of Employee Training Programs," *Industrial Relations*, Volume 33, Number 4, October 1994.
26. "Workplace Training in the United States: Is It Underproduced?" in Sisay Asefa and Wei-Chiao Huang, editors, Human Capital and Economic Development, The W. E. Upjohn Institute, 1994.

## **PUBLICATIONS (cont.)**

27. "Training, Wage Growth and Job Performance: Evidence from a Company Database," *Journal of Labor Economics*, July 1995. Reprinted in Recent Developments in the Economics of Training, Edward Elgar Publishing, 2008.
28. "Return on Investment in Training," in Laurie Bassi and Darlene Russ-Eft, editors, What Works: Assessment, Development and Measurement, American Society for Training and Development, 1997.
29. "Technological Change and the Skill Acquisition of Young Workers," *Journal of Labor Economics*, October 1998 (with Nachum Sicherman). Reprinted in Recent Developments in the Economics of Training, Edward Elgar Publishing, 2008.
30. "Technological Change and Wages: An Inter-Industry Analysis," *Journal of Political Economy*, April 1999 (with Nachum Sicherman).
31. "Human Resource Management and Performance in the Banking Industry," Proceedings of the 51<sup>st</sup> Annual Meeting of the IRRA, 1999 (with Richard Freeman, Casey Ichniowski and Morris Kleiner).
32. "Measuring the Employer's Return on Investments in Training: Evidence from the Literature," *Industrial Relations*, July 2000.
33. "What is "New Technology" and How Has It Affected the Jobs of High-School Educated Workers: A Look Deep Inside Three Manufacturing Industries," in Eileen Applebaum, Annette Bernhardt and Richard Murnane, eds., The Future of Work, Russell Sage Foundation, 2002 (with Casey Ichniowski and Kathryn Shaw).
34. "Human Resource Management and Organizational Performance: Evidence from Retail Banking," *Industrial and Labor Relations Review*, January 2004.
35. "Using Insider Econometrics to Study Productivity," *American Economic Review Papers and Proceedings*, May 2004 (with Casey Ichniowski and Kathryn Shaw).
36. "Ownership versus Environment: Why Are Public Sector Firms Inefficient?," *The Review of Economics and Statistics*, February 2005 (with Ann Harrison).
37. "How Does Information Technology Affect Productivity? Plant-Level Comparisons of Product Innovation, Process Improvement and Worker Skills", *The Quarterly Journal of Economics*, November 2007 (with Casey Ichniowski and Kathryn Shaw).

## PUBLICATIONS (cont.)

38. “International Differences in the Adoption and Impact of New Information Technologies and New HR Practices: The Valve-Making Industry in the U.S. and U.K”, in Richard Freeman and Kathryn Shaw, eds., International Differences in the Business Practices and Productivity of Firms, University of Chicago and NBER, 2008 (with Casey Ichniowski, Kathryn Shaw and Ricardo Correa).
39. “Can A Work Organization Have An Attitude Problem? Workplace Effects on Employee Attitudes and Organizational Performance,” (with Richard Freeman, Casey Ichniowski and Morris Kleiner), *Labour Economics*, August 2011 (Lead article)
40. “Technological Change and The Make-or-Buy Decision,” (with Saul Lach and Nachum Sicherman), *The Journal of Law, Economics and Organization*, April 2014.
41. “Human Capital and Productivity in a Team Environment: Evidence from the Healthcare Sector” (with Nancy Beaulieu, Ciaran Phibbs and Patricia Stone), *American Economic Journal: Applied Economics*, April 2014.
42. “Incentives for Lawyers: Moving Away from ‘Eat What You Kill’”, (with Brianna Cardiff and Kathryn Shaw), *Industrial and Labor Relations Review*, March 2017.
43. “Multitasking at Work: Do Firms Get What They Pay For?”, *IZA World of Labor*, May 2017.
44. “Paid Family Leave, Fathers’ Leave-Taking, and Leave-Sharing in Dual-Earner Households,” (with Maya Rossin-Slater, Christopher Ruhm, Jenna Stearns and Jane Waldfogel), *Journal of Policy Analysis and Management*, Winter 2018 (Lead article).
45. “Racial and Ethnic Disparities in Paid Family and Medical Leave Access and Use: Evidence from Four Nationally Representative Datasets,” (with Soohyun Kim, Jaehyun Nam, Maya Rossin-Slater, Christopher Ruhm and Jane Waldfogel), *Monthly Labor Review*, January 2019.
- 46.. “Gender in the Labor Market: The Role of Equal Opportunity and Family Friendly Policies,” (with Elizabeth Doran and Jane Waldfogel), *RSF: The Russell Sage Foundation Journal of the Social Sciences*, November 2019
47. “Should Hospitals Keep Their Patients Longer? The Role of Inpatient Care in Reducing Post-Discharge Mortality,” (with Carri Chan and Song-Hee Kim), *Management Science*, June 2020.
48. “California’s Paid Family Leave Law Improves Maternal Psychological Health,” (with Elizabeth Doran, Christopher Ruhm and Jane Waldfogel), *Social Science and Medicine*, July 2020.

## **PUBLICATIONS (cont.)**

49. “California’s Paid Family and Medical Leave Law and The Employment of 45-64 Year Olds”, (with Soohyun Kim, Christopher Ruhm and Jane Waldfogel), *Work, Aging, and Retirement*, 2021.
50. “The Effect of Data Aggregation on Estimations of Nurse Staffing and Patient Outcomes”, (with Pamela de Cordova, Jack Needleman, Ciaran Phibbs, Susan Schmitt, Patricia Stone, and Shira Gavriella Winters), *Health Services Research*, 2021; 56:1262-1270.
- 51.” Support for Paid Family Leave Among Small and Medium-Sized Employers Increases During the COVID-19 Pandemic”, (with Maya Rossin-Slater, Christopher Ruhm, Meredith Slopen and Jane Waldfogel), *Socius*, 2022.
52. “The Impacts of Paid Family and Medical Leave on Worker Health, Family Well-Being, and Employer Outcomes”, (with Maya Rossin-Slater, Christopher Ruhm, Meredith Slopen and Jane Waldfogel), *Annual Review of Public Health*, 2023; 44:429-43.
53. “The Impact of Paid Family Leave on Employers: Evidence from New York”, (with Maya Rossin-Slater, Christopher Ruhm, Meredith Slopen and Jane Waldfogel), *Community, Work and Family*, 2023.

## **WORKING PAPERS**

“Paid Family Leave and Breastfeeding: Evidence from California”, NBER Working Paper #25784, April 2019 (with Jessica Pac, Christopher Ruhm and Jane Waldfogel), under review.

## **REPORTS**

The Return on Investment from Employer-Sponsored Training, Report prepared for the U.S. Department of Labor, December 1996.

Diversity in the Executive Suite, 1998. (with Anna Duran and Anderson J. Franklin).

What Women Want in Business: A Survey of Executives and Entrepreneurs, 2001 (with Anna Duran and Allison Smith)

Columbia Business School Alumnae Survey: “Yes” for Lifelong Learning Programs, 2007 (with Linda Green)

“Human Capital in the Nursing Workforce”, Paper prepared for Education Policy Center, The Urban Institute, February 2008.

“Assessing Rhode Island’s Temporary Caregivers Insurance Act: Insights from a Survey of Employers”, December 2015 (with Maya Rossin-Slater, Christopher Ruhm and Jane Waldfogel), Report prepared for U.S. Department of Labor.

## **RESEARCH IN PROGRESS**

“The Value of Managers: Cooperate, Control or Coach?” (with James Jedras and Kathryn Shaw)

“Relationships Between Senior Living Facilities and Healthcare Utilization and Outcomes” (with Carri Chan and Fanyin Zheng)

“Using AI to Nudge Homeowners in the Face of Rising Wildfires” (with James Jedras and Kathryn Shaw)

## **CASES WRITTEN**

“MacAfee Building Supply: Improving Performance Across Retail Stores” (with Maria Guadalupe), *Columbia Caseworks*, January 2009.

“The DaimlerChrysler Merger: Why Didn’t It Succeed?” (with Maria Guadalupe), *Columbia Caseworks*, January 2011.

“New York City Teacher Incentive Program” (with Jonah Rockoff and Lesley Turner), *Columbia Caseworks*, May 2012.

“Onyx Pharmaceuticals: HR-Driven Change”, *Columbia Caseworks*, December 2015.

“Betterment: People Management at a Start-up”, *Columbia Caseworks*, January 2016.

“Children’s Aid: Transitioning to a Results-Oriented Organization”, *Columbia Caseworks*, December 2017 (revised October 2021)

“LUV It or Leave It: Southwest Airlines Reflects on Its Organizational Choices”, *Columbia Caseworks*, November 2020 (with Stefan Meier)

## **GRANTS RECEIVED**

1. U.S. Department of Justice LEAA Graduate Research Fellowship, 1973-74.
2. Honorary Faculty Fellowship, Columbia University, 1970-73.
3. U.S. Department of Labor Research Grant, 1979-80.
4. Alfred P. Sloan Foundation Research Grant, 1980-81.

5. Rockefeller Foundation Research Grant, 1984.
6. National Institute of Education Research Grant, 1986-87 (with Frank Lichtenberg).
7. U.S. Department of Labor Research Grant, 1994-95 (with Nachum Sicherman).
8. Alfred P. Sloan Foundation Research Grant, 1994-97 (with Bruce Greenwald, Geoffrey Heal, Michael van Biema, Frank Lichtenberg and Bill Lehr).
9. Citicorp Behavioral Sciences Research Council Grant, 1995-96 (with Richard Freeman, Casey Ichniowski, Morris Kleiner and Joel Rogers)
10. Chazen Institute Research Grant, 1995-96 (with Ann Harrison)
11. Citibank Behavioral Sciences Research Council Grant, 1997-1999 (with Richard Freeman, Casey Ichniowski, Morris Kleiner and Joel Rogers)
12. Columbia Center for International Business Education Grant, 1998 (with Ann Harrison).
13. Alfred P. Sloan Foundation Research Grant, 1998-2000 (with Bruce Greenwald, Michael van Biema, Nachum Sicherman and Ron Schramm).
14. Russell Sage Foundation Research Grant, 1999-2002 (with Casey Ichniowski and Kathryn Shaw).
15. Research Seed Grant from Columbia's Institute for Social and Economic Research and Policy, 2002 (with Nachum Sicherman)
16. Research Grant from NBER/Sloan Foundation Project on International Productivity Differences, 2003-2005 (with Casey Ichniowski and Kathryn Shaw)
17. Robert Wood Johnson Foundation Research Grant, 2005-2007 (with Nancy Beaulieu, Ciaran Phibbs and Pat Stone)
18. Research Grant from Center for International Business Education and Research at Columbia University, 2006 (with Maria Guadalupe and Nachum Sicherman)
19. Robert Wood Johnson Foundation/ Interdisciplinary Nursing Quality Research Initiative Research Grant, 2008 – 2010 (with Ciaran Phibbs and Pat Stone)
20. Veterans Administration Research Grant, 2011-2012 (with Ciaran Phibbs and Pat Stone)
21. L&M Policy Research/U.S. Department of Labor Research Grant, 2014-2016 (with Maya Rossin-Slater, Christopher Ruhm and Jane Waldfogel)
22. Washington Center for Equitable Growth Research Grant, 2016-18 (with Maya Rossin-Slater, Christopher Ruhm and Jane Waldfogel)

23. Robert Wood Johnson Foundation, Policies for Action Research Grant, 2016-2018 (with Christopher Ruhm and Jane Waldfogel)
24. Pivotal Ventures, gift to study paid family leave, 2016-21 (with Maya Rossin-Slater, Christopher Ruhm and Jane Waldfogel)
25. Washington Center for Equitable Growth Research Grant, 2018-19 (with Christopher Ruhm and Jane Waldfogel)
26. Washington Center for Equitable Growth Research Grant, 2019-20 (with Christopher Ruhm and Jane Waldfogel)

## PROFESSIONAL ACTIVITIES

Co-Director, Labor Markets Section of Industrial Relations Research Association (2000-2006)

Member of Editorial Board, “Perspectives on Work” (2002-2006)

Referee, Journal of Labor Economics, American Economic Review, Journal of Political Economy, Quarterly Journal of Economics, Review of Economics and Statistics, Journal of Human Resources, Industrial and Labor Relations Review, Industrial Relations, Journal of Law and Economics, International Economic Review, and Management Science.

Seminars presented at MIT, Columbia University, University of Pennsylvania, Yale University, The Urban Institute, Princeton University, University of Chicago, NYU, City University of New York, National Bureau of Economic Research, U. S. Department of Labor, CIRANO, and Hebrew University.

Session Chair, LERA Meetings, January 2008.

Papers presented at NBER Summer Institute, July 1991, July 1995, July 1996, July 1998, July 1999, August 2004, July 2009.

Papers presented at AEA Annual Meetings: January 2004, January 2003 and January 2001.

Paper presented at Conference on Employer Sponsored Training, National Association for Vocational Education, Washington, D.C., December 1988.

Paper presented at Symposium on Expanded Public Role in Job Training, Univ. of Wisconsin at Madison, May 1989.

Paper presented at Labor Economics Conference In Honor of Jacob Mincer, Columbia University, May 1990.

Paper presented at The C.V. Starr Center Conference on Technologies and Skills, New York

University, December 1994.

Paper presented at NBER Personnel Economics Conference, March 2003.

"The Impact of Employee Training," The Conference Board, June 1996.

"Career Paths of Executives of Color," Conference Board Diversity Conference, May 1998.

Lecturer in L.E.A.D. Program at Columbia University, 1983-1993.

Lecturer in 1992-1993 Western Michigan University Department of Economics Lecture Series

Testified before Department of Labor Glass Ceiling Commission, September 1994.

### **UNIVERSITY ACTIVITIES**

Member, Business School Dean Search Committee, 2018-2019.

Member, University Senate, 2003- 2007.

Chair, University Salary Equity Committee, 2008-2010 and Member, 1985-2000, and 2016-present.

Member, University Panel on Sexual Harassment, 1986-2000.

Member, University Committee on Fringe Benefits, 1991-1992.

Member, Oral History Advisory Board, 1985-1990.

### **BUSINESS SCHOOL ACTIVITIES**

Vice-Dean for Diversity, Equity and Inclusion, July 2021 – June 2022

Director, Workforce Transformation Initiative, 2008-present.

Chair, Economics Sub-Division, 2005-2006, and 2008-2017.

Member, Faculty Governance Review Committee, 2017 – 2018.

Member, Curriculum and Instruction Committee, 2013-2020.

Member, Conflict and Commitment Committee, 2011.

Member, Committee on Intellectual Capital, 2009.

Member, Conduct Committee, 2003-2005.

Member, Promotions and Tenure Committee, 2000-2003 and 2021.

Chair, Microeconomics Search Committee, 2007-2008.

Member, Microeconomics Search Committee, 2000-2004 and 2017-19

Member, Executive Committee, 1995-1997, and 2008 - 2010.

Member, EMBA Advisory Committee, 1994-2000.

Member, MBA Committee, 1995-2002

Member, MBA Strategy Committee, 1998-99.

Faculty Director, Executive Program in Negotiations, 1994-1999.

Director, Center for Human Resource Management Studies, 1989-2000.

Member, Committee on Instruction, 1985-88 and 1993-95.

MBA Coordinator, January-June 1990

Member, Curriculum Review Committee, 1990-93, and Curriculum Implementation Committee, 1994-95.

## **OUTSIDE ACTIVITIES**

Columbia Business School requires faculty members to disclose any activities that might present a real or apparent conflict of interest. The list below complies with this requirement.

Served as an expert witness in employment discrimination cases, personal injury and wrongful death suits, interest arbitration cases, and wage and hour cases.

Prior to 2006, retained by:

Kaye, Scholer, Fierman, Hays & Handler (Andrea Christensen)  
 Martin, Clearwater & Bell (Richard Moore)  
 Stecher, Jaglom & Prutzman (Jamie Stecher)  
 Schoeman, Updike & Kaufman (Beth Kaufman and Charles Updike)  
 Sidley & Austin (Katherine Hargrove)  
 Kreindler & Kreindler (Justin Green and Steven Pounian)  
 Proskauer Rose (Carole O'Blenes and David Zurndorfer)  
 Pitney Hardin (John J. O'Reilly)

During 2006-2009, retained by the following law firms for expert testimony in litigation pertaining to human resource issues in a multinational retailer:

Greenberg Traurig (Donald Frederico and Naomi Beer)

Berkowitz, Oliver, Williams, Shaw & Eisenbrandt (Nicholas DiVita)

In 2010 and 2011, I presented workshops on negotiation skills for the Athena Center for Leadership Studies at Barnard College