

## Erica L. Groshen

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### Education

Ph.D., Harvard University, Economics, 1986 (M.A., 1983)

B.S., University of Wisconsin-Madison, Economics and Mathematics, 1977

### Employment

The Federal Reserve Bank of New York Director of Regional Outreach and Vice President (2006-present); Assistant Vice President, Microeconomic and Regional Studies (2000-2006); Head of Domestic Research (1997-1999); Head of International Research (1994-1997)

The Bank for International Settlements, Basel, Switzerland Visiting Economist (1999-2000)

Barnard College at Columbia University Visiting Asst. Professor of Economics (1993-1994)

The Federal Reserve Bank of Cleveland Economic Advisor (1991-1993); Economist I and II (1986-1991)

### Articles

“How Wages Change: Micro Evidence from the International Wage Flexibility Project” (with William Dickens, Lorenz Goette, Steinar Holden, Julian Messina, Mark E. Schweitzer, Jarkko Turunen and Melanie Ward), Journal of Economic Perspectives, forthcoming.

“Urban Dynamics in New York City: Conference Overview and Summary of Papers,” Economic Policy Review (FRB-New York), vol. 11, no. 2, December 2005.

“Labor Market Developments in the United States and Canada since 2000: Conference Overview and Summary of Papers,” Economic Policy Review (FRB-New York), vol. 11, no. 1, August 2005.

“U.S. Jobs Gained and Lost through Trade,” (with Bart Hobijn and Margaret M. McConnell), Current Issues in Economics and Finance (FRB-New York), vol. 11, no. 8, August 2005.

“Economic Restructuring in New York State,” (with Simon Potter and Rebecca J. Sela), Current Issues in Economics and Finance (FRB-New York), vol. 10, no. 7, June 2004.

“Has Structural Change Contributed to a Jobless Recovery?” (with Simon Potter), Current Issues in Economics and Finance (FRB-New York), vol. 9, no. 8, August 2003.

- “Live Long and Prosper: Challenges Ahead for an Aging Population,” (with Thomas Klitgaard), Current Issues in Economics and Finance (FRB-New York), vol. 8, no. 2, February 2002.
- “Understanding Inflation: Implications for Monetary Policy,” (with Stephen G. Cecchetti) in Jacques Dreze, ed. Advances in Macroeconomic Theory, Volume 1 of the Proceedings of the International Economic Association Congress, London and New York: Palgrave Press, 2001, pp. 113-135.
- “Identifying Inflation’s Grease and Sand Effects in the Labor Market,” (with Mark E. Schweitzer), in Martin Feldstein, ed. The Costs and Benefits of Price Stability, National Bureau of Economic Research, Chicago: University of Chicago Press, 1999, pp. 273-308.
- “Summary of Observations and Recommendations from the Conference on Unequal Incomes and Unequal Outcomes” (with Chinhui Juhn, James Orr and Barbara Walter), Economic Policy Review (FRB-New York), September 1999.
- “Firms’ Wage Adjustments: A Break from the Past?” (with Mark E. Schweitzer), Economic Review (FRB-St. Louis), May/June 1999.
- “Is Small Beautiful for Workers?” (with Dale Belman), in Small Consolation: The Dubious Benefits of Small Business for Job Growth and Wages. Economic Policy Institute, Washington, D.C.: EPI Press, 1998, pp. 3-58.
- “Analyzing Firms, Workers and Wages,” Monthly Labor Review vol. 121, no. 7, July 1998
- “Macro- and Microeconomic Consequences of Wage Rigidity.” (with Mark E. Schweitzer), in D. Lewin, D. Mitchell, and M. Zaidi, eds. Handbook of Human Resource Management, Greenwich, CT: JAI Press, 1997, pp. 217-49.
- “Inflation Goals: Guidance from the Labor Market?” (with Mark E. Schweitzer), Current Issues in Economics and Finance (FRB-New York), vol. 3, no. 15, December 1997.
- Review of Elaine Sorenson’s Comparable Worth: Is it a Worthy Policy? Journal of Economic Literature, vol. 34, March 1996.
- “American Employer Salary Surveys and Labor Economics Research: Issues and Contributions,” Annales d’Economie et de Statistique, no. 41/42, 1996.
- “Do Hostile Takeovers Reduce Extramarginal Wage Payments?” (with Jagadeesh Gokhale and David Neumark), Review of Economics and Statistics, vol. 78, no. 3, August 1995.
- “What Do We Know About Probationary Periods?” (with En Seng Loh), Proceedings of the Forty-Fifth Annual Meeting of the Industrial Relations Research Association, Madison, Wisconsin, 1993.
- “White- and Blue-Collar Jobs in the Recent Recession and Recovery: Who's Singing the Blues?” (with Donald Williams), Economic Review (FRB-Cleveland), vol. 28, no. 4, 1992 Q4.

- "HRM Policy and Rising Inequality in a Salary Survey," Proceedings of the Forty-Fourth Annual Meeting of the Industrial Relations Research Association, Madison, Wisconsin, 1992.
- "The Causes and Consequences of Structural Change in U.S. Labor Markets: A Review" (with Randall Eberts), Economic Review (FRB-Cleveland), vol. 28, no. 1, 1992 Q1.
- "Overview," in R. Eberts and E. Groshen, eds. Structural Changes in U.S. Labor Markets: Causes and Consequences, M.E. Sharpe, Inc.: Armonk, N.Y., 1992.
- "Sources of Intra-Industry Wage Dispersion: How Much Do Employers Matter?" Quarterly Journal of Economics, vol. 106, no. 3, August 1991.
- "The Structure of the Female/Male Wage Differential: Is it Who You Are, What You Do, or Where You Work?" Journal of Human Resources, vol. 26, no. 3, Summer 1991.
- "Five Reasons Why Wages Vary Among Employers," Industrial Relations, vol. 30, no. 3, Fall 1991. Reprinted in Morris M. Kleiner, ed., Industrial Relations: Institutions and Organizational Performance, The International Library of Management, Dartmouth Publishing Company: Hampshire, England 1995.
- "Components of the City-Size Wage Differential, 1973-1988" (with Patricia Beeson), Economic Review (FRB-Cleveland), vol. 27, no. 4, 1991 Q4.
- "Rent-Capture, Ability-to-Pay, and Salaries in the Private Sector," Proceedings of the Forty-Second Annual Meeting of the Industrial Relations Research Association, Madison, Wisconsin, 1990.
- "The Structure of Supervision and Pay in Hospitals" (with Alan Krueger) Industrial and Labor Relations Review, vol. 43, no.3, February 1990.
- "Service Jobs Versus Manufacturing Jobs: How Do They Compare?" (with Randall Eberts) Economic Development Commentary, vol.14, no. 2, Summer 1990.
- "Do the Earnings of Manufacturing and Service Workers Grow at the Same Rate Over Their Careers?" (with Randall Eberts), Economic Review (FRB-Cleveland), vol. 24, no. 4, 1988 Q4.
- "Why Do Wages Vary Among Employers?" Economic Review (FRB-Cleveland), vol. 24, no. 1, 1988 Q1.
- "Can Services Be a Source of Export-Led Growth?" Economic Review (FRB-Cleveland), vol. 23, no. 3, 1987 Q3.
- "Are the Great Lakes Cities Becoming Service Centers?" (with Laura Robertson), Economic Commentary (FRB-Cleveland), June 15, 1993.

"The Recent Rise in the Value of Education: Market Forces at Work," (with Colin Drozdowski), Economic Commentary (FRB-Cleveland), August 15, 1992.

"Is This Really a 'White-Collar Recession?'" (with Randall W. Eberts), Economic Commentary (FRB-Cleveland), March 15, 1991.

"How Are Wages Determined?" Economic Commentary (FRB-Cleveland), February 15, 1990.

"Mergers, Acquisitions and Evolution of the Region's Corporations," (with Barbara Grothe), Economic Commentary (FRB-Cleveland), August 1, 1989.

"What's Happening to Labor Compensation?" Economic Commentary (FRB-Cleveland), May 15, 1988.

## **Books**

How New is the "New Employment Contract"? Evidence from North American Pay Practices, (with David I. Levine, Dale Belman, Gary Charness, and K.C. O'Shaughnessy), W.E. Upjohn Institute for Employment Research: Kalamazoo, M.I., 2002.

Structural Changes in U.S. Labor Markets: Causes and Consequences, edited with Randall Eberts, M.E. Sharpe, Inc.: Armonk, N.Y., 1992.

## **Working Papers and Work in Progress**

"Turbulent Firms, Turbulent Wages?" (with Diego Comin and Bess Rabin), unpublished paper, 2006.

"The Interaction of Labor Markets and Inflation: Micro Evidence from the International Wage Flexibility Project" (with William Dickens, Lorenz Goette, Steinar Holden, Julian Messina, Mark E. Schweitzer, Jarkko Turunen and Melanie Ward), unpublished paper, 2005.

"Was the 2001 Recession Different in the Labor Market?" (with Simon Potter, Aysgul Sahin and Rebecca Sela), unpublished paper, 2005.

"Do Rising Returns to Skills Affect Employer Wage Structures?" (with David I. Levine), Federal Reserve Bank of New York Research Paper, no. 9819, July 1998. Revised March 2002.

"The Effects of Inflation on Wage Adjustments in Firm-Level Data: Grease or Sand?" (with Mark E. Schweitzer) Federal Reserve Bank of New York Staff Report, no. 9, January 1996. Revised June 2000.

"Rising Inequality in a Salary Survey: Another Piece of the Puzzle," Federal Reserve Bank of Cleveland Working Paper 9121, December 1991.

“Do Wage Differences Among Employers Last?” Federal Reserve Bank of Cleveland Working Paper, no. 8906, June 1989 (revised Feb. 1991).

“White-Collar Employment and Unemployment After the 1990-91 Recession” (with Donald Williams).

## **Other Professional Experience**

Economic analyst in study of the Minnesota Work Equity Project, Abt Associates, Inc., Cambridge, MA (1978-1980).

Economic analyst in study of the National Supported Work Experiment, Mathematica Policy Research, Princeton, NJ (1977-1978).

Contract negotiator and steward, Memorial Union Labor Organization, Madison, WI (1976).

## **Teaching Experience**

**Barnard College** Labor Economics; Intermediate Microeconomics (with calculus and without); Introduction to Microeconomics; Senior Thesis Advisor

**Harvard University** Labor Economics Senior Honors Thesis Advisor; Statistical Methods for Economists (undergraduate), teaching fellow; Trade Unions, Collective Bargaining, and Public Policy, teaching fellow, course development; Principles of Economics (micro, macro), lecturer.

## **Referee for Journals and Granting Agencies**

*American Economic Review*

*Industrial Relations*

National Science Foundation

*Economic Inquiry*

*Journal of Labor Economics*

*Industrial and Labor Relations Review*

*Quarterly Journal of Economics*

*Journal of Human Resources*

*Economic Development Quarterly*

*European Economic Review*

*Review of Economics and Statistics*

## **Honors and Activities**

Research Fellow, Institute for the Study of Labor (IZA) (2005-present).

Chairman of the Board of Directors, New York Census Research Data Center (2005-2006).

American Economic Association Representative, US Census Advisory Committee of Professional Associations (2003-present).

Affiliate, Sloan Industry Centers, Alfred P. Sloan Foundation (2002-present).

Co-Principal Investigator of the International Wage Flexibility Project, (2000-present).

Co-organizer, “Urban Dynamics in New York City” Conference at the Federal Reserve Bank of New York, April 2005.

Co-organizer, “Labor Market Developments in the United States and Canada since 2000,”  
Conference at the Canadian Consulate General in New York, December 2004.  
Co-Principal Investigator for NSF Grant to establish the New York Research Data Center (award  
letter July 2003).  
E-Business Coordinator, Research Department, Federal Reserve Bank of New York, (2001-2005).  
Editor, Federal Reserve Bank of New York Economic Policy Review, (2001-present).  
Editorial Board, Federal Reserve Bank of New York Economic Policy Review, (2000-2001).  
Co-organized “Unequal Incomes, Unequal Outcomes? Economic Inequality and Measures of Well-  
Being” Conference at the Federal Reserve Bank of New York, May 1999.  
Board of Reviewers, Industrial Relations: A Journal of Economics and Society, (1991-present).  
Editorial Board, Federal Reserve Bank of Cleveland Economic Review, (1991-93).  
Co-organizer, “The Changing Structure of Wages” Conference at the Federal Reserve Bank of  
Cleveland, Nov. 1989.  
Social Sciences Research Council Dissertation Fellowship in Employment and Training, 1984.

**Foreign Language:** Spanish