



**Mark R. Killingsworth, D. Phil.**

Senior Consultant,  
Professor of Economics, Rutgers University

---

**OnPoint**  
Analytics

## EDUCATION

**University of Oxford**, Oxford, England

*D. Phil. Economics* | 1977 | Thesis Title: “Labour Supply, Human Capital and Job Search: Analysis of the Optimal Intertemporal Allocation of Time” (James Mirrlees and Derek Robinson, supervisors)

**University of Oxford**, Oxford, England

*B. Phil. Economics* | 1969 | Thesis Title: “A Reconsideration of the Phillips Curve”

**University of Oxford**, Oxford, England

Rhodes Scholarship | 1967

**University of Michigan**, Ann Arbor, Michigan

*B.A. Economics* | 1967 | High Distinction and High Honors; Osterweil Prize in economics; Sims Senior Honors Scholarship in economics; Editor, *The Michigan Daily*

## PROFESSIONAL EXPERIENCE

<b>1978 to date</b>	Department of Economics, Rutgers University New Brunswick, NJ
<b>2010-2014</b>	Visiting Fellow, Centre for Longitudinal Studies
<b>2009-2014</b>	Research Fellow, IZA (Institute for the Study of Labor)
<b>1988-date</b>	Professor of Economics
<b>2000-2003</b>	Chair, Department of Economics
<b>1986-1989</b>	Director, Graduate Program in Economics
<b>1984-1988</b>	Associate Professor of Economics
<b>1984-2005</b>	Research Economist, National Bureau of Economic Research
<b>1980-1981</b>	Fellow, National Opinion Research Center
<b>1978-1984</b>	Assistant Professor of Economics
<b>1989 to 1990</b>	Visiting Professor, Department of Economics Visiting Fellow, Industrial Relations Section Princeton University, Princeton, NJ
<b>1979</b>	Visiting Lecturer, Woodrow Wilson School of Public and International Affairs Princeton University, Princeton, NJ
<b>1976 to 1978</b>	Department of Economics, Barnard College, Columbia University, New York, NY
<b>1978-1980</b>	Research Associate, Center for the Social Sciences
<b>1977-1978</b>	Assistant Professor of Economics, Barnard College
<b>1976-1977</b>	Instructor of Economics, Barnard College

- 1975 to 1977** Visiting Research Fellow, Industrial Relations Section  
Visiting Lecturer, Department of Economics and Woodrow Wilson School of Public and International Affairs, Princeton University, Princeton, NJ
- 1975-1977** Visiting Research Fellow, Industrial Relations Section  
**1975-1976** Visiting Lecturer, Department of Economics and Woodrow Wilson School
- 1973** Visiting Assistant Professor, Department of Economics, Vanderbilt University, Nashville, TN
- 1969 to 1976** Department of Economics, Fisk University, Nashville, TN
- 1970-1976** Assistant Professor of Economics  
**1971-1976** Acting Chairman, Department of Economics  
**1969-1970** Instructor of Economics and Woodrow Wilson Fellowship Foundation Teaching Intern

## PUBLICATIONS

"Mothers' Changing Labour Supply in Britain, the USA, and Sweden." With Shirley Dex, Siv Gustaffson, Andrew Jenkins, Heather Joshi, and Eiko Kenjoh. Pp. 115-150 in Ramón Gómez-Salvador, Ana Lamo, Barbara Petrongolo, Melanie Ward, and Etienne Wasmer, eds., *Labour Supply and Incentives to Work in Europe*. Cheltenham (UK) and Northampton (MA): Edward Elgar, 2005.

"Do Family Caps on Welfare Affect Births Among Welfare Recipients? Reconciling Efficacy and Effectiveness Estimates of Impact through a Blended Design Strategy." With Michael Camasso and Radha Jagannathan. *American Journal of Evaluation*, Vol. 25, No. 3, 2004, pp. 295-319.

"New Jersey's Family Cap Experiment: Do Fertility Impacts Differ by Racial Density?" With Michael Camasso, Carol Harvey, and Radha Jagannathan. *Journal of Labor Economics*, Vol. 22, No. 2, 2004, pp. 431-460.

"The Use of Client Surveys to Gauge the Threat of Contamination in Welfare Reform Experiments." With Michael Camasso, Carol Harvey, and Radha Jagannathan. *Journal of Policy Analysis and Management*, Vol. 22, No. 2, 2003, pp. 207-223.

"New Jersey's Family Cap and Family Size Decisions: Findings from a Five-Year Evaluation." With Michael Camasso, Carol Harvey, and Radha Jagannathan. *Research in Labor Economics*, Vol. 22, 2003, pp. 71-112.

"Comparable Worth and Pay Equity: Recent Developments in the United States." *Canadian Public Policy*, Vol. 28 (Supplement), 2002, pp. S171-S186.

"How Do Couples Spend Their Time? Hours of Market and Domestic Work in British Partnerships." With Hugh Davies, Heather Joshi and Romana Peronaci. In Siv Gustafsson and Danièle Meulders, eds., *Gender and the Labour Market: Econometric Evidence on Obstacles to Achieving Gender Equality*. London: Macmillan Press, 2000.

"Analyzing Employment Discrimination: From the Seminar Room to the Courtroom," *American Economic Review*, Vol. 83, No. 2, May 1993, pp. 67-72.

"Benefits and Costs of Comparable Worth." Pp. 47-62 in Michael Abbott, ed., *Pay Equity*, Kingston, Ontario: John Deutsch Institute, Queen's University, 1991.

*The Economics of Comparable Worth*. Pp. xii, 306. Kalamazoo, MI: The Upjohn Institute, 1990.

"Heterogeneous Preferences, Compensating Wage Differentials and Comparable Worth." *Quarterly Journal of Economics*, Vol. 102, No. 4, November 1987, pp. 727-742.

"Labour Supply of Women." Pp. 92-102 in John Eatwell, Murray Milgate and Peter Newman, eds., *The New Palgrave: A Dictionary of Economics*, Vol. 3 (K to P), London: Macmillan Press Ltd., 1987.

"The Economics of Comparable Worth: A Comment on Hartmann." Chapter 15 (pp. 186-195) in Robert K. Fullinwider and Claudia Mills, eds., *The Moral Foundations of Civil Rights*, Totowa, NJ: Rowman and Littlefield, 1986.

"Female Labor Supply: A Survey." (With James J. Heckman.) Pp. 103-204 in Orley Ashenfelter and Richard Layard, eds., *Handbook of Labor Economics*, Vol. 1, Amsterdam and New York: North-Holland, 1986.

"A Simple Structural Model of Heterogeneous Preferences and Compensating Wage Differentials." Pp. 303-317 in Richard Blundell and Ian Walker, eds., *Unemployment, Job Search and Labour Supply*, Cambridge: Cambridge University Press, 1985.

"Comparable Worth in the Job Market: Estimating Its Effects." *Monthly Labor Review*, Vol. 108, No. 7, July 1985, pp. 39-41.

"Economic Analysis of Comparable Worth and Its Consequences." Pp. 183-189 in Industrial Relations Research Association, *Proceedings of the Thirty-Seventh Annual Meeting*, Madison, Wisconsin: Industrial Relations Research Association, 1985.

"The Economics of Comparable Worth: Analytical, Empirical and Policy Questions." Pp. 86-115 in Heidi Hartmann, ed., *New Directions for Comparable Worth*. Washington: National Academy Press, 1985.

"Correcting for Truncation Bias Caused by a Latent Truncation Variable." (With David E. Bloom.) *Journal of Econometrics*, Vol. 27, No. 1, January 1985, pp. 131-135.

"Substitution and Output Effects on Labor Demand: Theory and Policy Applications." *Journal of Human Resources*, Vol. 20, No. 1, Winter 1985, pp. 142-152.

"Employment, Wages, and Earnings of Hispanics in the Federal and Non-Federal Sectors: Methodological Issues and Their Empirical Consequences." (With John M. Abowd.) Chapter 3 (pp. 77-125) in George Borjas and Marta Tienda, eds., *Hispanics in the U. S. Economy*, New York: Academic Press, 1985.

"Do Minority-White Unemployment Differences Really Exist?" (With John M. Abowd.) *Journal of Business and Economic Studies*, Vol. 2, No. 1, January 1984, pp. 64-72.

"Race, Ranking, Promotions and Pay at a Federal Facility: A Logit Analysis." (With Cordelia W. Reimers.) *Industrial and Labor Relations Review*, Vol. 37, No. 1, October 1983, pp. 92-107.

"Sex Discrimination, Atrophy, and the Male-Female Wage Differential." (With John M. Abowd.) *Industrial Relations*, Vol. 22, No. 3, Fall 1983, pp. 387-402.

"Union-Nonunion Wage Gaps and Wage Gains." *Review of Economics and Statistics*, Vol. 65, No. 2, May 1983, pp. 332-336.

*Labor Supply*. Pp. xvi, 493. New York: Cambridge University Press, 1983.

"Pay Discrimination Research and Litigation: The Use of Regression." (With David E. Bloom.) *Industrial Relations*, Vol. 21, No. 3, Fall 1982, pp. 318-339.

"Effects of Immigration into the U. S. on the U. S. Labor Market: Analytical and Policy Issues." Pp. 249-268 in Mary M. Kritz, ed., *U. S. Immigration and Refugee Policy*, Lexington, Massachusetts: D. C. Heath, 1982.

"'Learning by Doing' and 'Investment in Training': A Synthesis of Two 'Rival' Models of the Life Cycle." *Review of Economic Studies*, Vol. 49, No. 2, April 1982, pp. 263-271.

"A Survey of Labor Supply Models: Theoretical Analyses and First-Generation Empirical Results." Pp. 1-64 in Ronald G. Ehrenberg, ed., *Research in Labor Economics*, Vol. 4, Greenwich, Connecticut: JAI Press, 1981.

"Empirical Evidence on Static Labour Supply Models: A Survey of Recent Developments." (With James J. Heckman and Thomas MaCurdy.) Pp. 75-122 in Zmira Hornstein, Joseph Grice and Alfred Webb, eds., *The Economics of the Labour Market*, London: Her Majesty's Stationery Office, 1981.

"Comment" [on papers by Andrea Beller, Nicholas Kiefer and Edward Lazear on effects of government programs on male-female wage differentials]. Pp. 362-375 in Cynthia B. Lloyd, Emily S. Andrews and Curtis L. Gilroy, eds., *Women in the Labor Market*, New York: Columbia University Press, 1979.

"Direct Effects of Employment and Training Programs on Employment and Unemployment: New Estimates and Implications for Employment Policy." (With Charles C. Killingsworth.) Pp. 249-286 in U. S. Department of Labor, *Conference Report on Youth Unemployment: Its Measurement and Meaning*, Washington: U. S. Government Printing Office, 1978.

"Towards a General Theory of Teeth." *Journal of Human Resources*, Vol. 12, No. 1, Winter 1977, pp. 125-128.

"Must a Negative Income Tax Reduce Labor Supply? A Study of the Family's Allocation of Time." *Journal of Human Resources*, Vol. 11, No. 3, Summer 1976, pp. 354-365.

"Economic Policy on Poverty: Comment." Pp. 43-55 in James F. Blumstein and Eddie J. Martin, eds., *The Urban Scene in the Seventies*, Nashville, Tennessee: Vanderbilt University Press, 1974.

"The Economic Status of Urban Minorities: A Comment." *Negro Educational Review*, Vol. 24, Nos. 1-2, January- April 1973, pp. 70-85.

"A Critical Survey of 'Neo-Classical' Models of Labour," *Bulletin of the Oxford Institute of Economics and Statistics*, Vol. 32, No. 2, May 1970, pp. 133-165.

## REVIEWS

R. Perlman and M. Pike, *Sex Discrimination in the Labour Market: The Case for Comparable Worth*, in *Journal of Economic Literature*, Volume 34, No. 2, June 1996, pp. 792-793.

C. Goldin, *Understanding the Gender Gap*, in *Industrial and Labor Relations Review*, Volume 44, No. 4, July 1991, pp. 773-4.

M. Aldrich and R. Buchele, *The Economics of Comparable Worth*, in *Journal of Political Economy*, Volume 96, No. 3, June 1988, pp. 671-4.

T. Muller, T. Espenshade et al., *The Fourth Wave*, in *Journal of Economic Literature*, Volume 25, No. 4, December 1987, pp. 1902-4.

J. Owen, *Working Lives: The American Work Force Since 1920*, in *Journal of Economic History*, Volume 47, No. 2, June 1987, pp. 574-6.

M. Feldstein, ed., *Behavioral Simulation Methods in Tax Policy Analysis*, in *Journal of Economic Literature*, Volume 22, No. 3, September 1984, pp. 1143-5.

R. Helfgott, *Labor Economics*, in *Industrial and Labor Relations Review*, Volume 29, No. 3, April 1976, pp. 446-8.

R. Noll, ed., *Government and the Sports Business*, in *The Annals*, Volume 419, May 1975, p. 198.

J. Kendrick, *Postwar Productivity Trends in the United States, 1948-1969*, in *The Annals*, Volume 415, September 1974, pp. 286-7.

F. Davis, *The Economics of Black Community Development*, and J. Handler and E. J. Hollingsworth, *The "Deserving Poor"*, in *The Annals*, Volume 403, September 1972, pp. 225-6.

M. Segal, *The Rise of the United Association*, and H. Graham, *The Pulp and Paper Rebellion*, in *The Annals*, Volume 400, March 1972, pp. 220-1.

P. Hartman, *Collective Bargaining and Productivity*, in *The Annals*, Volume 392, November 1970, pp. 246-7.

## MISCELLANEOUS

Member, Panel on Measuring and Collecting Pay Information from U. S. Employers by Gender, Race, and National Origin, Committee on National Statistics, National Research Council of the National Academies, 2011-2013.

Co-editor (with M. Anne Hill), *Comparable Worth: Analyses and Evidence*. Pp. 138. Ithaca, NY: ILR Press (Cornell University), 1989. Selected by the Industrial Relations Section, Princeton University, as one of the twelve "Noteworthy Books in Industrial Relations and Labor Economics, 1989."

*Labor Supply* (Cambridge University Press, 1983) selected by the Industrial Relations Section, Princeton University, as one of the thirteen "Outstanding Books in Industrial Relations and Labor Economics, 1980-1989."

Lectured on immigration and discrimination in Bahamas and Mexico, American Participant Program, U. S. Information Agency, October 1984.

Member, Governor's Pinelands Agriculture Study Commission, State of New Jersey, July 1984-December 1985.

Testimony on comparable worth (April 10, 1984), pp. 84-127 in Joint Economic Committee, U. S. Congress, *Women in the Work Force: Pay Equity*, Washington, DC: U. S. Government Printing Office, 1984 (S. Hrg. 98-1050).

Testimony on comparable worth (October 27, 1983), Committee on Labor Relations, General Assembly of Pennsylvania.

Testimony on labor market effects of immigration (November 23, 1981), pp. 192-210 in Subcommittee on Immigration and Refugee Policy, Committee on the Judiciary, U. S. Senate, *The Preference System*, Washington: U. S. Government Printing Office, 1982 (Serial No. J-97-83).

"The Minimum Wage Law's Winners and Losers." (With John M. Abowd.) *The Wall Street Journal*, September 10, 1981, p. 24.

Co-editor (with Rendigs Fels), *Papers and Proceedings of the Eighty-Sixth Annual Meeting of the American Economic Association* (Volume 64, No. 2, of the *American Economic Review*), May 1974.

## **SUPPORTED RESEARCH**

"The Economic Impacts of Comparable Worth." Supported by W. E. Upjohn Institute for Employment Research (Research Grant Agreement No. 84-04-50) and Alfred P. Sloan Foundation (Grant No. B1984-40). Final Report, October 1989.

"An Analysis of the Employment, Wages and Earnings of Hispanic Persons in the Government and Private Sectors with Special Reference to Puerto Ricans." Supported by Employment and Training Administration, Department of Labor (Grant No. 21-61). (With John M. Abowd.) Final Report, September 1981.

"Structural Models of the Effects of Minimum Wages on Employment by Age Groups." Supported by Minimum Wage Study Commission (Grant No. J-9-M-0-0070). (With John M. Abowd.) Final Report, June 1981.



## PROFESSIONAL ACTIVITIES

American Association of University Professors

American Economic Association

1987-89: Member, editorial board, *Journal of Economic Literature*

1973-74: Assistant Secretary-Treasurer

1973: Member, Nominating Committee

Econometric Society

Industrial Relations Research Association

1983: Chair, session on economic and statistical analysis in employment discrimination cases, annual winter meeting

Phi Beta Kappa Phi

Kappa Phi

Royal Economic Society