

## RESUME

**MARC BENDICK, JR.**

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**Dr. Bendick is an employment economist specializing in public and private initiatives to enhance mainstream opportunities for traditionally-excluded individuals, families, businesses, and communities. For additional information, visit <http://www.bendickegan.com> or the entry for Marc Bendick, Jr. in wikipedia.**

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## ADDRESS

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## CAREER CHRONOLOGY

**Bendick and Egan Economic Consultants, Inc.,** Alexandria, VA (1984 - present)

Co-founder and Co-Principal in a firm providing economic, business, and social science analysis to clients in the public, private, international, and non-profit sectors.

**The Urban Institute,** Washington, DC (1975 - 1984)

Senior Research Associate leading needs assessment, program evaluation, and policy analysis studies under government and foundation sponsorship.

**University of Bristol,** Great Britain (1980)

Visiting Associate Professor, School for Policy Studies.

**Nika Corporation,** Chicago (1973 - 1974)

Urban development project planner and financial analyst.

**McDonnell Douglas Corporation,** Los Angeles (1968 - 1970)

Staff economist and management analyst.

## EDUCATION

**Ph.D.** Economics/Public Policy, University of Wisconsin, 1975 (with distinction)

**M.S.** Economics/Management Science, University of Wisconsin, 1972

**B.A.** Economics/Social Psychology, University of California, Berkeley, 1968 (with honors)

## PROFESSIONAL ACTIVITIES

**Consultant/contractor to public agencies** including City of Alexandria (VA), City of Atlanta, City of Chicago, U.S. Community Services Administration, California Department of Fair Employment & Housing, Congressional Government Accountability Office, Congressional Office of Technology Assessment, City of Detroit, District of Columbia Commission on Vocational Education, District of Columbia Commission on Social Services, U.S. Economic Development Administration, U.S. Environmental Protection Agency, U.S. Equal Employment Opportunity Commission, City of Flint (MI), U.S. Food and Nutrition Service, U.S. Department of Health and Human Services, U.S. Department of Housing and Urban Development, U.S. Department of Justice, U.S. Department of Labor Office of Contract Compliance Programs, U.S. Department of Labor Office of Disability Employment Programs, U. S. Department of Labor Women's Bureau, Mayoral Transition Team for the District of Columbia, City of Miami, Michigan Civil Service Commission, U.S. National Commission for Employment Policy, U.S. National Science Foundation, U.S. National Skills Standards Board, New York (City) Commission on Human Rights, New York State Office of the Solicitor General, New York State Office of the Attorney General Civil Rights Bureau, New Jersey Office of the Public Advocate, Ohio Bureau of Employment Services, City of Pontiac, Illinois Prairie State 2000 Authority, City of Seattle Office of Civil Rights, and City of Southfield (MI).

**Consultant/grantee for non-profit and research organizations** including Abt Associates, Aetna Foundation, American Association of Retired Persons, American Bar Association Commission on Women in the Profession, American Civil Liberties Union, American Public Human Services Association, Annie E. Casey Foundation, Brody & Weiser, Carnegie Corporation, Center for Frontline Retail, Chase Bank Foundation, Cleveland Foundation, Committee for Economic Development, Committee on Strategies against Chronic Poverty, Community Development Research Center, Disability Rights New York, Economic Development Assistance Consortium, Educational Testing Service, Employment Justice Research Center, Fair Employment Council of Greater Washington, Ford Foundation, German Marshall Fund of the United States, Grant makers Concerned with Immigrants and Refugees, Greater Washington Research Center, Hewlett Foundation, Housing for All (Denver), The Impact Fund, Institute for Women's Policy Research, Interstate Conference of Employment Security Agencies, Job Opportunities Task Force (Baltimore), Jobs for District of Columbia Graduates, JP Morgan Chase Foundation, Justice Catalyst, Lawyers' Committee for Civil Rights under Law, Legal Services Corporation, MacArthur Foundation, Make the Road New York, Manpower Demonstration Research Corporation, Metlife Foundation, Charles Stewart Mott Foundation, NAACP Legal Defense Fund, National Academy of Public Administration, National Commission on Testing and Public Policy, National Center for Occupational Readjustment, National Employment Law Project, National League of Cities, National Planning Association, National Wildlife Federation, OMNI Institute, Organization of Women in International Trade, Organization Resources Counselors, Pelavin Associates, Primerica Foundation, Restaurant Opportunities Center of New York (ROC-NY) and Restaurant Opportunity Center United (ROC-U), Retail Action Project, Rider Pool Foundation, Rockefeller Foundation, Russell Sage Foundation, Sloan Foundation, Worker Rights Consortium, and Youngstown-Warren Regional Growth Association.

**Consultant to employers** including American Express Corporation, Blue Cross/Blue Shield of Michigan, Center for Creative Practices, Control Data Corporation, Dupont Corporation, Equitable Life Assurance, Ford Motor Company/Visteon, Georgetown Day School, IBM, International Monetary Fund, Johns Hopkins Hospital and Health Systems, Macy's Department Stores, NewsGuild of New York, Orient Express Hotels, Royal Ahold NV/Giant Foods, Southern California Edison, Southern Wines and Spirits, U.S. Foodservice, World Bank Group, and Zenith National Insurance.

**Consultant to international and multinational organizations** including U.S. Agency for International Development, Australian Bureau of Labour Market Research, Australian Institute for Multicultural Affairs, Center for American Studies-Fudan University (China), Commission of the European Union, International Finance Corporation, International Monetary Fund, International Institute of Management-Berlin, International Labour Organisation, Japanese Institute for Research Advancement, Organisation for Economic Cooperation and Development, and the World Bank.

**Media source** quoted or appearing in [AARP Bulletin](#), [ABC World News](#), [Advertising Age](#), [Adweek](#), [American Bar Association Perspective](#), [Arkansas Gazette](#), [Associated Press](#), [Atlanta Journal-Constitution](#), [Atlantic](#), [Augusta \(GA\) Chronicle](#), [Austin Chronicle](#), [Baltimore Sun](#), [Beaumont \(TX\) Enterprise](#), [BET.com](#), [Black Enterprise](#), [BNet Business Network](#), [Bloomberg Business Week](#), [BBC News](#), [BBC Panorama](#), [Business and Human Rights Resource Centre](#), [BNA Union Labor Report](#), [Boston Globe](#), [Center for Investigative Reporting/Reveal](#), [Chicago Crusader](#), [Christian Science Monitor](#), [Class Action Litigation Report](#), [CNN](#), [CNMoney.com](#), [Congressional Quarterly](#), [Congressional Digest](#), [Corporate Board Member Magazine](#), [Corporate Social Responsibility Data Network](#), [Crain's New York Business](#), [D Magazine \(Dallas\)](#), [Daily Beast](#), [Daily Labor Report](#), [Dallas Channel 8 \(ABC\)](#), [Deseret News](#), [Detroit Free Press](#), [Diversity Digest](#), [DiversityInc](#), [Diversity Officer Magazine](#), [Employment Discrimination Report](#), [Epoch Times](#), [Fast Company](#), [fireengineering.com](#), [Fortune](#), [Fox News](#), [The Guardian \(UK\)](#), [Health Planning Reports](#), [Houston Chronicle](#), [HUDuser.org](#), [Huffington Post](#), [Inc.](#), [Institute for Social Entrepreneurs](#), [Journal of Commerce](#), [Journal of Housing](#), [Lear's](#), [the Linda Chavez Program](#), [Los Angeles Times](#), [McNeil-Lehrer News Hour](#), [Mainstreet.com](#), [Management Review](#), [mediabistro.com](#), [Memphis Commercial Appeal](#), [Milwaukee Journal](#), [Ms. Magazine](#), [MSNBC](#), [The Nation](#), [Nation's Cities](#), [National Civic Review](#), [National Journal](#), [National Public Radio](#), [NBC Nightly News](#), [New York](#), [New York Post](#), [New York Times](#), [NPR Marketplace](#), [NYTimes.com](#), [Newsday](#), [Newsweek](#), [NY1](#), [Occupational Health Safety](#), [Phoenix Focus](#), [Poverty and Race Research Action Council Newsletter](#), [Public Affairs Information Service Bulletin](#), [The Public Interest](#), [racismreview.com](#), [Restaurant News](#), [Reuters](#), [Revista University Sao Paulo \(Brazil\)](#), [San Francisco Chronicle](#), [San Gabriel Valley News](#), [San Jose Mercury News](#), [Seattle Post-Intelligencer](#), [Social Care Online](#), [SHRM Online](#), [Time](#), [the Today Show](#), [Tolerance.org](#), [Training and Development Journal](#), [United Press International](#), [Univision](#), [Urban Futures Information Exchange](#), [Urban Outlook](#), [USA Today](#), [U.S. News and World Report](#), [Voice of America](#), [Wall Street Journal](#), [Washington Business Journal](#), [Washington Post](#), [WBZ](#), [WFUV](#), [Which Way L.A.](#), [Women's Wear Daily](#), [workforceanswers.com](#), [Workforce Management](#), [Working Papers](#), and [WorkCite](#).

**Guest lecturer** at colleges and universities including American, Brandeis, Brown, Columbia, Cornell, Florida State, Franklin and Marshall, George Mason, George Washington, Georgetown, Johns Hopkins, Maryland, Missouri, New School for Social Research, North Texas, Princeton, Southern California, West Virginia, and Wisconsin. Non-faculty member of Ph.D. dissertation committees: Devah Pager, University of Wisconsin, 2002; Lauren Brown, Brandeis University, 2008.

**International** researcher and consultant with experience in Australia, Belgium, Commonwealth of the Northern Mariana Islands, Denmark, Finland, France, Germany, Ghana, Great Britain, Ireland, Jamaica, the Netherlands, New Zealand, Senegal, Switzerland, and Sweden.

**Member**, Academy of Management; Advisory Board, Discrimination Research Center (former); Advisory Board of Directors, Jobs for District of Columbia Graduates (former); Advisory Panel on Cities and Technology, Congressional Office of Technology Assessment (former); Advisory Panel on Dislocated Workers, Congressional Office of Technology Assessment (former); Employment Law Task Force (former); National Community Reinvestment Coalition (former); American Economic Association; Society of Labor Economists (former); Association for Public Policy and Management; Council for Urban Economic Development (former); Industrial Relations Research Association (former); International Association for Diversity Management; International Association of Professionals in Employment Security (former); International Society of Diversity and Inclusion Professionals; National Academy of Sciences/National Research Council Committee on Methods for Collecting Pay Information (2011-2012), National Association for Forensic Economics; National Committee on Pay Equity; Phi Beta Kappa; Social Psychology Network; Society for Human Resource Management (Senior Certified Professional in Human Resources, 1999- ); Special Expertise Panel on Workforce Diversity, 2007-2010; Taskforce on Diversity and Inclusion Standards, 2010-2014); Society of Government Economists (former); Society for the Psychological Study of Social Issues.

**Member, Boards of Directors/Trustees/Advisors:** Program Advisory Committee, Equal Rights Center, Washington DC (2018- ); Bendick and Egan Economic Consultants, Inc. (1984 - ); Workplace Fairness, Inc. (former); U.S. Committee to the International Council on Social Welfare (treasurer; former); World Neighbors, Inc. (former);

**Speaker** before professional and general audiences including Academy of State and Local Government, AFL-CIO Meany Center for Labor Studies, All-African Conference on Housing and Urban Development (Senegal), American Academy of Arts and Sciences, American Association of Schools of Teacher Education, American Bar Association Section on Labor and Employment Law, ACLU National Leadership Conference, American Economic Association, American Human Services Association, American Psychological Association, Association for Global Business, Association of Providers of Employment and Training, Association for Public Policy and Management, Bar Association of San Francisco, Brookings Institution, Business Coalition for Education Reform, Business Development and Retention Council (Kansas City), Center for Strategic Analysis of the Office of the Prime Minister (France), Chase Manhattan Bank Community Development Group, Commission of the European Union (Brussels), Community Matters Forum (Florida), Congressional Research Service, Corporation for Enterprise Development, Council of State Governments, Council on Foundations, Cultural Contact Working Group, Department of Defense Workshop on Outplacement, DC Agenda, District of Columbia City-Wide Education Conference, District of Columbia Committee on Public Education, District of Columbia Department of Human Services, Diversity Best Practices, Equal Employment Trial Practice Institute, European Centre for Social Welfare Research and Training (Switzerland), Family Impact Seminar, Federal Reserve Bank of Boston, Florida Bar Association, Forty Plus, Georgia Rural Urban Summit, Grantmakers in Health, Greater London Enterprise (UK), Greater Washington Board of Trade, House of Representatives Republican Conference, Institute on the Urban Economy (France), International Association of Fire Chiefs, International Association of Personnel in Employment Security, Interstate Conference of Employment Security Agencies, International Association of Women in Fire and Emergency Services, International Downtown Association, International Youth Employment Conference (New Zealand), Jobs for the Future, Job Opportunities Task Force (Baltimore), Johannesburg (South Africa) Regional Development Initiative, Labor Institute of Public Affairs, League of Women Voters, Manpower Demonstration Research Corporation, Metropolitan Washington Council of Governments, Milwaukee Economic Development Summit, Minority Business Legal Defense and Education Fund, National Alliance of Business, NAACP Legal Defense Fund Training Institute, National Association for Welfare Research and Statistics, National Association of Black MBAs, National Association of Protective and Advocacy Systems, National Center for Research on Vocational Education, National Center for Neighborhood Enterprise, National Conference on Social Welfare, National Conference of State Legislatures, National Cooperative Bank, National Council for Employment Policy, National Council of La Raza, National Employment Law Institute, National Institute of Education, National League of Cities, National Science Foundation Social Behavioral and Economic Sciences Directorate, National Task Force on Tradeswomen Issues, National Urban Coalition, New York Restaurant Industry Summit, Northeast-Midwest Institute, Organization for Economic Cooperation and Development (Paris), ORIGIN (Organizational and Institutional Gender Information Network), Passaic County (NJ) Economic Development Authority, President's National Equal Pay Enforcement Task Force, Prince Georges County (MD) Planning Department, Program on Community Problem Solving, Public Education Network, Seattle-King County Workforce Development Council, Social Policy Association (UK), Society of Government Economists, Society for Human Resource Management, Society for Industrial and Organizational Psychology, Society for the Psychological Study of Social Issues, Southern Economic Association, Swedish National Labor Market Board, United Way of America, U.S. Chamber of Commerce, U.S. Department of Labor Women's Bureau, U.S. Equal Employment Opportunity Commission, U.S. Conference of Mayors, U.S. Information Agency, U.S. State Department International Information Program (Warsaw Embassy), and Vermont Department of Social Welfare.

**Expert witness** or consulting expert in more than 200 federal and state court cases concerning race, ethnicity, gender, age, disability, sexual orientation, and other discrimination in employment; patterns of employment and earnings; the employment implications of business development; and interpretation of social science data. These cases have included several dozen class actions involving employers with 10,000 or more employees and five cases reviewed by the U.S. Supreme Court.

**Research reviewer/journal referee**, Academy of Management Learning and Education; Administration in Social Work; Administrative Sciences; Analyses of Social Issues and Public Policy (ASAP); Behavioral Sciences, Cornell Industrial and Labor Relations Press, Economic Development Quarterly; European

Sociological Review; Government & Policy; The Gerontologist; Institute for Research on Poverty, University of Wisconsin; International Journal of Diversity in Communities, Organisations and Nations; International Journal of Environmental Research and Public Health; Journal of Aging and Social Policy; Journal of Ethnic and Migration Studies, Journal of Forensic Economics; Journal of Policy Analysis and Management; Journal of Social Issues; Journal of Social Policy; Journal of Regional Science; Land Economics; National Association of Forensic Economics; National Commission on Testing and Public Policy; National Science Foundation; National Tax Journal; Nuffield Foundation; Praeger Publishers; Research on Aging; Sloan Foundation; Sex Roles; Social Science Journal; Social Service Review; Social Sciences; Societies; Sociological Perspectives; Springer Publishing; State and Local Government Review, and University of Wisconsin Press.

July 2020

## PROFESSIONAL PUBLICATIONS

### 2016 –2020

142. “Measuring Occupational Similarity to Guide Strategies Against Gender Job Segregation” (in preparation, 2020) (with John J. Miller).<sup>1</sup>
141. “Race Discrimination and Segregation in Manufacturing Jobs: Evidence from Matched-Pair Testing of Staffing Agencies” (under editorial review, 2020) (with Elias Cohn).
140. “The Global Advertising Workforce: Who is Excluded and Why it Matters.” Presentation at the *Second Biennial Race in the Marketplace Forum*, June 2019 (with Mary Lou Egan).
138. “Increasing Minority Employment: Are You Ready to Recruit?” *Employment Relations Today* (July 2018), pp. 1-5 (with Mary Lou Egan).<sup>2</sup>
137. “Making it Count: Discrimination Auditing and the Activist Scholar Tradition.” In: S. M. Gaddis (ed.), *Audit Studies: Behind the Scenes with Theory, Method, and Nuance* (Springer, 2018), pp. 45-62 (with Frances Cherry).
136. “Employment Discrimination Against Persons with Disabilities: Evidence from Match Pair Testing,” *International Journal of Diversity in Organizations, Communities, and Nations: Annual Review* 17 (1, 2017), pp. 11-25.<sup>3</sup>
135. *Pathways to Equity, Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs* Washington: Institute for Women’s Policy Research, 2016. (with Ariane Hegewisch, Barbara Gault, and Heidi Hartmann).

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<sup>1</sup> An earlier version of this paper appeared as *Pathways to Equity, Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs* (Washington: Institute for Women’s Policy Research, 2016).

<sup>2</sup> An earlier version of this paper was presented at the Workshop on Attracting and Retaining U.S. Minorities, World Bank, Washington, DC, November 2010.

<sup>3</sup> An earlier version of this paper was presented at the International Conference on Diversity in Organizations, Communities, and Nations, Toronto, July 2017.

### 2011 - 2015

134. “Using Information Regulation to Enhance Workplace Diversity, Inclusion and Fairness.” *Argumenta Oeconomica Cracoviensia* 10 (2015), pp. 59-77 (with Mary Lou Egan).<sup>4</sup>
133. “What Research Tells us about Women in Firefighting” **Testimony, City Council of the City of New York**, December 13, 2013.
132. “Professionalizing Diversity and Inclusion Practice: Should Voluntary Standards be the Chicken or the Egg?” *Industrial and Organizational Psychology: Perspectives on Science and Practice* 6 (2013), pp. 193-205 (with Rosemary Hayes-Thomas).<sup>5</sup>
131. “Availability Estimates for Women and Why They Matter.” **Presentation, AFL-CIO Third Annual Conference on Women in the Trades**, Sacramento, April 2013.
130. “Setting Industry-Level Priorities for EEOC Enforcement.” **Testimony, Equal Employment Opportunity Commission Hearings on the Strategic Enforcement Plan**, July 2012.
129. “Making Invisible Difference Visible in Measuring Inclusion.” **Presentation at the George Mason University Conference on Diversity; Practice and Research**, June 2012.
128. “Developing the Research Base for Controlling Bias in Hiring.” *Journal of Social Issues* 68 (2012), pp. 238-263 (with Ana Nunes).
127. *The Availability of Women, Racial Minorities, and Hispanics for On-Site Construction Employment*. Alexandria, VA: Bendick and Egan Economic Consultants, Inc. for the U.S. Department of Labor, 2011 (with M. Egan, J. Miller & L. Lanier).
126. “Research Evidence on Disparate Treatment in Hiring.” **Testimony, U.S. Equal Employment Opportunity Commission Hearings on Discrimination in Hiring**, June 2011.

### 2006 - 2010

125. “Employment Discrimination in Upscale Restaurants: Evidence from Paired Comparison Testing.” *Social Science Journal* 47 (2010), pp. 802-818.(with Rekha Rodriguez and Sarumathi Jayaraman).<sup>6</sup>
124. “The Business Case for Diversity and the Perverse Practice of Matching Employees to Customers.” *Personnel Review* 39 (4, 2010), pp. 468-486 (with Mary Lou Egan and Louis Lanier).<sup>7</sup>

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<sup>4</sup> An earlier version of this paper was presented at the 13<sup>th</sup> International Human Resource Management Conference, Krakow, Poland, June 2014.

<sup>5</sup> An earlier version of this paper was presented as the Society for Industrial and Organizational Psychology Annual Conference, San Diego, April 2012.

<sup>6</sup> Portions of this paper also appear in **The Great Service Divide, Occupational Segregation and Inequality in the New York City Restaurant Industry** (New York: Restaurant Opportunity Center of New York and the New York City Restaurant Industry Coalition, 2009).

<sup>7</sup> An earlier version was presented at the 10<sup>th</sup> International Human Resource Management Conference, Santa Fe, NM, 2009.

123. "Taking the Heat, Gender Discrimination in Firefighting." **Journal of Gender, Social Policy and the Law** 17 (2010), pp. 705-749. (with Amanda Dupree, Richard Ugelow, et al.).
122. **Transgender Need Not Apply: Gender Identity Job Discrimination in New York City's Retail Sector** New York: Make the Road New York, 2009 (with Chase Madar et al.).
121. "Using Situation Testing to Document Employment Discrimination Against Persons with Psychiatric Disabilities." **Employee Relations Law Journal** 35 (Winter, 2009), pp. 40-60 (with Amir Tal, Galia Moran, and Dan-Olof Rooth).<sup>8</sup>
120. "France's Mandatory 'Triple Bottom Line' Reporting: Promoting Sustainable Development through Informational Regulation," **International Journal of Environmental, Cultural, Economic, and Social Sustainability** 7 (5, 2009), pp. 27-47 (with Mary Lou Egan, Fabrice Mauleon, and Dominique Wolff).<sup>9</sup>
119. **Research Perspectives on Race and Employment in the Advertising Industry** (Washington: Bendick and Egan Economic Consultants, Inc., 2009) (with Mary Lou Egan).
118. "Manage Employer Inclusion, not Workforce Diversity!" **Presentation to the Society for Human Resource Management Annual Diversity Conference, Atlanta, October 2008** (with Mary Lou Egan).
117. "Combining Multicultural Management and Diversity into One Course on Cultural Competence," **Academy of Management Learning and Education** 7 (September 2008), pp. 387-393 (with Mary Lou Egan).
116. "Enhancing Women's Inclusion in Firefighting in the USA," **International Journal of Diversity in Communities, Organisations, and Nations** 8, 2 (2008), pp. 189-208 (with Denise Hulett, Sheila Thomas, and Francine Moccio).<sup>10</sup>
115. "Measuring Inclusion in the Workplace: A Somewhat Economics Perspective," **Presentation to the National Science Foundation Social Economic and Behavioral Sciences Directorate, June 2008** (with Mary Lou Egan).
114. "Measuring Inclusion in the Workplace," **Presentation to the American Psychological Association National Conference, San Francisco, August 2007** (with Mary Lou Egan).
113. "Situation Testing for Employment Discrimination in the United States of America," **Horizons Strategiques** 5 (July 2007), pp. 17-39.
112. "How Can the EEOC Effectively Promote Employer Efforts to Hire the Best Employees and Avoid Discrimination?" **Testimony, Equal Employment Opportunity Commission Hearings on the E-RACE (Eliminate Racism and Colorism in Employment) Initiative**, February 2007.

#### 2000 - 2005

111. "Behavioral Science, Workforce Diversity Management, and Employment Litigation: Implications for

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<sup>8</sup> An earlier version was presented at the Fourth International Stigma Conference, London, 2009.

<sup>9</sup> Earlier versions were presented at the Second International Conference of the International Center for Corporate Accountability, New York, June 2007, and at the 25<sup>th</sup> Annual Research Conference, Association for Public Policy and Management, 2003.

<sup>10</sup> Alternative versions appeared as **A National Report Card on Women in Firefighting** (International Association of Women in Fire and Emergency Services, April 2008), and "A Fair Shake," **Fire Chief** (April 2008), pp. 36-40.

- Employment Testing,” **Presentations to the Monash University Conference on Field Experiments on Discrimination in Markets**, Prato, Italy, July 2005 (with Ana Nunes and Mary Lou Egan).
110. “Using Paired Comparison Testing to Develop a Social Psychology of Civil Rights,” **Presentation to the Annual Conference of the Society for the Psychological Study of Social Issues, June 2004**.
109. “Workforce Diversity Initiatives of US Multinational Corporations in Europe,” **Thunderbird International Business Review** 45 (November-December 2003), pp. 701-727 (with Mary Lou Egan).<sup>11</sup>
108. “The Emerging Job Market on the Internet,” **Proceedings of the 7<sup>th</sup> Conference on International Human Resource Management, Limerick, Ireland, June 2003** (with Lauren E. Brown).
107. “Beyond Simple Counts: A New Approach to Measuring and Monitoring Workforce Diversity,” **Proceedings of the 7<sup>th</sup> Conference on International Human Resource Management, Limerick, Ireland, June 2003** (with Mary Lou Egan and John J. Miller).
106. “US Firms’ Evaluation of Employee Qualifications in International Business Careers.” **International Journal of Human Resource Management** 13 (February 2002), pp. 76-88 (with Mary Lou Egan and John Miller).
105. “Diversity Training: From Anti-Discrimination Compliance to Organization Development.” **Human Resource Planning** 24 (2, 2001), pp. 10-25 (with Mary Lou Egan and Suzanne Lofhjelm).<sup>12</sup>
104. “Using EEO-1 Data to Analyze Allegations of Employment Discrimination,” **Presentation to the Section on Labor and Employment Law, American Bar Association, July 2000**.
103. “Changing Workplace Cultures to Reduce Employment Discrimination.” **Presentation to the Conference on Low Wage Workers in the New Economy**, Washington, DC May 2000.
102. **Gender Occupational Segregation: An Analysis of Employers’ EEO-1 Reports**. Newark, NJ: Employment Discrimination Project, Rutgers Law School (with Alfred W. Blumrosen, John J. Miller, and Ruth Blumrosen), 2000.

#### 1995 - 1999

101. **Surmounting Five Barriers to Business Participation**. Presentation to the Urban Institute/Department of Labor Conference on Workforce Development, May 1999. Washington: Bendick & Egan Economic Consultants, Inc., 1999.
100. **Welfare Reform and Beyond: Making Work Work**. New York: Committee for Economic Development, 2000 (with others).
99. “No Foot in the Door: An Experimental Study of Employment Discrimination Against Older Workers.” **Journal of Aging and Social Policy** 10 (4, 1999), pp. 5-23 (with Lauren Brown and Kennington Wall).<sup>13</sup>
98. “Adding Testing to the Nation's Portfolio of Information on Employment Discrimination.” In Michael Fix and Margery Turner (eds), **A National Report Card on Discrimination in America: The Role of Testing**. Washington: The Urban Institute, 1999, pp. 47-68.

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<sup>11</sup>Reprinted in **Value Creation through Diversity** (Philadelphia: Wharton School of the University of Pennsylvania, 2002) and **Executive Reference Book** (Hyderabad: Institute of Chartered Financial Analysts of India, 2003).

<sup>12</sup>Awarded Walker Prize for Best Published Research in 2001, Human Resource Planning Society.

<sup>13</sup>Cited in *Reeves v. Sanderson Plumbing Products, Inc.*, U.S. Supreme Court, 99-536, pp. 10-11.



97. **Employment Discrimination Against Women and Minorities in Georgia.** Newark, NJ: Employment Discrimination Project, Rutgers Law School, 1999 (with Alfred W. Blumrosen, John J. Miller, and Ruth Blumrosen).
96. **The Documentation and Evaluation of Anti-Discrimination Training in the United States.** Geneva: International Labour Office, 1998 (with Mary Lou Egan and Suzanne Lofhjelm).
95. **Employment Discrimination Against Women in Washington State, 1997.** Newark, NJ: Employment Discrimination Project, Rutgers Law School, 1998 (with Alfred W. Blumrosen, John J. Miller, and Ruth Blumrosen).
94. **Access, Diversity and Civil Rights Issues in the Development of Skills Standards.** Washington: National Skills Standards Board, 1997.
93. **Connecting Inner-City Youth to the World of Work.** New York: Committee for Economic Development, 1997 (with others).
92. "Employment Discrimination Against Older Workers: An Experimental Study of Hiring Practices." **Journal of Aging and Social Policy** 8 (4, 1996), pp. 25-46 (with Charles Jackson and J. Horacio Romero).
91. **State of Michigan Equal Employment Opportunity Review.** Lansing: Civil Service Commission of the State of Michigan, 1996 (with Peter Robertson and Alfred W. Blumrosen).
90. **Employment Practices and Employment Discrimination: A Bibliography Combining Economic, Managerial, and Behavioral Science Research.** Washington: Fair Employment Council of Greater Washington, Inc., second edition 1996.
89. "Linking Learning and Earning." **Economic Development Quarterly** 10 (August 1996), pp. 217-223.
88. **Discrimination Against Racial/Ethnic Minorities in Access to Employment in the United States.** Geneva: International Labour Office, 1996.
87. "Employee Ownership and Participation Enhance Economic Development in Low-Opportunity Communities." **Journal of Community Practice** 2 (Winter 1995), pp. 61-85 (with Mary Lou Egan).
86. "Making the Federal Government an Effective Partner in Community Revitalization." **Testimony**, Committee on Small Business, United States Senate, October 19, 1995.
85. **Rebuilding Inner-City Communities: A New Approach to the Nation's Urban Crisis.** New York: Committee for Economic Development, 1995 (with others).
84. "Research Evidence on Discrimination and Affirmative Action in Employment." **Testimony**, Committee on the Judiciary, California State Assembly, May 4, 1995.<sup>14</sup>

#### 1990 - 1994

83. "The Case against a Misdirected Federal Neighborhood Strategy." **Environment and Planning C: Government and Policy** 12 (1994), pp. 490-493 (with Terra Geiger).

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<sup>14</sup>Reprinted in **Employee Advocate Supplement** 41(Fall 1995): 30-50; Stuart Nagel (ed.), **Research in Public Policy Analysis, Volume 9** (Greenwich, CT: JAI Press, 1998); **International Journal of Public Administration** 22 (8): 1213-1240; **International Journal of Economic Development** 2 (2): 256-274; and Stuart Nagel (ed.), **Diverse Perspectives on Peace, Prosperity, and Democracy** (Nova Publishers, 2002).

82. "Measuring Employment Discrimination through Controlled Experiments." **Review of Black Political Economy** 23 (Summer 1994), pp. 25-48 (with Charles Jackson and Victor Reinoso).<sup>15</sup>
81. "International Business Careers in the United States: Salaries, Advancement, and Male-Female Differences." **International Journal of Human Resource Management** 5 (February 1994), pp. 33-50 (with Mary Lou Egan).
80. "Use of Testing in Civil Rights Enforcement." in Michael Fix and Raymond Struyk (eds.), **Clear and Convincing Evidence: Measurement of Discrimination in America**. Washington, D.C.: Urban Institute Press, 1993: 345-376 (with Roderic Boggs and Joseph Sellers).
79. "Linking Business Development and Community Development in Inner Cities." **Journal of Planning Literature** 8 (August 1993), pp. 3-19 (with Mary Lou Egan).
78. "Racial and Ethnic Discrimination in Restaurant Franchising." **Testimony**, Committee on Small Business, U.S. House of Representatives, June 30, 1993 (with Kerry Scanlon).
77. **EEO Testing Manual**. Washington: Fair Employment Council of Greater Washington, 1993 (with others).
76. "Goal Setting." in **Opportunity Denied! A Study of Racial and Sexual Discrimination Related to Government Procurement in New York State**. New York: New York State Department of Economic Development, 1992.
75. "Designing an Effective Re-employment Program for Dislocated Workers." **Testimony**, Committee on Ways and Means, U.S. House of Representatives, April 30, 1992.
74. **Getting a Job is a Job: A Curriculum for High School**. Washington: Fair Employment Council of Greater Washington, 1992 (with others).
73. **Linking Learning with Earning: The Report of the Commission on Vocational Education**. Washington: District of Columbia Public Schools, 1992 (with others).
72. "Discrimination Against Latino Job Applicants: A Controlled Experiment." **Human Resource Management** 30 (Winter 1991), pp. 469-484 (with Charles Jackson, Victor Reinoso, and Laura Hodges).<sup>16</sup>
71. **Managing Greater Washington's Changing Work Force: Keys to Productivity and Profit**. Washington: Greater Washington Research Center, 1991 (with Mary Lou Egan).
70. "Should Labor Market Analyses Recognize that Blacks and Other Minorities are Disproportionately Omitted from Census Counts?" in **Papers of the 1990 Training Conference**. New York: NAACP Legal Defense & Education Fund, 1990 (with Daniel Edelman).
69. "Upgrade Training in Other Industrial Nations." in Michael Kane and Ann Meltzer, **Upgrade Training for Employed Workers**. Washington: Pelavin Associates for the U.S. Department of Labor, 1990 (with Mary Lou Egan).

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<sup>15</sup>Reprinted in **Discrimination and Affirmative Action: Are There Any Facts Out There?** (Sacramento: California State Legislature, 1995); James Stewart (ed.), **African-Americans in Post-Industrial Labor Markets** (New Brunswick, NJ: Transaction Books, 1997); and Fred L. Pincus & Howard J. Ehrlich (eds.), **Race and Ethnic Conflict: Contending Views on Prejudice, Discrimination, and Ethnoviolence** (Boulder: Westview Press, 1998).

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