

## Curriculum Vitae

### **HONORABLE EDWARD B. MONTGOMERY**

#### **WORK ADDRESS**

McCourt School of Public Policy  
100 Old North  
37th & O Street, NW  
Washington DC 20057  
Phone: 202-687-7051  
E-mail: ebm48@georgetown.edu

#### **EDUCATION**

1973 - 1976            Magna Cum Laude  
B.S. (Honors) in Economics  
Pennsylvania State University  
University Park, Pennsylvania

1977 - 1980            A.M., Economics  
Harvard University  
Cambridge, Massachusetts

1980 - 1982            Ph.D., Economics  
Harvard University  
Cambridge, Massachusetts

Dissertation: "Tests of Alternative Hypotheses on the Decline in the Personal Saving Rate"

#### **CURRENT POSITIONS:**

10/2013- Present      Founding Dean and Professor  
McCourt School of Public Policy  
Georgetown University  
Washington, D.C.

8/2010 – 10/2013      Dean and Professor  
Georgetown Public Policy Institute  
Georgetown University  
Washington, D.C.

3/2009- 8/2010        Director of Recovery for Auto Communities and Workers and  
Executive Director of the White House Council for Auto Communities and  
Workers  
U.S. Department of Labor  
Washington, D.C.

#### **PREVIOUS POSITIONS:**

**EDWARD B. MONTGOMERY**

7/2003 -3/2009	Dean College of Behavioral and Social Sciences University of Maryland College Park, Maryland
2002 -2003	Senior Associate Dean College of Behavioral and Social Sciences University of Maryland College Park, Maryland
1992 – 2010	Professor Department of Economics University of Maryland College Park, Maryland
5/99-1/01	Deputy Secretary and Acting Deputy Secretary U.S. Department of Labor Washington, D.C.
11/99-5/00	Assistant Secretary for Policy U.S. Department of Labor Washington, D.C.
1/99-11/99	Counselor to the Secretary of Labor U.S. Department of Labor Washington, D.C.
2/97-1/99	Chief Economist U.S. Department of Labor Washington, D.C.
1995	Vice Chair Advisory Council on Employee Welfare and Pension Benefit Plans U.S. Department of Labor Washington, D.C.
1994 - 1996	Member Advisory Council on Employee Welfare and Pension Benefit Plans U.S. Department of Labor Washington, D.C.
1990 - 1992	Associate Professor Department of Economics University of Maryland College Park, Maryland

**PREVIOUS POSITIONS**

(Cont.)

**EDWARD B. MONTGOMERY**

1986 - 1990	Associate Professor Department of Economics Michigan State University East Lansing, Michigan
1983 - 1984	Visiting Scholar Board of Governors of the Federal Reserve System Washington, D.C.
1981 - 1986	Assistant Professor of Economics School of Urban and Public Affairs Carnegie Mellon University Pittsburgh, Pennsylvania
1979 - 1981	Assistant Head Tutor Department of Economics Harvard University Cambridge, Massachusetts
1976 - 1977	Eastman Kodak Company Estimating and Planning Rochester, New York

**OTHER PROFESSIONAL POSITIONS**

2017 – Present	Board of Directors Center for Law and Social Policy Washington, D.C.
1989 - Present	Research Associate National Bureau of Economic Research, Cambridge, Massachusetts
2016- Present	Justice Gap Advisory Committee Legal Services Corporation Washington, D.C.
2015-Present	Committee on Economic Statistics American Economic Association Nashville, TN
2015	International Advisory Panel of the Lee Kuan Yew School of Public Policy, National University of Singapore Singapore

**OTHER PROFESSIONAL POSITIONS**

(Cont.)

2014	Advisory Committee
------	--------------------

**EDWARD B. MONTGOMERY**

	Council of Professional Associations on Federal Statistics Washington, D.C.
2013- 15	Inclusive Prosperity Commission Center for American Progress Washington, D.C.
2011 – Present	Comptroller General’s Educators Advisory Committee General Accountability Office Washington, D.C.
2011 – Present	Policy Issues Committee National Association of Schools of Public Affairs and Administration Washington, D.C.
2012-Present	Dean’s Council School of Public and Environmental Affairs, Indiana University
2012- Present	Board of Advisors, Department of Economics, Michigan State University
2012	Presidential Board of Advisors, Tepper School of Business Carnegie Mellon University
2006	Fellow Center for the Study of Poverty and Inequality Stanford University
2005	Member, Economic Domain Design Group Key National Indicators Initiative National Academies Washington, D.C.
2004	Committee of Visitors for Economics, Decision and Management Sciences National Science Foundation Washington, D.C.
2004- 2009	Board of Directors Council for Excellence in Government Washington, D.C.

**OTHER PROFESSIONAL POSITIONS**

(Cont.)

2004	Academic Advisory Committee Center for American Progress
------	---

	Washington, D.C.
2002- 2010	Affiliate Professor School of Public Affairs University of Maryland College Park, Maryland
2002- 2010	Faculty Associate Maryland Population Research Center College Park, Maryland
2001- 2003	Research Advisory Board W.E. Upjohn Institute for Employment Policy Kalamazoo, Michigan
2001	Council on Excellence in Government Advisory Panel on Government Personnel Reform Washington, D.C.
2000-2001	Member National Partnership Council Washington, D.C.
1996	Senior Research Associate Joint Center for Political and Economic Studies Washington, D.C.
1995 - 1996	Member, Advisory Panel in Economics National Science Foundation Washington, D.C.

## **PUBLICATIONS**

### **BOOK CHAPTERS:**

"Labor Policy in the Aftermath of the Great Recession: Lessons from at home and abroad", forthcoming in Labor Activation in a Time of High Unemployment: Encouraging Work while Preserving the Social Safety-Net, edited by Doug Besharov and Doug Call, *Oxford University Press*.

"How Workers and the Government Have Dealt with Economic Crisis and Industrial Decline: 1929 and 2007", in, *Workers in Hard Times: A Long View of Economic Crises*, edited by Leon Fink, Joseph A. McCartin, and Joan Sangster; University of Illinois Press, 2014. Winner International Labor History Association Book of the Year for 2014.

### **BOOK CHAPTERS**

(cont.)

"The Department of Labor: Promoting Opportunity While Protecting Worker Rights", Chapter 32, Change for America, edited by Mark Green, Basic Books, 2009.

**EDWARD B. MONTGOMERY**

“Affirmative Action and Reservations in the American and Indian Labor Markets: Are They Really That Bad?” Ch. 7 in A Not So Dismal Science: A Broader View of Economies and Societies, edited by Mansur Olson and Satu Kahkonen, Oxford University Press, 2000. Reprinted in A New Institutional Approach to Economic Development, edited by Mansur Olson and Satu Kahkonen, Vistaar Publications, New Delhi, 2001

“State and Local Job Creation: The Impact of Policy on Job Growth of Black-Owned Enterprises” (with Randall Eberts), Job Creation and The Black Worker in the 21st Century, edited by Wilhemenia Leigh and Margaret Simms, 1999.

"Patterns in Regional Labor Market Adjustments: The United States vs Japan," in Social Protection vs Economic Flexibility: Is There a Tradeoff, edited by Rebecca Blank and Richard Freeman, University of Chicago Press, Chicago, IL, 1994.

"Toward a Theory of Saving: A Commentary", in The Economics of Saving, edited by James Gapinski, Kluwer Academic Press, Boston, MA, 1993.

"Layoffs, Discharges, and Youth Unemployment" (with Peter Jackson), in The Black Youth Employment Crisis, edited by Richard Freeman and Harry Holzer, University of Chicago Press, Chicago, IL., 1986.

"Social Security and Labor Market Policy" (with Ben Fischer), Fifty Years of Social Security: Past Achievements and Future Challenges, U.S. Congress, Senate, Special Committee on Aging, Committee Print, 99th Congress, 1st Session, U.S. Government Printing Office, Washington, D.C., August 1985.

"Income Security and Growth: Some Evidence and Conclusions", in Proceedings of 2nd Annual Labor Conference on the Income Security Dilemma at Carnegie Mellon University, 1983.

**ARTICLES:**

“Cross State Variation in Medicaid Programs and Female Labor Supply” (with John Navin), Economic Inquiry, vol. 38, no. 3, July 2000, 402-418.

“Do Workplace Smoking Bans Reduce Smoking?” (with William Evans and Matthew Farrelly), American Economic Review, vol. 89, no. 4, September 1999, 728-747.

"Pensions and Wage Premia" (with Kathryn Shaw), Economic Inquiry, vol. 35, July 1997, 510-522.

“A Look at Affirmative Action and Reparations in the United States”, International Policy Review, vol. 6, no.1, 1996.

"Employment Creation and Destruction: An Analytical Review", (with Randall Eberts), Economic Review, Federal Reserve Bank of Cleveland, Quarter 3, 1994.

**ARTICLES**

(Cont.)

"Evidence on the Causes of the Rising Dispersion of Relative Wages"(with David Stockton), Industrial Relations, vol. 33, no.4, April 1994.

*EDWARD B. MONTGOMERY*

"The Effects of Colleges and Universities on Local Labor Markets" (with Patricia Beeson), Review of Economics and Statistics, November 1993, 753-761.

"Asymmetries and Rigidities in Nominal Wage Adjustments by Firms" (with Harry Holzer), Review of Economics and Statistics, August 1993, 397-408.

"Pensions and Wages: A Hedonic Price Theory Approach" (with Kathryn Shaw and Mary Ellen Benedict), International Economic Review, Vol. 34, No. 1, February 1992.

"Evidence on Metropolitan Wage Differences across Industries and Overtime", Journal of Urban Economics, Vol. 31, January 1992.

"Private Income Security Schemes in Times of Crisis: A Case Study of United States Steel Corporation" (with Otto Davis), Labour and Society, Vol. 15, No. 1, 1990.

"Bargainer Experience and Strikes" (with Mary Ellen Benedict), Industrial and Labor Relations Review, April 1989.

"Employment and Unemployment Effects of Unions", Journal of Labor Economics, April 1989.

"The Real Wage-Employment Relationship: An Industry Analysis", (with Kathryn Shaw), Economics Letters, Vol. 26, No. 3, 1988.

"Creative Destruction and the Behavior of Productivity over the Business Cycle" (with William Wascher), Review of Economics and Statistics, February 1988.

"Race and Gender Inequality in Manufacturing and Services" (with William Wascher), Industrial Relations, Fall 1987.

"Where Did All the Saving Go? A Look at the Recent Decline in the Personal Saving Rate", Economic Inquiry, October 1986.

"The Impact of Regional Differences in Unionism on Employment", Economic Review, Federal Reserve Bank of Cleveland, Quarter 1, 1986.

"Long Term Contracts, Expectations, and Wage Inertia" (with Kathryn Shaw), Journal of Monetary Economics, September 1985.

"An Ordered Probit Analysis of Saving Behavior", Quarterly Review of Economics and Business, autumn 1985.

**ARTICLES**

(Cont.)

"Income Security, Job Security, and Growth", National Productivity Review, spring 1984

"Income Security and Economic Growth", Journal of Contemporary Studies, vol.7, no. 4, fall 1984.

“Aggregate Dynamics and Staggered Contracts: A Test of the Importance of Spillover Effects”, Journal of Money, Credit, and Banking, November 1984.

**EDITORIALS, REPORTS and OTHER PUBLICATIONS:**

“The Monthly Labor Review through a century of economic transformation”, Monthly Labor Review, U.S. Bureau of Labor Statistics, May 2016.

“Bipartisanship in Congress: Some progress, still a long way to go”, (with Richard Lugar), The Hill, March 7, 2016.

“Real conservatives and real progressives get things done”, (with Richard G. Lugar), The Hill, December 15, 2015.

“Reviving the Lost Art of Bipartisanship: Commentary”, (with Richard G. Lugar), Roll Call, May 18, 2015.

“Report of the Commission on Inclusive Prosperity”, Center for American Progress, January 2015.

“Obama’s Decision to Support Auto Industry Saved Our Jobs”, NewsOne.com, August 31, 2012

“Which tax cuts actually create jobs” (with Harry Holzer), Politico, December 6, 2010.

“Auto industry on the road to recovery” (with John Fernandez), Indianapolis Star, August 12, 2010.

“One Strike and a Ball: My Time as “CHECO”, Perspectives on Work, Vol. 6, No. 2, 2002.

“Private Investment will aid Camden Economy”, The Star Ledger, July 13, 2001.

“African-American Unemployment”, www.IMDiversity.com, April 2001

“The Black Worker in a Changing United States Labor Market”, Focus, September 1996.

"Unions and the Construction Industry in New Jersey: Barriers to Entrepreneurship", report to New Jersey Governor's Study Commission on Discrimination in Public Work Procurement and Contracts, April 1992.

"Cost of Living Update to Michigan Child Support Guideline Tables" (with Ronald L. Tracy), State Administrative Court Office, State of Michigan, September 1988.

**EDITORIALS, REPORTS and OTHER PUBLICATIONS:**

(cont.)

"Metropolitan Wage Differentials: Some Evidence on Differences across Industries and Over Time", Center for Regional Economic Issues, Case Western Reserve University, October 1987.



**EDWARD B. MONTGOMERY**

"Occupation Employment for the Cleveland Economic Region", in Cleveland Economic Analysis and Projections, Report for Civic Visions Program of the City of Cleveland, April 1987.

"Income Security in the Steel Industry: A Case Study of United States Steel Corporation" (with Otto Davis), reprinted in Daily Labor Report, May 16, 1986.

"The Impact of Public Sector Investments on Minority Unemployment in Pennsylvania" (with Samuel Myers, Jr. and William Sabol), Report to Urban League of Pennsylvania, April 1986.

**BOOK REVIEWS:**

Politics and Jobs: The Boundaries of Employment Policy in the United States, by Margaret Weir, in Governance, vol.6, no.3, July 1993.

Wage and Employment Adjustment in Local Labor Markets, by Randall Eberts and Joe Stone, in Industrial and Labor Relations Review, vol. 46, no. 2, January 1993.

The Myth of America's Decline, by Henry Nau, in Journal of American History, December 1991.

Leadership at the Fed, by Donald Kettl, in Journal of American History, summer 1987.

**UNPUBLISHED PAPERS:**

"Is Shaquille O'Neal Over Paid?" prepared for textbook Economics for the Hood, by William Dickens, under consideration for publication.

"Public Service Employment and Welfare Reform", (with Robert Lerman), Urban Institute report, draft, May 2001.

"Education and Health: Where There is Smoke, there is an Instrument" (with William Evans), NBER Working Paper # 4949, December 1994.

"Cyclical versus Secular Movements in Employment Creation" (with Randall Eberts), NBER Working Paper # 5162, June 1995.

"Can We Improve Child Support Collection Rates", (with John Navin), draft July 1997.

"Family Support Policies and Labor Supply", (with John Navin), draft March 1996.

"Regional Employment and Migration Patterns of High Tech Workers: A Look at the Role of Universities", (with Patricia Beeson), REI Working Paper, Case Western University, 1989.

**UNPUBLISHED PAPERS:**

(cont.)

"Developments in Labor Cost Differentials in the Great Lakes Region: 1974-86," REI Working Paper, Case Western University, 1989.

"Universities and the Migration and Employment of High Tech Workers: The Goose that Laid the Golden Egg?" (with Patricia Beeson), REI working paper, Case Western Reserve University, 1989.

"The Decline in the Personal Saving Rate: Theoretical Considerations", Federal Reserve Board Paper, 1980.

**GRANTS, HONORS, AND AWARDS**

- |                           |   |
|---------------------------|---|
| 2012                      | Listed in <u>Who's Who in American Politics</u>   |
| 2011                      | Elected Fellow, National Academy of Public Administration                                       |
| 2010                      | Taylor Allderdice High School Hall of Fame, Pittsburgh Pa                                       |
| 2009                      | Chair, President-elect Obama's U.S. Department of Labor Transition Team.                        |
| 2007                      | PI, grant from Department of Defense, U.S. Navy, "Leadership Education and Development Program" |
| 2004                      | Selected as Party Leader for Democratic Party Platform Committee                                |
| 2004                      | Listed in <u>Who's Who in Social Science Higher Education</u>                                   |
| 2002, 2009-16             | Listed in <u>Who's Who in America</u>   |
| 1996, 1995,<br>1994, 1991 | Department of Economics<br>Teaching Award<br>University of Maryland                             |
| 1990                      | Recipient, National Science Foundation Grant, No. R11-9012706                                   |
| 1989                      | Teacher-Scholar Award<br>Michigan State University  |
| 1989                      | Ford Foundation Fellowship<br>National Bureau of Economic Research                              |
| 1988                      | Ameritech Foundation Fellowship   |
| 1979 - 1981               | Doctoral Fellow of the Board of Governors of the Federal Reserve System                         |

**GRANTS, HONORS, AND AWARDS**

(cont.)

- |             |   |
|-------------|---|
| 1977 - 1979 | Black Prize Fellowship for Graduate Study<br>Harvard University |
|-------------|---|

**EDWARD B. MONTGOMERY**

- 1976 Recipient, Archie G. Savage Prize for Outstanding Student  
in Economics, Pennsylvania State University
- 1976 Phi Kappa Phi Honors Society  
Pennsylvania State University
- 1973 Recipient, Pennsylvania State Scholarship Award
- 1973 Recipient, National Achievement Scholarship Award

**PROFESSIONAL ACTIVITIES**

- Referee: Quarterly Journal of Economics, Journal of Labor Economics,  
International Economic Review, Review of Economics and  
Statistics, Journal of Macroeconomics, Industrial and Labor  
Relations Review, Journal of Money, Credit and Banking,  
Economic Inquiry, Journal of Business Research, Industrial  
Relations, Empirical Economics, Journal of Regional Science,  
Advances in Industrial and Labor Relations, Economic  
Development Quarterly, Quarterly Review of Economics and  
Business, Empirica
- Reviewer: National Science Foundation  
Harper Collins Publishers  
Harcourt, Brace and Jovanovich  
Dryden Press  
John Wiley & Sons Publishers  
SouthWest Publishers
- Editor: “Economic Report” for Focus Magazine

**TEACHING:**

- Undergraduate Courses Taught: Macroeconomics Principles  
Intermediate Macroeconomic  
Labor Economics  
Industrial Relations  
Economics of Public Policy
- Graduate Courses Taught:  
Master’s Level Macroeconomics  
Master’s Level National Economic Issues  
Master’s Level Industrial Relations  
Master’s Level Labor Economics  
Master’s Level System Synthesis  
Master’s Level Topics in National Economic Policy  
Ph.D. Level Labor Economics  
Ph.D. Applied Economics Seminar  
Ph.D. Labor Economics Seminar

**TEACHING:**

- Dissertation Supervision:

***EDWARD B. MONTGOMERY***

Mary Ellen Benedict 1988, Pat Redmon 1990, Chang-yu Chao 1991, Sudeshna Bandyopadhyay 1991, Christine Wise-Mohr 1993, Laura Power 1994, Dave Marcotte 1994, Bobbette Pippenger 1995, Shelia Murray 1995, Timothy Sullivan 1995, Michael Cook 1996, Mark Turner 1996, Jennifer Mellor 1996, Michael Cheng 1996, Susan Taylor 1996, Thomas Dee 1997, Heidi Weideman 1997, Jennifer Ringel 1997, Xiaolan Huang 1997, Amanda Honeycutt 1997 Lucia Foster 1998, Timothy Dowd 1999, Kimberly Bayard 2001, Christine Eibner 2001, David Gregorian 2001, Anthony Blasingame 2002.

**SELECTED UNIVERSITY SERVICE**

Environment Initiative Search  
Georgetown University

Graduate School Dean Search Committee  
Georgetown University

Dean's Representative to Faculty Senate  
Georgetown University

Global Human Development Planning Committee  
Georgetown University

Health Disparities Steering Committee  
Georgetown University

University Strategic Planning Advisory Committee  
University of Maryland

Middle States Accreditation Steering Committee  
University of Maryland

Enrollment Policy Advisory Committee  
University of Maryland

Athletic Council  
University of Maryland

Finance Committee  
University of Maryland

**SELECTED UNIVERSITY SERVICE**

(Cont.)

Facilities Advisory Committee  
University of Maryland

Provost Academic Planning Advisory Committee  
University of Maryland

***EDWARD B. MONTGOMERY***

University Relations Advisory Committee  
University of Maryland

VP for Research Deans Advisory Committee  
University of Maryland

Continuing Education Advisory Committee  
University of Maryland

IT Council  
University of Maryland

Faculty Representative to University of Maryland Systems  
Council  
University of Maryland Committee on Appointment, Promotion and Tenure

Representative for Committee on the Status of Women  
in the Economics Profession  
University of Maryland

Graduate Placement Officer  
Department of Economics  
University of Maryland

Advisory Committee, Department of Economics  
Michigan State University

Faculty Advisor Alpha Kappa Psi Business Fraternity  
Michigan State University

Faculty Senate  
Carnegie Mellon University

**TESTIMONY, SEMINARS, AND PRESENTATIONS**

Testified before U.S. Senate Banking Committees, June 2009.

Testified before U.S. House of Representatives Education and Workforce  
Committee's Subcommittee on Oversight and Investigations, April 2000.

**TESTIMONY, SEMINARS, AND PRESENTATIONS**

(cont.)

Testified before U.S. House of Representatives Subcommittee on  
National Economic Growth, Natural Resources and Regulatory  
Affairs, April 1998.

Testified before U.S. House of Representatives Education and Workforce  
Committee's Subcommittee on Oversight and Investigations, November  
1997.

Testified before U.S. House of Representatives Committee on  
Government Reform and Oversight, May 14, 1996.

Seminars:

Harvard University, Princeton University, University of Pennsylvania, University of Texas, Carnegie Mellon University, University of Maryland, Penn State University, University of Michigan, Michigan State University, University of Minnesota, Econometric Society Meetings University, University of Pittsburgh, Howard University, Syracuse University, American Economic Association Meetings, Midwest Economic Association Meetings, Eastern Economic Association Meetings, Western Economic Association Meetings, Japan Institute of Labor, Federal Reserve Bank of Cleveland, Board of Governors of Federal Reserve System, National Bureau for Economic Research, Census Bureau, Center for Economic Research, Case Western Reserve University, Madras Institute of Development Studies, Indian Institute of Management, Urban Institute, Society of Government Economists, Peking University

Presentations:

National Forum of Black Public Administrators; Job Creation within the Health Industries Symposium, National League of Cities; District of Columbia Economics Club; Interstate Conference of Employment Security Agencies; National Association of Black County Officials; U.S./E.U. Conference on Workplace Practices; HBCU Technical Assistance Conference; Jobs for the Future Conference; Labor Leadership Forum, Harvard Trade Union Program; School to Work Anniversary Conference; Welfare to Work Practitioners Conference; Georgetown School of Public Policy Symposium on Trade; Upjohn Institute; Queen's International Institute for Social Policy Conference; National Association of Workforce Boards; Government 2002: New Focus, New Priorities Conference; Adolescence and the Transition to Adulthood Conference; American Jobs: A National Conversation, Center for Automotive Research Annual Conference; Economic Analysis and Research Network Conference; Defense Communities Conference; Tennessee Auto Manufacturers Association Conference; Census Bureau LED Partnership Conference; 2010 Heartland Conference, Southern Growth Policy Board; International Economic Development Council Federal Economic Development Forum; Urban Institute Challenges for New Governors Conference;

**TESTIMONY, SEMINARS, AND PRESENTATIONS**

**(cont.)**

Pennsylvania State University Forum Speakers Series; Workers and World Crises: Labor History and the Political Economy of Hard Times Conference, Georgetown University; "Jobs, Inequality and the Role of Government" Symposium for U.S. Department of Commerce Innovation Advisory Board; NASPAA Annual Research Conference; National Community Action Foundation Conference "Energy and Community Economic Development"; McGowan Symposium on Business Ethics and Leadership; Joint University of Maryland/OECD Conference on Labor

**EDWARD B. MONTGOMERY**

Activation in Times of High Unemployment; Goodwill Industries Conference “A 360 on Jobs: Policy, Economy, Training and Employment”; UMBC Social Science Forum, NBER Conference “Labor Markets after the Great Recession”, U.S. Immigration and Customs Enforcement Innovation Forum, US Department of Labor 75<sup>th</sup> Anniversary of FLSA; “How universities can prepare global leaders” at American Association of Colleges and Universities conference; “Personalized Public Policy” at Data Innovation Day Conference; Bureau of Labor Statistics Seminar Series; Leadership Summit for Women in National Security Careers; Future of Work Conference, US Department of Labor; The Increasing Role of Technology in Public Policy and Administration, NASPAA Annual Conference; Partnership for Public Service Executives Roundtable on *Leading in the Last Years of an Administration*; Partnership for Public Service *Ready to Govern* Executives Roundtable

**CONSULTANCIES**

Alliance of Automobile Manufacturers  
Alignment Strategies Inc.  
Toyota Motors  
Urban Institute  
W.E. Upjohn Institute for Employment  
Civics Vision Program, City of Cleveland  
United States Agency for International Development  
New Jersey Governor's Study Commission on Discrimination in Public Works  
Michigan State Court Administrative Office  
Michigan Attorney General Office, Department of Transportation,  
Federal Reserve Bank of Cleveland  
Urban League of Pennsylvania  
United Steel Workers of America  
Evans, Ivory, and Evans  
Miller, Johnson, Snell, and Commiskey  
Hermina and Hermina  
Howell, Gately, Whitney, and Carter  
Gittleman, Paskel, Tashman, and Blumberg  
Ball, Van Dam, and Ross