

9-20-2022

Upjohn Press Catalog 2022-2023

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W.E. UPJOHN
INSTITUTE
FOR EMPLOYMENT RESEARCH



**Upjohn Press Publications
2022-2023**

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The W.E. Upjohn Institute invites submissions for its annual prize for the best PhD dissertation on employment-related issues. A first prize of \$2,500 is being offered. Up to two honorable mention awards of \$1,000 may also be given.

The Institute supports and conducts policy-relevant research on issues related to employment, unemployment, and social insurance programs. The dissertation award furthers this mission. The dissertation may come from any academic discipline, but it must have a substantial policy focus.

Dissertations will be evaluated using the following criteria:

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- Technical quality of the research
- Presentation

Any person whose dissertation has been accepted during the 24-month period from July 1, 2021 to June 30, 2023 is eligible for the 2023 prize.

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ECRA recipients are expected to write a research paper based on the funded work and submit the paper for the Institute's working paper series. The working paper will be added to the Institute's working paper repository—where it will be included among papers authored by a notable cohort of scholars in economics and public policy—and it will be submitted to SSRN and listed with RePEc.

We also encourage ECRA authors to submit the paper to a peer-reviewed journal and ask them to prepare a synopsis of the research for publication as a policy brief and possibly as a contribution to the Institute's newsletter, *Employment Research*.

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Intergenerational Mobility

How Gender, Race, and Family Structure Affect Adult Outcomes

Jean Kimmel, Editor

Recent studies point to a decline in intergenerational mobility due to weakening familial relationships occurring mostly in poor or single-parent households or in households of color. In addition, linkages between marriage declines and labor market participation are exacerbating inequality particularly, it is thought, among males raised in single-parent households. Overall, declining intergenerational mobility causes concern that children growing up in these situations have less of a chance of obtaining the “American dream” of a middle-class lifestyle. A new book from the Upjohn This book provides a detailed look at the sorts of complex relationships that impact the intergenerational mobility of children along with the linkages between labor market and marriage declines that impose lifelong burdens on children growing up in such households.

Kimmel presents six contributions from noted researchers who, together, show how weakening family structure contributes to declining labor market success and, therefore, declining intergenerational mobility. Contributors include Rachel Connelly and Jean Kimmel, Ariel Kalil and Susan Mayer, Michael Baker, Sarah Kroeger, Bhashkar Mazumber, and Paula Fomby.

research.upjohn.org/up_press/266/

254 pp. 2022

\$20 paper 978-0-88099-678-5



Exalted and Assaulted

Conflicted Sentiments about the Profession of Classroom Teaching in America

Michael F. Addonizio

K-12 classroom teaching in America is at a crossroads. This is a profession that everyone agrees is critical to the social and economic growth of our nation, yet teachers are increasingly pilloried by parents, administrators, and policymakers. Why is it that we demand so much from K-12 teachers but treat and reward them so poorly? And why are teachers cut out of the decision-making directly related to their classroom work and then blamed for the continuing slide in academic preparedness?

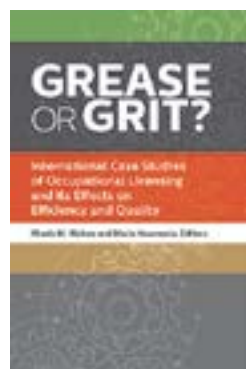
Michael F. Addonizio delves into this paradox: while the importance of education continues to grow, parents, administrators, policymakers, and outside organizations face off against teachers and the power of their unions. This animosity, according to Addonizio, is the main reason why the profession is in crisis with a growing number of teachers leaving for other fields and fewer entering teacher preparation programs. He also examines recent major reforms and institutions that have shaped the K-12 teaching profession in the U.S. and the impacts these have had, both positively and negatively, on classroom teachers.

Addonizio concludes by suggesting a number of reforms aimed at strengthening the classroom teaching profession and offers an epilogue in which he addresses the ongoing impacts of the COVID-19 pandemic on classroom teachers.

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258 pp. 2022

\$25 paper 978-0-88099-683-9



Grease or Grit?

International Case Studies of Occupational Licensing and Its Effects on Efficiency and Quality

Morris M. Kleiner and Maria Koumenta, Editors

“Kleiner and coeditor Koumenta ‘go global’ with this volume, illuminating the positives and pitfalls of occupational licensing across Europe and the U.S. Their book is indispensable reading for practitioners, policymakers, and egghead labor economists like me.”
—David Autor, Ford Professor of Economics, MIT

“This fascinating book examines many occupations across five countries and shows that there is no clear positive impact of licensing on quality. It is a must read for everyone interested in the practical impact of regulation—as well as those seeking reforms.” —John Van Reenen, Ronald Coase Professor of Economics, London School of Economics and Digital Fellow, MIT

“Grease or Grit is an engaging crash course on the licensing landscape. The book is an accessible but thorough exploration of an important labor market institution that has so far been poorly understood. It helps fill multiple information vacuums that policymakers have had to operate in.” —Mischa Fisher, Chief Economist, Angi.com

PDF is free at research.upjohn.org/up_press/268/

174 pp. 2022

\$20 paper 978-0-88099-686-0



Are Participants Good Evaluators?

Jeffrey Smith,
Alexander Whalley,
and Nathaniel Wilcox

Managers of workforce training programs are often unable to afford costly, full-fledged experimental or nonexperimental evaluations to determine their programs' impacts. Therefore, many rely on the survey responses of program participants to gauge program impacts.

Smith, Whalley, and Wilcox present the first attempt to assess such measures despite their already widespread use in program evaluations. They develop a multidisciplinary framework for addressing the issue and apply it to three case studies: the National Job Training Partnership Act Study, the U.S. National Supported Work Demonstration, and the Connecticut Jobs First Program.

Each of these studies were subjected to experimental evaluations that included a survey-based participant evaluation measure. The authors apply econometric methods specifically developed to obtain estimates of program impacts among individuals in the studies and then compare these estimates with survey-based participant evaluation measures to obtain an assessment of the surveys' efficacy.

The authors also discuss how their findings fit into the broader literatures in economics, psychology, and survey research.

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276 pp. 2021

\$35 paper 978-0-88099-658-7

\$50 cloth 978-0-88099-681-5



Data Science in the Public Interest

Improving Government
Performance in
the Workforce

Joshua D. Hawley

Governments accumulate masses of data on residents who participate in social insurance programs. But what do they use this data for? Is it used efficiently and in a way that helps the most people? And are there better ways to use the data? These are the key questions Hawley addresses in this book.

He begins by describing various workforce programs and reviews how governments use data to help in decision making. He offers examples of technical systems used to provide state performance management systems in a workforce area, focusing on those of Ohio and Washington. A discussion of the legal and governance issues that arise when a state establishes a data system follows.

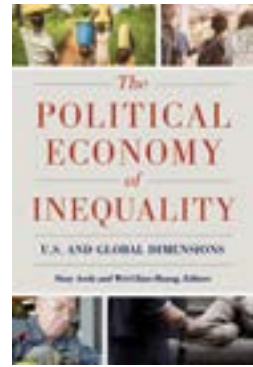
Hawley also discusses technical developments made by states in performance management systems and explains three examples: scorecards, dashboards, and data visualizations.

Overall, Hawley brings to light new ways government is using data tools to inform decisions about the workforce at the state and local levels. He moves beyond standardized performance metrics designed to meet federal agency requirements and discusses how governments can provide up-to-date information for decision-makers.

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150 pp. 2020

\$25 paper 978-0-88099-674-7



The Political Economy of Inequality

U.S. and Global Dimensions

Sisay Asefa and
Wei-Chiao Huang, Editors

Nowadays, when discussions turn to inequality, the focus is likely on income inequality. And for good reason. As much recent research has shown, extreme inequity in earnings is an increasingly consequential issue facing nations—both rich and poor. Yet other forms of inequality also exist, together what may be referred to as social inequality. These forms are generally characterized by large gaps in accumulated assets, discrepancies in access to quality education, unstable family life, lack of access to banking services, poor employment prospects, lack of health care services, and underrepresentation for political and legal matters.

As this book shows, all issues related to inequality are interrelated and, together, pose the risk for societal and political unrest should they be left unresolved. Therefore, attention to all forms is highly warranted. The contributors identify the root causes of these under-addressed types of inequality and offer policies aimed at mitigating their impacts.

They include: Theresa Ghilarducci, Charles L. Ballard, Mary E. Corcoran, David Lam, Howard Stein, and James R. Hines Jr.

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192 pp. 2020

\$20 paper 978-0-88099-671-6



Making Sense of Incentives

Taming Business Incentives to Promote Prosperity

Timothy J. Bartik

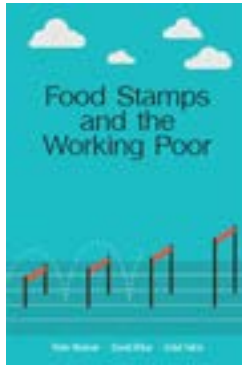
“With this book, Tim Bartik has solidified his rank as the leading, trusted expert on economic development incentives and economic development broadly. The role of firm-based incentives has triggered passionate debate, and Bartik responds with rigor, reason, and realism. I hope readers heed the call for needed reforms recommended in this timely book.” —Amy Liu, Brookings Institution

“No one understands the intricacies of economic development incentives—what works and what does not—and the broader field of economic development policy and strategy better than Tim Bartik. This book is an absolute must read for mayors, governors, economic developers, city-builders, CEOs and business executives, community activists, and all those concerned about the future of our cities and communities.” —Richard Florida, University of Toronto

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178 pp. 2019

\$14.99 paper 978-0-88099-668-6



Food Stamps and the Working Poor

Peter Mueser, David Ribar, and Erdal Tekin

The authors examine detailed administrative data from three states—Georgia, Missouri, and South Carolina—and find that state rules and regulations often deter eligible low-income workers from receiving benefits while presenting hurdles for those who are already eligible to recertify for benefits.

They begin by presenting the history, goals, and workings of the food stamp program and the role it plays in the nation's social safety net. They also discuss recent trends in food stamp caseloads, including participation rates and the incidence of work among recipients. Not surprisingly, caseloads grew after the 2001 recession; however, they continued to climb despite the tightening job market of the middle 2000s. The trend of growing caseloads then accelerated following the economic downturn that began in 2007.

The effects of various certification and recertification policies are a key focus of the book, but the authors also discuss the impacts of the relaxed provisions that made it easier for able-bodied adults without dependents (ABAWDs) to receive food stamp benefits. They also critique a variety of policy proposals to alter the program, and close with several of their own proposals for making the program less onerous for working families and individuals while addressing valid program concerns.

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136 pp. 2019

\$15 paper 978-0-88099-660-0



Strengths of the Social Safety Net in the Great Recession

Supplemental Nutrition Assistance and Unemployment Insurance

Christopher J. O'Leary, David Stevens, Stephen A. Wandner, and Michael Wiseman, Editors

The impacts of the Great Recession greatly tested the nation's social safety net. During this monumental economic downturn, the number of Unemployment Insurance (UI) recipients doubled from 10 million to 20 million, and the number receiving benefits through the Supplemental Nutrition Assistance Program (SNAP) ballooned from 20 million to 50 million. Many who lost their jobs became eligible for UI and often SNAP, too. Many already receiving SNAP lost jobs and became eligible for UI. While both programs were stressed, they proved to be flexible enough to respond to the needs of many of the victims of the recession. But little has been known about how the two programs interacted and how policies governing them could be altered to better respond to hardship when future downturns occur.

This book shows that each program has considerable effects on the other and how policies governing them could be altered to better serve recipients of both programs.

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430 pp. 2019

\$30 paper 978-0-88099-663-1



Pathways to Careers in Health Care

Christopher T. King and Philip Young P. Hong, Editors

In 2009, at the time when Congress passed the Affordable Care Act (ACA), the Bureau of Labor Statistics projected that over the next ten years, the health care and social assistance sector would gain 5.6 million jobs, outpacing all other occupation groups. This job growth corresponds to our increasing demand for health care resulting mainly from our aging population. To help meet this growing demand for workers, Congress included in the ACA Health Professions Opportunity Grants (HPOG), a demonstration program within the Department of Health and Human Services established to provide health care career opportunities for disadvantaged populations. As the editors point out,

HPOG unites two important innovations in workforce development programming for serving low-income populations in recent decades, career pathways and sector strategies, by actively fostering the use of the former in the context of one major sector—health care.

This book presents a wide-ranging look at HPOG and innovative support programs which are both aimed at not only facilitating career pathways to the health care field for low-income individuals, but also helping to meet the growing demand for health care workers.

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408 pp. 2019
\$35 paper 978-0-88099-666-2



The Human and Economic Implications of Twenty-First Century Immigration Policy

Susan Pozo, Editor

Immigration is one of the most highly-charged and divisive issues facing the U.S. today. Yet little attention is paid to serious analysis of immigration and data about immigrants and their influence on the U.S. economy. Instead, anecdotes—often ugly—rule the debate.

This book provides a framework that helps move us from the personal to the analytical, to facilitate a more systematic appraisal of immigration and the policies before us. The authors document and provide careful analyses on several key issues including the fiscal impacts of immigrants in the United States, assimilation along generational lines, the effects of enhanced immigration enforcement at the interior of the United States, and alternative blueprints for allocating refugees. They also offer suggestions based on the use of modeling tools of international trade to assess immigration policy today. The public must be better informed to more effectively debate immigration, and this volume can help set us on that path.

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235 pp. 2018
\$40 cloth 978-0-88099-656-3
\$18 paper 978-0-88099-655-6



Unemployment Insurance Reform Fixing a Broken System

Stephen A. Wandner, Editor

The Unemployment Insurance (UI) system is a lasting piece of the Social Security Act, which was enacted in 1935. But like most things that are over 80 years old, it occasionally needs maintenance to keep it operating smoothly while keeping up with the changing demands placed upon it. However, the UI system has been ignored by policymakers for decades and, say this book's contributors, it is now broken, out of date, and badly in need of repair.

Stephen A. Wandner pulls together a group of UI researchers, each with decades of experience, who describe the weaknesses in the current system and propose policy reforms that they say would modernize the system and prepare us for the next recession.

Contributors include: David E. Balducci, Christopher J. O'Leary, Suzanne Simonetta, Wayne Vroman, and Stephen A. Wandner.

"[This] collection of essays provides a full discussion of the current problems of the UI system, complete with a well-researched proposal for a set of reforms that could position the United States to have an unemployment compensation system appropriate for the 21st century."—Industrial and Labor Relations Review

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248 pp. 2018
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Wei-Chiao Huang and
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Can Employers Adapt When
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Melinda Sandler Morrill

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Stephen A. Wandner, Editor

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Eskander Alvi, Editor

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