

## Curriculum Vitae

### GERALD R. MARSCHKE

#### **Education:**

The University of Chicago, Ph.D. Economics, 1997

The University of California, Davis, B.A. Economics, 1984

#### **Fields of research and teaching interest:**

Labor economics, industrial organization, public economics, organizational economics, personnel economics, economics of innovation, and technology policy

#### **Research and teaching experience:**

##### *Current Appointments*

Associate Professor, Department of Economics and Department of Public Administration & Policy, University at Albany, 2004 to present

Faculty member, Public Policy Faculty, University at Albany, 2002 to present

Faculty Research Fellow, National Bureau of Economic Research (NBER), 2007 to present

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

##### *Past Appointments*

Assistant Professor, Department of Economics and Department of Public Administration & Policy, University at Albany, 1998 to 2004

Visiting Assistant Professor, Department of Economics, University at Buffalo, 1996-1998

Research Associate, Center for Social Program Evaluation, University of Chicago, James J. Heckman, Director, 1993-1996

#### **Articles (refereed):**

"A General Test for Distortions in Performance Measures," (with P. Courty), *The Review of Economics and Statistics*, forthcoming.

"Making Government Accountable: Lessons from a Federal Job Training Program," (with P. Courty), *Public Administration Review*, forthcoming, September-October 2007.

"Labor Mobility of Scientists, Technological Diffusion, and the Firm's Patenting Decision," (with J. Kim), *The Rand Journal of Economics*, Summer 2005, 36(2), pp. 298-317.

"Setting the Standard in Performance Measurement Systems," (with P. Courty and C. Heinrich), *International Public Management Journal*, 8(3), 2005, pp. 1–27.

"Benchmarking Performance," (with P. Courty), *Public Finance and Management*, 4(3), 2004, pp. 288-316.

"Accounting for the recent surge in U.S. Patenting: Changes in R&D expenditures, patent yields, and the high tech sector," (with J. Kim), *Economics of Innovation and New Technology*, Vol. 13, No. 6, September 2004, pp. 543-558.

"An Empirical Investigation of Gaming Responses to Performance Incentives," (with P. Courty), *Journal of Labor Economics*, Vol. 22, No. 1, January 2004, pp. 23-56.

"Performance Funding in Federal Agencies: A Case Study of a Federal Job Training Program," (with P. Courty), *Public Budgeting and Finance*, Vol. 23, No. 3, Fall 2003, pp. 22-48.

"Dynamics of Performance Measurement Systems," (with P. Courty), *Oxford Review of Economic Policy*, Vol. 19, No. 2, Summer 2003, pp. 268-84.

"Performance Incentives with Award Constraints," (with P. Courty), *Journal of Human Resources*, Vol. 38, No. 4, Fall 2002, pp. 812-45.

"Measuring Government Performance: Lessons from a Federal Bureaucracy," (with P. Courty), *American Economic Review Papers and Proceedings*, Vol. 87, No. 2, May 1997, pp. 383-88.

"Using Longitudinal Data on Establishments to Analyze the Effects of Union Organizing Campaigns in the United States," (with R. Lalonde and K. Troske), *Annales d'Economie et de Statistique*, No. 41/42, Jan-June 1996, pp. 155-85.

### **Book Chapters:**

The following chapters in *Performance Standards in a Government Bureaucracy: Analytic Essays on the Performance Standards Systems in Job Training Programs*, (James J. Heckman and Carolyn Heinrich, eds), W. E. Upjohn Institute for Employment Research, forthcoming. (i) "Program and Performance Standards System Design in U.S. Employment and Training Programs," (Chapter 2, with P. Courty, C. Heinrich, and J. Smith); (ii) "The JTPA Incentive System: Implementing Performance Measurement and Funding," (Chapter 4, with P. Courty); (iii) "Setting the Standards: Performance Targets and Benchmarks," (Chapter 5, with C. Heinrich and P. Courty); and (iv) "Overview of Dysfunctional Responses in Performance Standards Systems," (Chapter 7, with P. Courty);

"The Economics of Performance Incentives in Government with Evidence from a Federal Job Training Program," Chapter 4, in *Quicker, Better, Cheaper? Managing Performance in American Government*, (D. Forsythe, ed), Rockefeller Institute Press, 2001, pp. 61-97.

"Moral Hazard Under Incentive Systems: The Case of a Federal Bureaucracy," (with P. Courty), in *Advances in the Study of Entrepreneurship, Innovation, and Economic Growth*, (G. Libecap, ed.), Vol. 7, 1996, pp. 157-90.

### **Other publications:**

"How Much U.S. Technological Innovation Begins in Universities," (with J. Kim), *Economic Commentary*, Cleveland Federal Reserve Bank, April 1, 2007, pp. 1-3.

"The Scientific Labor Market and University-to-Industry Knowledge Transfer," (with J. Kim), Cleveland Federal Reserve Bank conference volume (for "Universities, Innovation, and Economic Growth," a conference organized by the Cleveland FRB November 16, 2006).

"Performance Incentives in Government: Evidence from a U.S. Job Training Program for the Economically Disadvantaged," *Centre for Market and Public Organisation Bulletin*, No. 3, June 2000, pp. 4-7.

### **Papers under review:**

"International Knowledge Flows: Evidence from an Inventor-Firm Matched Data Set," (with J. Kim and S. Lee), *NBER Working Paper Series* (No. 12692), November 2006, and under review for *National Bureau of Economic Research (NBER)* conference volume (for "Research Activities of the Science and Engineering Workforce Project," a conference organized by the Science and Engineering Workforce Project of the NBER and sponsored by the Alfred P. Sloan Foundation, October 19-20, 2005)

"Inventive Activity and Scholarship in Academe: Complements or Substitutes?" Revise and Resubmit, *Economics of Innovation and New Technology* (with B. Goldfarb and A. Smith).

### **Circulating working papers:**

"Dynamics of Public Sector Performance Measurement System Design and Implementation," (with Carolyn Heinrich).

"The Influence of University Research on Industrial Innovation," (with S. Lee and J. Kim), *NBER Working Paper Series* (No. 11447), June 2005

"Performance Incentives and Organizational Behavior: Evidence from a Federal Bureaucracy."

"Relation of Firm Size to R&D and Innovative Output," (with S. Lee and J. Kim).

"Research Scientist Productivity and Firm Size: Evidence from Panel Data on Inventors," (with S. Lee and J. Kim).

**Research in progress:**

"Mobility of Scientists and Technological Diffusion," (with S. Lee and J. Kim).

"Performance Measurement, Incentives, and Productivity," (with P. Courty)

"The Productivity of Scientists over the Life Cycle: Evidence from Patent Data," (with S. Lee and J. Kim).

"Scientific Teams in Commercial R&D Laboratories: Evidence from U.S. Patent Data, " (with J. Kim)

"Testing for Cream-skimming in Social Programs with Performance Benchmarks," (with P. Courty and D. H. Kim).

**Fellowships, grants, and awards:**

NSF Grant SRS-0725467, 2007-2008

June Pallot Award for Best Article, *International Public Management Journal*, 2005

H. Gregg Lewis Prize for Best Article, *Journal of Labor Economics*, 2004-2005

Faculty Research Assistance Program (B) Grant, University at Albany, 2002

Faculty Research Assistance Program (A) Grant, University at Albany, 2000

Young Economist Award, Royal Economics Society, 1999

Lynde and Harry Bradley Foundation Fellowship, 1990-1992

The University of Chicago Fellowship, 1988-1992

**Conference and other presentations:**

Society of Labor Economists meetings, Chicago, Illinois (May, 2007). Presented "The Influence of University Research on Industrial Innovation," "International Knowledge Flows: Evidence from an Inventor-Firm Matched Data Set," and "Inventive Activity and Scholarship in Academe: Complements or Substitutes?"

Association for Public Policy Analysis and Management Research Conference, Washington, D.C. (November, 2006). Presented "The Influence of University

- Research on Industrial Innovation” and “A General Test for Distortions in Performance Measures.”
- Cleveland Federal Reserve Bank, “Universities, Innovation, and Economic Growth” Conference, Cleveland, OH (November, 2006). Presented “The Influence of University Research on Industrial Innovation.”
- National Science Foundation, “Using Human Resource Data from Science Resources Statistics, National Science Foundation, To Study the Science and Engineering Workforce” Conference, Washington, D.C. (October, 2006). Presented “Matching Data.”
- National Bureau of Economic Research Productivity Conference, Cambridge, Massachusetts (April, 2006). Presented “Scientific Teams in Commercial R&D Laboratories: Evidence from U.S. Patent Data.”
- National Bureau of Economic Research Summer Institute, “Academic Science and Entrepreneurship: Dual Engines of Growth?” Conference, Santa Fe, NM (April, 2005). Presented “The Influence of University Research on Industrial Innovation.”
- WIPO-OECD Workshop on the Use of Patent Statistics, Geneva, Switzerland (October, 2004). Presented “Labor Mobility of Scientists, Technological Diffusion, and the Firm’s Patenting Decision.” Panelist in roundtable discussion “Where to from here? Future priorities for patent statistics and analysis.”
- National Bureau of Economic Research Summer Institute, “Academic Science and Entrepreneurship: Dual Engines of Growth?” Pre-conference, Cambridge, Massachusetts (July, 2004). Presented “The Influence of University Research on Industrial Innovation: Evidence from the Pharmaceutical and Semiconductor Industries.”
- Association for Public Policy Analysis and Management Research Conference, Washington, D.C. (November, 2003). Presented “Inventive Activity and Scholarship in Academe: Complements or Substitutes?”
- National Bureau of Economic Research Summer Institute Conference, Productivity/Organizational Economics/Industrial Organization Joint Meeting, Cambridge, Massachusetts (July, 2003). Presented “Dynamics of Performance Measurement Systems.”
- System Dynamics Society 21<sup>st</sup> International Conference, New York, New York (July, 2003). Presented “Dynamics of Performance Measurement Systems in JTPA: Exploring how learning processes and rule-following preferences influence changes in organizational rule systems.”
- North American Econometric Society meetings, Chicago, Illinois (June, 2003). Presented “Labor Mobility of Scientists, Technological Diffusion, and the Firm’s Patenting Decision.”
- Association for Public Policy Analysis and Management Research Conference, Washington, D.C. (November, 2002). Presented “Making Government Accountable: Some Evidence on the Problem of Measuring Performance” and “Performance Incentives and Organizational Behavior: Evidence from a Federal Bureaucracy.”
- Society of Labor Economists meetings, Baltimore, Maryland (May, 2002). Presented “The Mobility of Research Personnel and Technological Spillovers.”
- Western Economic Association meetings, San Francisco, California (July, 2001). Presented “Performance Incentives with Award Constraints.”

- North American Econometric Society meetings, College Park, Maryland (June, 2001). Presented "Performance Incentives with Award Constraints."
- National Bureau of Economic Research Productivity Conference, Cambridge, Massachusetts (March, 2001). Presented "Labor Mobility of Scientists, Technological Diffusion, and the Firm's Patenting Decision."
- Southern Economic Association meetings, special session honoring James J. Heckman, 2000 Nobel Laureate in Economics, invited paper (November, 2000). Presented "The Market for Scientists and the Recent Surge in Patenting."
- Midwest Economic Association meetings, Chicago, Illinois (March, 2000). Presented "Explaining the Recent Surge in Patenting."
- National Academy of Sciences Conference, "Devising Incentives to Promote Human Capital," Irvine, California (December, 1999). Presented "Designing Optimal Award Functions: Theory and Application to a Government Organization."
- Centre for Market and Public Organisation, featured speaker at the one-day workshop, "Incentives in Public Sector Organisations," University of Bristol, Bristol, England (November, 1999). Presented "An Empirical Investigation of Gaming Responses to Performance Incentives."
- North American Econometric Society meetings, Madison, Wisconsin (June, 1999). Presented "Performance Incentives and Bureaucratic Behavior: Evidence from a Federal Bureaucracy."
- Society of Labor Economists meetings, Cambridge, Massachusetts (May, 1999). Presented "Performance Incentives and Bureaucratic Behavior: Evidence from a Federal Bureaucracy."
- Midwest Economic Association meetings, Nashville, Tennessee (March, 1999). Presented "Performance Incentives and Bureaucratic Behavior: Evidence from a Federal Bureaucracy."
- Royal Economic Society meetings, Nottingham, England (March, 1999). Presented "Performance Incentives and Bureaucratic Behavior: Evidence from a Federal Bureaucracy."
- Midwest Economic Association meetings, Chicago, Illinois (March, 1998). Presented "An Empirical Investigation of Gaming Responses to Performance Incentives."
- American Economic Association meetings, New Orleans, Louisiana (January, 1997). Presented "Measuring Government Performance: Lessons from a Federal Bureaucracy."
- Seventh Karl Eller Center Business/Academic Dialogue, University of Arizona (May, 1995). Presented "Moral Hazard under Incentive Schemes: The Case of a Federal Bureaucracy."
- Western Economic Association meetings, Lake Tahoe, California (June, 1993). Presented "Bureaucratic Incentives and Behavior: The Case of JTPA."

*Invited presentations in academic seminars*

Case Western University; IZA; European University Institute; London Business School; Milken Institute; Ohio State University; Rensselaer Polytechnic Institute, Union College; University at Albany; University at Buffalo; University of Arizona;

University of Bristol; University of British Columbia; University of Chicago;  
University of Maryland; University of Rochester; Upjohn Institute.

**Professional service:**

Referee

*Contemporary Economic Policy, Economics Letters, Games and Economic Behavior, International Monetary Fund Staff Papers, Journal of Economics and Management Strategy, Journal of Labor Economics, Journal of Policy Analysis and Management, Journal of Political Economy, Journal of Politics, Journal of Public Administration Research and Theory, National Science Foundation, Review of Economics and Statistics*

Member, Human Resources Experts Panel, National Science Foundation, Division of Science Resources Statistics (2006-present)

**Professional associations:**

American Economic Association  
Association for Public Policy Analysis and Management  
Econometric Society  
Midwest Economic Association  
Society of Labor Economists  
Western Economic Association

**Courses taught:**

*Undergraduate*

Environmental Economics (Economics, ECO 385)  
Labor Economics (Economics, ECO 370)

*Graduate*

Labor Economics (Economics, Ph.D., ECO 802)  
Economic and Financial Theory (Public Administration & Policy, Ph.D., PAD 703)  
Performance Measurement and Contracting in Government (Public Administration & Policy, PAD 532)  
Public Economics and Finance (Public Administration & Policy, Master's, PAD 503)  
Quantitative Methods (Public Administration & Policy, Ph.D., PAD 705)

**Consulting and other activities:**

Consultant, Webster Consulting Group, Inc., management consultants to the pharmaceutical, biotechnology, and medical industries (Bethlehem, PA), 2000-2007.

Consultant, Parta Corporation (Agoura, CA), 1990, 1994

Workers' Compensation Claims Advisor, J.H. Askins, Inc. (San Francisco, CA), 1987