

## Erica Lynn Groshen

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### Education

Ph.D., Harvard University, Economics, 1986 (M.A., 1983)

B.S., University of Wisconsin-Madison, Economics and Mathematics, 1977

### Employment

Cornell University-Industrial and Labor Relations School Senior Economics Advisor (2017-present).

Upjohn Institute for Employment Research Research Fellow (2018-present)

U.S. Bureau of Labor Statistics Commissioner (2013-2017)

The Federal Reserve Bank of New York

- Vice President, Regional Analysis (2010-2013). Editor of *Liberty Street Economics Blog*; editor of *Current Issues in Economics and Finance*; regional and labor research
- Vice President and Director of Regional Affairs, Communications Group (2006-2010). Set and led regional strategy, including economic education; led regional and Federal Reserve response to foreclosure crisis.
- Assistant Vice President, Microeconomic and Regional Studies (2000-2006); Head of Domestic Research (1997-1999); Head of International Research (1994-1997).

The Bank for International Settlements, Basel, Switzerland Visiting Economist (1999-2000).

Barnard College at Columbia University Visiting Asst. Professor of Economics (1993-1994).

The Federal Reserve Bank of Cleveland Economic Advisor (1991-1993); Economist (1986-1991).

### Articles

[“COVID-19’s Impact on the U.S. Labor Market as of September 2020,”](#) Business Economics  
November 2020.

[“Improving Employment and Earnings in Twenty-First Century Labor Markets: An Introduction,”](#)  
(with Harry J. Holzer), RSF: The Russell Sage Foundation Journal of the Social Sciences, vol. 5,  
no. 5, December 2019.

“Views on Advanced Economy Price- and Wage-setting From a Reformed Central Bank Researcher and National Statistician,” Price and Wage-Setting in Advanced Economies: Proceedings of the 2018 ECB Forum on Central Banking. European Central Bank, Frankfurt: Germany, 2018.

“Importance of the U.S. Bureau of Labor Statistics and Critical Issues It Faces,” Business Economics,  
vol. 53, no. 2, April 2018.

- “How Government Statistics Adjust for Potential Biases from Quality Change and New Goods in an Age of Digital Technologies: A View from the Trenches,” (with Brian C. Moyer, Ana M. Aizcorbe, Ralph Bradley and David Friedman), Journal of Economic Perspectives, vol. 28, no. 2, Spring 2017.
- “Opportunities and Challenges Facing the Bureau of Labor Statistics,” Business Economics, vol. 50, no. 2, April 2015.
- “Turbulent Firms, Turbulent Wages?” (with Diego Comin and Bess Rabin), Journal of Monetary Economics, vol. 56, no. 1, 2009.
- “How Wages Change: Micro Evidence from the International Wage Flexibility Project,” (with William Dickens, Lorenz Goette, Steinar Holden, Julian Messina, Mark E. Schweitzer, Jarkko Turunen and Melanie Ward), Journal of Economic Perspectives, vol. 21, no. 2, Spring 2007.
- “Urban Dynamics in New York City: Conference Overview and Summary of Papers,” Economic Policy Review (FRB-New York), vol. 11, no. 2, December 2005.
- “Labor Market Developments in the United States and Canada since 2000: Conference Overview and Summary of Papers,” Economic Policy Review (FRB-New York), vol. 11, no. 1, August 2005.
- “U.S. Jobs Gained and Lost through Trade,” (with Bart Hobijn and Margaret M. McConnell), Current Issues in Economics and Finance (FRB-New York), vol. 11, no. 8, August 2005.
- “Economic Restructuring in New York State,” (with Simon Potter and Rebecca J. Sela), Current Issues in Economics and Finance (FRB-New York), vol. 10, no. 7, June 2004.
- “Has Structural Change Contributed to a Jobless Recovery?” (with Simon Potter), Current Issues in Economics and Finance (FRB-New York), vol. 9, no. 8, August 2003.
- “Live Long and Prosper: Challenges Ahead for an Aging Population,” (with Thomas Klitgaard), Current Issues in Economics and Finance (FRB-New York), vol. 8, no. 2, February 2002.
- “Understanding Inflation: Implications for Monetary Policy,” (with Stephen G. Cecchetti) in Jacques Dreze, ed. Advances in Macroeconomic Theory, Volume 1 of the Proceedings of the International Economic Association Congress, London and New York: Palgrave Press, 2001, pp. 113-135.
- “Identifying Inflation’s Grease and Sand Effects in the Labor Market,” (with Mark E. Schweitzer), in Martin Feldstein, ed. The Costs and Benefits of Price Stability, National Bureau of Economic Research, Chicago: University of Chicago Press, 1999, pp. 273-308.
- “Summary of Observations and Recommendations from the Conference on Unequal Incomes and Unequal Outcomes,” (with Chinhui Juhn, James Orr and Barbara Walter), Economic Policy Review (FRB-New York), September 1999.

- “Firms’ Wage Adjustments: A Break from the Past?” (with Mark E. Schweitzer), Economic Review (FRB-St. Louis), May/June 1999.
- “Is Small Beautiful for Workers?” (with Dale Belman), in Small Consolation: The Dubious Benefits of Small Business for Job Growth and Wages. Economic Policy Institute, Washington, D.C.: EPI Press, 1998, pp. 3-58.
- “Analyzing Firms, Workers and Wages,” Monthly Labor Review vol. 121, no. 7, July 1998
- “Macro- and Microeconomic Consequences of Wage Rigidity,” (with Mark E. Schweitzer), in D. Lewin, D. Mitchell, and M. Zaidi, eds. Handbook of Human Resource Management, Greenwich, CT: JAI Press, 1997, pp. 217-49.
- “Inflation Goals: Guidance from the Labor Market?” (with Mark E. Schweitzer), Current Issues in Economics and Finance (FRB-New York), vol. 3, no. 15, December 1997.
- Review of Elaine Sorenson’s Comparable Worth: Is it a Worthy Policy? Journal of Economic Literature, vol. 34, March 1996.
- “American Employer Salary Surveys and Labor Economics Research: Issues and Contributions,” Annales d’Economie et de Statistique, no. 41/42, 1996.
- “Do Hostile Takeovers Reduce Extramarginal Wage Payments?” (with Jagadeesh Gokhale and David Neumark), Review of Economics and Statistics, vol. 78, no. 3, August 1995.
- “What Do We Know About Probationary Periods?” (with En Seng Loh), Proceedings of the Forty-Fifth Annual Meeting of the Industrial Relations Research Association, Madison, Wisconsin, 1993.
- “White- and Blue-Collar Jobs in the Recent Recession and Recovery: Who's Singing the Blues?” (with Donald Williams), Economic Review (FRB-Cleveland), vol. 28, no. 4, 1992 Q4.
- “HRM Policy and Rising Inequality in a Salary Survey,” Proceedings of the Forty-Fourth Annual Meeting of the Industrial Relations Research Association, Madison, Wisconsin, 1992.
- “The Causes and Consequences of Structural Change in U.S. Labor Markets: A Review,” (with Randall Eberts), Economic Review (FRB-Cleveland), vol. 28, no. 1, 1992 Q1.
- “Overview,” in R. Eberts and E. Groshen, eds. Structural Changes in U.S. Labor Markets: Causes and Consequences, M.E. Sharpe, Inc.: Armonk, N.Y., 1992.
- “Sources of Intra-Industry Wage Dispersion: How Much Do Employers Matter?” Quarterly Journal of Economics, vol. 106, no. 3, August 1991.
- “The Structure of the Female/Male Wage Differential: Is it Who You Are, What You Do, or Where You Work?” Journal of Human Resources, vol. 26, no. 3, Summer 1991.

- “Five Reasons Why Wages Vary Among Employers,” Industrial Relations, vol. 30, no. 3, Fall 1991. Reprinted in Morris M. Kleiner, ed., Industrial Relations: Institutions and Organizational Performance, The International Library of Management, Dartmouth Publishing Company: Hampshire, England 1995.
- “Components of the City-Size Wage Differential, 1973-1988” (with Patricia Beeson), Economic Review (FRB-Cleveland), vol. 27, no. 4, 1991 Q4.
- “Rent-Capture, Ability-to-Pay, and Salaries in the Private Sector,” Proceedings of the Forty-Second Annual Meeting of the Industrial Relations Research Association, Madison, Wisconsin, 1990.
- “The Structure of Supervision and Pay in Hospitals,” (with Alan Krueger) Industrial and Labor Relations Review, vol. 43, no.3, February 1990.
- “Service Jobs Versus Manufacturing Jobs: How Do They Compare?” (with Randall Eberts) Economic Development Commentary, vol.14, no. 2, Summer 1990.
- “Do the Earnings of Manufacturing and Service Workers Grow at the Same Rate Over Their Careers?” (with Randall Eberts), Economic Review (FRB-Cleveland), vol. 24, no. 4, 1988 Q4.
- “Why Do Wages Vary Among Employers?” Economic Review (FRB-Cleveland), vol. 24, no. 1, 1988 Q1.
- “Can Services Be a Source of Export-Led Growth?” Economic Review (FRB-Cleveland), vol. 23, no. 3, 1987 Q3.
- “Are the Great Lakes Cities Becoming Service Centers?” (with Laura Robertson), Economic Commentary (FRB-Cleveland), June 15, 1993.
- “The Recent Rise in the Value of Education: Market Forces at Work,” (with Colin Drozdowski), Economic Commentary (FRB-Cleveland), August 15, 1992.
- “Is This Really a 'White-Collar Recession?’” (with Randall W. Eberts), Economic Commentary (FRB-Cleveland), March 15, 1991.
- “How Are Wages Determined?” Economic Commentary (FRB-Cleveland), February 15, 1990.
- “Mergers, Acquisitions and Evolution of the Region's Corporations,” (with Barbara Grothe), Economic Commentary (FRB-Cleveland), August 1, 1989.
- “What's Happening to Labor Compensation?” Economic Commentary (FRB-Cleveland), May 15, 1988.

## Books and monographs

Improving Employment and Earnings in Twenty-First Century Labor Markets, (edited with Harry J. Holzer), RSF: The Russell Sage Foundation Journal of the Social Sciences, vol. 5, no. 5, December 2019.

Preparing U.S. Workers and Employers for an Autonomous Vehicle Future, (with Susan Helper, John Paul MacDuffie and Charles Carson), Securing America's Future Energy, Washington, D.C., June 2018. <https://avworkforce.secureenergy.org/wp-content/uploads/2018/06/Groshen-et-al-Report-June-2018.pdf>

How New is the "New Employment Contract"? Evidence from North American Pay Practices, (with David I. Levine, Dale Belman, Gary Charness, and K.C. O'Shaughnessy), W.E. Upjohn Institute for Employment Research: Kalamazoo, M.I., 2002.

Structural Changes in U.S. Labor Markets: Causes and Consequences, edited with Randall Eberts, M.E. Sharpe, Inc.: Armonk, N.Y., 1992.

## Working Papers

"Labor Market Trends and Outcomes: What Has Changed Since the Great Recession?" (with Harry J. Holzer), under review for ANNALS of the American Academy of Political and Social Science volume on "What Has Happened To The American Working Class Since The Great Recession?" December 2020.

"Modernizing Measurement of Productivity with Nonstandard Data: Opportunities, Challenges and Progress," (with Michael W. Horrigan and Christopher Kurz), under review for Brookings Institution volume on productivity measurement, November 2020.

"Disclosure Avoidance and the 2020 Census: What Do Researchers Need to Know?" (with Daniel L. Goroff), under review by the Harvard Data Science Review, August 2020.

"Searching for STARS: Work Experience as a Job Market Signal for Workers Without Bachelor's Degrees," (with Peter Q. Blair, Tomas G. Castagnino, Papia Debroy, Byron Auguste, Shad Ahmed, Fernando García Díaz and Cristian Bonavida), National Bureau of Economic Research Working Paper 26844, March 2020. <http://www.nber.org/papers/w26844>.

"The Interaction of Labor Markets and Inflation: Micro Evidence from the International Wage Flexibility Project" (with William Dickens, Lorenz Goette, Steinar Holden, Julian Messina, Mark E. Schweitzer, Jarkko Turunen and Melanie Ward), unpublished paper, 2005.

"Was the 2001 Recession Different in the Labor Market?" (with Simon Potter, Aysgul Sahin and Rebecca Sela), unpublished paper, 2005.

“Do Rising Returns to Skills Affect Employer Wage Structures?” (with David I. Levine), Federal Reserve Bank of New York Research Paper, no. 9819, July 1998. Revised March 2002.

“The Effects of Inflation on Wage Adjustments in Firm-Level Data: Grease or Sand?” (with Mark E. Schweitzer) Federal Reserve Bank of New York Staff Report, no. 9, January 1996. Revised June 2000.

“Rising Inequality in a Salary Survey: Another Piece of the Puzzle,” Federal Reserve Bank of Cleveland Working Paper 9121, December 1991.

“Do Wage Differences Among Employers Last?” Federal Reserve Bank of Cleveland Working Paper, no. 8906, June 1989 (revised Feb. 1991).

“White-Collar Employment and Unemployment After the 1990-91 Recession” (with Donald Williams).

### **Other Professional Positions**

Economic analyst in study of the Minnesota Work Equity Project, Abt Associates, Inc., Cambridge, MA (1978-1980).

Economic analyst in study of the National Supported Work Experiment, Mathematica Policy Research, Princeton, NJ (1977-1978).

Contract negotiator and steward, Memorial Union Labor Organization, Madison, WI (1976).

### **Teaching Experience**

**Barnard College** Labor Economics; Intermediate Microeconomics (with calculus and without); Introduction to Microeconomics; Senior Thesis Advisor

**Harvard University** Labor Economics Senior Honors Thesis Advisor; Statistical Methods for Economists (undergraduate), teaching fellow; Trade Unions, Collective Bargaining, and Public Policy, teaching fellow, course development; Principles of Economics (micro, macro), lecturer.

### **Referee for Journals and Granting Agencies**

*American Economic Review*

*Industrial Relations*

National Science Foundation

*Economic Inquiry*

*Journal of Labor Economics*

*Industrial and Labor Relations Review*

*Business Economics*

*Quarterly Journal of Economics*

*Journal of Human Resources*

*Economic Development Quarterly*

*European Economic Review*

*Review of Economics and Statistics*

Russell Sage Foundation

## Honors and Activities

Fellow of the American Statistical Association, 2020.

Member, Committee on National Statistics, National Academy of Arts and Sciences (2020-present).

President-elect of Committee on Business and Economics, American Statistical Association (2020).

Member, Federal Economic Statistics Advisory Council (2019-present).

Member, American Economic Association Committee on Economic Statistics (2019-present).

Chair of STARS Insights Advisory Committee, Opportunity@Work (2019-present).

Co-editor, Harvard Data Science Review (2018-present).

Co-Principal Investigator (with Harry Holzer) on Russell Sage Foundation Grant for project on “Improving Employment and Earnings in Twenty-First Century Labor Markets,” Grant 99-18-03. (June 1, 2018 to December 31, 2019).

Chair, Friends of BLS (2017-present).

Labor Market Statistics Consultant, World Bank (Saudi Arabia, 2020 and Malaysia, 2018).

Award recipient, Labor and Employment Relations Association Susan C. Eaton Outstanding Scholar-Practitioner (2017).

Research Fellow, Institute for the Study of Labor (IZA) (2005-2013).

Member, U.S. Bureau of Labor Statistics Data Users Advisory Committee (2009-2012).

Chair, Board of Directors, New York Census Research Data Center (2005-2006, 2011-2013).

Member, U.S. 2010 Census Advisory Committee (2009-2011).

American Economic Association Representative, U.S. Census Advisory Committee of Professional Associations (2003-2009).

Affiliate, Sloan Industry Centers, Alfred P. Sloan Foundation (2002-2009).

Co-Principal Investigator of the International Wage Flexibility Project, (2000-2008).

Editor, Federal Reserve Bank of New York Economic Policy Review, (2001-2006).

Co-organizer, “Urban Dynamics in New York City” Conference at the Federal Reserve Bank of New York, April 2005.

Co-organizer, “Labor Market Developments in the United States and Canada since 2000,” Conference at the Canadian Consulate General in New York, December 2004.

Co-Principal Investigator for NSF Grant to establish the New York Research Data Center (award letter July 2003). Lead organizer of effort (2002-2005).

E-Business Coordinator, Research Department, Federal Reserve Bank of New York, (2001-2005).

Editorial Board, Federal Reserve Bank of New York Economic Policy Review, (2000-2001).

Co-organized “Unequal Incomes, Unequal Outcomes? Economic Inequality and Measures of Well-Being” Conference at the Federal Reserve Bank of New York, May 1999.

Board of Reviewers, Industrial Relations: A Journal of Economics and Society, (1991-2013).

Editorial Board, Federal Reserve Bank of Cleveland Economic Review, (1991-93).

Co-organizer, “The Changing Structure of Wages” Conference at the Federal Reserve Bank of Cleveland, Nov. 1989.

Social Sciences Research Council Dissertation Fellowship in Employment and Training, 1984.

**Foreign Language:** Spanish