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Current Position

Senior Economist, Center for Economic Studies, US Census Bureau, since February 2012, Economist from 2009-2012

Previous Employment

Reader in Finance (similar to tenured associate professor in U.S. system), School of Management and Languages, Heriot-Watt University, 2007-2009; Lecturer from 2001-2005, Senior Lecturer from 2005-2007
Assistant Professor, Stockholm School of Economics and Stockholm Institute of Transition Economics and East European Economies (SITE), 1997-2001
Research Fellow, Stockholm Institute of Transition Economics and East European Economies (SITE), 1996-1997

Research Networks

Research Fellow, IZA (Institute for the Study of Labor), Bonn
Research Fellow, Centre for Economic Reform and Transformation (CERT), Heriot-Watt University
Research Affiliate, Central European University Labor Project, Budapest
Research Fellow, William Davidson Institute (WDI), University of Michigan

Education

Ph.D. in Economics, University of Pennsylvania, May 1996
B.A. in Global Studies and Russian, University of Iowa, May 1991, with honors and highest distinction

Specializations

Research Interests: Corporate Finance, Development Economics, Labor Economics, and Industrial Organization

Professional Experience

Visiting Scholar, Federal Reserve Bank of Atlanta, Summer 2008
Editor, New Economics Papers – Transition Economics
Weekly digest of most recent working papers in transition economics in the Research Papers in Economics (RePEc) digital library
Vice chair, management committee for European Cooperation in the field of Scientific and Technical Research (COST) Action on comparative analysis of enterprise data
Resource Person, Enterprises and Product Markets Panel, Economics Education Research Consortium, Commonwealth of Independent States, evaluate and provide guidance on research grant proposals and research output, 1999 – 2007
Executive Committee Member, Association for Comparative Economic

Studies, 2008-2011.
 Co-Director, Enterprise Group, Economics Research and Outreach Center (ERO) at the EERC-Kyiv Mohyla Academy, 2004-2008
 Advisor, student masters theses at the New Economic School in Moscow, 1998 – 2001; at Heriot-Watt University, 2001-present; at EERC-Kyiv Mohyla Academy, 2003-2005
 PhD supervisor, Heriot-Watt University, 2002-2010, six completions
 Consultant, OECD, background paper on effect of competition on productivity growth for the OECD Russia Survey, 2008
 Consultant, OECD, two background papers for report on competition and productivity growth in Ukraine, 2007
 Consultant, World Bank, study of firm location choice in Eastern Europe, 2008
 Consultant, World Bank, two background papers for project on productivity in the East European and Eurasian regions, 2006-2007
 Consultant, World Bank, background paper for book on job creation in Eastern Europe, 2004
 Consultant, World Bank Russian Country Economic Memorandum, 2003 (two background papers on structural change)
 Consultant, OECD Labor Market Study of the Baltic Economies, 2001 (background paper on Baltic labor markets)
 Consultant, USAID Study “Factors Affecting Micro and Small Enterprise Growth in Romania” (conducted survey of 297 small enterprises)
 Consultant, Swedish Ministry of Energy, report on electricity consumption in Eastern Europe and the CIS, 2001.
 Group Leader, corporate governance project at Russian-European Centre for Economic Policy (RECEP), Moscow, 1998-2000
 Co-editor, *Stockholm Report on Transition*, 1999 – 2000
 Co-editor, *Key Economic Indicators*, 1999 – 2000
 Acting Director, SITE, January – May, 1999
 Consultant, USAID small-scale privatization project in Kazakhstan, August 1993
 Research Assistant to Professor Bulent Gultekin (Wharton School), conducted evaluation of Uzbekistan’s economic reform policy, July-August 1992

Publications

- “Undocumented Workers’ Employment Across U.S. Business Cycles,” (with Serife Genc, Julie Hotchkiss, and Myriam Quispe-Agnoli), *Contemporary Economic Policy*, Vol. 32, No. 3, pp. 653-670, July 2014.
- “Does Employing Undocumented Workers Give Firms a Competitive Advantage? (with Julie Hotchkiss and Myriam Quispe-Agnoli), *Journal of Regional Science*, Vol. 53, No. 1, pp. 158-170, February 2013.
- “Privatization,” (with John Earle and Scott Gehlbach), *Oxford Handbook of the Russian Economy*, Michael Alexeev and Shlomo Weber, eds., Oxford University Press, 2013.
- “Innovation, Adoption, Ownership and Productivity: Evidence from Ukraine,” (with John Earle, Hanna Vakhitova, and Vitaliy Zheka), *In the Grip of Transition: Economic and Social Consequences of Enterprise Restructuring in Russia and Ukraine*, Tilman Brück and Hartmut Lehmann, eds., Palgrave MacMillan, 2012.
- ”Employment and Wage Effects of Privatisation: Evidence from Hungary, Romania, Russia, and Ukraine,” (with John Earle and Almos Telegdy),

- Economic Journal*, Vol. 120, No. 545, pp. 683-708, June 2010.
- “Helping Hand or Grabbing Hand? State Bureaucracy and Privatization Effectiveness,” (with John Earle and Scott Gehlbach), *American Political Science Review*, Vol. 103, No. 2, pp. 264-283, May 2009.
- “Creating Productive Jobs in East European Transition Economies: A Synthesis of Firm-Level Studies,” (with John Earle), *National Institute Economic Review*, Vol. 204, pp. 108-125, April 2008.
- ”The Productivity Effects of Privatization: Longitudinal Estimates from Hungary, Romania, Russia, and Ukraine,” (with John Earle and Almos Telegdy), *Journal of Political Economy*, Vol. 114, No. 1, pp. 61-99, February 2006.
- ”Wages, Layoffs, and Privatization: Evidence from Ukraine,” (with John Earle and Vladimir Vakhitov), *Journal of Comparative Economics*, Vol. 34, No. 2, pp. 272-294, June 2006.
- “Job Reallocation and Productivity Growth in the Ukrainian Transition,” (with John Earle), *Comparative Economic Studies*, Vol. 48, June 2006, pp. 229-251.
- “Nonstandard Forms and Measures of Employment and Unemployment in Transition: A Comparative Study of Russia, Romania, and Estonia,” (with John Earle, Vladimir Gimpelson, Rostislav Kapeliushnikov, Hartmut Lehmann, Álmos Telegdy, Irina Vantu, and Ruxandra Visan), *Comparative Economic Studies*, Vol. 48, No. 3, September 2006, pp. 435-457.
- “Nestandardnaya Zanyatost’ i Nestandardnaya Bezrobotitsa v Perekhodnykh Ekonomikakh Raznogo Tipa (Sravnitel’nyi Analiz Rossii, Rumynii i Estonii),” (Non-Standard Employment and Non-Standard Unemployment in Transition Economies of Different Types (Comparative Analysis of Russia, Romania, and Estonia) (with John Earle, Vladimir Gimpelson, Rostislav Kapeliushnikov, Hartmut Lehmann, Almos Telegdy, Irina Vantu, Ruxandra Visan, and Alexandru Voicu) in V. E. Gimpelson and R. I. Kapeliushnikov (eds.), *Nestandardnaya Zanyatost’ v Rossiiskoi Ekonomike* (Non-standard Employment in the Russian Economy), Moscow: Higher School of Economics, 2006, pp. 281-340.
- ”What Makes Small Firms Grow: Finance, Human Capital, Technical Assistance, and the Business Environment in Romania,” (with John Earle and Dana Lup), *Economic Development and Cultural Change*, Vol. 54, No. 1, October 2005, pp. 33-70.
- “The Productivity Effects of Privatizing Manufacturing Firms: Russia, Ukraine, Hungary, and Romania Compared,” (with John Earle and Almos Telegdy) in Evgenii Yasin, ed., *Competitiveness and Economic Modernization in Russia*, Moscow: Higher School of Economics, 2005.
- “Job Reallocation and Productivity Growth in the Ukrainian Transition,” (with John Earle) in Lars Handrich, Ihor Burakovsky, and Oleksandra Betliy, eds., *Labor Market Reforms and Economic Growth in Ukraine: Linkages and Policies*, Shaker Verlag: Aachen, 2006, pp. 253-277, in English and Ukrainian.
- “The Reallocation of Workers and Jobs in Russian Industry: New Evidence on Measures and Determinants” (with John Earle), *Economics of Transition*, Volume 11, No. 2, Fall 2003, pp. 221-252.
- “Gross Job Flows in Russian Industry Before and After Reforms: Has Destruction Become More Creative?” (with John Earle),

- Journal of Comparative Economics*, Vol. 30, No. 1, March 2002, pp. 96-133.
- “Market Competition and Firm Performance in Russia,” (with John Earle), *Russian Economic Trends*, Vol. 9, No. 1, 2000.
- “Evaluating Enterprise Privatization in Russia,” (with John Earle), *Russian Economic Trends*, Vol. 8, No. 3, 1999.
- “Financial-Industrial Groups in Russia: Virtue or Vice,” (with Sergei Guriev and Natalya Volchkova), *Russian Economic Trends*, Vol. 8, No. 3, 1999.
- “Industrial Change and Competition in Russia,” *Stockholm Report on East European Economies*, October 1998.
- “St. Petersburg: Weak Performance, But Signs of Real Restructuring,” *Stockholm Report on East European Economies*, October 1996.
- “Excess Labour and Managerial Shortage: Findings from a Survey in St. Petersburg,” *Europe-Asia Studies*, Vol. 48, No. 5, 1996, pp. 811-835.
- “Three Essays on Barriers to Restructuring in Russian Firms,” Ph.D. Dissertation, University of Pennsylvania Department of Economics, 1996.

Working Papers

- “The Nature of the Bias When Studying Only Linkable Person Records: Evidence from the American Community Survey,” (with Brittany Bond, Adela Luque, and Amy O’Hara), CARRA Working Paper No. 01-14, April 2014.
- “Nature versus Nurture in the Origins of Highly Productive Businesses: An Exploratory Analysis of U.S. Manufacturing Establishments,” (with John Earle), CES Working Paper, September 2011.
- “Entry, Growth, and the Business Environment: A Comparative Analysis of Enterprise Data from the US and Transition Economies,” (with John Earle), CES Working Paper No. 10-20, September 2010.
- “Understanding the Contributions of Reallocation to Productivity Growth: Lessons From a Comparative Firm-Level Analysis,” (with John Earle), IZA Discussion Paper No. 3683, September 2008.
- “Death of Distance? Economic Implications of Infrastructure Improvement in Russia,” (with Marianne Fay, John Felkner, Somik Lall, and Hyoung Wang), European Investment Bank Papers Vol. 13, No. 2, 2008.
- “The Microeconomics of Creating Productive Jobs: A Synthesis of Firm-Level Studies in Transition Economies,” (with John Earle), World Bank Policy Research Working Paper 3886, April 2006.
- “Economic Reforms and Productivity-Enhancing Reallocation and in the Post-Soviet Transition,” (with John Earle), IZA Discussion Paper No. 1044, March 2004.
- “Inside the Transforming Firm: Report on a Survey of Manufacturing Enterprises in Russia,” (with Sergiy Biletsky, John Earle, Julia Khaleeva, Ivan Komarov, Olga Lazareva, Klara Sabirianova, and Carsten Sprenger), Central European University monograph, 2003. Also translated into Russian and distributed as a Russian Centre for Labor Market Studies monograph.
- “Job Reallocation and Productivity Growth Under Alternative Economics Systems and Policies: Evidence from the Soviet Transition” (with John Earle), Upjohn Institute Staff Working Paper No. 02-88, December 2002. Also translated into Russian and distributed as a Russian Centre for Labor

Market Studies working paper.

- “Competition-Enhancing Policies and Infrastructure: Evidence from Russia” (with John Earle), CEPR Discussion Paper No. 3022, 2001.
- “Privatization, Competition, and Reform Policy Strategies: Theory and Evidence from Russian Enterprise Panel Data,” (with John Earle), CEPR Discussion Paper No. 2758, April 2001.
- “Competition and Firm Performance: Lessons from Russia,” (with John Earle), CEPR Discussion Paper No. 2444, May 2000.
- ”Privatization and Restructuring: Evidence from Russia”, (with John Earle),1999, Also translated into Russian and distributed as a RECEP working paper.
- ”Structural Changes in Russian Industries during Transition and Implications for Competition Policy,” (with Annette N. Brown), SITE Staff Paper, 1999
- “Does Market Structure Matter? New Evidence from Russia,” (with Annette N. Brown), CEPR Discussion Paper No. 1946, August 1998. Also translated into Russian and distributed as RECEP Working Paper No. 2/98, May 1998
- “The Relationship Between Financial Transparency and the External CEO Labor Market,” SITE Working Paper No. 126, March 1998
- “Infrequent Bankruptcy, Asymmetric Information, and Excess Labor in the Russian Economy,” SITE Working Paper No. 135, August 1998
- “The Transition of Market Structure in Russia: Economic Lessons and Implications for Competition,” (with Annette N. Brown), SITE Staff Paper, 1999