

## CURRICULUM VITA

September 2003

RICHARD J. MURNANE

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### CURRENT POSITIONS

The Juliana W. and William Foss Thompson Professor of  
Education and Society, Graduate School of Education,  
Harvard University

Research Associate, National Bureau of Economic  
Research

### FIELDS OF CONCENTRATION

Economics of Education; Labor Economics;  
Econometrics

### EDUCATION

B.A., Economics, Williams College, 1966

Fulbright Fellowship to University of Kiel,  
Germany, 1967

M.A., Economics, Yale University, 1968

Ph.D., Economics, Yale University, May 1974

### TEACHING EXPERIENCE

Three years teaching high school mathematics,  
1968-1971 (Houston, Washington, D.C., Baltimore)

University of Pennsylvania (member of Economics  
Department, 1974-1978)

Yale University (member of Economics  
Department, 1978-1983)

Graduate School of Education, Harvard (1983 - )

**SAMPLE OF OTHER RECENT PROFESSIONAL ACTIVITIES**

Member of Advisory Board of Division of Behavioral and Social Sciences and Education (DBASSE), National Research Council, 1999-2005

Chair, Center for Education Advisory Board, National Research Council, 2001-.

Member, Board of Directors, National Academy of Education, 2001-.

Advisory Council on Education Statistics, U.S. Department of Education, 1998-2001

Research Associate, National Bureau of Economic Research, 1993-

Member, National Academy of Education, 1990-

Member, Board of Directors, MDRC, New York City, 1993-

Member, Policy Council, Association of Public Policy and Management (2000-2003)

Member, Editorial Board: Economics of Education Review, 1990-; Educational Evaluation and Policy Analysis, 1997-; American Journal of Education, 1998-; American Educational Research Journal, 1999-; Journal of Policy Analysis and Management, 2000-.

**BOOKS** Authored (in reverse chronological order):

*The New Division of Labor: How Computers Are Changing the Way We Work* (Princeton University Press, forthcoming, spring 2004) (with Frank Levy)

*Teaching the New Basic Skills* (The Free Press, September 1996) (with Frank Levy).

*Who Will Teach? Policies that Matter* (Harvard University Press, 1991) (with Judith Singer, John Willett, James Kemple, and Randall Olsen).

*The Impact of School Resources on the Learning of Inner City Children* (Ballinger, 1975).

**BOOKS** Edited (in reverse chronological order):

*Low-Wage America* (co-editor with Eileen Appelbaum and Annette Bernhardt), Russell Sage Foundation (2003).

*Improving Indicators of the Quality of Science and Mathematics Education in Grades K-12* (National Academy Press, 1988) (co-editor with Senta Raizen).

**ARTICLES** (in reverse chronological order):

“Devil in the Details,” *Boston Review* (forthcoming)

“Standards-Based Educational Reforms: Progress, but Enough to Sustain Momentum?,” *New York University Review of Law and Social Change* (forthcoming, 2003)

“The Devil’s in the Details: Evidence from the GED on the Large Effects of Small Differences in High Stakes Exams,” (with John Tyler and John Willett) *Economics of Education Review* (forthcoming)

“The Skill Content of Recent Technological Change: An Empirical Exploration,” (with David Autor and Frank Levy) *Quarterly Journal of Economics* (November, 2003)

“The Future of Low Wage Work: An Overview,” (with Eileen Appelbaum and Annette Bernhardt), in *Low-Wage America*, Russell Sage Foundation (2003).

“Computer-Based Technological Change and Skill Demands: Reconciling the Perspectives of Economists and Sociologists,” (with David Autor and Frank Levy) in *Low-Wage America*, Russell Sage Foundation (2003).

“Who Benefits from a GED? Evidence for females from High School and Beyond,” (with John Tyler and John B. Willett) *Economics of Education Review* 22:3 (June, 2003):237-248.

“The Role of Markets in American K-12 Education,” appearing in volume on markets edited by Richard R. Nelson (forthcoming).

Improving Urban Public Schools: Suggestions for Teacher Union Leaders,” *Education in the 21<sup>st</sup> Century: Meeting the Challenges of a Changing World, Conference Proceedings*, Federal Reserve Bank of Boston (2003): 297-303.

"Information Technology and Skill Requirements: Examples from a Car Dealership," (with Anne Beamish and Frank Levy), in F. Rauner, N. Schreier, G. Sp`ttl (eds.) *The Future of Computer-Supported Diagnosis* (Germany: W. Bertelsmann Verlag), 2002, 133-159.

Upstairs, Downstairs: Computers and Skills on Two Floors of a Large Bank,” (with David Autor and Frank Levy), *Industrial and Labor Relations Review* (2002)

"Can the Internet Help Solve America's Education Problems: Lessons from the Cisco Networking Academies," (with Nancy Sharkey and Frank Levy) National Research Council (in press), in P. Graham and N. Stacey (eds.) *The Knowledge Economy and Postsecondary Education*, The Committee on the Impact of the Changing Economy on the Postsecondary Education System (Washington, DC: National Academy Press, 2002).

"Key Competencies Critical to Economic Success," (with Frank Levy), in D. Rychen and L. Salganik (eds.) *Defining and Selecting Key Competencies* (Seattle, WA: Hogrefe &

Huber Publishers, 2001).

"Will Standards-Based Educational Reforms Improve Education for Children of Color?" (with Frank Levy), *National Tax Journal* (June 2001).

"From High School to Teaching: Many Steps. Who Makes It?" (with Emiliana Vegas and John B. Willett), *Teachers College Record*, 103(June 2001)3, 427-449.

"Second Chance Strategies for Women Who Drop Out of School," (with Kathryn Boudett and John Willett), *Monthly Labor Review*, December 2000. (Won prize for best paper in the journal for the calendar year.)

"Do the Cognitive Skills of Dropouts Matter in the Labor Market?" (with John H. Tyler and John B. Willett) *Journal of Human Resources* . 82(Feb. 2000)1, 23-37.

"How important are the cognitive skills of teenagers in predicting subsequent earnings?" (with John B. Willett, Yves Duhaldeborde, and John H. Tyler), *Journal of Policy Analysis and Management* 19(Fall 2000)4, 547-568

"Do Different Dimensions of Male High School Students' Skills Predict Labor Market Success A Decade Later? Evidence from the NLSY" (with John B. Willett, M. Jay Braatz, and Yves Duhaldeborde), *Economics of Education Review* 20(2001)4: 311-320.

"Estimating the Labor Market Signaling Value of the GED," (with John H. Tyler and John B. Willett), *Quarterly Journal of Economics* 115(May 2000)2, 431-468.

"Who Benefits from Obtaining a GED? Evidence from High School and Beyond," (with John H. Tyler and John B. Willett), *Review of Economics and Statistics* (February 2000).

"The Case for standards," *Boston Review* 24(December 1999/January 2000)6.

"Do Male Dropouts Benefit from Obtaining a GED, Post-Secondary Education and Training?" (with John B. Willett and Kathryn P. Boudett), *Evaluation Review* (October 1999).

"Standards, Information, and the Demand for Student Achievement," (with Frank Levy), in *Economic Policy Review* [Federal Reserve Bank of New York], March 1998, pp. 117-124.

"The Nation's Teaching Force," in *Teachers College Record*, Vol. 99, No. 1, Fall 1997 (with Emiliana Vegas), pp. 36-41.

"Does Acquisition of a GED Lead to More Training, Post-Secondary Education, and Military Service for School Dropouts?," in *Industrial and Labor Relations Review* (Vol. 51, No. 1, October 1997) (with John B. Willett and Kathryn Parker Boudett), pp. 100-116.

"The New Basics: How the right businesses can help our schools," in *The American*

*School Board Journal*, Vol. 184, No. 4, April 1997 (with Frank Levy), pp. 26-29.

"What General Motors Can Teach U.S. Schools About the Proper Role Of Markets in Education Reform," in *Phi Delta Kappan* (Vol. 78, No. 2, October 1996) (with Frank Levy), pp. 109-114.

"Skills for Success in a Civil Society," in *Educational Leadership* (with Frank Levy).

"Economic Reporting And Two-Way Learning," in *Jobs & Capital* (Vol. V, Summer 1996) (with Frank Levy), pp. 12-15.

"With What Skills Are Computers a Complement?" *The American Economic Review* (May 1996)2: pp. 258-262 (with Frank Levy).

"The Contribution of Training and Subject Matter Knowledge to Teaching Effectiveness: A Multi-Level Analysis of Longitudinal Evidence From Belize," *Comparative Education Review* 40(May 1996)2: pp. 139-157 (with John Mullens and John Willett).

"Evidence from Fifteen Schools in Austin, Texas," in Gary Burtless, ed., *Does Money Matter?* (Brookings 1996) (with Frank Levy).

"Are More of College Graduates Really Taking High School Jobs? A Reconsideration of the Evidence," *Monthly Labor Review* (with John Tyler and Frank Levy) 118(December 1995)12, 18-27.

"Pentium Politics," *Jobs & Capital*, 4 (Summer 1995) (with Frank Levy),

"Staffing the Nation's Schools with Skilled Teachers," in Eric A. Hanushek, ed., *Improving American Schools: The Role of Incentives*, National Academy of Sciences, 1996.

"Teaching to New Standards," *Rewards and Reform* edited by Susan Fuhrman and Jennifer O'Day, 8: pp. 257-293 (Jossey-Bass 1996) (with Frank Levy).

"Do High School Dropouts Benefit from Obtaining a GED?" (with John Willett and Kathryn Boudett), *Educational Evaluation and Policy Analysis* (May 1995).

"Will School Finance Reform Improve Education for Disadvantaged Children? Research Issues," *Educational Policy* 8(December 1994)4: pp. 535-542.

"The Growing Importance of Cognitive Skills in Wage Determination" (with Frank Levy and John Willett), *Review of Economics and Statistics* (May 1995).

"Why Are There Fewer and Fewer Black Teachers?" (with James Kemple, Judith Singer, and John Willett), in Gail Thomas (ed.) *Race and Ethnicity in America*, Taylor and Francis, Washington, DC, 1995.

"Did the Job Market Worsen for Male College Graduates Over the 1980s? Different

Answers for Different Age Groups," (with John Tyler and Frank Levy) in S. Polacheck (ed.) *Research in Labor Economics* Vol. 14, 1995.

"Skills, Demography, and the Economy: Is There a Mismatch?" in L. C. Solmon and A. R. Levenson (eds.) *Labor Markets, Employment Policy, and Job Creation* (Boulder, CO: Westview Press, 1994). (With Frank Levy)

"Education and the Well-Being of the Next Generation," in S. Danziger, G. Sandefur, and D. Weinberg (eds.) *Confronting Poverty: Prescriptions for Change* (Cambridge, MA: Harvard University Press, 1994).

"Stimulating Employer-Provided General Training," *Journal of Policy Analysis and Management* 13(1994)1: pp.75-81 (with Frank Levy).

"Why Today's High-School-Educated Males Earn Less than Their Fathers Did: The Problem and an Assessment of Responses," *Harvard Educational Review* (Spring 1993) (with Frank Levy).

"Economic Incentives to Improve Teaching," in J. Farrell and J. Oliveira (eds.) *Teachers in Developing Countries: Improving Effectiveness and Managing Costs* (Washington, DC: The World Bank, 1993).

"Education and Training," in Aaron, H. and Schultze, C., (eds.) *Setting Domestic Priorities: What Can Government Do?* (Brookings, 1992) (with Frank Levy).

"Who Will Teach?" in E. E. Boe and D. M. Gilford (eds.) *Teacher Supply, Demand, and Quality: Policy Issues, Models, and Data Bases* (Washington, DC: National Academy Press, 1992).

"Where Will All the Smart Kids Work?" *Journal of the American Planning Association* 58(Summer 1992)3: pp. 283-7.

"Comment: Restructuring Work and Learning," in George E. Peterson and Wayne Vroman (eds.) *Urban Labor Markets and Job Opportunity* (Washington, D.C.: The Urban Institute Press, 1992).

"U.S. Earnings Levels and Earnings Inequality: A Review of Recent Trends and Proposed Explanations," *Journal of Economic Literature* (September 1992) (with Frank Levy).

"The Case for Performance-Based Licensing," *Phi Delta Kappan* (October 1991): pp. 137-142.

"Interpreting the Evidence on: 'Does Money Matter?'" *Harvard Journal on Legislation* 28(Summer 1991)2: pp. 457-464.

"The Effects of Salaries and Opportunity Costs on Length of Stay in Teaching: Evidence from North Carolina," *Journal of Human Resources* 25(Winter 1990)1: pp. 106-124 (with

Randall Olsen); reprinted in Dr. Geraint Johnes and Dr. Elchanan Cohn (Eds.) *Recent Developments in the Economics of Education* (London: Edward Elgar Publishing Limited, 1993).

"Education and the Productivity of the Work Force: New Challenges," *Florida Policy Review* 5(Winter 1990)2: pp. 1-7.

"Race, Gender, and Opportunity: Supply and Demand for New Teachers in North Carolina, 1975-1985," *Educational Evaluation and Policy Analysis* 11(Summer 1989)2: pp. 93-108 (with Michael Schwinden).

"The Influences of Salaries and "Opportunity Costs" on Teachers' Career Choices: Evidence from North Carolina," *Harvard Educational Review* 59(August 1989)3: pp. 325-346 (with Judith D. Singer and John B. Willett).

"The Effects of Salaries and Opportunity Costs on Duration in Teaching: Evidence from Michigan," *Review of Economics and Statistics* 11(May 1989)2: pp. 347-352 (with Randall Olsen).

"Will There Be Enough Teachers?" *American Economics Review Papers and Proceedings* 79(May 1989)2: pp. 242-246 (with Randall J. Olsen).

"The Career Paths of Teachers: Implications for Teacher Supply and Methodological Lessons for Research," *Educational Researcher* (August-September 1988) (with Judith D. Singer and John B. Willett).

"Education and the Productivity of the Workforce: Looking Ahead," in Robert E. Litan, Robert Z. Lawrence, and Charles L. Schultze (eds.) *American Living Standards: Threats and Challenges* (Washington, DC: Brookings, 1988).

"Comments on Ehrenberg and Chaykowsky," in Richard B. Freeman and Casey Ichniowski (eds.) *When Public Sector Workers Unionize* (Chicago: University of Chicago Press, 1988): pp. 263-269.

"Lessons from Comparing Education Indicators and Economic Indicators," *Phi Delta Kappan* (March 1988) (with Edward Pauly).

"How Enrollment Declines Affect Per Pupil Expenditure Levels in Public School Districts," in J. Quigley (ed.) *Perspectives in Local Public Finance*, Vol. 3 (JAI Press, 1987): pp. 159-196 (with E. Cavin and R. Brown).

"Improving Education Indicators and Economic Indicators: The Same Problems?" *Educational Evaluation and Policy Analysis* (Summer 1987).

"Changes in Teacher Salaries During the 1970s: The Role of School District Demographics," *Economics of Education Review* 6(1987)4: pp. 379-388 (with Judith D. Singer and John B. Willett).

"Understanding Teacher Attrition," *Harvard Educational Review* (May 1987).

"Family Choice in Public Education: The Roles of Students, Teachers, and System Designers," *Teachers College Record* (Winter 1986).

"Merit Pay and the Evaluation Problem: Why Most Merit Pay Plans Fail and a Few Survive," *Harvard Educational Review* 56(February 1986)1: pp. 1-17 (with David K. Cohen).

"The Merits of Merit Pay," *The Public Interest* (Summer 1985) (with David K. Cohen).

"School District Responses to Enrollment Changes: The Direction of Change Matters!" *Journal of Education Finance* 10(Spring 1985)4: pp. 426-440 (with E. Cavin and R. Brown).

"An Economist's Look at Federal and State Education Policies," in J. Quigley and D. Rubinfeld (eds.) *American Domestic Priorities* (University of California Press, 1985).

"The Rhetoric and Reality of Merit Pay: Why Are They Different?" in H. Johnson (ed.) *Merit, Money and Teachers' Careers* (University Press of America, 1985).

"A Critique of the Methodology of 'The Catholic High School: A National Portrait'," *Momentum* 16(May 1985)2: pp. 21-23.

"Comparing Public and Private Schools: The Puzzling Role of Selectivity Bias," *Journal of Business and Economic Statistics* (January 1985) (with Stuart Newstead and Randall Olsen). Reprinted in *Evaluation Studies Review Annual*, 1985.

"Comparisons of Public and Private Schools: Lessons from the Uproar," *Journal of Human Resources* (Spring 1984). Reprinted in *Evaluation Studies Review Annual*, 1985. Revised version entitled "Comparisons of Private and Public Schools: What Can We Learn?" published in D. Levy (ed.) *Private Education: Studies in Choice and Public Policy* (Oxford University Press, 1986).

"Alternative Views of the Quality of American Education" in E. Dean (ed.) *Education and Economic Productivity* (Ballinger, 1984).

"Production and Innovation When Techniques are Tacit: The Case of Education," *Journal of Economic Behavior and Organization* (December 1984) (with Richard R. Nelson).

"Comments on Arthur E. Wise's and Linda Darling-Hammond's paper entitled: 'Education by Vouchers: Private Choice and the Public Interest,'" *Educational Theory* (Winter 1984).

"Selection and Survival in the Teacher Labor Market," *Review of Economics and Statistics* (August 1984).

Essay Review of W. W. McMahon and T. G. Geske (eds.) *Financing Education: Overcoming Inefficiency and Inequity*, in *American Journal of Education* (November 1983).

"How Clients' Characteristics Affect Organization Performance: Lessons from Education," *Journal of Policy Analysis and Management* 2(Spring 1983).

"Understanding the Sources of Teaching Competence: Skills, Choices, and the Limits of Training," *Teachers College Record* (Spring 1983).

Essay Review of W. K. Cummings, *Education and Equality in Japan*, in *American Journal of Sociology* (May 1983).

"Quantitative Studies of Effective Schools: What Have We Learned?" in A. Odden and L.D. Webb (eds.) *School Finance and School Improvement Linkages for the 1980s* (Ballinger, 1983).

"Understanding Public and Private Schools: Implications for Tuition Tax Credits," in T. James and H. Levin (eds.) *Public Support for Private Schools* (Temple University Press, 1983). Revised version entitled "Comparisons of Private and Public Schools: The Critical Role of Regulations," published in D. Levy (ed.) *Private Education: Studies in Choice and Public Policy* (Oxford University Press, 1986).

"Input-Output Research in Education: Accomplishments, Limitations, and Lessons," in A. Summers (ed.) *New Directions for Testing and Measurement: Productivity Assessment in Education*, No. 15 (Jossey-Bass, September 1982).

"Initial Comments on Coleman's Public and Private Schools," *School Research Forum* (April 1981).

"Making Sense of Research on School Effectiveness: The Primacy of Human Resources in Schooling," *Impact on Instructional Improvement* 16 (Summer 1981).

"Interpreting the Evidence on School Effectiveness," *Teachers College Record* (Fall 1981).

"Evidence, Analysis, and Unanswered Questions," *Harvard Educational Review* 51(November 1981).

Essay Review of L. Sproull, et al., "Organizing an Anarchy," in *Economics of Education Review* (Winter 1981).

"Teacher Mobility Revisited," *Journal of Human Resources* (Winter 1981).

"Learning by Doing, Vintage, and Selection: Three Pieces of the Puzzle Relating Teaching Experience and Teaching Performance," *Economics of Education Review* 1(Fall 1981) (with Barbara Phillips).

"Seniority Rules and Educational Productivity: Understanding the Consequence of a Mandate for Equality," *American Journal of Education* 90 (November 1981).

"Home Resources and Children's Achievement," *Review of Economics and Statistics* (August 1981) (with Rebecca Maynard and James Ohls).

"What Do Effective Teachers of Inner City Children Have in Common?" *Social Science Research* 10 (1981) (with Barbara Phillips).

"New Evidence on the Relationship Between Mother's Education and Children's Cognitive Skills," *Economics of Education Review* (Spring 1981).

"The Effects of a Negative Income Tax on School Performance: Results of an Experiment," *Journal of Human Resources* (Fall 1979) (with Rebecca Maynard). Reprinted in E. Stromsdorfer and G. Farkas (eds.) *Evaluation Studies Volume 5* (1980).

Essay Review of J. T. Froomkin, et al. (eds.) *Education as an Industry*, in *Journal of Human Resources* (Spring 1979).

Review of J. E. Coons and S. D. Sugarman, *Education by Choice: The Case for Family Control*, in *Harvard Educational Review* (May 1979).

"Using Panel Data to Improve Estimates of the Determinants of Educational Achievement," *Sociology of Education* (April 1979) (with Anthony Boardman).

"When is a Voucher Not a Voucher," *Review of Education* (August 1975) (with David Stern and Richard DeLone).

#### **SELECTED OP ED PIECES:**

"The Increasing Role of the GED in American Education," *Education Week* (May 3, 2000) (with John H. Tyler)

"Test scores are a poor way to evaluate classroom performance. How to judge teachers," *Boston Globe*, Thursday, January 28, 1999.

"Money's only one lure to would-be teachers," *Boston Sunday Globe*, July 12, 1998, p. D3.

"Why Money Matters Sometimes: A Two-Part Management Lesson from East Austin, Texas," *Education Week* (September 11, 1996) (with Frank Levy).