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EDUCATION

Ph.D. Economics, Washington University, St. Louis, 1980.

M.A. Economics, University of Texas at El Paso, 1973.

B.S. Aeronautical and Astronautical Engineering, University of Illinois, 1966.

ACADEMIC POSITIONS

Head, Department of Economics, Washington and Lee University, April 2004–June 2012.

Professor of Economics, Washington and Lee University, from 1991; Associate Professor, 1985–91; Assistant Professor, 1979–85.

Visiting Scholar, Center for Innovation and Structural Change, National University of Ireland, Galway, fall 2010.

Visiting Scholar, Department of Economics, University of Exeter, England, fall 2000.

Acting Head, Department of Economics, Washington & Lee University, 1999–2000.

Visiting Fellow, Institute of Economics and Statistics, University of Oxford, England, spring 1996.

Visiting Fellow, University College, University of Oxford, England, 1995–96.

Lecturer, University of Bath, England, fall 1995.

Acting Head, Department of Economics, Washington and Lee University, 1993–94.

Visiting Fellow, International Centre for Social Economics, University of Utrecht, The Netherlands, fall 1990.

Visiting Fellow, New York State School of Industrial and Labor Relations, Cornell University, Ithaca, NY, fall 1985.

Visiting Professor of Organizational Behavior, Hollins College, Roanoke, VA, spring 1993, 1994, and 1995.

Visiting Assistant Professor of Economics, Hollins College, Roanoke, VA, 1982–83 and fall 1984.

Visiting Assistant Professor of Economics, Roanoke College, Salem, VA, summer 1982 and 1983.

Instructor of Economics, Webster College, St. Louis, MO, 1978–79.

Instructor of Economics, University of Texas at El Paso, spring 1974.

Instructor of Economics, El Paso Community College, El Paso, TX, spring 1974.

OTHER EXPERIENCE

Associate Aeronautical Engineer, The Boeing Company, Seattle, WA, 1966–71.

PUBLICATIONS

"Absenteeism, Presenteeism, and Workplace Climate: A Taxonomy of Employee Attendance Behaviors," *Economics and Business Journal: Inquiries and Perspectives*, (forthcoming).

"Employee Absence Costs, Economic Losses, and Firm Competitiveness," *Economics and Business Journal: Inquiries and Perspectives*, Vol. 5, No 1, 2014.

"Dimensions of Culture, Distributive Principles, and Decommodification: Implications for Employee Absence Behavior," *Journal of Socio-Economics*, Vol. 27, No. 5, 1998.

"What Do We Know About Employee Absence Behavior? An Interdisciplinary Interpretation," *Journal of Socio-Economics*, Vol. 27, No. 1, 1998.

"Individual, Social, and Economic Determinants of Employee Absence: An Integrative Analysis," *Journal of Business and Economic Studies*, Fall, 1996.

"Employee Absence Incentives in the Welfare State: Toward Explaining Cross-National Differences," *Journal of Socio-Economics*, winter, 1996.

"Economic Functions of Employee Absence," *Atlantic Economic Society Best Papers Proceedings*, January 1992.

"Sickness Absence in the Welfare State," in T.O. Nitsch, J.M. Phillips, Jr., and E.L. Fitzsimmons (Eds.), *On the Condition of Labor and the Social Question One Hundred Years Later*, Lewiston, NY: The Edward Mellen Press, 1994.

"Interdisciplinary Perspectives on the Determinants of Absenteeism: A Summary," *1991 Eastern Academy of Management Proceedings*.

"The Taxable Payroll for Unemployment Insurance: An Analysis of South Carolina Manufacturing Firms," *Eastern Economic Journal*, April-June 1991.

"Entrepreneurship and Resource Allocation," *Eastern Economic Journal*, January-March 1990.

"Layoffs, Average Hours, and Unemployment Insurance in U.S. Manufacturing Industries," *Quarterly Review of Economics and Business*, winter 1987.

"Unemployment Insurance and the Theory of Labor Demand," *Eastern Economic Journal*, April-June 1986.

OTHER PAPERS AND PRESENTATIONS

"Absenteeism, Presenteeism, and Workplace Culture: A Taxonomy of Employee Attendance Behaviors," presented at the Eastern Academy of Management Conference, Baltimore, May, 2016.

"What does Absenteeism really cost: An Economic Analysis of Firm Losses," presented at the International Atlantic

"Unplanned Absenteeism: An Economic Analysis of Firm Losses," 2010.

"Culture and Welfare State Institutions," 2001.

"The Economic Psychology of Entrepreneurship," presented at the Thirty-Sixth International Atlantic Economic Conference, October 1993.

"Social Value Orientation, Sickness Absence, and the Aggregate Labor Market," presented at the International Atlantic Economic Conference, October 1992 and the Society for the Advancement of Socio-Economics Conference, March 1993.

"Economic Functions of Employee Absence," presented at the International Atlantic Economic Conference, October 1991.

"Sickness Absence in the Welfare State," presented at the Sixth World Congress of Social Economics, August 1991.

"Interdisciplinary Perspectives on the Determinants of Absenteeism," presented at the Eastern Academy of Management meetings, May 1991.

"The Decision to Invest in Organizational Capital," presented at the Eastern Economic Association meetings, March 1990.

"Employee Exit Behavior: An Interdisciplinary Analysis," presented at the Eastern Economic Association meetings, March 1989.

"The Supply of Entrepreneurial Expenditures: A Market Approach," presented at the Eastern Economic Association meetings, April 1986.

"Unemployment Insurance and Employment Stabilization," presented at the Eastern Economic Association meetings, March 1985.

"Layoffs and the Taxable Payroll for Unemployment Insurance," presented at the Southern Economic Association meetings, November 1984.

"The Taxable Payroll for Unemployment Insurance: An Empirical Analysis of South Carolina Manufacturing Firms," presented at the Eastern Economic Association meetings, March 1984.

"The Effects of Unemployment Insurance on Layoffs and Hours Decisions," presented at the Eastern Economic Association meetings, March 1983.

"The Determinants of Unemployment Insurance Subsidies," mimeographed, 1982.

INVITED PRESENTATIONS

"Cross-National Differences in Absenteeism: Evidence from the World Auto Industry," presented to

the Department of Economics, the University of Newcastle upon Tyne, England, May 1996, and at the Institute of Economics and Statistics, the University of Oxford, England, June 1996.

"A Process Model of Work Group Absence Behavior" (major revision of the earlier paper below), presented to the School of Accounting, Banking, and Economics, University College of North Wales, Bangor, October 1995.

"Employee Absence Incentives in the Welfare State: Toward Explaining Cross-National Differences," presented to the Departments of Economics at the University of Exeter, England, June 1994 and the University of Bath, England, November 1995.

"A Process Model of Work Group Absence Rates," presented to the Dutch Institute for Working Conditions, Amsterdam, and the Faculty of Organization, Planning and Policy, University of Utrecht, the Netherlands, December 1990. Also presented at the Society for the Advancement of Behavioral Economics meetings, August 1993.

WORK IN PROGRES

"The Endogeneity of Workplace Absenteeism and Presenteeism Outcomes"

REVIEWS

Advised Joshua Fairfield, Washington and Lee School of Law, on the economic analysis he presented in a paper entitled "The Cost of Consent: Optimal Standardization in the Law of Contract," which was published in the *Emory Law Journal*, 2009.

Grant proposal entitled "Theoretical and Empirical Studies on Welfare State Economics" for the *Social Science and Humanities Research Council of Canada*, 2004.

"Strategic Concepts for Emerging Technology Start-Ups: Making the Transition," for Lawrence M. Lamont and Philip A. Gibbs, 2002.

Referee, *Journal of Socio-Economics*, one manuscript, 2001.

Referee, *Journal of Socio-Economics*, one manuscript, 1999.

"Social Welfare and Competitiveness," by Ian Gough, in *New Political Economy* Vol. 1, No. 2, 1996.

Referee, Prentice-Hall, *Labor Economics and Labor Relations*, 10th edition, and *Readings in Labor Economics and Labor Relations*, 4th edition, both by Lloyd G. Reynolds, Stanley H. Masters, and Colleta H. Moser, 1988.

Referee, McGraw-Hill, *Contemporary Labor Economics* by Campbell R. McConnell, 1984.

TEACHING

Undergraduate courses in labor economics, comparative labor economics, labor-management relations, systems of worker participation in management, organizational behavior, intermediate microeconomic theory, mathematical economics, and principles of economics.
Supervision of Robert E. Lee Research Scholars, Washington and Lee University.

Honors Thesis supervision, Washington and Lee University.

Senior Thesis supervision, Hollins College.

Business and Society, Washington and Lee University Summer Scholars Program for high school students.

CONSULTING

External Review of the Department of Economics, St. Mary's College of Maryland, 2011.

External Review of the Department of Business and Economics, Hollins University, 2010.

Assistance to firms in identifying both the strengths and weaknesses of individual managers over a wide range of managerial skills, and the provision of a program that facilitates the development of those skills in which individual managers appear to be most deficient.

Presentation of workshops for public sector managers on productivity improvement and project management.