

John Sutherland Earle

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Education

Stanford University. Ph.D. in Economics (1988); M.A. (1986). National Science Foundation Graduate Fellowship. Distinction awards on comprehensive exams.

Oberlin College and Conservatory. B.A. in Economics, B.Mus. in Piano (1980). National Merit Scholarship. Honors: Phi Beta Kappa, Pi Kappa Lambda.

Academic Positions and Affiliations

George Mason University – Schar School of Policy and Government (Arlington). University Professor (since 2021). Professor (since 2010). Director, Center for Micro-Economic Policy Research, cmepr.gmu.edu (since 2013). Director, PhD Program in Public Policy (since 2021). Director, Division of Economic and Regional Analysis (2014-15).

SciencesPo, MaxPo Institute (Paris). Guest Researcher, September-December 2016.

ENSAE/CREST (Paris), Visiting Professor for “Firms, Finance, and Labor.” 2016.

Economics Education and Research Consortium (Moscow and Kyiv). Member of the Working Group on Households and Labor Markets (1997-present). Member of the International Advisory Board (2007-16).

Central European University – Department of Economics (Budapest). Professor (part time, 2000-16); Assoc. Prof. (1995-2000); Asst. Prof. (1991-95). Academic Director (1993-95). Labor Project Director (1994-2013). PhD Program Director (2003-06). PhD Committee Member (2000-13).

Heriot-Watt University (Edinburgh, Scotland). SIRE Professor of Economics (2007-8).

Kyiv School of Economics, member of the International Advisory Board (2003-2011).

Stockholm School of Economics, Stockholm Institute for Transition Economics (SITE) and Department of Economics. Associate Professor (1997-2001).

Stanford University, Department of Economics. Visiting Associate Professor (1995-2000). Acting Assistant Professor (1990-94). Acting Instructor (autumn 1987).

Stanford University, Institute for International Studies. Research Associate (1995-97).

Other Experience and Affiliations

Institute for the Study of Labor (IZA, Bonn). Research Fellow (since 1999).

Institute of Economics, Hungarian Academy of Sciences. Research Associate (since 2008).

Comparative Economic Studies, Member of the Editorial Board (since 2012).

OECD, Visiting Researcher in Science, Technology and Innovation. July-December 2016.

Upjohn Institute for Employment Research. Senior Economist (2001-2010).

Association for Comparative Economic Studies. Executive Committee member (by election, 2007-2010). President (2011).

Comparative Analysis of Enterprise Data (CAED). Member of the Executive Committee (Chair, 2006-08).

World Bank. Consultant on labor markets in Saudi Arabia (2016); skills demand (2010-11); infrastructure and firm location in Europe and Central Asia (2008); productivity growth in Europe and Central Asia (2006-7); capacity-building in economics research and education (2005); job creation in Eastern Europe (2004); firm demographics and productivity in Hungary and Romania (2003-2004); Russian labor markets (2000-2002); Romanian productivity and job reallocation (2000); Romanian privatization and firm performance (2000); Russian corporate governance (1995-96); worker ownership in Eastern Europe (1994-95); privatization in the Czech Republic, Hungary, and Poland (1993); Romanian labor markets (1993).

Organization for Economic Cooperation and Development (OECD). Wrote studies on productivity and job reallocation in Lithuania (2015-16); productivity in Russia (2013-14); competition in Russia (2007-8); industry dynamics and privatization in Ukraine (2007); labor markets in Baltic States (2001); unemployment and labor market policies (1993), long-term unemployment and social assistance (1996), and social policies (1996-99) in Romania.

US Agency for International Development. Research on microfinance in Romania (2000-01).

Russian-European Centre for Economic Policy (RECEP). Senior Expert (1999-2000).

Government of Romania. Economic Advisor to First Deputy Prime Minister (1993-94).

Office of Prime Minister, Mongolia. Privatization Advisor to Prime Minister (1996-97).

Government of Moldova. Economic Advisor to the Minister of Privatization (1996).

Columbia University, Department of Economics. Visiting Scholar (1993).

University of Vienna. Visiting Professor of Labor Economics (1991).

Institute for Advanced Studies (Vienna). Visiting Research Fellow (1991).

Brookings Institution. Research Fellow in Economic Studies (1986-87).

Congressional Budget Office, Fiscal Analysis Division; Washington, D.C. (1984).

Council of Economic Advisers, Executive Office of the President; Washington, D.C. Junior Staff Economist for Public Finance and Labor Policy (1982-83).

U.S. Geological Survey, Program Analysis Office. Research assistant (summers, 1981-82).

Academic Honors

National Merit Scholar

Phi Beta Kappa (Academic Honors Society)

Pi Kappa Lambda (Musical Honors Society)

Stanford University Graduate Fellowship

National Science Foundation Graduate Fellowship

Distinction awards on PhD comprehensive examinations at Stanford

Georges Lurcy Research Fellowship (at Brookings)

Fulbright Scholar (in Vienna)

Egyetemi Tanár (honorary lifetime professorship awarded by President of Hungary), 2002

President, Association for Comparative Economic Studies (ACES), 2011-12

NSF Grants (PI), 2013-22

Member of NSF Panels, 2013, 2014, 2015, 2016, 2017, 2018, 2021

Abram Bergson Prize for the “Best Paper in *Comparative Economic Studies* During 2011 and 2012,” awarded in 2014

GMU Schar School “Outstanding Scholar” Award, 2018

American Association for Ukrainian Studies (AAUS) Prize for the “Best article in the field of Ukrainian history, politics, language, literature and culture published in 2020-2021”

GMU University Professor, 2021

Publications: Articles

(working papers: http://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=32789)

“Black-Owned Firms, Financial Constraints, and the Firm Size Gap” (with J.D. Brown, M.J. Kim, K.M. Lee, and J. Wold), *American Economic Association Papers & Proceedings*, Vol. 112, 282-286, May 2022.

“The Oligarch Vanishes: Defensive Ownership, Property Rights, and Political Connections” (with S. Gehlbach, A. Shirikov, and S. Shpak). *Quarterly Journal of Political Science*, Vol. 17(4). <http://dx.doi.org/10.1561/100.00020228>, 2022. Recipient of the “Best Article in 2020-2021” award from the American Association for Ukrainian Studies.

“Productivity Dispersion, Misallocation, and Reallocation Frictions: Theory and Evidence from Policy Reforms,” (with J.D. Brown and E. Dinlersoz), *Comparative Economic Studies*, Vol. 64(1), 1-47, March 2022. Lead article.

“Does the Community Reinvestment Act Raise Lending to Small Businesses in Lower-Income Neighborhoods?” (with M.J. Kim and K.M. Lee), *Economics Letters*, Vol. 209, 110-46, 2021.

“Immigrant Entrepreneurs and Innovation in the U.S. High-Tech Sector” (with D. Brown, M.J. Kim, and K.M. Lee), NBER Working Paper No. 25565 published in *The Roles of Immigrants and Foreign Students in U.S. Science, Innovation, and Entrepreneurship* (Ina Ganguli, Shulamit Kahn, Megan MacGarvie, editors), Cambridge: NBER, 2020. Press: [NPR](#), [NBC](#), [Forbes](#), [Wall Street Journal](#), [Quartz](#), [Medium](#), [YahooSports](#)

“Start-Ups, Job Creation, and Founder Characteristics” (with D. Brown, M.J. Kim, and K.M. Lee). *Industrial and Corporate Change*, 1-36, July 2019. Lead article.

“Is Privatization Working in Ukraine? New Estimates from Comprehensive Manufacturing Firm Data, 1989–2013” (with D. Brown, S. Shpak, and V. Vakhitov). *Comparative Economic Studies*, Vol. 61(1), 1-35, 2019.

“The Impact of Privatization on Employment and Earnings: An Update” (with S. Shpak). *IZA World of Labor*, 2019.

“Finance and Growth at the Firm-Level: Evidence from SBA Loans” (with D. Brown). *Journal of Finance*, Vol. 72, 1039–1080, 2017.

“Foreign Ownership and Wages: Evidence from Firm-Level and Linked Employer-Employee Panel Data in Hungary, 1986-2008” (with A. Telegdy and G. Antal). *Industrial and Labor Relations Review*, Vol. 71(2), 458-491, 2017.

“Job Creation, Small versus Large versus Young, and the SBA” (with D. Brown and Y. Morgulis). NBER Working Paper 21733. Published in *Measuring Entrepreneurial Businesses: Current Knowledge and Challenges*. (edited by J. Haltiwanger, E. Hurst, J. Miranda, and A. Schoar), NBER and University of Chicago Press, 2017.

“Where does Privatization Work? Understanding the Heterogeneity in Estimated Firm Performance Effects” (with D. Brown and Á. Telegdy). *Journal of Corporate Finance*, Vol. 41, 329–362, 2016.

“The Productivity Consequences of Political Turnover: Firm-Level Evidence from Ukraine's Orange Revolution” (with S. Gehlbach). *American Journal of Political Science*, Vol. 59(3), 708-723, 2015.

“The Impact of Privatization on Employment and Earnings.” *IZA World of Labor*, 2014.

“Privatization” (with D. Brown and S. Gehlbach). In the *Oxford Handbook of the Russian Economy* (M. Alexeev and S. Weber, eds.), Oxford University Press, 2013.

“Privatization, Employment, and Wages: Evidence from Hungary in Comparative Perspective” (with A. Telegdy). In the *Hungarian Labor Market: Review and Analysis* (K. Fazekas, P. Benczúr, A. Telegdy, eds.). Budapest: Institute of Economics – Hungarian Academy of Sciences, 2013.

“The Effects of Foreign Acquisitions on Workers’ Wages” (with A. Telegdy). In the *Hungarian Labor Market: Review and Analysis* (K. Fazekas, P. Benczúr, A. Telegdy eds.). Budapest: Institute of Economics – Hungarian Academy of Sciences, 2013.

“Industrial Decline and Labor Reallocation in a Transforming Economy: Romania in Early Transition.” *IZA Journal of Labor and Development*, Vol. 1(1), 2012.

“Innovation, Adoption, Ownership, and Productivity: Evidence from Ukraine” (with D. Brown, H. Vakhitova and V. Zheka). In *In the Grip of Transition: Economic and Social Consequences of Restructuring in Russia and Ukraine* (T. Brück and H. Lehmann, eds.), Palgrave Macmillan, 2012.

“Did Post-Communist Privatization Increase Mortality?” (with S. Gehlbach). *Comparative Economic Studies*, Vol. 53(2), 239-260, June 2011. Summary published in *The Lancet*, Vol. 375(9712), 372, January 2010. Winner of the Abram Bergson Best Paper Prize.

“Employment and Wage Effects of Privatization: Evidence from Hungary, Romania, Russia, and Ukraine” (with D. Brown and A. Telegdy). *Economic Journal*, Vol. 120(545), 683-708, June 2010.

“The Normalization of Deviant Organizational Practices: Wage Arrears in Russia, 1992-1999” (with A. Spicer and K.S. Peter). *Academy of Management Journal*, Vol. 53(2), April 2010.

“Complementarity and Custom in Wage Contract Violation” (with K.S. Peter). *Review of Economics and Statistics*, Vol. XCI(4), 832-849, November 2009.

“Helping Hand or Grabbing Hand? State Bureaucracy and Privatization Effectiveness” (with D. Brown and S. Gehlbach). *American Political Science Review*, Vol. 103(2), 264-283, May 2009.

“Ownership and Wages: Estimating Public-Private and Foreign-Domestic Differentials with LEED from Hungary, 1986-2003” (with A. Telegdy). NBER Working Paper No. 12997, published in *Analysis of Firms and Employees - Qualitative and Quantitative Approaches* (F. Andersson, S. Bender, J. Lane, K. Shaw, and T. von Wachter, eds.), NBER and University of Chicago, 2008.

“Creating Productive Jobs in East European Transition Economies: A Synthesis of Firm-Level Studies” (with D. Brown). *National Institute Economic Review*, Vol. 204(1), 108-125, April 2008.

“Developing Graduate Economics Education from Scratch: The Case of the CEU.” In *Scaling Up the Success of Capacity Building in Economic Education and Research* (B. Pleskovic, ed.). World Bank, 2007.

“Nonstandard Forms and Measures of Employment and Unemployment in Transition: A Comparative Study of Estonia, Romania, and Russia” (with D. Brown et al.). *Comparative Economic Studies*, Vol. 48(3), 435-457, September 2006. Russian version: “Nestandartnaya Zanyatost’ i Nestandartnaya Bezrabotitsa v Perekhodnykh Ekonomikakh Raznogo Tipa.” In *Nestandartnaya Zanyatost’ v Rossiiskoi Ekonomike* (V. Gimpelson and R. Kapeliushnikov, eds.) Moskva: Vysshaya Shkola Ekonomiki, 281-340, 2006.

“Information Technology, Organizational Form, and Transition to the Market” (with U. Pagano and M. Lesi). *Journal of Economic Behavior and Organization*, Vol. 60(4), 471-489, August 2006.

“Wages, Layoffs, and Privatization: Evidence from Ukraine” (with D. Brown and V. Vakhitov), *Journal of Comparative Economics*, Vol. 34(2), 272-294, June 2006.

“Job Reallocation and Productivity Growth in the Ukrainian Transition” (with D. Brown), *Comparative Economic Studies*, Vol. 48(2), 229-251, June 2006. Working paper preprinted (in English and Ukrainian) in *Labour Market Reforms and Economic Growth in Ukraine* (L. Handrich, I. Burakovsky, and O. Betliy, eds.), Aachen: Shaker Verlag, 2006.

“The Productivity Effects of Privatization: Longitudinal Estimates from Hungary, Romania, Russia, and Ukraine” (with D. Brown and A. Telegdy), *Journal of Political Economy*, Vol. 114(1), 61-99, February 2006.

“What Makes Small Firms Grow? Finance, Human Capital, Technical Assistance, and the Business Environment in Romania” (with D. Brown and D. Lup), *Economic Development and Cultural Change*, Vol. 54(1), 33-70, October 2005.

“The Wage Effects of Schooling under Socialism and in Transition: Evidence from Romania, 1950-2000” (with D. Andren and D. Sapatoru), *Journal of Comparative Economics*, Vol. 33(2), 300-323, June 2005.

“Does Privatization Raise Productivity? Russia, Ukraine, Hungary, and Romania Compared” (with D. Brown and A. Telegdy), (in Russian) in *Competitiveness and Economic Modernization in Russia*, (Y. Yasin, ed.), Higher School of Economics: Moscow, 2005.

“Ownership Concentration and Corporate Performance on the Budapest Stock Exchange: Do Too Many Cooks Spoil the Goulash?” (with C. Kucsera and A. Telegdy), *Corporate Governance: An International Review*, Vol. 13(2), 254-264, March 2005.

“The Reallocation of Workers and Jobs in Russian Industry: New Evidence on Measures and Determinants” (with D. Brown), *Economics of Transition*, Vol. 11(2), 221-252, June 2003.

“A Spoonful of Sugar: Privatization and Popular Support for Reform in the Czech Republic” (with S. Gehlbach), *Economics and Politics*, Vol. 15(1), 1-32, March 2003.

“Privatization, Competition, and Budget Constraints: Disciplining Enterprises in Russia” (with S. Estrin), *Economics of Planning*, Vol. 36(1), 1-22, 2003.

“Privatization Methods and Productivity Effects in Romanian Industrial Enterprises” (with A. Telegdy), *Journal of Comparative Economics*, Vol. 30(4), 657-682, December 2002.

“How Late to Pay? Understanding Wage Arrears in Russia” (with K. Sabirianova), *Journal of Labor Economics*, Vol. 20(3), 661-707, July 2002.

“Corporate Control: A Study of Firms on the Bucharest Stock Exchange” (with A. Telegdy, C. Kucsera, V. Kaznovsky), *East European Economics*, Vol. 40(3), 6-27, May/June 2002.

“Gross Job Flows in Russian Industry Before and After Reforms: Has Destruction Become More Creative?” (with D. Brown), *Journal of Comparative Economics*, Vol. 30(1), 96-133, March 2002.

“Microeconomic Studies of Russian Labor Markets: An Introduction to the Symposium” (with H. Lehmann), *Journal of Comparative Economics*, Vol. 30(1), 91-95, March 2002.

“Worker Training in a Restructuring Economy: Evidence from the Russian Transition” (with M. Berger and K. Sabirianova), *Research in Labor Economics* (S. Polachek, ed.), Vol. 20, 159-90, 2001.

“Measuring Defense Conversion in Russian Industry” (with I. Komarov), *Defence and Peace Economics*, Vol. 12(2), 103-44, March/April 2001.

“Privatization and the Structure of Enterprise Ownership” (with S. Estrin), in *Russia's Post-Communist Economy* (B. Granville and P. Oppenheimer, eds.), Oxford: Oxford University Press, 2001.

“Corporate Governance and Restructuring: The Limits of Our Knowledge (Comments on the Paper by G. Roland)” in *Annual World Bank Conference on Development Economics 2000* (B. Pleskovic and N. Stern, eds.), World Bank, 2001.

“Business Start-ups or Disguised Unemployment? Evidence on the Nature of Self-Employment from Transition Economies” (with Z. Sakova), *Labour Economics*, Vol. 7(5), 575-601, September 2000.

“The Results of ‘Mass Privatization’ in Romania: A First Empirical Study” (with A. Telegdy), *Economics of Transition*, Vol. 6(2), 313-32, November 1998. Also published in Hungarian, *Közgazdasági Szemle*, April 1998, and in Romanian, *Sfera Politicii*, May 1998.

“Workers’ Self-Management in Transitional Economies” (with S. Estrin), in *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol. 6, 3-28, 1998.

“Long-term Unemployment, Social Assistance, and Labor Market Policies in Romania” (with C. Pauna), *Empirical Economics*, Vol. 23(1-2), 203-35, 1998.

“Ownership Transformation, Economic Behavior, and Political Attitudes in Russia” (with R. Rose), CISAC Working Paper, May 1996, and published in Russian in *EKO*, October 1996.

“Causes and Consequences of Privatization in Russia: Economic Behavior and Political Attitudes in Russia” (with R. Rose), in *Studies in Public Policy*, 1996.

“The Incidence and Duration of Unemployment in Romania” (with C. Pauna), *European Economic Review*, Vol. 40(3-5), 829-37, 1996.

“Do East European Enterprises Provide Social Protection? Employee Benefits and Labor Market Behavior in the Transition,” in *Stability and Change in the Social Benefits of Enterprises in Transitional Economies* (M. Rein, B. Friedman, and A. Woergoetter, eds.), Cambridge University Press, 1996.

“Ownership Structures, Patterns of Control, and Enterprise Behavior in Russia” (with L. Leshchenko and S. Estrin), in *Enterprise Restructuring and Economic Policy in Russia* (S. Commander, Q. Fan, and M. Schaffer, eds.), Washington: World Bank-Economic Development Institute, 1996.

“Employee Ownership in Transition” (with S. Estrin), in *Corporate Governance in Central Europe and Russia* (R. Frydman et al., eds.), World Bank and CEU Press, 1996.

“Alternative Ownership Forms: The Impact on Restructuring” (with S. Estrin), *Economics of Transition*, Volume 3(1), 111-15, 1995.

“Remarks on the Analysis of Mismatch Unemployment in the Czech and Slovak Republics” and “Discussion of Regional Unemployment and Sectoral Concentration,” in *Unemployment in Central and Eastern Europe: The Regional Dimension*, Paris: OECD, 1995.

“Interpreting the Decline of ‘Output’ and the Prospects for ‘Recovery’ in Eastern Europe,” in *Output Decline in Eastern Europe - Prospects for Recovery?* (J. Gacs, R. Holzmann, and G. Winckler, eds.), Kluwer Academic Press, 1995.

“Aggregate Labor Market Behavior in the Restructuring of the Romanian Economy” (with G. Oprescu), in *Unemployment, Restructuring, and the Labor Market* (S. Commander and F. Coricelli, eds.) Washington, D.C.: World Bank/Economic Development Institute, 1995.

“Incentive Contracts, Corporate Governance, and Privatization Funds in Romania” (with D. Sapatoru), *Atlantic Economic Journal*, Vol. 22(2), 61-79, June 1994. Also translated into Romanian and published in *Adevarul Economic*, 1995.

“The Ambiguity of Privatization and the Paths of Transition to a Private Property Regime” (with R. Frydman and A. Rapaczynski), in *Privatization in Eastern Europe: Is the State Withering Away?* (Frydman and Rapaczynski), CEU Press, 1994.

“Unemployment and Policies in Romania,” in *Unemployment in Eastern Europe: Transient or Persistent?* (Tito Boeri, ed.), OECD, 1994. Published in Romanian, *Sfera Politicii*, 1994.

“Monopoly Power, Foreign Trade, and Price Liberalization in Czechoslovakia” (with A. Woergoetter), in *International Trade and Restructuring in Eastern Europe* (J. Gacs and G. Winckler, eds.), Springer Publishers, Munich, 1993.

“Notes on Voucher Privatization Programs in Eastern Europe” (with R. Frydman and A. Rapaczynski), in *The New Europe: Evolving Economic and Financial Systems in East and West* (D. Fair and R. Raymond, eds.), Kluwer Academic Press, 1993.

“Privatization Policies in Eastern Europe: Diverse Routes to a Market Economy” (with R. Frydman and A. Rapaczynski), in *Privatization in the Transition to a Market Economy* (co-edited with R. Frydman and A. Rapaczynski), Pinter Publishers and St. Martin's Press, 1993.

“Privatization in a Hypercentralized Economy: the Case of Romania” (with D. Sapatoru), in *Privatization in the Transition to a Market Economy* (J. Earle, R. Frydman, and A. Rapaczynski, eds.), Pinter Publishers and St. Martin's Press, 1993. Published in Romanian in *Oekonomika*, 1993.

“Voucher Privatization in Eastern Europe,” paper presented to the Versailles Workshop on Voucher Privatization (Versailles, France), June 1992. Published in Romanian in *Oekonomika*, 1993. Also translated and distributed in Albanian, Latvian, and Ukrainian.

“Hours of Work and Trade Unionism” (with J. Pencavel), *Journal of Labor Economics*, Vol. 8(1), Part 2, 150-74, January 1990.

“Inflation, Unemployment and the Reagan Administration” (with T. Kniesner), *Business Economics*, Vol. 19(5), 26-33, October 1984.

“Did Reaganomics Shift the Phillips Curve?” (with T. Kniesner), *Indian Economic Review*, Vol. 19(2), 235-40, 1984.

Economic Report of the President, January 1983. Coauthor of chapters on unemployment and capital formation.

Grants and Funded Research

Robert Wood Johnson Foundation (2021-2023), “Racial Inequality and the Community Reinvestment Act,” \$249,300. Principal Investigator.

Small Business Development Centers of California (2020), for research on small businesses during the COVID crisis, \$65,000. Partner with Xopolis LLC and Lokesh Dani.

Russell Sage Foundation (2019-2020), for research on outsourcing and non-standard work arrangements, \$35,000. P.I.

Small Business Administration Office of Advocacy (2019-2021), for research on African-American Entrepreneurs, \$198,000. Partner with Xopolis LLC and Lokesh Dani.

Russell Sage Foundation (2018-2022), for research on employer mandates. \$150,000. P.I.

National Science Foundation (2017-2022), “Accomplishment-Based Renewal” for research on small business programs, innovation, and growth. \$543,000. P.I.

National Bureau of Economic Research (2017-9), for research on immigrants and innovation, \$5000. P.I.

National Science Foundation (2016-2018), for research on political connections and firm behavior. \$430,000. P.I.

Provost Multidisciplinary Research Initiative (2016-2017), for research on oligarchs and migration in Ukraine. \$50,000. P.I.

National Science Foundation (2013-2016), for research on small business programs, innovation, and growth. \$434,000. P.I.

World Bank (2011-2012), for analysis of skills measurement. Consultant.

National Council for Eurasian and East European Research (2009-2011), for research on entrepreneurship and entry. \$43,890. P.I.

U.S. State Department (2009), for research on start-up firms in Georgia and Romania. \$26,000. P.I.

International Development Research Centre (2009), for support of workshops on firm-level data analysis and linked employer-employee data, \$25,000. P.I.

Association for Comparative Economic Studies (2009), for support of workshops on firm-level data analysis and linked employer-employee data, \$10,000. P.I.

World Bank (2008), for research on firm location and infrastructure in Russia. \$14,400. P.I.

OECD (2007-8), for research on industry dynamics and productivity in Russia. €12,000. P.I.

European Science Foundation, COST Programme (2008-2012), for an international network of researchers on comparative analysis of firm-level data. €400,000. Proposer and P.I.

World Bank (2006-7), for research on firm-level productivity growth in Europe and Central Asia. \$30,000. P.I.

OECD (2007), for research on industry dynamics and privatization in Ukraine. €8,000. P.I.

National Council for Eurasian and East European Research (2005-2007), for research on privatization. \$64,000. P.I.

European Commission, Sixth Framework Programme (2005-2008), for research on Russian and Ukrainian labor markets. €97,000 (partner share). Partner.

Economic Research and Outreach Center (ERO) at the Kiev School of Economics (2004-2005), for research on Ukrainian enterprises. \$27,200. P.I.

U.S. State Department and William Davidson Institute at the University of Michigan (2004-2005), for research on reallocation in Russia and Ukraine. \$30,000. P.I.

U.S. State Department and William Davidson Institute at the University of Michigan (2004-2005), for research on managerial turnover. \$35,000. Partner.

World Bank (2004), for analysis of firm demographics in Romania. \$6,000. Partner.

World Bank (2004), for analysis of firm demographics in Hungary. \$6,000. Partner.

National Council for Eurasian and East European Research (2003-05), for research on employment reallocation and productivity growth. \$35,000. P.I.

British Academy (2003-04), for research on job flows. £20,000. Partner (with D. Brown).

U.S. State Department and William Davidson Institute at the University of Michigan (2002-2003), for research on small firm growth in the Balkans. \$25,000. P.I.

U.S. Agency for International Development (2002-2003), for research on nonstandard forms of employment and unemployment in Russia, Romania, and Estonia. \$70,000. P.I.

CEU Research Board (2001-2003), for research on “Organizational Form, Technology, Job Reallocation, and Unemployment.” \$20,000. P.I.

Organization for Economic Cooperation and Development (2001) for background paper on Baltic (Estonia, Latvia, Lithuania) labor markets. FF 70,000. P.I.

Handelsbanken (2001-2002), for research on privatization. SEK 330,000. P.I.

European Union Fifth Framework Programme (2001-2003), for study of labor market transitions and employment restructuring. €64,778. Partner.

U.S. Agency for International Development (2001), for survey research on small firm growth in Romania. \$95,000. P.I.

ACE-PHARE Program of the European Union (2000-02), for studying restructuring in Czech Republic, Hungary, Romania, Slovakia. €155,000. P.I. and Project Coordinator.

ACE-PHARE Program of the European Union (2000-2002). Grant for research on higher education reform in Eastern Europe. €30,000. Partner.

Ruben Rausing Fund for Research on Entrepreneurship and Innovation (1999), for research on business start-ups in Russia. SEK 1,570,000 (\$180,000). P.I.

ACE-PHARE Program of the European Union (1999-2000). Grant for research on corporate governance and disclosure in Hungary and Romania. €28,000. Partner.

International Research Exchange (IREX) (1999). Short-term travel grant, Russia. \$5,000.

Tercentenary Foundation, Bank of Sweden (1998). Grant for labor research in Estonia, Latvia, and Lithuania. SEK 350,000 (\$50,000). P.I.

Nobel Foundation (1998). Grant to organize a Nobel Symposium on the Economics of Transition (Stockholm, September 1999).

Canadian Employment Research Forum (1998). Grant for research on self-employment in Eastern Europe and for participation in an OECD/CERF/CILN conference. \$7,000.

Wenner-Gren Foundations (1998). Travel grant for research in Central Europe. \$2,000.

Ruben Rausing Fund for Research on Entrepreneurship and Innovation (1998). Grant for research on self-employment in Central and Eastern Europe. \$35,000. P.I.

John D. and Catherine T. MacArthur Foundation (1997-98). Grant for research on enterprise restructuring and conversion in the Russian defense sector. \$70,000. P.I.

ACE-PHARE Program of the European Union (1997-99). Grant for research on privatization and enterprise restructuring in Czech Republic, Hungary, Poland, Romania, and Slovakia. ECU 167,000 (\$200,000). P.I. and Project Coordinator.

William Davidson Institute, University of Michigan (1996-97). Grant for research on internal labor markets in privatizing companies in Eastern Europe. \$5,000.

ACE-TACIS Program of the European Union (1996-98). Grant for research on Russian enterprise restructuring and corporate governance. Partner.

National Science Foundation of Switzerland (1996-98). Grant for research on privatization and restructuring in Russia. Partner.

Carnegie Corporation (through CISAC, Stanford) (1995-97). Grant for Project on Industrial Restructuring and Political Economy in Russia and East-Central Europe.

Center for Economic Policy Research (London) (1994). Grant for research on employee benefits provided by enterprises in Eastern Europe.

National Council for Soviet and East European Research (1993-94). Grant for research on privatization in the Czech Republic, Hungary, Poland, and Romania. P.I.

Published Books

African-American Entrepreneurs: Contributions and Challenges (with D. Brown, E. Childress, L. Dani, M.J. Kim, and K.M. Lee). SBA Office of Advocacy, 2022.

The Russian Labor Market: Moving from Crisis to Recovery (with Mansoor Rashid et al.), World Bank, 2003. Principal author (with K. Sabirianova) of Chapters 1-2 (“Understanding Employment: Level, Composition, and Flows, and Understanding Wages: Structure, Uncertainty, and Inequality”).

Small Privatization: The Transformation of Retail Trade and Consumer Services in the Czech Republic, Hungary, and Poland (with R. Frydman, A. Rapaczynski, and J. Turkewitz), CEU Press, London, 1994.

Privatization in the Transition to a Market Economy: Studies of Preconditions and Policies in Eastern Europe (coedited with R. Frydman and A. Rapaczynski), Pinter Publishers and St. Martin's Press, 1993. Also published in Romanian.

The Privatization Process in Russia, Ukraine, and the Baltic States (with R. Frydman, A. Rapaczynski et al.), CEU Press, 1993. Principal author of chapters on privatization policies and ownership structure in Estonia, Latvia, Lithuania, and Ukraine. Also translated and published in Polish, Romanian, Russian, Ukrainian.

The Privatization Process in Central Europe (with R. Frydman, A. Rapaczynski et al.), CEU Press, 1993. Principal author of chapters on privatization policies and ownership structure in Czechoslovakia, Hungary, and Romania. Also translated and published in Polish, Romanian, Russian, and Ukrainian. Winner of *Choice* “Outstanding Academic Book” award in 1993.

Published Op-Eds, Comments, Letters, Policy Briefs, and Book Reviews

Blog on Ukrainian research (with S. Gehlbach): <http://ajps.org/2015/02/10/how-political-turnover-affects-economic-performance/>, February 2, 2015.

“Privatization deaths” (with S. Gehlbach). *The Guardian*, December 26, 2011.

“Bigger Bureaucracy can be Better” (with S. Gehlbach). *Moscow Times*, January 25, 2011. Reprinted in *Johnson's Russia List* and published in Russian in *Vedomosti* (http://www.vedomosti.ru/newspaper/article/255183/nevernaya_problema_oshibochnoe_resheenie), February 17, 2011.

“Does Privatisation Kill?” *Royal Economic Society Newsletter*, Vol. 145, 12-13, April 2009.

“Mass Privatisation and Mortality.” *Lancet*, Vol. 373(9671), 1247, April 11, 2009.

“Mass Privatization and Mortality: Is Job Loss the Link?” Op-ed posted on the World Bank Private Sector Development Blog (<http://psdblog.worldbank.org/psdblog/>), March 4, 2009; on VoxEU Blog on Research-Based Policy (<http://www.voxeu.org/index.php?q=node/3212>),

March 7, 2009; and Anti-Dismal Blog (<http://antidismal.blogspot.com/2009/03/did-post-communist-privatisation-kill.html>), March 9, 2009.

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“Comparative Analysis of Enterprise Data (CAED): A Research and Data Agenda.” *Employment Research*. Kalamazoo: W.E. Upjohn Institute for Employment Research, July 2008.

“Postcommunist Privatization and Productivity: What Have We Learned?” *Employment Research*. Kalamazoo: W.E. Upjohn Institute for Employment Research, January 2008.

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“Economic Reforms and Productivity-Enhancing Reallocation in Ukraine and Russia” (with J. David Brown). *Beyond Transition: The Newsletter about Reforming Economies*. World Bank. Vol. 16(3), p. 10, July–September 2005.

“What Makes Small Firms Grow? Evidence from Romania” (with J.D. Brown and D. Lup), *Beyond Transition: The Newsletter about Reforming Economies*, Vol. 16(1), 14-15, World Bank, January-March 2005.

“Understanding Employment and Unemployment in Romania: A Policy Brief” (with I. Vantu, and R. Visan), presented at World Bank Seminar, Bucharest, September 2003.

“Evaluating Labor Market Performance: Job Reallocation and Productivity Growth in Russia,” *Employment Research*, Vol. 9(3), 4-6, July 2002.

“Mobility of Russian Workers Raises Productivity – New Research on Job Creation and Destruction” (with D. Brown), *Transition*, Vol. 12(3), July-September 2001.

“Competition, Geography, and Firm Performance: Lessons from Russia” (with D. Brown), *Transition*, Vol. 11(5), August-September-October 2000, World Bank.

“Market Competition and Firm Performance in Russia” (with D. Brown), *Russian Economic Trends*, Vol. 9(1), March 2000.

“Evaluating Russian Privatization” (with D. Brown), *Russian Economic Trends*, Vol. 8(3), 25-30, 1999.

“Understanding Mass Privatization in Romania: Opportunities and Cautions for Investors” (with A. Telegdy), *Stockholm Report on Transition*, Vol. 10(3), October 1999.

“Technical Paper: Privatization in Russia Offers Lessons for Others,” *Economic Reform Today*, Center for International Private Enterprise, No. 2, 1999.

“Why Shut-Down Lists Never Work” (with A. Telegdy, in Romanian), *Curentul*, 1998.

“Russia Puts Bankers Before Workers,” editorial (in Romanian) *Curentul*, 1999.

“Russia Defaulted Long Ago,” RECEP Policy Paper, September 1998, published in Romanian in *Curentul*, 1998.

“The Moldovan Pension System: Problems and Possibilities for Reform” (with S. Gehlbach), CEU Privatization Project - Labor Research Program, April 1996.

“Review of *Post-Communist Reform: Pain and Progress*, by O. Blanchard et al.,” in *Journal of Economic Literature*, Vol. 34(1), 182-84, 1996.

“Owners and Winners in Eastern Europe” (with S. Gehlbach). Translated and published in the following newspapers: *Delo*, Ljubljana, Slovenia, October 19, 1996; *Bulgarski Business*, Sofia, Bulgaria, November 14, 1996; *Romania Libera*, Bucharest, Romania, November 29, 1996; *Rzeczpospolita*, Warsaw, Poland; *Logos Press*, Chisinau, Moldova.

“Mass Privatization and Voter Response in the Czech Republic” (with S. Gehlbach, Z. Sakova, and J. Vecernik), *OMRI Analytical Brief* 1(137), June 1996.

Policy Memos for the Prime Minister of Mongolia, including analyses of previous privatization programs and a proposal for a new program (1996-97).

Pension Reform in Moldova: a paper written at the request of the Minister of Privatization. (March 1996).

“Vouchers, restitution, helped Klaus at ballot box” (with S. Gehlbach, Z. Sakova, and J. Vecernik), *Prague Business Journal*, June 3-9, 1996.

Policy memo on the current politics and economics of mass privatization in Romania for George Soros (October 1995).

“Large Privatization in Romania: An Update,” CEU Privatization Project - Labor Research Program, October 1995.

“Romanian Privatization Problems: A Diagnosis,” “Privatizing Romania: A Basic Sketch,” and “Privatizing Romania: Principles and Explanations” (with C. Munteanu and D. Sapatoru), CEU Privatization Project, July 1993.

“Large Privatization in the Czech and Slovak Republics,” published in Romanian in *Sfera Politicii* and in Albanian, 1993.

Not Yet Published Working Papers

(also see http://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=32789)

“Black Entrepreneurs, Job Creation, and Financial Constraints” (with M.J. Kim, K.M. Lee, and J.D. Brown). IZA Working Paper, 2021.

“Obfuscating Ownership” (with S. Gehlbach, A. Shirikov, and S. Shpak). Working paper, 2019.

“High-Growth Entrepreneurship” (with D. Brown, M.J. Kim, and K.M. Lee). Working paper, 2017.

“Productivity Dispersion: Misallocation or Adjustment Frictions?” (with D. Brown and E. Dinlersoz). Working paper, 2016.

“Do SBA Loans Create Jobs? Estimates from Universal Panel Data and Longitudinal Matching Methods” (with D. Brown). Working paper, 2014.

“Nature Versus Nurture in the Origins of Highly Productive Businesses: An Exploratory Analysis of U.S. Manufacturing Establishments” (with D. Brown). Working paper, 2011.

“Entry, Growth, and the Business Environment: A Comparative Analysis of Enterprise Data from the U.S. and Transition Economies” (with D. Brown). Working paper, 2011.

“Evaluating the Firm Growth Effects of Small & Micro Business Loan Programs: Evidence from Linked Administrative and Universal Panel Data in Romania” (with D. Brown).

“Understanding the Contributions of Reallocation to Aggregate Productivity Growth: Lessons from a Comparative Firm-Level Analysis” (with D. Brown). Upjohn Institute Working Paper, 2008.

“Entrepreneurship from Scratch” (with Z. Sakova), working paper, 2004.

“Unemployment Duration and Misperceptions of Displaced Workers” (with S. Dendir). Working paper, 2005.

“Job Reallocation and Productivity Growth Under Alternative Economic Systems and Policies: Evidence from the Soviet Transition” (with D. Brown). Working paper, 2004.

“Privatization, Competition, and Transition Policy Strategies: Evidence from Russian Enterprise Panel Data” (with D. Brown).

“Competition-Enhancing Policies and Infrastructure: Evidence from Russia” (with D. Brown).

“After Voucher Privatization: The Structure of Corporate Ownership in Russian Manufacturing Industry” (with S. Estrin), CEPR (London) Discussion Paper and SITE Working Paper, June 1997.

“Housing Reform and Geographic Labor Mobility in Eastern Europe,” paper presented to the meetings of the European Society of Population Economists in Uppsala, Sweden, June 1996.

“Privatization versus Competition: Changing Enterprise Behavior in Russia” (with S. Estrin), working paper of the Centre for Economic Performance (London), May 1996.

“Eastern European Experience with Small-Scale Privatization” (with R. Frydman, A. Rapaczynski, and J. Turkewitz), CFS Discussion Paper Series No. 104, 1994.

“Do Sectoral Shifts Matter? The Paradoxical Case of Cyclical Employment Fluctuations,” Institute for Advanced Studies Working Paper, Vienna, Austria, 1991.

“Cyclical Labor Adjustments and Trade Unionism,” Stanford University, June 1988.

Other Research Projects

Political Connections, Firm Performance, and Oligarch Ownership: Evidence from the Orange Revolution (with S. Gehlbach)

Industrial Policies and Creative Destruction: Evidence from US Small Business Programs (with D. Brown)

Intergenerational Transmission of Entrepreneurial Propensities: Evidence from Generation-Skipping due to Communism (with K. Lee)

Productivity Dispersion, Reallocation, and Public Policies: Theory and Evidence from the U.S. and Six Transition Economies (with E. Dinerloz and D. Brown)

Effects of Wal-Mart (and Other Big Box Stores) on the Establishment Size Distribution, Employment, and Earnings: Evidence from a Long Panel of U.S. Counties

Estimating the Contributions of Firm Entry to Productivity and Employment Growth (with D. Brown)

Worker Displacement and Job Search in the U.S.

Does Microcredit Raise Small Firm Growth? Evidence from Romania

Market Pressures and Productivity

Research and Teaching Fields

Labor Economics

Economics of Transition and Development

Entrepreneurship and Business Growth

Ownership, Corporate Governance, and Firm Performance

International Business

Industry Dynamics and Productivity

Political Economy and Institutions

Comparative Analysis of Economic Policies

Microeconomics

Applied Econometrics (cross-section and panel)

Program Evaluation

Editorial Boards

Member of the Editorial Board, *Comparative Economic Studies* (since 2011).

Member of the Editorial Board, *Journal of Comparative Economics* (2003-2006).

Associate Editor, *IZA Journal of Labor and Development* (since 2012).

Associate Editor, *IZA World of Labor* (Emerging and Transitional Economies, since 2014)

Member of NSF Panels (2013, 2014, 2015, 2016).

Professional Memberships

American Economic Association

American Finance Association

Academy of Management

Association for Comparative Economic Studies

Association for Public Policy Analysis and Management

European Association of Labor Economists

European Economic Association

Royal Economic Society

Society of Labor Economists

Referee for Journals, Publishers, and Foundations

American Economic Review, *Berkeley Electronic Press (Macroeconomics)*, *Canadian Journal of Economics*, *China Economic Review*, *Comparative Economic Studies*, *Corporate Governance*, *Czech Sociological Review*, *Economic Development and Cultural Change*,

Economic Journal, Economica, Economic Systems, Economics of Education Review, Economics Letters, Economics of Transition, Economics and Politics, European Economic Review, European Journal of Political Economy, Industrial and Labor Relations Review, Journal of Applied Econometrics, Journal of Comparative Economics, Journal of Development Economics, Journal of Economic Literature, Journal of the European Economic Association, Journal of Industrial Economics, Journal of Labor Economics, Journal of Law and Economics, Journal of Political Economy, Labour Economics, Quarterly Journal of Economics, Oxford Bulletin of Economics and Statistics, Review of Economics and Statistics, Scandinavian Journal of Economics, Work and Occupations, World Development, Central European University Press, Economic Development Institute of the World Bank, European Science Foundation, Palgrave Publishers, Routledge, Taylor and Francis, M.I.T. Press, Economics Education and Research Consortium, World Bank, National Science Foundation.

Teaching Experience (number of times each course was taught)

Labor Economics

Stanford University, advanced undergraduate (7)
Central European University, MA-level (24) and PhD-level (13)
Stockholm School of Economics, PhD-level (3)
University of Vienna, PhD-level (1)
George Mason University, MPP and PhD combined (4)

Microeconomic Theory

Central European University, MA-level (4)
George Mason University, MPP (12)
GMU, PhD (1)

Economic Policy Analysis, Stanford University, advanced BA-level (4)

Econometrics

Stanford University, advanced BA (1)
Central European University, MA (3)

Economics of Transition, Stanford University, undergraduate and MA (7)

Intermediate Macroeconomics, Stanford University, BA (1)

Supervision of theses and dissertations (number of students)

Ph.D. Dissertations at George Mason, Committee Member (4); Chair (5)
Ph.D. Dissertations at CEU, Principal Advisor (5); Committee Member (3)
M.A. Theses at CEU, Principal Advisor (over 60)
Ph.D. Committee Member at European University Institute; Stockholm School of Economics; Budapest University of Economics; University of Uppsala; Aalto University (Helsinki); University of Leuven (Belgium)
Undergraduate Theses at Stanford (twice, both received special prizes)

Academic and Community Service (available on request)