

MICHAEL L. BOGNANNO
Department of Economics (004-04), Temple University, Philadelphia, PA 19122
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PROFESSIONAL EXPERIENCE:

- Department Chair, Department of Economics, Temple University July 2010 - present
- IZA -Institute for the Study of Labor, Research Fellow, Bonn, Germany 2004 - present
- IZA Visiting Research Fellow, Bonn Germany. January–June 2005, summers 2006 - 2008
- Recipient of Marie Currie Fellowship for the Transfer of Knowledge 2005
Awarded by the European Union.
- Associate Professor. Department of Economics. Temple University 1999 – present
Authored five-year strategic plan for the Economics Department. 2008
- Academic Director of the Executive MBA Program, Temple University 1998 – 1999
Prepared new brochure and marketing materials, arrangements for special events and presentations, conducted student interviews and information sessions, developed strategic plan for program, handled student and faculty concerns.
- Director of Business and Economics Programs. Temple University Japan 1996 - 1998
Designed and implemented a new executive MBA program (the only AACSB accredited MBA program in Tokyo), scheduled classes, recruited students and faculty, worked with corporate community, produced brochures, mailings and ad copy for program marketing. Annual revenues of approximately 100 million yen.
Initiated a new evening accounting program, produced promotional materials, recruited faculty, scheduled courses, contacted CPA Review schools and corporate community.
Designed a business training program for a major Japanese company. Recruited faculty to teach the ten course, 230 hour training program.
- Director of the MA Program in Economics. Temple University Japan 1995 - 1998
Scheduled undergraduate and graduate economics courses, recruited of faculty and students, performed undergraduate and graduate advising, handled records and inquiries, produced brochures and mailings.
- Assistant Professor. Department of Economics. Temple University 1990 - 1995
- Database Manager. Center for Advanced Human Resource Studies. Cornell University 1989-90
Use of Fortran and SAS to construct data files relating to executive compensation, firm accounting data and firm stock market data.
- Research Assistant. Department of Labor Economics. Cornell University 1987 - 1989
- Economist. Bureau of Labor Statistics. U.S. Department of Labor 1987

Industrial Relations Specialist. Bureau of Labor-Management Relations & Cooperative Programs.
U.S. Department of Labor 1986
Worked with a team studying legal impediments to labor management cooperation.

Compensation Consultant. DCA Stanton Group. Minnetonka, MN 1985
Performed job evaluations and market pricing of jobs for client companies. Developed company pay structures.

EDUCATION:

Ph.D. Major Field: Labor Economics. Cornell University
Minor Fields: Personnel and Economic Analysis

M.S. Major Field: Labor Economics. Cornell University

B.A. Major Field: Economics. Boston University
Minor Field: Business Administration

Graduated summa cum laude with distinction in economics, Dean's list in all years

REFEREED PAPERS:

"The Promotion Dynamics of American Executives," with Christian Belzil. *Research in Labor Economics* (2010).

"Earnings Losses Following Job Loss in Japan: Evidence from a Job Placement Firm," with Lisa Delgado. *Research in Labor Economics* (2008).

"Promotions, Demotions, Halo Effects and Earnings Dynamics of American Executives," with Christian Belzil. *Journal of Labor Economics* (2008).

"The Evolution of Korea's Industrial Relations System and Change in the Wage-Strike Relationship," with Young-Myon Lee and Mario F. Bognanno, *Korean Social Science Journal*, (2004).

"Corporate Tournaments," *Journal of Labor Economics* (2001). Reprinted in *Recent Developments in Labor Economics*, (2007) edited by John T. Addison, part of The International Library of Critical Writings in Economics (Series Editor: Mark Blaug, Edward Elgar Publishing Limited).

"International Differences in Executive and Managerial Compensation," in *Differences and Changes in Wage Structures*, (1995) Richard Freeman and Lawrence Katz editors, National Bureau of Economics Research (NBER) volume, University of Chicago Press, coauthored with John M. Abowd. Reprinted in *The Economics of Executive Compensation*, (1999) a two volume set edited by Kevin Hallock and Kevin J. Murphy, part of The International Library of Critical Writings in Economics (Series Editor: Mark Blaug, Edward Elgar Publishing Limited).

"CEO Pay as a Tournament Prize," *Labor Law Journal* (1994).

"Do Tournaments Have Incentive Effects?," *Journal of Political Economy* (1990), with Ronald Ehrenberg. Reprinted in *The Economics of Sports*, (2001) edited by Andrew Zimbalist, part of The International Library of Critical Writings in Economics (Series Editor: Mark Blaug, Edward Elgar Publishing Limited).

"The Incentive Effects of Tournaments Revisited: Evidence from the European PGA Tour," *Industrial and Labor Relations Review* (1990), with Ronald Ehrenberg.

EDITED BOOKS, CHAPTERS, ESSAYS AND BOOK REVIEWS:

“Tournament Incentives in Professional Bowling,” chapter in *Oxford Handbook of Sports Economics*, (forthcoming) Leo Kahane and Steve Shmanske editors, Oxford University Press.

“Executive Compensation,” essay for the *New Palgrave Dictionary of Economics*, 2nd edition, (2010) Steven Durlauf and Lawrence Blume editors, Palgrave Macmillan.

“Electronic Government: Review, Evaluation, and Anticipated Impact,” chapter in *Innovations in E-Government: America’s Governors and Mayors*, (2005) Erwin Blackstone, Michael Bognanno and Simon Hakim editors, coauthored with Erwin Blackstone and Simon Hakim.

Innovations in E-Government: America’s Governors and Mayors, Edited book with Erwin Blackstone and Simon Hakim, (2005).

Review of Richard Thaler’s *The Winner’s Curse: Paradoxes and Anomalies of Economic Life* book review appeared in the *Industrial and Labor Relations Review* (October 1993).

WORKING PAPERS:

“Trends in Worker Displacement Penalties in Japan: 1991-2005” with Ryo Kambayashi, IZA Working Paper No. 2954.

“Promotion and Field” with Christian Belzil and Francois Poinas, working paper (September 2009).

COURSES TAUGHT:

<i>Economics C052:</i>	<i>Microeconomic Principles (section of 300)</i>
<i>Economics C051:</i>	<i>Macroeconomic Principles</i>
<i>Economics 201:</i>	<i>Intermediate Microeconomics</i>
<i>Economics 255:</i>	<i>Energy, Ecology & Economy.</i>
<i>Economics 270:</i>	<i>Economics of Labor Markets</i>
<i>Economics 302:</i>	<i>Economics Writing Seminar</i>
<i>Economics 271:</i>	<i>Labor Market Institutions & Policies</i>
<i>Economics 395:</i>	<i>Independent Study</i>
<i>Economics 288:</i>	<i>Co-op Experience in Economics</i>
<i>Economics 403:</i>	<i>Economic Principles for MBA students</i>
<i>Economics 570:</i>	<i>Labor Economics for MA students</i>
<i>Economics 585:</i>	<i>Environmental Economics for MA students</i>
<i>Economics 606:</i>	<i>Macroeconomic Theory for MA students</i>
<i>Economics 601:</i>	<i>Microeconomic Theory for MA students</i>
<i>Economics 670:</i>	<i>Advanced Labor Economic for doctoral students</i>
<i>Economics 800:</i>	<i>Applied Economics for MBA students</i>
<i>Finance 804:</i>	<i>Financial Markets & the Firm for MBA students</i>
<i>Economics 5001:</i>	<i>Managerial Economics for MBA students</i>

SERVED AS REFEREE FOR:

<i>American Economic Review</i>	<i>British Journal of Industrial Relations</i>
<i>Bulletin of Economics Research</i>	<i>Canadian Journal of Economics</i>
<i>Contemporary Economic Policy</i>	<i>The Economics of Education Review</i>
<i>Economic Inquiry</i>	<i>European Economic Review</i>
<i>International Journal of Manpower</i>	<i>Industrial Relations</i>
<i>Industrial and Labor Relations Review</i>	<i>Journal of Economics and Business</i>
<i>Journal of Economic Behavior & Organization</i>	<i>Journal of Human Resources</i>
<i>Journal of the Japanese & International Economies</i>	<i>Journal of Labor Economics</i>
<i>Journal of Law and Economics</i>	<i>Journal of Law, Economics & Organization</i>
<i>Journal of Political Economy</i>	<i>Journal of Sports Economics</i>
<i>Labour Economics</i>	<i>Management Science</i>
<i>Managerial and Decision Economics</i>	<i>Review of Economics and Statistics</i>
<i>Research in Labor Economics</i>	<i>Southern Economic Journal</i>
National Science Foundation	Fulbright Scholarship Selection Committee

PARTIAL LIST OF PAPER PRESENTATIONS AND CONFERENCES:

Presented “Trends in Worker Displacement Penalties in Japan: 1991-2005” at the 9th Comparative Analysis of Enterprise Data (CAED) Conference, Tokyo, Japan, October 2009 and at IZA – Institute for the Study of Labor, Bonn, Germany, June 2008.

Presented “Promotion Signals” at the IZA/Society of Labor Economists Transatlantic Meetings in Buch am Ammersee, Germany (June 2007); the Department of Business Economics, Universidad Carlos III de Madrid, Spain (June 2007); the Economics Department of Duisberg-Essen University, Duisberg, Germany (June 2007).

Local organizer of the IZA/SOLE Transatlantic Meeting of Labor Economists (June 2007). Presented “The Wage Dynamics of American Executives” at the: International Atlantic Economic Association Meetings, Madrid, Spain, March 2007; University of Missouri, Columbia, MO, 2006; Temple University, Philadelphia, PA, October 2005; the Annual Meetings of the Society of Labor Economists/European Association of Labor Economists (SOLE/EALE) in San Francisco, June 2005; IZA, Bonn, Germany, April 2005.

Poster session of First Annual IZA Workshop on Behavioral and Organizational Economics, Bonn, Germany, May 30-31, 2005.

Presented “Pay Changes Following Job Changes in Japan: A Test of Lazear’s Pay Sequencing Model,” at Temple University, Philadelphia, PA, fall 2004.

The Centre for Interuniversity Research & Analysis on Organizations (CIRANO), Montreal, Canada, March 8-16, 2003.

Presented "Corporate Tournaments," at Concordia University, Montreal, Canada, December 1998, at "The Interdisciplinary Conference on Managerial Pay and Firm Performance," held at The College of William and Mary, Williamsburg, VA March 1993, Temple University, Philadelphia, PA, April 1992, the University of Minnesota, Minneapolis, MN, May 1992, and Cornell University, Ithaca, NY, October 1992,

Presented “Executive Education for Career Advancement” to the Foreign Executive Women’s Club, Tokyo, Japan, September 1996.

Presented "Union Concession Under Asymmetric Information in Wage Bargaining: the Case of Korea with the 'No Work, No Pay' Principle," Allied Social Science Associations Meetings in San Francisco, 1996.

Presented "CEO Pay as a Tournament Prize," and organized executive compensation session at Annual Spring Meetings of the Industrial and Labor Relations Research Association, Philadelphia, PA, April 1994.

Attended the CRDE conference on "Compensation and Incentives: Theory and Evidence," Montreal, Canada, June 1992.

Presented "International Differences in Executive and Managerial Compensation," at the National Bureau of Economic Research Conference on "Differences and Changes in Wage Structures," Cambridge, MA, July, 1992.

Presented "An Empirical Test of Tournament Theory," at the University of Rochester, Rochester, NY, February, 1990, Columbia University, New York, NY, February 1991, Temple University, Philadelphia, PA, April 1991, and the Atlantic Economic Association Meetings, Williamsburg, VA, October 1990.

Presented "The Incentive Effects of Tournaments Revisited: Evidence from the European PGA Tour," at the ILR-Cornell Research Conference, "Do Compensation Policies Matter?" Ithaca, NY, May 1989.