



HYOWOOK CHIANG

BUSINESS ADDRESS

Welch Consulting
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EDUCATION

Ph.D., Economics, *University of Maryland at College Park, 2005*
M.A., Economics, *University of Maryland at College Park, 2002*
B.A., Economics, *Seoul National University, Seoul, Korea, 1992*

CURRENT RESEARCH AND ACADEMIC POSITIONS

Economist
Welch Consulting, September 2005 – Present

PREVIOUS RESEARCH AND ACADEMIC POSITIONS

Economist, U.S. Census Bureau
Longitudinal Employer Household Dynamics Program (LEHD), 2002-2005

Research Assistant for Professor John Haltiwanger
University of Maryland, 2002–2005

Instructor, Intermediate Macroeconomics
University of Maryland, 2002

Teaching Assistant, Econometrics I and II (Ph.D. level)
University of Maryland, 2000 - 2002

Instructor, Economic Statistics
University of Maryland, 2001

Teaching Assistant, Introductory Macroeconomics
University of Maryland, 2000

Analyst, The Bank of Korea
1992-1993, 1995-1999

PUBLICATIONS

“The Effect of HRM Practices and R&D Investment on Worker Productivity,” (with F. Andersson, C. Brown, B. Campbell, and Y. Park), *The Analysis of Firms and Employees: Quantitative and Qualitative Approaches* (eds. Stefan Bender, Julia Lane, Kathryn Shaw, Fredrik Andersson and Till von Wachter), University of Chicago Press, 2007.

CONTRIBUTIONS

Economic Turbulence: Is a Volatile Economy Good for America? (eds. Clair Brown, John Haltiwanger, and Julia Lane), University of Chicago Press, 2006.

WORKING PAPERS

"Learning by Doing, Worker Turnover, and Productivity Dynamics," mimeo, 2006.

"Firm Performance, Workforce Quality and Workforce Churning," (with B. Campbell, J. Haltiwanger, L. Hunter, R. Jarmin, N. Nestoriak, T. Park, and K. Sandusky), mimeo, 2005.

"Internal Labor Markets and Diversification Strategies in Financial Services," (with C. Grim, J. Haltiwanger, L. Hunter, R. Jarmin, N. Nestoriak, K. Sandusky, and J. Seo), mimeo, 2004.

"Career Paths: Earnings Profiles by Industry, Gender, Education, Age and Firm Characteristics," (with F. Andersson, C. Brown, B. Campbell, and Y. Park), mimeo, 2004.

PRESENTATIONS

Center for Economic Studies, U.S. Census Bureau, June 2003.

IRRA Annual Meeting in conjunction with the ASSA, January 2004.

Far Eastern Meeting of the Econometric Society, July 2004

NBER Summer Institute, July 2004

Annual Conference of European Association of Labor Economists, September 2004

University of Maryland, December 2004

The second joint meeting of SOLE/EALE, June 2005

Conference on the Analysis of Firms and Employees, September 2006

AWARDS

Graduate Assistantship, University of Maryland, 2000-2005

PROFESSIONAL REFEREEING

Journal of Productivity Analysis

PROFESSIONAL MEMBERSHIP

American Economic Association, Econometric Society, Society of Labor Economists

RECENT CASEWORK

Case Coordinator, Gender/Race Discrimination, Statistical Study. Case involves claims of race and gender discrimination in a range of business practices at a large retail company. Supervised and performed analyses of compensation and ratings by gender and race.

Case Coordinator, Gender Discrimination, Class Action. Case involves claims of gender discrimination in a range of business practices at a large software company. Supervised and performed analyses of compensation by gender.

Case Coordinator, Gender Discrimination, Class Action. Case involves claims of gender discrimination in a range of business practices at a large investment bank. Supervised and performed analyses of compensation by gender.

Case Coordinator, Wage/Hours, Class Action. Case involved claims of unpaid overtime for a potential class of employees at a large firm in the financial services industries. Estimated potential overtime hours and wage rates under various assumptions and prepared damage estimates for use in settlement negotiations

Case Coordinator, Wage/Hours, Class Action. Case involved claims of unpaid straight time and overtime for a potential class of employees at large firms in various services industries. Estimated potential unpaid hours and wage rates. Analyzed a systematic pattern of hours records.

