



## MICHAEL P. WARD

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### BUSINESS ADDRESS

Welch Consulting  
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### EDUCATION

Ph.D., Economics, *University of Chicago*, 1978  
M.S., Economics, *University of Chicago*, 1972  
B.A., Economics, *University of California, Santa Barbara*, 1969

### HONORS AND AWARDS

National Science Foundation Fellowship, 1971-1973  
Ingersoll Economics Fellowship, *University of Chicago*, 1969-1970  
Phi Beta Kappa, *University of California, Santa Barbara*, 1969

### PROFESSIONAL EXPERIENCE

Sr. Vice President and Sr. Analyst  
*Welch Consulting, Santa Monica, California, 2003-Present*

Vice President and Senior Analyst  
*Welch Consulting, Santa Monica, California, 1984-2003*

Senior Economist  
*Unicon Research Corporation, Santa Monica, California, 1984-Present*

Consultant  
*The Rand Corporation, Santa Monica, California, 1984-1991*

Census Advisory Committee on Population Statistics, 1983-1988

Senior Economist  
*The Rand Corporation, Santa Monica, California, 1980-1984*

Consultant  
*Unicon Research Corporation, Santa Monica, California, 1979-1984*

Postdoctoral Fellow  
*Department of Economics, University of California, Los Angeles, 1978-1980*

Lecturer  
*Department of Economics, University of California, Los Angeles, 1975-1978*

Consultant  
*The Rand Corporation, Santa Monica, California, 1975-1980*

Acting Assistant Professor  
*Department of Economics, University of California, Santa Barbara, 1973-1975*

Consultant  
*Abt Associates, Incorporated, Cambridge, Massachusetts, 1973-1974*

## **PUBLICATIONS**

"Problems in Assessing Employment Discrimination," with Robert S. Follett and Finis Welch. *American Economic Review*, May 1993.

"Job Mobility and the Careers of Young Men," with Robert H. Topel, *Quarterly Journal of Economics* 107, no. 2 (May 1992):439-73.

"Women in the Labor Market and in the Family," with James P. Smith, *Journal of Economic Perspectives* 3, no. 1 (Winter 1989): 9-23.

"Implementing Comparable Worth: Conceptual Issues and Impacts," with John Raisian and Finis R. Welch. In *Three Worlds of Labor Economics*, edited by G. Mangum and P. Philips. Armonk, New York: M.E. Sharp, Inc., 1988.

"Pay Equity and Comparable Worth," with John Raisian and Finis Welch. *Contemporary Policy Issues* 4, no. 2 (April 1986):4-20.

"The Statistical Measurement of Poverty." Vol. 1, Conference on the Measurement of Noncash Benefits, Proceedings. Williamsburg, VA: Department of Commerce, Bureau of the Census, December 12-14, 1985.

"Comparable Worth: Issues, Evidence, and Impacts," with John Raisian and Finis Welch. Los Angeles: Welch Consulting, March 1985.

"The Prospects for Military Enlistments: An Assessment," with George J. Borjas, Robert F. Cotterman, John Raisian and Finis R. Welch. Los Angeles: Unicon Research Corporation, March 1985.

"Time-Series Growth in the Female Labor Force," with James P. Smith. *Journal of Labor Economics* 3, no. 1 (January 1985 Supplement):S59-S90.

"Women's Wages and Work in the Twentieth Century," with James P. Smith. Prepared for the National Institute of Child Health and Human Development, Rand report #R-3119-NICHD. Santa Monica: The Rand Corporation, October 1984.

"The Acceleration in Women's Wages," with James P. Smith. August 1984, mimeo.

"Forecasting the Wages of Young Men: The Effects of Cohort Size," with Hong W. Tan. Prepared for the Department of the Army, Rand report #R-3115-ARMY. Santa Monica: The Rand Corporation, May 1985.

"The Retention of High Quality Personnel in the U.S. Armed Forces," with Hong W. Tan. Prepared for the Office of the Secretary of Defense/Manpower, Installations and Logistics, Rand report #R-3117-MIL. Santa Monica: The Rand Corporation, February 1985.

"Job Transitions of Young Men," with Robert H. Topel, The Rand Corporation, Santa Monica, WD-2127-DoL, January 1984.

"Early Career Mobility and the Duration of Jobs," with Robert H. Topel. August 1983, mimeo.

"Social Security and the Retirement Decision," The Rand Corporation, Santa Monica, WD-1756-DoL, December 1982.

"State Taxes on Coal: A Compendium of 1982 Statutes," co-authored, The Rand Corporation, Santa Monica, WD-1582-DoE, August 1982.

"A Dynamic Model of Marital Dissolution," co-authored, The Rand Corporation, Santa Monica, April 1982.

"Coal Severance Taxes: The Effect of Western States' Tax Policy on the U.S. Coal Market." Prepared for the U.S. Department of Energy, Rand report #R-2848-DOE. Santa Monica: The Rand Corporation, January 1982.

"Completed Fertility and Its Timing," with William P. Butz. Journal of Political Economy 88, no. 5 (October 1980):917-40.

"Asset Accumulation and Family Size," with James P. Smith. Demography 17, no. 3 (August 1980):243-60.

"Will US Fertility Remain Low? A New Economic Interpretation," with William P. Butz, Population and Development Review 5, no. 4 (December 1979):663-88.

"Baby Boom and Bust: A New View," with William P. Butz. American Demographics (September 1979):11-17.

"Labor Markets and Fertility: A Demographically Disaggregate Model of U.S. Postwar Experience," with William P. Butz. Prepared for the Social Security Administration, U.S. Department of Health, Education, and Welfare, Rand note #N-1304-SSA. Santa Monica: The Rand Corporation, September 1979.

"Countercyclical U.S. Fertility and its Implications," with William P. Butz. Social Security Bulletin 42, no. 8 (August 1979):38-43.

"Difficulties with Testing for Causation," with Rodney L. Jacobs and Edward E. Leamer. Economic Inquiry 17, no. 3 (July 1979):401-13.

"The Emergence of Countercyclical U.S. Fertility," with William P. Butz. American Economic Review 69, no. 3 (June 1979):318-28. (First published for the National Institute of Child Health and Human Development, Department of Health, Education and Welfare, Rand report #R-1605-NIH. Santa Monica: The Rand Corporation, June 1977.)

"A Theoretical and Empirical Model of Marital Instability," Final Report, NICHD Grant, June 1978.

"Energy and Jobs: A Long Run Analysis," with John Cogan and M. Bruce Johnson. Original paper 3, International Institute for Economic Research, introduction by H.S. Houthakker. Ottawa, IL: Green Hill Publishers, Inc., July 1976.

## SEMINARS/PRESENTATIONS

March 1986. "Private Pensions and the Labor Market." Presented at the Labor Economics Workshop, University of California, Los Angeles.

December 12-14, 1985. "The Statistical Measurement of Poverty." Unicon Research Corporation, Los Angeles, California, December 1985. Presented at the Bureau of the Census Conference on the Measurement of Noncash Benefits, Williamsburg, Virginia.

June 1985. "Comparable Worth." Presented at the Annual Meeting of the Law and Society Association, San Diego, California.

January 1985. "Women's Wages." Presented to the Institute of Industrial Relations, University of California, Los Angeles.

January 1985. Statement on "Male-Female Wage Differentials, April 1985." Presented to the Comparable Worth Task Force, California State Legislature.

January 1985. "Comparable Worth." Presented at the Applied Economics Workshop, University of California, Los Angeles.

May 1984. "Early Career Mobility and the Duration of Jobs." Presented at the Labor Economics Seminar, University of California, Los Angeles.

February 1984. "Social Security and the Retirement Decision," Presented to the Graduate School of Business, University of Chicago, Illinois.

December 1983. "Social Security and the Retirement Decision." Presented to the U.S. Department of Labor, Washington, D.C.

July 1983. "Job Transition Among Young Men." Presented to the Western Economic Association, Seattle, Washington.

June 1983. "Time Series Changes in the Female Work Force." Presented at the Conference on International Comparisons of Women's Employment Trends, Sussex, England.

May 1983. "Long Term Trends in Women's Wages and Employment." Presented at the Labor Economics Workshop, University of California, Los Angeles.

April 1983. "Retention of High Quality Personnel." Board of Directors, The Rand Corporation, Washington, D.C.

April 1983. "Forecasting the Wages of Young Men." Presented to the Population Association of America, Pittsburgh, Pennsylvania.

February 1983. "Cohort Size and Earnings." Presented at the Labor Economics Workshop, University of California, Los Angeles.

Fall 1982. "Social Security and Retirement." University of California, Los Angeles.

June 1982. "Coal Severance Taxes." Presented to the Western Tax Association, Los Angeles, California.

Spring 1982. "Modeling the Retirement Decision." University of California, Los Angeles.

April 1982. "A Dynamic Model of Marital Dissolution." Presented to the Population Association of America.

April 1979. "The Timing Component of U.S. Fertility Rates." Presented to the Population Association of America, Philadelphia, Pennsylvania.

August 1978. "Time Series Model of U.S. Labor Markets." Presented to the Econometric Society, Chicago, Illinois.

June 1978. Discussant, session on Topics in Labor Economics, Western Economic Association, Las Vegas, Nevada.

June 1978. Discussant, session on Negative Income Tax Experiment, Western Economic Association, Hawaii.

December 1977. "Timing and Spacing of Fertility." Presented to the American Economic Association, New York.

June 1977. Discussant, session on Econometric Methodology, Western Economic Association, Anaheim, California.

September 1976, Discussant, session on Energy Economics, Econometric Society Meetings, Atlantic City, New Jersey.

## **PROFESSIONAL ACTIVITIES**

### **Reviewer:**

*American Economic Review*  
*Demography*  
*Economic Inquiry*  
*International Economic Review*  
*Journal of Human Resources*  
*Journal of Money*  
*Credit and Banking*  
*Journal of Political Economy*  
*Journal of the American Statistical Association*  
*National Science Foundation Proposals*  
*Quarterly Journal of Economics.*

### **Member:**

*American Economics Association.*  
*American Compensation Association (World at Work).*  
*American Statistical Association*  
*Society of Labor Economists*