

# MICHAEL L. BOGNANNO

## Resume

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**Address** Department of Economics  
1301 Cecil B Moore Ave., Ritter Annex 813  
Temple University  
Philadelphia, PA 19122  
*e-mail:* [bognanno@temple.edu](mailto:bognanno@temple.edu)  
*websites:* <http://www.cla.temple.edu/economics/bognanno/>  
[http://www.iza.org/en/webcontent/personnel/photos/index\\_html?key=1352](http://www.iza.org/en/webcontent/personnel/photos/index_html?key=1352)

**Telephone** 1+ (215) 204-1680  
1+ (215) 204-8173 (facsimile)

### Current Positions

Professor, Department of Economics, Temple University  
Institute for the Study of Labor (IZA), Research Fellow, Bonn, Germany

### Previous Positions

Department Chair, Department of Economics, Temple University July 2010 – July 2016  
Increased fundraising to six figures to provide graduate student research fellowships.  
Produced annual department newsletter.  
Economics majors in the College of Liberal Arts more than doubled between 2011 and 2015.  
Entered into memorandum of understanding with IZA-Institute for the Study of Labor to promote research collaborations between department members and IZA affiliates.  
Entered into a trade promotion project with the Israeli Consulate of Philadelphia supporting one graduate research assistant.  
Consolidated department on one floor, obtained new graduate student computer lab and study area and an office for visiting faculty members.  
Established department awards for research, service, teaching, alumni and lifetime accomplishment for a retired faculty member.  
Collaborated with Tyler School of Art in producing original, economics-themed, student-designed graphic art for banners and framed prints to decorate the department.  
Hired five tenure-track and eight full-time non-tenure track faculty members and numerous adjunct faculty members. Brought in three visiting faculty members.  
Instituted regular performance reviews of tenure-track and non-tenure track faculty.  
Established department teaching performance standard.  
Authored five-year strategic plan for the Economics Department.  
Department created several new popular courses, entered into agreements with Chinese universities and established a 4+1 BA/MA program.  
Responsible for scheduling and staffing approximately 120 sections per semester, supervising administrative staff, monitoring and allocating the budget, implementing strategic plan, setting agendas for eight department committees.

IZA Visiting Research Fellow, Bonn Germany. January–June 2005, summers 2006 – 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.

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 over \$1 million.  
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.

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. 1990

Minor Fields: Personnel and Economic Analysis

M.S. Major Field: Labor Economics. Cornell University. 1987

B.A. Major Field: Economics. Boston University. 1985

Minor Field: Business Administration

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

### **Honors and Awards**

Best Paper Award 2014 for “Trends in Worker Displacement Penalties in Japan: 1991-2005” with Ryo Kambayashi, *Japan and the World Economy* (2013)

Awarded by the Temple Economics Department

Marie Currie Fellowship for the Transfer of Knowledge 2005

Awarded by the European Union.

## **Courses Taught**

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

## **Published Papers**

“High-Powered Performance Pay and Crowding Out of Nonmonetary Motives” with David Huffman. *Management Science* (2018).

“Promotion Determinants in Corporate Hierarchies: An Examination of Fast Tracks and Functional Area” with Christian Belzil and Francois Poinas. *Research in Labor Economics*. (2018).

“Promotion Signals, Experience and Education” with Eduardo Melero. *Journal of Economics and Management Strategy* (2016).

“Efficient Markets, Managerial Power and CEO Compensation.” *IZA World of Labor* (2014) (revised version 2019).

“Trends in Worker Displacement Penalties in Japan: 1991-2005” with Ryo Kambayashi. *Japan and the World Economy* (2013).

“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) 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?" with Ronald Ehrenberg. *Journal of Political Economy* (1990). 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" with Ronald Ehrenberg. *Industrial and Labor Relations Review* (1990).

#### **Edited Books, Chapters, and Essays**

"Promotions," with Moritz Ritter, In: James D. Wright (editor-in chief), *International Encyclopedia of Social and Behavioral Sciences*, 2<sup>nd</sup> Edition, Vol 19, Oxford: Elsevier (2015).

"Tournament Incentives in Professional Bowling," chapter in *Oxford Handbook of Sports Economics*, (2012) Leo Kahane and Steve Shmanske editors, Oxford University Press.

"Executive Compensation," essay for the *New Palgrave Dictionary of Economics*, 2<sup>nd</sup> 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).

**Served as Referee for:**

*American Economic Journal – Applied Economics; American Economic Journal – Microeconomics; American Economic Review; British Journal of Industrial Relations; Bulletin of Economics Research; Canadian Journal of Economics; Contemporary Economic Policy; Economic Inquiry; Economic Journal; Economics Letters; Economic Modelling; The Economics of Education Review; European Economic Review; International Journal of Manpower; International Journal of Industrial Organization; Industrial Relations; Industrial & Labor Relations Review; IZA World of Labor; Journal of Economic Behavior & Organization; Journal of Economics & Business; Journal of Economics & Management Strategy; Journal of the European Economic Association; Journal of Human Resources; Journal of the Japanese & International Economies; Journal of Labor Economics; Journal of Labor Research; Journal of Law & Economics; Journal of Law, Economics & Organization; Journal of Political Economy; Journal of Sports Economics; Labour Economics; Management Science; Managerial & Decision Economics; Oxford Bulletin of Economics & Statistics; Review of Economics & Statistics; Research in Labor Economics; Scandinavian Journal of Economics; Southern Economic Journal; National Science Foundation; the Fulbright Scholarship Selection Committee.*

**Partial List of Paper Presentations and Conferences:**

Presented “Promotion Signals, Experience and Education” at IZA – Institute for the Study of Labor, Bonn, Germany, June 2014.

Poster session on “The Level of CEO Compensation” at the IZA World of Labor Launch, Washington, DC, November 2013.

Panelist *IZA Panel II: Key IZA Projects and Partnerships. Topic of the panel: IZA Activities that Strengthen the Link between IZA and Academia, Washington, DC, December 1, 2012.*

Presented on the topic of Changes in the Incidence of Job Displacement over Time at the OECD Expert Meeting/OECD Conference Center, Paris, France, June 2011.

Co-presented with David Huffman “Temporary High-Powered Incentives, and Worker Motivation: Evidence from a Natural Field Experiment” at Advances with Field Experiments 2010 Conference, Wharton School, University of Pennsylvania, organized by Iwan Barankay and John List, October 2010.

Presented “Trends in Worker Displacement Penalties in Japan: 1991-2005” at the 9<sup>th</sup> 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.