

RESUME: STEPHEN A. HERZENBERG

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EDUCATION

9/82 – 2/91 Massachusetts Institute of Technology. PhD in Economics. Major fields: labor economics and alternative approaches to economics (institutional economics). Minor fields: econometrics; development economics.

9/76-5/80 Harvard College: BA in Mechanical Engineering. Graduated Cum Laude. [Detur Prize](#) 1977.

EXPERIENCE

A 30-year track record of conducting practical, cutting-edge economic research, and using that research to support innovative institution-building and public policy changes that increase prosperity and equity.

12/95-Present Executive Director, Keystone Research Center (KRC), Harrisburg, PA, a nonpartisan, not-for-profit think tank (www.keystoneresearch.org). KRC promotes broadly shared prosperity in Pennsylvania through research, catalyzing and supporting innovative institutions, policy analysis, and strategic communications and campaigns. Among other impacts, KRC's research and technical assistance (a) contributed to making Pennsylvania a national leader in workforce development and apprenticeship; (b) has influenced state policy on the minimum wage, state taxes, manufacturing, long-term care, retirement security and education at all levels; and (c) helped catalyze the organizing of the ReImagine Appalachia coalition. KRC was also a founding member of the Economic Analysis Research Network (EARN), a network of state, local, and national economic think tanks.

9/95-5/96 Lecturer (at the rank of Assistant Professor), Department of Labor Studies and Employment Relations, Rutgers University, New Brunswick, New Jersey.

1/94-9/95 Senior Analyst, Program on Industry, Telecommunications, and Commerce, Office of
and Technology Assessment, U.S. Congress. Project Director for an assessment on "Technology,
12/91-11/92 Jobs, and Productivity in the Service Economy." Triggered Congressional request for and co-authored (on leave from U.S. Department of Labor) 1992 OTA study, *U.S.-Mexico Trade: Pulling Together or Pulling Apart?* In the context of the NAFTA debate, the only major study that outlined creative modifications to the agreement that would promote broadly shared prosperity in both Mexico and the United States.

10/87-12/94 Labor Economist, Bureau of International Labor Affairs, U.S. Department of
except Labor, Washington, D.C. Helped develop the U.S. negotiating position and served as deputy
12/91-11/92 labor negotiator for the United States in negotiations over the labor side agreement to the North American Free Trade Agreement (NAFTA). Organized a major conference on labor standards and development at the end of Reagan Administration, leading to the publication of an influential book, *Labor Standards and Development in the Global Economy*.

SELECTED PUBLICATIONS AND REPORTS (entries with no authors listed are by Stephen Herzenberg alone)

John Alic, Claire Kovach, and Stephen Herzenberg, *Manufacturing Futures*, Keystone Research Center, forthcoming 2024.

Stephen Herzenberg, "Chapter 8. Decent Work and Economic Growth," in John C. Dernbach and Scott Schang (eds), *Governing for Sustainability*, Environmental Law Institute, May 2023; <https://www.eli.org/eli-press-books/governing-sustainability>.

Stephen Herzenberg and Cameron Snowden, *Using Federal Broadband Funding to Pivot to a Reimagined Appalachia: Principles for State Broadband Infrastructure Policy*, Relmage Appalachia, December 2022; <https://reimagineappalachia.org/wp-content/uploads/2022/12/Using-Federal-Broadband-Funding-to-Pivot-to-a-Reimagined-Appalachia.pdf>.

Stephen Herzenberg and Maisum Murtaza, *An Unemployment Insurance Agenda for Pennsylvania's Next Governor: Fix What's Broken and Create a New National Model – A Trampoline and a Repaired Safety Net*, November 29, 2022; <https://krc-pbpc.org/wp-content/uploads/UC-White-Paper-Final-11-29-22.pdf>.

Stephen Herzenberg and various co-authors, *The State of Working Pennsylvania*, Keystone Research Center, each year from 1996 to 2023; 2022 report online at <https://krc-pbpc.org/2022-state-of-working-pennsylvania-resource-page/>.

"Hatching Labor's Phoenix: Sparking Mass Union Organizing in the United States," in Peter Creticos et al. (eds), *Many Futures of Work*, Temple University Press, 2021.

Diana Polson, Maisum Murtaza, Stephen Herzenberg, and Mary Madsen, *Pre-Apprenticeship in Pennsylvania Today and a Roadmap Towards Quality Expansion*, Keystone Research Center, 2021.

Towards an Industry-Driven, Student- and Worker-Centered Vision of Career Pathways in Pennsylvania, Keystone Research Center for the Pennsylvania Workforce Development Board, 2021; <https://www.dli.pa.gov/Businesses/Workforce-Development/wdb/Documents/PA-WDB-KRC-Career-Pathways.pdf>.

Stephen Herzenberg and Claire Kovach, "COVID-19 relief should extend CARES Act work-sharing provisions," December 7, 2020; <https://www.epi.org/blog/covid-19-relief-should-extend-cares-act-work-sharing-provisions/>.

Mark Shanahan, Stephen Herzenberg, and Maisum Murtaza, *Broadband Builds the Future*, Relmage Appalachia, October 2020; <https://reimagineappalachia.org/resources/>.

Patricia DeMarco, Sara Nicholas, and Stephen Herzenberg, *Heal Our Land and Our People: Create a Modern Civilian Conservation Corps and Promote Regenerative Agriculture and Agroforestry*, Relmage Appalachia, October 2020; <https://reimagineappalachia.org/resources/>.

Amanda Woodrum and Stephen Herzenberg with many others, *The Relmage Appalachia Blueprint: a New Deal That Works for Us*, Relmage Appalachia, July 2020.

Stephen Herzenberg and Diana Polson, *Ten Ways to Make Apprenticeship Central to Learning and Careers in Pennsylvania*, Keystone Research Center for the Apprenticeship and Training Office, Pennsylvania Department of Labor & Industry, July 2019; <https://www.pct.edu/files/imported/business/wdce/docs/apprenticeships/ten-ways-to-make-apprenticeship-central.pdf>.

Stephen Herzenberg and Diana Polson, *Inventory of Pre-Apprenticeship Programs Across Pennsylvania*, Keystone Research Center for the Pennsylvania Workforce Development Board, January 7, 2019; <https://www.dli.pa.gov/Individuals/Workforce-Development/apprenticeship/Documents/Inventory%20of%20Pre-apprenticeship%20Programs%20PA%20Report%202019.pdf>.

“Appendix A: Social Policies to Accelerate Fossil Fuel Phaseout,” in Michael B. Gerrard and John C. Dernbach (eds), *Pathways to Deep Decarbonization in the United States*, Environmental Law Institute, 2019, pp. 636-642.

Stephen Herzenberg and John Alic, *Towards an AI Economy That Works for All*, Keystone Research Center, February 2019; https://krc-pbpc.org/research_publication/towards-an-ai-economy-that-works-for-all/.

Wolf Proposal Would Restore 40-Hour Work Week and Fair Overtime Pay for 465,000 PA Salaried Workers, Keystone Research Center and National Employment Law Project, August 20, 2018; https://krc-pbpc.org/wp-content/uploads/20170608_RisingCostsPaper.pdf.

Stephen Herzenberg, Diana Polson, and Mark Price, *Construction Apprenticeship and Training in Pennsylvania*, Capital Area Labor-Management Council, Inc., 2018; https://www.legis.state.pa.us/WU01/LI/TR/Transcripts/2019_0162_0008_TSTMNY.pdf.

Stephen Herzenberg, Diana Polson, and Mark Price, *The Right Choice for Giant Eagle and Western Pennsylvania: A Partnership With Workers That Improves People’s Lives and Well-Being*, Keystone Research Center, February 2018; https://krc-pbpc.org/wp-content/uploads/20180228_GiantEagleReportFinal.pdf.

Mark Price, Stephen Herzenberg, and Diana Polson, *The Pennsylvania Promise: Making College Affordable and Securing Pennsylvania’s Economic Future*, Keystone Research Center, January 2018; https://krc-pbpc.org/wp-content/uploads/KRC_PBPC_PAPromise_Final.pdf.

Eugene Henninger-Voss and Stephen Herzenberg, *Pennsylvania Higher Education at a Crossroads: To Boost Opportunity and Growth, Pennsylvania Needs to Invest in Higher Education*; August 8, 2017; https://krc-pbpc.org/wp-content/uploads/PA_Higher_Education_at_a_CrossroadsFINAL.pdf.

Stephen Herzenberg, Diana Polson, and Mark Price, *At Students’ Expense: Rising Costs Threaten Pennsylvania Public Universities’ Role in Upward Mobility*, Keystone Research Center, June 8, 2017; https://krc-pbpc.org/wp-content/uploads/20170608_RisingCostsPaper.pdf.

Stephen Herzenberg, Diana Polson, and Mark Price, *Building on the Strengths of Pennsylvania’s Rapid Response Program: Mediating Employment Transitions in a Changing Economy*, Keystone Research Center, September 2016; report to the Pennsylvania Department of Labor and Industry.

Stephen Herzenberg and John McAuliff, *All Pennsylvania Prospering Together: A Pennsylvania Economic Development Strategy for the Long Term*, February 2015; online at <https://files.eric.ed.gov/fulltext/ED565286.pdf>.

<https://files.eric.ed.gov/fulltext/ED565286.pdf> Stephen Herzenberg, Mark Price, and Michael Wood, *A Must-Have for Pennsylvania Part Two: Investment in Higher Education for Growth and Opportunity*, Keystone Research Center, October 14, 2014; online at http://keystoneresearch.org/sites/default/files/KRC_PBPC%20Higher%20Ed_0.pdf

Stephen Herzenberg, Diana Polson, and Mark Price, *Measuring the Costs and Benefits of Natural Gas Development in Greene County, Pennsylvania: A Case Study*, Keystone Research Center and the Multi-State Shale Research Collaborative, April 2014; online at <https://pennbpc.org/sites/pennbpc.org/files/greeneCASESTUDY.pdf>.

Stephen Herzenberg et al., *Exaggerating the Employment Impacts of Shale Drilling: How and Why*, Multi-State Shale Research Collaborative, November 21, 2013; online at <https://pennbpc.org/sites/pennbpc.org/files/MSSRC-Employment-Impact-11-21-2013.pdf>.

Elaine Weiss, Stephen Herzenberg, and Mark Price, *Double Bottom Line: Improving Jobs and Reducing Long-term Deficits Through Investment in Better Jobs and Higher Skills for Early Childhood Educators*, Annie E. Casey Foundation, November 2011, online at <http://www.bigideasforjobs.org/wp-content/uploads/2011/09/Weiss-Herzenberg-Price-Full-Report-PDF1.pdf>.

Lonnie Golden and Stephen Herzenberg, "A Critique of 'An Economic Assessment of Mandated Sick Leave Legislation (#080474 in the City of Philadelphia,'" Keystone Research Center, May 24, 2011; http://keystoneresearch.org/sites/keystoneresearch.org/files/KRC_PaidSickDays_Philadelphia.pdf.

Stephen Herzenberg and Mark Price, *Critical Shortages of Precision Machining and Industrial Maintenance Occupations in Pennsylvania's Manufacturing Sector*, Pennsylvania Center for Advanced Manufacturing Careers, December 2010, online at http://www.paworkforce.state.pa.us/portal/server.pt/community/pa_center_for_advanced_manufacturing_careers/18909.

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Stephen Herzenberg, Sandi Vito, and Howard Wial, "Building the Human Capital Infrastructure of a Productive and Equitable 21st Century Economy: Lessons from Pennsylvania," paper presented to the 20th annual conference of the Society for the Advancement of Socio-Economics, San Jose, Costa Rica, July 2008.

Mark Price, Stephen Herzenberg, Natalie Sabadish, Natalie Sabadish, and Tiffany Scott, *The State of Women in the Pennsylvania Workforce*, Keystone Research Center, 2008; online at <http://keystoneresearch.org/media-center/press-releases/pennsylvania-women-stop-closing-wage-gap-men>

Mark Price and Stephen Herzenberg, *The Housing Market and the Pennsylvania Economy*, Keystone Research Center, 2008; online at <http://keystoneresearch.org/publications/research/building-storm-housing-market-and-pennsylvania-economy>.

Mark Price and Stephen Herzenberg, *The State of Rural Pennsylvania*, Keystone Research Center, 2008; online at <http://keystoneresearch.org/issues-guides/state-rural-pa>.

Stephen Herzenberg (editor and sometimes co-author, in partnership with the Department of Labor and Industry and a team of academic researchers, *Workforce Choices*, a profile of occupations, career opportunities, and workforce challenges in 12 of Pennsylvania's targeted industry clusters and sub-clusters, 2007. Copies available upon request.

Stephen Herzenberg and Marianne Bellesorte, *Investing in Pennsylvania Families: Economic Opportunity for All* (Swarthmore, PA: PathwaysPa, 2007; online at http://www.workingpoorfamilies.org/small_states/assessment/pennsylvania.pdf.

Chris Benner and Stephen Herzenberg, *Pennsylvania Industry Partnerships: Performance Monitoring and Continuous Improvement System*, Keystone Research Center, August 2006, a report for the Pennsylvania Department of Labor and Industry sponsored by the Annie E. Casey Foundation.

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Stephen Herzenberg, Mark Price, and David Bradley, *Losing Ground in Early Childhood Education* (Washington, D.C.: Economic Policy Institute, 2005; online at http://www.epi.org/publications/entry/study_ece_summary/.

Stephen A. Herzenberg, Suzi Teegarden, and Howard Wial, *Creating Regional Advantage in Rural Appalachia: Towards a Strategic Response to Global Economic Restructuring*, report prepared for the Appalachian Regional Commission, 2005; online at

http://www.arc.gov/assets/research_reports/CreatingRegionalAdvantageinAppalachia.pdf.

Stephen Herzenberg, Mark Price, and Howard Wial, *Displacement in Appalachia and the United States, 1993-2003: Findings from Five Displaced Worker Surveys*, report prepared for the Appalachian Regional Commission, February 2005; online at www.arc.gov/assets/research_reports/DisplacementAppalachiaandNonAppalachianUS1993to20031.pdf

Chris Benner, Stephen Herzenberg, and Kelly Prince, *A Workforce Development Agenda for Pennsylvania's New Governor: Building the Infrastructure of a Learning Economy*, Keystone Research Center, 2003; online at http://keystoneresearch.org/sites/default/files/krc_wrkforce_strategy.pdf.

David Bradley and Stephen Herzenberg, *Apprenticeship in Pennsylvania*, Capital Area Labor-Management Committee, 2002, prepared with support from the Federal Mediation and Conciliation Service; online at http://keystoneresearch.org/sites/default/files/krc_const_apprent.pdf.

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Stephen Herzenberg, John Alic, and Howard Wial, "Nonstandard Employment and the Structure of Postindustrial Labor Markets," in *Nonstandard Work: The Nature and Challenges of Changing Employment Arrangements*, Industrial Relations Research Association, 2000.

Stephen Herzenberg, John Alic, and Howard Wial, "A New Deal for a New Economy," *Challenge*, March/April 1999.

Stephen Herzenberg, Irwin Aronson, and Alice de Wolff, *Careers in Laboring and Office Occupations*, report to the Russell Sage Foundation, 1999.

"Building Skills and Jobs with a Future in the Capitol Region," report prepared for the Susquehanna Employment and Training Corporation, March 1999.

"Using Industry Data to Guide Workforce Development Spending: A White Paper for Strategic Planning," prepared for the Allegheny County Commission for Workforce Excellence, 1999.

Stephen A. Herzenberg, John A. Alic, and Howard Wial, "Towards a Learning Economy," *Issues in Science and Technology*, Winter 1998-1999.

Stephen A. Herzenberg, John A. Alic, and Howard Wial, *New Rules for a New Economy: Employment and Opportunity in Postindustrial America*, a Twentieth Century Fund book, Cornell University Press, 1998.

Stephen A. Herzenberg, John A. Alic, and Howard Wial, "New Unions for a New Economy," in *The New Democrat*, 10(2), March/April 1998, pp. 8-12.

"The Construction Industry in New Orleans, Reshaping the Industry and its Training System to Serve Employers, Workers, and the Regional Economy," report prepared for the New Orleans Jobs Initiative, December 1997.

"In from the Margins: Morality, Economics, and International Labor Rights." In Lance Compa and Stephen Diamond (eds.), *Labor Rights, Human Rights, and International Trade*, University of Pennsylvania Press, 1996.

"Shop Floor Relations at U.S. and Canadian Plants of an Automotive Parts Supplier, 1936-1986." In Jacques Belanger, P.K. Edwards, and Larry Haiven (Eds), *Workplace Regimes in International Perspective*, ILR Press, 1994.

"Continental Integration and the Future of the North American Auto Sector." In Maureen Appel Molot (ed.), *Driving Continentally: National Policies and the North American Auto Industry*, Carleton University Press, 1993.

"Whither Social Unionism? Labor and Restructuring in the U.S. Auto Industry." In Jane Jenson (ed.), *Canadian and American Labour Respond: Economic Restructuring and Union Strategies*, Temple University Press, 1993.

Stephen A. Herzenberg and David Campbell. "Productivity in U.S. Auto Suppliers." Working Paper, MIT International Motor Vehicle Program, November 1992.

John A. Alic, Margaret L. Hilton, Stephen A. Herzenberg, and other members of the OTA Project Staff. *U.S.-Mexico Trade: Pulling Together or Pulling Apart?* Washington, D.C.: Office of Technology Assessment, October 1992. (Wrote chapter 4 and lead author on chapters 1 and 2.)

Towards a Cooperative Commonwealth? Labor and Restructuring in the U.S. and Canadian Auto Industries, Ph.D. Dissertation, Massachusetts Institute of Technology, Department of Economics, February 15, 1991.

Stephen A. Herzenberg and Jorge F. Perez-Lopez (Eds, *Labor Standards and Development in the Global Economy*, Bureau of International Labor Affairs, U.S. Department of Labor, 1990 (reprinted 1994).

Harley Shaiken and Stephen A. Herzenberg, *Automation and Global Production: Automobile Engine Production in Mexico, the United States, and Canada*, Center for U.S.-Mexican Studies, University of

California-San Diego, Monograph Series 26, 1987.

Harley Shaiken, Stephen A. Herzenberg, and Sarah Kuhn, "The Work Process Under More Flexible Production," *Industrial Relations*, 25(2), Spring 1986.

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