

CURRICULUM VITAE

April 2016

A. BIOGRAPHICAL INFORMATION

NAME: Douglas Edward Hyatt

OFFICE ADDRESS:

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CITIZENSHIP: Canadian

B. PROFESSIONAL ACTIVITIES

DEGREES:

Ph.D., 1992, University of Toronto, Industrial Relations.

M.A., 1987, University of Toronto, Economics.

B.A., 1984, University of Toronto, Economics.

Ph.D. Thesis: "Issues in the Compensation of Injured Workers: Returns to Risk, Work Incentives and Accommodation."

Ph.D. Supervisor: Dr. Morley Gunderson

PROFESSIONAL EMPLOYMENT

August 2015 to present:	Academic Director, Professional MBA Programs (Morning and Evening MBA, Executive MBA and OMNIUM Global Executive MBA), Rotman School of Management, University of Toronto.
July 2006 to present:	Professor, Rotman School of Management and Centre for Industrial Relations, University of Toronto.
July 2002 to June 2006:	Professor, Rotman School of Management, Centre for Industrial Relations, University of Toronto and Division of Management, University of Toronto at Scarborough.
July 2001 to June 2004:	Associate Chair, Division of Management, University of Toronto at Scarborough.

July 2002:	Visiting Professor, Department of Management, University of Melbourne.
July 1997 to June 2002:	Associate Professor, Division of Management, Scarborough College, Rotman School of Management, and Centre for Industrial Relations, University of Toronto.
July 2000 to June 2001:	Visiting Associate Professor, School of Health Administration and Policy, College of Business, Arizona State University.
September 1997 to June 2000:	Senior Scientist, Institute for Work and Health.
January 1998 to December 1998:	Director of Research, Royal Commission on Workers' Compensation in British Columbia.
September 1995 to September 1997:	Scientist and Coordinator of Networks of Centres of Excellence program (HEALNet), Institute for Work and Health.
September 1995 to June 1997:	Visiting Professor, Centre for Industrial Relations, University of Toronto.
August 1992 to June 1997:	Assistant Professor, Department of Economics and Industrial Relations Program, University of Wisconsin - Milwaukee.
April 1995 to August 1995:	Research Coordinator, Ontario Royal Commission on Workers' Compensation.
July 1994 to June 1995:	Visiting Assistant Professor, Centre for Industrial Relations, University of Toronto.
June 1989 to July 1992:	Economist, Ontario Workers' Compensation Board.
May 1991 to December 1991:	Instructor, Industrial Relations, University of Toronto.
January 1988 to March 1989:	Instructor, Personnel Association of Ontario.
October 1986 to September 1988:	Economist, Ontario Ministry of Treasury and Economics.

ACADEMIC HONOURS

Executive MBA Program, Professor of the Year:	EMBA 20 (2003), EMBA 21 (2004), EMBA 22 (2004), EMBA 23 (2005), EMBA 24 (2005), EMBA 25 (2006), EMBA 26 (2006), EMBA 27 (2007), EMBA 28 (2008), EMBA 29 (2009), EMBA 30 (2010), EMBA 31 (2011), EMBA 32 (2012), EMBA 33 (2013), EMBA 34 (2014), EMBA 35 (2015)
Global Executive MBA Program, Professor of the Year:	OMNIUM 2 (2006), OMNIUM 3 (2007), OMNIUM 4 (2008),

OMNIUM 5 (2010), OMNIUM 8 (2013), OMNIUM 9 (2014),
OMNIUM 10 (2015)

Rotman School of Management Excellence in
Teaching Award:

2003; 2004; 2005; 2006; 2007; 2008; 2009; 2010; 2011; 2012;
2013; 2014; 2015

2006: Roger Martin and Nancy Lang Award for Excellence in Teaching, Rotman School of
Management, University of Toronto.

2001-2002: Plumtre Faculty Research Award
1989-1992: Social Sciences and Humanities Research Council Doctoral Fellowship
1990-1991: Meredith Fellowship in Workers' Compensation
1988-1989: Ontario Graduate Scholarship

PROFESSIONAL AFFILIATIONS AND RELATED ACTIVITIES

Research Associate: Institute for Policy Analysis, University of Toronto

Member of: The American Economic Association
The Canadian Economics Association

RESEARCH GRANTS

Ontario Ministry of Labour. Research Opportunities Program (2014 – 2016). “A Survey of Factors Affecting Safety
Performance in the ICI Construction Sector.” (With Brenda McCabe).

“Assessment of the human and economic burden of workplace cancer.” Multisector Team Grants in Prevention
Research, Canadian Cancer Society, 2012-2016, \$998,872, co-investigator.

Workplace Safety and Insurance Board Research Advisory Council (2003-2005). “Attitudes and Incident Causal
Modeling for Construction.” (With Brenda McCabe, Catherine Loughlin, and Susan Tighe). \$252,000.

Social Sciences and Humanities Research Council of Canada (2003-2006). “An Analysis of the Production of
Quality in Child Care.” \$45,055.

Department of Health and Human Services (1999). “Work-Related Musculoskeletal Disorders: Evaluating
Interventions Among Office Workers.” (With Donald Cole, Sheilah Hogg-Johnson and Harry Shannon)
\$400,000 US.

Child Care Visions, Human Resources Development Canada (1997). “A Policy-Evaluation Model of the Child Care
Sector.” (With Gordon Cleveland, Morley Gunderson and Michael Krashinsky) \$275,000.

Institute for Work and Health (1997). “Administrative Issues in Workers' Compensation.” (With Morley
Gunderson) \$21,800.

Donner Foundation (1996). “New Perspectives on Workers' Compensation Policy in Ontario.” (With Morley
Gunderson) \$125,000.

- W.E. Upjohn Institute for Employment Research (1996). "Pay at Risk: Increasing Compensation Risks for Workers in the United States and Canada." (With John Turner, Robert Friedland and Sophie Korczyk) \$36,625 US.
- Human Resources Development Canada (1995). "Demand and Supply Side Child Care Subsidies." (With Gordon Cleveland) \$13,000.
- Human Resources Development Canada (1995). "Child Care, Lone Parents, Social Assistance and the Employment Decision." (With Gordon Cleveland) \$30,000.
- Human Resources Development Canada (1994). "An Assessment of the Impact of Child Care Cost, Availability and Quality on Mothers' Employment." (With Gordon Cleveland) \$25,000.
- Graduate School Research Committee Award Program, University of Wisconsin - Milwaukee (1993-1994). "Labor Market Outcomes of Vocational Rehabilitation." \$8,365 US.
- Health and Welfare Canada (Child Care Initiatives Fund) (1992). "Child Care 2000." (With Gordon Cleveland) \$325,412.
- Statistics Canada (1991). "A Policy Simulation Model of the Child Care Choices of Working Mothers in Ontario." (With Gordon Cleveland) \$75,000.

C. PUBLICATIONS AND WORK-IN-PROGRESS

(a) Refereed Journal Publications

- "Behavioral Economics, Wearable Devices, and Cooperative Games: Results from a Population-based Intervention to Increase Physical Activity." *Journal of Medical Internet Research: Serious Games*, forthcoming, with T. Van Mierlo, A. Ching, R. Fournier and R. Dembo.
- "Mapping Power Distributions in Digital Health Networks: Methods, Interpretations and, Practical Implications." *Journal of Medical Internet Research*, 2015; 17(6):e160, with T. Van Mierlo and A. Ching.
- "Wearables, Gamified Group Challenges and Behavioral Incentives: A Preliminary Study of An Engagement Program to Increase Physical Activity." *iProc*, 2015; 1(1):e1, with T. Van Mierlo, A. Ching, R. Fournier and R. Dembo.
- "Managing the supply of physicians' services through intelligent incentives." *Canadian Medical Association Journal* 184:E77-E80 (January 10, 2012, published ahead of print November 28, 2011) (with B. Golden and R Hannam).
- "Consequences of the Performance Appraisal Experience." *Personnel Review*, 39, No. 3 (2010), 375-396 (with M. Brown).
- "Workplace Violence and the Duration of Workers' Compensation Claims." *Relations Industrielles/ Industrial Relations*, 63, No. 1 (2008), 57-84 (with M. Campolieti and J. Goldenberg).
- "Determinants of Stress in Medical Practice: Evidence from Ontario." *Relations Industrielles/ Industrial Relations*, 62, No. 2 (2007), 226-257 (with M. Campolieti and B. Kralj).

- “Experience Rating, Work Injuries and Benefit Costs: Some New Evidence.” *Relations Industrielles/Industrial Relations*, 61, No. 1 (2006), 118-145 (with M. Campolieti and T. Thomason).
- “Further Evidence for Interpreting the "Monday Effect" in Workers' Compensation.” *Industrial and Labor Relations Review*, 59, No. 3 (2006), 438-450 (with M. Campolieti).
- “Strike Incidence and Strike Duration: Some New Evidence from Ontario.” *Industrial and Labor Relations Review*, 58, No. 4 (2005), 610-630, (with M. Campolieti and R. Hebdon).
- “Child Care Subsidies, Welfare Reforms and Lone Mothers.” *Industrial Relations*, 42, No. 2, (2003), 251-269, (with G. Cleveland).
- “Symposium: The Effect of Work-Family Policies on Employees and Employers.” *Industrial Relations*, 42, No. 2, (2003), 139-144, (with R. Drago).
- “Union Impacts in Low-Wage Services: Evidence From Canadian Child Care.” *Industrial and Labor Relations Review*, 56, No. 2 (2003), 295-305, (with G. Cleveland and M. Gunderson).
- “Child Care Workers’ Wages: New Evidence on Returns to Education, Experience, Job Tenure and Auspice.” *Journal of Population Economics*, 15, No. 3 (2002), 575-597, (with G. Cleveland).
- “Workplace Risks and Wages: Canadian Evidence from Alternative Models.” *Canadian Journal of Economics*, 34, No. 2 (2001), 377-395, (with M. Gunderson).
- “The Impact of Representation (and Other Factors) on Employee-Initiated Workers' Compensation Appeals.” *Industrial and Labor Relations Review*, 53, No. 4 (July 2000), 665-683, (with B. Kralj).
- “Privatization of Workers’ Compensation: Will the Cure Kill the Patient?” *International Journal of Law and Psychiatry*, 22, No. 5-6 (1999), 547-565, (with M. Gunderson).
- “Implications of Small Bargaining Units and Independent Unions for Bargaining Disputes: A Look into the Future?” *Relations industrielles/Industrial Relations*, 54, No. 3 (Summer 1999), 503-526, (with R. Hebdon and M. Mazerolle).
- “Free Trade, Global Markets, and Alternative Work Arrangements.” *Proceedings of the 51st Annual Meetings of the Industrial Relations Research Association (refereed papers in labor economics)*, 1999, 152-160, (with K. Roberts).
- “The Effects of Industrial Relations Factors on Health and Safety Conflict.” *Industrial and Labor Relations Review*, 51, No. 4 (July 1998), 579-593, (with R. Hebdon).
- “Do Employees Actually Bear the Risk in Defined Benefit Pension Plans?” *Canadian Labour and Employment Law Journal*, 5, No. 1, (1997), 125-138, (with J.E. Pesando).
- “Do Injured Workers Pay for Reasonable Accommodation?” *Industrial and Labor Relations Review*, 50, No. 1, (October 1996), 92-104, (with M. Gunderson).
- “Work Disincentives of Workers' Compensation Permanent Partial Disability Benefits: Evidence for Canada.” *Canadian Journal of Economics*, 29, No. 2 (May 1996), 289-308.

“Collective Bargaining in the Public Sector: Comment.” *American Economic Review*, 86, No. 1 (March 1996), 315-326 (with M. Gunderson and R. Hebdon).

“The Distribution of Investment Risk in Defined Benefit Pension Plans: A Reconsideration.” *Relations industrielles/Industrial Relations*, 51, No. 1 (Winter 1996), 136-157 (with J. Pesando).

“Child Care Costs and the Employment Decision of Women: Evidence for Canada.” *Canadian Journal of Economics*, 29, No. 1 (February 1996), 132-151 (with G. Cleveland and M. Gunderson).

“On the Edge: Single Mothers' Employment and Child Care Arrangements for Young Children.” *Canadian Journal of Research in Early Childhood Education. Special Issue on Child Care*, 5, No. 1, (February 1996), 13-25 (with G. Cleveland).

“Workplace Innovation in the Public Sector: The Case of the Office of the Ontario Registrar General.” *Journal of Collective Negotiations in the Public Sector*, 25, No. 1 (1996), 63-81 (with R. Hebdon).

“Reasonable Accommodation Requirements Under Workers' Compensation in Ontario.” *Relations industrielles/Industrial Relations*, 50, No. 2, (Spring 1995), 341-360 (with M. Gunderson and D. Law).

“The Impact of Workers' Compensation Experience Rating on Employer Appeals Activity.” *Industrial Relations*, 34, No. 1, (January 1995), 95-106 (with B. Kralj).

“Determinants of Child Care Choice: A Comparison of Results for Ontario and Quebec.” *Canadian Journal of Regional Science*, 16, No. 1 (1993), 53-67 (with G. Cleveland).

“Determinants of Fertility in Urban and Rural Kenya: Estimates and a Simulation of the Impact of Education Policy.” *Environment and Planning A*, 25 (1993), 371-382 (with W. Milne).

“Re-Employment and Accommodation of Injured Workers under Ontario's Workers' Compensation Act.” *Journal of Individual Employment Rights*, 1, No. 3 (1992), 253-262.

“Early Retirement Pensions and Employee Turnover: An Application of the Option Value Approach.” *Research in Labor Economics*, 13 (1992), 321-337 (with J. Pesando and M. Gunderson).

“Wage-Pension Trade-Offs in Collective Agreements.” *Industrial and Labor Relations Review*, 46, No. 1 (October 1992), 146-160 (with M. Gunderson and J. Pesando).

“Countercyclical Fertility in Canada: Some Empirical Results.” *Canadian Studies in Population*, 18, No. 1 (1991), 1-16 (with W. Milne).

“Can Public Policy Affect Fertility?” *Canadian Public Policy*, 17, No. 1 (March 1991), 77-85 (with W. Milne).

(b) Refereed Monographs

“New Evidence about Child Care in Canada: Use Patterns, Affordability and Quality.” *Choices*, Institute for Research on Public Policy (IRPP), 4, No. 12 (October 2008), (with G. Cleveland, B. Forer, C. Japel and M. Krashinsky).

“Pay Differences between the Government and Private Sectors: Labour Force Survey and Census

Estimates.” CPRN Discussion Paper No. W|10, February 2000, (with Morley Gunderson and Craig Riddell).

“Subsidizing Child Care for Low-Income Families: A Good Bargain for Canadian Governments?” Choices, Institute for Research on Public Policy (IRPP), 4, No. 2 (May 1998), (with Gordon Cleveland).

“Using the NLSCY to Study the Effects of Child Care on Child Development.” Research Paper T-97-6E, Applied Research Branch, Strategic Policy, Human Resources Development Canada, September 1997 (with G. Cleveland). Also available in French as Research Paper T-97-6F.

“Subsidies to Consumers or Subsidies to Providers: How Should Governments Provide Child Care Assistance?” Research Paper R-97-7E, Applied Research Branch, Strategic Policy, Human Resources Development Canada, May 1997 (with G. Cleveland). Also available in French as Research Paper R-97-7F.

“Child Care, Social Assistance and Work: Lone Mothers with Preschool Children.” Working Paper W-96-2E, Applied Research Branch, Strategic Policy, Human Resources Development Canada, March 1996 (with G. Cleveland).

(c) Edited Volumes and Special Journal Issues

Symposium: The Effect of Work-Family Policies on Employees and Employers. *Industrial Relations*, Volume 42, No. 2 (April 2003).

Workers’ Compensation: Foundations for Reform. (Toronto, Ont.: University of Toronto Press), 2000 (with M. Gunderson).

New Approaches to Disability in the Workplace. Industrial Relations Research Association, (Ithaca, NY: Cornell University Press for the IRRA), 1998 (with J.F. Burton Jr. and T. Thomason).

Public Sector Employment in a Time of Transition. Industrial Relations Research Association, (Ithaca, NY: Cornell University Press for the IRRA), 1996, (with D. Belman and M. Gunderson).

(d) Chapters in Books

“Consequences of the Performance Appraisal Experience.” In New Perspectives in Employee Engagement in Human Resources. (Bingley, United Kingdom: Emerald Gems Series, Emerald Group Publishing Limited) 2015, (with M. Brown).

“Does Vocational Rehabilitation Have Much Impact on Helping People Return to Work.” In D. Taras and K. Williams-Whitt (eds.) Perspectives on Disability and Accommodation. (Victoria, B.C.: National Institute of Disability Management and Research), 2011, 225-244, (with M. Campolieti).

“Strikes and Dispute Resolution.” In M. Gunderson, A. Ponak and D. Taras (eds.), Union-Management Relations in Canada, sixth edition. (Don Mills, Ontario: Addison-Wesley Publishers Limited), 2009, 322-360, (with M. Gunderson, and R. Hebdon).

“Union Impact on Compensation, Productivity, and Management of the Organization.” In M. Gunderson, A. Ponak and D. Taras (eds.), Union-Management Relations in Canada, sixth edition. (Don Mills, Ontario: Addison-Wesley Publishers Limited), 2009, 383-402, (with M. Gunderson).

“Employer-Based Health Insurance: A Way for the Future?” In C. Flood, M. Stabile and C. Tuohy (eds.), Exploring Social Insurance: Can a Dose of Europe Cure Canadian Health Care Finance. (Montreal, Que.: McGill-Queen’s University Press) 2008, 91-113, (with M. Gunderson).

“The Comparison of Private Insurers and Public Insurers in Workers’ compensation Systems.” In M. Shinada (ed.), Workers’ compensation and Moral Hazard. Law and Economic Analysis of Workers’ Compensation Insurance in North America. Kyoto: Horitsu Bunkasha Publishers, 2006. (with M. Gunderson)

“Workers’ Compensation and Return-to-Work.” In M. Shinada (ed.), Workers’ compensation and Moral Hazard. Law and Economic Analysis of Workers’ Compensation Insurance in North America. Kyoto: Horitsu Bunkasha Publishers, 2006. (with M. Gunderson)

“Mandatory Retirement: Not as Simple as it Seems.” In C.T. Gillin, D. MacGregor and T. Klassen (eds.), Time’s Up! Mandatory Retirement in Canada. (Toronto: James Lorimer and Company Ltd. for the Canadian Association of University Teachers), chapter 8, 2005. (with M. Gunderson).

“Issues in Workers’ Compensation Appeals System Reform.” In K. Roberts, J.F. Burton, Jr. and M. Bodah (eds.), Workplace Injuries and Diseases: Prevention and Compensation – Essays in Honor of Terry Thomason. (Kalamazoo: W.E. Upjohn Institute for Employment Research), 2005, 117-140.

“Strikes and Dispute Resolution.” In M. Gunderson, A. Ponak and D. Taras (eds.), Union-Management Relations in Canada, fifth edition. (Don Mills, Ontario: Addison-Wesley Publishers Limited), 2004, 332-370, (with M. Gunderson, R. Hebdon and A. Ponak).

“Union Impact on Compensation, Productivity, and Management of the Organization.” In M. Gunderson, A. Ponak and D. Taras (eds.), Union-Management Relations in Canada, fifth edition. (Don Mills, Ontario: Addison-Wesley Publishers Limited), 2004, 394-413, (with M. Gunderson).

“Health and Coverage at Risk.” In J. Turner (ed.), Pay at Risk: Compensation and Employment Risk in the United States and Canada. (Kalamazoo: W.E. Upjohn Institute for Employment Research), 2001, 83-114, (with R. Friedland, L. Summer and S. Korczyk).

“Risk Shifting in Workers’ Compensation.” In J. Turner (ed.), Pay at Risk: Compensation and Employment Risk in the United States and Canada. (Kalamazoo: W.E. Upjohn Institute for Employment Research), 2001, 161-190.

“Issues in the Professionalization of Child Care.” In G. Cleveland and M. Krashinsky (eds.), Our Children’s Future: Child Care Policy in Canada. (Toronto: University of Toronto Press), 2001, 394-396.

“Public Pension Plans in the United States and Canada.” In W. Alpert and S. Woodbury (eds.), Employee Benefits and Labor Markets in Canada and the United States. (Kalamazoo, MI: The Upjohn Institute), 2000, 381-411, (with M. Gunderson and J.E. Pesando).

“Strikes and Dispute Resolution.” In M. Gunderson, A. Ponak and D. Taras (eds.), Union-Management Relations in Canada, fourth edition. (Don Mills, Ontario: Addison-Wesley Publishers Limited), 2000, 314-358, (with M. Gunderson and A. Ponak).

“Union Impact on Compensation, Productivity, and Management of the Organization.” In M. Gunderson, A. Ponak and D. Taras (eds.), Union-Management Relations in Canada, fourth edition. (Don Mills,

Ontario: Addison-Wesley Publishers Limited), 2000, 385-413, (with M. Gunderson).

“Foundations for Workers’ Compensation Reform: Overview and Summary.” In M. Gunderson and D. Hyatt (eds.), Workers’ Compensation: Foundations for Reform. (Toronto, Ont.: University of Toronto Press), 2000, 3-26, (with M. Gunderson).

“Unfunded Liabilities Under Workers’ Compensation.” In M. Gunderson and D. Hyatt (eds.), Workers’ Compensation: Foundations for Reform. (Toronto, Ont.: University of Toronto Press), 2000, 162-186, (with M. Gunderson).

“Should Work Injury Compensation Continue to Imbibe at the Tort Bar?” In M. Gunderson and D. Hyatt (eds.), Workers’ Compensation: Foundations for Reform. (Toronto, Ont.: University of Toronto Press), 2000, 327-360, (with D. Law).

“Workforce and Workplace Changes: Implications for Injuries and Compensation.” In T. Sullivan (ed.), Injury and the New World of Work. (Vancouver, B.C.: UBC Press), 2000, 46-68, (with M. Gunderson).

"Disability in the Workplace." (With Terry Thomason and John F. Burton Jr.). In T. Thomason, D. Hyatt and J. Burton Jr. (eds.), New Approaches to Disability in the Workplace. Industrial Relations Research Association, (Ithaca, NY: Cornell University Press for the IRRA), 1998, 1-37, (with T. Thomason and K. Roberts).

“Disputes and Dispute Resolution in Workers' Compensation.” (With Terry Thomason and Karen Roberts). In T. Thomason, D. Hyatt and J. Burton Jr. (eds.), New Approaches to Disability in the Workplace. Industrial Relations Research Association, (Ithaca, NY: Cornell University Press for the IRRA), 1998, 269-297, (with T. Thomason and K. Roberts).

“Labour Adjustment Policy and Health: Considerations for a Changing World.” In Determinants of Health: Settings and Issues. (St.-Foy, Que.: Les Editions MultiMondes for the National Forum on Health), 1998 (with T. Sullivan, O. Uneke, J. Lavis, and J. O'Grady). Also available in French.

“Intergenerational Considerations of Workers' Compensation Unfunded Liabilities.” In Miles Corak (ed.), Government Finances and Generational Equity. Statistics Canada Catalogue no. 68-513-XPB. (Ottawa: Minister of Industry), 1998 (with M. Gunderson). Also available in French.

“Workers' Compensation Costs in Canada: 1961-1993.” In M. Abbott, C. Beach and R. Chaykowski (eds.), Transition and Structural Change in the North American Labour Market. (Kingston: Industrial Relations Centre and John Deutch Institute, Queen's University distributed by IRC Press), 1997, 235-255, (with T. Thomason).

“Public Sector Employment Relations in Transition.” In D. Belman, M. Gunderson and D. Hyatt (eds.), Public Sector Employment in a Time of Transition. Industrial Relations Research Association, (Ithaca, NY: Cornell University Press for the IRRA), 1996, (with D. Belman and M. Gunderson).

“Canadian Public Sector Employment Relations in Transition.” In D. Belman, M. Gunderson and D. Hyatt (eds.), Public Sector Employment Relations in a Time of Transition. Industrial Relations Research Association, (Ithaca, NY: Cornell University Press for the IRRA), 1996, (with M. Gunderson).

“The Effect of Free Trade on Contingent Work in Michigan.” In Karen Roberts and Mark I. Wilson (eds.), Policy Choices: Free Trade Among NAFTA Nations. (East Lansing, MI: Michigan State University

Press), 1996, 235-260, (with K. Roberts and P. Dorman).

“The Evolution of Workers' Compensation Costs in Canada.” In John F. Burton, Jr. (ed.), 1996 Workers' Compensation Yearbook. (Horsham, PA: LRP Publications), 1995, I-39 to I-48, (with T. Thomason).

“Alternative Methods for Modeling Regional Industrial Activity: Short Run Versus Long Run.” In M. Popov (ed.), The Issues of Elaboration and Implementation of Regional Development Programs under the Transition to a Market Economy. (Donetsk, Ukraine: Donetsk Polytechnical Institute), 1995, 48-52. (Text in Russian).

“Union Impact on Compensation, Productivity, and Management of the Organization.” In M. Gunderson and A. Ponak (eds.), Union-Management Relations in Canada, third edition. (Don Mills, Ontario: Addison-Wesley Publishers Limited), 1995, 311-337, (with M. Gunderson).

“Strikes and Dispute Resolution.” In M. Gunderson and A. Ponak (eds.), Union-Management Relations in Canada, third edition. (Don Mills, Ontario: Addison-Wesley Publishers Limited), 1995, 373-411, (with M. Gunderson and A. Ponak).

“Re-Employment and Accommodation Requirements under Workers' Compensation.” In T. Thomason and R. Chaykowski (eds.), Research in Canadian Workers' Compensation. (Kingston: Queen's University IRC Press), 1995, 141-157, (with M. Gunderson and D. Law).

“Measuring the Impact of Vocational Rehabilitation on the Probability of Post-Injury Return to Work.” In T. Thomason and R. Chaykowski (eds.), Research in Canadian Workers' Compensation. (Kingston: Queen's University IRC Press), 1995, 158-180, (with R. Allingham).

(e) Conference Proceedings

“Employment Equity in Canada and the United States.” *Proceedings of the 54th Annual Meeting of the Industrial Relations Research Association*, 2002, 146-153 (with M. Gunderson and S. Slinn).

“Contingent Work: The Role of the Market, Collective Bargaining and Legislation.” *Proceedings of the 53rd Annual Meeting of the Industrial Relations Research Association*, 2001, 99-107 (with M. Gunderson).

“Child Care Choice for Pre-School Children of Employed Mothers in Ontario, Quebec and Alberta in 1988.” *Proceedings of the 29th Conference of the Canadian Industrial Relations Association*, 1993, 355-366 (with G. Cleveland).

“Projections of the Effect of Government Child Care Policy on Parents Choice of Child Care Arrangements.” *Proceedings From the Child Care Policy Research Symposium*, (Toronto: Child Care Resource and Research Unit), 1993 (with G. Cleveland).

“Workers' Compensation Costs and Competitiveness: Issues and Inter-Jurisdictional Comparisons.” *Proceedings of the 28th Conference of the Canadian Industrial Relations Association*, 1992, 421-429 (with B. Kralj).

“Employer Appeals of Workers' Compensation Board Decisions: The Impact of Experience Rating.” *Proceedings of the 27th Conference of the Canadian Industrial Relations Association*, 1991, 329-337 (with B. Kralj).

(f) Book Reviews

Labour Relations and Health Reform. A Comparative Study of Five Jurisdictions. Edited by Kurt Wetzel. *Relations Industrielles/ Industrial Relations*, 62, No. 4, 2007), 781-783.

Adequacy of Earnings Replacement in Workers' Compensation Programs. Edited by H. Allan Hunt. *Industrial and Labor Relations Review*, 59, No. 1 (2005), 160-161

(g) Non-Refereed Publications

"Safety in the Ontario Construction Industry." *Building Ontario*, Winter 2007/2008, 10-11 (with B. McCabe, C. Loughlin, and S. Tighe).

"Strategies for Engendering Healthy Workplaces." *Economic Issues Note*, Economic Analysis and Evaluation Division, Health Canada, July 2004, 1-9 (with B. Shapansky, J. Bourgeois, P. De Civita, and M. Gunderson).

"Economics and RSI/WMSD: Coming to Grips with Economic Causes, Costs and Efficiency." (With Donald C. Cole and Sandra Sinclair), 1998, Institute for Work and Health Working Paper.

"New Approaches the Disability in the Workplace." *Labor Law Journal*, 49, No. 7, 1998, 1175-1187 (with T. Thomason and J. Burton, Jr.).

"Assessing Federal Child Care Policy: Does the Arrow Reach its Target?" *Policy Options*, 17, No. 1, (January-February 1997), 20-24 (with G. Cleveland).

"The Evolution of Workers' Compensation Costs in Canada." *Workers' Compensation Monitor*, 9, No. 1, (May-June 1996), 4-13 (with T. Thomason).

(h) Reports to Governments, Commissions and Task Forces

"Feasibility Study To Develop a Tool to Assist in Projecting Insurable Earnings and Employment." (Ontario) Workplace Safety and Insurance Board, November 2014 (39 pages).

"An Overview of the Financial Impact of the Canadian Music Industry." Report to the Ontario Media Development Corporation (OMDC), May 2008 (report released June 6, 2008) (95 pages).

"An Economic Perspective on the Current and Future Role of Nonprofit Provision of Early Learning and Child Care Services in Canada." Final report to Human Resources and Skills Development Canada. (With G. Cleveland, B. Forer, C. Japel and M. Krashinsky), March 1, 2007 (83 pages).

"Attitudes and Incident Modeling for Construction Safety." A report to the Research Advisory Council of the Ontario Workplace Safety and Insurance Board (WSIB). (With B. McCabe, C. Loughlin and S. Tighe), July 2006.

"Canadian Commercial Radio Broadcasting: Historical Financial Performance and Projections." Paper prepared for L'Association quebecois de l'industrie du disque, du spectacle et de la video (ADISQ) and the Canadian Independent Record Production Association (CIRPA) for the Canadian Radio-television and Telecommunications Commission's Review of Commercial Radio Policy. (With Paul Audley), May 16, 2006 (40 pages).

“A Proposal to Revise the CRTC’s Canadian Talent Development Policy for Canadian Commercial Radio Broadcasters.” Paper prepared for L’Association quebécois de l’industrie du disque, du spectacle et de la video (ADISQ) for the Canadian Radio-television and Telecommunications Commission’s Review of Commercial Radio Policy. (With Paul Audley), May 16, 2006 (30 pages).

“Economic Incentives: Strategies for Engendering Healthy Workplaces.” A Report to Health Canada. (With M. Gunderson), March 2002.

“Issues in Workers’ Compensation for 2001.” A Report to the Workers’ Compensation Board of Manitoba. January 2001.

“Final Report of the Child Care Policy-Evaluation Model Project.” A Report to Child Care Visions, Human Resources Development Canada. (With G. Cleveland, M. Gunderson and M. Krashinsky), March 2001.

“Some Benefit Considerations in Workers’ Compensation.” A Report to the Royal Commission on Workers’ Compensation in British Columbia. (With M. Gunderson), June 1998.

“Waiting Periods and Direct Payments in Workers’ Compensation.” A Report to the Royal Commission on Workers’ Compensation in British Columbia. (With M. Gunderson), June 1998.

“Evidence on the Efficacy of Experience Rating in British Columbia.” A Report to the Royal Commission on Workers’ Compensation in British Columbia. (With T. Thomason), May 1998.

“Subsidies to Consumers or Subsidies to Providers: How Should Governments Provide Child Care Assistance?” A Report to the Applied Research Branch of the Social Policy Group of Human Resources Development Canada. (With G. Cleveland), March 1996.

“The Cost of Doing Nothing: Why an Active Labour Adjustment Strategy Makes Sense in Ontario’s Health Sector.” A Report to the Ontario Health Sector Training and Adjustment Program. (With M. Gunderson), February 1996.

“Final Report of the Child Care 2000 Project.” A Report to Human Resources Development Canada (the Child Care Initiatives Fund). (With G. Cleveland), August 1995.

“The Alberta Child Care Demand Model.” A Report to Human Resources Development Canada (the Child Care Initiatives Fund). (With G. Cleveland), July 1995.

“The Quebec Child Care Demand Model.” A Report to Human Resources Development Canada (the Child Care Initiatives Fund). (With G. Cleveland), July 1995.

“Baseline Study for Canada.” A Report to the Employment Department, Government of England. (With M. Gunderson), May 1995.

“Child Care, Social Assistance and Work: Single Parents with Preschool Children.” A Report to Human Resources Development Canada. (With G. Cleveland), April 1995.

“An Assessment of the Impact of Child Care Cost, Availability and Quality on Mothers’ Employment: Final Report.” A Report to Human Resources Development Canada. (With G. Cleveland), November 1994.

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“The Ontario Child Care Demand Model: Final Report.” A Report to Statistics Canada. (With G. Cleveland), August 1993.

“What is Success in Employment Equity? A Regression-Based Analysis of Factors Influencing the Representation of Designated Groups in Varying Employment Situations.” A Report to Employment and Immigration Canada. (With E. Harvey), May 1992.

“Results of Estimation of Child Care Demand Model.” A Report to Statistics Canada. (With G. Cleveland), September 1991.

“Modeling Child Care Demand Using the 1988 National Child Care Survey.” A Report to Statistics Canada. (With G. Cleveland), June 1991.

“Collective Bargaining, Hours of Work and Overtime: A Report to the Ontario Task Force on Hours of Work and Overtime.” (With E. Swimmer and M. Gunderson) Queen’s Printer, 1988.

(i) Copyright Tariff Reports

CMRRA/SODRAC Inc. – Online Music Services 2008-2010.

CMRRA/SODRAC Inc. - Multi-Channel Subscription Radio Services, 2006-2009.

Access Copyright Reprographic Reproductions in Canada by Educational Institutions, 2005-2009.
CMRRA/SODRAC (CSI) On-Line Music Services, 2005-2007.

NRCC Background Music Tariff 3, 2003-2009.

CMRRA/SODRAC Pay Audio Services Tariff 4.

SOCAN/NRCC Commercial Radio Tariff 1.A, 2003-2007.

(j) Other Manuscripts

“Unbottling a Gini: Leveraging Fundamentals of Economic Theory to Detect Patterns of Engagement in Digital Health Social Networks.” (With T. VanMierlo and A. Ching). 2016.

“Construction Safety Climate in Ontario: A Longitudinal Study.” (With B. McCabe, E. Alderman, and Y. Chen). 2016.

“Safety and Age: a Longitudinal Study of Ontario Construction Workers.” (With Y. Chen and B. McCabe). 2016.

“Data Collection Framework for Construction Safety Research.” (With Y. Chen, E. Alderman and B. McCabe), May 2015.

“Safety Impacts of a Mobile Labour Force.” (With B. McCabe), January 2013.

RESEARCH IN PROGRESS

“Gamification Incentives and Population Health Outcomes.”

“Construction Safety Practices.”

“Determinants of Compensation in the Child Care Industry.”

CONFERENCE PAPERS AND OTHER PRESENTATIONS

“Safety and Age: a Longitudinal Study of Ontario Construction Workers.” To be presented at the 2016 Construction Research Congress, San Juan, Puerto Rico, May 31 to June 2, 2016.

“Wearables, Gamified Group Challenges and Behavioral Incentives: A Preliminary Study of an Engagement Program to Increase Physical Activity.” With T. Van Mierlo, A. Ching, R. Fournier and R. Dembo. Partners HealthCare Connected Health. Boston MA, October 2015.

“Shopping Malls and Digital Health Networks: Predicting Patterns of Use.” With T. Van Mierlo and A. Ching. Presented at Stanford Medical School, September 26, 2015.

“Data Collection Framework for Construction Safety Research.” With Y. Chen, E. Alderman and B. McCabe. Presented at the 5th International/11th Construction Specialty Conference, Vancouver British Columbia, June 9, 2015.

“A Venture Capital Perspective on Intellectual Property.” presented at IPgentsia, University of Waterloo Office of Research, April 2, 2008.

“Some Implication of Demographic Change for the Economics of Media.” Ryerson University, September 12, 2007.

“Employer-Based Health Insurance: A Way for the Future?” (with M. Gunderson) presented at the Social Insurance for Health Care: Legal and Political Considerations conference, School of Public Policy and Governance, University of Toronto. November 9, 2006.

“Does Vocational Rehabilitation Have Much Impact on Helping People Return to Work.” (with M. Campolieti), presented at the Accommodating Disability in the Workplace: Research, Policy and Practice, co-sponsored by the Institute for Advanced Policy Research, the Industrial Relations Research Group at the University of Calgary, the Workers Compensation Board of Alberta, and the Faculty of Management at the University of Alberta, Calgary, Alberta, June 14, 2006.

“Comments on Einhorn and McKie.” Digital Copyright Reform in Canada: An International Perspective. Toronto, Ontario. March 3, 2006.

“Pricing Issues Facing Music Publishers and Recording Companies.” Digital Music Summit, Toronto, Ontario. March 1, 2006.

“History and Economic Perspectives on Current Issues in Workers’ Compensation Reform in Canada.” Presentation to the Ministry of Health, Labor and Welfare, Government of Japan, Tokyo, Japan, August 10, 2004.

“Issues in Workers' Compensation Appeals System Reform,” presented at Workers’ Compensation: Current and Emerging Issues, A Conference in Memory of Terry Thomason, University of Rhode Island, Kingston Rhode Island, March 27, 2004.

“Dysfunctional Aspects of Performance Appraisal,” (with M. Brown and J. Benson), presented at the meetings of the Canadian Industrial Relations Association, Halifax, Nova Scotia, June 1, 2003.

“The Recipe for Good Quality Early Childhood Care and Education: Do We Know the Key Ingredients?” (with G. Cleveland), presented at the meetings of the Canadian Economics Association, Ottawa, Ontario, May 31, 2003.

“Lessons from Some "Contingent Workers" who Sought Union Certification,” (with S. Slinn), presented at the meetings of the Industrial Relations Research Association, Atlanta, GA, January 6, 2002.

“Employment Equity in Canada and the U.S.” (with M. Gunderson and S. Slinn), presented at the meetings of the Industrial Relations Research Association, Atlanta, GA, January 5, 2002.

“Strike Duration: Theory and Evidence,” (with R. Hebdon), presented at the meetings of the Canadian Industrial Relations Association, Laval Quebec, May 27, 2001.

“Contingent Work: The Role of the Market, Collective Bargaining and Legislation,” (with M. Gunderson), presented at the meetings of the Industrial Relations Research Association, New Orleans, LA, January 5, 2001.

“Simulating the Effects of Child Care Policy in Canada,” presented at the meetings of the Canadian Employment Research Forum, Vancouver, British Columbia, June 1, 2000.

“Should Experience Rating Be Abolished,” Invited speaker, Canadian Bar Association – Ontario Workers’ Compensation Group. February 9, 2000.

“Does the Child Care Labor Market Work? Provocative Evidence From Canada,” presented at the Institute for the Study of Labor (IZA) conference, The Economics of Childcare, Bonn, Germany, November 15, 1999.

“Intergenerational Considerations of Workers’ Compensation Unfunded Liabilities in Ontario,” presented at the meetings of the Workers’ Compensation Research Group, Toronto, Ontario, June 6, 1999.

“Working with Young Children: Comments,” presented at the Good Child Care Symposium, Toronto, Ontario, May 30, 1999.

“Translating Cancer Epidemiology Findings into Workplace Policy,” presented at the meetings of the Canadian Society for Epidemiology and Biostatistics, Vancouver, BC, May 6, 1999 (invited speaker).

“Free Trade, Global Markets and Alternative Work Arrangements: Canada versus the United States”, (with K. Roberts), presented at the meetings of the Industrial Relations Research Association, New York, NY, January 5, 1999.

“Disputes and Dispute Resolution in Social Security and Workers’ Compensation,” (with T. Thomason and K. Roberts), presented at the meetings of the Industrial Relations Research Association, Chicago, IL, January 5, 1998.

“Inter-Generational Considerations of Workers' Compensation Unfunded Liabilities,” (with M. Gunderson), presented at the Statistics Canada/Human Resources Development Canada conference, Inter-Generational Equity in

Canada, Ottawa, Ontario, February 20, 1997.

“Economics and RSI/WMSD: Coming to Grips with Economic Causes, Costs and Efficiency,” (with D. Cole and S. Sinclair), presented at the Ontario Physiotherapy Association Internal Symposium on Global Rehabilitation Trends, Toronto, Ontario, January 17, 1997.

“Public Pensions, Age and Gender: A U.S. Canada Comparison,” (with M. Gunderson and J. Pesando), presented at the meetings of the American Economic Association, San Francisco, CA, January 6, 1996.

“Canadian Public Sector Employment Relations in Transition,” (with M. Gunderson), presented at the meetings of the Industrial Relations Research Association, San Francisco, CA, January 6, 1996.

“Free Trade, Global Markets and Alternative Work Arrangements: Canada Versus the United States,” (with Karen Roberts), presented at the Biennial Conference of the Association of Canadian Studies in the United States, Seattle, Washington, November 18, 1995.

“Child Care and Work Decisions of Lone Parent Mothers,” (with G. Cleveland), presented at the meetings of the Canadian Economics Association, Montreal, Quebec, June 1995.

“Legal Structure, Dispute Resolution and Compensation in the Canadian Public Sector,” presented at the World Congress of the International Industrial Relations Association, Washington, D.C., June 1, 1995.

“Post-Injury Labour Market Outcomes of Workers' Compensation Recipients,” (with T. Thomason), presented at the Transition and Structural Change in the North American Labour Market conference, Queen's University, Kingston, Ontario, May 26, 1995.

“The Effect of Economic Integration on Contingent Work,” (with K. Roberts and P. Dorman) presented at the Free Trade Among Nations: NAFTA Implications for Michigan conference, East Lansing Michigan, November 14, 1994.

“Public Pension Plans in the United States and Canada,” (with M. Gunderson and J.E. Pesando) presented at the Upjohn Institute Project on Employee Benefits, Labor Costs and Labor Markets in Canada and the United States conference, Kalamazoo, Michigan, November 4, 1994.

“Workplace Restructuring in the Public Sector,” (with R. Hebdon), presented at the Collective Bargaining Group conference, Toronto, Ontario, October 15, 1994.

“Does Child Care Policy Matter?” (with G. Cleveland), presented at the Canadian Law and Economics Association Conference, Toronto, Ontario, October 1, 1994.

“Optimum Child Care Choice and Mother's Labour Force Participation: A Nested Logit Analysis,” (with G. Cleveland), presented at the meetings of the Canadian Economics Association, Calgary, Alberta, June 10, 1994.

“Child Care Choice and Labour Force Participation of Mothers: A Canadian Regional Perspective,” (with G. Cleveland) presented at a joint session of the Canadian Economics Association and the Canadian Regional Science Association, Calgary, Alberta, June 10, 1994.

“Determinants of Child Care Choice: A Comparison of Results for Ontario and Quebec,” (with G. Cleveland), presented at the Pacific Regional Science Association Meetings, Whistler, B.C., July 13, 1993.

“Alternative Methods for Modeling Regional Industrial Activity: Short Run Versus Long Run,” presented at the

conference, The Issues of Elaboration and Implementation of Regional Development Programs under the Transition to a Market Economy, Donetsk Polytechnical Institute, Donetsk, Ukraine, May 19, 1993.

“Measuring the Impact of Vocational Rehabilitation on the Probability of Post-Injury Return to Work,” (with R. Allingham) presented at the conference, Challenges to Workers' Compensation in Canada, Queen's University, Kingston, Ontario, April 29, 1993.

“Re-Employment and Accommodation Requirements Under Workers' Compensation,” (with M. Gunderson and D. Law) presented at the conference, Challenges to Workers' Compensation in Canada, Queen's University, Kingston, Ontario, April 29, 1993.

“Child Care Use Patterns of the Pre-School Children of Employed Single Mothers,” (with G. Cleveland) presented at a joint session of the Canadian Economics Association and the Canadian Industrial Relations Association, Charlottetown, P.E.I., June 6, 1992.

“Child Care Choice for Pre-School Children of Employed Mothers in Ontario, Alberta and Quebec,” (with G. Cleveland) presented at a joint session of the Canadian Economics Association and the Canadian Industrial Relations Association, Charlottetown, P.E.I., June 6, 1992.

“The Distribution of Investment Risk in Defined Benefit Pension Plans: A Re-Examination,” (with J. Pesando) presented at the Current Pension Policy Issues conference, Centre for Pension and Retirement Research, Miami University, Miami, Ohio, March 27-8, 1992.

“Workers' Compensation Costs and Competitiveness: Issues and Inter-Jurisdictional Comparisons,” (with B. Kralj) presented at the meetings of the Canadian Industrial Relations Association, Kingston, Ontario, June 4, 1991.

“Projections of the Effect of Government Child Care Policy on Parents Choice of Child Care Arrangements,” (with G. Cleveland) presented at the meetings of the Canadian Society for the Study of Education, Kingston, Ontario, June 3, 1991.

“The Effect of Price on Choice of Child Care Arrangements,” (with G. Cleveland) presented at the meetings of the Canadian Economics Association, Kingston Ontario, June 3, 1991.

“The School to Labour Force Transition: Preliminary Results for Columbia,” (with L. Kumaranayake) presented at the meetings of the Canadian Economics Association, Kingston Ontario, June 2, 1991.

“Labour Force Participation and Earnings of Men and Women in Kenya,” (with W. Milne) presented at the meetings of the Canadian Economics Association, Kingston Ontario, June 2, 1991.

“Urban and Rural Fertility Differentials in Kenya: An Econometric Analysis Using Micro Data,” (with W. Milne) presented at the meetings of the North American Regional Science Association, Boston Mass. November 10, 1990.

“Employer Appeals of Workers' Compensation Board Decisions: The Impact of Experience Rating,” (with B. Kralj) presented at the meetings of the Canadian Industrial Relations Association, University of Victoria, Victoria B.C., June 4, 1990.

“The Impact of Early Retirement Pensions on Employee Turnover: Evidence from The Ontario Public Service,” (with J. Pesando and M. Gunderson) presented at the meetings of the Canadian Economics Association, University of Victoria, Victoria B.C., June 3, 1990.

“Estimating the Impact of Desired Family Size on Fertility Behaviour: Preliminary Results for Kenya,” (with W.

Milne) presented at the meetings of the Canadian Economics Association, Laval University, Quebec City, Quebec, June 4, 1989.

“Time Series Estimation of Fertility: Public Policy and the Opportunity Cost of Children,” (with W. Milne) presented at a joint session of the Canadian Economics Association and the Canadian Population Association, McMaster University, Hamilton, Ontario, June 5, 1987.