

PHILIP I. MOSS
Curriculum Vitae

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ADDRESS

Professor and Chair,
Department of Regional Economic and Social Development
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EDUCATION

Ph.D. 1978 Massachusetts Institute of Technology, Economics
B.A. 1969 Johns Hopkins University, Economics, with Departmental and University
Honors

RESEARCH AND PUBLICATIONS

Articles

In Academic Journals and Proceedings

“Under Construction: The Continuing Evolution of Job Structures in Call Centers,” with Harold Salzman and Chris Tilly, *Industrial Relations*, forthcoming

“Tracking internal labor market shifts in four industries.” with Chris Tilly and Harold Salzman, Proceedings of the Industrial Relations Research Association Annual Meeting, 2002.

"Soft' Skills and Race: An investigation of black men's employment problems," with Chris Tilly, *Work and Occupations*, Vol. 23 No.3, August 1996

"Skills and Race in Hiring: Quantitative findings from Face to Face Interviews," with Chris Tilly, *Eastern Economics Review*, Vol. 21 No. 3, Summer 1995

"A Turn for the Worse: Why Black Men's Labor Market Fortunes Have Declined in the United States," with Chris Tilly, *Sage Race Relations Abstracts*, Volume 18, Number 1, February 1993

"Employment Gains by Minorities and Women in Large City Government, 1976-83," *Monthly Labor Review*, Volume 111, Number 11, November, 1988

"Widespread Labor Stickiness in the New England Offshore Fishing Industry: Implications for Adjustment and Regulation," with David Terkla and Peter Doeringer in *Land Economics*, February 1988

"Capitalism and Kinship: Do Institutions Matter in the Labor Market?" with Peter Doeringer and David Terkla in *Industrial and Labor Relations Review*, October 1986, Vol. 40, Number 1

"Income and Employment Change in the New England Fishing Industry," with David Terkla in *Ocean Development and International Law*, Vol. XV-1, Spring, 1985.

"Shifting Local Services to the State: Boston," with K. Bradbury and J. Slavet, *National Tax Journal*, Vol. 29, No. 1, March 1976

Books

Stories Employers Tell: Race, Skills, and Hiring in America, with Chris Tilly, New York: Russell Sage, 2001.

The New England Fishing Economy: Jobs Income and Kinship, with Peter Doeringer and David Terkla., Amherst, MA: University of Massachusetts Press, 1986

Financing State-Local Services: A Strategy for Greater Equity, with K. Bradbury and J. Slavet, Lexington MA: Lexington Books: D.C. Heath and Co., 1975

Papers Published in Edited Books and Monographs

"Learning about discrimination by talking to employers," In William M. Rodgers III, ed., *Handbook on the Economics of Discrimination*, Cheltenham UK: Edward Elgar 2006

"When firms restructure: Understanding work-life outcomes," with Chris Tilly and Hal Salzman. In Ellen Kossek and Susan Lambert, eds., *Work Life Integration in Organizations: New Directions for Theory and Practice* NJ: Lawrence Erlbaum Associates, 2005.

"Too Many Cooks? Tracking Internal Labor Market Dynamics in Food Service with Case Studies and Quantitative Data," with Julia Lane, Harold Salzman, and Chris Tilly, in Eileen Appelbaum, Annette Burnhardt, and Richard Murnane, eds., *Low-Wage America: How Employers Are Reshaping Opportunity in the Workplace*. New York, NY: Russell Sage Foundation, 2003.

"Earnings Inequality and the Quality of Jobs," in William Lazonick and Mary O'Sullivan, eds., *Corporate Governance and Sustainable Prosperity*. New York: Palgrave, 2002.

“Hiring in urban labor markets: Shifting labor demands, persistent racial differences,” with Chris Tilly, in Ivar Berg and Arne Kalleberg, eds., *Sourcebook on Labor Markets: Evolving Structures and Processes*, Plenum, 2001

“Space as a Signal, Space as a Barrier: How Employers Map and Use Space in Four Metropolitan Labor Markets,” with Chris Tilly, Joleen Kirschenman and Ivy Kennelly, Chapter 8, in Alice O’Connor, Chris Tilly, and Lawrence Bobo eds. *Urban Inequality: Evidence from Four Cities*, New York: Russell Sage, 2001.

“Why Opportunity Isn’t Knocking: Racial Inequality and the Demand for Labor,” with Chris Tilly, Chapter 9 in Alice O’Connor, Chris Tilly, and Lawrence Bobo eds. *Urban Inequality: Evidence from Four Cities*, New York: Russell Sage, 2001.

"Limits to market-mediated employment: From deconstruction to reconstruction of internal labor markets," with Chris Tilly and Harold Salzman. In Francoise Carre, Marianne Ferber, Lonnie Golden, and Steve Herzenberg, eds., *Non-Traditional Work Arrangements and the Changing Labor Market: Dimensions, Causes, and Institutional Responses*, IRRA Research Volume Madison, WI: Industrial Relations Research Association, 2000.

“How labor market tightness affects employer attitudes and actions toward black job applicants: Evidence from employer surveys,” with Chris Tilly, in Robert Cherry and William Rogers, eds., *Prosperity for All? The Economic Boom and African Americans*, New York: Russell Sage, 2000.

“What do Greater Boston area employers seek in their workers?,” with Chris Tilly, September 1999, Chapter 10 in Barry Bluestone and Mary Huff Stevenson, eds., *The Boston Renaissance: Race, Space, and Economic Change in an American Metropolis*, New York: Russell Sage, 2000.

"The Effects of Vocational Education and the Role of the Size of Firm on Non-College Youth," (with Donna Olszewski) in The Federal Role in Vocational Education: Sponsored Research, National Commission for Employment Policy, (Washington, D.C.: 1981)

"Concepts and Measures of Structural Unemployment," (with Robert Lerman and Burt Barnow), in Increasing Job Opportunities in the Private Sector, National Commission for Employment Policy, (Washington, D.C.: 1979)

"The Efficiency of Public Employment Programs," (with Peter Kemper), in Direct Job Creation, John Palmer, ed., The Brookings Institution, (Washington D.C.: 1978)

"Human Services in Massachusetts" and "Child Care: A Local Perspective," in Services to People: State Aids for Human Services in a Federal System, Selma J. Mushkin, ed.,

Vols. I and II, Public Services Laboratory, Georgetown University, (Washington D.C.: 1974)

"Pricing Recreation Services," in Public Prices for Public Products, Selma J. Mushkin, ed., The Urban Institute Press, (Washington, D.C.: 1972)

Papers in Research Magazines

"Too many cooks? Changing wages and job ladders in the food industry," with Julia Lane, Chris Tilly, and Hal Salzman. *Regional Review* (Federal Reserve Bank of Boston), Quarters 4/1, 2003-04.

"Pride and prejudice: Employers look for skill, but still act on stereotypes." *CommonWealth*, January 2001.

"Big City Labor Markets, Inner City Workers: An Employers' Eye View," with Chris Tilly, *Regional Review*, The Federal Reserve Bank of Boston, Volume 9, Number 2 1999

Research Reports

"Workforce development challenges for Massachusetts." With Jennifer Gaudet, Chris Tilly, Hal Salzman, and Christopher Lim. University of Massachusetts and the Massachusetts Department of Economic Development, 2002.

Knowledge Sector Powerhouse: The reshaping of Massachusetts industries and employment during the 1980s and 1990s with Robert Forrant and Chris Tilly, published as a monograph by the Massachusetts Department Of Economic Development, 2001

The New Corporate Landscape and Workforce Skills. With Harold Salzman and Chris Tilly. National Center for Postsecondary Improvement, Stanford University. 1998.

"What do they want?: Lowell employers report their skill needs," report to: The Advisory Board of the Community Outreach Partnership Center, UML, The City of Lowell, Division of Planning and Development, and The Coalition for a Better Acre, mimeo, November 1997.

"From the Inside Out: A Manufacturing Development Strategy for Lowell, Massachusetts," with Robert Forrant and William Mass, prepared for the Division of Planning and Development, City of Lowell. Center for Industrial Competitiveness, University of Massachusetts Lowell, 1996.

"The Economic Impact of the Defense Finance and Accounting Service Facility on the Commonwealth of Massachusetts and Middlesex County," with Chris Tilly. Prepared for the Chancellor of the University and the City of Lowell as part of the city's application to the Department of Defense as a site for a finance and accounting service facility, December 1992.

"Why black men are doing worse in the labor market: A review of supply-side and demand-side explanations," with Chris Tilly. Published as a monograph by the Social Science Research Council Subcommittee on Joblessness and the Underclass, January 1991

"Simulation of Alternative Estimators of State Error Rates in the Food Stamps and Aid to Families with Dependent Children Programs," Report Prepared for the National Academy of Sciences, Panel on Quality Control in Food Stamps and AFDC. Incorporated into From Quality Control to Quality Improvement in AFDC and Medicaid, National Academy Press, (Washington, D.C.: 1988)

"Changing Public Sector Employment and the Occupational Advancement of Women and Minorities," commissioned by the National Academy of Sciences, Committee on the Status of Black Americans, mimeo November 1986. Cited in the final report of this committee, A Common Destiny: Blacks and American Society, National Academy Press, (Washington, D.C.: 1989)

"Local Implementation of CETA Youth Programs," commissioned by the Committee on Youth Employment Programs, National Academy of Sciences, mimeo, 1984. Material from this report was used in the preparation of Youth Employment and Training Programs: The YEDPA Years, National Academy Press, (Washington, D.C.: 1985)

Book Reviews

The New Division of Labor: How computers are Creating the Next Job Market, by Frank Levy and Richard J. Murnane. Princeton, NJ: Princeton University Press, 2004. For *Contemporary Sociology*

The Impact of Service Industries on Underemployment in Metropolitan Economies, in *Industrial and Labor Relations Review*, 1988

Managing Human Resources: The Art of Full Employment, by David Stern, in *Journal of Economic Literature*, Vol. XXI (June 1983), pp. 595-597

PROFESSIONAL EXPERIENCE

1998- University of Massachusetts Lowell, Professor, Department of Regional Economic and Social Development; Chair, January 2003

1997- 1998 University of Massachusetts Lowell, Associate Professor, Department of Regional Economic and Social Development

1990 - 1997 University of Massachusetts-Lowell, College of Management Science, Chairperson, Department of Policy and Planning

1988 - 1990 University of Lowell, College of Management Science, Associate Professor,
Department of Economics
1986 - 1988 University of Lowell, College of Management Science, Assistant Professor,
Department of Economics
1984 - 1986 Boston University, Department of Economics Director, Masters of Arts in
Economics Program
1981 - 1986 Boston University, Department of Economics Assistant Professor
1979 - 1981 U.S. Department of Labor, Office of the Assistant Secretary for Policy,
Evaluation and Research, Labor Economist
1978 - 1979 U.S. Department of Labor, Office of the Secretary, Brookings Economic
Policy Fellow,
1978 Boston University, Department of Economics Lecturer
1975 - 1977 University of Wisconsin, Institute for Research on Poverty, Research
Associate
1974 - 1975 Executive Office of Manpower Affairs, Commonwealth of Massachusetts,
Economist
1969 The Urban Institute, Research Associate

Conferences, Seminars, Presentations

My co-authored work with Chris Tilly and with Chris Tilly and Harold Salzman has been presented jointly by us or by one or the other us over 100 times in the past seven years. Presentations have been made, among other places, at the John F. Kennedy School of Government, Harvard University, the Massachusetts Institute of Technology, University of Michigan, University of Pennsylvania, Columbia University, Cornell University, the New School for Social Research, City College of New York, Queens College, University of Massachusetts Boston, University of Massachusetts Lowell, Yale University, the Urban Institute, the Russell Sage Foundation, the Rockefeller Foundation, Annie E. Casey Foundation, the Federal Reserve Bank of Boston, the Association for Public Policy and Management, the Eastern Economic Association, and Region V of U.S. Department of Labor.

Details on any of these presentations are available on request.

GRANTS AND CONTRACTS

U.S. Department of Housing and Urban Development. "Community Development Work Study Program," with John MacDougall, Arlene McCormack, Chris Tilly, and David Turcotte. 2002-2004. Reapplied for this grant and was successfully refunded 2004-06.

Commonwealth of Massachusetts, Department of Economic Development. "Workforce development policy white paper," with Chris Tilly and Hal Salzman. October 2001-January 2002.

Commonwealth of Massachusetts, Department of Economic Development.
“Understanding the new state economy,” with Robert Farrant and Chris Tilly. May-
November 2000.

Future of Work Program, Russell Sage and Rockefeller Foundations, The Dynamics of
Internal Labor Market Evolution: Implications for Low-Skill Workers, with Robert
Farrant, Harold Salzman, and Chris Tilly, 1999-2001

Alfred P. Sloan Foundation and Jobs for the Future, “Human Resources Implications of
Corporate Restructuring,” with Harold Salzman and Chris Tilly, 1996-1998

Jerome Levy Economics Institute, “Sustainable Prosperity: The Skill Base Hypothesis,”
with William Lazonick, Mary O’Sullivan, Robert Farrant, William Mass, and Chris Tilly
1996-1997

Ford Foundation, “Continuation of In-Depth Employer Interviews on Subjects Related to
Urban Inequality,” with Joleen Kirschenman and Chris Tilly 1996

City of Lowell, “Manufacturing and the Economy of Lowell, Massachusetts: Analysis in
Support of Development Planning,” with Robert Farrant and William Mass 1995.

Rockefeller Foundation, “A Multi-City Telephone Study of Employers,” with Joleen
Kirschenman and Chris Tilly. 1994

Ford Foundation, the Russell Sage Foundation, and the Rockefeller Foundation,
“Employers, Hiring, and Urban Inequality: A Multi-City Interview Study,” with Joleen
Kirschenman and Chris Tilly, 1993-1997

Ford Foundation and the Russell Sage Foundation, "The Greater Boston Survey of
Residential Segregation, Race and Ethnic Inequality, and Labor Market Dynamics, with
Barry Bluestone, Chris Tilly, and Miren Uriarte. 1992-1994

Social Science Research Council, "Why Aren't Employers Hiring More Black Men," with
Chris Tilly, 1991

Social Science Research Council "Literature review on labor market outcomes and the
underclass," with Chris Tilly, 1990-91.

U.S. Department of State, "A Study of the Socio-Economic Impacts of Shifting the
U.S.-Canadian Fishing Boundary," with Peter Doeringer and David Terkla 1982

FELLOWSHIPS AND AWARDS

Phi Beta Kappa 1969

Woodrow Wilson Fellowship 1969-70

National Science Foundation Fellowship 1969-70, 1970-71, 1971- 72

Jeanne S. Mattersdorf Award of Membership in the National Tax Association, 1973

TEACHING AREAS

Regional Economics and Regional Development
Organizational Dynamics
Public Policy Analysis
Research Methods
Economics
Statistics
Econometrics
Labor Economics
International Comparisons of Industrial Policy
Business and Public Policy

OTHER INFORMATION

Reviewer for Academic Journals:

Economic Inquiry

Social Forces

Social Problems

American Journal of Sociology

Economic Development Quarterly

Industrial and Labor Relations Review

Industrial Relations

Work and Occupations

Social Science Quarterly

Journal of Economic Literature

Journal of Human Resources

Policy Analysis (has since become Journal of the
Association for Public Policy Analysis and Management

Journal of Business and Economic Studies