

James B. Rebitzer
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I. Principal Fields of Interest

- Economics of organizations and incentive systems
- Labor economics, personnel economics and human resource management
- Behavioral economics
- Health economics

II. Academic Positions

- Case Western Reserve University, Full Professor, Frank Tracy Carlton Chair in Economics, 12/98-present.
- Case Western Reserve University, Associate Professor, Frank Tracy Carlton Chair in Economics, 7/97 – 12/98
- Sloan School of Management, MIT, Associate Professor, 1/93-6/97;
- Sloan School of Management, MIT, Assistant Professor, 1/89-12/92.
- Economics Dept., University of Texas at Austin, Assistant Professor, 9/85-12/88.

III. Education:

- Ph.D. in Economics, University of Massachusetts at Amherst (1985)

IV. Teaching Experience

- Economics of Organizations (MBA and Ph.D)
- Labor Economics and Public Policy (undergraduate and Ph.D.).
- Negotiations (MBA)
- Human Resource Management (MBA)

V. Grants and Awards.

- Research Grant, Levy Institute, Bard College, “Incentive Systems for Physicians” (2000)
- Research Grant, Alfred P. Sloan Foundation, “Structural Barriers to Shorter Work Hours in Professional Firms,” (1995)
- Research Support, “Determinants of Doctor’s Clinical Decision Making”, Program on the Pharmaceutical Industry (1994)
- Research Grant from the Japanese Institute of Labor, “Causes of Union Decline in Japan” (with Tsuyoshi Tsuru, Hitotsubashi University, 1991).
- Summer Research Award, University of Texas at Austin (1988).
- Research Grant, from Social Science Research Council Program on Latino Public Policy (with Lowell Taylor and Frank Bean, 1987).
- Member, American Economics Association, Industrial Relations Research Association, Society of Labor Economists.

VII. Memberships and Professional Activities.

- Research Associate, National Bureau of Economic Research. (1999-Present)

- Affiliate of Sloan Industry Centers Project (2002-present)
- Research Associate, Levy Economics Institute, (2000-present)
- Research Fellow, National Bureau of Economic Research. (1989-1993).
- Editorial Board, American Economic Review (Summer 2002 – present)
- Editorial Board, Industrial Relations (1993-present)
- Referee. American Economic Review, Economic Journal, Economica, Economic Inquiry, Industrial Relations, Journal of Economic Behavior and Organizations, Journal of Labor Economics, Journal of Labor Research, Journal of Political Economy, Quarterly Journal of Economics, Review of Economics and Statistics, Sloan Management Review, Work and Occupations.
- Member, American Economics Association, Industrial Relations Research Association, Society of Labor Economists.

VI. Publications.¹

A. Journal Articles (refereed)

- [1] Gaynor, M., Rebitzer, J and Taylor L. "[Physician Incentives in HMOs](#)" Journal of Political Economy (August 2004)
- [2] Nagan, D., Rebitzer J., Taylor, L., Sanders, S. "[Monitoring, Motivation and Management: The Determinants of Opportunistic Behavior in a Field Experiment](#)" American Economic Review (September 2002)
- [3] Landers, R., Rebitzer J., and Taylor, L. "[Rat Race Redux: Adverse Selection in The Determination of Work Hours in Law Firms](#)," The American Economic Review (June 1996).
- [4] Rebitzer, J. and Taylor, L., "[Efficiency Wages and Employment Rents: The Employer Size Wage Effect in The Job Market for Lawyers](#)," The Journal of Labor Economics (October 1995).
- [5] Rebitzer, J. "[Is There a Trade-Off Between Supervision and Wages? An Empirical Test of Efficiency Wage Theory](#)," Journal of Economic Behavior and Organization (1995)
- [6] Tsuru T. and Rebitzer, J, "The Limits of Enterprise Unionism: Prospects for Continued Union Decline in Japan," British Journal of Industrial Relations (September 1995).
- [7] Rebitzer, J. and Taylor, L., "[The Consequences of Minimum Wage Laws: Some New Theoretical Ideas](#)," The Journal of Public Economics (1995) Vol. 56.
- [8] Rebitzer, J. and Taylor, L., "[Do Labor Markets Provide Enough Short Hour Jobs? An Economic Analysis of Work Hours and Work Incentives](#)", Economic Inquiry (April 1995) Vol. 33, no 2.
- [9] Rebitzer, J., "[Job Safety and Contract Workers in the U.S. Petrochemical Industry](#)," Industrial Relations (January 1995).
- [10] Rebitzer, J., "Structural, Microeconomic and Institutional Explanations for Union Decline in the United States" Economic Review (January 1994).
- [11] Kochan, T., Smith, M., Wells, J., and Rebitzer, J., "Managing the Safety of Contingent Workers: A Study of Contract Workers in the Petrochemical Industry," Human Resource Management (Spring 1994).
- [12] Rebitzer, J., "[Radical Political Economy and the Economics of Labor Markets](#)" Journal of Economic Literature (September 1993).
- [13] Rebitzer, J. and Robinson, M., "[Employer Size and Dual Labor Markets](#)," The Review of Economics and Statistics (November 1991).
- [14] Rebitzer, J. and Taylor, L., "[A Model of Dual Labor Markets When Product Demand is Uncertain](#)," Quarterly Journal of Economics (November 1991).

¹ In publications with multiple authors, authors are listed in alphabetical author except for [6] and [21].

James B. Rebitzer

- [15] Rebitzer, J., "[Unemployment, Long-term Employment Relations and the Determination of Unit Labor Cost Growth](#)," The International Review of Applied Economics (June 1989).
- [16] Rebitzer, J., "[Unemployment, Long-term Employment Relations and Productivity Growth](#)," The Review of Economics and Statistics. (November 1987).
- [17] Rebitzer, J., "Establishment Size and Job Tenure," Industrial Relations (Fall 1986).
- [18] Herendeen, R., Kary, T., and Rebitzer, J. "Energy Analysis of the Solar Power Satellite," Science vol. 205 (August 3, 1979).

B. Articles (Non-refereed)

- [19] Rebitzer, J. "Comment on Job Characteristics, Wages and the Employment Contract" Review of the Federal Reserve Bank of St. Louis, Volume 81, No. 2, May/June 1999,
- [20] Rebitzer, J. and Taylor, L. "Efficiency Wages and Employment Rents: The Employer Size Wage Effect in the Market for Lawyers," Industrial Relations Research Association: Proceedings of the Forty-Fifth Annual Meeting January 1993).
- [21] Rebitzer, J. and Kochan, T., "The Management of Contract Workers and the Risks of Accidents: Evidence from the Petrochemical Industry," Industrial Relations Research Association: Proceedings of the Forty-Fourth Annual Meeting January 1992.
- [22] Rebitzer, J. "Unemployment, Labor Relations and Unit Labor Costs," The American Economic Review (May, 1988).

C. Chapters in Edited Volumes.

- [23] Rebitzer, J. "Are Profits Good Medicine for Medicine? Comments on Cutler and Horwitz and Sloan et.al's. Studies of Hospital Conversions" in Not For Profit Hospitals, ed. by David Cutler, University of Chicago Press, 1999.
- [24] Rebitzer, J. "Job Safety and Contract Workers in the U.S. Petrochemical Industry," reprinted in Contingent Work: American Employment Relations in Transition, ed. By Kathleen Barker and Kathleen Christensen. Cornell University Press: Ithaca NY 1998
- [25] Landers, R., Rebitzer J. and Taylor, L. "Work Norms and Professional Labor Markets," in Gender and Family Issues in the Workplace edited by Francine Blau and Ronald Ehrenberg, Russell Sage Foundation, 1997.
- [26] Landers, R., Rebitzer J. and Taylor, L. "Human Resource Practices and the Demographic Transformation of Professional Labor Markets," in Broken Ladders: Managerial Careers in the New Economy, Oxford University Press, Paul Osterman, ed. 1996.
- [27] Rebitzer, J., "Efficiency Wages and Implicit Contracts: An Institutional and Historical Evaluation," in Microeconomic Issues in Labor Economics: New Approaches edited by Robert Drago and Richard Perlman. Sussex England: Wheatsheaf Books Ltd (1989).

D. Working Papers, Work In Progress and Teaching Cases.

- [28] Rebitzer et.al. "The Costs of Remediable Medical Errors: Evidence from a Prospective Randomized Trial" (in progress)
- [29] Fallick, Bruce, Fleischman, Charles and Rebitzer, J. "[Job Hopping in Silicon Valley: The Microfoundations of a High Tech Industrial Cluster](#)" (Under review Review of Economics and Statistics October 2003)
- [30] Cooper, D and Rebitzer J. "[Managed Care and Physician Incentives: The Effects of Competition on the Cost and Quality of Care?](#)" (March. 2003).
- [31] Encinosa, W., Gaynor, M. and Rebitzer, J. "The Sociology of Groups and the Economics of Incentives: Theory and Evidence On Incentives in Medical Groups," (under review Journal of Economic Behavior and Organizations, June. 2003).

James B. Rebitzer

- [32] Rebitzer, J. and Taylor L., “When Knowledge is an Asset: Explaining the Organizational Structure of Large Law Firms,” (revised and submitted for second round review at the Journal of Labor Economics, September 2001).
- [33] Rebitzer, J., and Cooper D. [“Physician Incentives in Managed Care Organizations”](#) Public Policy Brief, Levy Institute (October 2002)
- [34] Rebitzer, J. “Physician Incentives and Medical Errors” (in progress).
- [35] Rebitzer, J., “Radiant,” A Teaching Case for Human Resource Management (1993).

VII. Conferences and Scholarly Presentations (Since 1989).

A. Presentations of My Own Research

- *Information Technology and Medical Errors*
Ohlin School, Washington University in St. Louis (April 2004)
Harvard/BU/MIT Health Economics Seminar (April 2004)
ASSA Meetings (January 2003)
- *Job Hopping in Silicon Valley*
Organization of Economic Cooperation and Development (June 2004)
National Bureau of Economic Research Entrepreneurship Mtgs (April 2004)
National Bureau of Economic Research Summer Institute (August 2003)
- *Incentives in HMOs*
Health Care Policy Symposium, University of Ill., Urbana (March 2004)
Georgetown University Law School (December 2003)
Columbia University Business School (November 2003)
Harvard Business School Markets and Negotiations Group (May 2002)
Stanford University, Graduate School of Business (October 2001)
Berkeley California, Haas School of Business (October 2001)
National Bureau of Economic Research, Summer Institute (July 2001)
Allied Social Sciences Meetings (January 2001)
Health Services Research Group: CWRU School of Medicine (November 2000)
National Bureau of Economic Research, Health Economics Meetings (November 2000)
Sloan School of Management, MIT (October 2000)
University of Maryland, College Park (October 2000)
Markets, Organizations and Public Policy Seminar, Weatherhead (September 2000)
- *Monitoring, Motivation and Management*
Stanford Institute for Theoretical Economics (August 2002)
University of Michigan at Ann Arbor (September 1999)
Princeton Labor Economics Seminar (May 1999)
Jerome Levy Institute (December 1998)
University of Illinois, ILRR workshop (November 1998)
Markets, Organizations and Public Policy Seminar (September 1998)
NBER Summer Institute (July 1998)
Society of Labor Economists Meetings (May 1998)
- *The Sociology of Groups and the Economics of Incentives.*
University of California at Irvine (January 1999)
Fain Conference, Brown University (October 1998)
Economics of Regulation Seminar, Fuqua School, Duke (Feb. 1998)
Microeconomics Seminar, Michigan State University (Dec. 1997)

James B. Rebitzer

- Econometric Society Meetings (January 1996)
What Do Employers Do?, NBER (December 1996)
University of Arizona Economics Department (November 1996)
Health Care Program Meeting, NBER (November 1996)
Society of Labor Economists Meeting, (May 1996)
MIT-Harvard Labor Economics Seminar (February 1996)
Princeton Labor Economics Seminar (February 1996)
MIT-Harvard Work, Organizations, and Markets Seminar (February 1996)
Economics Department, University of California at Santa Cruz (January 1996)
Marketing Seminar, Sloan School, MIT (November 1995)
Economics of Organizations Seminar, Sloan School, MIT (November 1995)
- *When Knowledge is An Asset: Examining the Organization of Large Law Firms*, American Economic Association Meetings (January 1996).
The Structure of Human Resources Conference, Wharton School (October 1995).
Alternative Work Arrangements and Professional Career Paths (October 1995)
 - *Human Resource Practices and the Demographic Transformation of Professional Labor Markets*.
Cornell Conference on Gender and Family Issues in the Work Place (April 1995)
Sloan Foundation Conference on White Collar Employment (July 1994).
American Economic Association Meetings (Winter 1994)
 - *Rat Race Redux: Adverse Selection in the Determination of Work Hours*.
American Economic Association Meetings (Winter 1995)
Columbia University Economics Department (Fall 1993)
Barnard College (Spring 1994)
Workshop on Economics of the Legal Profession, Stanford Law School (Spring 1994)
Behavioral Decision Research in Management Conference at MIT (Spring 1994)
National Bureau of Economic Research (Spring 1994)
Workshop on Economics of the Legal Profession, Columbia Law School (Fall 1994).
 - *The Four-Day Workweek*:
on The Group, WGBH, Public Television, Boston (December 1993).
 - *The Limits of Enterprise Unionism: Prospects for Continued Union Decline in Japan*.
Industrial Relations and Human Resources Group, MIT (Fall 1993).
Trade Union Program at Harvard, (Winter 1994).
Labor Economics Workshop, University of California at Berkeley (Spring 1994)
International Industrial Relations Research Association, (Spring 1995).
 - *The Employer Size Wage Premium in the Context of Tournament Incentives: The Market for Lawyers*.
IRRA Meetings, (January 1993)
 - *Job Safety and Contract Workers in the U.S. Petrochemical Industry*:
Industrial Relations Seminar, MIT (Winter and Spring 1991);
Harvard University Labor Economics Seminar, (Spring 1992);
IRRA Meetings, (January 1992)
Carnegie Mellon University, (Spring 1992).
National Bureau of Economic Research Summer Institute, (July 1992).

James B. Rebitzer

- *Radical Political Economy and the Economics of Labor Markets.*
Political Economy Workshop, University of Mass. at Amherst (Fall 1989)
Institute for Economic Research, Hitotsubashi University, Tokyo Japan (Winter 1991)
Department of Economics, University of Utah, January 1993
- *Employer Size and Dual Labor Markets.*
American Economic Association Meetings (Winter 1990).
Japanese Institute of Labor, Tokyo Japan (Winter 1991)
- *Work Hours and Work Incentives.*
American Economic Association Meetings (Winter 1990)
- *A Model of Dual Labor Markets When Product Demand is Uncertain.*
Labor Economics Seminar, Harvard University (Spring 1989).
Industrial Relations Seminar, MIT (Spring 1989).

B. Other Activities

- University Service
 - Chair, Economics Department (2002-present)
 - Weatherhead School's Appointment's Committee (2000-present)
 - Interim Director, REI (Fall 2002-present)
- Consulting and Community Service
 - CMSD Finance Group Member (June 2004)
 - Chair, Shaker Heights School District Finance and Audit Committee.
 - Contractor Safety Ordinance (Trade Union Council Contra Costa County Fall 2002)
 - QualChoice (Spring 2001)
 - American Turned Products (Summer 1999)
 - Facilitator Cleveland Foundation Education Grantees Meeting (October 2000)
- Organized Conference on Behavioral Economics and Policy (Levy Institute, July 1999)
- Negotiation Training Sessions
 - *Hahn, Loser and Parks* (June 2000)
 - *Brookline School Committee* (July 1999)
- Invited Discussant /Participant
 - Colloquium on Paid Family Leave, Industrial Relations Section, University of California at Berkeley (March 2002)
 - *Society for Labor Economics* (April 2001)
 - *NBER / MacArthur Conference, Labor Market Institutions for the 21st Century.* (August 2000)
 - *American Compensation Conference* (March 2000)
 - *NBER Conference on Organizational Change and Performance* (April 1999)
 - ASSA Meetings, (December 1998)
 - *Labor Markets and Macroeconomics* (St.Louis Fed October 1998)
 - *Brookings Conference On Corporations and Human Capital* (January 1998)
 - *NBER Not For Profit Hospital Conference* (November 1997)