

LYNN A. KAROLY

EDUCATION

Ph.D., Economics, 1988, Yale University
M.A., M.Phil., Economics, 1986, Yale University
B.A., *summa cum laude*, Economics and Mathematics, 1983, Claremont McKenna
(Men's) College

PROFESSIONAL EXPERIENCE

1995 – present – Senior Economist, RAND Corporation, Santa Monica, California and
Washington, DC
2004 – present – Director, Office of Research Quality Assurance, RAND Corporation,
Santa Monica, California and Washington, DC
1995 – 2003 – Director, RAND Labor and Population, RAND Corporation, Santa
Monica, California and Washington, DC
1999 – 2001 – Director, Population Research Center, RAND Corporation, Santa Monica,
California and Washington, DC
1989 – 2001 – Faculty, Pardee RAND Graduate School of Policy Studies, Santa Monica,
California
1991 – 1999 – Associate Director, Population Research Center, RAND Corporation,
Santa Monica, California
1991 – 1999 – Director, RAND Fellows in Population Studies and the Study of Aging,
RAND Corporation, Santa Monica, CA
1993 (fall) – Visiting Fellow, Economic Studies Program, The Brookings Institution,
Washington, D.C.
1992 – 1995 – Economist, RAND Corporation, Santa Monica, California
1988 – 1992 – Associate Economist, RAND Corporation, Santa Monica, California

PROFESSIONAL SERVICE, HONORS AND AWARDS

Member, Top Tier Evidence Initiative Expert Advisory Panel, 2012–present
Member, Corporate Council, Los Angeles Universal Preschool, 2010–present
Associate Editor, *Journal of Benefit-Cost Analysis*, 2009–present
Research Associate, Institute for Research on Poverty, 1995–present
Member, National Research Council and the Institute of Medicine Committee on
Strengthening Benefit-Cost Methodology for the Evaluation of Early Childhood
Interventions, 2008–2009
Ad Hoc Member, NICHD Population Sciences Committee, March 2004, June 2004,
November 2009
Ad Hoc Member, NIH Health of the Population Special Emphasis Panel, June 2008
American Educational Research Association (AERA) Outstanding Reviewer, 2005
Associate Editor, Cambridge University Press “RAND Studies in Policy Analysis” Book
Series, 1996–2004
Co-Editor, *The Journal of Human Resources*, 1997–2003
Member, NIH Social Sciences, Nursing, Epidemiology, and Methods (SNEM-3) Study
Section, 1999–2000
Member, Board of Trustees, Claremont McKenna College, 1996–1999
Member (Chair), Dorothy S. Thomas Award Committee, 1994–1997
Ad Hoc Member, NIH Social Sciences and Population Study Section,
June 1994, February 1995, October 1998, June 1999
RAND President’s Award, 1992, 1998
National Science Foundation Graduate Fellowship, 1984–1987

Yale University Graduate Fellowship, 1983–1984
Phi Beta Kappa, 1983

PEER-REVIEWED ARTICLES, BOOKS, AND BOOK CHAPTERS

- Karoly, Lynn A., “Toward Standardization of Benefit-Cost Analyses of Early Childhood Interventions,” *Journal of Benefit-Cost Analysis*, Vol. 3, No. 1, Article 4, 2012.
- Lara-Cinisomo, Sandraluz, Allison Sidle Fuligni, and Lynn A. Karoly, “Preparing Preschoolers for Kindergarten: A Look at Teacher Beliefs,” DeAnna M. Laverick and Mary Renck Jalongo, eds., *Transitions to Early Care and Education: International Perspectives on Making Schools Ready for Young Children*, Vol. 4 in *Educating the Young Child* series, New York, NY: Springer, 2011, pp. 93-105.
- Karoly, Lynn A. and Gabriella C. Gonzalez, “Early Learning Environments: Child Care and Preschool Arrangements for Children in Immigrant Families,” *Future of Children*, Vol. 21, No. 1, 2011, pp. 71-101.
- Karoly, Lynn A., “The Role of Education in Preparing Graduates for the Labor Market in the GCC Countries,” in *Education and the Requirements of the GCC Labor Market*, Abu Dhabi, UAE: Emirates Center for Strategic Studies and Research, 2010, pp. 117-159.
- Gu, Qian, Lynn A. Karoly, and Julie M. Zissimopoulos, “Small Business Assistance Programs in the United States: An Analysis of What They Are, How Well They Perform, and How We Can Learn More About Them,” *International Review of Entrepreneurship*, Vol. 8, No. 3, 2010, pp. 1-32.
- Zissimopoulos, Julie M. and Lynn A. Karoly, “Employment and Self-Employment in the Wake of Hurricane Katrina,” *Demography*, Vol. 47, No. 2, May 2010, pp. 345-367.
- Meijer, Erik, Lynn A. Karoly, and Pierre-Carl Michaud, “Using Matched Survey and Administrative Data to Estimate Eligibility for the Medicare Part D Low Income Subsidy Program,” *Social Security Bulletin*, Vol. 70, No. 2, May 2010, pp. 63-82.
- Ghosh-Dastidar, Bonnie, Marc N. Elliott, Amelia M. Haviland, and Lynn A. Karoly, “Composite Estimates from Incomplete and Complete Frames for Minimum-MSE Estimation in a Rare Population: An Application to Families with Young Children,” *Public Opinion Quarterly*, Vol. 73, No. 4, Winter 2009, pp. 761-784.
- Karoly, Lynn A. “The Future at Work: Labor-Market Realities and the Transition to Adulthood,” in Ingrid Schoon and Rainer K. Silbereisen, eds., *Transitions from School to Work: Globalization, Individualization, and Patterns of Diversity*, New York, NY: Cambridge University Press, 2009, pp. 352-384.
- Karoly, Lynn A. and Constantijn W.A. Panis, “Supply of and Demand for Skilled Labor in the United States,” in Jagdish Bhagwati and Gordon Hanson, eds., *Skilled Immigration Today: Prospects, Problems and Policies*, New York, NY: Oxford University Press, 2009, pp. 15-52.
- Grogger, Jeffrey and Lynn A. Karoly, “The Effects of Work-Conditioned Transfers on Marriage and Child Well-Being: A Review,” *The Economic Journal*, Vol. 119, No. 1, 2009, pp. F15-F37.
- Zissimopoulos, Julie and Lynn A. Karoly, “Labor Force Dynamics at Older Ages: Movements into Self-Employment for Workers and Nonworkers,” *Research on Aging*, Vol. 31, No. 1, January 2009, pp. 89-111.

- Fuligni, Allison S., Carolee Howes, Sandraluz Lara-Cinisomo, and Lynn A. Karoly, "Diverse Pathways in Early Childhood Professional Development: An Exploration of Early Childhood Educators in Public Preschools, Private Preschools, and Family Child Care Homes," *Early Education and Development*, Vol. 20, No. 3, 2009, pp. 507-526.
- Lara-Cinisomo, Sandraluz, Allison Fuligni, Lindsay Daughtery, Lynn A. Karoly, and Carolee Howes, "A Qualitative Study of Early Childhood Educators' Beliefs about Key Preschool Classroom Experiences," *Journal of Early Childhood Research and Practice*, Vol. 11, No. 1, Spring 2009, available online at <http://ecrp.uiuc.edu/v11n1/lara.html>.
- Lara-Cinisomo, Sandraluz, Allison Fuligni, Sharon Ritchie, Carolee Howes, and Lynn A. Karoly, "Getting Ready for School: An Examination of Early Childhood Educators' Belief Systems," *Early Childhood Education Journal*, Vol. 35, No. 4, 2008, pp. 343-349.
- Zissimopoulos, Julie and Lynn A. Karoly, "Transitions to Self-Employment at Older Ages: The Role of Wealth, Health, Health Insurance, and Other Factors," *Labour Economics*, Vol. 14, Issue 2, April 2007, pp. 269-295.
- Grogger, Jeffrey and Lynn A. Karoly, *Welfare Reform: Effects of a Decade of Change*, Cambridge, Massachusetts: Harvard University Press, 2005.
- Grogger, Jeffrey and Lynn A. Karoly, "Welfare Reform, Work, and Wages: A Summary of the U.S. Experience," *DICE Report: Journal for Institutional Comparisons*, Vol. 3, No. 2, Summer 2005, pp. 8-12.
- Karoly, Lynn A. and Julie Zissimopoulos, "Self-Employment Among Older U.S. Workers," *The Monthly Labor Review*, Vol. 127, No. 7, July 2004, pp. 24-47.
- Karoly, Lynn A., "Investing in the Future: Reducing Poverty through Human Capital Investments," in Sheldon H. Danziger, Robert H. Haveman, eds., *Understanding Poverty*, New York, NY and Cambridge, Mass.: Russell Sage Foundation and Harvard University Press, 2001, pp. 314-356.
- Karoly, Lynn A., Jacob Alex Klerman and Jeannette A. Rogowski, "Effects of the 1996 Welfare Reform Changes on the SSI Program," in Rebecca M. Blank and Ron Haskins, eds., *The New World of Welfare*, Washington, D.C.: Brookings Institution Press, 2001, pp. 482-499.
- Rogowski, Jeannette A. and Lynn A. Karoly, "Health Insurance and Retirement Behavior: Evidence from the Health and Retirement Survey," *Journal of Health Economics*, 19(4), July 2000, pp. 529-539 (also available as RAND Reprint RP-940).
- Dertouzos, James N., and Lynn A. Karoly, "The Implications of Employment Liability for Welfare Reform," *Journal of Labor Research*, Vol. XIX, No. 2, Spring 1998, pp. 295-311.
- Karoly, Lynn A., "Growing Economic Disparities in the U.S.: Assessing the Problem and Policy Options," in James A. Auerbach and Richard S. Belous, eds., *The Inequality Paradox: Growth of Income Disparity*, Washington, D.C.: National Policy Association, 1998, pp. 234-259 (also available as RAND Reprint RP-688).
- Karoly, Lynn A., "Anatomy of the U.S. Income Distribution: Two Decades of Change," *Oxford Review of Economic Policy*, 12(1), Spring 1996, pp. 76-95 (also available as RAND Reprint RP-512).

- Karoly, Lynn A., and Gary Burtless, "Demographic Change, Rising Earnings Inequality, and the Distribution of Personal Well-Being, 1959-1989," *Demography*, 32(3), August 1995, pp. 379-405.
- Karoly, Lynn A., and Jeannette A. Rogowski, "The Effect of Access to Post-Retirement Health Insurance on the Decision to Retire Early," *Industrial and Labor Relations Review*, 48(1), October 1994, pp. 103-123 (also available as RAND Reprint RP-360).
- Karoly, Lynn A., "Trends in Income Inequality: The Impact of, and Implications for, Tax Policy," in Joel B. Slemrod, ed., *Tax Progressivity*, New York: Cambridge University Press, 1994, pp. 95-129.
- Klerman, Jacob Alex, and Lynn A. Karoly, "Young Men and the Transition to Stable Employment," *Monthly Labor Review*, 117(8), August 1994, pp. 31-48 (also available as RAND Reprint RP-338).
- Klerman, Jacob Alex, and Lynn A. Karoly, "Trends and Future Directions in Youth Labor Markets: Implications for Army Recruiting," in Mark J. Eitelberg and Stephen L. Mehay, eds., *Marching Toward the 21st Century: Military Manpower and Recruiting*, Greenwood Press, 1994, pp. 41-65 (also available as RAND Reprint RP-310).
- Karoly, Lynn A., and Jacob Alex Klerman, "Using Regional Data to Reexamine the Contribution of Demographic and Sectoral Changes to Increasing U.S. Wage Inequality," in J.H. Bergstrand, T.F. Cosimano, J.W. Houck and R.G. Sheehan, eds., *The Changing Distribution of Income in an Open U.S. Economy*, Elsevier Science Publishers, 1994, pp. 183-216 (also available as RAND Reprint RP-277).
- Dertouzos, James N., and Lynn A. Karoly, "Employment effects of worker protection: Evidence from the U.S.," in Christoph F. Buechtemann, et al., eds., *Employment Security and Labor Market Behavior: Interdisciplinary Approaches and International Evidence*, Ithaca, N.Y.: Industrial Labor Relations Press, Cornell, 1993, pp. 215-227.
- Karoly, Lynn A., "The Trend in Inequality Among Families, Individuals and Workers in the United States: A 25-Year Perspective," in Peter Gottschalk and Sheldon Danziger, eds., *Uneven Tides: Rising Inequality in America*. New York: Russell Sage Foundation, 1993, pp. 19-97 (also available as RAND R-4206).
- Karoly, Lynn A., "Changes in the Distribution of Individual Earnings in the U.S.: 1967-1986," *The Review of Economics and Statistics*, 74(1), February 1992, pp. 107-115 (also available as RAND Reprint RP-173).
- Feigenbaum, Susan, Lynn A. Karoly, and David Levy, "When Votes are Words Not Deeds: Some Evidence from the Nuclear Freeze Referendum," *Public Choice*, Vol. 58, 1988, pp. 201-216.

PEER-REVIEWED MONOGRAPHS, REPORTS, AND PAPERS

- Karoly, Lynn A. and Gail L. Zellman, *How Would Programs Rate Under California's Proposed Quality Rating and Improvement System? Evidence from Statewide and County Data on Early Care and Education Program Quality*, DB-647, Santa Monica, Calif.: RAND Corporation, forthcoming.
- Cannon, Jill S., Alison Jacknowitz, and Lynn A. Karoly, *Preschool and School Readiness: Experiences of Children with Non-English-Speaking Parents*, San Francisco, Calif.: Public Policy Institute of California, forthcoming.

- Karoly, Lynn A., *A Golden Opportunity: Advancing California's Early Care and Professional Development System*, MG-1188, Santa Monica, Calif.: RAND Corporation, 2012.
- Karoly, Lynn A., *The Use of Early Care and Education by California Families*, OP-356, Santa Monica, Calif.: RAND Corporation, 2012.
- Zellman, Gail L. and Lynn A. Karoly, *Moving to Outcomes: Approaches to Incorporating Child Assessments into State Early Childhood Quality Rating and Improvement Systems*, OP-364, Santa Monica, Calif.: RAND Corporation, 2012.
- Perez-Arce, Francisco, Louay Constant, Davis S. Loughran, and Lynn A. Karoly, *A Cost-Benefit Analysis of the National Guard Youth ChalleNGe Program*, TR-1193, Santa Monica, Calif.: RAND Corporation, 2012.
- Schwartz, Heather L. and Lynn A. Karoly, *Cost Study of the Saint Paul Early Childhood Scholarship Program*, TR-947, Santa Monica, Calif.: RAND Corporation, 2011.
- Karoly, Lynn A., *Preschool Adequacy and Efficiency in California: Issues, Policy Options, and Recommendations*, MG-889, Santa Monica, Calif.: RAND Corporation, 2009.
- Meijer, Erik, Lynn A. Karoly, and Pierre-Carl Michaud, *Estimates of Potential Eligibility for Low-Income Subsidies Under Medicare Part D*, TR-686, Santa Monica, Calif.: RAND Corporation, 2009.
- Karoly, Lynn A., *Valuing Benefits in Benefit-Cost Studies of Social Programs*, TR-643, Santa Monica, Calif.: RAND Corporation, 2008.
- Gonzalez, Gabriella, Lynn A. Karoly, Louay Constant, Hanine Salem, and Charles A. Goldman, *Facing Human Capital Challenges of the 21st Century: Education and Labor Market Initiatives in Lebanon, Oman, Qatar and the United Arab Emirates*, MG-786, Santa Monica, Calif.: RAND Corporation, 2008.
- Karoly, Lynn A., Bonnie Ghosh-Dastidar, Gail L. Zellman, Michal Perlman, and Lynda Fernyhough, *Prepared to Learn: The Nature and Quality of Early Care and Education for Preschool-Age Children in California*, TR-539, Santa Monica, Calif.: RAND Corporation, 2008.
- Kilburn, M. Rebecca and Lynn A. Karoly, *The Economics of Early Childhood Policy: What the Dismal Science Has to Say About Investing in Children*, OP-227, Santa Monica, Calif.: RAND Corporation, 2008.
- Cannon, Jill S. and Lynn A. Karoly, *Who Is Ahead and Who Is Behind? Gaps in Student Achievement in the Early Grades for California's Children*, TR-537, Santa Monica, Calif.: RAND Corporation, 2007.
- Karoly, Lynn A., Elaine Reardon, and Michelle Cho, *Early Care and Education in the Golden State: Publicly Funded Programs Serving California's Preschool-Age Children*, TR-538, Santa Monica, Calif.: RAND Corporation, 2007.
- Karoly, Lynn A. and Michael Mattock, *Qatar Supreme Council for Family Affairs Database of Social Indicators: Final Report*, TR-350, Santa Monica, Calif.: The RAND Corporation, 2006.
- Karoly, Lynn A., *County-Level Estimates of the Effects of a Universal Preschool Program in California*, TR-340, Santa Monica, Calif.: The RAND Corporation, 2005.

- Karoly, Lynn A., M. Rebecca Kilburn, and Jill S. Cannon, *Early Childhood Interventions: Proven Results, Future Promise*, MG-341, Santa Monica, Calif.: The RAND Corporation, 2005.
- Karoly, Lynn A. and James H. Bigelow, *The Economics of Investing in Universal Preschool Education in California*, MG-349, Santa Monica, Calif.: The RAND Corporation, 2005.
- Karoly, Lynn A. and Constantijn W.A. Panis, *The 21st Century at Work: Forces Shaping the Future Workforce and Workplace in the United States*, MG-164, Santa Monica, Calif.: The RAND Corporation, 2004.
- Karoly, Lynn A., M. Rebecca Kilburn, James H. Bigelow, Jonathan P. Caulkins and Jill S. Cannon, *Assessing Costs and Benefits of Early Childhood Intervention Programs: Overview and Application to the Starting Early Starting Smart Program*, MR-1336, Seattle, Washington: Casey Family Programs and Santa Monica, Calif.: The RAND Corporation, 2001.
- Karoly, Lynn A., Peter W. Greenwood, Susan S. Everingham, Jill Houbé, M. Rebecca Kilburn, C. Peter Rydell, Matthew Sanders, and James Chiesa, *Investing in Our Children: What We Know and Don't Know about the Costs and Benefits of Early Childhood Interventions*, MR-898, Santa Monica, Calif.: The RAND Corporation, 1998.
- Klerman, Jacob Alex, and Lynn A. Karoly, *The Transition to Stable Employment: The Experience of U.S. Youth in Their Early Labor Market Career*, MR-564, Santa Monica, Calif.: The RAND Corporation, 1995.
- Asch, Beth J., and Lynn A. Karoly, *The Role of the Guidance Counselor in the Military Enlistment Process*, MR-315, Santa Monica, Calif.: The RAND Corporation, 1993.
- Dertouzos, James N., and Lynn A. Karoly, *Labor Market Responses to Employer Liability*, R-3989-ICJ, Santa Monica, Calif.: The RAND Corporation, 1992.
- Karoly, Lynn A., "The Widening Income and Wage Gap Between Rich and Poor: Trends, Causes and Policy Options," in James B. Steinberg and David W. Lyon, eds., *Urban America: Policy Choices for Los Angeles and the Nation*, MR-100, Santa Monica, Calif.: The RAND Corporation, 1992, pp. 55-81.
- Oakes, Jeannie, Molly Selvin, Lynn A. Karoly, and Gretchen Guiton, *Educational Matchmaking: Academic and Vocational Tracking in Comprehensive High Schools*, R-4189-NCRVE/UCB, Santa Monica, Calif.: The RAND Corporation, 1992.

OTHER PUBLICATIONS

- Zissimopoulos, Julie and Lynn A. Karoly, *Work and Well-Being Among the Self-Employed at Older Ages*, Washington, D.C.: AARP, 2007.
- Karoly, Lynn A. and Julie Zissimopoulos, *Self-Employment and the 50+ Population*, Washington, D.C.: AARP, 2004.
- Grogger, Jeffrey, Lynn A. Karoly, and Jacob Alex Klerman, "Consequences of Welfare Reform: A Research Synthesis," DRU-2676, prepared for the Administration for Children and Families, U.S. Department of Health and Human Services, July 2002.

- Rogowski, Jeannette A., Lynn A. Karoly, Jacob A. Klerman, Moira Inkelas, Melissa Rowe, and Randall A. Hirscher, *Final Report for Policy Evaluation of the Effect of the 1996 Welfare Reform Legislation on SSI Benefits for Disabled Children*, DRU-2559-SSA, Santa Monica, Calif.: The RAND Corporation, February 2002.
- Karoly, Lynn A., and Jeannette A. Rogowski, "Retiree Health Benefits and Retirement Behavior: Implications for Health Policy," in *Health Benefits and the Workforce*, Volume 2, U.S. Department of Labor, Pension and Welfare Benefits Administration, Washington, D.C., 1998, pp. 43-71 (also available as RAND Reprint RP-836).
- Rogowski, Jeannette A., and Lynn A. Karoly, "COBRA Continuation Coverage: Effect on the Health Insurance Status of Early Retirees," in *Health Benefits and the Workforce*, Volume 2, U.S. Department of Labor, Pension and Welfare Benefits Administration, Washington, D.C., 1998, pp. 73-93.
- Frankenberg, Elizabeth, and Lynn A. Karoly, *The 1993 Indonesian Family Life Survey: Overview and Technical Report*, RAND DRU-1195/1, Santa Monica, Calif.: The RAND Corporation, December 1995.
- Rogowski, Jeannette A., and Lynn A. Karoly, "Retirement and Health Insurance Coverage," in *Health Benefits and the Workplace*. Washington, D.C.: U.S. Government Printing Office, 1992, pp. 117-138.
- Karoly, Lynn A., "A Study of the Distribution of Individual Earnings in the United States from 1967 to 1986," unpublished Ph.D. dissertation, Yale University, 1988.

TESTIMONY

- Karoly, Lynn A., "Building Blocks for a Strong Preschool to Early Elementary Education System," testimony before the Committee of the Whole, Council of the District of Columbia, February 16, 2012 (reprinted as RAND CT-372, February 2012).
- Karoly, Lynn A., "Forces Shaping the Future U.S. Workforce and Workplace," testimony for the hearing on "Strengthening America's Middle Class," before the Committee on Education and Labor, U.S. House of Representatives, February 7, 2007 (reprinted as RAND CT-273, February 2007).
- Karoly, Lynn A., "Estimating the Effects of Work Requirements on Welfare Recipients: A Synthesis of the National Literature," testimony for the hearing on "Welfare Reform: Success in Moving Toward Work," before the Subcommittee on 21st Century Competitiveness, Committee on Education and the Workforce, U.S. House of Representatives, October 16, 2001 (reprinted as RAND CT-185, October 2001).
- Karoly, Lynn A., "The Widening Income and Wage Gap in the United States," testimony for the hearing on "Historical Trends in Poverty and Family Income" before the Subcommittee on Human Resources, Committee on Ways and Means, U.S. House of Representatives, October 26, 1993, Serial 103-42, Washington, DC: U.S. Government Printing Office (reprinted as RAND CT-116, July 1994).

RESEARCH SUMMARIES AND OTHER SHORT ARTICLES

- Karoly, Lynn A., "An Opportunity to Advance the Professional Development System for the Early Care and Education Workforce in California," RAND Research Brief RB-9638, Santa Monica, Calif.: RAND Corporation, 2012.

- Zellman, Gail L. and Lynn A. Karoly, "Incorporating Child Assessments into State Early Childhood Quality Improvement Initiatives," RB-9639, Santa Monica, Calif.: RAND Corporation, 2012.
- Perez-Arce, Francisco, Louay Constant, Davis S. Loughran, and Lynn A. Karoly, "Meeting the Challenge: The Economic Return on Investment in the National Guard Youth ChalleNGe Program," RB-9641, Santa Monica, Calif.: RAND Corporation, 2012.
- Schwartz, Heather L. and Lynn A. Karoly, "The Cost of Providing Quality Early Care and Education in Saint Paul, Minnesota," RAND Research Brief RB-9581, Santa Monica, Calif.: RAND Corporation, 2011.
- Zissimopoulos, Julie M. and Lynn A. Karoly, "The Workforce and Economic Recovery: Effects of Hurricane Katrina," RAND Research Brief RB-9531, Santa Monica, Calif.: RAND Corporation, 2010.
- Karoly, Lynn A., Gail L. Zellman, Brian M. Stecher, Georges Vernez, Laura S. Hamilton, Susan J. Bodilly, and Jennifer Li, "Lessons Learned: Education Priorities for the Obama Administration," *RAND Review*, Vol. 33, No. 2, Summer 2009.
- Karoly, Lynn A., "Strategies for Advancing Preschool Adequacy and Efficiency in California," RAND Research Brief RB-9452, Santa Monica, Calif.: RAND Corporation, 2009.
- Karoly, Lynn A., Gail L. Zellman, and Jennifer Li, "Promoting Effective Preschool Policy," RAND Research Brief RB-9427, Santa Monica, Calif.: RAND Corporation, 2009.
- Karoly, Lynn A., "Head Start Experiments," in William A. Darity, Jr., ed., *International Encyclopedia of the Social Sciences*, Second Edition, Detroit, Mich.: Macmillan Reference USA, 2008.
- Gonzalez, Gabriella, Lynn A. Karoly, Louay Constant, Hanine Salem, and Charles A. Goldman, "Addressing Human Capital Challenges: Assessing the Experiences of Four Countries in the Arab Region," RAND Research Brief RB-9383, Santa Monica, Calif.: RAND Corporation, 2008 (also available in Arabic).
- Karoly, Lynn A., Bonnie Ghosh-Dastidar, Gail L. Zellman, Michal Perlman, and Lynda Fernyhough, "Room for Improvement in the Use of High-Quality Preschool Programs for California's Children," RAND Research Brief RB-9358, Santa Monica, Calif.: RAND Corporation, 2008.
- Kilburn, M. Rebecca and Lynn A. Karoly, "What Does Economics Tell Us About Early Childhood Policy," RAND Research Brief RB-9352, Santa Monica, Calif.: RAND Corporation, 2008.
- Cannon, Jill S. and Lynn A. Karoly, "The Promise of Preschool for Narrowing Readiness and Achievement Gaps Among California Children," RAND Research Brief RB-9306, Santa Monica, Calif.: RAND Corporation, 2007.
- Karoly, Lynn A., Elaine Reardon, and Michelle Cho, "Publicly Funded Early Care and Education Programs for California Preschool-Age Children," RAND Research Brief RB-9307, Santa Monica, Calif.: RAND Corporation, 2007.
- Karoly, Lynn A. and James H. Bigelow, "Benefits of Preschool Come with Every Dollar," *Los Angeles Times* (opinion page), April 26, 2006.

- Karoly, Lynn A. and James H. Bigelow, "Crunching Numbers for Pre-K," *Insight: A Review of Current GCYF (Grantmakers for Children, Youth & Families) Topics and Issues*, Winter 2005/2006, pp. 18-21.
- Karoly, Lynn A., "The Effects of a Universal Preschool Program in California: Estimates for Los Angeles, San Diego, and Orange Counties and for the Bay Area Region, Capital Region, Central Coast Region, Central Valley Region, and Inland Empire Region," RAND Research Brief RB-9164/1 to RB-9164/9, Santa Monica, Calif.: The RAND Corporation, 2005.
- Karoly, Lynn A., M. Rebecca Kilburn, and Jill S. Cannon, "Children at Risk: Consequences for School Readiness and Beyond," RAND Research Brief RB-9144, Santa Monica, Calif.: The RAND Corporation, 2005.
- Karoly, Lynn A., M. Rebecca Kilburn, and Jill S. Cannon, "Proven Benefits of Early Childhood Interventions," RAND Research Brief RB-9145, Santa Monica, Calif.: The RAND Corporation, 2005.
- Karoly, Lynn A., M. Rebecca Kilburn, Jill S. Cannon, James H. Bigelow, and Rachel Christina, "Many Happy Returns: Early Childhood Programs Entail Costs, but the Paybacks Could Be Substantial," *RAND Review*, Vol. 29, No. 3, Fall 2005.
- Karoly, Lynn A., "Preschool for All? The Economics of Universal Preschool Education," *Milken Institute Review*, December 2005, pp. 14-20.
- Karoly, Lynn A. and James H. Bigelow, "The Costs and Benefits of Universal Preschool in California," RAND Research Brief RB-9118, Santa Monica, Calif.: The RAND Corporation, 2005.
- Karoly, Lynn A. and Constantijn W.A. Panis, "The Future at Work," *Worth*, June 2004, pp. 34-35.
- Karoly, Lynn A. and Constantijn W.A. Panis, "The Future at Work: Trends and Implications," RAND Research Brief RB-5070, Santa Monica, Calif.: The RAND Corporation, 2004.
- Karoly, Lynn A., "The Labor Force," in Paul Demeny and Geoffrey McNichol, eds., *Encyclopedia of Population*, New York.: Macmillan Reference USA, 2003, pp. 567-570.
- Grogger, Jeffrey, Lynn A. Karoly, and Jacob Alex Klerman, "Conflicting Benefits: Trade-Offs in Welfare Reform," *RAND Review*, Vol. 26, No. 3, Fall 2002.
- Grogger, Jeffrey, Lynn A. Karoly, and Jacob Alex Klerman, "A Decade of Welfare Reform: What We've Learned About Welfare Usage and Economic Outcomes" RAND Research Brief RB-5067, 2002.
- Grogger, Jeffrey, Lynn A. Karoly, and Jacob Alex Klerman, "A Decade of Welfare Reform: What We've Learned About Child Well-Being" RAND Research Brief RB-5068, 2002.
- Karoly, Lynn A., M. Rebecca Kilburn, James H. Bigelow, Jonathan P. Caulkins and Jill S. Cannon, "Analyzing the Costs and Benefits of Early Childhood Interventions," RAND Research Brief RB-5051, Santa Monica, Calif.; The RAND Corporation, 2001.
- Karoly, Lynn A., "Investing in the Future: Reducing Poverty through Human Capital Investments," *Focus*, 21(2), Fall 2000, pp. 38-43.

Karoly, Lynn A., Peter W. Greenwood, Susan S. Everingham, Jill Houbé, M. Rebecca Kilburn, C. Peter Rydell, Matthew Sanders, and James Chiesa, “Early Childhood Interventions: Benefits, Costs, and Savings,” RAND Research Brief RB-5014, Santa Monica, Calif.: The RAND Corporation, 1998.

Klerman, Jacob Alex and Lynn A. Karoly, “When Do They Settle Down? Young People in the U.S. Labor Market,” RAND Research Brief RB-8012, Santa Monica, Calif.: The RAND Corporation, 1995.

Dertouzos, James L. and Lynn A. Karoly, “A Pound of Prevention? The Indirect Cost of New Wrongful-Termination Laws,” RAND Research Brief RB-9016, Santa Monica, Calif.: The RAND Corporation, 1992.

Oakes, Jeannie, Molly Selvin, Lynn A. Karoly, and Gretchen Guiton, “High School Vocational Education: Low Esteem, Little Clout,” RAND Research Brief RB-8001, Santa Monica, Calif.: The RAND Corporation, 1992.

WORKING PAPERS

Karoly, Lynn A., Gail L. Zellman, and Michal Perlman, “Understanding Variation in Classroom Quality Within Early Childhood Centers: Evidence from Colorado’s Quality Rating and Improvement System,” submitted for publication, November 2011.

Cannon, Jill S., Alison Jacknowitz, and Lynn A. Karoly, “The Influence of Pre-Kindergarten Experiences on Kindergarten Skills Among Linguistically Isolated Children,” paper prepared for presentation at the 2011 Fall Conference of the Association for Public Policy Analysis and Management, October 2011.

Cannon, Jill S., Alison Jacknowitz, and Lynn A. Karoly, “Pre-Kindergarten Experiences Among Children of Immigrants: The Role of Language,” paper prepared for presentation at the 2010 Fall Conference of the Association for Public Policy Analysis and Management, October 2010.

Zissimopoulos, Julie, Qian Gu, and Lynn A. Karoly, “Liquidity Constraints, Household Wealth, and Self-Employment: The Case of Older Workers,” RAND Working Paper WR-725, December 2009.

Zissimopoulos, Julie M., Nicole Maestas, and Lynn A. Karoly, “The Effect of Retirement Incentives on Retirement Behavior: Evidence from the Self-Employed in the United States and England,” RAND Labor and Population Working Paper WR-528, September 2007.

RECENT PRESENTATIONS

Testimony and Policy Forums

March 2012, Sacramento, CA, “California Child Care and Development Programs,” testimony before the California Assembly Budget Subcommittee No. 1—Health and Human Services and Subcommittee No. 2—Education Finance.

February 2012, Washington, “Building Blocks for a Strong Preschool to Early Elementary Education System,” testimony before the Committee of the Whole, Council of the District of Columbia.

- October 2011, Abu Dhabi, United Arab Emirates, “Human Capital Challenges in the 21st Century,” presented at the Building Future Education MENA conference on “Modernising Education to Create Tomorrow’s Workforce.”
- May 2011, Sacramento, CA, “A Golden Opportunity: Advancing the Adequacy and Efficiency of California’s Early Care and Education Workforce Professional Development System,” presented to the California Early Learning Advisory Committee.
- March 2011, Doha, Qatar, “Education, Human Capital, and the GCC Labor Market,” presented at the RAND-Qatar Policy Institute Speaker Series.
- March 2011, Abu Dhabi, United Arab Emirates, “Education, Human Capital, and the GCC Labor Market,” presented at the RAND Abu Dhabi Speaker Series.
- February 2011, Sacramento, CA, “Preliminary Results from a ‘Virtual Pilot’ of California’s QRIS: Center-Based Programs Serving Preschool-Age Children,” presented to the California Early Learning Advisory Committee (with Gail Zellman).
- October 2010, Sacramento, CA, “California: The State of Early Care and Education,” keynote address to the California Child Development Administrators Association.
- October 2010, Washington, “Comments on U.S. Labor Market Challenges Over the Longer Term,” presented at the Federal Reserve Board Academic Consultants Meeting on Structural Changes in the Labor Market.
- December 2009, Arlington, VA, “Preschool Adequacy and Efficiency in California: Issues, Policy Options, and Recommendations,” presented to the One RAND Seminar.
- November 2009, Arlington, VA, “The 21st Century at Work: Trends and Implications,” presented to participants in the Walmart Leadership Academy.
- September 2009, Toronto, Ontario, “The Economic Returns from Early Childhood Programs,” presented at the conference on “Implementing Early Learning in Ontario,” School of Public Policy and Governance, University of Toronto.
- July 2009, Washington, DC, “Preschool Adequacy and Efficiency in California: Issues, Policy Options, and Recommendations,” presented to U.S. House of Representatives legislative staff.
- June 2009, Montgomery, AL, “Key Issues for the 21st Century Workforce,” presented at the RAND Gulf States Policy Institute policy forum on “Building on Alabama Assets and Opportunities.”
- June 2009, Washington, DC, “The 21st Century at Work: Trends and Implications,” presented in the National Labor Relations Board seminar series.
- May 2009, Sacramento, CA, “Preschool Adequacy and Efficiency in California: Issues, Policy Options, and Recommendations,” presented to California State Assembly and Senate legislative staff.
- March 2009, Sacramento, CA, “The Economic Returns from Early Childhood Interventions,” presented at the Water Cooler Conference on “Learning Begins at Birth: The Larger Education Conversation.”
- March 2009, Sacramento, CA, “Preschool Adequacy and Efficiency in California: Issues, Policy Options, and Recommendations,” presented to the California Early Learning Quality Improvement System Advisory Committee.

- March 2009, Jackson, MS, “Investing in Our Children: What Do We Know About the Benefits of Early Childhood Interventions?” presented to the RAND Gulf States Policy Institute Advisory Board.
- March 2009, Jackson, MS, “The 21st Century at Work: Trends and Implications,” presented to the RAND Gulf States Policy Institute Advisory Board.
- January 2009, Santa Monica, CA, “Evaluating California’s Investment in Early Childhood Education: Results from the RAND California Preschool Study,” presented at the annual RAND Community Conference on Early Childhood Issues.
- January 2009, Washington, DC, “Estimates of Potential Eligibility for Low-Income Subsidies Under Medicare Part D,” presented to Social Security Administration Office of Research, Evaluation, and Statistics staff (with Erik Meijer and Pierre-Carl Michaud).
- October 2008, Sacramento, CA, “Adequacy and Efficiency of Preschool Education in California: Results from the RAND California Preschool Study,” presented at the Child Development Policy Institute Fall Forum.
- October 2008, Sacramento, CA, “Adequacy and Efficiency of Preschool Education in California: Results from the RAND California Preschool Study,” presented to California State Assembly and Senate legislative staff.
- October 2008, Arlington, VA, “The Future at Work: Trends Affecting Workplace Safety and Health,” presented to the RAND Center for Health and Safety in the Workplace Advisory Board.
- June 2008, Sacramento, CA, “RAND California Preschool Study Findings: Study 3,” presented to California State Assembly and Senate legislative staff.
- March 2008, Berkeley, CA, “RAND California Preschool Study Findings: Studies 1 and 2,” presented to the annual spring conference of the California County Boards of Education, California State Parent Teacher Association, and California County Superintendents Education Services Association.

Seminar, Workshop, and Conference Presentations

- February 2012, San Antonio, TX, “What We Know About Children at Kindergarten Entry, What Got Them to That Point, and What That Holds for the Future,” presented at the Council of Chief State School Officers conference on “State Kindergarten Entry Assessment.”
- August 2011, Boston, MA, “Cost and Outcome Analysis Workshop,” presented at Project LAUNCH Grantee Meeting (with M. Rebecca Kilburn).
- February 2011, Washington, DC, “Using Benefit-Cost Analysis to Inform Early Childhood Care and Education Policy,” presented at the National Research Council and Institute of Medicine Workshop on “The Early Childhood Care and Education Workforce.”
- January 2011, Denver, CO, “Toward Standardization of Benefit-Cost Analyses of Early Childhood Interventions,” paper presented at the 2011 annual meetings of the American Economics Association.
- October 2010, Washington, DC, “Principles and Standards for Benefit-Cost Analysis of Early Childhood Interventions,” conference on “Developing Standards for Benefit-Cost Analysis,” October 18-19, 2010.

- February 2010, Abu Dhabi, United Arab Emirates, “The Role of Education in Preparing Graduates for the Labor Market in the GCC Countries,” presented at the 15th annual conference of the Emirates Center for Strategic Studies and Research on “Education and the Requirements of the GCC Labor Market.”
- November 2009, Washington, DC, “Using Matched Survey and Administrative Data to Estimate Eligibility for the Medicare Part D Low Income Subsidy Program,” presented at the 2009 Federal Committee on Statistical Methodology Research Conference (with Erik Meijer and Pierre-Carl Michaud).
- March 2009, Washington, DC, “Overview of Benefit-Cost Analysis for Early Childhood Interventions,” presented at the National Research Council and Institute of Medicine Workshop on “Strengthening Benefit-Cost Methodology for the Evaluation of Early Childhood Interventions.”
- November 2008, Los Angeles, CA, “The Nature and Quality of Early Care and Education for Preschool-Age Children in California,” 2008 annual meetings of the Association for Public Policy Analysis and Management (with Bonnie Ghosh-Dastidar, Gail Zellman, Michal Perlman, and Lynda Fernyhough).
- June 2008, Washington, DC, “Issues in Standardizing Benefit-Cost Analysis for Social Programs,” conference on “Advancing Social Policymaking Through Benefit-Cost Analysis: Challenges and Opportunities,” June 24-25, 2008.
- April 2008, New Orleans, LA, “Employment and Self-Employment in the Wake of Hurricane Katrina,” 2008 annual meetings of the Population Association of America (with Julie Zissimopoulos).

April 2012