

JAMES R. HOSEK

EDUCATION

Ph.D., Economics, 1975, The University of Chicago
M.A., Economics, 1970, The University of Chicago
B.A., English, 1966, Cornell University

PROFESSIONAL EXPERIENCE

2018- Adjunct Economist, RAND
1983-2018 Senior Economist, RAND
1989-2018 Editor-in-Chief, *The RAND Journal of Economics*
1997- Professor of Economics, Pardee RAND Graduate School
2005-2011 Director, Forces and Resources Policy Center, NDRI
1990-1994 Corporate Research Manager, Human Capital
1985-1990 Head, Economics and Statistics Department
1981-1985 Director, Defense Manpower Research Program

PROFESSIONAL ORGANIZATIONS, HONORS

Spotlight Award for Innovation, RAND, 2016
Gold Medal Award, RAND, 2014
Bronze Medal Award, RAND, 2012
President's Award, RAND, 2000
Economists in National Security Analysis
Fellow, Inter-University Seminar on Armed Forces and Society
Who's Who

PROFESSIONAL SERVICE

2010 Eleventh Quadrennial Review of Military Compensation Working Group
2009 Revitalizing the U.S. Armed Forces Issue Team, Strengthening America's
Future Initiative, Center for the Study of the Presidency and Congress
2006-2008 Tenth Quadrennial Review of Military Compensation Working Group
1998-2002 Ninth Quadrennial Review of Military Compensation Working Group
1997 Rockefeller Panel on the Development of Welfare to Work Policies in California

REVIEWING

The RAND Journal of Economics, American Economic Review, Journal of Labor Economics, Review of Economics and Statistics, Defence and Peace Economics, Journal of Armed Forces and Society, Journal of Human Resources, Journal of Pension Economics and Finance, Journal of Policy Analysis and Management, Economic Inquiry, Contemporary Economic Policy, Military Psychology, Operations Research, Social Science Quarterly, National Science Foundation, National Academy of Sciences, RAND

PARDEE RAND GRADUATE SCHOOL

Dissertations (recent): Aziza Arifkhanova (Chair), Olena Bogdan (Chair), Abdul Tariq (Chair).

RAND PUBLICATIONS

A Wage Differential Approach to Managing Special and Incentive Pay, with Beth J. Asch and Michael G. Mattock, RR-2102-OSD, 2018.

Military/Civilian Pay Levels, Trends, and Recruit Quality, with Beth J. Asch, Michael G. Mattock, and Troy Smith, RR02396-OSD, 2018.

Capping Retired Pay for Senior Field Grade Officers: Force Management, Retention, and Cost Effects, with Beth J. Asch, Michael G. Mattock, Patricia K. Tong, RR-2251-OSD, 2018.

An Assessment of the Military Survivor Benefit Plan, with Beth J. Asch, Michael G. Mattock, Italo A. Gutierrez, Patricia K. Tong, Felix Knutson, RR-2236-OSD, 2018.

The Blended Retirement System: Retention Effects and Continuation Pay Cost Estimates for the Armed Services, with Beth J. Asch and Michael G. Mattock, RR-1887-OSD, 2017.

The Role of Special and Incentive Pays in Retaining Military Mental Health Care Providers, with Beth J. Asch, Michael G. Mattock, and Shanthi Nataraj, RR-1425-OSD, 2017.

Toward Efficient Military Retirement Accrual Charges, with Beth J. Asch and Michael G. Mattock, RR-1373-Arroyo, 2017.

Policies for Managing Reductions in Military End Strength: Using Incentive Pays to Draw Down the Force, with Michael G. Mattock and Beth J. Asch, RR-545-OSD, 2016.

Workforce Downsizing and Restructuring in the Department of Defense: The Voluntary Separation Incentive Program Versus Involuntary Separation, with Beth J. Asch, Michael G. Mattock, David Knapp, and Jennifer Kavanagh, RR-1540-OSD, 2016.

An Enhanced Capability for Modeling the Impact of Compensation Policy on U.S. Department Defense Civil Service Retention and Cost, with David Knapp, Beth J. Asch, and Michael G. Mattock, RR-1503-OSD, 2016.

Retention, Incentives, and DoD Experience Under the 40-Year Military Pay Table, with Beth J. Asch, Michael G. Mattock, and Jennifer Kavanagh, RR-1209-OSD, 2016.

Not All Changes Are Equal: Assessing How Different Pension Policies Can Impact Teacher Retention, with David Knapp, Kristine Brown, Beth J. Asch, and Michael G. Mattock, RB-9898-RC, 2016.

Retirement Benefits and Teacher Retention: A Structural Modeling Approach, with David Knapp, Kristine Brown, Beth J. Asch, and Michael G. Mattock, RR-1448-RC, 2016.

Retaining Air Force Pilots When the Civilian Demand for Pilots Is Growing, with Beth J. Asch and Michael G. Mattock, RR-1455-PAF, 2016.

Reforming Military Retirement: Analysis in Support of the Military Compensation and Retirement Modernization Commission, with Beth J. Asch and Michael G. Mattock, RR-1022-MCRMC, 2015.

The Federal Civil Service Workforce: Assessing the Effects of Pay Freezes, Unpaid Furloughs,

and Other Federal-Employee Compensation Changes in the Department of Defense, with Beth J. Asch and Michael G. Mattock, RR-514-OSD, 2014.

How Do Federal Civilian Pay Freezes and Retirement Plan Changes Affect Employee Retention in the Department of Defense?, with Beth J. Asch and Michael G. Mattock, RR-678-OSD, 2014.

Toward Meaningful Compensation Reform: Research in Support of DoD's Review of Military Compensation, with Beth J. Asch and Michael G. Mattock, RR-501, 2014.

Toward Improved Management of Officer Retention: A New Capability for Assessing Policy Options, with Michael G. Mattock, Beth J. Asch, Christopher Whaley, Christina Panis, RR-764, 2014.

Making the Reserve Retirement System Similar to the Active System: Retention and Cost Estimates, with Michael G. Mattock and Beth J. Asch, RR-530, 2014.

A New Tool for Assessing Workforce Management Policies Over Time: Extending the Dynamic Retention Model, with Beth J. Asch and Michael G. Mattock, RR-113-OSD, 2013.

A Policy Analysis of Reserve Retirement Reform, with Beth J. Asch and Michael G. Mattock, MG-378-OSD, 2013.

Should the Increase in Military Pay Be Slowed? with Beth J. Asch and Michael G. Mattock, TR-1185-OSD, 2012.

Reserve Participation and Cost Under a New Approach to Reserve Compensation, Research in Support of the 11th Quadrennial Review of Military Compensation, with Beth J. Asch and Michael G. Mattock, MG-1153-OSD, 2012.

Insights from Early RAND Research on Deployment: Effects on U.S. Service Members and Their Families, Testimony presented to the Senate Veterans' Affairs Committee, CT-367, 2011.

How Is Deployment to Iraq and Afghanistan Affecting U.S. Service Members and Their Families? An Overview of Early RAND Research on the Topic, (editor), OP-316, 2011.

Analysis and Recommendations on the Company-Grade Officer Shortfall in the Reserve Components of the United States Army, with Catherine Augustine and Ian Cook, MG-1045-OSD, 2011.

Effects of Bonuses on Active Component Reenlistment Versus Prior Service Enlistment in the Selected Reserve, with Trey Miller, MG-1057-OSD, 2011.

The Role of Incentive Pays in Military Compensation, Testimony presented to the Senate Armed Services Committee, Subcommittee on Personnel, CT-345, 2010.

Cash Incentives and Military Enlistment, Attrition, and Reenlistment, with Beth J. Asch, Paul Heaton, Francisco Martorell, Curtis Simon, and John T. Warner, MG-950-OSD, 2010.

How Have Deployments During the War on Terrorism Affected Reenlistment? with Francisco Martorell, MG-873-OSD, 2009.

U.S. Competitiveness in Science and Technology, with Titus Galama, MG-674-OSD, 2008.

Perspectives on U.S. Competitiveness in Science and Technology, co-edited with Titus Galama, CF-235-OSD, 2007.

Assessing Compensation Reform: Research in Support of the 10th Quadrennial Review of Military Compensation, with Beth J. Asch, Michael G. Mattock, Christina Panis, MG-764-OSD, 2008.

How Deployments Affect Service Members, with Jennifer Kavanagh, Laura Miller, MG-432-RC, 2006.

Reserve Retirement Reform: A Viewpoint on Recent Congressional Proposals, with Beth J. Asch, TR-199-OSD, 2006.

Deployment, Retention, and Compensation, CT-222, 2004.

Looking to the Future: What does Transformation Mean for Military Manpower and Personnel Policy? with Beth J. Asch, OP-108, 2004.

Attracting the Best: How the Military Competes for Information Technology Personnel, with Michael G. Mattock, C. Christine Fair, Jennifer Sharp, Mark Totten, MG-108, 2004.

The Soldier of the 21st Century, in Greg Treverton, *et al.*, eds., *New Challenges, New Techniques in Defense Analysis*, RAND, 2003.

Serving Away from Home: How Deployments Influence Reenlistment, with Mark Totten, MR-1594-OSD, 2002.

Married to the Military: The Employment and Earnings of Military Wives Compared with Those of Civilian Wives, with Beth J. Asch, Chris Fair, Craig Martin, Michael G. Mattock, MR-1565-OSD, 2002.

Learning About Quality: How the Quality of Military Personnel Is Revealed Over Time, with Michael G. Mattock, MR-1593-OSD, 2002.

Military Recruiting and Retention After the Fiscal Year 2000 Military Pay Legislation, with Beth J. Asch, MR-1532-OSD, 2002.

A Look At Cash Compensation for Active Duty Military Personnel, with Beth J. Asch and Craig Martin, MR-1492-OSD, 2002.

Changing Air Force Compensation: A Consideration of Some Options, with Beth J. Asch, MR-1566-1-AF, 2002.

An Analysis of Pay for Enlisted Personnel, with Beth J. Asch, John T. Warner, DB-344-OSD, 2001.

Keeping Military Pay Competitive: The Outlook for Civilian Wage Growth and Its Consequences, RAND IP-205, with Jennifer Sharp, 2001.

Military Compensation: Trends and Policy Options, with Beth J. Asch, 1999.

Military Compensation: Testimony, Testimony presented to the Senate Armed Services Committee, Subcommittee on Personnel, CT-151, 1999.

Measuring the Quality of Enlisted Personnel in the U.S. Armed Forces: Methodology, With Michael G. Mattock, 1998.

Does Perstempo Hurt Reenlistment? The Effect of Long or Hostile Perstempo on Reenlistment, with Mark Totten, 1998.

The New Fiscal Federalism and the Social Safety Net: A View from California, James R. Hosek and Robert E. Levine, editors, 1996.

Foreign Direct Investment in Russia: A Report to the Government of the Russian Federation, with Jeremy R. Azrael, Eugene B. Rumer, Richard E. Stern, 1996.

Strengthening Russia's Labor Policy: A Perspective from the U.S., 1994. (Also published in *Tchelovek I Trud* (Man and Labor).)

Military Pay Gaps and Caps, with Christine E. Peterson, Joanna Zorn Heilbrunn, 1994.

PACER SHARE Productivity and Personnel Management Demonstration: Third-Year Evaluation, with Bruce R. Orvis, Michael G. Mattock, 1993.

"Recruiting: The Closing Door," *Urban America: Policy Choices for Los Angeles and the Nation*, with Jacob A. Klerman, 1992.

A Civilian Wage Index for Defense Manpower, with Christine E. Peterson, Jeannette VanWinkle, Hui Wang, 1992.

Restructuring DoD's Accession Programs in the Coming Decade, Beth J. Asch, James N. Dertouzos, Bernard D. Rostker, 1992.

PACER SHARE Productivity and Personnel Management Demonstration: Second-Year Evaluation, with Bruce R. Orvis, Michael G. Mattock, 1992.

Voluntary Separation Incentives: Will They Be Strong Enough?, with David W. Grissmer, Richard L. Eisenmann, William W. Taylor, 1992.

Cohort Specific Methods for Calculating Accrual Payments to Fund Military Retirement, with David W. Grissmer, Richard L. Eisenmann, William W. Taylor, 1991.

PACER SHARE Productivity and Personnel Management Demonstration: First-Year Evaluation, with Bruce R. Orvis, Michael G. Mattock, 1991.

PACER SHARE Productivity and Personnel Management Demonstration: Baseline Evaluation, with Bruce R. Orvis, Michael G. Mattock, 1990.

Serving Her Country: An Analysis of Women's Enlistment, with Christine E. Peterson, 1989.

Substitution of Younger for Older Military Personnel: Estimating Cost Savings and Structuring Institutional Incentives, with David W. Grissmer, Richard L. Eisenmann, 1989.

- Predicting Enlistment for Recruiting Market Segments*, with Bruce R. Orvis, Martin T. Gahart, 1989.
- Developing an Initial Skill Training Database: Rationale and Content*, with Christine E. Peterson, 1988.
- Military Enlistment and Attrition*, with John Antel, Christine E. Peterson, 1987.
- Educational Expectations and Enlistment Decisions*, with Christine E. Peterson, Rick Eden, 1986.
- Enlistment Decisions of Young Men*, with Christine E. Peterson, 1985.
- Reenlistment Bonuses and Retention Behavior: Executive Summary*, with Christine E. Peterson, 1985.
- Reenlistment Bonuses and Retention Behavior*, with Christine E. Peterson, 1985.
- Active Enlisted Supply: Prospects and Policy Options*, with Richard L. Fernandez, David W. Grissmer, 1984.
- The AFEES-NLS Data Base: A Choice-Based Sample for Studying Enlistment and Post-Enlistment Outcomes*, with Christine E. Peterson, 1983.
- Does Migration Increase Wage Rates?--An Analysis of Alternative Techniques for Measuring Wage Gains to Migration*, with Julie DaVanzo, 1981.
- British Industrial Response to the Peak-Load Pricing of Electricity*, with Jan Paul Acton, Ellen H. Gelbard, Derek J. McKay, 1980.
- The AFDC-Unemployed Fathers Program and Welfare Reform*, James R. Hosek, 1979.
- An Introduction to Estimation with Choice-Based Sample Data*, James R. Hosek, 1979.
- Multiple Welfare Benefits in New York City*, with David Lyon, Phillip Armstrong, John McCall, 1976.
- Regional Labor Supply Response to Negative Income Tax Programs*, with David Greenberg, Julie DaVanzo, 1976.
- Estimating the Effects of Teaching on the Costs of Inpatient Care: The Case of Radiology Treatments*, with Adele Palmer, 1975.
- Unemployment Patterns Among Individuals*, James R. Hosek, 1975.
- Human Investment Decisions, Labor Market Choice, and Unemployment*, with Gary S. Fields, 1973.

EXTERNAL PUBLICATIONS

“Deployment and Divorce: An In-Depth Analysis by Relevant Demographic and Military Characteristics,” with Sebastian Negrusa and Brighita Negrusa, in Shelley MacDermitt Wadsworth and David S. Riggs, eds., *War and Family Life*, Springer, 2016.

“Economic Conditions of Military Families,” with Shelley MacDermid, *Future of Children*, Princeton University and Brookings Institution, October 2013.

“Gone to War: Have Deployments Increased Divorces?,” with Sebastian Negrusa and Brighita Negrusa, *Journal of Population Economics*, September 2013.

“Will High Deployments Undermine the U.S. All Volunteer Force?” in Irondelle, Bastien, Martial Foucault, and Cindy Williams, eds., *Recruiting and Retention on Today’s Expeditionary Militaries*, forthcoming.

“Deployment, Reenlistment Intentions, and Actual Reenlistment: Single and Married Active-Component Service Members,” with Francisco Martorell, in MacDermid, Shelley and David Riggs, eds., *Risk and Resilience in U.S. Military Families*, Springer, November 2010.

“New Economics of Manpower in the Post-Cold War Era,” with Beth J. Asch, John T. Warner, in *Handbook of Defence Economics*, Vol. II, Elsevier, 2007.

“The Effect of Deployment on First- and Second-Term Re-Enlistment in the US Active Duty Force,” with Mark Totten, *Defence and Peace Economics*, Vol. 15, No. 5, 2004, pp. 433-452.

“Who Stays, Who Leaves? Attrition Among First-Term Enlistees,” with John Antel, Christine E. Peterson, *Armed Forces and Society*, Vol. 15, No. 3, Spring 1989, pp. 389-408.

“Military Enlistment and Attrition,” with John Antel, Christine E. Peterson, in R. Ehrenberg, ed., *Research in Labor Economics*, Vol. 10, JAI Press, 1989, pp. 207-264.

“Enlistment Decisions of Young Men,” with Christine E. Peterson, in C. Gilroy, ed., *Army Manpower Economics*, Westview Press, 1985.

“Enlisted Strength in the 80s: A Midterm Reassessment,” with Richard L. Fernandez, David W. Grissmer, *Defense Management Journal*, Vol. 21, No. 2, 1985, pp. 2-9.

“Active Enlisted Supply: Prospects and Policy Options,” with Richard L. Fernandez, and David W. Grissmer, in W. Bowman and T. Sicilian, eds., *The AVF After a Decade*, Pergamon Press, 1984, pp. 185-205.

“The Outlook for Sustaining Enlisted Force Strength and Quality,” with *Factors in Systems Effectiveness*, July 1984.

“The Effect of Rates on the Pattern of Industrial Electricity Consumption,” with Jan P. Acton, Derek McKay, *Journal of Business Administration*, Vol. 14, Nos. 1,2, 1983/84, pp. 41-69.

“Retention,” James R. Hosek, *Naval Manpower Research in the 1980s*, Center for Naval Analysis, 1983.

“Teaching and Hospital Costs: The Case of Radiology,” with Adele Palmer, *Journal of Health Economics*, Vol. 2, 1983, pp. 29-46.

Editor, *The U.S. Armed Forces: Conscript or Volunteer*, Final Report of the 24th Air Force Academy Assembly in conjunction with The American Assembly, March 1982.

“AFDC-Unemployed Fathers Program: Determinants of Participation and Implications for Welfare Reform,” James R. Hosek, in P. Sommers, ed., *Welfare Reform in America: Perspectives and Prospects*, Kluwer, Nijhoff Publishing, 1982, pp. 141-164.

“The Analysis of Military Manpower Issues,” with John P. White, in Brent Scowcroft, ed., *Military Service in the United States*, Prentice-Hall, 1982, pp. 40-79.

Co-editor, *Military Personnel Attrition and Retention Behavior: Research in Progress*, Smithsonian Institution, October 1981.

“Determinants of Family Participation in the AFDC-Unemployed Fathers Program,” James R. Hosek, *Review of Economics and Statistics*, Vol., 62, No. 3, August 1980, pp. 466-470.

“Comment on IDIOM: An Application to Military Export Policy and Compensatory Alternatives’,” James R. Hosek, in R. Haveman and K. Hollenbeck, eds., *Microsimulation Models for the Analysis of Public Policy*, Vol. 2, Academic Press, 1980, pp. 246-252.

“The AFDC-Unemployed Fathers Program: An Effective Basis for Welfare Reform?,” James R. Hosek, *Proceedings of the 19th Annual Workshop on Welfare Research and Statistics*, August 1979.

“The Family’s Decision to Participate in the AFDC-Unemployed Fathers Program,” James R. Hosek, *Hearings before the Committee on Finance, United States Senate*, 95th Congress, 2nd Session, Washington, D.C., November 15-17, 1978.

“Exploring Male-Female Wage Differentials for the Same Job,” with Robert Goldfarb, *Journal of Human Resources*, Vol. XI, No. 1, Winter 1976, pp. 98-108.

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