

KATHLEEN J. MULLEN

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Last updated April 2021

EDUCATION

Ph.D., Economics, University of Chicago, 2005
B.A. with Highest Distinction, Economics, University of Virginia, 1999

EMPLOYMENT

Senior Economist, RAND, 2015-Present
Economist, RAND, 2011-2015
Associate Economist, RAND, 2007-2011
Robert Wood Johnson Scholar in Health Policy Research, Harvard University, 2005-2007

POSITIONS

Editor-in-Chief, RAND Journal of Economics, 2018-Present
Director, RAND Center for Disability Research, 2015-Present
Director, RAND Postdoctoral Training Program in the Study of Aging, 2020-Present
Director, RAND Summer Institute Workshop on Aging, 2011-Present
Research Fellow, IZA, 2014-Present
Associate Director, RAND Economics, Sociology and Statistics Department, 2016-2018
Associate Director, RAND Postdoctoral Training Program in the Study of Aging, 2015-2019
Associate Director, RAND Center for Disability Research, 2010-2015
Professor of Economics, Pardee RAND Graduate School of Public Policy, 2007-2015

FIELDS of INTEREST

Labor Economics, Public Economics, Economics of Aging, Disability, Health & Retirement

TEACHING

Advanced Econometrics II, Pardee RAND Graduate School, 2007-2011

HONORS, AWARDS AND FELLOWSHIPS

Silver Medal Award, RAND Corporation, 2019
Bronze Medal Award, RAND Corporation, 2012
Dennis J. Aigner Award for best applied paper published in *Journal of Econometrics*, 2005
University of Chicago Fellowship, 1999-2003
Outstanding Economics Student Award, University of Virginia, 1999
Phi Beta Kappa, 1998

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RESEARCH ARTICLES

- Maestas, Nicole, Kathleen J. Mullen and Alexander Strand (Forthcoming). “The Effect of Economic Conditions on the Disability Insurance Program: Evidence from the Great Recession.” *Journal of Public Economics*.
- Maestas, Nicole, Kathleen J. Mullen and Stephanie Rennane (Forthcoming). “Absenteeism and Presenteeism among American Workers.” *Journal of Disability Policy Studies*.
- Heim, Bradley, Ithai Lurie, Kathleen J. Mullen, and Kosali Simon (2021). “How Much Do Outside Options Matter? The Effect of Subsidized Health Insurance on Social Security Disability Insurance Benefit Receipt” *Journal of Health Economics*, 76, 102437.
- Maestas, Nicole, Kathleen J. Mullen and Stephanie Rennane (2019). “Unmet Need for Workplace Accommodation.” *Journal of Policy Analysis and Management*, 38(4), pp. 1004-1027.
- Mullen, Kathleen J. and Stefan Staubli (2016). “Disability Benefit Generosity and Labor Force Withdrawal.” *Journal of Public Economics*, 143, pp. 49-63.
- Hill, Matthew J., Nicole Maestas and Kathleen J. Mullen (2016). “Employer Accommodation and Labor Supply of Disabled Workers.” *Labour Economics*, 41, pp. 291-303.
- Manoli, Dayanand S., Kathleen J. Mullen and Mathis Wagner (2015). “Policy Variation, Labor Supply Elasticities and a Structural Model of Retirement.” *Economic Inquiry*, 53(4), pp. 1702-1717.
- Maestas, Nicole, Kathleen J. Mullen and Alexander Strand (2015). “Disability Insurance and the Great Recession.” *American Economic Review Papers & Proceedings*, 105(5), pp. 177-182.
- Maestas, Nicole, Kathleen J. Mullen and Alexander Strand (2014). “Disability Insurance and Health Insurance Reform: Evidence from Massachusetts.” *American Economic Review Papers & Proceedings*, 104(5), pp. 329-335.
- Maestas, Nicole, Kathleen J. Mullen and Alexander Strand (2013). “Does Disability Insurance Receipt Discourage Work? Using Examiner Assignment to Estimate Causal Effects of SSDI Receipt.” *American Economic Review*, 103(5), pp. 1797-1829.
- Hurd, Michael D., Paco Martorell, Adeline Delavande, Kathleen J. Mullen and Kenneth M. Langa (2013). “Monetary Costs of Dementia in the United States.” *The New England Journal of Medicine*, 368(14), pp. 1326-1334.
- Fonseca, Raquel, Kathleen J. Mullen, Gema Zamarro and Julie Zissimopoulos (2012). “What Explains the Gender Gap in Financial Literacy? The Role of Household Decision-Making.” *Journal of Consumer Affairs*, 46(1), pp. 90-106.
- Mullen, Kathleen J., Richard G. Frank and Meredith B. Rosenthal (2010). “Can You Get What You Pay For? Pay-for-Performance and the Quality of Healthcare Providers.” *The RAND Journal of Economics*, 41(1), pp. 64-91.
- Hansen, Karsten T., James J. Heckman and Kathleen J. Mullen (2004). “The Effect of Schooling and Ability on Achievement Test Scores.” *Journal of Econometrics*, 121(1-2), pp. 39-98.

BOOK CHAPTERS, REPORTS, and REVIEW ARTICLES

- Berger, Benjamin, Italo Lopez Garcia, Nicole Maestas, and Kathleen J. Mullen (Forthcoming). “The Link between Health and Working Longer: Differences in Work Capacity,” In *Can't Work, Can't Retire: America's Aging Workforce*, Eds. Lisa Berkman and Beth C. Truesdale.
- Armour, Philip, Katherine Grace Carman, Kathleen J. Mullen, and Shanthi Nataraj (2020). “Telecommuting and Work in the COVID-19 Pandemic: Are Workers Returning to the Workplace or Staying in Their Home Offices?” RAND Research Report RRA308-11.
- Committee for the Peer Review of a Report Commissioned by the Social Security Administration on Required Mental Health Requirements for Selected Occupations (2020). “Peer Review of a Report Commissioned by the Social Security Administration on Selected Occupational Requirements.” A Consensus Study Report of the National Academies of Sciences, Engineering and Medicine.

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- Armour, Philip, Katherine Grace Carman, Kathleen J. Mullen, and Shanthi Nataraj (2020). “The COVID-19 Pandemic and the Changing Nature of Work: Lose Your Job, Show Up to Work, or Telecommute?” RAND Research Report RRA308-4.
- Laitner, John, Eric French, Alan L. Gustman, Michael D. Hurd, Olivia S. Mitchell, Kathleen J. Mullen, and Susan C. Barnes (2020). “Social Security Research at the University of Michigan Retirement and Disability Research Center.” *Social Security Bulletin*, 80(1), pp. 19-29.
- Technical Panel on Assumptions and Methods (2019). “2019 Technical Panel on Assumptions and Methods: Report to the Social Security Advisory Board.” <https://ssab.gov/Home/TPAM-2019-Public>
- Committee on Health Care Utilization and Adults with Disabilities (2018). “Health Care Utilization as a Proxy in Disability Determination.” A Consensus Study Report of the National Academies of Sciences, Engineering and Medicine.
- Maestas, Nicole, Kathleen J. Mullen, David Powell, Till von Wachter, and Jeffrey B. Wenger (2017). “Working Conditions in the United States: Results of the 2015 American Working Conditions Survey.” RAND Research Report RR-2014-APSF.
- Maestas, Nicole, Kathleen J. Mullen and Gema Zamarro (2010). “Research Designs for Estimating Induced Entry into the SSDI Program Resulting from a Benefit Offset.” RAND Technical Report TR-908.
- Stecher, Brian M., Frank Camm, Cheryl L. Damberg, Laura S. Hamilton, Kathleen J. Mullen, Christopher Nelson, Paul Sorensen, Martin Wachs, Alison Yoh, Gail Zellman and Kristin L. Leuschner (2010). “Towards a Culture of Consequences: Performance-Based Accountability Systems for Public Services.” RAND Monograph MG-1019.

WORKING PAPERS

- Lopez Garcia, Italo, Nicole Maestas, and Kathleen J. Mullen (2019). “Latent Work Capacity and Retirement Expectations” MRDRC Working Paper 2019-400.
- Maestas, Nicole, Kathleen J. Mullen, David Powell, Till von Wachter, and Jeffrey B. Wenger (2018). “The Value of Working Conditions in the United States and Implications for the Structure of Wages.” NBER Working Paper 25204. Revise & resubmit, *American Economic Review*.
- Mullen, Kathleen J., and Stephanie Rennane (2017). “The Effect of Unconditional Cash Transfers on the Return to Work of Permanently Disabled Workers.” NBER Center for Retirement and Disability Research Paper NB17-09.
- Maestas, Nicole, Kathleen J. Mullen and David Powell (2016). “The Effect of Population Aging on Economic Growth.” NBER Working Paper 22452. Revise & resubmit, *American Economic Journal: Macroeconomics*.
- Autor, David, Nicole Maestas, Kathleen J. Mullen and Alexander Strand (2015). “Does Delay Cause Decay? The Effect of Administrative Decision Time on the Labor Force Participation and Earnings of Disability Applicants.” NBER Working Paper 20840. Revise & resubmit, *Review of Economic Studies*.
- Hill, Matthew J., Nicole Maestas and Kathleen J. Mullen (2013). “Source of Health Insurance Coverage and Employment Survival Among Newly Disabled Workers: Evidence from the Health and Retirement Study.” RAND Working Paper WR-1040.
- Maestas, Nicole, Kathleen J. Mullen and David Powell (2013). “The Effect of Local Labor Demand Conditions on the Labor Supply of Older Americans.” RAND Working Paper WR-1019.
- Maestas, Nicole, Kathleen J. Mullen and Gema Zamarro (2012). “Induced Entry into the SSDI Program: Using SGA Changes as a Natural Experiment.” MRRC Working Paper 2012-262.

WORK IN PROGRESS

- Lopez Garcia, Italo, Nicole Maestas, and Kathleen J. Mullen. “The Changing Nature of Work and Work Capacity.”

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- Mullen, Kathleen J., and Stephanie Rennane. "How Does Cash on Hand affect the Labor Supply Behavior of Workers with Disabilities?"
- Maestas, Nicole, Kathleen J. Mullen, David Powell, Till von Wachter, and Jeffrey B. Wenger. "Working Conditions and Health in the United States and Europe."

RESEARCH GRANTS

- Co-Investigator, Michigan Retirement and Disability Research Center (SSA) UM21-05 (PI: Italo Lopez Garcia), "The Role of Physical and Cognitive Job Demands on Transitions into Retirement," October 2020-September 2021.
- Co-Principal Investigator, NBER Retirement and Disability Research Center (SSA) NB21-03 (Co-PI with Stephanie Rennane), "Transferable Skills and Return-to-Work Outcomes for Workers with Permanent Disabilities: Evidence from a 2005 Workers' Compensation Reform in Oregon," October 2020-September 2021.
- Co-Investigator, NBER Retirement and Disability Research Center (SSA) NB21-07 (PI: Tisamarie Sherry), "Understanding Variation in Occupational Requirements," October 2020-September 2021.
- Co-Investigator, NBER Retirement and Disability Research Center (SSA) NB21-08 (PI: Bastian Ravesteijn), "Applying Disability Determination Methods from the Netherlands in the U.S.," October 2020-September 2021.
- Co-Investigator, National Science Foundation 2028091 (PI: Katherine Carman), "RAPID: Employer and Employee Behaviors, Experiences, and Perceptions of the Pandemic," May 2020-April 2021.
- Principal Investigator, Michigan Retirement and Disability Research Center (SSA) UM20-03, "The Changing Nature of Work," October 2019-2020.
- Co-Principal Investigator, NBER Retirement and Disability Research Center (SSA) NB19-Q3 (Co-PI with Stephanie Rennane), "Understanding the Impact of Cash on Hand on the Labor Supply of Disabled Workers," June 2019-September 2020.
- Principal Investigator, Michigan Retirement and Disability Research Center (SSA) UM19-02, "Latent Work Capacity and Retirement Expectations," October 2018-2019.
- Co-Investigator, National Institute on Aging R21AG058114 (PI: Italo Lopez Garcia), "Heterogeneous Effects of Retirement on Health and Cognition," September 2018-May 2021.
- Principal Investigator, NBER Disability Research Center (SSA) NB18-6, "Absenteeism and Presenteeism Among American Workers," October 2017-2018.
- Co-Investigator, Sloan Foundation Research Grant (PI: Nicole Maestas), "How Preferences for Working Conditions Shape Employment at Older Ages," April 2017-October 2020.
- Principal Investigator, NBER Disability Research Center (SSA) NB17-QT02, "Literature Review on Worker Absenteeism and Employment Outcomes", May-September 2017.
- Co-Investigator, National Institute on Aging R01AG056238 (PI: Nicole Maestas), "Health and Human Capital over the Life Course," September 2016-April 2021.
- Co-Investigator, National Institute on Aging R01AG056239 (PI: Nicole Maestas), "Disability Among Older Low-Skilled Workers," September 2016-April 2021.
- Principal Investigator, Michigan Retirement Research Center (SSA) R-UM-17-08, "Understanding Job and Retirement Transitions", September 2016-2017.
- Principal Investigator, NBER Disability Research Center (SSA) NB17-09, "The Effect of Permanent Workers' Compensation Payments on Post-Injury Outcomes", September 2016-2017.
- Co-Investigator, NBER Disability Research Center (SSA) NB17-11, "Early Impact of the Affordable Care Act Medicaid Expansion on Social Security Disability Benefits", September 2016-2017.
- Principal Investigator, NBER Disability Research Center (SSA) NB16-16, "The Effect of the Great Recession on the Flow of SSDI Claims to ALJs", September 2015-2017.
- Principal Investigator, Michigan Retirement Research Center (SSA) UM16-08, "Job Demands and Job Sustainability over the Life Course," September 2015-December 2016.

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- Co-Investigator, Michigan Retirement Research Center (SSA) UM16-17 (PI: Jeffrey Wenger), “Working Conditions and Sustainable Work at Older Ages: An International Perspective,” September 2015-2016.
- Principal Investigator (with Nicole Maestas), NBER Disability Research Center (SSA) NB15-07, “How Effective is Workplace Accommodation in Keeping Disabled Workers on the Job?” September 2014-2015.
- Principal Investigator, Michigan Retirement Research Center (SSA) UM15-03, “Working Conditions over the Life Course,” September 2014-2015.
- Co-Investigator, National Institute on Aging R01AG046290 (PI: Nicole Maestas), “Human Capital of Disabled Workers,” June 2014-June 2020.
- Co-Investigator, Sloan Foundation Research Grant (PIs: Nicole Maestas and Till von Wachter), “Suitable Work Conditions and Employment of Older Workers,” January 2014-December 2017.
- Co-Investigator, Sloan Foundation Research Grant (PI: Nicole Maestas), “The Effect of Labor Demand on Work and Retirement Outcomes,” June 2012-November 2014.
- Principal Investigator, Michigan Retirement Research Center (SSA) UM12-18, “Does Disability Insurance Save Lives?” September 2011-2012.
- Co-Principal Investigator, Michigan Retirement Research Center (SSA) UM12-17 (PI: Nicole Maestas), “SSDI and Healthcare Reform: Evidence from Massachusetts,” September 2011-2012.
- Principal Investigator, National Institute on Aging R21AG037891, “Alternative Pathways to Retirement,” September 2011-August 2013.
- Co-Investigator, Sloan Foundation Research Grant (PI: Nicole Maestas), “Pathways from Disability Onset to Retirement: The Roles of Employer Accommodation and Health Insurance,” July 2011-December 2013.
- Principal Investigator, Michigan Retirement Research Center (SSA) UM11-01, “What Are the Real Application Costs of SSDI?” September 2010-2011.
- Co-Investigator, Michigan Retirement Research Center (SSA) UM11-Q1 (PI: Gema Zamarró), “Induced Entry into the SSDI Program: Using SGA Changes as a Natural Experiment,” September 2010-June 2012.
- Co-Investigator, Social Security Administration Task Order SS00-09-31428, “Research Design to Estimate Induced Entry into the SSDI Program Resulting from a Proposed Program Policy Change (Benefit Offset),” September 2009-October 2010.
- Principal Investigator (with Nicole Maestas), Michigan Retirement Research Center (SSA) UM10-04, “Consistency of the Disability Determination Process and Labor Supply Outcomes,” September 2009-2010.
- Principal Investigator, National Institute on Aging R03AG033833, “Using Policy Variation to Identify and Estimate a Structural Model of Retirement,” August 2009-July 2011.

TRAINING GRANTS

- Principal Investigator, National Institute on Aging T32AG000244-26, “RAND Postdoctoral Training in the Study of Aging, Years 26-30,” May 2021-2026.

PRESENTATIONS

- 2020 MRDRC Workshop on Building Data Resources for Studying Effects of Occupational Characteristics on Health, Disability and Retirement (panel), RDRC Annual Meeting (moderator), MRDRC Data Development Workshop: Disability Research with the HRS (panel)
- 2019 University of Arizona, MRDRC Annual Workshop, NBER Workshop on Longer Working Lives and Labor Demand, CEPRA/NBER Workshop on Ageing and Health (Lugano), RDRC Annual Meeting, KTDRR Online KT Conference, Tinbergen Institute (Amsterdam), Tilburg University,

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- CPB Netherlands Bureau for Economic Policy Analysis, Erasmus University Rotterdam, KU Leuven, Universite du Quebec a Montreal (UQAM)
- 2018 MRRC Annual Workshop, Western Economic Association International Conference, DRC Annual Meeting, European Association for Research in Industrial Economics Annual Conference, UC Davis, APPAM Annual Meeting, Southern Economic Association Annual Conference, University of Connecticut
- 2017 MRRC Annual Workshop, UC San Diego, DRC Annual Meeting, RRC Annual Meeting, Cornell University Dept of Policy Analysis and Management
- 2016 MRRC Annual Workshop, Social Security Administration, SOLE Annual Meeting (poster), DRC Annual Meeting (discussant), RRC Annual Meeting (discussant), APPAM Annual Meeting, CBO Panel of Economic Advisers, NTA Annual Meeting, UC Irvine
- 2015 USC Center for Economic and Social Research, MRRC Annual Workshop, SOLE Annual Meeting, NBER Summer Institute Aging Workshop, DRC Annual Meeting, University of Calgary Empirical Microeconomics Workshop (discussant), University of Manitoba
- 2014 AEA Annual Meeting, MRRC Annual Workshop, IZA/SOLE Transatlantic Meeting of Labor Economists, NEUJOBS conference, Social Security Administration
- 2013 Federal Reserve Bank of San Francisco, NBER Summer Institute Social Security Workshop (Joint with Aging), University of Washington-Seattle, APPAM Annual Meeting
- 2012 AEA Annual Meeting, PAA Annual Meeting (discussant), RRC Annual Meeting (discussant), All-CA Labor Economics Conference
- 2011 AEA Annual Meeting, MIT Public Economics Seminar, NBER Public Economics Spring Meeting, MRRC Annual Workshop, Harvard Labor Economics Seminar, SOLE Annual Meeting, Center for Retirement Research at Boston College, Social Security Administration, NBER Summer Institute Social Security Workshop (Joint with Aging)
- 2010 AEA Annual Meeting (discussant), MRRC Annual Workshop, All-CA Labor Economics Conference
- 2009 UC-Santa Barbara Labor Lunch, Tilburg University Econometrics Seminar
- 2008 AEA Annual Meeting, ASHE Biennial Conference (discussant)
- 2007 Yale School of Public Health, Public Policy Institute of California, RAND, Syracuse University Economics Department, Mathematica Policy Research
- 2003 AEA Annual Meeting
- 2002 University of Chicago Empirical Economics Workshop, American Statistical Association Annual Meeting

PROFESSIONAL SERVICE

Referee: *American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, American Economic Review, Demography, Economic Inquiry, European Journal of Health Economics, European Sociological Review, Forum for Health Economics & Policy, Health Economics, Health Services Research, Inquiry, IZA Journal of Labor Policy, Journal of Applied Econometrics, Journal of Benefit-Cost Analysis, Journal of Business and Economic Statistics, Journal of the European Economic Association, Journal of Health Economics, Journal of Human Resources, Journal of Policy Analysis and Management, Journal of Political Economy, Journal of Public Economics, Labour Economics, National Tax Journal, PLoS Medicine, Quarterly Journal of Economics, Review of Economics & Statistics, Review of Economic Studies, Social Science & Medicine, Social Security Bulletin*

Grant Review Activities

Ad hoc reviewer, NIH Social Sciences and Population Studies SSPB Study Section, 2016.

Ad hoc reviewer, NIH Social Sciences and Population Studies Review Panel ZRG1 SSPS-H 09, 2012.

Periodic reviewer, National Science Foundation, 2012-Present.

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Ad hoc reviewer, NIH Special Emphasis Panel, Recovery Act Limited Competition: Research and Research Infrastructure “Grand Opportunities,” 2009.

Committee Service

Member, National Academies of Sciences, Engineering and Medicine Committee for the Peer Review of a Report Commissioned by the Social Security Administration on Required Mental Health Requirements for Selected Occupations, 2020.

Member, Social Security Advisory Board Technical Panel on Assumptions and Methods, 2018-2019.

Member, The Gerontological Society of America (GSA) Advisory Board on Longevity Economics: Policies to Promote the Economic Advantages of Aging, 2017-2018.

Member, National Academies of Sciences, Engineering and Medicine Committee on Health Care Utilization and Adults with Disabilities, 2016-2017.

Graduate Student Advising: Dissertation Committee Member, Ning Fu, Pardee RAND Graduate School, 2016.