



PERSONAL INFORMATION

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WORK EXPERIENCE

2010–2017	Senior Economist Center for Economic and Policy Research
2018-present	Co-Director Center for Economic and Policy Research
Concurrent 2014–present	Visiting Professor School of Management, University of Leicester, UK
2002–2010	Full Professor and Distinguished Professor School of Management and Labor Relations, Rutgers University Director Center for Women and Work, Rutgers University Graduate Faculty Member Women's and Gender Studies, Rutgers University
2011	Distinguished Visitor University of South Australia
2007, 2008	Professor (20% appointment) University of Manchester
2005	Distinguished Visitor University of Auckland
1992–2002	Associate Research Director and Research Director Economic Policy Inst.
1972–1993	Assistant, Associate and Full Professor of Economics Temple University
1980–1981	Visiting Professor of Economics University of Massachusetts at Amherst
1987–1991 (summer)	Research Fellow Wissenschaftszentrum Berlin (WZB), Labor Market and Employment Unit

June 1992

Research Fellow

Centre for International Research on Communication and Information Technology (CIRCIT), Melbourne, Australia

EDUCATION AND TRAINING

1973

PhD in Economics

University of Pennsylvania

1968

MA in Economics

University of Pennsylvania

1965

MA in Mathematics

Temple University

1961

BA in Mathematics

Temple University

PUBLICATIONS

Recent Books

Authored

Private Equity at Work: When Wall Street Manages Main Street, 2014, New York: Russell Sage Foundation Press (Eileen Appelbaum and Rosemary Batt, 381 pages).

Selected by the Academy of Management as a finalist for the George R. Terry Book Award – named one of the four best management books for 2014 and 2015

Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy, 2013, Cornell University Press (Ruth Milkman and Eileen Appelbaum), 151 pages.

Manufacturing Advantage: Why High Performance Work Systems Pay Off. Ithaca, NY, Cornell University Press, 2000 (Eileen Appelbaum, Thomas Bailey, Peter Berg, and Arne Kalleberg), 259 pages.

This book was selected by Princeton University for its distinguished list of Noteworthy Books in Industrial Relations and Labor Economics (2000).

The New American Workplace: Transforming Work Systems in the U.S. Ithaca, NY, Cornell University ILR Press, 1994 (Eileen Appelbaum and Rosemary Batt), 287 pages.

Korean translation published 1995, Japanese translation published 2004.

This book was selected by Princeton University for its distinguished list of Noteworthy Books in Industrial Relations and Labor Economics (1994).

Back to Work: Determinants of Women's Successful Reentry. Boston: Auburn House, 1981. 141 pages

Edited

Low-Wage America: How Employers Are Reshaping Economic Opportunity in the Workplace. New York: Russell Sage, 2003 (ed., Eileen Appelbaum, Annette Bernhardt, and Richard Murnane), 535 pages.

This book was selected by Princeton University for its distinguished list of Noteworthy Books in Industrial Relations and Labor Economics (2003).

Balancing Acts: Easing the Burdens and Improving Options for Working Families. Washington, D.C.: Economic Policy Institute, 2000 (ed., Eileen Appelbaum), 149 pages.

Reports

No Big Deal: The Impact of New York City's Paid Sick Days Law on Employers. Washington, DC: CEPR, 2016 (E. Appelbaum and R. Milkman).

Are Lower Private Equity Returns the New Normal? Washington, DC: CEPR, 2016 and updated 2017 (E. Appelbaum and R. Batt).

Fees, Fees and More Fees: How Private Equity Abuses Its Investors and U.S. Taxpayers. Washington, DC: CEPR, 2016 (E. Appelbaum and R. Batt).

Domestic Outsourcing in the U.S.: A Research Agenda to Assess Trends and Effects on Job Quality. Washington, DC: CEPR, 2015 (A. Bernhardt, R. Batt, S. Houseman and E. Appelbaum). Prepared for the Future of Work Symposium, U.S. Department of Labor, Washington DC, December 2015. Available at <http://goo.gl/aU47n2>

Business as Usual: New Jersey Employers' Experiences with Paid Family Leave. Washington, DC: CEPR, 2014 (S. Lerner and E. Appelbaum).

Documenting the Need for a Paid Family and Medical Leave Program: Evidence from the 2012 FMLA Survey. Washington, DC: CEPR, 2014 (H. Jorgensen and E. Appelbaum).

Expanding Family and Medical Leave to Small Firms. Washington, DC: CEPR, 2014 (H. Jorgensen and E. Appelbaum).

Expanding Federal Family and Medical Leave Coverage: Who Benefits from Changes in Eligibility Requirements. Washington, DC: CEPR, 2014 (H. Jorgensen and E. Appelbaum).

Good for Business? Employers' Experiences with Paid Sick Days in Connecticut. Washington, DC: CEPR, 2014 (E. Appelbaum and R. Milkman).

Leaves that Pay: Employer and Worker Experience with Paid Family Leave in California. Washington, DC: CEPR, 2011 (E. Appelbaum and R. Milkman) 32 pages.

Achieving a Workable Balance: New Jersey Employers' Experiences Managing Employee Leaves and Turnover. New Brunswick, NJ: Rutgers University Center for Women and Work, 2006 (E. Appelbaum and R. Milkman), 27 pages.

Selected Recent Articles

“Path Dependency versus Social Unionism in Healthcare: Bringing Employers Back In.” **Special issue of Work and Occupations: Consequences of Change in Healthcare for Organizations, Workers, and Patients**, forthcoming (R. Batt, J. Kallas and E. Appelbaum).

“The Agency Costs of Private Equity: Why do Limited Partners Still Invest?” **Academy of Management Perspectives**, 2019 (R. Batt and E. Appelbaum)

“Domestic Outsourcing, Rent Seeking, and Increasing Inequality,” **RRPE**, 2017: 1-16 (E. Appelbaum).

“How private equity firms are designed to earn big while risking little of their own,” **LSE Business Review**, January 23, 2017 (E. Appelbaum and R. Batt).

“Implications of Financial Capitalism for Employment Relations Research: Evidence from Breach of Trust and Implicit Contracts in Private Equity Buyouts,” **British Journal of Industrial Relations** 51(3): 498–518 (E. Appelbaum, R. Batt, and I. Clark) 2013.

“Reducing Inequality and Insecurity: Rethinking Labor and Employment Policy for the 21st Century,” **Work and Occupations** 39(4), November 2012, pp. 311 – 320.

“Macroeconomic Policy, Labour Market Institutions and Employment Outcomes,” **Work, Employment and Society**, December 2011. pp. 596-610.

“Work Process and Quality of Care in Early Childhood Education: The Role of Job Crafting,” **Academy of Management Journal**, December 2009, pp. 1169-1192 (C. Leana, E. Appelbaum, and I. Shevchuk).

“Low-Wage Work in High-Income Economies,” **Human Relations**, December 2009, pp. 1907-1936 (Eileen Appelbaum and John Schmitt).

“Contesting Time: International Comparisons of Employee Control of Working Time,” **Industrial and Labor Relations Review**, April 2004 (Peter Berg, Eileen Appelbaum, Thomas Bailey and Arne Kalleberg), pp. 331-349.

“Balancing Work and Family: The Role of High Commitment Environments,” **Industrial Relations**, April 2003 (Peter Berg, Arne L. Kalleberg and Eileen Appelbaum), pp. 168-188.

Selected Chapters in books

“The Potential for Good Jobs in Hospitals and Outpatient Care,” In Osterman, P. **Creating Good Jobs**. Cambridge: MIT Press, 2019 (E. Appelbaum and R. Batt)

“Are Lower Private Equity Returns the New Normal?” In Wright, M., Amess, K., Bacon, N. & Siegel, D. **The Routledge Companion to Management Buyouts**. London: Routledge, 2018 (E. Appelbaum and R. Batt)

“The Networked Organization: Implications for Jobs and Inequality,” in Grimshaw, D., Fagan, C. Hebson, G. and Tavora, I. **Making Work More Equal: Understanding the international, societal and systemic effects on the organisation of employment**. Manchester, UK: Manchester University Press, 2017. (R. Batt and E. Appelbaum)

“Investors as Managers: How Private Equity Firms Manage Labor and Employment Relations,” in Weller, C.E. **Inequality, Uncertainty and Opportunity**. Champaign, IL: Labor and Employment Relations Association, 2015, Chapter 7 (R. Batt and E. Appelbaum).

“Financial Intermediaries in the United States: Development and Impact on Firms and Employment Relations,” in Gospel, H., Pendleton, A. and Vitols, S. **Financialization, New Investment Funds, and Labour: An International Comparison**. Oxford: Oxford University Press, 2014, Chapter 2 (E.Appelbaum, R. Batt, and J.E.Lee).

“Employment Relations and Macroeconomic Performance,” in Frege, C. and Kelly, J. **Comparative Employment Relations in the Global Economy**, UK: Routledge, 2013, Chapter 7 (Appelbaum, E. and Schmitt, J.).

“Institutions, Firms and the Quality of Jobs in Low-Wage Labor Markets,” in **Low-Wage Europe**, New York: Russell Sage, 2009).

“Organizations and the Intersection of Work and Family: A Comparative Perspective,” in P. Thompson, S. Ackroyd, P. Tolbert, R. Batt, **Oxford Handbook on Work and Organizations**, London: Oxford U. Press, 2004, pp. 331-349 (Appelbaum, Bailey, Berg and Kalleberg).

“The Effects of Work Restructuring on Low-Wage, Low-Skilled Workers in U.S. Hospitals,” in Appelbaum et al. (eds.), **Low Wage America**, NY Russell Sage Foundation Press, 2003, pp. 77-120 (E. Appelbaum, P. Berg, A. Frost, G. Preuss).

Recent Magazine Articles

“How Private Equity Makes You Sicker,” *The American Prospect*, Fall 2019 (E. Appelbaum).

“Private Equity Buyouts, Surprise Medical Bills, and Rising Health Costs: It’s about Market Power and Money” *The American Prospect*, September 9, 2019 (E. Appelbaum and R. Batt). <https://prospect.org/article/private-equity-tries-protect-another-profit-center>

“Private Equity and Surprise Medical Billing: How Investor-owned Physician Practices Are Driving up Healthcare Costs,” Institute for New Economic Thinking, September 4, 2019 (E. Appelbaum and R. Batt). <https://www.ineteconomics.org/perspectives/blog/private-equity-and-surprise-medical-billing>

“Nonstandard Work and Older Americans, 2005–2017,” *Challenge Magazine*, Summer 2019, pp. 219-224 (E. Appelbaum, A. Kalleberg and H. J. Rho)

Op-Eds, Radio and TV

Op-eds and articles have appeared in numerous magazines, newspapers and electronic media, including *The Atlantic*, *The Washington Post*, *U.S. News and World Report*, *The Hill*, *The New York Times*, *The American Prospect*, *New Jersey Star Ledger*, *Philadelphia Inquirer*, *Huffington Post*, and *Boston Review* among others. I have appeared as an expert on numerous television and radio shows including several appearances on *The News Hour*, *The Diane Rehm Show*, *All Things Considered*, *To the Contrary*, the *Tavis Smiley Show*, *C-Span Washington Journal*, *Minnesota Public Radio*, *New York Public Radio*, *San Francisco Public Radio*, *KPFA*, and numerous other stations.

Major Grants

Grants from Kellogg Foundation, Spitzer Charitable Trust, Institute for New Economic Thinking, Arnold Foundation, Arca Foundation, Public Welfare Foundation, Ford Foundation, Annie E. Casey Foundation, Russell Sage Foundation, Sloan Foundation, Rockefeller Family Fund, Rockefeller Foundation, Fund for New Jersey, Schumann Fund for NJ