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## CURRICULUM VITAE

### MASANORI HASHIMOTO

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**MARITAL STATUS:** Married to Barbara L. Brugman; two children  
**CITIZENSHIP:** Permanent Resident of the United States (Japanese)

#### ACADEMIC BACKGROUND:

Ph.D., Columbia University, 1971 (W. S. Woytinsky Scholar, President's Fellow).  
B.A., Columbia University, 1965 (Cum Laude, Omicron Delta Epsilon).

#### EMPLOYMENT EXPERIENCE:

*Professor and Chairperson*, Department of Economics, The Ohio State University, 1992-.  
*Professor of Economics and Member of the Institute for Japanese Studies*,  
The Ohio State University, 1987-.  
*Professor of Economics and Adjunct Professor of East Asian Languages and Cultures*,  
Indiana University, Bloomington, 1985-87.  
*National Fellow*, Hoover Institution, Stanford University, 1983-84.  
*Assistant and Associate Professor of Economics*, University of Washington, 1973-85.  
*Assistant Professor of Economics*, Wayne State University, 1971-73.  
*Research Analyst*, National Bureau of Economic Research, 1969-71.

#### MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Economic Association, Atlantic Economic Society, Econometric Society,  
International Industrial Relations Association

#### MAJOR ADMINISTRATIVE AND SERVICE DUTIES (THE OHIO STATE UNIVERSITY):

University Senator 2008-., Member of University Fiscal Committee 2008-., Chairperson,  
Economics Department 1992-., Honor's Director in Economics 2007-., Director of  
Graduate Studies in Economics 1988-1992.

**FOREIGN LANGUAGES:** Fluent in Japanese

**PROFESSIONAL ACTIVITIES (NOT INCLUDING UNIVERSITY COMMITTEES):**

**Research Associate**, Center on Japanese Economy and Business, Columbia University Business School, 2003--.

**Research Fellow** of IZA (Institute for the Study of Labor), Bonn, Germany, 2002--.

**Co-Editor**, *Japan Economic Review*, 2001-.

**Associate Editor**, *Journal of the Japanese and International Economies*, 1990-.

**Board of Editors**, *Atlantic Economic Journal*, 1990-1993.

**Board of Editors**, *Journal of Economic Development*, 1983-.

**Consultant**, Educational Testing Service for Graduate Record Examinations in Economics, 1989.

**Consultant**, U.S. Equal Employment Opportunity Commission, 1987-1988.

**Consultant**, U.S. District Court, Southern District of Florida, 1990-91.

**Editorial Advisory Committee**, Labor Econ. Program, Wayne State Univ. Press, 1987.

**Research Associate**, National Bureau of Economic Research, 1971-75.

**GRANTS AND CONTRACTS:**

**Contract**, Japan Research Institute of Economy, Trade and Industry (RIETI): Job Search Methods and Effectiveness, 2002-03.

**Grants**, Center for Labor Research (Ohio State Univ.): Labor Force Activities in Retirement, 1997-98.

**Grants**, Center for Labor Research (Ohio State Univ.): Training and Labor Market Performance of Non-College Bound Youths, 1994-95.

**Contract**, Center for Labor Research (Ohio State Univ.): Private Sector Training and International Competitiveness, 1990-91.

**Contract**, Brookings Institution: Japanese Compensation System and Productivity, 1988.

**Grant**, W. E. Upjohn Institute for Employment Research: Japanese Labor Market, 1987-88.

**Contract**, Office of Assistant Secretary, U.S. Department of Labor: United States-Japan Comparisons of Wage Rigidity, 1984.

**Fellowship**, Hoover Institution: National Fellows Program, 1983-84.

**Grant**, Office of Assistant Secretary, U.S. Department of Labor: United States-Japan Labor Market Differences, 1982-83.

**Contract**, American Enterprise Institute: Minimum Wage Effects, 1979-80.

*Grant*, National Science Foundation: Innovations (faculty associate), 1975-78.

*Grant*, Ford and Rockefeller Foundations: Fertility in Japan, 1973-74.

#### **REFEREE AND REVIEW SERVICES:**

Journal of Political Economy, Economic Inquiry, American Economic Review, Research in Law and Economics, Journal of Economics and Business, National Science Foundation, National Academy of Science, Quarterly Journal of Economics, Economics of Education Review, Journal of Economic Development, Bell Journal of Economics, Journal of Labor Economics, Journal of Business, U.S. Department of Labor, Economic Development and Cultural Change, Journal of Human Resources, Journal of Economic Education, American Journal of Sociology, Economic Journal, Review of Economic Studies, Industrial and Labor Relations Review, Journal of the Japanese and International Economies, Bulletin of Economic Research, International Economic Review, Labour Economics.

#### **CONGRESSIONAL TESTIMONIES:**

U.S. Senate Committee on Labor and Human Resources on Youth Employment Opportunity Wage Act, June 18, 1984.

Subcommittee of the U.S. Senate Labor and Human Resources Committee on Youth Minimum Wage, March 25, 1981.

#### **DISSERTATION SUPERVISION:**

Chair for six dissertation committees at the University of Washington, Seattle, one dissertation committee at Indiana University, Bloomington, and three dissertation committees at Ohio State University.

Reading committee member for numerous dissertations at the University of Washington, Seattle, Indiana University, Bloomington, and the Ohio State University.

#### **PUBLICATIONS (Articles, Chapters, Comments, Replies, Reprints):**

"Issues Facing the Japanese Labor Market" (with Yoshio Higuchi), in **Reviving Japan's Economy: Problems and Prescriptions**, edited by Hugh Patrick and Takatoshi Ito, MIT Press, 2005. The Japanese version published by Nihon Keizai Shimpou-sya, 2005

"Routes to Employment in Japan, U.S. and Europe" (with Masahiro Abe, Yoshio Higuchi, Toshihiro Kodama, Rene Fahr, Hilmar Schneider), in **Economic Analysis of Labor Market Design: Enhancing the Job-Matching Function**, edited by Research Institute of Economy, Trade and Industry, Toyo Keizai Shimpou-sya, 2005.

- "On American worker Training and Its Effects," (with Yoshio Higuchi) in **Economic Analysis of Labor Market Design: Enhancing the Job-Matching Function**, edited by Research Institute of Economy, Trade And Industry, Toyo Keizai Shimpou-sya, 2005.
- "Foreign GTAs can be Effective Teachers of Economics" (with Belton Fleisher and Bruce Weinberg) **Journal of Economic Education**, Fall 2002: 299-326.
- "Firm-Specific Human Capital as Shared Investment: Reply," **American Economic Review**, March 2001.
- "Comments on *Kudoka* and the Japanese Worker" by Keith Head and John Ries  
In Masao Nakamura (ed.) **The Japanese Business and Economic System**  
New York: Palgrave, 2001.
- "Fringe Benefits and Employment" **Employee Benefits and Labor Markets in Canada and the United States**, William T. Alpert and Stephen A. Woodbury (eds.),  
W.E. Upjohn Institute for Employment Research, 2000.
- "The Labor Market Effects of Non Wage Compensations" (with Jingang Zhao),  
**Labour Economics** 7(1) (December 1999): 55-78.
- "Education in Modern Japan: Formal Schooling and Learning on the Job"  
**Education and the Arab World: Challenges of the Next Millenimum**,  
The Emirates Center for Strategic Studies and Research, 1999.
- "A Theory of the Employment Relations System in Japan," **Journal of the Japanese and International Economies**, 9 (March, 1995): 75-95.
- "Employment-Based Training in Japanese Firms in Japan and in the United States:  
Experiences of Automobile Manufacturers." In Lisa Lynch (ed.), **Training and The Private Sector: International Comparisons**, Chicago: The University of Chicago Press, 1994.
- "Aspects of Labor Market Adjustments in Japan," **Journal of Labor Economics**, 11  
(January 1993): 136-161.
- "Employment Tenure and Earnings Profiles in Japan and the United States: Reply,"  
(with John Raisian) **American Economic Review**, 82 (March 1992): 346-354.
- "The Role of Transaction Costs in Training on the Job: the Japanese Experience," in  
**Market Failure in Training?: New Economic Analysis and Evidence on Training of Employed Adults**, edited by David Stern, Springer-Verlag, 1992.
- "Aspects of Labor Market Flexibility in Japan and the U.S.," in **Employment Security and Labor Market Flexibility**, edited by Kazutoshi Koshiro, Wayne State Univ. Press 1992.
- "Industrial Relations System in Japan: An Interpretation and Policy Implications,"  
**Managerial and Decision Economics**, 12 (April 1991): 147-157.

- "Earnings Profiles and Productivities of Japanese and U.S. Workers by Firm Size," (with John Raisian) **Journal of the Japanese and the International Economies** 3, No. 1 (March 1989): 31-48.
- "Employment and Wage Systems in Japan and Their Implications for Productivity," in **Paying for Productivity: A Look at the Evidence**, edited by Alan S. Blinder, Washington, D.C. The Brookings Institution, 1989.
- "The Minimum Wage Law and Teenage Crime: Evidence from the U.S.," **Economic Affairs** 9, No.2 (December/January 1989): 12-20.
- "Structure and Short-Run Adaptability of Labor Markets in Japan and the United States," (with John Raisian). in **Employment, Unemployment and Labor Utilization**, edited by Robert Hart. London: Unwin Hyman, 1988.
- "The Japanese Employment System," A Report to the European Commission, Brussels, 1988.
- "The Minimum Wage Law and Youth Crimes: Time Series Evidence," **Journal of Law and Economics** 30, No. 2 (October 1987): 443-464.
- "Wage Flexibility in the United States and Japan," (with John Raisian). in **Labor Market Adjustments in the Pacific Basin**, edited by Ernst Stromsdorfer and Peter Chinloy. Boston: Kluwer-Nijhoff, 1987.
- "Firm-Specific Human Capital: Rejoinder to Professor Ohashi," **International Economic Review** 26, No. 3 (October 1985): 753-754.
- "Employment Tenure and Earnings Profiles in Japan and the U.S.," (with John Raisian) **American Economic Review** 75, No. 4 (September 1985): 721-735.
- \_\_\_\_\_, Reprinted in **Education and Training in Japan**, edited by Thomas Rohlen and Christopher Bjork, Routledge, forthcoming.
- "Minimum Wage Effects on Training on the Job," **American Economic Review** 72, No. 5 (December 1982): 1070-1087.
- "Effects of Child Mortality on Fertility in Thailand," (with Chira Hongladarom) **Economic Development and Cultural Change** 29, No. 4 (July 1981): 781-794.
- "Specific Human Capital as a Shared Investment," **American Economic Review** 71, No. 3 (June 1981): 476-482.
- "Minimum Wage Laws: Questionable Boom to Youths," **Public Policy Note**, Institute of Public Policy and Management, University of Washington, Spring 1981.
- "On the Relationship Between Bonus-Payments and the Nenko-Wage System in Japan," (with Shoichi Ito) **Nihon Rodo Kyokai Zasshi** (The Monthly Journal of the Japan Institute of Labor) No. 268 (December 1980): 15-26.
- "Specific Capital, Employment Contracts, and Wage Rigidity," (with Ben T. Yu) **The Bell Journal of Economics** 11, No. 2 (Autumn 1980): 536-549.

"Demand for Children in Japan During Modernization," **Research in Population Economics** Vol. 2 (1980): 295-320.

"A Bias in the Estimates of Effects of Discrimination," (with Levis Kochin)  
**Economic Inquiry** 28, No. 3 (July 1980): 478-486.

"Economic Factors in the Decline of Fertility in Japan," **Journal of Economic Development** 4, No. 2 (December 1979): 169-189.

"Bonus Payments, On-The-Job Training and Lifetime Employment in Japan,"  
**Journal of Political Economy** 87, No. 5 (October 1979): 1086-1104.

\_\_\_\_\_, Reprinted in **The Japanese Economy**, Vol. 2, London: Routledge.

"Wage Reduction, Unemployment and Specific Human Capital," **Economic Inquiry** 13, No. 4 (December 1975): 485-504.

"Economics of Postwar Fertility in Japan," **Journal of Political Economy** 82, No. 2(2) (March/April 1974): S170-S194.

\_\_\_\_\_, Reprinted in **Economics of the Family: Marriage, Children and Human Capital**, edited by Theodore W. Schultz. Chicago: The Univ. of Chicago Press, 1974: 225-249.

"Employment and Unemployment Effects of Minimum Wages," (with Jacob Mincer)  
In National Bureau of Economic Research Report on Labor Markets for U.S.  
Department of Labor. New York: National Bureau of Economic research,  
1972. An abstract appears in **Econometrica** 39, No. 4 (July 1971): 367.

#### WORKING PAPERS:

"The Long and Short of it: Maternity Leave Coverage and Women's Labor Market Outcomes." With Bruce Weinberg, Rick Percy, Teresa Schoellner.

"Evaluating Methods for Evaluating Teaching: The Case of Higher Education."  
With Belton Fleisher and Bruce Weinberg, presented to an American Economic Association session in January 2007.

#### BOOKS AND MONOGRAPHS:

**The Japanese Labor Market in a Comparative Perspective with the United States.**  
Kalamazoo: W.E. Upjohn Institute for Employment Research, December 1990.

**Minimum Wage and On-The Job Training.** Washington, D.C.: American Enterprise Institute for Public Policy Research, 1981.

**Unemployment Rate Differences Among States Since 1950.** New York: National Bureau of Economic Research, 1973, mimeographed.

#### BOOK REVIEWS:

Clair Brown, Yoshifumi Nakata, Michael Reich, Lloyd Ulman, **Work and Pay in the United States and Japan** (Oxford University Press), in Nihon Rodo Kyokai Zassi (The Monthly Journal of Japan Institute of Labour), January, 1999.

Robert W. Hodge and Naohiro Ogawa. **Fertility Change in Contemporary Japan** (The University of Chicago Press), in **American Journal of Sociology** 100, No.1 (July 1994): 253-256.

Robert Repetto. **Economic Equality and Fertility in Developing Countries**, (Johns Hopkins Press, 1979), in **Southern Economic Journal** 47, No. 1 (July 1980): 250-252.

Mary Jean Bowman, Hideo Ikeda and Yasumasa Tomoda. **Educational Choice and Labor Markets in Japan**, (University of Chicago Press, 1981), in **Economic Development and Cultural Change** 34, No. 2 (January 1986): 412-417.

**PAPER PRESENTATIONS TO INVITED CONFERENCES AND MEETINGS SINCE 1990  
(EXCLUDING UNIV. SEMINARS):**

Presentation of "Evaluating Methods for Evaluating Teaching: The Case of Higher Education." With Belton Fleisher and Bruce Weinberg, American Economic Association Session, January 2007.

Presentation on Japanese labor market problems at a Conference on Solutions for the Japanese Economy: Implications for U.S. Policy and U.S.-Japan, Columbia University Business School (August 2003) and in Tokyo (June 2004).

Presented a discussion of U.S. unemployment situation at a seminar sponsored by Japan Research Institute of Economy, Trade, and Industry (March 2003).

Comment at a session of the AEA meeting (January 2003).

"Foreign GTAs are Effective Teachers of Economics at LPU (Large Public University)," Midwest Economic Association Meetings (March, 2001).

Discussant at the NBER-CEPR-TCER Conference on Unemployment, Tokyo, Japan (December 2000).

"How Do Early Work and Training Experiences Affect the Labor Market Outcomes of Youths?" International Economic Association Meetings, Buenos Aires, Argentina (August 1999).

\_\_\_\_\_ Taipei International Conference on Labor Market Transition and Labor Migration in East Asia, Academic Sinica, Taipei (June 1999).

"Youth Training and Employment," A lecture presented to the Saitama University Faculty Study Group on Economic Policy, Japan (March, 1999).

Discussant at the Centre for Japanese Research (UBC) Conference on Japanese Business and Economic System: History and Prospects for the 21st Century (February, 1999)

Discussant, "Firm Size Effects on Wages," a Session of the AEA 1999 meetings.

"Education in Modern Japan: Formal Schooling and Learning on the Job," United Arab Emirates Center Conference, "Challenges of the Next Millennium: Education And the Development of Human Resources," March, 1998.

"Education, Training, and Economic Performance: Postwar Japanese Experience," to Rand-EAC-IET conference, "Human Capital Investment and Economic Performance," November 1993.

"The Effects of Non-Wage Compensations on Employment and Hours to the Upjohn/Donner Foundation Conference on Employee Benefits, Labor Costs, And Labor Markets, December, 1994

"School and Work: How They are Linked in Japan," to the Presidential Panel of the Midwest Conference on Asian Affairs, October, 1992.

"Employment-Based Training in Japanese Firms in Japan and in the United States," to the Western Economics Association International Meeting (July, 1991), to the National Bureau of Economic Research Working Conference on Private Sector Training (July, 1991), the NBER-CEP Conference on "International Comparisons of Private Sector Training," London School of Economics December, 1991), and to the conference, "Efficiency and Control: the Future of Corporation," San Francisco (May, 1992)

Panelist at a forum sponsored by the Council of Great Lakes Governors and the State of Ohio, "Winning Through Cooperation: Setting a Labor-Management Agenda," September 7, 1990.

"Aspects of Employment and Unemployment in Japan: A Contrast with the United States," to the Conference in Honor of Jacob Mincer, Kellogg Conference Center, Columbia University, May 21-22, 1990.

Discussant, "The Effects of Employee-Stock Ownership Plans," American Economic Association Meetings, December, 1990.