

March, 2015

Dale L. Belman

School of Labor and Industrial Relations (517) 353-3905
Michigan State University (517) 927-9244
East Lansing, MI 48842-1032 drdale@msu.edu

Appointments:

Michigan State University

School of Labor and Industrial Relations (SLIR) and Department of Economics
Professor, 2005 to current
Acting Director, (SLIR), Fall 2005
Associate Director for the Academic Program, (SLIR), 2003 – 2006
Associate Professor, (SLIR), 2000 - 2005

University of Wisconsin Milwaukee

Professor of Economics, 1985 - 2001
Co-Director, Master's Program in Industrial and Labor Relations, 1993 - 1996
Associate Director, Master's Program in Industrial and Labor Relations, 1987 - 1992
Assistant Professor, Department of Economics, 1986 - 1990
Lecturer, Department of Economics, UWM, Fall 1985

Institute for Construction Economics Research

President, 2014

Labor and Employment Relations Association

Co-Chair, Construction Industry Council, 2010 - 2013

Economic Policy Institute

Research Associate, 1995

Amalgamated Clothing and Textile Workers Union

International Representative, Synthetic Fibers Division, 1977-1979

U.S. Department of Labor

Industrial Relations Specialist, Labor-Management Services Administration, 1979-1980

Education:

Ph.D., Economics, University of Wisconsin-Madison, 1986
M.A., Economics, University of Wisconsin-Madison, 1983
B.A., Economics and Sociology, Bowdoin College, 1977

Honors and Awards:

Graduate School Research Fellowships, UWM, 1987 & 1992
Graduate School Research Development Grant, UWM, 1989
Wisconsin Alumni Research Association Fellowship, 1980-81
Noyes Political Economy Prize, 1977
Phi Beta Kappa, 1977

Grants:

Funded:

Principal Investigator, Improving Construction Demand Forecasting, 2011-2013.
Annie E. Casey Foundation: Amount: \$49,875

Principal Investigator (with Paul Wolfson), What Does the Minimum Wage Do? 2008 – 2010.
W.E. Upjohn Foundation: Amount: \$52,000.

Co-Principal Investigator, The Effect of “No Child Left Behind” on the Adoption of Innovations in Public Schools, 2010-2012.
National Science Foundation: Amount: \$690,000

Principal Investigator, Work Organization and Work Life of Construction Workers: Development of a Representative Survey, 2009 -2010.
Center for Construction Safety and Research/ Center for Disease Control/ National Institute for Occupational Safety and Health: Amount: \$65,000.00.

Principal Investigator, Misclassification of Construction Workers in Michigan, 2011-2012.
Institute for Public Policy and Social Research, MSU, Amount: \$25,000.00.

Co-Principal Investigator: Project Labor Agreements, 2006-2007.
Electric21 Foundation (National Electrical Contracting Foundation): Amount: \$138,743.00.

Co-Principal Investigator, Employment, Labor and Manufacturing in Michigan: A Project on Marketing Michigan’s Labor-Management Strengths, 2005.
State of Michigan, Amount: \$143,000.00.

Associate Director, Trucking Industry Program, 1995 – 2001.
Alfred P. Sloan Foundation Industry Studies Program: Amount \$4.5 million.

Co-Principal Investigator, Changing Careers and Compensation in America’s Largest Employers: Internal Labor Markets from 1955 to 1995, 2002 - 2003.
W. J. Upjohn Institute for Employment Research: Amount: \$50,000.00.

Principal Investigator, Occupational Tenure in Construction: Implications for Work life, 2001-2002.
Center for Construction Safety and Training, Amount: \$20,000.00.

Current Submissions:

Principal Investigator: Improving Construction Apprentice Selection through Measuring Work Motivation and Physical Aptitude
National Joint Electrical Apprenticeship Committee and Electri International, \$250,000

Publications

Books and Technical Reports

- Belman, D., & Wolfson, P. (2014). *What does the minimum wage do?* Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.
- Belman, D., & Bodah, M. M. (2010). *Building better: A look at best practices for the design of project labor agreements*. Washington, DC: Economic Policy Institute.
http://www.epi.org/publication/building_better_a_look_at_best_practices_for_the_design_of_project_labor/
- Frank, K. A., Maroulis, S., Belman, D., & Kaplowitz, M. D. (2011). The social embeddedness of natural resource extraction and use in small fishing communities. In W. Taylor & M. Schecter (Eds.), *Sustainable fisheries: Multi-level approaches to a global problem* (pp. 309-332). Bethesda, MD: American Fisheries Society.
- Frank, K. A., Kim, C. M., & Belman, D. (2010). Utility theory, social networks, and teacher decision making: Modeling networks' influences on teacher attitudes and practices In A. J. Daly (Ed.), *Social network theory and educational change* (pp. 223-242). Cambridge, MA: Harvard Education Press.
- Belman, D., & Block, R. (2009). *Informing the debate: The social and economic costs of employee misclassification in Michigan* East Lansing, MI: Institute for Public Policy and Social Research, Michigan State University.
<http://ippsr.msu.edu/publications/ARMisClass.pdf>
- Belman, D., & White, C. C. (Eds.). (2005). *Trucking in the age of information*. Aldershot, UK; Burlington, VT: Ashgate.
- Belman, D., Monaco, K. A., & Brooks, T. J. (2005). *Sailors of the concrete sea: A portrait of truck drivers' work and lives*. East Lansing, MI: Michigan State University Press.
- Wolfson, P. J. & Belman, D. (2003). *The minimum wage: consequences for prices and quantities in low-wage labor markets* (Working Paper No. 03-20). Hanover, NH: Tuck School of Business.
- Levine, D. I., Belman, D., Charness, G., Groshen, E. L., & O'Shaughnessy, K. C. (2003). *Changes in careers and wage structures at large American employers*. Kalamazoo, MI: W. E. Upjohn Institute for Employment Research.
- Belman, D., Charness, G., Groshen, E. L., Levine, D. I., & O'Shaughnessy, K. C. (2002). *How new is the "new employment contract"? Evidence from North American pay practices*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.
- Belman, D., Monaco, K. A., Brooks, Taggert, J. (1998). *And Lord, let it be palletized: A portrait of truck drivers' work and lives from the 1997 Survey of Truck Drivers*. Ann Arbor, MI: University of Michigan Trucking Industry Program.
- Belman, D., Monaco, K., Brooks, T. J., & Burks, S. (1998). *The 1997 Survey of Truck Drivers: A preliminary report*. Ann Arbor, MI: University of Michigan Trucking Industry Program.
- Belman, D., & Levine, D. I. (1998). *Have internal labor market wage structures declined in large employers?* Berkeley, CA: University of California.
- Belman, D., & Wolfson, P. (1997). *A time series analysis of employment, wages, and the*

minimum wage. Minneapolis, MN: University of Minnesota.

Voos, P. B., & Belman, D. (1997, October). *The household income of Wisconsin union members*. Glendale, WI: Institute for Wisconsin's Future.

Belman, D., Gunderson, M., & Hyatt, D. (Eds.). (1996). *Public sector employment in a time of transition*. Madison, WI: Industrial Relations Research Association.

Belman, D. (1996). *The changing characteristics of the construction labor force: 1978-1995*. Washington, D.C.: Construction Alliance.

Belman, D., & Voos, P. B. (1996). *Prevailing wage laws in construction: The costs of repeal to Wisconsin*. Glendale, WI: Institute for Wisconsin's Future.

[Uhttps://www.msu.edu/~drdale/Publications/Construction%20&%20PLAs/Prevailing%20Wage%20Laws%20In%20Construction%20%20The%20Costs%20of%20Repeal%20to%20Wisconsin.PDF](https://www.msu.edu/~drdale/Publications/Construction%20&%20PLAs/Prevailing%20Wage%20Laws%20In%20Construction%20%20The%20Costs%20of%20Repeal%20to%20Wisconsin.PDF)

Belman, D., & Heywood, J. S. (1996). *Public sector wages: Alternative measures of comparability*. Milwaukee, WI: Department of Economics, University of Wisconsin-Milwaukee.

Belman, D., & Wolfson, P. (1995). *An intervention analysis of employment and the minimum wage*. Milwaukee, WI: University of Wisconsin, Milwaukee.

Belman, D., & Heywood, J. S. (1993, Spring). *America's protected class: An analysis*. Washington, DC: Economic Policy Institute.

Belman, D., & Heywood, J. S. (1993, Spring). *Public and private pay in Wisconsin*. Milwaukee, WI: Wisconsin Policy Research Institute.

Book Chapters

Belman, D., & Smith, A. (2009). Reconstructing construction unionism: Beyond "top down and bottom up". In G. Gall (Ed.), *The future of union organizing: Building for tomorrow* (pp. 187-204). Basingstoke, UK; New York, NY: Palgrave Macmillan.

Belman, D., & Kossek, E. E. (2006). Minority and majority truck owner operators: Entrepreneur or galvanized employees? In R. Heneman & J. Tansky (Eds.), *Human resource strategies for the high growth entrepreneurial firm* (pp. 189-222). Greenwich, CT: Information Age Publishing.

White, C. C., & Belman, D. (2006). Transformation in the logistics industry. In W. B. Rouse (Ed.), *Enterprise transformation: Understanding and enabling fundamental change* (pp. 131 - 160). Hoboken, NJ: Wiley-Interscience.

Block, R., Berg, P., & Belman, D. (2004). The economic dimension of the employment relationship. In J. Coyle-Shapiro, L. Shore & L. Tetrick (Eds.), *The employment relationship examining psychological and contextual perspectives* (pp. 94-118). Oxford, UK: Oxford University Press.

Belman, D., & Philips, P. (2005). Prevailing wage laws and minority employment in construction. In H. Azari-Rad, P. Philips & M. J. Prus (Eds.), *The economics of prevailing wage laws* (pp. 101-122). Aldershot, UK; Burlington, VT: Ashgate.

- Belman, D., Lafontaine, F., & Monaco, K. A. (2005). Truck drivers in the age of information: Transformation without gain. In D. Belman & C. C. White (Eds.), *Trucking in the age of information* (pp. 183-213). Aldershot, UK; Burlington, VT: Ashgate.
- Monaco, K. A., & Belman, D. (2004). An econometric analysis of the impact of technology on the work lives of truck drivers. In J. Peoples & W. K. Talley (Eds.), *Transportation labor issues and regulatory reform* (pp. 57-78). Amsterdam; Boston: Elsevier JAI.
- Block, R., & Belman, D. (2003). Automotive and other manufacturing in Michigan: Output, employment, earnings and collective bargaining 1980-2000. In C. L. Ballard, P. N. Courant, D. C. Drake, R. C. Fisher & E. R. Gerber (Eds.), *Michigan at the millennium: A benchmark and analysis of its fiscal and economic structure* (pp. 145-168). East Lansing, MI: Michigan State University Press.
- Belman, D., & Block, R. (2003). The impact of collective bargaining on competitiveness and employment In R. N. Block (Ed.), *Bargaining for competitiveness: Law, research, and case studies* (pp. 45-74). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.
- Belman, D., & Golden, L. (2002). Which workers are non-standard and contingent? Does contingent work pay? In I. U. Zeytinoglu (Ed.), *Flexible work arrangements: Conceptualizations and international experiences* (pp. 241-268). The Hague; New York, NY: Kluwer Law International.
- Belman, D., & Golden, L. (2000). Nonstandard and contingent employment: Contrasts by job type, industry, and occupation. In F. Carré, M. A. Ferber, L. Golden & S. A. Herzenberg (Eds.), *Nonstandard work: The nature and challenges of changing employment arrangements* (pp. 167-212). Champaign, IL: Industrial Relations Research Association.
- Belman, D., & Goshen, E. L. (1998). Is small beautiful for employees? In Economic Policy Institute (Ed.), *Small consolation: The dubious benefits of small business for job growth and wages* (pp. 1-60). Washington, DC: Economic Policy Institute.
- Belman, D., & Belzer, M. H. (1997). The regulation of labor markets: Balancing the benefits and cost of competition. In B. E. Kaufman (Ed.), *Government regulation of the employment relationship* (pp. 178-219). Madison, WI: Industrial Relations Research Association.
- Belman, D., & Heywood, J. S. (1996). The structure of compensation in the public sector. In D. Belman, M. Gunderson & D. Hyatt (Eds.), *Public sector employment in a time of transition* (pp. 127-161). Madison, WI: Industrial Relations Research Association.
- Belman, D., & Heywood, J. S. (1996). The structure of compensation in the public sector. In D. Belman, M. Gunderson & D. Hyatt (Eds.), *Public sector employment in a time of transition* (pp. 127-161). Madison, WI: Industrial Relations Research Association.
- Belman, D., Gunderson, M., & Hyatt, D. (1996). Introduction. In D. Belman, M. Gunderson & D. Hyatt (Eds.), *Public sector employment in a time of transition* (pp. 1-20). Madison, WI: Industrial Relations Research Association.
- Belman, D., & Lee, T. (1996). International trade and the performance of U. S. labor markets. In R. A. Blecker (Ed.), *U.S. trade policy and global growth: New directions in the international economy* (pp. 61-104). Armonk, NY: M.E. Sharpe.

- Belman, D. (1992). Unions, the quality of labor relations, and firm performance. In L. R. Mishel & P. B. V. Voos (Eds.), *Unions and economic competitiveness* (pp. 41-108). Armonk, NY: M.E. Sharpe.
- Belman, D., & Weiss, L. W. (1989). Concentration and wages: Direct and indirect effects. In L. W. Weiss (Ed.), *Concentration and price* (pp. 85-111). Cambridge, MA: MIT Press.

Journal Articles

- Belman, D. and P. Wolfson, "Who Does the Minimum Wage Affect?" *Industrial Relations*, forthcoming.
- Berg, P., Kossek, E. E., Misra, K., & Belman, D. (2014). Work-life flexibility policies: Do unions affect employee access and use? *Industrial and Labor Relations Review*, 67(1), 111-137. doi:http://EconPapers.repec.org/RePEc:ilr:articl:v:67:y:2014:i:1:p:111-137
- Pogodzinski, B., Youngs, P., Frank, K. A., & Belman, D. (2012). Administrative climate and novices' intent to remain teaching. *The Elementary School Journal*, 113(2), 252-275. doi:10.1086/667725
- Belman, D. L., & Wolfson, P. (2010). The effect of legislated minimum wage increases on employment and hours: A dynamic analysis. *Labour*, 24(1), 1-25. doi:10.1111/j.1467-9914.2010.00468.x
- Belman, D., Ormiston, R., Kelso, R., Schriver, W., & Frank, K. A. (2010). Project labor agreements' effect on school construction costs in Massachusetts. *Industrial Relations: A Journal of Economy and Society*, 49(1), 44-60. doi:10.1111/j.1468-232X.2009.00586.x
- Belman, D., & Voos, P. B. (2006). Union wages and union decline: Evidence from the construction industry. *Industrial and Labor Relations Review*, 60(1), 67-87. doi:10.2307/25067575
- Belman, D., & Monaco, K. (2005). Are truck drivers underpaid? *Applied Economics Letters*, 12(1), 13-18. doi:10.1080/1350485042000291411
- Belman, D., & Levine, D. I. (2004). Size, skill and sorting. *Labour*, 18(4), 515-561. doi:10.1111/j.1121-7081.2004.00277.x
- Belman, D., & Heywood, J. S. (2004). Public-sector wage comparability: The role of earnings dispersion. *Public Finance Review*, 32(6), 567-587. doi:10.1177/1091142104269657
- Wolfson, P., & Belman, D. (2004). The minimum wage: Consequences for prices and quantities in low-wage labor markets. *Journal of Business & Economic Statistics*, 22(3), 296-311. doi:10.1198/073500104000000154
- Belman, D., & Voos, P. B. (2004). Changes in union wage effects by industry: A fresh look at the evidence. *Industrial Relations: A Journal of Economy and Society*, 43(3), 491-519. doi:10.1111/j.0019-8676.2004.00347.x
- Belman, D., & Heywood, J. S. (2004). Public wage differentials and the treatment of occupational differences. *Journal of Policy Analysis and Management*, 23(1), 135-152. doi:10.1002/pam.10183

- Belman, D., Heywood, J. S., & Voos, P. B. (2002). Public sector earnings comparability: Alternative estimates for the U.S. Postal Service. *Relations Industrielle/Industrial Relations*, 57(4), 687-711. doi:10.7202/006906ar
- Wolfson, P., & Belman, D. (2001). The minimum wage, employment, and the AS-IF methodology: A forecasting approach to evaluating the minimum wage. *Empirical Economics*, 26(3), 487-514. doi:10.1007/s001810000067
- Belman, D. L., & Monaco, K. A. (2001). The effects of deregulation, de-unionization, technology, and human capital on the work and work lives of truck drivers. *Industrial and Labor Relations Review*, 54(2A), 502-524. doi:10.2307/2696106
- Belman, D. L., & Wolfson, P. (1999). Its bark is worse than its bite: The wage and employment effects of the minimum wage in the US. *Australian Economic Papers*, 38(2), 143-163. doi:10.1111/1467-8454.00048
- Belman, D., Heywood, J. S., & Lund, J. (1997). Public sector earnings and the extent of unionization. *Industrial and Labor Relations Review*, 50(4), 610-628. doi:10.2307/2525265
- Belman, D., & Heywood, J. S. (1997). Sheepskin effects by cohort: Implications of job matching in a signaling model. *Oxford Economic Papers*, 49(4), 623-637. doi:10.2307/2663696
- Belman, D., & Heywood, J. S. (1997). Changes in the relative provision of public-sector pensions. *Public Finance Review*, 25(4), 426-441. doi:10.1177/109114219702500404
- Belman, D., & Heywood, J. S. (1995). State and local government wage differentials: An intrastate analysis. *Journal of Labor Research*, 16(2), 187-201. doi:10.1007/BF02685740
- Belman, D., Franklin, T. E., & Heywood, J. S. (1994). Comparing public and private earnings using state wage surveys. *Journal of Economic and Social Measurement*, 20(2), 79-94. doi:10.3233/JEM-1994-20201
- Voos, P. B., Eaton, A., & Belman, D. (1993). Reforming labor law to remove barriers to high performance work organization. *Labor Law Journal*, 44(8), 469-476.
- Belman, D., & Voos, P. B. (1993). Wage effects of increased union coverage: Methodological considerations and evidence from the supermarket and aerospace industries. *Industrial and Labor Relations Review*, 46(2), 368-380.
- Belman, D., & Heywood, J. S. (1993). Job attributes and federal wage differentials. *Industrial Relations: A Journal of Economy and Society*, 32(1), 148-157. doi:10.1111/j.1468-232X.1993.tb01024.x
- Belman, D., Drago, R. W., & Wooden, M. (1992). Work groups, efficiency wages, and work effort. *Journal of Post Keynesian Economics*, 14(4), 497-522. Stable URL: <http://www.jstor.org/stable/4538312>
- Belman, D., & Heywood, J. S. (1992). Wages, incentive schemes, and the role of gender. *Review of Social Economy*, 50(2), 149-162. doi:10.2307/29769608
- Belman, D., & Heywood, J. S. (1991). Sheepskin effects in the returns to education: An examination of women and minorities. *The Review of Economics and Statistics*, 73(4),

720-724. doi:10.2307/2109413

- Belman, D., & Heywood, J. S. (1991). Direct and indirect effects of unionization and government employment on fringe benefit provision. *Journal of Labor Research*, 12(2), 111-122. doi:10.1007/BF02685376
- Belman, D., & Heywood, J. S. (1990). The concentration-earnings hypothesis: Reconciling individual and industry data in us studies. *Oxford Bulletin of Economics and Statistics*, 52(3), 293-302. doi:10.1111/j.1468-0084.1990.mp52003004.x
- Belman, D., & Heywood, J. S. (1990). Market structure and worker quality. *The Journal of Industrial Economics*, 39(2), 155-168. doi:10.2307/2098491
- Belman, D., & Heywood, J. S. (1990). The effect of establishment and firm size on public wage differentials. *Public Finance Quarterly*, 18(2), 221-235. doi:10.1177/109114219001800205
- Belman, D., & Heywood, J. S. (1990). Union membership, union organization and the dispersion of wages. *The Review of Economics and Statistics*, 72(1), 148-153. doi:10.2307/2109751
- Belman, D., & Heywood, J. S. (1990). Application of the 'Oaxaca decomposition' to probit estimates: The case of unions and fringe benefit provision. *Economics Letters*, 32(1), 101-104. doi:http://dx.doi.org/10.1016/0165-1765(90)90057-8
- Belman, D., & Heywood, J. S. (1989). Government wage differentials: A sample selection approach. *Applied Economics*, 21(4), 427-439. doi:10.1080/758519710
- Belman, D., & Heywood, J. (1989). Establishment size, public administration, and government wage differentials. *Economics Letters*, 29(1), 95-98.
- Belman, D. (1988). Concentration, unionism and labor earnings: A sample selection approach. *The Review of Economics and Statistics*, 70(3), 391-397.
- Belman, D., & Heywood, J. S. (1988). Public wage differentials and the public administration "industry". *Industrial Relations: A Journal of Economy and Society*, 27(3), 385-393. doi:10.1111/j.1468-232X.1988.tb01014.x
- Belman, D., & Heywood, J. S. (1988). Incentive schemes and racial wage discrimination. *The Review of Black Political Economy*, 17(1), 47-56. doi:10.1007/BF02900953

Proceedings:

- Belman, D. (2000). Employee compensation in the federal sector: Is comparability enough? In P. B. Voos (Ed.), *Proceedings of the 52nd annual meeting* (pp. 230-236). Madison, WI: Industrial Relations Research Association. [URL](#)
- Belman, D., Monaco, K., & Brooks, T. J. (1998). "And Lord, let it be palletized: A portrait of truck drivers' work and lives" from the 1997 Survey of Truck Drivers. Ann Arbor, MI: University of Michigan Trucking Industry Program. *Proceedings of the 40th annual meeting of the Transportation Research Forum* (pp. 1-11). Washington, DC: Transportation Research Forum.

Belman, D., & Voos, P. B. (1997). Postal comparability: Issues of definition and measurement. In P. B. Voos (Ed.), *Proceedings of the forty-ninth annual meeting* (pp. 38-47). Madison, WI: Industrial Relations Research Association. [URL](#)

Belman, D., & Voos, P. B. (1989). Race and labor market segregation among women workers. In B. D. Dennis (Ed.), *Proceedings of the forty-first annual meeting*. Madison, WI: Industrial Relations Research Association.

Book Reviews:

Belman, D. (1994). Review: "Restoring the Promise of American Labor Law" by Sheldon Friedman; Richard W. Hurd; Rudy Oswald; Ronald L. Seeber. *Challenge*, 37(4), 58-63. doi:10.2307/40721547

Belman, D. (1994). Review: "Grand Designs: The Impact of Corporate Strategies on Workers, Unions and Communities Relations," *Industrielles/Industrial Relations*, 49(3), 606-608.

Under Review:

Who is affected by the minimum wage? submitted to *Industrial Relations*, (with P. Wolfson).

Hours of work and earnings in a weakly regulated labor market: The case of truck drivers, submitted to *Journal of Labor Economics* (with P. Wolfson and K. Monaco).

The economic impact of state differences in labor standards in the United States, 1998-2000; under second review at *Labour*, (with R. Block and K. Roberts).

Presentations:

Belman, D. (2014, January). *The consequences of the minimum wage for low income families*. Paper presented at the meeting of the AEA/LERA/ASSA, Philadelphia, PA (with P. Wolfson).

Belman, D. (2014, January). *The consequences of state prevailing wage laws for the costs of construction and the racial composition of the construction labor force*. Paper presented at the meeting of the AEA/LERA/ASSA, Philadelphia, PA (with R. Ormiston, R. Petty, & S. Littlehale).

Belman, D. (2013, June). *Do prevailing wage laws increase housing & school construction costs?* Paper presented at the meeting of the LERA, St. Louis, MO (with S. Littlehale).

Belman, D. (2012, January). *Do unions matter for work-life flexibility policy access and use?* Paper presented at the meeting of the LERA/ASSA/AEA, Chicago, IL (with P. Berg, E. E. Kossek & K. Misra).

Belman, D. (2008, March). *Reconstructing construction unionism: Beyond top down and bottom up*. Paper presented at the meeting of the International Labour Process Conference: "Work Matters", Dublin, Ireland (with A. Smith).

Belman, D. (2008, June). *The recovery of construction unions: 1990-2007*. Paper presented at the meeting of the Labor and Employment Relations Association, Washington, DC.

- Belman, D. (2008, May). *Work organization and work life of construction workers: Development of a representative survey*. Paper presented at the meeting of the Personal Protective Device Committee, National Academies of Science, Woods Hole, ME (with P. Berg).
- Belman, D. (2007, November). *Improving construction apprentice selection through measuring work motivation and physical aptitude*. Paper presented at the meeting of the Western Meeting of the Joint Labor-Management Apprenticeship Committee for the Electrical Industry, Las Vegas, NV (with R. Petty).
- Belman, D. (2007, April). *Improving construction apprentice selection through measuring work motivation and physical aptitude*. Paper presented at the meeting of the Construction Economics Research Network, Washington, DC (with R. Petty).
- Belman, D. (2004, April). *The costs and benefits of wage regulations: Two studies of the effects of project labor agreements on school construction*. Paper presented at the meeting of the New England Study Group, Boston Federal Reserve (with W. Schriver, R. Kelso and R. Ormiston).
- Belman, D. (2004, January). *The effect of minimum wage increases on wages and total hours of employment in low wage industries: A panel time series approach*. Paper presented at the meeting of the AEA/ASSA meetings (with P. Wolfson).
- Belman, D. (2003, April). *An econometric analysis of the impact of technology on the work life of truck drivers*. Paper presented at the meeting of the Sloan Industry Conference, Atlanta, GA (with K. Monaco).
- Belman, D. (2003, October). *The consequences of the new hours of service regulations for trucking firms*. Paper presented at the meeting of the Georgia Institute of Technology Hours of Service Summit, Atlanta, GA.
- Belman, D. (2001, August). *Development of a survey of construction workers*. Paper presented at the meeting of the Sloan Construction Industry Program, University of Texas at Austin, TX.
- Belman, D. (2001, June). *Public sector earnings comparability: Alternative treatments in the case of the Postal Service*. Paper presented at the meeting of the Conference on Postal and Delivery Economics, Sorrento, Italy.
- Belman, D. (2000, June). *Work hours and hours of service: Regulation in the trucking industry*. Paper presented at the meeting of the Industrial Relations Research Association Conference on Work and Family.
- Belman, D. (2000, January). *Prevailing wage laws, unions and minority employment in construction*. Paper presented at the meeting of the Industrial Relations Research Association, Boston, MA (with Peter Phillips).
- Belman, D. (2000, January). *Pay determination in the federal sector: Is comparability enough?* Paper presented at the meeting of the Industrial Relations Research Association, Boston, MA.
- Belman, D. (2000, January). *Contingent and Non-Standard Work Arrangements in the United States: Dispersion and Contrasts by Industry, Occupation and Job Type*. Paper presented

at the meeting of the Industrial Relations Research Association, Boston, MA (with Lonnie Golden).

Belman, D. (2000, January). *The effect of employer size on truck drivers pay and performance*. Paper presented at the meeting of the Transportation and Public Utilities Group, American Economic Association, Boston, MA.

Belman, D. (1998, January). *Union bargaining power: A first look at the evidence*. Paper presented at the meeting of the Conference on Unions and the Labor Market, Honolulu, HI, January, 1998 [Sponsors: The Russell-Sage Foundation & the University of Hawaii].

Belman, D. (1997, January). *Regulations of labor markets: Balancing the benefits and costs of competition*. Paper presented at the meeting of the Industrial Relations Research Association, San Francisco, CA.

Belman, D. (1997, January). *Compensation in the public sector*. Paper presented at the meeting of the Industrial Relations Research Association, San Francisco, CA.

Belman, D. (1997, January). *Postal Comparability: Issues of Definition and Measurement*. Paper presented at the meeting of the Industrial Relations Research Association, New Orleans, LA, January, 1996, (with P. Voos).

Belman, D. (1995, June). *Public Sector Compensation: Issues and Methodology*. Paper presented at the meeting of the International Industrial Relations Association, Washington, DC.

Belman, D. (1995, April). *The effects of international trade on wages, employment, and wage inequality in U.S. labor markets*. Paper presented at the meeting of the Conference on Segmented Labor Markets, Notre Dame, IN.

Journal Referee:

Econometrica

Industrial and Labor Relations Review

Review of Economics and Statistics

Industrial Relations

Journal of Post Keynesian Economics

Applied Economics

State and Local Government Review

Teaching Experience:

Michigan State University, SLIR, Fall 2000 - Spring 2014

Labor Markets Graduate

Employment Relations in the Public Sector Graduate

Data Sources Graduate

Collective Bargaining Graduate

University of Wisconsin-Milwaukee, Fall 1985 - Spring 1999

Labor Economics Graduate/Undergraduate

Econometrics Graduate/Undergraduate

Mathematical Statistics Graduate/Undergraduate

Collective Bargaining	Graduate/Undergraduate
Public Sector Collective Bargaining	Graduate
Introductory Microeconomic Theory	Undergraduate

University Service:

Michigan State University

Acting Director, SLIR Fall 2005

Associate Director for the Academic Program: Fall 2003 - Spring 2006.

Chair, Ph.D. Committee, SLIR, 2001 - 2003

University of Wisconsin-Milwaukee

College of Social Sciences

Academic Curriculum and Policy Committee, 2000 – 2002

Divisional Committee, Division of the Social Sciences, 1999 -2000.

Academic Policy and Curriculum Committee, 1998-1999.

Pay Equity Analysis Committee, 1995 - 1996.

Computer Policy Committee, 1987 - 1990

Academic Needs Subcommittee, 1988 - 1990

Chair, Academic Needs Subcommittee, 1990

Social Science Research Facility Administrative Committee, 1987 - 1989

Community Service:

Board Member, Institute for Wisconsin's Future, 1997 - 2000

Consultant, Governor's Task Force on the Minimum Wage, 1996

Member, Advisory Council, School for Workers, UW Extension