

HEATHER GROB, PhD
Associate Professor of Economics
Saint Martin's University
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Lacey WA 98503
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EDUCATION

- Ph.D. UNIVERSITY OF NOTRE DAME, Economics, 1998**
Fields of Concentration: Labor Economics, Industrial Organization
Dissertation: "Self-Regulation and Safety Programs in Construction"
(M.A. matriculation, 1991-1993)
- B.A. UNIVERSITY OF DENVER, Economics, 1990**
Honors Thesis: "Needs, Inequality, and Health Care Policy in the U.S."
Minor: Political Science

ACADEMIC AND PROFESSIONAL EXPERIENCE

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| Chair, Business and Economics
& Associate Professor of Economics
Saint Martin's University | Aug 2015-Present
Aug 2010- Present
Lacey, WA |
| Lead undergraduate programs in business and economics, one of the largest departments in the University. Assess faculty, program and student success in business administration and economics. Help the School of Business to obtain and maintain ACBSP accreditation, develop and track student learning outcomes. Re-elected 3 year term. | |
| Director, Masters of Business Administration
Assistant Professor
Saint Martin's University | Aug 2010-May 2012
Aug 2005-Aug 2010
Lacey, WA |
| Expanded enrollment in the MBA program. Revised curriculum and added a Finance and Accounting concentration. | |
| Visiting Assistant Professor
The Evergreen State College | Fall 2004
Olympia, WA |
| Taught <i>Cost Benefit Analysis</i> in Masters Programs. | |
| Senior Economist
Washington State Department of Labor and Industries | June 2000-2005
Olympia, WA |
| Conduct research and policy on the workers' compensation system in Washington State, including claims experience, return-to-work measures, and vocational rehabilitation performance. Supervise project teams, producing accurate, high quality research reports to senior executives, the Legislature and stakeholder groups. Coordinate interagency data sharing. | |

Economic Analyst 2**Washington State Department of Labor and Industries****June 1999-2000****Olympia, WA**

Plan and conduct research on occupational safety and health using administrative databases and employer surveys. Developed the Healthy Workplaces program's methodology and survey instrument.

Director of Economic Research**The Center to Protect Workers' Rights****Jun 1994-May 1999****Washington, D.C.**

Planned economic policy research with academic economists, international construction industry and trade union leaders. Present safety, health and welfare of construction workers and families in a comprehensive data book. Wrote grant application sections (resulting in \$600,000) for labor-management cooperation and economics research.

Economic Analyst Intern**United States General Accounting Office****Summer 1993****Washington, D.C.**

Developed econometrics model for analyzing prevailing wage law effects. Assisted briefing of Congress and Commission on Workplace Regulation.

Teaching / Research Assistant**University of Notre Dame****1991-1994****Notre Dame, IN**

Assisted in teaching and graded essays in courses: *Appropriate Technology*, *Third World Policy*, *Social Justice Biography*, *Ethics in Development*. Provided research on pensions for *Transforming the U.S. Financial System* for Dr. Ghilarducci. Provided research and data analysis on US, UK and France's labor markets for Cambridge University Visiting Professor Dr. Frank Wilkinson.

COURSES TAUGHT

Principles of Economics
Principles of Ecological Economics
Microeconomics
Macroeconomics
The Culture and Economics of Food
Labor-Management Relations
History of Economic Thought
Public Finance
Cost-Benefit Analysis
Econometrics
Money and Banking
International Business and Global Economics
Ecological Economics: The Responsible Use of Creation

AWARDS AND CONTRACTS

Saint Martin's University Core Curriculum Course Design Grant, awarded April 2018 for designing "CORE 330: Ecological Economics: The Responsible Use of Creation," further developed in Fall 2018, taught in Spring 2019 and to be taught in 2019-20.

Senior Research Advisor, State of Washington Joint Legislative Audit Review Committee, Personal Services Contract No. 12-6. Workers' Compensation Claims Management Evaluation Design. \$8000. Summer 2012.

“Proposed Research: Participation in and Donation to Live Performing Arts through Good times and Bad: How has the Great Recession Affected the Arts? (grant application 14-953077 FY14 NEA Research: Art Works grant National Endowment for the Arts” Oct 2013, (favorable review but unfunded).

Principle Investigator, Research Contract for Pension Systems Review, with Allan Hunt, WE Upjohn Institute, Peter Barth, University of Connecticut, Henry Harder, University of Northern British Columbia and Michael Silverstein, French Loop Consulting, L&I K1018, November 2007-June 2008, for \$509,000. Hired 4 students and 5 claim reviewers.

Honorable mention, International Association of Industrial Accident Boards and Commissions for “Measuring Return to Work: Controlling for the Effects of Industry and Size”, May 2007

University of Notre Dame Graduate School Scholarship (full tuition and stipend), 1991-1997; Pioneer Award for Outstanding Service, University of Denver, 1990;

University of Denver Honors Program Scholarship, 1986-1990

PUBLICATIONS

“Coordinating multi-employer workplaces: threats and opportunities for labour, voice and collective representation: Introduction on a multi-employer political economy perspective of employment relations Abstract” with Valeria Pulignano, and Nikolaus Hammer. *Interuniversity Research Centre on Globalization and Work* 2018 Conference, Montreal, Canada, October 28, 2018.

“Retirement Income is Inadequate for Most Americans” conference proceedings, Allied Social Science Associations and Labor and Employment Relations Association Annual Conference, Chicago, January 8, 2017.

“Joint Dispute Resolution Boards in Construction” with Matthew Bodah, (in progress, presented at LERA)

“College Cost and the Earning Power of Today’s Women Graduates” with Molly Smith, LinkedIn:Pulse (<http://www.linkedin.com/pulse/college-cost-earning-power-todays-women-graduates-heather-grob> Mar 21, 2016)

“Washington Pension System Review” Peter S. Barth, Heather Grob, Henry George Harder, H. Allan Hunt, and Michael Silverstein *Upjohn Institute Technical Reports*, 2008. (http://research.upjohn.org/workcomp_dis_benefits/ 2008)

“Vocational Rehabilitation and Return to Work” Washington State Department of Labor and Industries (with Trista Zugel, Jerry Tyler, Bill Blanford and Lisann Rolle), 2007.

“The Aging Workforce: Implications for Workers’ Compensation” with Joseph Jauquet, Washington State Department of Labor and Industries, December 2005.

“Return to Work” Washington State Department of Labor and Industries (with Lisann Rolle, Bill Blanford and Russ Redding), April 2005.

“Measuring Return to Work” Washington State Department of Labor and Industries (with Lisann Rolle, Bill Blanford and Russ Redding), Nov 2002.

“Defining responsibility: exploring government’s role in regulating multi-employer arrangements” *Industrial Relations Research Association 2002 Conference proceedings*.

“Cost-Benefit Analysis for the Ergonomics Standard” Washington State Department of Labor and Industries (with Greg Nothstein and Michael Foley), May 2000.

“Changing Employment Relations and Implications for Worker’s Compensation: Labor’s View” *WCRI Conference proceedings*. Cambridge, MA: Workers’ Compensation Research Institute. Dec. 1999.

- "Dispute Resolution in the Building Trades" in Adrienne Eaton and Jeffrey Keefe (eds.) 1999
IRRA Research Volume: Employment Dispute Resolution and Worker Rights in the Changing Workplace. Madison, WI: Industrial Relations Research Association.
- Self-Regulation and Safety Programs in Construction. Dissertation. University of Notre Dame. Ann Arbor, MI: University Microfilms, Inc. 1998.
- "Safety in the Good Old Days" (Book Review). *Monthly Labor Review*. Washington D.C.: Government Printing Office. 121 (6): 36-37. 1998.
- The Construction Chart Book: The Construction Industry and Its Workers, 2nd Ed.* Washington, D.C.: The Center to Protect Workers Rights (with Dong, Schneider, Pollack, Seegal). 1998. (and first edition with Poor, Dong, Lemen, Schneider, Pollack, Seegal in 1997).
- "Questions and Answers About Davis Bacon" Building and Construction Trades Department, AFL-CIO document delivered to members of the U.S. Congress Feb 15, 1995.

INVITED PRESENTATIONS

- Introduction to a Multi-Employer Political Economy Perspective of Employment Relations* (with Valeria Pulignano and Nikolaus Hammer). *Interuniversity Research Centre on Globalization and Work* 2018 Conference, Montreal, Canada, Oct 2018.
- Lessons From Multi-Employer Bargaining Structures In U.S. Industrial Construction* *Interuniversity Research Centre on Globalization and Work* 2018 Conference, Montreal, Canada, Oct 2018.
- Trade Policies in the Trump Administration*. Olympia World Affairs Council. Lacey, WA: March 16, 2017.
- Discussant, Towards a Secure Retirement: Challenges and Solutions*. Allied Social Science Associations--American Economic Association and Labor and Employment Relations Association (ASSA/AEA/LERA). Chicago, Jan 2016.
- Discussant, Broken Promises or a Lifeline to the Future: Perspectives on the Multiemployer Pension Reform Act of 2014* ASSA/AEA/LERA, San Francisco, Jan 2016
- Joint Dispute Resolution Boards in Construction*. Labor and Employment Relations Association, Portland, OR June 2014
- Discussant, Future of Social Security Panel* ASSA/LERA, San Diego, CA Jan 2013
- Discussant, Assessing the Damage: The Emerging Consequences of the Great Recession* ASSA/LERA. San Diego CA Jan 2013
- When Dollars and Demands Collide: The Effects of Shrinking Budgets on Collective Bargaining* at the Northwest LERA conference on April 14, 2011.
- Chair, Psychological Health at Work: The Roles of Law, Policy, and Dispute Resolution* ASSA/LERA Denver, CO Jan 2011.
- Discussant, Worker' Rights in the Aftermath of Natural Disasters,* LERA New Orleans, Jan 2008.
- Does Vocational Rehabilitation Help Injured Workers Return to Work?* Association for Public Policy Analysis and Management, Washington DC, Nov 2005.
- Fair Trade versus Free Trade*. Saint Martin's University International Education Week. Nov 2005.
- Economic Effects of Hurricane Katrina*. Saint Martin's University Faculty Seminar. Sept. 2005.
- Measuring Return to Work (with Lisann Rolle)* Effective Returning to Work Programs. Governor's Safety and Health Conference Workshop, University of Washington, School of Public Health, Spokane, WA, Nov 2004.
- Measuring Return to Work. (with Lisann Rolle)* Department of Labor and Industries Workers' Compensation Advisory Committee, Dec. 2002.

Self-Regulation and Safety Programs in Construction. Industrial Relations Research Association Annual Conference, Boston, MA, Jan 8, 2000; Eastern Economics Association Conference New York, NY, Feb 27-Mar 1, 1998.

Healthy Workplaces: Challenges for the 21st Century. (with M. Foley) Washington Manufacturers Conference. Dec 9, 1999.

Economic Forecast for Construction: Demand and Capacity. International Brotherhood of Bricklayers and Allied Crafts Executive Council meeting, June 8, 1998, Chicago, IL.

Women in Construction. Eastern Economics Association Conference. Feb 27-Mar 1, 1998. New York, NY.

Economics of Ergonomics. Managing Ergonomics in the 1990s. Cincinnati, OH. (with S. Dong). June 1997.

Effects of Electricity Restructuring. Apr 15, 1997. National Conference of the Building and Construction Trades. Washington, D.C.

Making Safety Pay in the Construction Industry. American Industrial Hygiene Conference and Exhibition. Apr 21, 1996.

The Davis-Bacon Act at the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), Apr 19, 1995.

PROFESSIONAL AFFILIATIONS, POLICY COMMITTEES, LEADERSHIP

National Academy of Social Insurance (member 2002-present)

Labor and Employment Relations Association (formerly Industrial Relations Research Association, member 1994-present; Presidential Nominating Committee Chair 2000, Labor and Employment Law Section Chair, 2010)

American Economic Association (member 1993-present)

Thurston Community Economic Alliance - Small Business & Entrepreneurial Resources Focus Area participant (2018-present)

YWCA of Olympia Advocacy Advisory Board (2016-present)

Washington Center for Women in Business, Board of Advisors, Spring 2013-2017

American Public Policy Analysis and Management (member 2005)

Committee on the Status of Women in the Economics Profession (member 1994-)

Workers' Compensation Research Group (member 1996-present)

U.S. Bureau of Labor Statistics Labor Research Advisory Council (rep 1994-1999)

National Institute for Occupational Safety and Health Projects (1999, 2001)

Workers' Compensation Research Institute publications (reviewer 1996-present)

UNIVERSITY SERVICE

School of Business Faculty Search Committee, Spring 2013-present

School of Business Tenure and Promotion Committee, Fall 2014-present

Search Committee, Dean, School of Business, Fall 2017-Present

Board of Trustees Institutional Advancement Committee, Fall 2018-present

Faculty Advancement Committee, Fall 2017-present

SMU Investment Club, Founding Advisor, Spring 2017-present

Faculty President, Fall 2016-Spring 2017

Accreditation Council for Business Schools and Programs, Co-Champion, 2015-present

Business Club, Founding Advisor, Fall 2015-Spring 2017

Employee Handbook Working Group, Fall 2016

Faculty Senate, Fall 2013-Spring 2017

Faculty Affairs Committee, Fall 2014-May 2016

ACSBP Accreditation Task Force, Fall 2014-June 2016

Scholar's Day Committee, Spring 2013-2016

Board of Trustees Subcommittee on Enrollment, Fall 2014-2015
Strategic Plan Task Force, Fall 2013-2014
Faculty Welfare committee, elected 3yr term, co-chair, Fall 2010-Spr2013
Financial aid committee, elected 3-yr term, Fall 2007-Spr2013
Library hiring committee, Summer 2007
Budget committee, Fall 2006-Spring 2013
Library committee, Fall 2006- Spring 2009
Internal Review Board Committee member, Fall 2005-Spring 2010
Business and Economics Club faculty advisor, Fall 2005-Spr 2007
Federal Open Market Committee Simulation faculty member, Seattle, Nov 2008, and
Tricities, May 2006
Snow sports club faculty advisor, Fall 2005-Spr 2007
English Proficiency Exam Committee member, Fall 2005
Fair Trade Information Session presenter, Nov 2005
Conference Organizer, Higgins Labor Research Center, Univ. of Notre Dame, Jan-April 1994.
President, Economica (Graduate Economics Association of Notre Dame), 1992-3.

PERSONAL INTERESTS: Olympia Symphony cellist since 2002, oil painting, skiing, hiking

OTHER: Dual U.S./Switzerland citizenship