

NAME: RICHARD J. BUTLER MARITAL STATUS: Married , 6 children

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EDUCATION: Ph.D., 1979, Department of Economics, University
of Chicago Thesis: "Schooling Inputs and Relative Black Wage Growth: South
Carolina Production Workers, 1940-1971" Thesis Committee: James Heckman
(Noble prize winner), Nick Kiefer, T. W. Schultz (Noble prize winner)
M.A., Department of Economics, University of Chicago;
B.A., 1973, Department of Economics, University of Utah (Magna Cum Laude)

PROFESSIONAL EXPERIENCE:

Martha Jane Knowlton Coray Professorship, 2004-2010

Martin J. Hickman Lecturer, 2005, College of Family, Home, and Social Science.

2004, Robert I. Mehr Award for best insurance article published in 1994 ("Econometric
Analysis of Workers' Compensation Trends"), American Risk and Insurance Association

2002, Kemper Award for the Best Feature Article in 2000-01 in the Risk Management
and Insurance Review entitled "Insurers' Demutualization Decisions."

Voted Life Member, Risk Theory Society

Robert I. Mehr Award for the article published in 1991 in Journal of Risk and Insurance
("Claims Reporting and Risk Bearing Moral Hazard in Workers Compensation") that has
best stood the test of time (awarded 2001).

Kulp-Wright Award for best book in Insurance and Risk Management published in 1999
(awarded 2001), for *The Economics of Social Insurance and Employee Benefits* (Kluwer
Academic Publishers, 1999)

Professor, Department of Economics, Brigham Young University, 2000-present,

Listed in "Who's Who in Economics" (1999, 2003 Mark Blaug, editor)

Listed in "Who's Who in Medicine and HealthCare," (2003, Marquis Who's Who)

President, Risk Theory Society, 1998-1999

Member, National Academy of Social Insurance, elected to membership, 1996

C. Arthur Williams, Jr. Professor of Insurance, Industrial Relations Center, University of Minnesota, 1994-2000

National Academy of Science, Committee to study the Federal Employment Liability Act, committee member 1992-1993

Karl G. Maeser Research Award, Brigham Young University, 1991

Professor, Department of Economics, Brigham Young University, 1990-1996

Task Force on "Low Back Pain in the Workplace", International Association for the Study of Pain

Young Scholar University Award, Brigham Young University, 1989-1992

Associate Professor, Department of Economics, Brigham Young University, Fall 1985-Fall 1990

Member of Risk Theory Society, elected to membership, June 15, 1983, Helsinki, Finland (to the present)

Assistant Professor, Department of Economics, Brigham Young University, 1982-1985

Assistant Professor, Labor Economics, Cornell University, 1979-1982

Senior Research Economist, National Council on Compensation Insurance, 1981-1982

Instructor, Labor Economics, Cornell University, 1978-1979

Researcher, National Opinion Research Center, 1977

Department of Labor, MDTA fellowship, 1977

Instructor, Department of Economics, DePaul University, 1976

Researcher, Project on Hospital Costs, American Hospital Association, 1974-1975

PUBLICATIONS:

(with Benjamin W. Cowan and Sebastian Nilsson), "From Obscurity to Bestseller: Examining the Impact of Oprah's Book Club Selections," forthcoming in *Publishing Research Quarterly*.

“Industry Consolidation and Authors’ Income,” *Publishing Research Quarterly*, Summer 2004, vol 20, no. 2, pp. 9-17.

“Disability Incentives” in *Encyclopedic Reference of Pain*, Robert G. Schmidt and William D. Willis, editors, forthcoming (Springer-Verlag).

(with Yong-Seung Park) “Workplace Reorganization and Workers’ Compensation Costs,” *Philippine Journal of Labor and Industrial Relations*, XXI, no 1.

“Form Regulation in Commercial Insurance” in David Cummings, ed. *Deregulating Property-Liability Insurance* (Brookings-AEI, Washington, DC, 2002).

(with H. Liao) “Job Performance Failure and Occupational Carpal Tunnel Claims,” *Journal of Occupational Rehabilitation*, March 2002, 12(1), pp 1-12.

(with Margie Baldwin and Bill Johnson) “The Effects of Worker Heterogeneity on Duration Dependence: Low Back Claims in Workers’ Compensation,” *Review of Economics and Statistics*, Nov. 2001, 83(4), pp. 708-716.

(with H. Liao S.M. Nutting, and Richard Arvey) “Correlates of work injury frequency and duration among firefighters. *Journal of Occupational Health Psychology*, 6, 2001, 229-242.

“Insurance Regulation and Insurers’ Interests in Relocation,” (with Yijing Cui and Andrew Whitman), *Journal of Insurance Regulation*, forthcoming.

“Insurers Demutualization Decisions,” (with Yijing Cui and Andrew Whitman), *Risk Management and Insurance Review*, Fall 2000, 3(2), pp. 135-154.

“Impairment Ratings for Back Claims are Poor Predictors of Wage Loss,” (with Yong-Seung Park) , *Journal of Occupational Rehabilitation*, v 10, no. 2 (June 2000), pp. 153-169.

“The Safety Costs of Contingent Work: Evidence from Minnesota,” (with Yong-Seung Park), forthcoming, *Journal of Labor Research*.

“Permanent Partial Disability Awards and Wage Loss,” (with Yong-Seung Park), *Journal of Risk and Insurance*, v. 67, no. 3, 2000 (sep), pp. 331-351.

“Workers’ Compensation Claims as a Measure of Health Care Reactions to Latex Gloves in Healthcare Settings: Rhode Island 1992-1997” (with Irwin Horwitz and John Kammeyer-Mueller), *Journal of Workers’ Compensation*, Fall 2000, vol 10 no. 1, p 49-59.

“A Heirarchical Theory of Occupational Segregation and Wage Discrimination,” (with Margie Baldwin and William Johnson), *Economic Inquiry*, vol. 29, no. 1 (January 2001): 94-110.

“Waiting Periods and Health-Related Absenteeism: The Need for Program Integration,” (with Harold H. Gardner, and Nathan Kleinman), *Benefits Quarterly*, 3rd Quarter, pp. 47-53, vol 16, no. 3, 2000, 47-53.

“Economic Incentives in Disability Insurance and Behavioral Responses” *Journal of Occupational Rehabilitation*, v. 10, no. 1 , 2000 (march), pp. 7-20.

"Workers' Compensation and Family and Medical Leave Act Claim Contagion" (with Hank Gardner and Nathan Kleinman), forthcoming, *Journal of Risk and Uncertainty*.

“The Costs and Outcomes of Chiropractic and Physician Care for Workers’ Compensation Low Back Claims” (with William Johnson and Margie Baldwin), vol. 66, no. 2 (June 1999), p. 185-205, *Journal of Risk and Insurance*.

The Economics of Social Insurance and Employee Benefits (Boston, MA; Kluwer Academic Publishers, 1999).

“Benefits Management Beyond the Adding Machine: Using Integrated, Worker Specific Analysis,” (with Harold H. Gardner and B. Delworth Gardner), *Benefits Quarterly Third Quarter*, 1999, vol 15, no. 3, 1999, p. 30-39.

“Workers’ Compensation Concepts and Economics” in *Occupational Musculoskeletal Disorders: Function, Outcomes and Evidence*, Tom G. Mayer, Robert J. Gatchel, Peter B. Potain, editors, (Lippincott-Raven, Philadelphia, PA: 1999).

“Successful Return to Work: The Value of Worker Specific Analysis,” (with Hank Gardner), *Journal of Workers’ Compensation*, summer, 1998, vol 7, no. 4, p. 19-30.

“Prevention of Disability From Work Related Sources,” (with David Durbin) in *Disability in the Workplace: Prevention, Compensation and Cure*, ed. by Terry Thomason, John F. Burton, Jr. and Douglas Hyatt (IRRA, Madison, WI: 1998).

“More than Incentive Response: Moral Hazard Lowers Productivity” (with Hank Gardner and Del Gardner) *Journal of Risk and Insurance* ,v. 65, no. 4 (Dec 1998), p. 671-688.

"Workers' Compensation Costs When Maximum Benefits Change," (with B. Delworth Gardner and Harold H. Gardner), *Journal of Risk and Uncertainty*, v. 15, (Dec 1997), p. 259-269.

"Back Pain and Work Disability: The Need for a New Paradigm," (with William G. Johnson and Marjorie L. Baldwin) *Industrial Relations*. v. 37, no. 1, Jan 1998, p. 9-34.

"Disability When Workers Matter," (with Hank Gardner and Del Gardner), MIND/BODY Medicine, v.2, no. 3, p. 1-12.

"HMOs, Moral Hazard and Cost Shifting in Workers' Compensation" (with Robert Hartwig and Hank Gardner), Journal of Health Economics, v. 16, no. 2, April, 1997, p. 191-206.

"Lost Injury Days: Moral Hazard Differences Between Tort and Workers' Compensation" Journal of Risk and Insurance, Sept 1996, v. 63, n. 3, p. 405-433.

(with Margie Baldwin and William G. Johnson), "The Error of Using Returns to Work to Measure the Outcomes of Health Care," American Journal of Industrial Medicine, (April 1996), v. 29, p. 632-641.

(with David L. Durbin and Nurhan M. Helvacian) "Increasing Claims for Soft Tissues Injuries in Workers' Compensation: Cost Shifting and Moral Hazard," Journal of Risk and Uncertainty, July 1996, v. 13, no. 1, pp. 73-87.

(with William G. Johnson and Marjorie Baldwin) "Measuring Success in Managing Work Disability: Why Return to Work Doesn't Work," Industrial and Labor Relations Review, (April 1995), p. 452-469.

(with William G. Johnson and Marjorie Baldwin) "First Spells of Work Absences Among Ontario Workers," Research in Canadian Workers' Compensation Terry Thomason and Richard Chaykowski, editors (Industrial Relations Centre, Queen's University, Ontario, Canada, 1994).

(with Harold Gardner) "A Human Capital Perspective For Cumulative Trauma Disorders: Moral Hazard Effects in Disability Compensation Programs," in Beyond Biomechanics: Psychosocial Aspects of Cumulative Trauma Disorders, S. L. Sauter and S. D. Moon, editors (London: Taylor and Francis Publishers, 1996).

"The Economic Determinants of Worker Compensation Trends," Journal of Risk and Insurance, September 1994, pp. 383-401.

(with John D. Worrall) "Workers' Compensation: Determining a Feasible Payment Structure in a Regulatory Environment", Journal of Regulatory Economics, March 1993, p. 65-78.

(with John D. Worrall) "Claims Reporting and Risk Bearing Moral Hazard in Workers Compensation", Journal of Risk and Insurance, June, 1991, p. 191-204.

(with John D. Worrall) "Gamma Duration Models with Heterogeneity", Review of Economics and Statistics, February, 1991, p. 161-166.

(with Jim McDonald, Ray Nelson and Steve White) "Robust Regression with Partially Adaptive Estimators", *Review of Economics and Statistics*, (August 1990), pp. 321- 326.

(with David Appel) "Benefit Increases In Workers Compensation," *Southern Economic Journal* ,(Jan 1990) p. 594-606.

"New Indices of Segregation," *Economics Letters*, 1987, p. 359-362.

(with John D. Worrall), "Self Insurance in Workers Compensation," in *Workers Compensation Insurance: Claim Costs, Prices, and Regulation* David Durbin and Philip S. Borba, ed. (Kluwer Academic Publishers, Norwell, MA,1993).

(with John D. Worrall), "Workers Compensation Losses and Heterogeneous Claims," in *Workers Compensation Insurance: Claim Costs, Prices, and Regulation* David Durbin and Philip S. Borba, ed. (Kluwer Academic Publishers, Norwell, MA, 1993).

(with John D. Worrall and David Durbin and Philip S. Borba), "Leverage, Interest Rates and Workers Compensation Survival," in *Workers Compensation Insurance: Claim Costs, Prices, and Regulation* David Durbin and Philip S. Borba, ed. (Kluwer Academic Publishers, Norwell, MA, 1993).

(with John D. Worrall and David Durbin and Philip S. Borba), "Transition from Temporary Total to Permanent Disability: a Longitudinal Analysis," in *Workers Compensation Insurance: Claim Costs, Prices, and Regulation* David Durbin and Philip S. Borba, ed. (Kluwer Academic Publishers, Norwell, MA, 1993).

(with John D. Worrall) "Premium and Loss Cycles in Workers Compensation", in Philip S. Borba and David Appel, ed., *Benefits, Costs and Cycles in Workers Compensation* (Kluwer Academic Publishers, Norwell, MA, 1990)

(with John D. Worrall) "Estimating Hedonic Distributions Using Polynomials", *Insurance: Mathematics and Economics* (December, 1989), p. 303-308.

(with James Heckman and Brook Payner), "The Impact of the Economy and the State on the Economic Status of Blacks: A Study of South Carolina" in D. Galenson, ed., *Markets in History: Economic Studies of the Past* (University of Cambridge Press, 1989).

(with John D. Worrall) "Heterogeneity Bias in the Estimation of the Determinants of Workers' Compensation Loss Distributions", in Philip S. Borba and David Appel, ed., *Benefits, Costs and Cycles in Workers Compensation* (Kluwer Academic Publishers, Norwell, MA, 1990)

(with John D. Worrall), "Labor Market Theory and the Distribution of Workers Compensation Losses," in David Cummins and David Appel, eds., *Workers Compensation Pricing: Current Programs and Proposed Reforms*, (Kluwer Academic Publishers, Norwell, MA, 1988).

(with James B. McDonald) "Regressions with Positive Random Variables," *Journal of Econometrics* (Jan/Feb 1990), p. 227-251.

(with James B. McDonald) "Measuring Inequality with Incomplete Moments," *Journal of Econometrics* (Sept 1989), p. 109-120.

(with David Appel) "Internal Rate of Return Criteria in Rate Making," *NCCI Digest*, v. IV, III (1989), p. 1-13 (required reading for the fifth Casualty Actuarial exam).

"Comment on 'Racial Wage Gap' Studies", in Garth Mangum and Peter Phillips, eds., *Three Worlds of Labor Economics* (M.E. Sharp, Armonk, NY: 1988), p. 175-179.

(with John D. Worrall), "Experience Rating Matters," in David Cummins and David Appel, eds., *Workers Compensation Pricing: Current Programs and Proposed Reforms*, (Kluwer Academic Publishers: Norwell, MA, 1988).

(with James B. McDonald), "Trends in Unemployment Duration Data," in *The Review of Economics and Statistics*, (November 1986) pp. 545-557.

(with James B. McDonald) "Income Inequality in the U.S.: 1948-1980" in *Research in Labor Economics*, vol. 9, Ronald Enrenberg, editor (JAI Press: Greenwich, CT, 1986).

(with James B. McDonald) "Interdistributional Income Inequality," in *Journal of Business and Economic Statistics*, January 1987.

(with James B. McDonald), "Generalized Mixture Distributions," *The Review of Economics and Statistics*, (May 1987), p 232-240.

(with John D. Worrall) "Some Lessons of Workers' Compensation," in Monroe Berkowitz and Anne Hill (editors) *Disability and the Labor Market*, (ILR Press: Ithaca, NY, 1986), November 1986. (Best Book of 1986, President's Committee on the Employment of the Handicapped)

(with John D. Worrall) "Public vs. Private: Workers' Compensation Insurance," in *Journal of Law and Economics*, November 1986.

(with John D. Worrall and David Appel) "Sex, Marital Status, and Medical Utilization by Injured Workers," *Journal of Risk and Insurance*, (March 1987)

(with John D. Worrall) "Work Injury Compensation and the Duration of Nonwork Spells," (September 1985) *Economic Journal*.

(with David Monk) "The Cost of Public Schooling in New York State: The Role of Scale and Efficiency in 1978-79," *Journal of Human Resources*, (Fall, 1985).

(with David Appel and John Worrall) "Survivorship in the Property/Casualty Insurance Industry," (September 1985) *Journal of Risk and Insurance*.

(with Jack Worrall) "Workers' Compensation: Benefits and Duration of Claims" in John D. Worrall and David Appel (eds.) *Workers' Compensation Benefits: Adequacy, Equity and Efficiency*. (Ithaca: ILR School Press, 1985). (nominated for the Culp and Wright Awards--best book in Risk, best book in Insurance. Also on Princeton's list of the ten best books in industrial relations.)

"The Effect of Education on Wages--Hedonics Makes Selectivity Bias (Sort of) Simpler," *Economic Inquiry*, January 1984.

(with John D. Worrall) "Workers' Compensation: Benefit and Injury Claims Rates in the Seventies," *Review of Economics and Statistics*, November 1983.

"Direct Estimates of the Demand for Race and Sex Discrimination," *Southern Economic Journal*, April 1983.

"Wage and Injury Rate Response to Shifting Levels of Workers' Compensation" in John D. Worrall (ed.) *Safety and Labor Supply: Incentives and Disincentives in Workers' Compensation Insurance*. Ithaca: ILR School Press (December 1983). nominated for the Culp and Wright Insurance. Also on Princeton's list of the ten best books in industrial relations.)

(with John D. Worrall) "Health Conditions and Job Hazards: Union and Nonunion Jobs" (Fall 1983) *Journal of Labor Research*, pp. 339-347.

"A Note on Estimating Wage Discrimination in the Labor Market" (March 1981), *Journal of Human Resources*, October 1982.

(with Ronald Ehrenberg) "Estimating the Narcotic Effect of Public Sector Impasse Procedures" (January 1980), *Industrial and Labor Relations Review*, October 1981.

(with Tom Sisti) "Impact of Experience Rating and UI Benefits on Unemployment: The Neglected Firm Side" (August 1980) published in the Proceedings of the Thirty-Third Annual Meeting of the IRRA.

(with James J. Heckman) "The Impact of the Government on the Labor Market Status of the Black Americans: A Critical Review of the Literature and Some New

Evidence" in Equal Rights and Industrial Relations, 1977 Research Volume of the Industrial Research Association.

OTHER PAPERS

(with Yong-Seung Park) "Doctors and Permanent Partial Disability Awards in Minnesota," forthcoming, Minnesota Physician, January, 1999.

(with David Durbin and Nurhan Helvacian, "Measuring Treatment Effectiveness:A Study of Lower Back Claims" in National Council on Compensation Insurance Issues Report, 1997, p. 54-55.

(with Harold Gardner and Del Gardner), "Employer Screening, Workers' Compensation Costs, and the Americans with Disabilities Act," Risk Management Section Quarterly, June 1995.

"Commentary on Emotional Distress and the Effect of Mental Health Treatment on Medical Costs," Mind/Body Medicine, March 1995, p. 13-16.

"Safety Incentives in Workers' Compensation," in John Burton's Workers' Compensation Monitor, September 1994

contributing committee member, National Research Council, Special Report #241, "Compensating Injured Railroad Workers Under the Federal Employers' Liability Act," (Washington, National Academy Press, 1994)

(with Ron Ehrenberg), "Data from the Consortium for Longitudinal studies: Its Potential Use in Analyzing the Educational and Labor Force Outcomes of Disadvantaged Youth," report prepared for the Department of Labor.

EDITORIAL BOARDS/ADVISORY PANELS:

Mind/Body Medicine, editorial board member, (this is the journal of the Society of Behavioral Medicine, 1995-present)

Journal of Risk and Insurance, editorial board member, (this is the journal of the American Risk and Insurance Association, 1995-present)

Advisory Board, John Burton's Workers' Compensation Monitor (1995- 1997, 2000-present)

Advisory Board, Center for Labor Policy, Hubert H. Humphrey Institute of Public Affairs, University of Minnesota, (1995-present)

Board member, Minnesota Independent Insurance Agents

Educational Foundation (1995-1996)

Editor, Minnesota Center for Insurance Research
Newsletter, 1994-2000

PROFESSIONAL National Science Foundation
JOURNALS AND U.S. Department of Labor
ORGANIZATIONS Center for the Study of the American Political
Economy

FOR WHICH I Canadian Social Research Council
HAVE REFEREED Review of Economics and Statistics

INCLUDE: Journal of Political Economy
Industrial and Labor Relations Review
Journal of Human Resources
Economic Inquiry
Quarterly Journal of Economics
Social Science Quarterly
Southern Economic Journal
American Economic Review
Journal of Public Economics
Rand Journal of Economics
Economic Journal
Journal of Labor Economics
Journal of Business and Economics Statistics
Princeton University Press
Journal of Industrial Economics
Journal of Risk and Insurance
Social Science Journal
Labour Economics
Review of Income and Wealth
Insurance: Mathematics and Economics
Safety Science
Industrial Relations
Risk Management and Insurance Review
The Clinical Journal of Pain
Canadian Journal of Economics

CONSULTING Parsons, Behle and Latimer
National Council on Compensation Insurance
U.S. Department of Education
U.S. Department of Labor
Kennecott Copper
Price River Coal Company
Massachusetts Rating Bureau
United States Steel Corporation
St. Paul's Insurance Company

Workers Compensation Research Institute
AT&T
STS Technology
Hercules Aerospace
Ontario Workers Compensation Board
National Academy of Science
Zenith Insurance Companies
Medical Services Review Board, public member
(MN Dept of Labor and Industries, 1995-1999)
Paradigm Steering Committee member (Low Back Treatments)
Commercial Self-Insurance Group Trust Fund, State of
Minnesota, Board of Trustees (1995-1998)
OCI
New Zealand Government, Department of Labor
Workers Compensation Resources, Advisory Board
Union Pacific Railroad Company