Statement of Interest: CRIW Summer Institute

Keenan Dworak-Fisher
U.S. Bureau of Labor Statistics

As a research economist in the Office of Compensation and Working Conditions, I have engaged in many projects to improve the measurement of compensation using the National Compensation Survey (NCS), generate outputs that best reflect important compensation trends, and research the ways in which changes in compensation practices have been accommodated by workers. These projects have included:

- Research using NCS data to measure the effects of plan provisions on worker participation in their retirement plans;
- Documentation of trends in the generosity of employer-provided benefits;
- Improvements NCS measurement of non-response and its effects on NCS outputs;
- Assessments of the concepts and methods underlying NCS benefits outputs and development of new outputs; and
- Efforts to match NCS data to administrative data collected through tax reporting mechanisms.

My recent experience coordinating projects exploring ways to use data from IRS filings of Form 5500 to assess, improve, and supplement NCS data on benefits led me to develop a particular interest in the use of "alternative" sources in the production of Federal statistics. Following up on this interest, I recently served a "detail" at the Office of Management and Budget (OMB), focusing on promoting the use of administrative data by statistical agencies. A key component of my detail was supporting OMB's preparations for the Commission on Evidence-Based Policymaking, which is charged with studying the Federal Statistical System (FSS) to determine to optimal arrangement to facilitate the use of administrative data in research, evaluation and cost-benefit analysis. A second component was participating in interagency efforts to develop the FSS's capability to use administrative and other non-traditional data sources.

As I have transitioned back from the OMB to the BLS, I have continued to grow in my role as a leader of the interagency team studying alternative data sources. For that team, the Subcommittee on Alternative, Administrative and Blended Data (SAABD) of the Federal Committee on Statistical Methodology (FCSM), I have taken on the role of manager, which entails substantially helping to coordinate all team activities. In addition, the Subcommittee has chartered its first working group, and I am serving as a co-Chair of that group. As I grow in my leadership roles within this group, I am also leading various projects to supplement the NCS with alternative data sources. In these capacities, I have a keen interest in staying on top of the research in income and wealth and engaging with researchers who may use our data. As a compensation researcher, I am particularly interested in work on changes in the labor market.

May 2, 2016

To Whom It May Concern:

I am writing this letter in support of Keenan Dworak-Fisher's application for a CRIW Summer Institute Fellowship. I think Keenan's program development work on compensation and benefits, coupled with his new role managing the FCSM group on alternative and blended data would make him an ideal candidate for the fellowship.

Keenan plays a key role in program development for the National Compensation Survey at BLS, working to ensure that the data elements we collect from establishments keep current as the nature of labor markets change. He has been instrumental in developing a partnership with the Employment Benefits Security Administration to evaluate ways to combine their administrative data with our survey data.

Additionally, Keenan's time spent on detail at OMB made him very familiar with the data collected across statistical and "non-statistical" agencies and, thus, an invaluable resource on how BLS might develop partnerships to improve and innovate our data. Having him at the CRIW would benefit BLS tremendously, but would also likely lead to other attendees having a deeper understanding of how they might use BLS data in new ways.

Sincerely,

Kristen Monaco
Associate Commissioner of Compensation and Working Conditions
Bureau of Labor Statistics

Keenan More Dworak-Fisher

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Education

Ph.D., Economics, University of Michigan. *2000*
M.A., Economics, University of Michigan. *1997*
B.A., Economics, Princeton University. *1990*

Research Fields: Labor Economics, Urban/Regional Economics, Applied Econometrics

Publications

"Access to Specific Provisions of Employer-Provided Benefits: New Estimates." *Beyond the Numbers,* vol. 4, number 12, September 2015.

"Trends in employment-based health insurance coverage: evidence from the National Compensation Survey.**"** *Monthly Labor Review*, October 2014 (with Maury Gittleman and Tom Moehrle).

"Matching Matters in 401(k) Plan Participation." *Industrial Relations*, vol. 50, issue 4, October 2011, pp. 713–737.

"Tackling Complexity in retirement benefits: challenges and directions for the NCS." *Monthly Labor Review*, July 2011, pp. 17-28 (with William J. Wiatrowski).

"What is a benefit plan? Clarifying the NCS definition as health and retirement benefits evolve." *Monthly Labor Review*, July 2011, pp. 29-34 (with William J. Wiatrowski).

"Employer Generosity in Employer-Matched 401(k) Plans, 2002–03." *Monthly Labor Review*, July/August 2007, pp. 11-19.

"Intra-Metropolitan Shifts in Labor Demand and the Adjustment of Local Markets." *Journal of Urban Economics*, vol. 55, no. 3, May 2004.

Working Papers

"Mixed Search Over Commutable Space." BLS working paper #481, 2015.

"Linked Incidence-Detail Outputs for Defined Contributions using the National Compensation Survey." BLS working paper #477, 2014.

Other Manuscripts and Reports

"Pension Plan Structures before and after the Pension Protection Act of 2006." (with Barb Butrica and Pamela Perun) – report to the U.S. Department of Labor, 2015

"Local Labor Market Effects of Industrial Demand Shocks – Aircraft Manufacturing in the 1990s" (with John Bound)

"The Impacts of Mass Layoffs on Local Economic Conditions"

"Employer contributions for pensions and insurance funds: variation across regions" (with John Ruser and John Bishow)

"Why Has Progress in the Gender Wage Gap Stopped?"

Work in Progress

"Estimates of Benefit Trends in the National Compensation Survey; Dealing with Panel Attrition"

"The Effects of Alternate Imputation Schemes on Estimates of Health Plan Incidence in the National Compensation Survey"

"Access-Based Estimates of Detailed Provisions for Health Insurance Plans in the National Compensation Survey"

Other Professional Experience

Co-Chair, Federal Committee on Statistical Methodology Environmental Scan Working Group

Manager, Federal Committee on Statistical Methodology Subcommittee on Alternative, Administrative and Blended Data

Detailee for alternative data source development – Office of Management and Budget, Statistical and Science Branch (2015-2016)

Project Coordinator – Joint EBSA/BLS project on linking the National Compensation Survey with data from IRS Form 5500 filings (2013-2015).

BLS Alternative Data Sources Team – member (2014 – present)

BLS Big Data Team - member (2013-2014)

NCS Research Oversight Board – member (2010 – present).

CRPDG Representative, NCS Advisory Committee (2010 – present)

Integration Management Team – advisor in the planned integration of 2 large Bureau of Labor Statistics wage programs

Mentor – BLS Data Analysis Program (2008-9)

Benefit Outputs Research Team – comprehensive review of Office of Compensation and Working Conditions' employer-provided benefits outputs

NCS Benefits Response Team (team leader) – Developed estimators of response rates applicable to various levels of a multi-stage survey, applied them to various benefits-related outputs in National Compensation Survey

NCS Response Teams – Analyzed response rates and their determinants for various, top-level outputs of the National Compensation Survey

Outlier Research Team – Evaluated methods for detection and treatment of influential values in underlying data for possible use in the Employment Cost Index

Project Lifecycle and Quality Standards Team – Developed procedures and standards for inter-area teams within Office of Compensation and Working Conditions

Teaching Experience

Johns Hopkins University

Instructor, Statistics and Data Analysis for Policy Studies *2005 –2007*

University of Michigan

Instructor, Principles of Microeconomics *Summer 1997*

Teaching Assistant, Principles of Microeconomics *Winter 1996*

Other

Referee, B.E. Journals in Economic Analysis and Policy, Industrial Relations, Monthly Labor Review

Discussant: Society of Labor Economics, Western Regional Science Association, Midwest Economics Association, Washington Statistical Society