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VITA  
MICHAEL L. BROOKSHIRE

**General Information:**

**Address:**

1934 Olympus Road  
Charleston, WV 25314-2284

**Brookshire Barrett & Associates, LLC**

**Office Address:**

4511 Kanawha Turnpike  
P.O. Box 9338  
South Charleston, WV 25309

**Phone:**

(304) 766-6384 – Office

**OR**

(304) 746-1967 - College

**OR**

(304) 343-5280 – Home

**OR**

(304) 768-1643 – FAX

**E-Mail:**

[brookshire@forensiceconomics.org](mailto:brookshire@forensiceconomics.org)

[mbrookshire@marshall.edu](mailto:mbrookshire@marshall.edu)

**Academic Background:**

March 1975 Ph.D. in Economics; University of Tennessee, Knoxville with concentrations in the Economics of Labor and Human Resources; Industrial Organization; Finance.

June 1971 B.S. in Economics summa cum laude; University of Tennessee, Knoxville.

**Books:**

Michael L. Brookshire, Frank Slesnick, and John O. Ward, editors, The Plaintiff and Defense Attorney's Guide to Understanding Economic Damages (Tucson, Arizona: Lawyers and Judges Publishing Company, Inc., 2007).

Michael L. Brookshire and Stan Smith, Economic/Hedonic Damages: The Practice Book for Plaintiff and Defense Attorneys (Cincinnati: Anderson Publishing Company, 1990); 1991-92 Annual Supplement #1 (Fall 1991); 1992-93 Annual Supplement #2 (Fall 1992).

Michael L. Brookshire, Economic Damages: A Handbook for Plaintiff and Defense Attorneys (Cincinnati: Anderson Publishing Company, 1987).

Michael L. Brookshire and Michael D. Rogers, Collective Bargaining in Public Employment (Lexington, Massachusetts: D.C. Heath and Co., 1977).

**Refereed Articles and Publications:**

Michael L. Brookshire, Michael R. Luthy, and Frank L. Slesnick, "A 2009 Survey of Forensic Economists: Their Methods, Estimates, and Perspectives", Journal of Forensic Economics, Vol. XXI, No. 1, Winter 2010, pp. 5-34.

Michael L. Brookshire and Frank L. Slesnick, "Self-Consumption in Wrongful Death Cases: Decedent or Family Income?" Journal of Forensic Economics, Vol. XXI,, No. 1, Winter 2010, pp. 35-53.

Michael L. Brookshire and Elizabeth A. W. Gunderson, "Wrongful Death Cases and Personal Consumption Deductions," The Plaintiff and Defense Attorney's Guide to Understanding Economic Damages (Tucson, Arizona: Lawyers and Judges Publishing Company, Inc., 2007), pp. 85-91.

Michael L. Brookshire, "Some Special Cases and Issues," The Plaintiff and Defense Attorney's Guide to Understanding Economic Damages (Tucson, Arizona: Lawyers and Judges Publishing Company, Inc., 2007), pp. 101-108.

Michael L. Brookshire and George A. Barrett, "Punitive Damages," The Plaintiff and Defense Attorney's Guide to Understanding Economic Damages (Tucson, Arizona: Lawyers and Judges Publishing Company, Inc., 2007), pp. 117-129.

Michael L. Brookshire, Michael R. Luthy and Frank L. Slesnick, "2006 Survey of Forensic Economists: Their Methods, Estimates, and Perspectives," Journal of Forensic Economics, 19(1), 2007, pp.29-59.

Patrick A. Gaughan and Michael L. Brookshire, "Measuring Lost Profits Damages," Chapter 22 of Commercial Damages (New York: Matthew Bender, 2007). Previous chapters published by Brookshire, Gaughan, and Cobb in 1986, 1989, 1992, and 1999.

George A. Barrett and Michael L. Brookshire, "The Forensic Economics of Medical Monitoring Damages In the United States," Developments in Litigation Economics (Oxford: Elsevier, 2005), pp.9-28.

Michael L. Brookshire, Michael R. Luthy and Frank L. Slesnick, "Forensic Economists, Their Methods and Estimates of Forecast Variables: A 2003 Survey Study," Litigation Economics Review, Vol. 6, No.2, Winter 2005, pp. 28-44.

George A. Barrett and Michael L. Brookshire, "Assessing Economic Damages in Personal Injury and Wrongful Death Litigation: The State of West Virginia," Journal of Forensic Economics, Vol. 16, No. 3, October 2004, pp. 315-327.

Michael L. Brookshire, "To Deter, Punish, But Not Destroy: Forensic Economic Analysis of Jury Factors for Punitive Damages," Journal of Legal Economics, Vol. 12, No. 2, Summer 2004, pp. 1-26.

Michael L. Brookshire, "A Response on Punitive Damages: Economic Science versus Morality," For the Defense, Vol. 45, No. 11, November 2003, pp. 13 and 16.

Michael L. Brookshire, "Economic Analyses in Jury Decisions on Punitive Damages," For the Defense, Vol. 45, No. 8, August 2003, pp.22-25.

Michael L. Brookshire, "A History of the National Association of Forensic Economics, 1986-2001," Litigation Economics Review, Vol. 6, No. 1, Spring 2003.

Michael L. Brookshire, "The Economist, the Disability Analyst, and Other Experts on Damages in Catastrophic Injury," The Catastrophic Injury Handbook, Kenneth Anchor, et al., editors (Dubuque, Iowa: Kendall/Hunt, 2003), pp. 86-92.

George A. Barrett and Michael L. Brookshire, "The Forensic Economics of Medical Monitoring Protocols," Litigation Economics Review, 2002, Vol. 5, No. 2, pp. 15-26. Reprinted in Economic Foundations of Injury and Death Damages, edited by Kaufman, Rodgers, and Martin (Northampton, Massachusetts: Edward Elgar Publishing, Ltd, Autumn 2005), pp. 378-392.

Michael L. Brookshire and Elizabeth A. W. Gunderson, "Estimating Lost Household Services: Persons Over 50," Journal of Forensic Economics, Winter 2000, Vol. XIII, No. 1, pp. 11-21.

Michael L. Brookshire and Frank Slesnick, "A 1999 Survey Study of Forensic Economists -- Their Methods and Their Estimates of Forecast Variables," Litigation Economics Digest, Fall 1999, Vol. IV, No. 2, pp. 65-96.

Michael L. Brookshire and George Barrett, "Worklife and LPE," in Gerald D. Martin and Ted Vavoulis, Determining Economic Damages (Costa Mesa, California: James Publishing, 1999).

Michael L. Brookshire "The Forensic Economist for the Defense," For The Defense, February 1999, Vol. 41, No. 2, pp. 23-28.

Robert J. Thornton, James D. Rodgers, and Michael L. Brookshire, "On the Interpretation of Age-Earnings Profiles," Journal of Labor Research, Spring 1997, Vol. XVIII, No. 2, pp. 351-365. Reprinted in Economic Foundations of Injury and Death Damages, edited by Kaufman, Rodgers, and Martin (Northampton, Massachusetts: Edward Elgar Publishing, Ltd, Autumn 2005), pp. 235-249.

Michael L. Brookshire and Frank Slesnick, "Prevailing Practice in Forensic Economics: A 1996 Survey Study," Journal of Forensic Economics, Winter 1997, Vol. X, No. 1, pp. 1-28.

James D. Rodgers, Michael L. Brookshire and Robert J. Thornton, "Forecasting Earnings Using Age-Earnings Profiles and Longitudinal Data," Journal of Forensic Economics, Spring/Summer 1996, Vol. IX, Number 2, pp. 169-210.

Michael L. Brookshire and Shelly E. Caruthers, "Principles of Establishing the Lost Earnings Base," Litigation Economics Digest, Fall 1995, Vol. 1, Issue 1, pp. 45-61.

Michael L. Brookshire and Thomas R. Ireland, "Converting From A Present Value Lump Sum To A Future Payment Stream," Journal of Forensic Economics, Spring/Summer 1994, Vol. 7, No. 2, pp. 151-157.

John Adams, Michael L. Brookshire and Frank Slesnick, "1993 Survey: Qualifications, Ethics and Procedures for Forensic Economics Practitioners," Journal of Forensic Economics, Winter 1992, Vol. 7, No. 1, pp. 1-24.

Michael L. Brookshire and Frank Slesnick, "1993 Survey of NAFE Members: A Follow-Up Survey of Economic Methodology," Journal of Forensic Economics, Winter 1993, Vol. 7, No. 1, pp. 25-46.

Michael L. Brookshire and Gilbert L. Mathis, "The Calculation and Application of Age-Earnings Adjustments," Journal of Legal Economics, December 1993, Vol. 3, No. 3, pp. 23-41.

Michael L. Brookshire, Charles de Seve, and Frank Slesnick, "Estimating Damages In Personal Injury And Wrongful Death Cases," Litigation Economics, Patrick Gaughan and Robert Thornton, editors, (Greenwich, Connecticut: JAI Press, Inc., 1993), pp. 15-38.

Michael L. Brookshire and James C. Peterson, "Loss of Enjoyment of Life Damages," Trial, June 1992, pp. 60-64.

Michael L. Brookshire, "An Agenda For Future Research in Forensic Economics," Journal of Forensic Economics, Fall 1991, Vol. 4, No. 3, pp. 287-296.

Michael L. Brookshire and Frank Slesnick, "A 1990 Survey Study of Forensic Economists," Journal of Forensic Economics, Summer 1991, Vol. 4, No. 2, pp. 125-149.

Michael L. Brookshire and Paul R. Lees-Haley, "Addressing Plaintiff's Use of The Two-Factor Approach for Estimating Personal Injury Damages," Journal of Private Sector Rehabilitation, April 1990, Vol. 5, No. 1, pp. 11-18.

Michael L. Brookshire, Robert Lessne, and Frank Slesnick, "The Emerging Industry of Forensic Economics," Journal of Forensic Economics, Spring/Summer 1990, Vol. III, No. 2, pp. 15-29.

Ed Berla, Michael L. Brookshire and Stan Smith, "Hedonic Damages and Personal Injury: A Conceptual Approach," Journal of Forensic Economics, December 1989, Vol. III, No. 1. Reprinted in A Hedonics Primer, John Ward, editor (Tucson, Arizona: Lawyers and Judges Publishing Co., 1992), pp. 121-129.

Michael L. Brookshire, William E. Cobb, and Anthony Gamboa, "Work-Life of the Partially Disabled," Trial, March 1987, pp. 44-47.

Michael L. Brookshire, "Productivity and Collective Bargaining," Survey of Business, September 1986.

Dennis Brady, Michael L. Brookshire, and William E. Cobb, "The Development and Solution of a Tax-Adjusted Model for Personal Injury Awards," Journal of Risk and Insurance March 1984. Also, "Response" to comments on this article was later published.

Michael L. Brookshire and William E. Cobb, "Age Discrimination in Employer-Provided Protection Against the Risk of Disability," Aging and Work, December 1983, Vol. 6, No. 3.

Michael L. Brookshire and William E. Cobb, "The Life-Participation-Employment Approach to Work-Life Expectancy in Personal Injury and Wrongful Death Cases," For The Defense, July 1983.

Michael L. Brookshire, "Productivity and Productivity Bargaining," Handbook on Public Personnel Administration and Labor Relations (New York: Marcel Dekker, 1983).

Dennis Brady, Michael L. Brookshire and William E. Cobb, "The Effect of Income Taxes on the Calculation and Presentation of Personal Injury and Wrongful Death Awards," Trial, September 1982, pp. 65-68.

Michael L. Brookshire and Michael D. Rogers, "Productivity and Collective Bargaining in the Public Sector," Labor Law Journal, August 1981.

Michael L. Brookshire, "Labor Relations in Higher Education," management development modular package of the Higher Education Management Institute, 1980.

Michael L. Brookshire and Edwin H. Talley, III, "Management Development and Training in Higher Education—The HEMI Project," Journal of the College and University Personnel Association, Fall 1978.

Michael L. Brookshire, Sidney Carroll, and William E. Cobb, The Large Commercial Jet Airliner Market: Recent Experience and Trends for the Future," NASA Monograph, 1978.

Michael L. Brookshire, "Myths of Collective Bargaining in the Public Sector," Journal of the College and University Personnel Association, Fall 1977.

Michael L. Brookshire, "Centralized Bargaining Structures and Referendum Rights," Southern Business Review, Fall 1976, Vol. 2, No. 2.

Michael L. Brookshire, "Bargaining Structure in the Public Sector: The TVA Model," Journal of Collective Negotiations in the Public Sector, Fall 1976, Vol. 5(3).

Michael L. Brookshire and Howard H. Lumsden, "Attitudes Toward Sex and Job Market Mobility and Success," Journal of College Placement, Spring 1975.

Michael L. Brookshire and Sidney Carroll, "Patents and Vertical Integration as a Source of Monopoly Power: The Photographic Industry," Antitrust Law and Economics Review, 1974, Vol. 7, No. 1.

Michael L. Brookshire and Michael D. Rogers, "The Status of Public Sector Labor Relations," Tennessee Survey of Business, April 1974.

Michael L. Brookshire and J. Fred Holly, "Resolving Bargaining Impasses Through Gradual Pressure Strikes," Labor Law Journal, October 1973, Vol. 24, No.10.

### **Papers and Professional Presentations and Activities:**

"A 2009 Survey of Forensic Economists: Their Methods, Estimates, and Perspectives," paper presented (with Michael Luthy and Frank Slesnick) at the annual meeting of the Western Economic Association International, July 1, 2009, Vancouver, Canada.

"The Appropriate Calculation of Personal Consumption Deductions in Two-Adult-Earner Households," paper presented (with Frank Slesnick ) at the annual meeting of the Southern Economic Association, November 22, 2008, Washington D.C.

"Twelve Things a Tennessee Defense Attorney Should Know About Economic Damages Issues in 2008," presentation at the Tennessee Defense Lawyers Association meeting, October 11, 2008, Nashville, Tennessee

"Further issues in calculating and presenting medical monitoring damages," paper presented (with George Barrett) at the 83<sup>rd</sup> Annual Conference of the Western Economic Association International, July 2008, Honolulu, Hawaii.

“Twelve Things a Mediator Should Know About Economic Damages Issues in 2008,” presentation at the annual meeting of the International Academy of Mediators, May 16, 2008, Coral Gables, Florida.

Session Chair, “Forensic Economics,” annual meeting of the American Economic Association, January 5, 2008, New Orleans.

“Trial Lawyers and Expert Witnesses,” presentation to Cincinnati Inn of Court, September 18, 2007, Cincinnati, Ohio.

“Current Issues of Economic Damages from the Defense Perspective,” Presentation at the Ohio Association of Civil Trial Attorneys (OACTA) 2006 Winter Conference, Columbus, Ohio, December 1, 2006.

“Punitive Damages, the Pennsylvania Offset, and the Personal Maintenance Deduction from the Defense Perspective,” Presentation to the Pennsylvania Defense Institute (PDI) 38<sup>TH</sup> Annual Conference, Hershey, Pennsylvania, October 13, 2006.

“A 2006 Survey of Forensic Economists: Their Methods and their Values of Forecast Variables,” paper presented (with Michael Luthy and Frank Slesnick) at the July 1, 2006 meetings of the Western Economic Association International, San Diego.

“Summary of the U.S. Experience with Forensic Economics,” paper presented (with Frank Slesnick) at the 3<sup>rd</sup> Annual International Conference of the National Association of Forensic Economics, May 27-28, 2006, Florence, Italy.

Session and Panel Chair, “Establishing the Earnings Base,” annual meeting of the Western Economic Association International, July 8, 2005, San Francisco.

Session Chair, “Issues in Forensic Economics,” annual meeting of the American Economic Associations, January 8, 2005, Philadelphia; also served as discussant in separate session.

Panelist Presentation, “A Comparison of U.S. and U.K. Personal Injury and Wrongful Death Damages Analysis in Litigation,” annual meeting of the Western Economic Association International, July 2, 2004, Vancouver, Canada; also, served as discussant at separate session.

“The Federal/State Nature of United States Law on Economic Damages: Self-Consumption Deductions in Wrongful Death Cases,” paper presented at the first National Association of Forensic Economists International Conference, May 29, 2004, Edinburgh Scotland.

“After State Farm v. Campbell: Punitive Damages, the Tennessee Defense Lawyer, and the Economist,” Tennessee Defense Lawyers Association annual meeting, October 10, 2003, Memphis, Tennessee.

“Economic Damages and Personal Injury Cases in West Virginia: The 8 Factors of Possible Losses, Medical Monitoring Damages, and Punitive Damages,” Lorman Education Services CLE Personal Injury in West Virginia seminar, August 15, 2003, Charleston, West Virginia.

“Forensic Economists, Their Methods and Their Estimates of Forecast Variables: A 2003 Survey Study,” paper presented (with Michael Luthy and Frank Slesnick) at the July 12, 2003 meetings of the Western Economic Association International, Denver, Colorado.

“From the Defense Perspective: New Developments in Punitive Damages, Medical Monitoring Damages, and The Eight Factors of Possible Losses in Personal Injury,” annual meeting of the West Virginia Defense Trial Counsel, May 31, 2003, Clarksburg, West Virginia.

“The Forensic Economics of Punitive Damages: To Deter, Punish, But Not Destroy,” presentation to the Academy of Trial Lawyers of Allegheny County, March 19, 2003, Pittsburgh, Pennsylvania.

“The Forensic Economics of Punitive Damages,” paper presented at the annual meeting of the American Economic Association, January 3, 2003, Washington, D.C.

“New Issues in Punitive Damages from the Defense Perspective,” presentation to the annual meeting of the Ohio Association of Civil Trial Attorneys, September 27, 2002, Columbus, Ohio.

“What is New in Economic Damages: From Medical Monitoring to Punitive Damages to the Eight-Factor Technique,” presentation to the annual meeting of the West Virginia Trial Lawyers Association, June 6, 2002, Charleston, West Virginia.

“A History of the National Association of Forensic Economics, 1986-2001,” paper presented at the National Association of Forensic Economics Winter Meeting, February 1, 2002, Cancun, Mexico.

Panel Discussant on “Interim Final Rules by Attorney General John Ashcroft” for the Victims Compensation Fund September 11, 2001 Disaster, National Association of Forensic Economics meeting of the ASSA/AEA, January 4, 2002, Atlanta, Georgia.

“Determinants of Economic Outcomes from Alternative Methods of Costing Medical Monitoring Protocols,” paper presented (with Dr. Dennis C. Emmett) at the annual meeting of the Southern Economic Association, November 17, 2001, Tampa, Florida.

“The Forensic Economics of Medical Monitoring Protocols,” paper presented (with George Barrett) at the annual meeting of the Western Economic Association, July 6, 2001, San Francisco, California.

Session Chair, “Forensic Economics and Children,” annual meeting of the Western Economic Association, July 6, 2001, San Francisco, California.

Discussant of Schneider Paper at the NAFE/ASSA Meetings, January 5-7, 2001, New Orleans, Louisiana.

“Calculating Worklife Expectancy,” paper and panel discussion at the annual meeting of the Western Economic Association, June 30, 2000, Vancouver, British Columbia.

“Commercial Damages,” presentation at a Lorman Education Services continuing legal education seminar, December 14, 1999, Cincinnati, Ohio.

“A 1999 Survey Study of Forensic Economists – Their Methods and Their Estimates of Forecast Variables,” paper presented at the Southern Economic Association meeting, November 21, 1999, New Orleans, Louisiana.

“The Forensic Economist On The Defense,” paper presented at the Southern Economic Association meeting, November 8, 1998, Baltimore, Maryland.

“The Forensic Method For Estimating Lost Household Services, With Specific Emphasis On Persons Over 50,” paper presented (with Beth Gunderson) at the Western Economic Association Meeting, June 30, 1998, Lake Tahoe, Nevada.

“The Interface Between the Vocational Expert and the Forensic Economist,” annual meeting of the American Board of Vocational Experts, March 11, 1998, New Orleans, Louisiana.

“Prevailing Practice in Forensic Economics: a 1996 Survey Study,” paper presented (with Frank Slesnick) at the January 1997 meetings of the Allied Social Science Association, January 5, 1997, New Orleans, Louisiana.

“State-of-the-Art Issues on Damages for the Defense Attorney,” presentation to the Tennessee Defense Lawyers Association, Fall Convention, September 28, 1996, Memphis, Tennessee.

“On the Interpretation of Age-Earning Profiles,” paper presented (with Robert J. Thornton and James D. Rodgers) at the July 1996 meeting of the Western Economic Association, July 1, 1996, San Francisco, California.

Session Chair, “Methodological Considerations in the Practice of Forensic Economics,” annual meeting of the Southern Economic Association, November 20, 1995, New Orleans, Louisiana.

“Principles of Establishing The Lost Earnings Base,” paper presented (with Shelly E. Caruthers) at the July 1995 meeting of the Western Economic Association, San Diego, California; also served as continuing education session panelist.

“A Comparison of Age-Earnings Profiles from the U.S. Census Bureau and the PSID and Their Use in Forecasting Earnings,” paper presented (with Drs. Rodgers and Thornton) at the annual meeting of the American Economic Association, January 1995, Washington, D.C.

Session Chair “The Value of Intangibles,” annual meeting of the Southwestern Economic Association, April 1-3, 1994, San Antonio, Texas.

“Survey Questionnaire: Qualifications, Ethics, and Procedures for Forensic Economics Practitioners,” paper presented (with Professor John Adams and Professor Frank Slesnick) at June 1993 meetings of the Western Economic Association, Lake Tahoe, Nevada. Also, facilitated continuing education session in forensic economics.

“The Calculation and Application of Age-Earnings Adjustments,” paper presented (with Professor Gilbert L. Mathis) annual meeting of the Southern Economic Association, November 1992, Washington, D.C.

National Co-Chair for Annual Meeting of National Association of Forensic Economists with American Economic Association, January 1992, New Orleans. Also served as session chair.

Session Chair, Southern Economic Association meetings, November 1991, Nashville, Tennessee.

“A 1990 Survey of Forensic Economists,” paper presented (with Professor Frank Slesnick) at annual meetings of the National Association of Forensic Economists, with the American Economic Association, December 1990, Washington, D.C., also served as Discussant at these meetings.

“An Agenda for Future Research in Forensic Economics,” paper presented at meetings of Southern Economic Association, November 1990, New Orleans, Louisiana.

“The Forensic Economics Industry: A Survey of NAFE Members,” paper presented (with Professor Frank Slesnick and Robert Lessne) at annual meetings of the National Association of Forensic Economists, with the American Economic Association, December 1989, Atlanta, Georgia.

Regularly used as Referee for articles submitted to the Journal of Forensic Economics and Litigation Economics Review.

“The Role of Economists Versus Other Experts in Assessing Economic Damages,” presented at annual meeting of the American Psychological Association, August 21, 1986, Washington, D.C.

“The Vocational-Economic Approach to Assessing Lost Earnings,” presented to annual meeting of vocational and rehabilitation experts, April 20, 1986, Los Angeles, California.

“Consumer Expenditure Survey Data and the Estimation of Economic Loss,” paper presented at the American Council on Consumer Interests annual conference, March 30, 1985, Ft. Worth, Texas.

“New Issues in Appraising the Value of a Human Life,” paper presented (with William E. Cobb) at the annual meeting of the Industrial Relations Research Association and American Economic Association, December 1983, San Francisco, California.

“Problems With The Offset Technique,” paper presented at the annual meeting of the Eastern Economic Association, 1983, Boston, Massachusetts.

“Management Effectiveness: Productivity Versus Quality,” keynote speech for the annual meeting of the Higher Education Management Institute, 1982, Williamsburg, Virginia.

“Productivity and Collective Bargaining in the Public Sector,” paper presented at the annual meeting of the Industrial Relations Research Association, Spring 1981, Huntington, West Virginia.

Panelist and Program Chairman, “Public Sector Collective Bargaining,” Annual Meeting of the Industrial Relations Research Association of West Virginia, 1976, Huntington, West Virginia.

Panel Member, Annual Meeting of the Southern Economic Association, 1973 and 1974.

## **Experience:**

### **1975-Present**

Partner, Brookshire Barrett & Associates, LLC (formerly Michael L. Brookshire & Associates). Work for plaintiff and defense attorneys in many states, various federal and state agencies, and other

clients: analyses of various categories of economic damages to individuals or classes of individuals, and expert testimony, in wrongful death, personal injury, commercial, antitrust, employment-law cases, intellectual property, medical monitoring protocol, and punitive damages cases. Conduct research and publish in these applications of economics to the law and have conducted "Proof of Damages" seminars (through Colleges of Law, Bar and Trial Attorney groups, and other associations) in the following cities: Charleston and Huntington, West Virginia; Louisville and Covington, Kentucky; Roanoke, Virginia; Cincinnati, Columbus, Dayton, Toledo, and Cleveland, Ohio; Indianapolis, Indiana; Knoxville, Chattanooga, Nashville, Memphis and Tri-Cities, Tennessee; Atlanta; Los Angeles; Boston; Chicago; Miami; Pittsburgh and Hershey, Pennsylvania; Tampa; Washington, D.C.; Hilton Head, South Carolina; and Portland, Maine. Served as economist in several mass disaster and class action cases, for both plaintiff and defense counsel, including Arrow Air crash (Gander, Newfoundland), Bendectin class action, Louisville Sewer Explosion, Pan Am (Lockerbie) crash, Fen-Phen class action cases, Tobacco, and DuPont C-8 (Teflon); facilitate strategic planning, executive team building, and training activities (as described later).

### **June 1983-Present**

Professor of Management and Economics for the Marshall University Graduate College, Charleston, West Virginia; teach and conduct research as a tenured, full professor: labor economics, forensic economics, employee and labor relations.

### **August 1981-June 1983**

Acting Vice President for Business Affairs for the University of Cincinnati: responsible for departments of physical plant; capital planning and construction; bookstores, parking, transportation, communications, and other auxiliary services; public safety; U.C. Computer Center; and purchasing services provided to all campuses and complex Medical Center with two teaching hospitals. Direct responsibility for \$48 million operating budget. Coordinated effort for \$85 million State appropriation for capital improvements, and subsequently the largest capital construction program in University history. Liaison with numerous State departments and officials and staff to several committees of Board of Trustees. Testified before key committees of State Legislature. Also, continued duties and responsibilities described immediately below.

### **March 1981-June 1983**

Named as youngest officer in 162-year history of University of Cincinnati: Executive Director of University Personnel and Associate Professor of Management; responsible for University-wide human resource management program for main campus, comprehensive medical center, two satellite campuses, and two teaching hospitals. Reported directly to the President and served as cabinet officer and officer of the Board of Trustees. Responsible for personnel policies, organization development, training, compensation, benefits, employment, records, and data systems. Also responsible for employee and labor relations, with negotiations and contract administration in several bargaining units. Performed other special assignments for the President, such as chairing University-wide committee on Organization Development. Held rank as Associate Professor of Management in the College of Business Administration.

### **1980-1981**

Associate Vice President for Business and Finance of the state-wide University of Tennessee System: continued duties and responsibilities of Assistant Vice President position, with added

responsibilities in coordinating the utilization of data processing systems by all types of University users, in implementing management improvement systems, and in human resource and financial planning.

### **1978-1980**

Assistant Vice President for Business and Finance and Chief Personnel Officer of the state-wide University of Tennessee System: advice and guidance to the Vice President for Business and Finance, other Vice Presidents and Chancellors, and the President on policies and programs in human resource management and development; supervised activities of Office of Personnel Services in a range of University-wide wage administration, salary administration, benefits, employment, automated data systems, affirmative action, employee relations, and other programs; chaired meetings of Chief Personnel Officers and participated in meetings of Chief Business Officers; served as University Employee Relations Officer and Assistant Affirmative Action Officer; supervised work of University Employee Relations Officer and Assistant Affirmative Action Officer; supervised work of University Human Resource Development Officer in the coordination of University training and development programs; worked with academic affairs staff in the design of training systems and in the training of campus trainers and served as a management trainer for top-level academic and non-academic staff members; served as coordinator of campus/unit task forces in the management development and training program of the Higher Education Management Institute (HEMI); chairman of the Advisory Board for the HEMI Program Center for 4-year colleges and universities and served as Program Center Associate; supervised work of various consultants in human resource management, development, and training; supervised activities of Office of Retirement Services in the coordination of retirement policies and programs; supervised the activities of the University Graphic Arts Service and of the University Office of Transportation Services; assisted the Vice President for Business and Finance in budget, fiscal, and other administrative areas; for example, performed studies of fiscal liabilities associated with major grants and contracts, chair the project team and task force developing a Human Resource Information System; served in a liaison role for University with several offices of state government; re-designed and implemented University goal setting, performance review, and other management processes for the President; responsible for University preparation for collective bargaining and union-management relations and coordinated these efforts with state government.

### **1976-1978**

Director of Personnel Services for the state-wide University of Tennessee System: coordinated all personnel policies and programs for five campuses, four additional administrative units, and 18,000 clerical, supporting, executive, administrative, professional and student employees; specific assistance provided to Business and Personnel Officers on the campuses in the areas of recruitment, placement, employee relations, job analysis, wage and salary administration, faculty and staff development and training, staff benefits and services, wage and hour law, EEO, affirmative action, and safety; served as University Employee Relations Officer, Assistant Affirmative Action Officer, and Project Coordinator in a three-year project of the Higher Education Management Institute to develop management development and training programs in institutions of higher education; policy advice, guidance, and assistance rendered to the President, Executive Vice President, Vice President for Business and Finance of the University, and to Chief Administrative Officers of campuses; provided advice on legislative relations in human resource management; coordinated work of Hay Associates, Higher Education Management Institute, and other consultants, and of staff personnel in University-wide operational functions of wage and salary administration, unemployment claims, workers' compensation, liability insurance, benefits, and training; performed consultative studies of campus departmental operations upon request; directly supervised a staff of professional and supporting personnel.

### **1975-1976**

Assistant Professor of Industrial Relations: West Virginia College of Graduate Studies; Charleston, West Virginia; responsible for graduate courses in compensation administration, personnel management, public and private sector collective bargaining, arbitration, labor history, labor law, and the economics of human resources.

### **1973-1975**

Lecturer: University of Tennessee, Knoxville day and evening school courses: taught courses in Introductory Economics, Labor Economics, and Industrial Organization; also engaged in consulting and professional public speaking activities.

### **1971-1973**

NDEA Title IV Graduate Fellow.

### **1970-1971**

Assistant to Director, University of Tennessee, Knoxville Department of Alumni Affairs; involved in many public relations and communications activities.

### **National Offices and Other Professional Activities**

Marshall University Lewis College of Business, “Outstanding Teacher Award,” May 2009.

Member of first Advisory Council to the Department of Economics at The University of Tennessee, Knoxville, 2006-Present.

National Co-Chairman of 20<sup>th</sup> Anniversary Celebration of the National Association of Forensic Economics; Boston; January 6, 2006.

1999 Recipient of Past Presidents’ Award for Outstanding Service to the National Association of Forensic Economics.

American Economic and Allied Social Science Association; one of five committee members chosen to recommend how annual meeting allocation time is re-assigned to specialty groups within the Allied Social Science Association, 1999-2002.

Marshall University Lewis College of Business, Ashland Oil Foundation, “Outstanding Researcher Award,” May 1998.

National Association of Forensic Economics: Executive Director for three-year term, 1999-2001; Associate Editor of Journal of Forensic Economics and Litigation Economics Digest, 1997-1999; Past President and ex officio member of Board of Directors, 1995-1998; President, 1993-1994; President-elect, 1992; Vice President or member of Board of Directors, 1990-2001; charter member and referee for articles submitted to Journal of Forensic Economics and Litigation Economics Review; co-chair of 1992 annual meeting in New Orleans, Louisiana as part of annual meetings of the American Economic Association; member of Board of Director’s committees on qualifications and ethics and on continuing

education; as past president, served as liaison to American Bar Association, trial lawyers' associations, and other legal groups; co-chair of 1997 committee on the review of Constitution and By-laws; chaired 2003 Committee on Financial Controls.

Consultant, professional trainer, and speaker for colleges; legal, medical, and dental associations; and other organizations on such topics as team building, strategic planning, empowerment, labor relations, the economics of the law, practice management, the management process, time management, motivation, problem solving, and productivity improvement. Consulting clients include the West Virginia Coal Mining and Reclamation Association, International Industries, Inc., the Southern West Virginia Community and Technical College, the West Virginia Medical Institute, the Board of Regents for the University of Florida higher education system, the Union Carbide Corporation, Columbia Gas Corporation, Financial Bankshares, Inc., the University of Louisville, the Oak Ridge Associated Universities, the Higher Education Management Institute, the Piedmont Community College District, the Data Processing Managers Association, the College and University Personnel Association, FMC, the nation-wide Scripps-Howard Newspaper Editors, the West Virginia Rehabilitation Agency, the Ohio Masonic Home, Inc, Simpson & Osborne, A.C., Internal Auditors, Center for Rural Health Development, Inc., and other business groups.

Consultant to the Charleston Area Medical Center in development of 18 modular training packages and comprehensive management development and training system, 1987-1989. Consultant in team building process for CEO and other executives, 1989-1999; consultant to managed care subsidiary Carelink in team building and strategic planning; facilitator for integration of physicians into the administration of Medical Center, and for healthcare network issues in West Virginia.

Certified Trainer in the Model-NETICS management development program of Main Even Management, Incorporated.

Outstanding Young Man of America, 1980.

National Co-Chairman, 1979-80 Council of Participating Institutions in the Higher Education Management Institute program of the American Council of Education.

Member, Knoxville Rotary Club and Chairman of Interact Committee, 1976-1980.

Vice President (1979) and President (1980) of Volunteer Knoxville, Inc., an organization which coordinates volunteer activities in Knoxville, Tennessee.

Member, Personnel Committee of Board of Directors of Greater Knoxville YMCA, 1979-1980.

Co-Chairman of Fund Raising Campaign for Greater Knoxville Junior Achievement Program in 1979.

Secretary/Treasurer, Tennessee Industrial Relations Research Association, 1977-78.

Project Analyst for 1975-76 NASA grant and Consultant for 1976-77 grant (contract NSP 7089) entitled "Benefit-Cost Analysis and the OAST New Initiative Cycle": Worked with the Project Director in examining the methods used by the Office of Aeronautics and Space Technology of NASA to evaluate proposals for new systems technology and experimental projects; specifically concerned with a study involving personnel at various NASA research centers and at OAST headquarters in Washington, with evaluation of benefit/cost techniques, with a study of the airframe industry, and with the application of economics to the value of human life.

Member of the General Council and of the National Scholarship Committee of Omicron Delta Kappa, honorary leadership society for University student, faculty, and staff leaders, 1973-76.

Outstanding Graduate Student award, University of Tennessee, Knoxville, 1975.