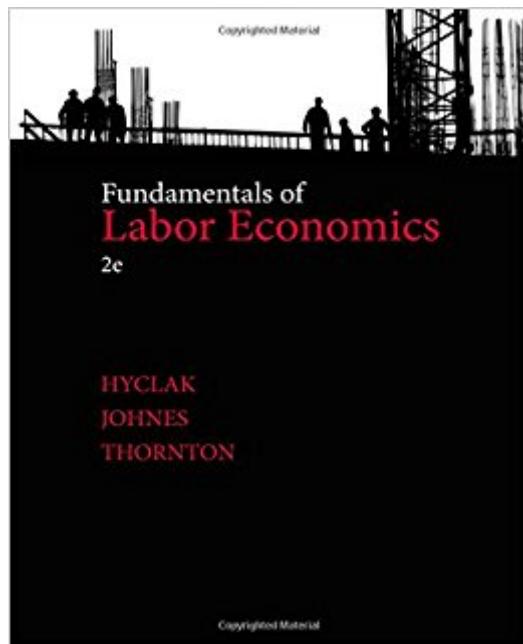


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Thomas Hyclak has been a member of the economics faculty at Lehigh since 1979 and was department chair from 1999 to 2006. He served the College of Business and Economics as Interim Dean. His research has involved a number of empirical studies of the determinants of wage levels, unemployment and earnings distributions in urban labor markets. Professor Hyclak has also published several studies of the impact of human resource management innovations and industrial relations activities on the performance of workers and their organizations. Geraint Johnes is the Dean of the Graduate Studies at Lancaster University Management School, where he teaches international human resource management. He also currently teaches undergraduate courses in introductory economics; applied economics; quantitative methods; and human resource economics. His current research is in grade inflation and changes in efficiency in educational institutions; impact of curriculum on subsequent labor market performance; and funding mechanisms for education and their effect on economic welfare. Robert Thornton is an Associate Director of the Martindale Center

for the Study of Private Enterprise. His research interests lie in the areas of labor economics (particularly unionism in the public sector, occupational licensing, and labor market discrimination) and forensic economics. He teaches courses in labor economics and statistics. He received his Ph.D. in Economics from the University of Illinois after having served as a research assistant at the Brookings Institution. He began his academic career at Lehigh in 1970, and has been a Visiting Research Professor at the University of Sussex (UK) and University College Dublin (Ireland). He also serves as a private consultant in litigation involving personal injury, wrongful death, and discrimination.

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