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# MATHEMATICA

## Policy Research

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### Deborah Reed

Senior Vice President and Director of Human Services Research

#### Education

1996 Ph.D., Economics, Yale University  
1989 A.B., Economics with honors, Development Studies, University of California at Berkeley

#### Positions

2009 - Mathematica Policy Research  
2013 - Director of Human Services Research  
2009 - 2012 Director, Oakland Office  
  
1995 - 2008 Public Policy Institute of California, San Francisco, CA  
2007 - 2008 Research Director and Senior Fellow  
2000 - 2007 Program Director and Research Fellow  
1995 - 2007 Research Fellow  
  
1996 - 1997 Adjunct Professor of Economics, University of Michigan, Ann Arbor, MI  
1992 Consultant, The World Bank, Washington, DC

#### Experience

##### Mathematica

**Project Director, U.S. Department of Labor (DOL) Research and Evaluation Clearinghouse (2012 - ).** Lead a pilot project to develop a clearinghouse to provide a central source for research on labor-related topics. Mathematica is developing review guidelines and conducting systematic reviews. The project also will develop a website to communicate the reviews and other products to a broad audience of practitioners, policymakers, researchers, the media and the general public.

**Senior Researcher, Youth Transition Demonstration (YTD) (2009 - ).** Contribute to the evaluation of YTD projects. Coauthored the analysis plan, particularly impact analysis chapters. Help to lead the impact analysis for the 12-month interim reports. Launched by the Social Security Administration, this project helps young people with disabilities make the transition from school to work and/or continued education, and includes random assignment of youth with disabilities to program and control groups in six sites across the country.

**Senior Researcher, What Works Clearinghouse (WWC) (2009 - 2013).** Led the WWC Quality Review Team. The team responds to concerns raised by study authors, curriculum developers, and other relevant parties about WWC reviews published on the Mathematica website. Quality reviews are one of tools used to ensure that the standards established by the Institute of Education Sciences (IES) are upheld on every review conducted by the WWC. This project is sponsored by the U.S. Department of Education (ED), IES.

**Senior Researcher, An Impact Evaluation of the Teacher Incentive Fund (TIF) (2011 - 2012).** Provided technical assistance to TIF evaluation grantees as they developed and implemented performance-based teacher and principal compensation systems. This evaluation, sponsored by ED, uses a random assignment design to estimate the impact of performance pay incentives on student achievement and educator effectiveness, mobility, and recruitment. The study also examines correlations between particular program features and student achievement and describes the challenges districts face in program implementation.

**Project Director, An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship (2009 - 2012).** Led a cost-benefit analysis of the Registered Apprenticeship program for DOL. This project examined the effectiveness of registered apprenticeship using program administrative data and Unemployment Insurance (UI) wage records for a sample of 10 states. Mathematica gathered cost data from state program directors and staff. The project also examined the experiences of women in apprenticeship using administrative data and interviews.

**Senior Researcher, California Enrollment Modernization (2009 - 2010).** Helped to lead an examination of enrollment modernization efforts for public social services in several states. This study, funded by a consortium of foundations, was undertaken to inform California's plans for centralization and modernization of enrollment and eligibility procedures for major public social services including Medi-Cal, CalWORKs, and the Supplemental Nutrition Assistance Program. The study relied on interviews with state administrators, eligibility workers, and stakeholders as well as administrative data and published accounts of modernization efforts.

### **Public Policy Institute of California (PPIC)**

As **Research Director and Senior Fellow (2007 - 2008)**, managed research department with more than 30 staff members. Served on the senior management team. Developed annual strategic plan for research agenda and staffing. Performed oversight on internal and external quality assurance measures. Led recruitment and performance review for research department. Represented diverse research areas in meetings with funders, policymakers, and other clients. Participated in the following projects:

**Principal Investigator, California 2025 (2007 - 2008).** Coordinated a series of studies that examined challenges facing California's future in the areas of education, infrastructure, the environment, the state budget, and governance. Authored an accessible review of major issues that drew on several years of PPIC research to provide straightforward, fact-based information about the future of the state. Authored a study of labor market trends and implications for the future demand for college graduates. This study used data from the decennial Census, the American Community Survey (ACS), and the California Economic Development Department. The project was funded by The William and Flora Hewlett Foundation.

**Collaborator, Foster Care in California (2007 - 2008).** Designed and coauthored a descriptive study of the foster care population in California. The project, funded by the Stuart Foundation, examines reasons for entry, time in care, exits from care, demographics, and federal evaluation measures. The study used administrative data from the California Department of Social Services.

As **Program Director and Research Fellow (2000 - 2007)**, managed the population program with up to 10 staff members. Developed annual strategic plan for research agenda on demographics, immigration, aging, health policy, and policies for low-income families. Implemented quality assurance for population area publications. Led recruitment and performance review for the population program. Represented population-area research in meetings with funders, policymakers, and other clients. Participated in the following projects:

**Collaborator, Welfare to Work in California (2006 - 2008).** Examined policy options in the CalWORKs program. Used variation in sanction and time limit policies across states and over time to examine the likely impact of policy changes on California's welfare rolls, work participation rate, maternal employment, and child poverty. The study, funded by PPIC, used administrative data on welfare recipients and work participation and the Current Population Survey (CPS).

**Principal Investigator, California's Workforce Needs and Migration (2006 - 2007).** Investigated migration and immigration trends of college-educated workers relative to labor market demand trends. This study, funded by The William and Flora Hewlett Foundation, relied on data from CPS, the decennial Census, ACS, the California Department of Finance, and the California Department of Transportation.

**Principal Investigator, Poverty in California: Moving Beyond the Federal Measure (2005 - 2006).** Developed alternative poverty measures for states and for counties of California. Used National Academy of Sciences recommendations to adjust the federal poverty measure for regional cost of living using fair market rent data from the U.S. Department of Housing and Urban Development and income data from ACS and CPS. The study was funded by PPIC.

**Principal Investigator, Retention of New Teachers in California (2004 - 2006).** Examined patterns of teacher retention in public schools. Estimated the relationship of retention with teacher compensation, teacher development programs, class size reduction, and the shortage of fully credentialed teachers, especially in high poverty districts. Created a data set, the New Teacher Administrative Records, based on administrative data from teacher credentialing records and UI records combined with school district characteristics. This project was funded by PPIC.

**Principal Investigator, Educational Resources and Outcomes in California (2004 - 2005).** Examined family and school resources, student outcomes, and public policy initiatives affecting California's students from early childhood through university with a focus on racial and ethnic gaps in education. This study, funded by PPIC, relied on data from the California Department of Education, the California Postsecondary Education Commission, and the decennial Census.

**Principal Investigator, Intergenerational Mobility (2003 - 2005).** Examined educational attainment and transitions to work among youth by race, ethnicity, and immigrant generation. Created measures of intergenerational progress for immigrants and natives and explored family-level determinants of educational attainment. This study, funded by The William and Flora Hewlett Foundation, used data from the National Education Longitudinal Study, the decennial Census, and the CPS.

**Collaborator, California 2025 (2003 - 2005).** Developed a conceptual framework for examining equity issues in infrastructure investments in California with a focus on four major areas: transportation, K-12 education, higher education, and water resources. This study was part of a multi-study project on California's future funded by The William and Flora Hewlett Foundation.

**Principal Investigator, Women, Work, and Family (2003 - 2004).** Explored trends in the work participation, earnings, and occupations of California women using data from the CPS. This study was funded by PPIC.

**Principal Investigator, Racial and Ethnic Wage Gaps (2002 - 2003).** Investigated disparities in earnings across racial and ethnic groups in California. This project, funded by PPIC, used data from the CPS and the decennial Census.

**Principal Investigator, California's Young Children (2001 - 2002).** Examined how the social and economic circumstances of California's young children vary according to race and ethnicity, nativity and immigrant generation, region, family structure, and parents' education and workforce participation. PPIC funded the study, which used data from the California Department of Finance and the CPS.

As **Research Fellow (1995 - 2007)**, proposed, developed, and led PPIC-funded research projects on income inequality, poverty, education, labor markets, immigration, and racial and ethnic diversity. Participated in the following projects:

**Principal Investigator, Poverty in California: Levels, Trends, and Demographic Dimensions, (2000 - 2001).** Investigated poverty trends in California using three measures of poverty. Explored the demographic dimensions of poverty by region of residence, race/ethnicity, place of birth, family structure, age, and work status. This study, funded by PPIC, used decennial Census and CPS data.

**Collaborator, A Portrait of Race and Ethnicity in California (1999 - 2001).** Examined racial and ethnic disparities in educational attainment and labor market outcomes as part of a major volume on race and ethnicity in California, funded by PPIC.

**Principal Investigator, California's Rising Income Inequality: Causes and Concerns (1996 - 1999).** Examined a number of possible explanations for the growing divergence in earnings among male workers in California: immigration, rising returns to skill, industrial change, and changes in family structure. The study, funded by PPIC, used data from CPS and the decennial Census.

**Principal Investigator, The Distribution of Income in California (1995 - 1996).** Analyzed annual changes in income distribution from the late 1960s through 1994 for California in comparison with the rest of the nation. Used five measures of inequality and 26 definitions of income to provide a comprehensive picture of income inequality in the state based on data from the decennial Census and CPS. The study was funded by PPIC.

## University of Michigan

As **Adjunct Professor of Economics (1996 - 1997)**, in the Department of Economics, taught master's level course in applied econometrics.

## **The World Bank**

As **Consultant (1992)**, examined school quality measures, educational attainment, and migration in Brazil as part of a poverty assessment for Brazil.

## **Papers and Publications**

### **Journal Articles**

- Reed, Deborah, and Maria Cancian. "Rising Family Income Inequality: The Importance of Sorting." *Journal of Income Distribution*, vol. 21, issue 3, June 2013, pp. 3-14.
- Cancian, Maria, Daniel R. Meyer, and Deborah Reed. "Promising Antipoverty Strategies for Families." *Poverty & Public Policy*, vol. 2, no. 3, 2010. Also published in *Fast Focus*, University of Wisconsin, Institute for Research on Poverty, no. 6, 2010.
- Reed, Deborah. "Employment Relationships in the New Economy." NBER Working Paper. *Labour Economics*, vol. 11, 2004.
- Reed, Deborah, and Maria Cancian. "Sources of Inequality: Measuring the Contributions of Income Sources to Rising Family Income Inequality." *Review of Income and Wealth*, vol. 47, no. 3, September 2001, pp. 321-334.
- Reed, Deborah. "Immigration and Males' Earnings Inequality in the Regions of the United States." *Demography*, vol. 38, no. 3, August 2001, pp. 363-373.
- Cancian, Maria, and Deborah Reed. "The Impact of Wives' Earnings on Income Inequality: Issues and Estimates." *Demography*, vol. 36, no. 2, May 1999, pp. 73-79.
- Cancian, Maria, and Deborah Reed. "Assessing the Effects of Wives' Earnings on Family Income Inequality." *Review of Economics and Statistics*, vol. 80, no. 1, 1998, pp. 73-79.

### **Other Publications**

- Reed, Deborah, and Maria Cancian. "Family Structure, Childbearing, and Parental Employment: Implications for the Level and Trend in Poverty." In *Changing Poverty*, edited by Sheldon Danziger and Maria Cancian. New York: Russell Sage Foundation, 2009.
- Reed, Deborah, Christopher Jepsen, and Laura E. Hill. "Transitions to Work for Racial, Ethnic, and Immigrant Groups." In *Improving School-to-Work Transitions*, edited by David Neumark. New York: Russell Sage Foundation, 2007.
- Reed, Deborah, and Sheldon Danziger. "The Effects of Recent Immigration on Racial/Ethnic Labor Market Differentials." *American Economic Review*, May 2007.
- Danziger, Sheldon, Deborah Reed, and Tony N. Brown. "Poverty and Prosperity: Prospects for Reducing Racial/Ethnic Economic Disparities in the United States." In *Racism and Public Policy*, edited by Yusuf Bangura and Rodolfo Stavenhagen. New York: Palgrave Macmillan, March 2005.
- Reed, Deborah. "The Color of Opportunity: Pathways to Family, Welfare, and Work," Book review. *Social Forces*, vol. 80, no. 3, 2002.
- Cancian, Maria, and Deborah Reed. "Changes in Family Structure: Implications for Poverty and Related Policy." In *Understanding Poverty*, edited by Sheldon Danziger and Robert Haveman. New York, NY: Russell Sage Foundation and Harvard University Press, 2002.
- Reed, Deborah. "Poverty in California." *California Journal*, March 2002.
- Reed, Deborah. "Changes in Family Structure: Implications for Poverty and Related Policy." *Focus*, vol. 21, no. 2, fall 2000, pp. 21-26.
- Reed, Deborah. "The Middle Class Squeeze." *Sacramento Bee*, Sunday Forum, February 2000.

Danziger, Sheldon, and Deborah Reed. "Winners and Losers: The Era of Inequality Continues." In *Brookings Review*. Reprinted in *Taking Sides: Clashing Views on Controversial Social Issues*, 11th edition, edited by Kurt Finsterbusch. New York: McGraw-Hill/Dushkin September 1999.

Reed, Deborah. "Wages and Workers." *California Controller's Quarterly*, May 1999.

Reed, Deborah, and David Lam. "Social Returns to Investments in School Quality in Brazil." In *Las Consecuencias de las Transiciones Demografica y Epidemiologica en America Latina*, edited by Kenneth Hill, Jose Morelos, and Rebecca Wong. Mexico City: El Colegio de Mexico and Johns Hopkins University, 1999.

## Reports

Fraker, Thomas, Peter Baird, Arif Mamun, Michelle Manno, John Martinez, Debbie Reed, and Allison Thompkins. "The Social Security Administration's Youth Transition Demonstration Projects: Interim Report on the Career Transition Program." Report submitted to the Social Security Administration. Washington, DC: Mathematica Policy Research, December 21, 2012.

Fraker, Thomas, Arif Mamun, Michelle Manno, John Martinez, Debbie Reed, Allison Thompkins, and David Wittenburg. "The Social Security Administration's Youth Transition Demonstration Projects: Interim Report on West Virginia Youth Works." Report submitted to the Social Security Administration. Washington, DC: Mathematica Policy Research, December 3, 2012.

Fraker, Thomas, Todd Honeycutt, Arif Mamun, Michelle Manno, John Martinez, Bonnie O'Day, Debbie Reed, and Allison Thompkins. "The Social Security Administration's Youth Transition Demonstration Projects: Interim Report on Broadened Horizons Brighter Futures." Report submitted to the Social Security Administration. Washington, DC: Mathematica Policy Research, December 3, 2012.

Reed, Deborah. "An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States." Report submitted to the U.S. Department of Labor, Evaluation and Training Administration. Washington, DC: Mathematica Policy Research, July 2012.

Fraker, Thomas, Alison Black, Joseph Broadus, Arif Mamun, Michelle Manno, John Martinez, Reanin McRoberts, Anu Rangarajan, and Debbie Reed. "The Social Security Administration's Youth Transition Demonstration Projects: Interim Report on the City University of New York's Project." Report submitted to the Social Security Administration, Office of Program Development and Research. Washington, DC: Mathematica Policy Research, April 2011.

Fraker, Thomas, Peter Baird, Alison Black, Arif Mamun, Michelle Manno, John Martinez, Anu Rangarajan, and Debbie Reed. "The Social Security Administration's Youth Transition Demonstration Projects: Interim Report on Colorado Youth WINS." Report submitted to the Social Security Administration, Office of Program Development and Research. Washington, DC: Mathematica Policy Research, April 2011.

Fraker, Thomas, Alison Black, Arif Mamun, Michelle Manno, John Martinez, Bonnie O'Day, Meghan O'Toole, Anu Rangarajan, and Debbie Reed. "The Social Security Administration's Youth Transition Demonstration Projects: Interim Report on Transition WORKS." Report submitted to the Social Security Administration, Office of Program Development and Research. Washington, DC: Mathematica Policy Research, February 22, 2011.

Cody, Scott, Debbie Reed, Danna Basson, Jordan Pedraza, Emily Sama Martin, Betsy Santos, and Elisha Smith. "Simplification of Social Services Enrollment and Eligibility: Lessons for California from Interviews in Four States." Report submitted to Tides Center/Safety Net Partnerships. Washington, DC: Mathematica Policy Research, November 2010.

Reed, Deborah, and Caroline Danielson. "Sanctions and Time Limits in California's Welfare Program?" San Francisco: Public Policy Institute of California, April 2009.

Reed, Deborah. "California's Future Workforce: Will There Be Enough College Graduates?" San Francisco: Public Policy Institute of California, December 2008.

Reed, Deborah. "Today's Choices, Tomorrow's Changes." San Francisco: Public Policy Institute of California, September 2008.

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- Johnson, Hans P., Deborah Reed, and Joseph Michael Hayes. "The Inland Empire in 2015." San Francisco: Public Policy Institute of California, April 2008.
- Johnson, Hans P., and Deborah Reed. "Can California Import Enough College Graduates?" *California Counts*, May 2007.
- Reed, Deborah. "Poverty in California: Moving Beyond the Federal Measure." *California Counts*, May 2006.
- Reed, Deborah, Kim Rueben, and Elisa Barbour. "Retention of New Teachers in California." San Francisco: Public Policy Institute of California, February 2006.
- Reed, Deborah, Laura E. Hill, Christopher Jepsen, and Hans P. Johnson. "Educational Progress Across Immigrant Generations." San Francisco: Public Policy Institute of California, September 2005.
- Pastor Jr., Manuel, and Deborah Reed. "Understanding Equitable Infrastructure Investment for California." In *California 2025: Taking on the Future*, edited by Ellen Hanak and Mark Baldassare. San Francisco: Public Policy Institute of California, June 2005.
- Pastor Jr., Manuel, and Deborah Reed. "Understanding Equitable Infrastructure Investment for California." Occasional Paper. San Francisco: Public Policy Institute of California, June 2005.
- Reed, Deborah. "Educational Resources and Outcomes in California, by Race and Ethnicity." *California Counts*, February 2005.
- Reed, Deborah. "Women, Work, and Family in California." *California Counts*, November 2004.
- Reed, Deborah. "Recent Trends in Income and Poverty." *California Counts*, February 2004.
- Reed, Deborah. "The Growing Importance of Education in California." Occasional Paper. San Francisco: Public Policy Institute of California, July 2003.
- Reed, Deborah, and Jennifer Cheng. "Racial and Ethnic Wage Gaps in the California Labor Market." San Francisco: Public Policy Institute of California, May 2003.
- Reed, Deborah. "Poverty in California." Occasional Paper. San Francisco: Public Policy Institute of California, December 2002.
- Reed, Deborah, and Amanda Bailey. "California's Young Children: Demographic, Social, and Economic Conditions." *California Counts*, November 2002.
- Reed, Deborah, and Richard van Swearingen. "Poverty in California: Levels, Trends, and Demographic Dimensions." *California Counts*, November 2001.
- Reed, Deborah, and Sonya M. Tafoya. "Demographic, Social, and Economic Trends for Young Children in California." Occasional Paper. San Francisco: Public Policy Institute of California, October 2001.
- Daly, Mary C., Deborah Reed, and Heather N. Royer. "Population Mobility and Income Inequality in California." *California Counts*, May 2001.
- Reed, Deborah. "How Well Does the Current Population Survey Represent California?" San Francisco: Public Policy Institute of California, March 2001.
- Reed, Deborah, and Jennifer Cheng. "Labor Market Outcomes and Educational Outcomes." In *A Portrait of Race and Ethnicity in California: An Assessment of Social and Economic Well-Being*, edited by Belinda Reyes. San Francisco: Public Policy Institute of California, March 2001.
- Reed, Deborah, and Michael Dardia. "Industrial Change and Rising Wage Inequality in California." Working Paper. San Francisco: Public Policy Institute of California, April 1999.
- Reed, Deborah. "California's Rising Income Inequality: Causes and Concerns." San Francisco: Public Policy Institute of California, February 1999.
- Reed, Deborah, and Maria Cancian. "Rising Household Income Inequality in California: The Importance of Sorting." Working Paper. San Francisco: Public Policy Institute of California, February 1999.

## Recent Presentations

- Reed, Deborah. "An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship." Panelist, National Education and Action Summit for the 75th Anniversary of the National Apprenticeship Act, U.S. Department of Labor, Washington, DC, August 2012.
- Reed, Deborah. "The California Economy and the Struggle to Maintain Human Services." Chair of plenary session, National Association for Welfare Research and Statistics Annual Workshop, Los Angeles, September 2010.
- Reed, Deborah. "What Do We Know About the Emerging California Economy and Employment Prospects, and What Inferences Can Be Drawn from These Developments for Education?" Testimony at an informational hearing on education and the economy, Senate Committee on Education, Sacramento, CA, March 2009.
- Reed, Deborah. "California's Future Workforce: Will There Be Enough College Graduates?" Presented at a Public Policy Institute of California forum and at the California Department of Education, Sacramento, CA, December 2008.
- Reed, Deborah. "Family Structure, Childbearing, and Parental Employment: Implications for the Level and Trend in Poverty." Presented at the Evans School, University of Washington, Seattle, May 2008.
- Reed, Deborah. "Family Structure, Childbearing, and Parental Employment: Implications for the Level and Trend in Poverty." Presented at the Goldman School of Public Policy, University of California at Berkeley, April 2008.
- Reed, Deborah. "The Inland Empire in 2015." Panelist at regional briefings, San Bernardino and Riverside Counties, April 2008.
- Reed, Deborah. "Can California Import Enough College Graduates?" Presented at the Annual Town and Gown Conference, Los Angeles, October 2007.
- Reed, Deborah. "The Changing Face of California." Presented at the Child Development Policy Institute Fall Forum, Sacramento, CA, October 2007.
- Reed, Deborah. "Can California Import Enough College Graduates?" Presented at a forum with Lt. Governor Garimendi, Sacramento, CA, September 2007.
- Reed, Deborah. "Can California Import Enough College Graduates?" Presented as a discussion with business leaders, Sacramento, CA, May 2007.
- Reed, Deborah. "The Effects of Recent Immigration and Trade on Racial/Ethnic Labor Market Differentials." Presented at the American Economics Association Annual Meeting, Chicago, January 2007.
- Reed, Deborah. "Retention of New Teachers in California." Presented to the California Commission on Teacher Credentialing, Sacramento, CA, December 2006.
- Reed, Deborah. "The Future of Marriage." Presented at the Association for Public Policy Analysis and Management Annual Meeting, Madison, WI, November 2006.
- Reed, Deborah. "Poverty in California." Presented to the Daughters of Charity Health System, Los Angeles, November 2006.
- Reed, Deborah. "Poverty in California." Presented to the California Public Utilities Commission Symposium on Low Income Energy Efficiency, Los Angeles, June 2006.
- Reed, Deborah. "Poverty in California: Moving Beyond the Federal Measure." Presented to the California Institute for Federal Policy Research, Washington, DC, May 2006.
- Reed, Deborah. "Poverty in California: Moving Beyond the Federal Measure." Presented to the California Research Bureau, Sacramento, CA, May 2006.
- Reed, Deborah. "Urban Poverty: Levels and Trends." Presented at the National Conference of Mayors, Los Angeles, March 2006.

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Reed, Deborah. "Poverty in California: Levels, Trends, and Demographics." Presented at the California Budget Project Annual Meeting, Sacramento, CA, March 2006.

Reed, Deborah. "California's Demographic Future." Presented at the California Budget Project Annual Meeting, Sacramento, CA, March 2006.

Reed, Deborah. "Retention of New Teachers in California." Presented to the California Research Bureau, Sacramento, CA, February 2006.

**Referee**

*American Sociological Review*

*Contemporary Economic Policy*

*Demography*

*Economic Inquiry*

*Economica*

*Economics of Transition*

*Journal of Economic Inequality*

*Journal of Human Resources*

*Journal of Income Distribution*

*Journal of Policy Analysis and Management*

*Labour*

*Review of Economics and Statistics*

*Review of Income and Wealth*

*Social Service Review*

*Social Spectrum*

*Southern Economic Journal*