

## **Complete Resume of Mark Erenburg, Ph.D.**

**Principal, KAFF Analytics  
and  
Partner, KAFF Partners, LLC  
Independence, Ohio**

Summer, 2009

### *Current Activities at KAFF Analytics and KAFF Partners*

- *Provide* forensic economic support to the legal profession including consultation, strategies, analyses, recommendations, reports, depositions and testimony for plaintiffs and defendants. Focus includes economic loss from wrongful death, employment termination, diminished earning capacity; labor market analysis including assessment of employment patterns, unemployment and back pay; lost profit analysis and damages assessment;
- *Create, develop, and implement* counseling, training and development programs, research, systems and products to help organizations build positive workplace relations, increase the effectiveness of their human resources, and increase productivity and quality; *Train, teach, and conduct applied research* in the fields of workplace cooperation and quality processes, workplace safety, labor relations, and employment and training; *Develop and produce* conferences, workshops, and curriculum for labor relations and human resource professionals.

### *Previous Positions and Experience*

**Economic Consultant**, wrongful death, economic loss and labor market analysis for the legal profession (1974 - present).

**Adjunct Economics Professor**, Baldwin-Wallace College (2007 – present).

**Adjunct Economics Professor**, University of Phoenix (2006 – present).

**Director, Workplace Relations Institute and Instructor**, Lorain County Community College (1999 – 2003).

*Created, developed, and implemented* safety management, violence and harassment prevention and other workplace training and development programming and technical services in response to the needs of employers and employees; *Developed and administered* a labor-management cooperation grant from the Ohio Department of Development; *Created, developed, and implemented* conferences and workshops using traditional and distance-learning technologies to meet employer, employee and advocate needs. *Created, developed, implemented and administered* an Associate of Technical Studies in Workplace Relations degree program including creation and delivery of on-site and on-line courses; *Taught* Workplace Relations courses, and, *Marketed* Institute programs and technical services to public and private organizations.

**Associate Professor of Management and Labor Relations**, Cleveland State University (1987 - 1998); **Principal Investigator**, Institute for Workplace Cooperation and Quality Processes (1997 – 1998), **Director**, Labor-Management Relations Center (1987 – 1997), and **Associate Editor**, International Journal of Training and Development (1996 - 1998).

*Created, developed, and implemented* educational and informational programming in response to the needs of the labor relations community; *Initiated, developed, coordinated, and delivered* major labor-relations research projects for the College of Business Administration; *Directed* the Center's Contract Library and Information Service that collects, analyzes and publishes detailed information about major collective bargaining agreements in the United States; *Published and Edited* quarterly Labor-Management Relations Report providing local and regional data, forecasts, and analyses for Northeast Ohio; *Selected, supervised, coordinated, and assigned* responsibilities for project faculty and staff including monitoring job progress, providing technical advice and direction, reviewing staff work, measuring and evaluating performance, and providing performance feedback and counseling; *Generated* grant and gift support for labor relations activities; *Marketed* Center programs, research and technical services to public and private organizations.

**Instructor**, UAW-Chrysler Paid Educational Leave Program (1994 – 1996). Taught a one day course in political economy to classes of union and management students as part of a two week program.

**Professor of Economics**, University of Illinois at Springfield (1983 - 1987); **Director**, Center for Community and Regional Studies (1982 - 1987); **Editor**, Economic-Business Review (1981 - 1987); **Developer, Producer, and Moderator**, "The Economic and Business Review" (1983 - 1987); and, **Economic Commentator**, WSSR (public radio, now WUIS) and commercial radio stations (1982 - 1987)

*Created, developed and administered* the University's program of research and assistance for local, regional and state economic development. *Created, developed, coordinated and delivered* major University economic and business research projects, reports, and conferences. *Created, developed, and administered* delivery of economic development, labor-management, management and labor conferences, workshops and training seminars. *Developed and directed* the University's Survey Research Office including marketing, project development, marketing consultation, project and staff administration, and report development and presentation. *Edited and published* quarterly Economic-Business Review providing local and regional data, forecasts, and analyses for area communities. *Created, produced and moderated* weekly thirty minute "Economic and Business Review" radio program and provided monthly economic commentary for the University's public radio station.

**Professor of Economics:** Economics, Labor Relations and Gerontology departments, University of Illinois at Springfield (1970 - 1987)

*Developed* philosophy, curriculum and structure and *chaired* the University's Economics Department at the founding of the University. *Developed* philosophy, curriculum, structure and courses and *chaired* Labor Relations Department, one of four University multi-disciplinary programs. *Developed and taught* multi-disciplinary Public Affairs (contemporary public policy issues) courses on such topics as "Welfare Reform in America", "Contemporary Labor Issues", "Public Sector Labor Relations in Illinois" and "Women and Work". *Developed and taught* the multi-disciplinary course on industrial gerontology entitled "Work and Aging" for the Labor Relations and Gerontology Departments. *Taught* courses in Economics and Labor Relations.

**Organizer and Member**, Springfield Area Labor-Management Committee (1986 - 1987)

**President and Co-founder**, Central Illinois Chapter, Industrial Relations Research Association (1984 - 1987)

**Member**, Private Sector Initiatives Committee and Legislative Affairs Committee, Illinois Job Training Coordinating Council (1983 - 1987)

**Editorial Advisory Board**, Aging and Work, National Council on the Aging (1970 - 1984)

**Member**, Governor's Grievance Panel for State Employees (1975 - 1984)

**Member**, Sangamon County Private Industry Council, JTPA (1983 - 1985)

**Consultant**, Prairie State 2000 Fund Board of Directors, state voluntary, insurance-based job training and upgrading program (1984 - 1985)

**Principal Investigator**, Sangamon-Cass County CETA Consortium, "Fair Share (Job Sharing) Program", grant from Illinois Department of Commerce and Community Affairs (1981)

**Developer and Research Director**, Sangamon-Cass County CETA Consortium, "Part-Time Work Experience Program", with Illinois Department of Personnel (1980)

**Developer, Researcher, Writer, Producer, and Director**, "The Union Makes Us Strong", series of thirty-minute public affairs programs for public radio station WSSR and the Labor Studies Program (1980)

**Labor Relations Consultant**, Illinois Department of Corrections (1980)

**Consultant and Participant**, "Miles to Go Before We Sleep", Peabody Award-winning documentary on mandatory retirement produced by Chicago public television station WTTW and aired nationally on PBS (1978 - 1979)

**Labor Education Director**, Springfield Urban League, Labor Education Advancement Program (six month sabbatical, 1974) and **Board of Directors** (1976 - 1980)

**Developer and Research Director**, Rural Labor Market Information Study (1971 - 1972), and **Consultant**, United Migrant Opportunity Services, Inc. (Migrant Labor Resettlement Program), Milwaukee, Wisconsin (1970 - 1975)

**Consultant**, U. S. Senate Committee on Labor and Public Welfare, Subcommittee on Migratory Labor (1969 - 1973)

**Lecturer and Assistant Professor of Economics**, Indiana University, Bloomington, Indiana (1967 - 1970)

**Instructor**, Labor Education Program, Indiana University Labor Education and Research Center (1967 - 1970)

**Research Director**, Obreros Unidos (United Workers), independent Wisconsin farmworker labor union (1966 - 1970)

Migratory labor experiences including **Training and Field Director** of technical assistance program, **Developer** of adult literacy training program, **Research Coordinator** for Wisconsin Governor's Committee on Migratory Labor, **Project Assistant** for field survey of migratory labor (1964 - 1967)

### *Education*

Ph.D., University of Wisconsin, Madison, June 1969, Economics  
Major - Labor Economics; Minor - Law

M.A., University of Wisconsin, Madison, June 1966, Economics

A.B., University of Michigan, Ann Arbor, June 1963, Economics

## *Reports, Papers and Publications*

- "Labor-Management Cooperation in the World Class Region: A Report from the World-Class Region Initiative" (with others). A Report Prepared for the Northeast Ohio Research Consortium, Ohio Urban University Program. Kent and Cleveland, Ohio, April, 2002.
- "Labor-Management Cooperation and Employee Involvement in Ohio Public Schools - Labor Relations Impact", Report to the Ohio Labor-Management Cooperation Program, Ohio Department of Development (with Stuart M. Klein), December 31, 1992.
- "Labor-Management Cooperation and Employee Involvement in Ohio Public Schools", Report to the Ohio Labor-Management Cooperation Program, Ohio Department of Development (with Stuart M. Klein), September 30, 1992.
- Public Sector Collective Bargaining Agreements in Major Metropolitan Areas as of January 1, 1990, Contract Library and Information Service, Industrial Relations Center, Cleveland State University, Cleveland, Ohio, July 1990.
- "Cleveland's Labor Climate: Second Impressions" (With Harry Graham), Labor Law Journal, Vol 40, No. 12, December 1989, pp. 788-792.
- "Economic Development and Labor Climate: A Primer", Industrial Relations Report, Industrial Relations Center, Cleveland State University, Vol. 10, No. 1, Fall 1989, p. 1 ff.
- Characteristics of Major Private Sector Collective Bargaining Agreements as of January 1, 1988, Contract Library and Information Service, Industrial Relations Center, Cleveland State University, Cleveland, Ohio, May, 1989.
- "Economic Development and Labor-Management Cooperation", discussion at the Industrial Relations Research Association 1988 Spring Meeting, Cincinnati, Ohio, March 23-25, 1988.
- "Location Choice in Not-For-Profit Corporations" (with Richard Schuldt), Economic Development Review, Volume 4, Number 2, Winter 1986, pp. 16-23.
- "The Economic Development/Training Connection" (with others), Final Report of the Private Sector Initiatives Committee, Illinois Job Training Coordinating Council, Springfield, Illinois, September 10, 1986.
- "Location Choice: A Study of Not-for-Profit Organizations in the United States", Center for Community and Regional Studies, Sangamon State University, Springfield, Illinois, June 1985.
- "Prairie State 2000 Fund: Linkages with the Employment and Training Community", Prairie State 2000 Fund Policy Conference, Chicago, February 1985.
- "The Economic Impact of Sangamon State University on Springfield and Sangamon County", Center for Community and Regional Studies, Sangamon State University, Springfield, Illinois, December 1984.
- "Age and Work: The Broad View", Services to the Aging: Selected Papers, Joint Project on Staff Development, Jane Addams School of Social Work, University of Illinois and the Illinois Department on Aging, 1975.
- "Job Sharing, Part-Time Employment, Older Workers and CETA", 31st Annual Conference, National Council on the Aging, Nashville, Tennessee, March 29 - April 1, 1981.
- "Work, Age, and Retirement", Proceedings, National Conference on Age and Employment, Northeastern Illinois University and Banker's Life and Casualty Company, Chicago, April 11-14, 1978.
- A Course on Work and Aging: The Employment Problems of Americans over Age 45, National Institute of Industrial Gerontology, National Council on the Aging, 1975.
- "Labor Market Information Dissemination and Decision-Making among Chicano Migrants", Proceedings, National Conference on Labor Market Information in Rural Areas, U. S. Department of Labor and Michigan State University, East Lansing, Michigan, February 22-23, 1972.
- "New Careers, Part-Time Employment, and the Older Worker", New Careers for Older People, A Report on the Twentieth Annual Southern Conference on Gerontology, February 7-9, 1971 (Gainesville: University of Florida Press, 1971), pp. 79-95.
- "Migratory Labor: A Review of Labor Market Problems", Proceedings, 23rd Annual Meeting of the Industrial Relations Research Association, December 1970, pp. 12-20.
- "In Aid of the Mexican-American: A Proposal to Aid Mexican-American Farm Workers", Migrant and Seasonal Farmworker Powerlessness: Manpower and Economic Problems, Part 7-B, Hearings before the Subcommittee on Migratory Labor of the Committee on Labor and Public Welfare, United States Senate, 1st and 2nd Sessions, April 15, 1970, pp. 4775-4781.
- "Part-Time Employment for Older Workers: Possibilities and Problems", Industrial Gerontology, 5, Spring 1970, pp. 12-24.
- "Employment Problems of Older Workers", Economics of Aging: Toward a Full Share of Abundance, Part 9, Hearings Before the Subcommittee on Employment and Retirement Incomes of the Special Committee on Aging, United States Senate, 91st Congress, 1st Session, December 18-19, 1969, pp. 1408-1413.
- "Unemployment and Reemployment Success - An Analysis of the Studebaker Shutdown", Industrial Gerontology, 2, June 1969, pp. 32-39.
- "Obreros Unidos in Wisconsin", U. S. Department of Labor, Monthly Labor Review, Vol. 91, No. 6, June 1968, pp. 17-23.
- "From Poverty to Employment - A Discussion", Proceedings, Annual Spring Meeting of the Industrial Relations Research Association, May 1968.
- Labor Problems: A College Level Independent Study Course, University of Wisconsin Extension Division, 1968.
- A Study of Migratory Workers in Cucumber Harvesting, 1964, University of Wisconsin Extension Division, 1966.

*Contact Information*

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