

RUSSELL ORMISTON

OFFICE ADDRESS

208 Quigley Hall
Allegheny College
Meadville, PA 16335
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CURRENT ACADEMIC & RESEARCH POSITIONS

Allegheny College

2017-present	Associate Professor, Department of Economics
2010-2017	Assistant Professor, Department of Economics
2015-2017	Co-Director, Center for Business and Economics

Institute for Construction Economic Research

2019-present	President
2015-2019	Research Scholar

EDUCATION

Ph.D., Labor and Industrial Relations, Michigan State University, 2007

Dissertation: "The Role of Occupation-Specific Human Capital in Economic Analysis"

M.A., Labor and Industrial Relations, Michigan State University, 2007

M.A., Economics, Michigan State University, 2002

B.S., Statistics and Economics, Michigan State University, 1999

PRIOR ACADEMIC POSITIONS

John Carroll University

2017-2018	Visiting Lecturer, Department of Economics & Finance
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The College of Wooster

2007-2010	Visiting Assistant Professor, Department of Economics
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Michigan State University

2004-2007	Instructor, School of Labor and Industrial Relations
2002-2007	Research Assistant, School of Labor and Industrial Relations
2005-2006	Instructor, Eli Broad College of Business
2003-2004	Teaching Assistant, School of Labor and Industrial Relations
2001-2002	Instructor, Department of Mathematics
1998-2000	Teaching Assistant, Department of Economics

AWARDS AND HONORS

Allegheny College

- The Thoburn Award for Excellence in Teaching (2017)
 - Allegheny's highest honor for a faculty member with 10 years of service or less

Michigan State University

- Edward A. Carlin Award & Wall Street Journal Award (1999)
 - MSU's honors for the highest achieving senior in economics

PUBLICATIONS: BOOK CHAPTERS

Belman, D., & **Ormiston, R.** (2021). Creating a Sustainable Industry and Workforce in the U.S. Construction Industry. In D. Belman, J. Druker and G. White (Eds.), *Work and Labor Relations in the Construction Industry: An International Perspective*. Routledge.

Ormiston, R., Belman, D., Brockman, J., & Hinkel, M. (2020). Residential Construction. In P. Osterman (Ed.), *Creating Good Jobs: An Industry-Based Strategy*, MIT Press.

Wolkinson, B., & **Ormiston, R.** (2006). The Arbitration of Work-Family Conflicts. In M. Pitt-Catsopfes, E. Ernst Kossek & S. Sweet (Eds.), *The Work-Family Handbook*. Routledge.

PUBLICATIONS: JOURNALS

Duncan, K., & **Ormiston, R.** (2019). What Does Research Tell Us About Prevailing Wage Laws? *Labor Studies Journal*, 44 (2), 139-160.

Ormiston, R. (2016). Does High School Employment Develop Marketable Skills? *Journal of Labor Research*, 37(1), 53-68.

Nawakitphaitoon, K., & **Ormiston, R.** (2016). The Estimation Methods of Occupational Skills Transferability. *Journal for Labour Market Research*, 49(4), 317-327.

Ormiston, R. (2016). Hype and Hope: The Effect of Rookies and Top Prospects on MLB Attendance. *Baseball Research Journal*, 45(1), 76-87.

Nawakitphaitoon, K., & **Ormiston, R.** (2015). Occupational Human Capital and Earnings Losses of Displaced Workers: Does the Degree of Similarity Between Pre- and Post-Displacement Occupations Matter? *Journal for Labor Market Research*, 48(1), 57-73.

Ormiston, R. (2014). Worker Displacement and Occupation-Specific Human Capital, *Work and Occupations*, 41(3), 350-384.

Ormiston, R. (2014). Attendance Effects of Star Pitchers in Major League Baseball, *Journal of Sports Economics*, 15(4), 338-364.

Ormiston, R. (2014). Do Fans Prefer Homegrown Players? An Analysis of MLB Attendance, 1976-2012, *Baseball Research Journal*, 43(1), 108-117.

Belman, D., **Ormiston, R.**, Frank, K., Kelso, R., & Schriver, W. (2010). The Effect of Project Labor Agreements on School Construction Costs in New England, *Industrial Relations*, 49(1), 44-61.

Wolkinson, B., & **Ormiston, R.** (2004). The Reconciliation of Work-Family Conflicts in Arbitration, *Dispute Resolution Journal*, 59(3), 84-95.

Block, R., Roberts, K., & **Ormiston, R.** (2002). Understanding International Labor Standards, *Michigan State University-Detroit College of Law Journal of International Law*, 11(3), 417-426.

PUBLICATIONS: REVISE-AND-RESUBMIT

Ormiston, R. (2021). Bonus Pool Allocation Strategies and Major League Baseball Draft Outcomes, revise-and-resubmit at the *Journal of Sports Analytics*.

PUBLICATIONS: POLICY PAPERS

Ormiston, R. & Juravich, T. (forthcoming). Worker Misclassification in the Rhode Island Construction Industry. *Institute for Construction Economic Research*.

Belman, D. & **Ormiston, R.** (forthcoming). The Effect of Licensing Requirements on Compliance with Plumbing Codes. *Institute for Construction Economic Research*.

Bilginsoy, C., Bullock, D., Wells, A.T., & Zullo, R. (2021). Diversity, Equity, and Inclusion Initiatives in the Construction Trades. In Brockman, J., & **Ormiston, R.** (Eds.). *Institute for Construction Economic Research*.

Juravich, T., **Ormiston, R.**, & Belman, D. (2021). The Social and Economic Costs of Illegal Misclassification, Wage Theft and Tax Fraud in Residential Construction in Massachusetts. *University of Massachusetts Working Paper Series*.

Duncan, K., Waddoups, J., & **Ormiston, R.** (2021). Payroll Fraud in Nevada's Construction Industry: Extent and Fiscal Impact. *Institute for Construction Economic Research*.

Ormiston, R., Belman, D., & Erlich, M. (2020). An Empirical Methodology to Estimate the Incidence and Costs of Payroll Fraud in the Construction Industry. *Institute for Construction Economic Research*.

Ormiston, R., Erlich, M., & Belman, D. (2020). Payroll Fraud in New York's Construction Industry: Estimating its Prevalence, Severity and Economic Costs. *Institute for Construction Economic Research*.

Herzenberg, S. & **Ormiston, R.** (2018). Illegal Labor Practices in the Philadelphia Regional Construction Industry: An Assessment and Action Plan. *Keystone Research Center*.

Ormiston, R., Belman, D., & Hinkel, M. (2017). New York's Prevailing Wage Law: A Cost-Benefit Analysis. *Economic Policy Institute*. Accessed at:
<https://www.epi.org/publication/new-yorks-prevailing-wage-law-a-cost-benefit-analysis/>

Belman, D., **Ormiston, R.**, & Hinkel, M. (2017). A Methodology for Assessing Underrepresentation in Construction Apprenticeship Programs. Annapolis, MD: United Association.

PUBLICATIONS: IN PROGRESS

Belman, D., **Ormiston, R.**, Petty, R., & Hinkel, M. The Effect of State Prevailing Wage Laws on African-American Employment in the Construction Industry. *ICERES Working Paper Series*.

Ormiston, R., & Nero, J. The Effect of Local Minor League Teams on Major League Baseball Attendance.

PROFESSIONAL PRESENTATIONS

Session Chair, European Apprenticeship Programs

- RO: Labor and Employment Relations Association (LERA) National Meeting, Detroit, Michigan, June 2022.

The Social and Economic Costs of Illegal Misclassification, Wage Theft and Tax Fraud in Residential Construction in Massachusetts.

- RO: National Alliance for Fair Contracting (NAFC) Annual Meeting, Virtual, October 2021.
- RO: Institute for Construction Economic Research (ICERES) Annual Meeting, Virtual, August 2021.

An Empirical Methodology to Estimate the Incidence and Costs of Payroll Fraud in the Construction Industry.

- RO: National Alliance for Fair Contracting (NAFC) Annual Meeting, Virtual, October 2020.

The Deinstitutionalization and Rebuilding of the American Residential Construction Industry (with Dale Belman)

- DB: International Labour Organization (ILO) International Labour Conference, Geneva, Switzerland, July 2019.

Session Co-Chair, LERA Construction Industry Council (with Dale Belman)

- RO: Labor and Employment Relations Association (LERA) National Meeting, Cleveland, Ohio, June 2019.

Improving Low-Wage Employment in the Residential Construction Industry (with Dale Belman, Julie Brockman and Matt Hinkel)

- DB: Industry Studies Association (ISA) Virtual Conference, June 2020.
- DB: Labor and Employment Relations Association (LERA) National Meeting, Baltimore, Md., June 2018.
- RO: Good Companies / Good Jobs Initiative at the Massachusetts Institute of Technology, Cambridge, Mass., April 2018.

Prevailing Wage Laws: What Do We Know?

- RO: Mechanical Contractors Association of America (MCAA) National Meeting, Washington, D.C., May 2018.
- RO: North American Building Trades Union (NABTU) Meeting, Teleconference, November 2017.
- RO: Institute for Construction Economics Research (ICERES) National Meeting, Washington, D.C., October 2017.

Non-Residential Labor Market Analyses in Construction (with Dale Belman).

- RO: Institute for Construction Economics Research (ICERES) National Meeting, Washington, D.C., July 2016.

The Effects of State Prevailing Wage Laws on African-American Employment in the Construction Industry (with Dale Belman and Ryan Petty).

- RO: Labor and Employment Relations Association (LERA) National Meeting, Philadelphia, Pa., January 2014.
- RO: Construction Economics Research Network (CERN) National Meeting, Washington, D.C., May 2012.

High School Employment and the Accumulation of Occupation-Specific Human Capital

- RO: Labor and Employment Relations Association (LERA) National Meeting, Chicago, Ill., January 2012.

Discouraged Workers and Taxes: An Empirical Analysis of the United States (with Amyaz Moledina).

- AM: Eastern Economic Association Conference, Philadelphia, Pa., February 2010.
- RO: Federal Reserve Bank of Cleveland, Northeast Ohio Economics Workshop, Cleveland, Ohio, November 2009.

Displaced Manufacturing Workers and Occupation-Specific Human Capital.

- RO: Labor and Employment Relations Association (LERA) National Meeting, New Orleans, La., January 2008.

The Effect of Project Labor Agreements on School Construction Costs in New England (with Dale Belman, Richard Kelso and William Schriver).

- DB: Sloan Industry Council Meetings, Boston, Mass., December 2005.
- DB: Labor and Employment Relations Association (LERA) National Meeting, Philadelphia, Pa., January 2005.
- DB: Federal Reserve Bank of Boston, Boston, Mass., April 2004.

ACADEMIC SERVICE

Reviewer, *Review of Industrial Organization*

Reviewer, *Industrial Relations*

Reviewer, *Work and Occupations*

Reviewer, *Journal of Sports Economics*

Reviewer, *Baseball Research Journal*

Article Editor, *SAGE Open*

RESEARCH GRANTS

The Aspen Institute

- Lead author on a book chapter that aims to guide policy efforts seeking to improve low-wage employment in the residential construction industry as a part of the Good Companies / Good Jobs initiative (spring 2018)

Economic Policy Institute

- Lead author and investigator, economic impact analysis of New York State's prevailing wage law (summer 2017)

Keystone Research Center

- Co-author of a report summarizing the academic literature on illegal labor practices in the construction industry as part of a comprehensive review of construction management practices in Philadelphia, Pennsylvania (summer 2018)

Institute for Construction Economic Research

- Lead investigator, analysis of worker misclassification in the Rhode Island construction industry (fall 2021)
- Co-lead investigator, analysis of the effect of plumbing licensing requirements on plumbing code compliance and public health and safety (fall 2021)
- Co-lead investigator, analysis of wage theft and employee misclassification in the Massachusetts residential construction industry (spring 2021)
- Lead investigator, construction spending and union construction labor utilization on pharmaceutical industry projects (spring 2021)
- Assistant investigator, analysis of wage theft and employee misclassification in the Nevada construction industry (fall 2020)
- Lead investigator, analysis of wage theft and employee misclassification in the New York State and New York City construction industries (spring 2020)

- Lead investigator, development of an empirical methodology to estimate the incidence and cost of payroll fraud in state construction industries (winter 2019)
- Lead investigator, labor market analysis of construction utilization in Eastern United States (winter 2018)
- Assistant investigator, analysis of plumbing, pipefitting and HVAC apprenticeship programs in the construction industry (winter 2017)
- Co-author, meta-analysis on the effect of state prevailing wage laws on the construction industry (summer 2016)
- Lead investigator, labor market analysis of construction occupations in the Mid-Atlantic Region of the United States for the North America's Building Trades Unions (spring 2016)
- Assistant investigator, labor market analysis of construction occupations in the Southeastern United States for Alabama Power in preparation for construction of the Vogtle Electric Generating Plant in Waynesboro, GA (winter 2015)

ACADEMIC GRANTS

Demmler Fund for Innovative Teaching: Grant to create a multidisciplinary seminar course on the employment relationship in the United States (summer 2013)

Demmler Fund for Innovative Teaching: Grant to examine the structure of the Allegheny College managerial economics program (summer 2012)

PROFESSIONAL ORGANIZATIONS

Labor and Employment Relations Association (LERA)

Society for American Baseball Research (SABR)

TEACHING EXPERIENCE

Courses taught as an assistant/associate professor at Allegheny College (2010-present):

- ECON 100: Introduction to Microeconomics, undergraduate
- ECON 200: Microeconomic Theory, undergraduate
- ECON 234: Human Resource Management, undergraduate
- ECON 440: Advanced Business Economics, undergraduate
- ECON 579: The Employment Relationship (senior research seminar), undergraduate
- ECON 590: Independent Study, undergraduate
- ECON 620: Senior Project, undergraduate
- FS 101: First-Year Seminar (Title: “America at Work”), undergraduate
- FS 101: First-Year Seminar (Title: “Baseball’s Sabermetric Revolution”), undergraduate
- FS 593: Peer Mentoring, undergraduate

Courses taught as a visiting lecturer at John Carroll University (2017-18):

- ECON 201: Principles of Economics I, undergraduate
- ECON 208: Business and Economics Statistics 2, undergraduate

Courses taught as a visiting assistant professor at The College of Wooster (2007-2010):

- ECON 101: Principles of Economics, undergraduate
- ECON 202: Intermediate Microeconomics, undergraduate
- ECON 232: Labor Economics, undergraduate
- BUEC 299: Human Resource Management, undergraduate
- ECON/BUEC 401: Independent Study (Advising for Junior Theses), undergraduate
- ECON/BUEC 451/452: Independent Study (Advising for Senior Theses), undergraduate

Courses taught as an instructor at Michigan State University (2001-2007):

- LIR 809: Labor Markets, graduate
- LIR 832: Data Sources in Labor and Industrial Relations (co-instructor), graduate
- SSC 490: Fundamentals of Statistics (on-line), graduate
- MBA Statistics Review, graduate
- MTH 103: College Algebra, undergraduate

Courses served as a teaching assistant at Michigan State University (1998-2004):

- LIR 832: Data Sources in Labor and Industrial Relations, graduate
- EC 820: Econometrics I, graduate
- EC 420: Introductory Econometrics, undergraduate
- EC 340: International Economics, undergraduate
- EC 201: Introductory Microeconomics, undergraduate (lead TA for over 1,000 students)

INSTITUTIONAL SERVICE: ALLEGHENY COLLEGE

College Committees

- Campus Life and Community Standards Committee, 2019-present
 - Chairperson, 2021-present
- Employee Operations Committee (Coronavirus Response), 2020
- Tenure Review Subcommittee, 2019-20
- Finance and Facilities Committee, 2012-15
- Strategic Planning Committee, 2014-15
- Health Benefits and Salary Plan, FFC Subcommittee, 2013-14

Office of the President

- Commencement Speaker; introduced honorary degree recipient Victoria Lipnic, 2016

Department of Economics

- Faculty Advisor Board, Economic Scholars Program of Federal Reserve Bank of Cleveland, 2021-present
- Collaborating with colleague Stephanie Martin to assess student experiences by gender and race to promote more traditionally underrepresented students into business and economics majors, 2021-present
- Co-Director, Center for Business and Economics (CBE), 2015-2017
- Co-Founder, Center for Business and Economics (CBE), 2015
- Curricular Director, Managerial Economics program, 2013-2017
- Moderator, Executive Roundtable, 2014 and 2015
 - 2014: “The State of Work: The Future of Good Jobs in Northwest Pennsylvania”
 - 2015: “Higher Education and the Future of the American Dream”
- Organizer, Executive Roundtable, 2014-2017
- Organizer, Board of Visitors Meeting, 2014-2017
- Organizer, Executive-in-Residence Program, 2014-2017
- Organizer, Biennial New York City trip, 2014-2017

Career Services

- Attended National Association of Colleges and Employers (NACE) Career Coaching Intensive workshop, Charlotte, N.C., 2014

Office of Residence Life

- Supervised a student consulting group to evaluate the human resources management policies and practices of Allegheny College’s resident assistant program, 2017

INSTITUTIONAL SERVICE: MICHIGAN STATE UNIVERSITY

School of Labor and Industrial Relations

- Served on the doctoral dissertation committee of Matthew Hinkel, 2020-present

INSTITUTIONAL SERVICE: JOHN CARROLL UNIVERSITY

Boler School of Business

- Served as a freshman orientation academic advisor, 2018

INSTITUTIONAL SERVICE: COLLEGE OF WOOSTER

Social Entrepreneurship Program

- Served as an instructor and consultant for student teams designing business plans for local non-profit organizations, 2008-2010