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## Curriculum Vitae Sean Nicholson

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### Education

Ph.D. in economics, University of Wisconsin-Madison, 1997.  
A.B. in economics, Dartmouth College, magna cum laude, 1986.

### Employment

Professor, Department of Policy Analysis and Management, Cornell University, 2011 - present.  
Director, Sloan Program in Health Administration, Cornell University, 2015 – present.  
Associate Professor, Department of Policy Analysis and Management, Cornell University, 2006 - 2011.  
Assistant Professor, Department of Policy Analysis and Management, Cornell University, 2004 - 2006.  
Assistant Professor, Health Care Systems, The Wharton School, University of Pennsylvania, 1997 - 2004.  
Worcester Academy, Worcester, MA, 1990 – 1992 (math teacher, cross country and track coach).  
APM, Inc., New York, NY and Boston, MA (management consulting), 1986 – 1990.

### Affiliations

Research Associate, National Bureau of Economic Research, 2009 – present (previously Faculty Research Fellow, 2002 – 2009). Health care group and entrepreneurship working group.  
Research Director, Upstate Health Research Network, 2010-2013.  
Associate Editor, *Health Economics*, 2011-present.  
Research Fellow at VIVE, The Danish National Centre for Social Research, 2012-present.  
Advisory Committee, Institute for the Advancement of Economics at Cornell, 2010-2012.  
Editorial Advisory Board, *Biotechnology HealthCare*, 2003-2013.  
Senior fellow, Leonard Davis Institute, University of Pennsylvania, 1997 - 2011.  
Research Associate, Population Studies Center, University of Pennsylvania, 1998 - 2004.  
Visiting Scholar, National Board of Medical Examiners, 1999-2000.

### Honors and Awards

Weiss Presidential Fellow, Cornell University, 2016.  
SUNY Excellence in Teaching Award, 2009.  
Helen Kardon Moss Anvil Award, Wharton, University of Pennsylvania, 2004.  
Teaching excellence award, Worcester Academy, 1992.  
Phi Beta Kappa, Dartmouth College, 1986.

### Publications

Jindal, Rupinder P., Dinesh K. Gauri, Gaganjot Singh, and Sean Nicholson, 2018, “Factors Influencing Hospital Readmission Penalties: Are They Really Under Hospitals' Control?” *Decision Support Systems*, 110: 58-70.

Weatherall, Cecilie D., Anne T. Hansen, and Sean Nicholson, "The Effect of Assigning Dedicated General Practitioners to Nursing Homes," *Health Services Research*, forthcoming.

Song, Minjae, Sean Nicholson, and Claudio Lucarelli, 2017, "Mergers with Inter-Firm Bundling: a Case of Pharmaceutical Cocktails," *RAND Journal of Economics* 48(3): 810 – 834.

Epstein, Andrew J., Sean Nicholson, David A. Asch, 2016, "The Production of and Market for New Physicians' Skill," *American Journal of Health Economics* 2(1): 41-66.

Lakdawalla, Darius, Jason Shafrin, Claudio Lucarelli, Sean Nicholson, Zeba Khan, and Tomas Philipson, 2015, "Quality-Adjusted Cost of Care: a Meaningful Way to Measure Innovation Cost Growth Versus the Value of Health Gains," *Health Affairs* 34(4): 555-561.

Nicholson, Sean, Marko Vujicic, Tanya Wanchek, Anthony Ziebert, and Adriana Menezes, 2015, "The Impact of Educational Debt on Dentists' Career Decisions," *Journal of the American Dental Association* 146(11): 800-807.

David, Guy, Henry Bergquist, and Sean Nicholson, 2014, "Income Gap across Physician Specialties in the USA." In: Anthony Culyer (ed.), *Encyclopedia of Health Economics*, Vol 2. San Diego: Elsevier, pages 15-21.

Asch, David A., Sean Nicholson, Sindhu K. Srinivas, Jeph Herrin, and Andrew J. Epstein, 2014, "How Do You Deliver a Good Obstetrician? Outcome-Based Evaluation of Medical Education," *Academic Medicine* 89(1): 1-3.

Wanchek, Tanya, Sean Nicholson, Marko Vujicic, Adriana Menezes, and Anthony Ziebert, 2014, "Educational Debt and Intended Employment among Dental School Seniors," *Journal of the American Dental Association* 145(5):428-434.

Milsom, Ian, Karin S. Coyne, Sean Nicholson, Marion Kvasz, Chieh-I Chen, and Alan J. Wein, 2014, "Global Prevalence and Economic Burden of Urgency Urinary Incontinence: A Systematic Review," *European Urology* 65(1): 79-95.

Coyne, Karin, Alan Wein, Sean Nicholson, Marion Kvasz, Chieh-I Chen, and Ian Milsom, 2014, "Economic Burden of Urgency Urinary Incontinence in the United States: A Systematic Review," *Journal of Managed Care Pharmacy* 20(2): 130-140.

Asch, David A., Sean Nicholson, and Marko Vujicic, 2013, "Are We in a Medical Education Bubble Market," *New England Journal of Medicine* 369(21): 1973 - 1975.

Epstein, Andrew J., Sindhu K. Srinivas, Sean Nicholson, Jeph Herrin, David A. Asch, 2013, "Association between Physician Experience after Training and Maternal Obstetrical Outcomes: Cohort Study," *BMJ* 346: f1596.

Coyne, Karin S., Alan Wein, Sean Nicholson, Marion Kvasz, Chieh-I Chen, and Ian Milsom, 2013, "Comorbidities and Personal Burden of Urgency Urinary Incontinence: A Systematic Review," *International Journal of Clinical Practice* 67(10): 1015-1033.

Nicholson, Sean, and Carol Propper, 2012, "Medical Workforce," in *Handbook of Health Economics*, Volume 2, edited by Mark Pauly, Thomas McGuire, and Pedro Pito Barros. Amsterdam: Elsevier, pages 873-925.

Danzon, Patricia M., and Sean Nicholson, editors, 2012. The Oxford Handbook of the Economics of the Biopharmaceutical Industry. Oxford University Press.

Nicholson, Sean, 2012, "Financing Research and Development," in The Oxford Handbook of the Economics of the Biopharmaceutical Industry, edited by Patricia M. Danzon and Sean Nicholson. Oxford University Press.

Nicholson, Sean, Matthew Sweeney, Jennifer Whiteley, and James Harnett, 2012, "Is There a Business Case for Reducing Employees' Antidepressant Prescription Drug Cost Sharing?" *Journal of Health and Productivity* 6(1):14-22.

Nicholson, Sean, 2012, "Research Opportunities of a New Private Health Insurance Claims Data Set," *Health Management, Policy and Innovation* 1(1): 37-41.

Burns, Lawton, R., Sean Nicholson, and Joanna Wolkowski, 2012, "Pharmaceutical Strategy and the Evolving Role of Mergers and Acquisitions (M&A)," in Burns, Lawton R., ed., The Business of Healthcare Innovation, 2<sup>nd</sup> Edition. Cambridge, UK: Cambridge University Press, pages 116-193.

Morra, Dante, Sean Nicholson, Wendy Levinson, David N. Gans, Terry Hammons, and Larry P. Casalino, 2011, "US Physician Practices Spend Nearly Four Times as Much Money Interacting with Health Plans and Payors Than Do Their Canadian Counterparts," *Health Affairs* 30(8): 1443-1450.

Dorsey Ray E., Sean Nicholson, William H. Frist, 2011, "Improving the Supply and Distribution of Primary Care Physicians," *Academic Medicine* 86:541-5433.

Epstein, Andrew, Jonathan Ketcham, and Sean Nicholson, 2010, "Specialization and Matching in Professional Services Firms," *RAND Journal of Economics* 41(4): 812-835.

Srinivas, Sindhu K., Andrew J. Epstein, Sean Nicholson, Jeph Herrin, and David A. Asch, 2010, "Improvements in US Maternal Obstetrical Outcomes From 1992 to 2006," *Medical Care* 48(5): 487-493.

Epstein, Andrew J., and Sean Nicholson, 2009, "The Formation and Evolution of Physician Treatment Styles: An Application to Caesarean Sections," *Journal of Health Economics* 28: 1126-1140.

Asch, David A., Sean Nicholson, Sindhu Srinivas, Jeph Herrin, and Andrew J. Epstein, 2009, "Evaluating Obstetrical Residency Programs Using Patient Outcomes," *Journal of the American Medical Association* 302(12): 1277-1283.

Dorsey, Ray E., Joel P. Thompson, Melisa Carrasco, Jason de Roulet, Philip Vitticore, Sean Nicholson, S. Claiborne Johnston, Robert G. Holloway, Hamilton Moses, 2009, "Financing and Productivity of Biomedical Research across Therapeutic Areas," *PLoS One* 4(9): e7015.doi:10.1371/journal.pone.0007015.

Casalino, Lawrence P., Sean Nicholson, David N. Gans, Terry Hammons, Dante Morra, Theodore Karrison, and Wendy Levinson, 2009, "What Does It Cost Physician Practices to Interact With Health Insurance Plans?" *Health Affairs* web exclusive, May 14, 2009: w533-w543. (One of the "top 20 most read" *Health Affairs* papers for 2009). Also appears as a section in Yong PL, Saunders RS, Olsen L, eds. The Healthcare Imperative: Lowering Costs and Improving Outcomes. Washington, DC: The National Academies Press; 2010.

Dorsey, E. Ray, Joel P. Thompson, Mark Frasier, Todd Sherer, Brian Fiske, Sean Nicholson, S. Claiborne Johnston, Robert G. Holloway, and Hamilton Moses III, 2009, "Funding of Parkinson's Research from Industry and U.S. Federal and Foundation Sources," *Movement Disorders* 24: 731-737.

Nicholson, Sean, 2009, "Will the United States Have a Shortage of Physicians in 10 Years?" Changes in Health Care Financing & Organization report: [www/hcfo.org](http://www/hcfo.org).

Pauly, Mark V., Sean Nicholson, Daniel Polsky, Marc L. Berger, and Claire Sharda, 2008, "Valuing Reductions in On-the-Job Illness: 'Presenteeism' from Managerial and Economic Perspectives," *Health Economics* 17(4): 469-485.

Waldman, Michael, Sean Nicholson, Nodir Adilov, and John Williams, 2008, "Autism Prevalence and Precipitation Rates in California, Oregon, and Washington Counties," *Journal of Pediatrics and Adolescent Medicine* 162(11): 1026-1034.

Nicholson, Sean, Mark V. Pauly, Anita Ya Jung Wu, James F. Murray, Steven M. Teutsch, and Marc Berger, 2008, "Getting Real Performance Out of Pay-for-Performance," *The Milbank Quarterly* 86(3): 435-457.

Nicholson, Sean, 2008, "Medical Career Choices and Rates of Return," in Frank A. Sloan and Hirschel Kasper, editors, *Incentives and Choice in Health and Health Care*. Cambridge, MA: MIT Press.

Loeppke, Ron, Sean Nicholson, Michael Taitel, Matthew Sweeney, Vince Haufle, and Ronald C. Kessler, 2008, "The Impact of an Integrated Population Health Enhancement and Disease Management Program on Employee Health Risk, Health Conditions, and Productivity," *Population Health Management* 11(6): 287-296.

Asch, David A., Andrew Epstein, and Sean Nicholson, 2007, "Evaluating Medical Training Programs by the Quality of Care Delivered by Their Alumni," *Journal of the American Medical Association* 289(9): 1049-1051.

Danzon, Patricia M., Andrew Epstein, and Sean Nicholson, 2007, "Mergers and Acquisitions in the Pharmaceutical and Biotech Industries," *Managerial and Decision Economics* 28: 307-328.

Nicholson, Sean, Mark V. Pauly, Daniel Polsky, Claire Sharda, Helena Szrek, and Marc L., Berger, 2006, "Measuring the Effects of Workloss on Productivity With Team Production," *Health Economics* 15(2): 111-123.

Nicholson, Sean, 2006, "The Effect of Cost Sharing on Employees With Diabetes," *The American Journal of Managed Care* December: SP20-SP26.

Murray, James F., Sean Nicholson, Mark Pauly, and Marc Berger, 2006, "Investing in Health to Boost Employee Productivity: The Employer's Perspective," in Ronald C. Kessler and Paul E. Stang, editors, *Health & Work Productivity: Making the Business Case for Quality Health Care*, pages 185-206.

Arcidiacono, Peter and Sean Nicholson, 2005, "Peer Effects in Medical Schools," *Journal of Public Economics* 89(2): 327-350.

Nicholson, Sean, Patricia M. Danzon, and Jeffrey McCullough, 2005, "Biotech-Pharmaceutical Alliances as a Signal of Asset and Firm Quality," *Journal of Business* 78(4): 1433-1464.

- Nicholson, Sean, 2005, "How Much Do Medical Students Know About Physician Income?" *Journal of Human Resources* 40(1): 100-114.
- Danzon, Patricia M., Sean Nicholson, and Nuno Sousa Pereira, 2005, "Productivity in Biotech-Pharmaceutical R&D: The Role of Experience and Alliances," *Journal of Health Economics* 24(2): 317-339.
- Polsky, Daniel, Rebecca Stein, Sean Nicholson, and M. Kate Bundorf, 2005, "Employer Health Insurance Offerings and Employee Enrollment Decisions," *Health Services Research* 40(5): 1259-1278.
- Nicholson, Sean, Mark V. Pauly, Daniel Polsky, Catherine Baase, Gary M. Bilotti, Ronald J. Ozminkowski, Marc L. Berger, and Claire Sharda, 2005, "How to Present the Business Case for Healthcare Quality to Employers," *Applied Health Economics and Health Policy* 4(4): 209-218.
- Burns, Lawton R., Sean Nicholson, and John Evans, 2005, "Mergers, Acquisitions, and the Advantages of Scale in the Pharmaceutical Sector." In Burns, Lawton R., ed., The Business of Healthcare Innovation. Cambridge, UK: Cambridge University Press. Pages 223-268.
- Burns, Lawton, R., Gilbert Gimm, and Sean Nicholson, 2005, "The Financial Performance of Integrated Delivery Networks (IDNs)," *Journal of Healthcare Management* 50(3): 191-211.
- Collins, James J., Catherine M. Baase, Claire E. Sharda, Ronald J. Ozminkowski, Sean Nicholson, Gary M. Billotti, Robin S. Turpin, Michael Olson, and Marc L. Berger, 2005, "The Assessment of Chronic Health Conditions on Work Performance, Absence, and Total Economic Impact for Employers," *Journal of Occupational and Environmental Medicine* 47(6): 547-557.
- Nicholson, Sean and Barbara Wolfe, 2005, "Public Policy and Health Care Expenditures," in Lee-Jay Cho, Hyungpyo Moon, Yoon Hyung Kim, Sang-Hyop Lee, editors, *A New Paradigm for Social Welfare in the New Millenium*. Seoul, Korea: Korea Development Institute Press. Pages 265-290.
- Polsky, Daniel, and Sean Nicholson, 2004, "Why Are Managed Care Plans Less Expensive: Risk Selection, Utilization, or Reimbursement?" *Journal of Risk and Insurance* 71(1): 21-40.
- Nicholson, Sean, Daniel Polsky, Kate Bundorf, and Rebecca Stein, 2004, "The Magnitude and Nature of Risk Selection in Employer-Sponsored Health Plans," *Health Services Research* 39(6) Part 1: 1817-1838.
- Turpin, Robin S., Ronald J. Ozminkowski, Claire E. Sharda, James J. Collins, Marc L. Berger, Gary M. Billotti, Catherine M. Baase, Michael J. Olson, and Sean Nicholson, 2004, "Reliability and Validity of the Stanford Presenteeism Scale," *Journal of Occupational and Environmental Medicine* 46(11): 1123-1133.
- Berger, Marc L., Robert A. Howell, Sean Nicholson, and Claire E. Sharda, 2003, "Investing in Healthy Human Capital," *Journal of Occupational and Environmental Medicine* 45(12): 1213-1225.
- Nicholson, Sean, 2002, "Physician Specialty Choice Under Uncertainty," *Journal of Labor Economics* 20(4): 816-847.
- Pauly, Mark V., Sean Nicholson, Judy Xu, Dan Polsky, Patricia Danzon, James F. Murray, and Marc L. Berger, 2002, "A New General Model of the Impact of Absenteeism on Employers and Employees," *Health Economics* 11(3): 221-231.
- Nicholson, Sean. *Medicare Hospital Subsidies: Money in Search of a Purpose*. Washington, D.C.:

American Enterprise Institute Press, May 2002.

Nicholson, Sean and David Song, 2001, "The Incentive Effects of the Medicare Indirect Medical Education Policy," *Journal of Health Economics* 20(6): 909-933.

Nicholson, Sean, Mark V. Pauly, Lawton R. Burns, Agnieszka Baumritter, and David A. Asch, 2000, "Measuring Community Benefits Provided by For-Profit and Nonprofit Hospitals," *Health Affairs* November/December: 168-177.

Pauly, Mark V. and Sean Nicholson, 1999, "The Managed Care Backlash: Adverse Consequences of Adverse Selection," *Journal of Health Politics, Policy and Law* 24(5): 921-930.

Kreider, Brent and Sean Nicholson, 1997, "Health Insurance and the Homeless," *Health Economics* 6(1): 31-41.

### **Working Papers**

Waldman, Michael, Sean Nicholson, and Nodir Adilov, 2014, "Positive and Negative Mental Health Consequences of Early Childhood Television Watching," NBER working paper 17786.

### **Research Grants**

Co-investigator, Substance Abuse and Mental Health Services Administration, Addressing Buffalo's Opioid Epidemic with Medication-Assisted Treatment. Joseph Stankaitis, Principal Investigator. Award: \$523,000 (9/2018 – 9/2021).

Co-investigator, Agency for Healthcare Research and Review, The Medicaid Fee Bump: Increased Reimbursements to Primary Care Providers and Health Care Utilization Among Dual-Eligibles with Chronic Conditions. Mark Unruh, Principal Investigator. Award: \$78,000 (9/2017 – 9/2020).

Co-Investigator, Robert Wood Johnson Foundation, 73185, Exploring Cash Markets for Health Care and Related Policy Changes Needed to Enable a Consumer-Oriented, Value-Based Health System. Jordan Epstein, Principal Investigator. Award: \$120,000 (1/2016 – 10/2016).

Co-Investigator, Agency for Healthcare Research & Quality, R01HS022306, Relative Price, Payer Mix and Regional Variations in Medical Care. Jonathan D. Ketcham, Principal Investigator. Award: \$282,000 (2013 – 2014).

Principal Investigator, FAIR Health (subcontract from Syracuse University), Developing a New Method to Determine Out-of-Network Payments. Award: \$410,000 (1/11 – 12/13).

Principal Investigator, gift from Larry Stern, Is the Additional Money the U.S. Spends on Medical Care Relative to Europe Worth It? Award: \$100,000 (1/12 – 12/13).

Principal Investigator, FAIR Health (subcontract from Syracuse University), Developing a New Method to Determine Out-of-Network Payments. Award: \$50,000 (8/10 – 12/10).

Principal Investigator, Pfizer, A Quality-adjusted Price Index for Lung and Breast Cancer Drugs. Award: \$82,000 (3/08 – 12/08).

Investigator, National Board of Medical Examiners, Clinical Outcome-Based Assessment of Medical Education: Concept and Evaluation. David A. Asch, Principal Investigator. Award: \$150,000 (7/07 – 6/08).

Principal Investigator, Pfizer, Johnson & Johnson, and AstraZeneca, A Quality-adjusted Price Index for Colon Cancer Drugs: 1993-2005. Award: \$72,000 (8/06 – 12/07).

Principal Investigator, Merck & Co., Inc., The Impact of Pay-for-Performance Programs on Health Outcomes and the Delivery of Medical Care. Award: \$25,000 (12/05 – 10/06).

Principal Investigator, Integrated Benefits Institute, The Cost of Absences in the Retail Sales Industry, Award: \$5,000 (12/05 – 8/06).

Investigator, Robert Wood Johnson Foundation, Costs and Benefits of Physician Interaction with Health Plans. Lawrence Casalino, Principal Investigator. Award: \$101,000 (9/05 – 8/06).

Principal Investigator, Merck Company Foundation, A Quality-adjusted Price Index for Cancer Drugs. Award: \$35,000 (1/05 – 12/06).

Principal Investigator, Centers for Disease Control and Prevention, A New Method of Valuing Investments in Workers' Health. R01 CD000011-01. Award: \$725,000 direct costs (9/04 – 9/07).

Principal Investigator, Cornell University, Determinants of Physician and Hospital Adoption of New Medical Technologies. Award: \$30,000 (3/05-3/08).

Co-principal investigator, Mack Center for Technological Innovation, University of Pennsylvania, Incentives to Innovate in the Biotechnology and Pharmaceutical Industries. Andrew Metrick, Principal Investigator. Award: \$14,000 (7/04 – 6/05).

Principal Investigator, The Research Foundation, University of Pennsylvania, Incentives to Innovate in the Biotechnology and Pharmaceutical Industries. Award: \$16,000 (2/04 – 6/05).

Principal Investigator, U.S. Department of Agriculture. Determinants of Physicians' Treatment Choices. Award: \$5,000 (7/04 – 6/05).

Wharton Program on Pharmaceutical Policy, Economics and Management, Merck & Company Foundation. Patricia Danzon, Principal Investigator. Award: \$1,090,910 (1/00-12/05).

Principal Investigator, The Leonard Davis Institute of Health Economics, University of Pennsylvania. Physician Learning, Information Diffusion, and Best Practice Adoption. Award: \$10,000 (7/02 - 6/03).

Developing and Validating a Measure of the Impact of Absenteeism and Reduced Presenteeism on Worker and Team Productivity. Merck & Company. Mark V. Pauly, Principal Investigator. Award: \$171,000 (7/02 - 6/03).

Principal Investigator, The Research Foundation, University of Pennsylvania. The Impact of Managed Care on the Delivery of Medical Care. Award: \$12,000 (7/01 – 6/02).

Health Plan Choices and Adverse Selection in Employer-Sponsored Health Insurance. Robert Wood Johnson Foundation. Daniel Polsky, Principal Investigator. Award: \$125,000 (2/02 – 7/03).

Current and Potential Labor Shortages in Child Neurology. Child Neurology Society. Daniel Polsky, Principal Investigator. Award: \$100,000 (10/01 – 9/02).

Evolution of HMOs and Risk Selection. The Robert Wood Johnson Foundation. Daniel Polsky, Principal Investigator. Award: \$100,000 (2/99 - 1/00).

Principal Investigator, The Research Foundation, University of Pennsylvania. Determinants and Accuracy of Income Expectations. Award: \$21,000 (7/98 - 6/99).

Principal Investigator, Population Studies Center, University of Pennsylvania. Government Reimbursement of Medicare HMOs. Award: \$19,000 (7/99 - 6/00).

Provision of Community Benefits Among the Federation of American Hospital Systems □ Member Hospitals. Federation of American Hospital Systems. Mark V. Pauly, Principal Investigator. Award: \$77,000 (1/99 - 9/99).

Measuring the Effects of Health-improving Employee Benefits on Employer Profits and Productivity. Merck & Company. Mark V. Pauly, Principal Investigator. Award: \$140,000 (9/99 - 12/00).

Department of Health and Human Services, Bureau of Health Professions. Health Administration Trainingships and Special Projects. Mark V. Pauly, Principal Investigator. Award: \$146,000 (1/97 - 6/02).

Co-principal investigator, Huntsman Emerging Technologies Program. Determinants of R&D Success in Biotech and Pharmaceuticals. Award: \$14,000.

Co-principal investigator. Merck & Company. Determinants of R&D Success in Biotech and Pharmaceuticals. Award: \$10,000.

Co-principal investigator, Huntsman Emerging Technologies Program. Efficiency in the Market for Biotech-Pharmaceutical Deals. Award: \$14,000.

## **External Presentations**

“A Cash Market for Imaging in California,” American Society of Health Economists conference, Philadelphia, PA (June 2016).

“Relative Prices, Payer Mix and Regional Variations in Medical Care,” Weill Medical College (May 2018); Indiana University (October 2017); University of Southern California (April 2015); University of Connecticut, Storrs, CT (September 2014); The Danish National Centre for Social Research, Copenhagen, Denmark (April 2014); Vanderbilt University, Nashville, TN (March 2014); University of Pennsylvania, Philadelphia, PA (December 2013).

“Insurer and Patient Payments for Out-of-Network Physician Services,” International Health Economics Association meetings, Sydney Australia (July 2013).

“The Effect of Educational Debt on Dentists’ Career Decisions,” Weill Medical College, New York, NY (November 2013); Intelligence Fair, American Dental Association, Chicago, IL (May 2013).

“Bundling Among Rivals: a Case of Pharmaceutical Cocktails,” University of Southern California, Los Angeles, CA (December 2011).

“Supply Side Implications of Insurance Coverage Expansions: Research Insights for Policy,” Academy Health conference, Washington, D.C. (December 2011).

“The Effect of the Economy on Health and Health Related Behaviors,” University of Colorado – Denver School of Public Health, Denver, CO (January 2011); Work, Stress and Health 2011 conference, Orlando, FL (May 2011); The Danish National Centre for Social Research seminar, Copenhagen, Denmark (June 2011); International Stress Management Association international congress, Porto Alegre, Brazil (June 2012).

“What is the Value of a Healthy Worker to a Company?” keynote address at the International Stress Management Association international congress, Porto Alegre, Brazil (June 2012); keynote address at the Work, Stress and Health 2011 conference, Orlando, FL (May 2011).

“Specialization and Matching in Professional Services Firms,” Boston University/Harvard University/MIT University health economics seminar, Boston, MA (March 2010); University of Connecticut School of Business, Storrs, CT (April 2010).

“What Does the U.S. Buy and What Does It Get From Its Cancer Chemotherapy Purchases Compared to European Nations?” University of Porto Business School, Porto, Portugal (March 2010); American Society of Health Economics conference, Ithaca, NY (June 2010); Academy Health, Boston, MA (June 2010).

“Medical Workforce,” Harvard University, Handbook of Health Economics, Volume 2 conference, Cambridge, MA (October 2010).

“Financing Research and Development,” conference on the Economics of the Biopharmaceutical Industry, The Wharton School (November 2009).

“A Quality-Adjusted Price Index for Colorectal Cancer Drugs,” Health Economics Interest Group, Academy Health, Orlando, Florida (June 2007); Ad Hoc Pharmaceutical Group, New York City (October 2007); Pharmaceutical Economics and Policy Council, Rome, Italy (November 2007); Duke University (April 2008); University of Chicago (May 2008); Missoula Tumor Board, Missoula, MT (July 2008); National Bureau of Economic Research (November 2008); Bureau of Economic Analysis, Washington, D.C. (September 2011); Value of Innovation in Cancer Care conference, Princeton, NJ (November 2011).

“Medical Career Choices and Rates of Return,” Council of Graduate Medical Education, Rockville, MD (May 2008).

“A Simple Measurement Tool to Measure a Company’s Absenteeism and Presenteeism Costs,” The Conference Board: The Wellness Advantage, Boca Raton, FL (December 2008).

“Valuing Reductions in On-the-Job Illness: ‘Presenteeism’ From Managerial and Economic Perspectives,” International Health Economics Association conference, Copenhagen, Denmark (July 2007).

“Is Early Childhood Television Watching an Environmental Cause of Autism?” NBER Health Care Meeting, Cambridge, MA (October 2006); Yale School of Public Health, New Haven, CT (September 2007); Penn State University (October 2007); Federal Trade Commission (October 2007).

“Does Financing Have a Real Effect on Drug Development?” RAND Corporation, Los Angeles, California (September 2006); University of Illinois-Chicago, Chicago, IL (October 2006); ASHE conference, Madison, WI (June 2006); Pharmaceutical Economics and Policy Council, Chicago, IL (January 2007); BIO Conference, Boston, MA (May 2007).

“Specialization and Sorting in the Obstetrics Market?” NBER Health Care Meeting (May 2006); Syracuse University (October 2005); University of Chicago (January 2005).

“A New Method of Valuing Investments in Workers’ Health,” IBI/NBGH Joint Forum on Health, Productivity, and Absence Management, Washington, D.C. (November 2006); IBI Research Meeting, Philadelphia, PA (April 2007); Centers for Disease Control and Prevention, Atlanta (April 2006); Investment Forum Foundation meeting, Washington, D.C. (March 2006).

“Incentives to Innovate in the Biotech and Pharmaceutical Industries,” International Health Economics Association conference, Barcelona, Spain (July 2005).

“How to Quantify the Financial Value of Improvements in Workers’ Health?,” International Health Economics Association conference, Barcelona, Spain (July 2005); Centers for Disease Control and Prevention, Atlanta (April 2005); Consumers, Information and the Evolving Healthcare Marketplace conference, Cornell University (April 2005).

“Mergers and Acquisitions in the Pharmaceutical and Biotech Industries”: Pharmaceutical Economics and Policy Council (January 2005); Federal Trade Commission (March 2004); Lehigh University (November 2003); University of Rochester (October 2003).

“Physician Learning and Best Practice Adoption: An Application to Cesarean Sections”: Weill Cornell Medical Center, New York, NY (March 2006); American Economics Association annual meeting (January 2004); Medical University of South Carolina (January 2004); Cornell University (January 2004); Columbia University/NYU/CUNY seminar (September 2003); NBER Summer Institute (July 2003); International Health Economics Association meeting (June 2003); 14<sup>th</sup> Annual Health Economics Conference (April 2003); Brigham Young University (February 2003); Dartmouth College (October 2002).

“Barriers to Entering Medical Specialties”: Federal Trade Commission (April 2004); Yale University (October 2003); Brigham Young University (February 2003); International Health Economics Association meetings (July 2001).

“Peer Effects in Medical School”: Stanford University (February 2002); University of Wisconsin-Madison (November 2001); College of William and Mary (September 2001); 12<sup>th</sup> Annual Health Economics Conference (June 2000); National Board of Medical Examiners (June 2000).

“Biotech-Pharmaceutical Alliances as a Signal of Asset and Firm Quality”: Northwestern University (February 2002); Program on Pharmaceutical Policy Issues Research Conference, University of Siena, Italy (February 2002).

“Physician Income Prediction Errors: Sources and Implications for Behavior,” University of Chicago (February 2002); Stanford University (February 2002); University of California-Berkeley (February 2002).

“The Magnitude and Nature of Risk Selection in Employer-Sponsored Health Plans”: University of

California, Irvine (June 2003); International Health Economics Association meeting (June 2003); 8<sup>th</sup> Northeast Regional Health Economics Research Symposium (August 2002); University of Wisconsin-Madison (November 2001); Johns Hopkins School of Hygiene and Public Health (May 2001).

“Physician Income Expectations and Specialty Choice”: Survey Research on Household Expectations and Preferences, University of Michigan (November 2001); Iowa State University (November 2001); Duke University (November 1999); International Health Economics Association meetings (June 1999).

“Developing and Validating a Measure of the Impact of Absenteeism and Reduced Presenteeism on Worker and Team Productivity,” International Health Economics Association meetings (June 2003).

“The Effect of Patient Outcomes on Physicians’ Patient Volumes, Patient Severity, and Treatment Methods,” International Health Economics Association meetings (June 2003).

“Private Sector Drug Development Alliances,” Wharton Impact Conference: Pharmaceutical Innovation in the Global Economy (October 2002).

“Personal Economics and Other Factors Influencing Specialty Selection,” Institute of Medicine Workshop on the Obstacles to the Incorporation of Research Into Psychiatry Residency Training (June 2002).

“Determinants of R&D Success: Drugs or Firms?,” Merck & Company (October 2001).

“Measuring Community Benefits Provided by For-Profit and Nonprofit Hospitals,” St. Louis Area Business Health Coalition (March 2001).

“Public Policy and Health Expenditures,” A New Paradigm for Social Welfare in the New Millennium, East-West Center (January 2001).

“The Unintended Consequences of Medicare’s Payment Policies”: American Enterprise Institute (March 1999); 6<sup>th</sup> Northeast Regional Health Economics Research Symposium (August 1998).

“Applying the RBRVS Concept to Medical Education,” American Medical Association Section on Medical Schools (December 1998).

“The Effect of Federal Policy on Hospital Care for the Poor,” 10<sup>th</sup> annual Health Economics Conference (June 1998).

### **Teaching Cases** (authored or supervised)

Estimating the Net Present Value of an Oncology Drug in Development

Merck & Company: Methods of Valuing a Drug in Development (option pricing)

Assessing the Performance of Humana

Watson Pharmaceuticals Incorporated

Plan Design and Risk Management in the Medicare HMO Market

Product Line Profitability

PacifiCare-FHP Merger

Columbia HCA – Tulane University Hospital & Clinic Joint Venture

Physician Practice Valuation

Diagnosing the Financial Performance of a Health System

Bidding on a Congestive Heart Failure Disease Management Contract

Market Analysis for Aetna U.S. Healthcare's Medicare HMO  
Designing an Incentive Compensation System for a Health System

## **Teaching**

Pharmaceutical Management and Policy, PAM 3110 (undergraduate): 2012-2014.

The U.S. Health Care System, PAM 2350 (undergraduate): 2008-2018.

Health Care Financial Management II, PAM 5630 (masters): 2004-2009; 2011-2018.

Health Care Financial Management, PAM 5620 (masters): 2005-2006.

Information Resources Management in Health Care Organizations, PAM 5641 (masters):  
2007-2009; 2015-2017.

Financial Management of Health Institutions, HCMG 849 (MBA): 1998-2003.

The Economics of Health Care and Policy, HCMG 844 (Ph.D./MBA): 1997-2004.

e-Health: Business Models and Impact, HCMG 866 (MBA): 2001-2004.

The Economics of Information in the Health Care Market HCMG 900 (Ph.D.): 2002.

Financial Management of Health Institutions, HCMG 214 (undergraduates): 1999.

## **Service**

Trustee, Robert Packer Hospital, Guthrie Health System, 2009-present.

Trustee, Atlantic Health System, 2018-present.

Member, Faculty Committee on Program Review, 2017-2019.

Faculty adviser, Swimming and Diving team, Cornell University, 2010 – present.

Study section reviewer, National Institutes of Health, Health Services Organization and Delivery Study  
Section, June 2007, February 2008, February 2010, and June 2012. NIA, fall 2017.

NSF grant reviewer: 2008 and 2009.

Member, Institute for the Advancement of Economics at Cornell (IAEC), 2010-2012.

Member, University Benefits Committee, 2012-2017.

Letter of evaluation writer for Cornell Health Careers Evaluation Committee (medical school applicants),  
2013-2017.

Study panel member, Treating the Health of the World Trade Center Rescue Workers, Centers for  
Disease Control and Prevention, Denver, CO, 2006.

Referee (within past 5 years): *American Economic Review*, *Review of Economic Studies*, *Journal of Health Economics*, *Journal of Human Resources*, *Review of Economics and Statistics*, *AEJ: Economic Policy*, *Health Affairs*, *Journal of Public Economics*, *Journal of Law and Economics*, *Economic Inquiry*, *Management Science*, *New England Journal of Medicine*, *Journal of Human Capital*, *Journal of Economics & Management Strategy*, *Forum for Health Economics & Policy*, *Health Services Research*, *Journal of Occupational and Environmental Medicine*, *Social Science & Medicine*, *Industrial & Labor Relations Review*, *International Journal of Health Care Economics and Finance*, and *Southern Economic Journal*.