

# *Susan J. Linz*

Professor  
Department of Economics  
110 Marshall Hall  
Michigan State University  
East Lansing, MI 48824-1038

Phone: (517) 353-7280  
Fax: (517) 432-1068  
e-mail: Linz@msu.edu

Professor, Department of Economics, Michigan State University ..... 1998 -  
Research Fellow, William Davidson Institute, University of Michigan ..... 1998 -  
Editor, *Comparative Economic Studies* ..... 1992-1997  
Associate Professor, Department of Economics,  
Michigan State University..... 1989-1998  
Visiting Associate Professor, Department of Economics, University of Michigan..... 1990  
Associate Professor, Department of Social Science, Michigan State University..... 1986-1989  
Research Associate, Social Science Research Bureau, Michigan State University.....1986-1987  
Visiting Assistant Professor, Department of Economics, University of California-  
Irvine.....1984-1986  
Visiting Assistant Professor, Department of Economics, and Bureau of Economic  
and Business Research, University of Illinois.....1983-1984  
Assistant Professor, Department of Economics, Louisiana State University.....1980-1984  
Research Assistant, Bureau of Economics and Business Research,  
University of Illinois.....1978-1980  
Instructor, Department of Economics, University of Illinois..... 1978-1979  
Research Assistant, Department of Economics, University of Illinois..... 1976-1978  
  
University of Illinois, Ph.D. (Economics)..... 1980  
University of Illinois, M.S. (Economics).....1979  
Albion College, B.A. (Sociology, Economics with honors).....1976  
University of Sussex, England (Sociology, Economics)..... 1973-1974

## **Books:**

Editor, *The Soviet Economic Experiment: Essays by James R. Millar* (Urbana, IL: University of Illinois Press, 1990) [Introduction, pp. ix-xv].

Co-editor and contributor, *Reorganization and Reform in the Soviet Economy* (New York: M.E. Sharpe, 1988) (with William Moskoff).

Editor and contributor, *The Impact of World War II on the Soviet Union* (Totowa, NJ: Rowman & Allanheld, 1985).

## Articles and Book Chapters:

- “How do Workers Fare During Transition? Perceptions of Job Insecurity Among Russian Workers, 1995-2004,” *Labour Economics* vol 15 no 3 (Spring 2008), pp. 475-491 (with Anastasia Semykina).
- “Attitudes and Performance: An Analysis of Russian Workers,” *Journal of Socio-Economics* vol 37, no 2 (Spring 2008), pp. 694-717 (with Anastasia Semykina).
- “Gender Differences in Personality and Earnings: Evidence from Russia,” *Journal of Economic Psychology* vol 28, no 3 (Summer 2007), pp. 387-410 (with Anastasia Semykina).
- “Barter, Credit and Welfare: A Theoretical Inquiry into the Barter Phenomenon in Russia,” *Economics of Transition* vol 14, no 4 (Summer 2006), pp. 719-745 (with Jose Noguera).
- “Worker Morale In Russia: An Exploratory Study”, *Journal of Managerial Psychology* vol 21, no 5, (Summer 2006), pp. 415-437 (with Patricia Huddleston and Linda Good).
- “Motivating Russian Workers: Analysis of Age and Gender Differences,” *Journal of Socio-Economics* vol 33, no 3 (Summer 2004), pp.261-289.
- “Job Satisfaction Among Russian Workers,” *International Journal of Manpower*, vol 24, no 6 (Fall 2003), pp. 626-652.
- “Barriers to Investment by Russian Firms: Property Protection or Credit Constraints?” *Problems of Post-Communism* ,vol 50, no 1 (January/February 2003), pp. 44-58.
- “Motivation and Reward: A Case Study of Russian Workers,” *Problems of Post-Communism*, vol 50, no 2 (March/April 2003), pp. 44-55.
- “Virtual Reality: Barter and Restructuring in Russian Industry,” *Problems of Post-Communism* vol 49, no 5 (September/October 2002), pp. 1-13 (with Gary Krueger).
- “Ownership and Employment in Russian Industry: 1992-1995,” *International Journal of Manpower* vol 23, no 1 (Spring 2002), pp. 32-61.
- “Restructuring with What Success? A Case Study of Russian Firms,” *Comparative Economic Studies* vol 43 no 1 (Spring 2001), pp. 75-99.
- “Are Russians Really Ready for Capitalism?” *Problems of Post-Communism* vol 47 no 6 (November/December 2000), pp. 1-14.
- “Labor Productivity in Russian Industry: A Regional Analysis,” *Economic Development and Cultural Change* vol 48, no 4 (July 2000), pp. 685-718.
- “Who is Shouldering the Burden of Transition? An Analysis of Depreciation Rates in Russian Industry,” *Comparative Economic Studies* vol 41 no 2/3 (Summer-Fall 1999), pp. 1-47.
- “Job Rights in Russian Firms: Endangered or Extinct Institution?” *Comparative Economic Studies* vol 40 no 4 (Winter 1998), pp. 1-32.

- “Enterprise Restructuring in Russia’s Transition Economy: Formal and Informal Mechanisms,” *Comparative Economic Studies* vol 40, no 2 (Summer 1998), pp. 5-52 (with Gary Krueger).
- “Industrial Policy and Poverty in Transition Economies: Two Steps Forward or One Step Back?” in *Poverty in Transition?* United Nations Development Program, Regional Bureau for Europe and the CIS (New York: United Nations, July 1998), pp. 132-157.
- “Innovation in Russian Industry: A Case Study of R&D in Transition,” *Economic Development and Cultural Change* vol 46, no 2 (January 1998), pp. 233-262 (with Jeff E. Biddle).
- “Russian Firms in Transition: Champions, Challengers, and Chaff,” *Comparative Economic Studies* vol 39, no 2 (Summer 1997), pp. 1-36.
- “Shock Therapy and the Market for Foreign Exchange in Russia: Whither Currency Convertibility?” *Comparative Economic Studies* vol 39 no 1 (Spring 1997), pp. 42-81 (with Corinne Krupp).
- “Red Executives in Russia’s Transition Economy,” *Post-Soviet Geography and Economics*, vol 37, no 10 (November 1996), pp. 633-651.
- “Russia’s Managers in Transition: Pilferers or Paladins?” *Post-Soviet Geography and Economics*, vol 37, no 7 (September 1996), pp. 397-426 (with Gary Krueger).
- “Gender Differences in the Russian Labor Market,” *Journal of Economic Issues*, vol 30, no 1 (March 1996), pp. 161-185.
- “Do Job Rights Govern Employment Patterns in Transition Economies?” *American Economic Review*, Papers and Proceedings, vol 85, no 2 (May 1995), pp. 425-431.
- “Russian Labor Market in Transition,” *Economic Development and Cultural Change*, vol. 43, no 4 (July 1995), pp. 693-716.
- “The Privatization of Russian Industry,” *RFE/RL Research Report*, vol 3, no 10 (March 1994), pp. 27-35.
- “Barriers to Innovation: Economic Impact of *Perestroika*,” *Economics of Transition*, vol 1, no 3 (Winter 1993), pp. 437-470.
- “An Evaluation of the CIA’s Analysis of Soviet Economic Performance, 1970-90,” *Comparative Economic Studies* (Summer 1993), pp. 33-57 (with Daniel Berkowitz, Joseph Berliner, Paul Gregory, James R. Millar).
- “Instytucjonalne uwarunkowania i bariery prywatyzacji w Polsce,” [Institutional Conditions and Barriers to Privatization in Poland], *Ekonomista*, issue 1 (1993), pp. 31-49 (with Ryszard Rapacki).
- “Impact of World War II on the Soviet Economy: A Review Essay,” in G. Mills and H. Rockoff (eds.), *The Sinews of War* (Ames: Iowa State University Press, 1993), pp. 83-101.
- “Innovation Strategies in Centrally Planned and Transition Economies,” in James Scanlan (ed.), *Technology, Culture, and Development: The Experience of the Soviet Model* (Armonk, New York: M.E. Sharpe, 1992), pp. 63-94.

- “Politics and Productivity in Soviet Industry,” in James R. Millar (ed.), *Cracks in the Monolith: Party Power in the Brezhnev Era* (Armonk, New York: M.E. Sharpe, 1992), pp. 33-62.
- “The Soviet Economy in Transition: A Resurgence of Reform,” in Ilpyong Kim and Jane Zacek (eds.), *Reform and Transformation of Communist Systems* (Washington, DC: Washington Institute, 1991), pp. 55-81.
- “*Perestroika* and Production: Management’s Response to Reform,” in Reiner Weichhardt (ed.), *Soviet Economic Reforms: Implementation Under Way* (Brussels: NATO Publications, 1990), pp. 238-256.
- “Gorbachev’s Masterplan for Economic Recovery: Planning, Organization, and Industrial Management,” J. Zacek (ed.), *The Gorbachev Generation: Issues in Soviet Domestic Policy* (New York: Paragon Press, 1989), pp. 38-60.
- “Management’s Response to Tautness in Soviet Planning: Evidence from the Soviet Interview Project,” *Comparative Economic Studies* vol 30, no 1 (Spring 1988), pp. 65-102.
- “Managerial Autonomy in Soviet Firms,” *Soviet Studies* (April 1988), pp. 175-95.
- “The Impact of Soviet Economic Reform: Evidence from the Soviet Interview Project,” *Comparative Economic Studies* (Winter 1987), pp. 150-172. Reprinted in Susan J. Linz and William Moskoff (eds.), *Reorganization and Reform in the Soviet Economy* (New York: M.E. Sharpe, 1988), pp. 129-146.
- “Reorganization and Reform in the Soviet Economy: An Introduction,” *Comparative Economic Studies* (Winter 1987), pp. 1-6 (with William Moskoff). Reprinted in Susan J. Linz and William Moskoff (eds.), *Reorganization and Reform in the Soviet Economy* (New York: M.E. Sharpe, 1988), pp. 129-146.
- “Emigrants as Expert-Informants on Soviet Management Decision-Making: A Methodological Note,” *Comparative Economic Studies* (Fall 1986), pp. 64-89.
- “Foreign Aid and Soviet Postwar Recovery,” *Journal of Economic History* (December 1985), pp. 947-955.
- “War and Progress in the USSR,” and “World War II and Soviet Economic Growth, 1940-1953,” in Susan J. Linz (ed.) *The Impact of World War II on the Soviet Union* (Totowa, NJ: Rowman & Allanheld, 1985), pp. 1-7, 11-38.
- “Measuring the Carryover Cost of World War II to the Soviet People: 1945-1953,” *Explorations in Economic History* (September 1983), pp. 375-85. Reprinted in Larry Neal (ed.), *War Finance* vol 3, *War in the Twentieth Century* (Aldershot U.K.: Edward Elgar Publishers, 1994), pp. 352-363.
- “Soviet Enterprise Behavior under Uncertainty,” *Journal of Comparative Economics* vol 6, no 1 (March 1982), pp. 24-36 (with Robert E. Martin).
- “The Cost of World War II to the Soviet People: Reply,” *Journal of Economic History* (December 1980), p. 845 (with James R. Millar).

"The Cost of World War II to the Soviet People: A Research Note," *Journal of Economic History* (December 1978), pp. 969-72 (with James R. Millar).

#### **Miscellaneous Publications:**

"Economic Systems," *Encyclopedia Americana* (December 1995), pp. 609-610.

"Production and Employment in Privatized Firms in Russia," *Comparative Economic Studies*, vol 36, no 3 (Fall 1994), pp. 105-113.

"Can Perestroika Work? (You Bet Your Rubles)." *MSU Alumni Magazine* (Fall 1990), pp. 27-29.

"Economic Sanctions and U.S. Trade with Socialist Bloc Countries," *Texas Business Review* (March-April 1983), pp. 81-87.

"U.S. Trade Restrictions and Soviet Political Policy: Impact of the 1980-81 Grain Embargo," *Louisiana Business Review* (Summer 1981), pp. 5-12.

Contributions to the *Encyclopedia of Russian History*, (January 2004) edited by James R. Millar, 4 volumes (New York: Macmillan):

*Assortment plans*, vol 1, p. 436; *Edinonachalie*, vol 2, p. 436; *Enterprise, Soviet*, vol 2, pp. 459-460; *Full economic accounting*, vol 2, pp. 526-527; *Hard budget constraints*, vol 2, p. 626; *Khozraschet*, vol 2, pp. 744-745; *Material balances*, vol 3, pp. 904-905; *Petty tutelage*, vol 3, p. 1178; *Ratchet effect*, vol 3, pp. 1270-1271; *Samoupravlenie*, vol 4, p. 1349; *Techpromfinplan*, vol 4, pp. 1526-1527.

Contributions to the *Illinois Business Review* (monthly publication of the Bureau of Economic and Business Research at the University of Illinois):

"Grain Embargo: Widespread Economic Incidence," (with James Millar), March 1980, pp. 1-7.

"Playing it in Peoria," August 1979, pp. 4-7.

"Pessimistic Scenario," July 1979, pp. 1-2.

"Illinois Pharmaceuticals," July 1979, pp. 3-4, 12.

"Illinois Income Mirrors that of the US," July 1979, pp. 6-9.

"Local Illinois Developments: Total Construction Declines," May 1979, p. 4.

"Local Illinois Developments: Female Labor Force Participation," February 1979, p. 4.

"The Illinois Dairy Industry," February 1979, p. 6.

"Water Use in Illinois," October 1978, p. 4.

"Local Illinois Developments: Financing Community Colleges," August 1978.

"Local Illinois Developments: 1977 Autumn Family Budgets," July 1978.

#### **Professional Activities (last 5 years only):**

Editorial Board, *Problems of Post-Communism*, 1994 - 2003.

Advisory Board, *Problems of Economic Transition*, 1994 - to present.

Advisory Board, Center for European and Russian Studies, Michigan State University, 1997 - 2003.

Selected as liaison and representative, by Committee on the Status of Women in the Economics Profession, for Michigan State University, 1993 -2003.

*Selection Committees*

Reviewer, CERGE-EI Fellowship Proposals, Fall 2005, Fall 2006, Fall 2007.

Selection Committee, National Council For Eurasian and East European Research, Policy Research Fellowships, Fall 1998, Spring 1999, Fall 1999, Spring 2000, Spring 2001.

Selection Committee, American Council for International Education: ACTR/ACCELS, Regional Scholars Exchange Program, Winter 1999, Winter 2000.

Selection Committee, Hewett Prize Competition, American Association for the Advancement of Slavic Studies, Spring 2000, Spring 2001, Spring 2003.

### **Awards/Recognition:**

University Distinguished Professor, Taganrog State University for Radio Engineering, Taganrog, Russia (received June 2000).

### **Grants:**

CIBER Research Grant, "Motivation and Competition" Michigan State University (Spring 2008).

CIBER Professional Development Grant, "Worker Motivation: A Comparative Analysis of Armenia and Kyrgyzstan," Michigan State University (Spring 2008)

Central Asia/Caucasus Initiative Grant, "Worker Motivation: A Comparison of Armenia, Kyrgyzstan and Serbia," International Studies and Programs, Michigan State University (2008-2009).

Central Asia/Caucasus Initiative Grant, "Employee Performance in Central Asia," International Studies and Programs, Michigan State University (2007-2008).

CIBER Professional Development Grant, "Personality and Performance: A Comparative Analysis of Workers in Transition Economies," Michigan State University (Spring 2007).

WID Travel Grant, Michigan State University (Spring 2007).

College of Social Science, Undergraduate Research Initiative Grant (Spring 2007).

William Davidson Institute, Research Competition Grant, "A Comparative Analysis of Employee Performance: Armenia, Kazakhstan, and Russia," (2005-2006).

International Research and Exchanges Board, Short-term travel grant, "Factors Influencing Worker Performance in Armenia (Summer 2005).

IDRIG Travel Grant, Michigan State University, CASID/WID, (Ufa, Russia) (Spring 2005)

Special Foreign Travel Grant, Michigan State University, (Cluj, Romania) (Spring 2001)

Women's International Science Collaboration (WISC) Program, National Science Foundation grant, "Barriers to Investment in Russian Firms: Property Protection or Credit Constraints?" (Summer 2001).

International Research and Exchanges Board, Short-term travel grant, "Barter and Bribes: Restructuring or Rent-Seeking? An Analysis of Non-Market Transactions Among Russian Firms," (Summer 2001).

International Research and Exchanges Board, Short-term travel grant, "Investing in Russian Firms: Who Protects Property and How Secure are Property Rights?" (Winter 2000).

International Research and Exchanges Board, Short-term travel grant, "What Motivates Russians to Work?" (Summer 2000).

International Research and Exchanges Board, Short-term travel grant, "With What Success Are Russian Firms Restructuring?" (Summer 1999).

International Research and Exchanges Board, Short-term travel grant, "Russian Firms in Transition: Survival Strategies" (Summer 1996).

All University Research Initiation Grant [AURIG], Michigan State University, "Privatization, Production and Employment in Russian Industry," (1995-1996).

International Research and Exchanges Board, Short-term travel grant, "Privatization and Employment in Russian Industry: A Microeconomic Analysis" (Summer 1995).

William Davidson Institute Research Grant, University of Michigan "Privatization and Competition in Russian Industry" (1995-1996).

BURK Grant, University of Pittsburgh (materials and travel only) "Privatization in Russian Industry: Evaluating Firms' Strategies" (Summer 1994), "Privatization, Production and Employment in Russian Industry" (Summer 1995).

Kennan Institute for Advanced Russian Studies, Short-term grant "World War II and Soviet Industrial Capacity" (July 1992).

Michigan State University-Center for International Business Education and Research [MSU-CIBER] research grant (Summer-Fall 1992); MSU-CIBER curriculum development grant (Summer 1992); MSU-CIBER-ISP institutional linkages grant (June 1992).

All University Research Initiation Grant [AURIG], Michigan State University, "Barriers to the Diffusion of Innovation in Soviet Industry," (1990-1991).

Special Foreign Travel Grant, Michigan State University, (Spring 1989).

Research Initiation Grant (College level), Michigan State University, "Soviet Industrial Investment and Technical Choice," (Fall 1986); "Impact of World War II on the Soviet Economy," (Fall 1987); "Reorganization and Reform in the Soviet Economic Bureaucracy," (Fall 1988); "CPSU in Production: Can the Party Improve Enterprise Performance?" (Fall 1989); "Barriers to Innovation in Soviet Industry," (Fall 1990).

Soviet Interview Project Grant, University of Illinois/National Council for Soviet and East European Research, "Soviet Science and Technology: Investment and Innovation in Heavy Industry," (co-principal investigator with Judith Thornton, University of Washington) Fall 1986-Summer 1987 (materials and travel only).

Soviet Interview Project Grant, University of Illinois/National Council for Soviet and East European Research, "Soviet Enterprise Management Study," (Spring-Summer 1983), (Spring-Summer 1984), (Summer-Fall 1985).

American Association for the Advancement of Slavic Studies (AAASS) Research Grant, "Impact of World War II on the Soviet Union," (Spring 1983, Spring 1984).

Ford Foundation Grant, "Impact of World War II on the Soviet Union," (Spring-Summer 1983).

Scholars' Travel Grant, University of Illinois, (Fall 1983).

Louisiana State University Council on Research Grant, "Impact of World War II on the Soviet Union," (Spring 1983).

Louisiana State University Faculty Research Grant, "U.S. Trade Restrictions and Soviet Economic and Political Policy," (Summer 1981).

#### **Papers Presented at Professional Meetings and Conferences (last 5 years only):**

"Perceptions of Economic Insecurity: Evidence from Rural and Urban Workers in Russia, 1995-2004," presented at Midwest Economic Association meetings, Chicago (March 2008) (written with Anastasia Semykina); presented by Semykina at *2008 World Congress on National Accounts and Economic Performance Measures for Nations*, Washington D.C. (May 2008).

"Privatization and Efficiency: Evidence from Russian Firms," presented at Midwest Economic Association meetings, Chicago (March 2008) (written with Ilya Rahkovsky)

"How does Personality affect Performance in Transition Economies? A Comparative Analysis," presented at Midwest Economic Association meetings, Minneapolis (March 2007) (written with Anastasia Semykina).

"Explaining Gender Differences in Pay: Does Personality Matter?" presented at Midwest Economic Association meetings, Minneapolis, MN (March 2007) (written with and presented at MEA meetings by Anastasia Semykina); paper presented by Semykina at conference on *Labor Markets in Transition*, Ann Arbor, MI (May 2007); poster presented by Linz at Society of Labor Economists (SOLE) meetings, Chicago, IL (May 2007).

"Employment Obstacles: Evidence from Russia, Armenia and Kazakhstan," presented at Southern Economics Association meetings, Charleston S.C. (November 2006)

"Perceptions and Behavior: Analyzing Wage Arrears in Russia," presented at Asia Pacific Economic Association meetings, Seattle (July 2006) (written with Anastasia Semykina and Charles Petrin).

"Gender Differences in Personality and Earnings: Evidence from Russia," presented at Midwest Economic Theory meetings, MSU (April 2006) (written with and presented at conference by Anastasia Semykina).

“How Do Russians Respond to Wage Arrears?” presented at ACES/ASSA meetings, Boston (January 2006) (written with Anastasia Semykina and Charles Petrin).

“Worker Morale in Russia: An Exploratory Study” presented at Academy of World Business Conference, Gold Coast, Australia (July 2004) (written with and presented at conference by Pat Huddleston and Linda Good).

“Russian Women and the Glass Ceiling,” conference on *Cultural Dimensions of European [Dis]Integration: Transitions, Dislocations, and New Constructions* Michigan State University (March 2004).

### **Lectures and Seminars (last 5 years only):**

“Performance Enhancers: Nature vs Nurture; A Comparison of Workers in Russia, Armenia, and Kazakhstan,” Central Intelligence Agency, Washington D.C. (September 2006).

“Russia: Was the Transition a Success?” Taganrog State University for Radio Engineering, Taganrog, Russia (June 2005).

“EU Expansion: One Year Later,” Baldwin Wallace College, Economics Distinguished Lecture Series (March 2005).

“Barriers to Investment by Russian Firms,” Gorlin Memorial Lecture, Oakland University (April 2003).

“Capital Flight: Why Russian Businessmen do not Invest in Russian Firms,” Executive MBA Program, University of Michigan-Flint (April 2003).

### **Community Service (last two years only):**

“Perceptions of Economic Insecurity: Evidence from Rural and Urban Workers in Russia, 1995-2004,” MSU CERS seminar series (April 2008).

“Doing Business in Russia: Does Worker Morale Matter?” 7<sup>th</sup> Biennial International Business Institute for Community College Faculty, MSU CIBER (June 2007)

“Obstacles to Employment in Russia: Glass Ceiling or Sticky Floor? MSU, CASID/WID/CERS seminar series (March 2006)

“How do Russians Respond to Wage Arrears?” MSU, CERS seminar series (April 2006).

### **Training Programs in Russia/CIS:**

Moscow State University, Economics Faculty Re-training Program, Moscow (September 1991).

Taganrog Radio Engineering Institute, Economics Faculty/Training/Re-training Program, Taganrog, Russia (December 1991, June 1992, May 1993, May 1994, May 1996, June 1999).

NYU Center for War, Peace and News Media/Russian-American Press Information Center Russian Journalists Training Program, St. Petersburg, Novosibirsk, Russia (June 1993).

Russian Business Executives Training Program, Moscow International Business School and George Washington University (Summer 1993).

IREX Baltic Journalists Training Program, Riga, Latvia (May 1994).

Volgograd State Academy for Architectural Engineering, Economics and Business Administration Program, Volgograd, Russia (May 1996, May 1997).

**Committees and University Responsibilities (last 5 years only):**

University Committee on Faculty Tenure, Michigan State University, 2002- 2004.

Advisory Council, Center for European and Russian Studies, Michigan State University, 1993-1995, 1997- 2003.

Social Science Requirements Implementation Committee, College of Social Science, 2005.

Economics of Development Prelim Committee, MSU Economics Department, Spring 1994, Spring 1995, Fall 1995, Spring 1998, Fall 1998, Fall 1999, Spring 2000, Spring 2002, Spring 2005.

Undergraduate Instruction Committee, MSU Economics Department, 1999 - 2001, 2004 to 2006.