

## Curriculum Vitae of Harriet Zellner

### Education

Columbia University, Ph.D., Economics, 1975

Dissertation: "The Determinants of the Occupational Distribution of Women"

Harpur College, S.U.N.Y. at Binghamton, B.A., 1965

London School of Economics and Political Science, General Course Certificate, 1964

### Academic Honors and Fellowships

Rutgers University Research Council Fellowship for Assistant Professors

United States Department of Labor, Manpower Administration Doctoral Dissertation Grant

Herbert H. Lehman Fellowship for Graduate Work in the Social Sciences

Woodrow Wilson Fellowship

New York State Regents Fellowship

New York State Regents Scholarship

### Work Experience

June 1979 - Present

*President*  
Integral Research Inc.

April 1979 - July 1982

*Research Associate*  
Columbia University Center for the Social Sciences

Sept 1976 - April 1979

*Senior Economic Analyst*  
National Economic Research Assoc., Inc.

July 1973 - July 1976

*Assistant Professor*  
Douglass College, Rutgers University

April 1976 - July 1976

*Consultant*  
Organization for Economic Cooperation and Development

June 1968 - Oct 1968

*Consultant*  
RAND Corporation

### Courses Taught

#### Undergraduate Level:

Microeconomics  
Labor Economics  
Statistics  
The Economics of Discrimination  
Income Inequality

#### Graduate Level:

The Economics of Human Resources  
The Economics of the Labor Market

continued...

**Publications**

- “How the High Court Has Dealt with Statistical Testing”, *Employment Law Strategist*, May 2001
- “Statistical Testing for Employment Discrimination”, *Employment Law Strategist*, April 2001
- “Solving for X-Employees”, *Corporate Counsel Magazine*, April 2000
- “Discriminating Risk”, Best’s Review: Property/Casualty Edition, October 1999
- “Preventing Litigation by Pretesting Proposed Reductions in Force”, *Law Firm Partnership and Benefits Report*, January 1999
- “Reducing the Risk when Reducing the Force”, *Business Law Today*, November/December, 1998
- “When is Reduction in Force Too Small to Analyze Statistically?”, *Employment Law Strategist*, September, 1998
- “By the Numbers: Statistics and Employment Litigation”, *Risk Management*, September 1998
- “Age Discrimination: Revisiting the Issue of Statistical Evidence”, *New York Law Journal*, April 10, 1997
- “Not Just a Numbers Game”, *Business Law Today*, March/April 1994
- “RIF Checklist for In-House Counsel”, *New Jersey Law Journal*, November 15, 1993
- “When Is It Really Age Discrimination?”, *New York Law Journal*, November 4, 1993
- “Using Economic Techniques in Degree Valuation”, *New York Law Journal*, December 11, 1990
- “Discrimination and Affirmative Action: The Nature of Economic Evidence”, *Readings in Labor Economics and Labor Relations*, 3rd Edition, edited by Lloyd Reynolds, Stanley Masters and Collette Moser (New York: Prentice Hall, Inc., 1982), (with Dr. Beth Niemi)
- “Costs and Benefits of Systems Reliability”, *Electric Utilities in Illinois: Proceedings of the Sixth Annual Energy Conference*, September, 1978 (with L. Guth)
- “The Determinants of Female Occupational Segregation”, *Sex, Discrimination and the Division of Labor*, edited by Dr. C.B. Lloyd, New York: Columbia University Press, 1975
- “Discrimination Against Women, Occupational Segregation and the Relative Wage”, *American Economic Review: Papers and Proceedings*, May, 1972
- “Intra-Family Human Capital Transfer”, *Atlantic Economic Journal*, Vol. VIII, No. 1 (March 1980): 71 (with Dr. Beth Niemi)
- “The Economics of Alimony,” Columbia University Center for the Social Sciences, Pre-Print Series, #68, November, 1980 (with Dr. Beth Niemi)

**Professional Memberships**

- The American Economic Association
- The Eastern Economic Association
- The American Statistical Association
- The National Association of Forensic Economics

**Continuing Legal Education Courses Presented**

***Statistics in the Courtroom: An Intuitive Guide for the Practicing Attorney***

Presented at:

Chadbourne & Parke LLP, New York, NY, July 12, 2001  
New York County Lawyers Association, New York, NY, November 20, 2001  
Epstein, Becker & Green, P.C., New York, NY, May 31, 2002  
New York County Lawyers Association, New York, NY, October 21, 2002  
Kramer Levin, Naftalis & Frankel LLP, New York, NY, December 5, 2002  
Sedgwick, Detert, Moran & Arnold, New York, NY, December 9, 2002

***An Introduction to Statistical Testing in Employment Discrimination Cases***

Presented at:

Monroe County Bar Association, Buffalo, NY, September 19, 2001  
Jackson Lewis LLP, Woodbury, NY, January 8 and January 15, 2003  
Winston & Strawn, New York, NY, March 5, 2003  
Loeb & Loeb LLP, New York, NY, March 25, 2003  
Bryan Cave LLP, New York, NY, April 30, 2003

***A New Approach to Litigation Prevention: The Case of Reductions in Force***

Presented at:

Epstein, Becker & Green, P.C., Boston, MA, November 7, 2001  
Pennsylvania Bar Institute, Pittsburgh, PA, January 18, 2002  
Pennsylvania Bar Institute, Philadelphia, PA, January 25, 2002  
New York City Law Department, Labor & Employment Law Section, New York, NY, March 19, 2003  
Bryan Cave LLP, New York, NY, May 1, 2003

***Estimating Economic Loss In Connection with Wrongful Discharge, Wrongful Death and Personal Injury Cases***

Presented at:

The Marino Institute for CLE, Inc., New York, NY, May 6, 2001 and September 23, 2001  
Aaronson, Rappaport, Feinstein & Deutsch, LLP, New York, NY, February 6 and February 13, 2002  
The D.C. Bar Association, Washington, D.C., April 12, 2002  
Wilson, Elser, Moskowitz, Edelman & Decker, New York, NY, May 1, 2002  
Kopf, Nardelli & Dopf LLP, New York, NY, October 10 and October 17, 2002  
Sedgwick, Detert, Moran & Arnold, December 9, 2002  
Hodgson Russ, LLP, Buffalo, New York, January 9, 2003  
Callan, Koster, Brady & Brennan, LLP, New York, NY, January 14, 2003  
Salans, Hertzfeld, Heilbronn, Christy & Viener, New York, NY, February 21, 2003  
Peltz & Walker, New York, NY, April 12, 2003

**Herzfeld & Rubin, P.C., New York, NY, April 22, 2003**  
**New York County Lawyers Association, New York, NY, May 19, 2003**  
**Ward Norris Heller & Reidy LLP, Rochester, New York, May 24, 2006**

**Integral  
Research  
Inc.**

The Silk Building  
14 East 4th Street  
Suite 408  
New York, NY 10012

Tel: 212 533 1500  
Fax: 212 533 1682  
NJ: 201.787.3208

## Fee Schedule

	<u>Hourly Fee</u>
Senior Economist	\$400
Senior Economic Analyst	\$300
Economic Analyst	\$150
Research Assistant	\$50