

THE FUTURE OF WORK AND FAMILY FINANCIAL SECURITY

Speaker Biographies

Susan Houseman is vice president and director of research at the Upjohn Institute. A recognized expert on temporary help employment, outsourcing, and nonstandard work arrangements, Houseman has researched trends in employers' use of these arrangements and their implications for workers' wages, benefits, and employment stability. In ongoing work, she and colleagues Brad Hershbein and Katharine Abraham are partnering with Gallup to better measure contract and casual employment in household surveys. Other research has focused on offshoring and the growth of globalization, short-time compensation in state unemployment insurance programs, older worker and retirement issues, and comparative labor market policies in Europe and Japan. Houseman chairs the Bureau of Labor Statistics technical advisory committee, codirects the labor statistics program at the IZA, and is a member of the National Academy of Social Insurance and the National Bureau of Economic Research Conference on Research in Income and Wealth. She received her PhD in economics from Harvard University.

Signe-Mary McKernan is vice president for labor, human services, and population and codirector of the Opportunity and Ownership initiative at the Urban Institute. She is a wealth-building and poverty expert with two decades of experience researching access to assets and credit and the impact of safety net programs. She coedited *Asset Building and Low-Income Families*, coauthored a chapter in the *Oxford Handbook of the Economics of Poverty*, and advised the Consumer Financial Protection Bureau in setting up its research unit. Before joining Urban in 1999, she was lead economist on credit issues at the Federal Trade Commission. She has been a visiting and adjunct professor at Georgetown University and has been on the Center for Responsible Lending Research Advisory Council since 2013. McKernan has extensive experience leading large projects and using rigorous econometric methods, randomized controlled trials, and administrative and survey data to evaluate programs and policies. Her research has been published in books, policy briefs, reports, and refereed journals, including the *American Economic Review Papers and Proceedings*, *Demography*, and *Review of Economics and Statistics*. She has testified before Congress, appeared on NBC4 and Al Jazeera, and been cited in the *New York Times*, *Washington Post*, *Forbes*, and *Time*. McKernan's consumer finance research includes debt, financial products and services, the impact of the Great Recession, racial wealth disparities, individual development accounts, homeownership, and the alternative financial sector. Her poverty-related work evaluates the effectiveness of social programs in improving poverty, self-sufficiency, and material hardship. She has a PhD in economics from Brown University.

Robin McKinney is cofounder and CEO of the CASH Campaign of Maryland, a nonprofit that improves the financial security of low-income Marylanders. For the past 16 years, McKinney has worked in asset building, engaging in fundraising, advocacy, and program and coalition management, including for the Annie E. Casey Foundation and East Harbor CDC. She has a BSW from Elizabethtown College and an MSW from the University of Maryland School of Social Work, where she cofounded the Financial Social Work Initiative and is an adjunct professor. She is a board member of Prosperity Now (formerly CFED).





David A. Rodriguez was appointed executive vice president and global chief human resources officer for Marriott International in 2006. He joined Marriott as senior vice president for human resources in 1998 and was appointed to the board of directors' Committee for Excellence in 2004. Before joining Marriott International, Rodriguez held various human resources leadership positions at Citigroup. He received his bachelor's degree and his doctorate degree in industrial and organizational psychology from New York University. He is a vice chair and member of the executive committees of the Human Resources Policy Association and the American Health Policy Institute, a governor on the board of the Health Transformation Alliance, and a member of the HR People + Strategy executive advisory council. Rodriguez was inducted as a fellow of the National Academy of Human Resources in 2014.

Molly Scott is a senior research associate in the Metropolitan Housing and Communities Policy Center at the Urban Institute. For 16 years, Scott has studied Americans' experience of poverty and the effectiveness of programs and policies on the ground. In recent years, her work has focused on identifying the underlying structural issues that impede young people from completing their education, low-income adults from succeeding in the labor market, private-sector firms from adopting "good jobs strategies," and nonprofits and government agencies from designing and implementing approaches that achieve results. Scott has also collaborated with organizations to use people-centered design to develop new approaches to structural problems, put systems in place to pilot and test these approaches, and disseminate lessons learned to practitioners and policymakers.

Sarah Rosen Wartell became president of the Urban Institute in 2012 and is the third president since Urban was founded in 1968. During her tenure, Urban has articulated its strategy to "elevate the debate" by bringing more of its research insights to federal, state, and local government and practice; becoming a leader in research communications and data visualization; and undertaking an ambitious program of business systems and technology modernization. Previously, Wartell was deputy assistant to the president for economic policy and deputy director of the National Economic Council. At the US Department of Housing and Urban Development from 1993 to 1998, she advised the federal housing commissioner on housing finance, mortgage markets, and consumer protection. After government service, Wartell was the founding chief operating officer and then executive vice president of the Center for American Progress. Her work focused on the economy and housing markets, and she directed the Mortgage Finance Working Group and "Doing What Works" government performance program. Before her tenure in government, she practiced law with the Washington, DC, firm Arnold & Porter. Wartell has an AB degree with honors in urban affairs from Princeton University's Woodrow Wilson School of Public and International Affairs. She has a JD degree from Yale Law School.

