

Policy Options to Facilitate Work at Older Ages

Speaker Biographies

Andrew G. Biggs is a senior fellow at the American Enterprise Institute (AEI), where he studies Social Security reform, state and local government pensions, and public sector pay and benefits. Before joining AEI, Biggs was the principal deputy commissioner of the Social Security Administration (SSA), where he oversaw SSA's policy research efforts. In 2005, as an associate director of the White House National Economic Council, he worked on Social Security reform. In 2001, he joined the staff of the President's Commission to Strengthen Social Security. Biggs has been interviewed on radio and television as an expert on retirement issues and on public vs. private sector compensation. He has published widely in academic publications as well as in daily newspapers such as *The New York Times*, *The Wall Street Journal*, and *The Washington Post*. He has also testified before Congress on numerous occasions. In 2013, the Society of Actuaries appointed Biggs co-vice chair of a blue ribbon panel tasked with analyzing the causes of underfunding in public pension plans and how governments can securely fund plans in the future. In 2014, *Institutional Investor Magazine* named him one of the 40 most influential people in the retirement world. In 2016, he was appointed by President Obama to be a member of the financial control board overseeing reforms to Puerto Rico's budget and the restructuring of the island's debts. Biggs holds a bachelor's degree from Queen's University Belfast in Northern Ireland, master's degrees from Cambridge University and the University of London, and a PhD from the London School of Economics.

Courtney Coile is Professor of Economics at Wellesley College. She is a research associate of the National Bureau of Economic Research (NBER), where she serves as co-director of the NBER Retirement and Disability Research Center and co-director of the NBER International Social Security project. Professor Coile is a member of the Committee on Population at the National Academy of Sciences (NAS) and has served on the NAS' Committee on Understanding the Aging Workforce and Employment at Older Ages and Committee on the Long-Run Macroeconomic Effects of the Aging U.S. Population-Phase II. Her research focuses on the economics of aging and health, with particular interests in retirement decisions and public programs used by older and disabled populations. She is the author of dozens of articles and book chapters, co-author of *Reconsidering Retirement: How Losses and Layoffs Affect Older Workers*, and co-editor of the *Social Security Programs and Retirement Around the World* series. Dr. Coile received her PhD in economics from MIT and AB from Harvard University.

Melissa Favreault is a senior fellow in the Income and Benefits Policy Center, where her work focuses on the economic well-being and health status of older Americans and people with disabilities. She studies social insurance and social assistance programs and has written extensively about Medicaid, Medicare, Social Security, and Supplemental Security Income. She evaluates how well these programs serve Americans today and how policy changes and economic and demographic trends could alter outcomes for future generations. Much of her research relies on dynamic microsimulation, distributional models she develops to highlight how educational and economic advantages shape financial outcomes, disability trajectories, health care needs, and longevity. She has a special interest in the economic risks people face over their lives and has studied the lifetime costs of health care, including long-term services and supports, and of family caregivers' foregone earnings and employee benefits. Favreault has published research in *Demography*, *Health Affairs*, *Health Services Research*, and the *Journal of Gerontology: Social Sciences* and coedited *Social Security and the Family: Addressing Unmet Needs in an Underfunded System*. She served on the Social Security Advisory Board's 2011 Technical Panel on Assumptions and Methods. She is a member of the Congressional Budget Office's Panel of Health Advisers and serves on the board of the International

Microsimulation Association. She has testified before Congress on Social Security adequacy and how inequality shapes retirement security. Favreault earned her BA in political science and Russian from Amherst College and her MA and PhD in sociology from Cornell University.

Teresa Ghilarducci is a labor economist and nationally-recognized expert in retirement security. She holds the Irene and Bernard L. Schwartz Chair in economic policy analysis in the Economics Department at the New School for Social Research and directs the Schwartz Center for Economic Policy Analysis (SCEPA) that focuses on economic policy research and outreach. Ghilarducci joined The New School in 2008 after 25 years as a professor of economics at the University of Notre Dame. Her most recent book, *Rescuing Retirement: A Plan to Guarantee Retirement Security for All Americans*, offers solutions to the growing retirement crisis in the U.S. Her previous books include *How to Retire with Enough Money, When I'm Sixty Four: The Plot Against Pensions and the Plan to Save Them*, published in 2008; *Labor's Capital: The Economics and Politics of Employer Pensions*, winner of an Association of American Publishers award in 1992; and *Portable Pension Plans for Casual Labor Markets*, published in 1995.

Richard Johnson is a senior fellow in the Income and Benefits Policy Center at the Urban Institute, where he directs the Program on Retirement Policy. His current research focuses on older Americans' employment and retirement decisions, long-term services and supports for older adults with disabilities, and state and local pensions. Recent studies have examined job loss at older ages, occupational change after age 50, employment prospects for African Americans and Hispanics over age 50, and the impact of the 2007–09 recession and its aftermath on older workers and future retirement incomes. He has also written extensively about retirement preparedness, including the financial and health risks people face as they approach retirement, economic hardship in the years before Social Security's early eligibility age, and the adequacy of the disability safety net. Johnson's long-term services and supports research focuses on financing options and uses DYNASIM, Urban's dynamic microsimulation model, to project demand for services under current and alternative policies. His other major research thread involves state and local pension plans. He recently directed a team of researchers evaluating public pension plans in all 50 states and the District of Columbia, and he is examining how reforms might affect public-sector employees. Johnson, who writes and speaks frequently about income and health security at older ages, earned his AB from Princeton University and his PhD from the University of Pennsylvania, both in economics.