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Testing and Evaluating Proposed Improvements to Initial and Reconsideration Level Disability Determinations

Participant Bios

David Autor, PhD, is Ford Professor in the Massachusetts Institute of Technology (MIT) Department of Economics. Autor's scholarship explores the labor market impacts of technological change and globalization on job polarization, skill demands, earnings levels and inequality, and electoral outcomes. Autor has received numerous awards for both scholarship—the National Science Foundation CAREER Award, an Alfred P. Sloan Foundation Fellowship, the Sherwin Rosen Prize for outstanding contributions in the field of Labor Economics, the Andrew Carnegie Fellowship—and for teaching, including the MIT MacVicar Faculty Fellowship. In 2017, Autor was recognized by Bloomberg as one of the 50 people who defined global business.

Chantel Boyens is a Principal Policy Associate in the Income and Benefits Policy Center at the Urban Institute. Boyens' current work focuses on interactions between Social Security programs and retirement, pension, disability, and paid leave policy. Before joining Urban, Boyens was Acting Branch Chief and Senior Program Examiner in the Income Maintenance Branch of the Office of Management and Budget (OMB) from 2005 to 2014. Boyens led a team of Examiners responsible for policy analysis and oversight of retirement, disability, and income security programs in the Social Security Administration, the US Department of Health and Human Services Administration for Children and Families, the US Department of Agriculture Food and Nutrition Service, and the US Treasury. As a Senior Program Examiner at OMB, Boyens was the Lead Analyst for Social Security and retirement policy. Boyens worked on policies related to Social Security and retirement savings that were included in the Budget Control Act and the annual president's budget requests. In 2012, Boyens was detailed to the US Senate Budget Committee to assist in development of the budget resolution, focusing on income security and health care programs. Boyens holds an MPP from American University.

Manasi Deshpande, PhD, is an Assistant Professor of Economics at the University of Chicago Kenneth C. Griffin Department of Economics and a Faculty Research Fellow at the National Bureau of Economic Research (NBER). Deshpande's research interests include the optimal design of social safety net programs and their effects on consumption, health, and well-being. Deshpande's dissertation on the long-term effects of disability programs received the 2015 APPAM Dissertation Award, the 2015 Upjohn Institute Dissertation Award, and the 2016 NASI John Heinz Dissertation Award. Deshpande holds a PhD in economics from MIT and was previously a postdoctoral fellow at NBER and the Becker-Friedman Institute.

Howard H. Goldman, MD, is a Professor of Psychiatry at the University of Maryland School of Medicine. For the past decade, Goldman has chaired the National Academy of Sciences, Engineering and Medicine (NASEM) Standing Committee of Medical and Vocational Experts Assisting the Social Security Administration (SSA) on Disability Issues. Goldman received joint MD-MPH degrees from Harvard University in 1974 and a PhD in social policy research from the Heller School at Brandeis University in 1978. Goldman is the author or co-author of 375 publications in the professional literature. Goldman is the Emeritus Editor of *Psychiatric Services*, having served as its Editor from 2004 - 2016. Goldman also has served on the editorial boards of several other journals, including *Health Affairs*, the *American Journal of Psychiatry* and the *Journal of Mental Health Policy and Economics*. Goldman was the Senior Scientific Editor of the *Surgeon General's Report on Mental Health* from 1997-1999 for which Goldman was awarded the Surgeon General's Medallion. During 2002 and 2003, Goldman was a Consultant to the President's New Freedom Commission on Mental Health. In 1996, Goldman was elected to membership in National Academy of Social Insurance (NASI), and in 2002 Goldman was elected to the National Academy of Medicine. Dr. Goldman has worked on disability and disability policy for four decades. While serving as Assistant Director of the National Institute of Mental Health (1983 - 1985), Goldman worked closely with the SSA revising policies and regulations for assessing individuals with mental impairments. Goldman has written extensively about this topic, including papers in the *Milbank Quarterly* and *Health Affairs* and in a book with historian Gerald Grob, *The Dilemma of Federal Mental Health Policy*. Goldman also served on the Disability Policy Panel for NASI. In 2007 Goldman served on the IOM Committee on Medical Evaluation of Veterans for Disability Compensation. Since 2009, Goldman has served as a consultant to a series of consensus committees of the NASEM

related to various aspects of disability determination, all emanating from the NASEM Standing Committee that Goldman chairs. In addition to this work at the NASEM, Goldman is a consultant at Westat, where Goldman works on various disability-related research contracts with SSA, and is on an Intergovernmental Personnel Agreement with the NIH Rehabilitation Medicine Division working on research for SSA related to decision-support activities.

Nicole Maestas, PhD, is an Associate Professor of Health Care Policy at Harvard Medical School and a Research Associate of the NBER, where Maestas directs the NBER Retirement and Disability Research Center. Maestas studies the economics of disability insurance, labor markets, health care systems, and population aging. Maestas' research studies how the health and disability insurance systems affect individual economic behaviors, such as labor supply and the use of medical care. Maestas' research has shown how the federal disability insurance system discourages employment by people with disabilities. In other work Maestas is examining how population aging affects economic growth and how working conditions affect individuals' ability and desire to sustain employment at older ages. In current work, Maestas is investigating the causes of the opioid epidemic and its impact on employment and participation in the federal disability programs, as well as the effects of state Medicaid policies on the health care and well-being of people receiving Supplemental Security Income benefits. Maestas has published widely in the leading journals of economics, policy and medicine. Maestas received an MPP in public policy from the Goldman School of Public Policy at UC Berkeley, and a PhD in economics, also from UC Berkeley.

L. Scott Muller is a retired Senior Economist at the Office of Research, Evaluation, and Statistics at SSA, where Muller worked from 1978 through 2014. Muller is a Member of the American Economic Association and NASI. Muller holds a bachelor's degree in economics and political science from Syracuse University and a master's degree in economics from the University of North Carolina at Chapel Hill.

Harold Pollack, PhD, is the Helen Ross Professor at the School of Social Service Administration. Pollack is also an Affiliate Professor in the Biological Sciences Collegiate Division and the Department of Public Health Sciences. Co-founder of the University of Chicago Crime Lab, Pollack is Co-Director of the University of Chicago Health Lab. Pollack is a Committee Member of the Center for Health Administration Studies (CHAS) at the University of Chicago. Pollack's current NIH-funded research concerns improved services for

individuals at the boundaries of the behavioral health and criminal justice systems, disabilities, and two major new efforts to address the opioid epidemic in Illinois and across the nation. Past President of the Health Politics and Policy section of the American Political Science Association, Pollack has been appointed to three committees of the National Academy of Sciences. Pollack received his undergraduate degree, *magna cum laude*, in electrical engineering and computer science from Princeton University. Pollack holds master's and doctorate degrees in public policy from the Kennedy School of Government at Harvard University. Before coming to University of Chicago, Pollack was a Robert Wood Johnson Foundation Scholar in Health Policy Research at Yale University and taught health management and policy at the University of Michigan School of Public Health. Pollack has published widely at the interface between poverty policy and public health. Pollack's research appears in such journals as *Addiction*, *Journal of the American Medical Association*, *American Journal of Public Health*, *Health Services Research*, *Pediatrics*, and *Social Service Review*. Pollack's journalism regularly appears in such outlets as the *Washington Post*, the *Nation*, the *New York Times*, *New Republic*, and other popular publications. Pollack's *American Prospect* essay, "Lessons from an Emergency Room Nightmare," was selected for the collection *Best American Medical Writing, 2009*.

Jack Smalligan is a Senior Policy Fellow in the Income and Benefits Policy Center at the Urban Institute. Smalligan analyzes the interactions across disability, retirement, and paid leave policy. Previously, Smalligan was Deputy Associate Director at the Office of Management and Budget. As Director of the Education, Income Maintenance, and Labor Division, Smalligan was responsible for oversight and analysis of programs in the Departments of Education and Labor, the Social Security Administration, and low-income assistance programs in the Department of Health and Human Services Administration on Children and Families, Department of Agriculture Food and Nutrition Service, and the Treasury (earned income tax credit). Over 27 years, Smalligan served five administrations, working extensively on Social Security issues for four of them. Smalligan developed policies that have been incorporated into many pieces of legislation, including the North Atlantic Free Trade Agreement of 1993, the Taxpayer Relief Act of 1997, and the American Recovery and Reinvestment Act of 2009. In 2012, Smalligan was a guest scholar at the Brookings Institution, where Smalligan analyzed the Social Security disability programs and with Jeff Liebman published recommendations that helped influence the Bipartisan Budget Act of 2015.

Smalligan received a master's degree in public policy from the University of Michigan.

Art Spencer began a career with the Virginia Disability Determination Services (DDS) in 1973. Spencer received a series of promotions, including Line and Quality Assurance Supervisor; led all statewide training; and for seven years was the Regional Director in Roanoke, Virginia, leading DDS operations for the southwest quadrant of the State. In 1993 Spencer was selected to be the Director of the Delaware DDS; in 1994 was a Disability Program Administrator in the Philadelphia Region and in 1995 became the Director of the New Jersey DDS, where Spencer served for seven years. Beginning in 2002, Spencer was with the Office of Disability Programs in Central Office, focusing on the development and interpretation of disability policy, primarily non-medical and evaluation policies and procedures. Spencer led the development of the Request for Program Consultation (RPC) process, a new way to resolve questions and disagreements on complex disability issues nationwide. In July 2008, Spencer was selected for SSA's Senior Executive Service (SES) development program. Spencer's first assignment was within the Office of Disability Systems, coordinating the development tasks for the Disability Claims Processing system, and Spencer's second assignment took Spencer to the San Francisco region to lead operations for six Teleservice Centers. Between June 2010 and January, 2014, Spencer was the Associate Commissioner for the Office of Disability Policy responsible for the nation's Social Security's disability policy. Spencer has a BS degree from Virginia Commonwealth University and an MPA from Virginia Tech and is a member of the National Academy of Social Insurance. Now retired, Spencer makes stained glass windows, plays with grandchildren, plays the guitar, and continues to be involved in disability program issues.

Melissa Spencer joined SSA in 1996 and served as the Deputy Associate Commissioner for SSA's Office of Disability Policy before retiring. Before graduating SSA's Senior Executive Service Candidate Development Program, Spencer led all quality reviews for SSA's programmatic workloads, including disability claims, as the Acting Deputy Associate Commissioner for the Office of Quality Review. Spencer redesigned the State DDS quality review processes by instituting virtual review and SSA's targeted denial review. Spencer has served on several national groups, developing expertise in key areas including childhood disability policy. Spencer provided leadership and guidance to states as the federal liaison for the Maryland, Delaware, and West Virginia DDSs. Before joining SSA, Spencer spent 13 years in the Virginia DDS as a Disability

Examiner and Manager, after beginning a career as a Vocational Rehabilitation Counselor. Spencer holds a BS in rehabilitation services from Virginia Commonwealth University.

David Stapleton, PhD, has been conducting disability policy research for over 27 years, beginning with SSA-sponsored research on the causes of growth in the Social Security Disability Insurance (SSDI) program in the 1990s. Much of Stapleton's work has focused on the impacts of public policy on the employment and income of people with disabilities, and the potential of changes in policy to improve employment and program outcomes. In 2007, Stapleton led the establishment of Mathematica's Center for Studying Disability Policy, now widely recognized as the pre-eminent center for rigorous disability policy research in the United States. Stapleton continued to lead that Center until stepping down in 2018. At Mathematica, Stapleton co-led SSA's evaluation of Ticket to Work and the recently completed evaluation of the Benefit Offset National Demonstration. Stapleton also served as the leading subject matter expert on the Department of Labor's (DOL) Stay at Work/Return to Work Project, which focused on policy and program option to reduce needless labor force exit and SSDI entry by workers with significant injuries or chronic conditions. This work was the genesis of many of the interventions that states are currently developing and testing under DOL's Retaining Employment and Talent after Injury/Illness Network demonstration. During the 2015 debate about the pending exhaustion of the SSDI Trust Fund Stapleton served as an advisor to the Bipartisan Policy Center's effort to craft a proposal. Separately, Stapleton led development of a proposal to change the front end of SSDI in a manner designed to ensure that applicants had the support they needed to stay in the labor force before entering SSDI: The Employment Eligibility Services system. Stapleton also served as Director of Mathematica's cooperative agreement with the SSA's six-year Disability Research Consortium and later as deputy director for SSA's Retirement and Disability Research Consortium agreement with Boston College. Stapleton is currently working as an independent consultant.