

Constantijn (Stan) Panis, Ph.D.

Principal

Advanced Analytical Consulting Group, Inc.

Phone: (310) 866-2650

Email: StanPanis@AACG.com

Professional Summary

Dr. Constantijn Panis is an expert in labor markets, health care, demographic issues, applied econometrics, economic modeling, and statistical sampling. He has extensive litigation support experience including as economic expert witness in labor, health care, and class action cases. He has published extensively; was an award-winning teacher in MBA and undergraduate programs; and co-founded a successful company that developed statistical software to disentangle causality, reverse causality, and selection effects in economic models.

Prior to joining Advanced Analytical Consulting, Dr. Panis led the Economic and Statistical Consulting group of Deloitte & Touche in the Pacific Southwest. Before that, he was a senior economist at the RAND Corporation, directing federally-funded research on employment and health care issues. He served on the faculty of the University of Southern California and the University of California at Irvine, teaching undergraduate and graduate statistics and economics courses.

Education

- Ph.D., Economics, University of Southern California, Los Angeles, California
- J.D. (equivalent), Dutch Civil Law, University of Groningen, Netherlands
- M.A., Business Economics (cum laude), University of Groningen, Netherlands
- B.A., Economics (cum laude), University of Groningen, Netherlands

Selected Engagements

- In a matter involving the sale of deferred annuities to senior citizens, Dr. Panis served as expert on the benefits of lifelong-guaranteed income for retirement satisfaction and symptoms of depression.
- Dr. Panis served as expert on demographic trends, health care utilization, and their implications for future demand for hospital services.
- Dr. Panis served as economic expert to calculate lifetime lost earnings of someone who was injured before reaching her target occupation.
- The Department of Labor (DOL) commissioned Dr. Panis to study a variety of labor and pensions issues. Based on this work, he published a book on major trends in workforce composition and employer-employee relations, an academic article on pre-retirement pension cash-out behavior, and a book chapter on demand for and supply of skilled labor.
- Dr. Panis provided litigation support in several cases involving hospitals that allegedly manipulated their charges to extract greater Medicare reimbursements.
- Dr. Panis served as economic expert in a class action insurance case over the insurance company's alleged obligation to share in the legal expenses of its insureds.
- Dr. Panis developed a Monte Carlo simulation model of health status and medical expenditures for the Centers of Medicare and Medicaid Services.
- In a variety of engagements, Panis designed statistical samples or reviewed the appropriateness of samples for financial audit, damages calculations, or other extrapolation purposes.

Professional Experience

- Principal, Advanced Analytical Consulting Group, Inc. 2009 – present.
- Manager / Senior Manager, Deloitte Financial Advisory Services LLP, Economic and Statistical Consulting, 2004 – 2009.
- Senior Economist/Economist/Associate and Economist/Consultant, The RAND Corporation, 1986-1996 and 1997-2004. Senior Economist, 1999 –2004.
- Consultant, Analysis Group, 2004
- Co-founder and CEO, EconWare, Inc., 1999 – 2005

- Business Analyst, Computer Sciences Corporation, 1996 – 1997
- Adjunct Associate/Assistant Professor, University of Southern California, Economics Department and Marshall School of Business, 1993 – 2002 (intermittently)
- Lecturer, University of California at Irvine, Graduate School of Management, 1992 – 1995 (intermittently)

Professional Organizations:

- American Economic Association
- Association of Business Trial Lawyers
- Los Angeles County Bar Association

Papers and Publications

- “Supply of and Demand for Skilled Labor in the United States” (with Lynn Karoly). 2009. Chapter 2 in *Skilled Migration Today: Prospect, Problems and Policies*, edited by Jagdish Bhagwati and Gordon Hanson. Oxford University Press.
- “An Analysis of the Choice to Cash Out, Maintain, or Annuitize Pension Rights upon Job Change or Retirement,” (with Michael Hurd). *Journal of Public Economics* 2006, Volume 90 (12): 2213-2217.
- “Health and Spending of the Future Elderly: Consequences of Health Trends and Medical Technology” (with Dana Goldman et al.). *Health Affairs* Web Exclusive, 26 September 2005 (<http://content.healthaffairs.org/cgi/reprint/hlthaff.w5.r5v1>).
- “Pension Annuitization and Social Security Claiming,” (with Michael Hurd, James Smith, and Julie Zissimopoulos). 2004. Chapter 5 in *Developing an Annuity Market in Europe*, Elsa Fornero and Elisa Luciano (eds.). ISBN 1843764768. Edward Elgar, London.
- *The 21st Century at Work: Forces Shaping the Future Workforce and Workplace in the United States*, 2004 (with Lynn Karoly), RAND MG-164-DOL. ISBN 0-8330-3492-8. Santa Monica, California. See <http://www.rand.org/publications/MG/MG164>.
- “Disability Forecasts and Future Medicare Costs,” (with Jayanta Bhattacharya et al.). *Health Policy Research* 2004, Volume 7: 75-94, David Cutler and Alan Garber (eds), MIT Press, Cambridge, Mass.

- “Annuities and Retirement Well-being,” 2004, Chapter 14 in *Pension Design and Structure: New Lessons from Behavioral Finance*, Olivia S. Mitchell and Stephen P. Utkus (eds), ISBN 0-19-927339-1. Oxford: Oxford University Press.
- “The Size and Composition of Wealth Holdings in the United States, Italy, and the Netherlands,” 2005, (with Arie Kapteyn). Chapter 9 in *Analyses in the Economics of Aging*, David Wise (ed.). National Bureau of Economic Research, The University of Chicago Press: Chicago, Illinois.
- *Health Status and Medical Treatment of the Future Elderly*, 2004 (with Dana Goldman et al.), RAND TR-169-CMS. ISBN 0-8330-3653-X. Santa Monica, California. See <http://www.rand.org/publications/TR/TR169>.
- “Forecasting the Nursing Home Population,” (with Darius Lakdawalla, Dana Goldman, Jayanta Bhattacharya, Michael Hurd, Geoffrey Joyce). *Medical Care*, 41(1): 8-20, January 2003.
- “Effects of Changing Social Security Administration's Early Entitlement Age and the Normal Retirement Age,” (with Michael Hurd and David Loughran). Working paper, November 2002.
- “Workers That Claim Early Social Security Benefits,” (with Julie Zissimopoulos). Working paper, October 2002.
- “Nonmarital Childbearing: Influences of Education, Marriage, and Fertility,” (with Dawn Upchurch and Lee Lillard), *Demography* 39(2): 311-329, May 2002.
- “Microsimulations in the Presence of Unobserved Heterogeneity,” Working paper, December 2003.
- “MetLife Retirement Crossroads Study: Paving the Way to a Secure Future,” 2002, Metropolitan Life Insurance Company, February 2002. <http://www.metlife.com/WPSAssets/97633369201018640707V1FRAND-Final.pdf>.
- “Determinants and Accuracy of Planned Retirement Age,” (with Michael Hurd and David Loughran). Working paper, November 2001.
- “The Impact of Nonmarital Childbearing on Subsequent Marital Formation and Dissolution,” 2001, (with Dawn Upchurch and Lee Lillard) in Wu, Haveman, and Wolfe (Eds.), *Out of Wedlock: Trends, Causes, and Consequences of Nonmarital Fertility*. Russell Sage, New York.
- “The Quality of Retrospective Data: An Examination of Long-Term Recall in a Developing Country,” 2001, (with Megan Beckett, Julie DaVanzo, Christine Peterson, and Narayan Sastry), *Journal of Human Resources* 2001, 36(3): 593-625.

- “Comparing Disability Growth among the Young and Old,” (with Darius Lakdawalla, Jayanta Bhattacharya, Dana Goldman, Michael Hurd, Geoffrey Joyce). RAND working paper, April 2001.
- “SSA Program Data User’s Manual,” June 2000, (with Roald Euller, et al.), Report for the Social Security Administration, RAND PM-973-SSA
- “Release of Confidential Microdata for Research: Case Studies of Federal Agencies and Recommendations for the Social Security Administration,” May 2000 (with Cynthia Grant and Roald Euller), Report for the Social Security Administration, RAND PM-1044-SSA.
- “Citizens, Computers, and Connectivity: A Review of Trends,” September 1999, (with Tora Bikson), RAND MR-1109-MF.
- “Near Term Model Development, Part II” August 1999, (with Lee Lillard), final report for the Social Security Administration.
- “Panel Attrition from the Panel Study of Income Dynamics: Marital Status, Income, and Mortality,” (with Lee Lillard), *Journal of Human Resources* 1998, 33(2): 437-457.
- “Socioeconomic Differentials in the Returns to Social Security,” February 1996, (with Lee Lillard). RAND DRU-1327-NIA.
- “Social Security: Equity, Adequacy, Reforms,” 1996, (with Lee Lillard) RAND Documented Briefing, DB-167-NIA.
- “Social Security Reform: Touching the Rail,” Winter 1995-96 (with Lee Lillard), *RAND Research Review*, Vol. XIX, No.3.
- “The Value of an Annuity When Payments and Survival Probabilities Depend on Future Events,” 1997, (with Lee Lillard and Michael Brien).
- “Marital Status and Mortality: The Role of Health,” (with Lee A. Lillard), August 1996, *Demography*, 33(3): 313-327.
- “Life Expectancy Projections for European Union Member Countries,” Final report prepared for Directorate General V (Employment, Industrial Relations, and Social Affairs) of the European Commission (with Erwin Charlier and James Kahan). September 1996.
- “Computers and Connectivity: Current Trends,” in *Universal Access to E-mail*, Robert H. Anderson, Tora Bikson, Sally Ann Law, and Bridger Mitchell (eds), RAND. Also in *Social Psychology of the Internet*, Sara Kiesler (ed.), Mahwah, New Jersey: Erlbaum, Inc., 1996. (With Tora K. Bikson).

- “Child Mortality in Malaysia: Explaining Ethnic Differences and the Recent Decline,” *Population Studies* 49 (1995): 463-479 (with Lee Lillard).
- “Implications of Family Formation for Educational Attainment among Young Women,” 1995 (with Lee Lillard and Dawn Upchurch).
- “Health Inputs and Child Mortality: Malaysia,” *Journal of Health Economics*, 13 (1994): 455-489 (with Lee Lillard).
- “Interdependencies Over the Life Course: Women’s Fertility, Marital, and Educational Experiences,” 1996 (with Lee Lillard and Dawn Upchurch).
- “The Decline of Infant Mortality in Malaysia: Causes and Policy Implications.” In *Health, Economics, and Development: Working Together for Change*, World Federation of Public Health Associations, pp. 71-72 (presented to the 7-th International Congress, Bali, Indonesia, December, 1994.)
- “The Piecewise Linear Spline Transformation with an Application to Age at First Marriage,” *Stata Technical Bulletin* 18 (1994): 27-29.
- “Timing of Child Replacement Effects on Fertility Timing in Malaysia,” (with Lee A. Lillard), RAND Labor and Population Program, DRU-331-NICHD, June 1993.
- “The Logit Model: An Introduction for Economists,” review of book by J. S. Cramer, *Journal of Regional Science*, 1992, 32:392-394.

Peer Evaluation and Referee Experience

- Referee for the following academic journals:

<i>Journal of Political Economy</i>	<i>Demography</i>
<i>Journal of Human Resources</i>	<i>Social Security Bulletin</i>
<i>National Tax Journal</i>	<i>Demographic Research</i>
<i>Journal of the Royal Statistical Society, Series B</i>	<i>Social Science & Medicine</i>
<i>Statistical Modeling: an International Journal</i>	<i>Economic Journal</i>
<i>Journal of Population Economics</i>	<i>Empirica</i>
- R03 Grant Reviewer, National Institute for Child Health and Human Development (2004)
- Review panelist, PENSIM Pension Simulation Model, Department of Labor (2000)