



QUALIFICATIONS SUMMARY

Dr. Hassan Enayati is a labor economist with 15 years of experience conducting social science research and evaluations. His research uses applied microeconomics to examine employment and compensation questions through an equity lens including disability employment policy, school-to-work transitions, employer disability practices, and justice involvement. Dr. Enayati applies his professional experience in academic and research organizations to design and direct large research projects and to deliver meaningful insights to relevant stakeholders, including two active projects where he helped to recruit and facilitates expert panels of individuals with lived experience. His recent work includes serving as Program Director on the Department of Labor's Evaluation of the Employment Transition Models Demonstration and on the evaluation of the Maryland Pathways to Partnership Initiative. Dr. Enayati is well-published with several peer-reviewed book chapters and articles in journals such as *Journal of Disability Policy Studies*, *Journal of Vocational Rehabilitation*, and *Public Policy & Aging Report*. He has a track record of leading projects funded by the U.S. Department of Education, U.S. Department of Labor, Social Security Administration, U.S. Department of Health and Human Services, and numerous city and state agencies. Dr. Enayati leverages quantitative and methodological skills along with clear and intentional communication to effectively translate research findings into actionable knowledge.

EDUCATION	RELEVANT SKILLS/EXPERTISE
PhD, Economics, Michigan State University; 2014	• Experimental and quasi-experimental evaluation • Quantitative equity analysis • Knowledge translation • Lead interdisciplinary research teams
MS, Policy Economics, University of Illinois; 2008	
BA, Economics, University of Illinois; 2007	
	• Subject matter expertise in the areas of transition, employer disability practices, and justice involvement • Survey and administrative data analysis • Survey design • Census Special Sworn Status

RELEVANT PROFESSIONAL EXPERIENCE

Senior Associate. Abt Associates (2022–Present). Chicago, IL

Project Director, Evaluation of Maryland Pathways to Partnership Initiative (2024–Present). MPPI aims to enhance transition services for children and youth with disabilities, with a focus on career development and competitive integrated employment. Leveraging existing interagency infrastructure, including the State Agency Transition Collaborative, MPPI aims to improve service coordination, resource sharing, and data exchange while establishing new local interagency agreements. Responsibilities include directing evaluation tasks, developing the evaluation design report, overseeing the development of data collection instruments, and client engagement.

Project Director, Employment Transitions Models Evaluation (ETM-E), Department of Labor (2023–Present). ETM-E will evaluate up to four DOL-funded programs to improve outcomes for youth and young adults with disabilities. Working with DOL's Chief Evaluation Office and Office of Disability Employment Policy, the Abt team will conduct knowledge development activities; design and carry out implementation, outcomes, and customer experience

studies; conduct an evaluability assessment to develop future research; and provide broad dissemination to policymakers and practitioners.

Project Director & Director of Research, Earnings Loss Study 3 (ELS3), Department of Veterans Affairs/SAG Corporation (2022–Present). The goal of the ELS is to estimate of the impact of service-connected disabling conditions on earnings, to support updates to the Veteran Affairs Schedule for Rating Disabilities. The ELS study team is developing estimates, refining methods to produce more precise results, expanding analyses to explore factors influencing earnings loss, creating supporting documentation on specific conditions, and designing dissemination products to allow for VA personnel to think and communicate about study findings. Responsibilities include identifying potential improvements and extensions to data analysis, drafting analysis plans to explore and implement, and report writing and review.

Project Director, Consultation Services to Identify Options for an Age-18 Redetermination and Legal Services Demonstration, Social Security Administration (2024–2025). This project aims to identify approaches and evaluation designs to improve the Supplemental Security Income (SSI) age-18 redetermination process. Abt will develop and administer a technical expert panel to identify key considerations in building evidence on interventions to improve the age-18 redetermination process. Responsibilities include coordinating the project team, which will consist of three senior staff and two logistical support staff, supporting the development and administration of the technical expert panel, and lead the writing of the final report.

Senior Associate, NIDILRR Evaluation Services, National Institute on Disability, Independent Living, and Rehabilitation Research (2023–2025). The evaluation services in this task order engage people with disabilities and their family members – NIDILRR’s ultimate intended beneficiaries – and provide critical feedback and insights that will help NIDILRR to evaluate its grant programs. Responsibilities include recruiting and facilitating discussions among a panel of primary intended users of NIDILRR, including individuals with disabilities, service providers, researchers, clinicians, policy experts, federal and non-federal partners, and employers.

Senior Associate, WorkSmart, Social Security Administration (2023–2024). This study aims to assess SSA’s WorkSmart program to identify where the program is being implemented as intended. Responsibilities include the development of a paper on a monitoring framework of the program as well as another paper on potential enhancements to the program’s automated features.

Project Director, Autism Transition to Adulthood Initiative (ATTAIN), Cornell University (2022–2024). ATTAIN’s objective is to empirically test the predictors of successful transition from high school. Role from Abt includes leading the statistical analysis of transition predictors, oversee implementation of the nationally-representative, longitudinal survey, and dissemination.

Research Team Lead, Expert Medical Assessment of Impairments and Evidence Most Likely to Support Specific Functional Limitations, Social Security Administration (2022–2023). This project aims to produce information that SSA needs to help disability adjudicators substantiate when specific functional limitations are present in disability claims. Abt leads this project by convening medical experts, facilitating consensus building, and documenting decision criteria to provide SSA with objective and reliable data. Responsibilities include leading the development of the research plan and coordinating medical expert reviews and meetings.

Research Team Lead, Synthesizing Information about Vocational Preparation Requirements, Occupational Tasks, and Required Functional Abilities in the Standard

Occupational Classification (SOC) System (2022–2023). This project provided SSA with information to relate claimants' mental and cognitive functioning to essential job tasks associated with specific vocational preparation requirements of occupations. Abt convened an expert work group to rate the levels and frequency of social interaction and adaptation, facilitated consensus building, and reported the final data to SSA. Responsibilities include leading the development of the rating protocol, preparation of national data sources, facilitating expert work group meetings, and writing the final report.

Quantitative Analyst, Implementation and Evaluation of the Benefit Offset National Demonstration (BOND), Social Security Administration (2022). BOND tested a reduction in Social Security Disability Insurance (SSDI) benefits by \$1 for each additional \$2 earned over the allowed threshold, rather than eliminating the entire cash benefit above the threshold, the current policy. Responsibilities include contributing to the development of special reports on long-term impacts of BOND, the end of BPP, and differences in barriers to work by race and ethnicity.

ADDITIONAL RELEVANT WORK HISTORY

Assistant Executive Director, Institute for Compensation Studies, Cornell University (2019–2022). Ithaca, NY

- Strategic director of major research efforts at ICS, a leading-center specializing in compensation research and bridging the academia-practitioner communication gap

Extension Faculty - Research Associate, Yang Tan Institute on Employment and Disability, Cornell University (2014–2022). Ithaca, NY

- *Project Director / Principal Investigator*, Disability Innovation Fund – Oregon's Career Advancement Initiative Model Demonstration Project, U.S. Department of Education (2021–2022).
- *Project Director / Principal Investigator*, Autism Transition to Adulthood Initiative (ATTAIN), Private Philanthropist (2020–2022).
- *Co-Principal Investigator*, Field Initiated Research - Connecting Practices to Outcomes: Lessons from the Federal Sector Workplace, National Institute on Disability, Independent Living, and Rehabilitation Research (2018–2021).
- *Project Director / Principal Investigator*, Initial Impact of Section 503 Rules: Understanding Good Employer Practices and the Trends in Disability Violations Among Federal Contractors, U.S. Department of Labor (2017–2019).
- *Director of Research*, New York State's Promoting the Readiness of Minors in Supplemental Security Income (NYS PROMISE), U.S. Department of Education (2017–2019).
- *Principal Investigator*, Educational Experiences of Transition Age Youth with and without Disabilities and Their Later Employment Outcomes, U.S. Department of Education (2014–2019).
- *Co-Principal Investigator*, Connecting Diversity Practices to Employment Outcomes: Lessons from the Federal Sector Workplace, YTI – Cornell University (2017–2018).
- *Key Researcher*, New York State's Promoting the Readiness of Minors in Supplemental Security Income (NYS PROMISE), U.S. Department of Education (2014–2017).

- *Researcher*, Rehabilitation Research and Training Center (RRTC) on Employer Practices Related to Employment Outcomes, National Institute on Disability, Independent Living, and Rehabilitation Research (2014–2015).

Extension Faculty - Research Associate, Institute for Compensation Studies, Cornell University (2014–2022). Ithaca, NY

- *Project Director / Principal Investigator*, Compensation Benchmarking Study, Salary.com (2021–2022).
- *Key Researcher*, Criminal Record Inaccuracies and the Effects of a Criminal Record Education Intervention on Employment-Related Outcomes, Center for the Study of Inequality - Cornell University (2020–2021).
- *Project Director / Principal Investigator*, Firm Performance and Compensation Metric Redundancy: An Analysis of Executive Pay, Pearl Meyer & Partners LLC (2020–2021).
- *Project Director / Principal Investigator*, Assess Compliance and Awareness of New York City Salary History Ban, City of New York (2020).
- *Project Director / Principal Investigator*, Clearing the Path to Gender Pay Equity: Assessing the Understanding of New York City's Salary History Question Ban Among Workers, ILR School – Cornell University (2019–2020).
- *Co-Principal Investigator*, Nurse Staffing Mandate Implications, New York State Department of Health (2019).
- *Project Director / Principal Investigator*, Performance Measure Redundancy in CEO Pay, Pearl Meyer & Partners LLC (2018–2019).
- *Key Researcher*, Criminal Record Inaccuracies and the Impact of a Record Education Intervention on Employment-Related Outcomes, U.S. Department of Labor (2017–2019).
- *Co-Principal Investigator*, Percent of Long-Term Incentive Compensation and Firm Performance, Pearl Meyer & Partners LLC (2016–2018).
- *Principal Investigator*, Total Shareholder Return, CEO Compensation, and Firm Performance: An Analysis of S&P 500 Companies, Pearl Meyer & Partners LLC (2015).

Graduate Research Assistant, Michigan State University (2011–2014). East Lansing, MI

RELEVANT PUBLICATIONS OR PRESENTATIONS

Journal Articles and Book Chapters

- Brendli, K., Shaw, L., Enayati, H. (forthcoming). Predictors of Postsecondary Education and High School Exit for Autistic Youth. *Career Development and Transition for Exceptional Individuals*.
- von Schrader, S., Enayati, H., Bruyère, S. M. (in press). Using multiple data sources to understand disability in organizations: Lessons from the federal sector. In Thomas Geisen (Ed.), *Work, Health, and Sustainability*.
- Enayati, H., Barrington, L. (2020). Job Change, Earnings and Recalibration: Reemployment, Unemployment or Retirement?. *Public Policy & Aging Report, Public Policy & Aging Report, Vol 30* (3), 95-100.

- Enayati, H., Shaw, L. (2019). Bounding the return on investment and projecting the costs of expanding PROMISE services and activities: Initial insights from PROMISE for policymakers. *Journal of Vocational Rehabilitation*, 51 (2), 263-273.
- Rudstam, H. H., Chang, V., Enayati, H. (2019). *Chapter 8: Mental Illness and Employment: Understanding a Major Disability Population in the US Workforce*. In Susanne Bruyère (Ed.), *Employment and Disability: Issues, Innovations, and Opportunities* (vol. 2019, pp. 33-64). Labor Industrial Relations Research Association.
- Enayati, H., von Schrader, S., Erickson, W., Bruyère, S. M. (2019). Minimizing Discrimination and Maximizing Inclusion: Lessons from the Federal Workforce and Federal Subcontractors. In Susanne Bruyère (Ed.), *Employment and Disability: Issues, Innovations, and Opportunities* (vol. 2019, pp. 33-64). Labor Industrial Relations Research Association.
- Enayati, H., Karpur, A. (2018). Impact of Participation in School-to-Work Programs on Postsecondary Outcomes for Youth with Disabilities from Low-Income Families. *Journal of Disability Policy Studies*, 29 (4), 235-244.
- Enayati, H. A., von Schrader, S. (2016). Using Administrative Data. In Susanne M. Bruyère (Ed.), *Disability and Employer Practices: A Transdisciplinary Approach* (pp. 30). Ithaca, NY, United States: ILR Press.

Reports and Issue Briefs

- Enayati, H., Schwartz, D., Clarkwest, A., & Wood, M. (2023). *Synthesizing Information about Vocational Preparation Requirements, Occupational Tasks, and Required Functional Abilities in the Standard Occupational Classification (SOC) System: Supplement to the Final Report*. Rockville, MD: Abt Associates.
- Enayati, H., Geyer, J., Wood, M., & Grittner, A. (2022). *BOND Implementation and Evaluation: Insights on Racial and Ethnic Equity*. Rockville, MD: Abt Associates.
https://www.ssa.gov/disabilityresearch/documents/Topic5_Racial_Ethnic_Equity_BOND_12_2222_508c.pdf
- Enayati, H., & von Schrader, S. (2020). *Initial Impact of Section 503 Rules: Understanding Good Employer Practices and the Trends in Disability Violations Among Federal Contractors*. Ithaca NY: Cornell University. <https://doi.org/10.7298/a5qb-sk78>
- Wells, M., York Cornwell, E., Barrington, L., Bigler, E., Enayati, H., & Vilhuber, L. (2020). *Criminal Record Inaccuracies and the Impact of a Record Education Intervention on Employment-Related Outcomes*. Ithaca NY: Cornell University.
<https://hdl.handle.net/1813/103780>
- Bjelland, M., Chang, V., Enayati, H., Erickson, W., Golden, T., Karhan, A., Malzer, V., Podolec, M., Saleh, M., & Shaw, L. (2019). NYS PROMISE Final Report, Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Enayati, H., Erickson, W., Karhan, A., Malzer, V., Podolec, M., Saleh, M., & Shaw, L. (2019). NYS PROMISE Program Fidelity Report, Winter 2019 Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Fitzpatrick M., Avgar A., Bjelland, M., Enayati, H., and Strom P. (2019). *A Report on Potential Effects of New York State's Proposed Minimum Nurse Staffing Legislation*. Cornell University Schools of Human Ecology and Industrial and Labor Relations.

- Chang, V., Enayati, H., Erickson, W., Karhan, A., Malzer, V., Podolec, M., Saleh, M., & Shaw, L. (2018). NYS PROMISE Program Fidelity Report, Summer 2018 Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Chang, V., Enayati, H., Erickson, W., Karhan, A., Malzer, V., Podolec, M., Saleh, M., & Shaw, L. (2018). NYS PROMISE Program Fidelity Report, Winter 2018 Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Enayati, H., Erickson, W., Filiberto, D., Golden, T., Karpur, A., Malzer, V., Podolec, M., Saleh, M., & Sellers, D. (2017). NYS PROMISE Program Fidelity Report, Winter 2017 Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Enayati, H., Erickson, W., Filiberto, D., Karpur, A., Malzer, V., Podolec, M., & Saleh, M. (2017). NYS PROMISE Program Fidelity Report, Summer 2017 Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Enayati, H., Erickson, W., Filiberto, D., Golden, T., Karpur, A., Malzer, V., Podolec, M., Saleh, M., & Sellers, D. (2016). NYS PROMISE Program Fidelity Report, Summer 2016 Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Enayati, H., Erickson, W., Filiberto, D., Golden, T., Karpur, A., Malzer, V., Podolec, M., Saleh, M., & Sellers, D. (2016). NYS PROMISE Program Fidelity Report, Winter 2016 Ithaca, NY, Cornell University, Yang-Tan Institute on Employment and Disability, ILR School.
- Enayati, H., Hallock, K. F., & Barrington, L. (2016). *Performance-Based Long Term Incentive Compensation and Firm Performance*. Ithaca NY: Cornell University.
- Enayati, H., Barrington, L. (2016). *Research Brief: The Urban Green Infrastructure Workforce: A Brief on Pay Differentials and Workforce Composition*. Ithaca NY: Cornell University.
- Enayati, H., Hallock, K. F., & Barrington, L. (2015). *TSR, Executive Compensation, and Firm Performance*. Ithaca NY: Cornell University. <https://hdl.handle.net/1813/73717>

AWARDS AND ACHIEVEMENTS

- Autism Transition Success Measure Working Group Member, Autism Transitions Research Project, Drexel University. (February 2024 – Present)
- Cornell Atkinson Center for Sustainability Faculty Fellow, Cornell Atkinson Center for Sustainability. (August 2020 – June 2022)
- Doctoral Specialization in the Economics of Education (funded by Institute of Education Sciences), *Michigan State University* (2014)
- Institute for Education Sciences Economics of Education Program Fellow, Michigan State University. (August 2011 - July 2014)