

# XUGUANG (STEVE) GUO

Ph.D. Candidate  
School of Management and Labor Relations  
Rutgers, the State University of New Jersey  
94 Rockefeller Road  
Piscataway, NJ 08854  
Tel: 732-445-5442  
Fax: 732-445-2830  
Email: xuguang@eden.rutgers.edu

## Education

Rutgers University, School of Management and Labor Relations  
Ph.D. in Industrial Relations and Human Resources, Expected May 2008  
Committee: Professor Emeritus John F. Burton, Jr. Chair, Professors Steven  
Director, Douglas Kruse, Mark Killingsworth, and Paula Voos  
Master of Labor and Employment Relations (MLER), May 2004

Shanghai Maritime University (SMU), Shanghai, China.  
B.S., Transportation Management Engineering, July 1996

## Courses Taken in Graduate School Include

**Economics:** Rutgers University: labor economics and health economics. Mathematics for microeconomic (audit at Woodrow Wilson School, Princeton University)  
**Insurance:** social insurance, insurance economics, and insurance finance (all at Wharton Business School, University of Pennsylvania)  
**Industrial relations and Human Resources:** Rutgers University: IR seminar, HR seminar, compensation, organization theory, comparative labor studies, women and work, employee involvement, collective bargaining, employment law, and finance decisions in HRM.  
**Statistics and econometrics:** Rutgers University: applied statistics, probability, categorical data analysis, and econometrics. Advanced econometrics (at Woodrow Wilson School, Princeton University)

## Research Interests

Health insurance  
Workers' compensation and other social insurance programs  
Retirement benefits and other type of employee benefits  
Executive compensation

## Professional Experience

### *Research Assistant:*

**Center for Economic Studies of U. S. Census Bureau**, Feb 2007- present  
Data analysis and SAS programming

## **Rutgers University**

For Professor John F. Burton, Jr. May 2003 - present

Empirical analysis of workers' compensation and Social Security Disability Insurance programs

Actuarial estimate of state workers' compensation average benefits

For Rutgers University Program for Disability Research, Spring and Summer of 2004  
Review of social insurance programs in China

## **Teaching Experience at Rutgers University**

### ***Instructor (with sole responsibility for class):***

Employee Benefits (for graduate students), Summer 2007

Perspectives in Labor Studies, Fall 2006

Employee Benefits, Summer 2006

### ***Teaching Assistant:***

For Professor Charles Heckscher, "Human Resource Issues," Fall 2005

For Professor Paula Voos in "Perspectives in Labor Studies," Spring 2005

For Professor Mike Slott in "Introduction to Labor Studies," Fall 2003

## **Professional Experience**

### **China Ocean Shipping (Group) Company (COSCO) Headquarter, Beijing, China.**

Human resource manager, Sept. 1996-Aug. 2002

Recruiting, training, performance evaluation, and employee benefits

## **Dissertation**

Guo, Steve. "The Viability of the Employer-Provided Health Insurance System."

## **Work under Review**

Guo, Steve and John F. Burton, Jr. "Workers' Compensation: Recent Developments in Moral Hazard and Benefit Payments," *Industrial and Labor Relation Review (ILRR)*, collecting more data for resubmission after initial review.

Guo, Steve and John F. Burton, Jr. "The Growth of SSDI Applications: A Spillover Effect from Workers' Compensation." Submitted to the *Review of Economics and Statistics*.

## **Conference Papers**

Guo, Steve and John F. Burton, Jr. "The Relationship between Workers' Compensation and Disability Insurance," accepted for presentation at a Refereed Paper Session at the Labor and Employment Relations Association (LERA) National Meeting, Jan 2008.

Burton, John F., and Steve Guo, “A Brief History of Employment-Based Health Care and Retirement benefits”, presented June 2007, at the Labor and Employment Relations Association (LERA) 7th National Policy Forum.

Burton, John F., Jr., Steve Guo, and Monroe Berkowitz, “How do Changes in Workers’ Compensation Affect Social Security Disability Claims?”, presented Oct 2006 at the *Symposium on Health and Income Security for Injured Workers: Key Policy Issues*, Sponsored by the National Academy of Social Insurance (NASI).

Guo, Steve, “Workers Compensation Benefits: Differences among States and Changes Over Time,” presented Nov. 2005 at the *Workers’ Compensation Research Group (WCRG)* annual meeting.

### **Working Paper**

Guo, Steve, “The Growth of Executive Compensation: Performance, Power, Market, or Club?”