

CURRICULUM VITAE

Present Position

Vice Dean for Resources, Office of the Dean, United States Military Academy, West Point, NY

Professor of Economics, Department of Social Sciences, West Point, NY

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United States Military Academy
West Point, NY 10996
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Education

2016 Doctor of Ministry and Masters of Divinity in Theology and Pastoral Ministry,
Trinity College of the Bible and Theological Seminary

2003 Doctor of Philosophy, Economics, Massachusetts Institute of Technology

1994 Bachelor of Science, Mathematical Economics, United States Military Academy

Areas of Academic Interest and Research

Labor Economics and Applied Microeconomics
Applied Econometrics
Human Capital, Talent, and Talent Management
Social Interactions, Peer Effects, and Mentor Effects
Military Manpower, Compensation, and Veteran Employment
Impact of Military Service on Households
Theology, Campus Ministry, Biblical Counseling

Professional Affiliations

National Bureau of Economic Research, Research Associate (Labor Studies)
American Economic Association
Society of Labor Economists
Association of Graduates, West Point

Publications

Books

Colarusso, Mike, and David S. Lyle. February 2014 “*Senior Officer Talent Management, Fostering Institutional Adaptability.*” Strategic Studies Institute, U.S. Army War College Press: Carlisle, Pennsylvania.

Economic Journals (Peer Reviewed)

Autor, David H., Mark Duggan, Kyle Greenberg, and David S. Lyle, “The Impact of Disability Benefits on Labor Supply: Evidence from the VA’s Disability Compensation Program.” *American Economic Journal: Applied Economics*, v8 (3). July 2016, 1-39.

Lyle, David S., John Z. Smith, “The Effect of High Performing Mentors on Junior Officer Promotion in the US Army.” *Journal of Labor Economics*, v32 no.2, April 2014, 229-258.

Engel, Rozlyn, Luke Gallagher, and David S. Lyle, “Military Deployments and Children’s Academic Achievement: Evidence from Department of Defense Education Activity Schools.” *Economics of Education Review*, v29 (1). February 2010, 73-82.

Lyle, David S. “The Effects of Peer Heterogeneity on the Production of Human Capital at West Point.” *American Economic Journal (Applied)*, v1 (4), October 2009, 69-84.

Lyle, David S. “Estimating and Interpreting Peer and Role Model Effects from Randomly Assigned Social Groups at West Point.” *Review of Economics and Statistics*, v89 no.2, May 2007, 289-99.

Lyle, David S. “Using Military Deployments and Job Assignments to Estimate the Effect of Parental Absences and Household Relocations on Children’s Academic Achievement.” *Journal of Labor Economics*, v24 no.2, April 2006, 319-50.

Acemoglu, Daron, David Autor, and David S. Lyle, “Women, War, and Wages: The Effect of Female Labor Supply on the Wage Structure at Mid-Century.” *Journal of Political Economy*, v112 no.3, June 2004, 497-551.

Policy Monographs

Colarusso, Michael J., Kenneth G. Heckel, David S. Lyle, and William L. Skimmyhorn, “Starting Strong: Talent-Based Branching of Newly Commissioned U.S. Army Officers.” *Strategic Studies Institute*, April 2016.

Wallace, Roy A., Michael J. Colarusso, Andy O. Hall, David S. Lyle, and Michael S. Walker, “Paid to Perform – Aligning Total Military Compensation with Talent Management.” *Strategic Studies Institute*, June 2015.

Bukowski, Raven, John Childress, Mike Colarusso, and David S. Lyle, "Walking the Walk – Creating an Effective Regional Alignment Strategy for the U.S. Army." *Strategic Studies Institute*, November 2014.

Wallace, Roy A, David S. Lyle, John Z. Smith, "A Framework for Restructuring the Military Retirement System. *Strategic Studies Institute*. July 2013.

Wardynski, Casey, David S. Lyle, Mike Colarusso, "Towards a U.S. Army Officer Corps Strategy: Employing Talent." *Strategic Studies Institute*, May 2010.

Wardynski, Casey, David S. Lyle, Mike Colarusso, "Towards a U.S. Army Officer Corps Strategy for Success: Developing Talent." *Strategic Studies Institute*, March 2010.

Wardynski, Casey, David S. Lyle, Mike Colarusso, "Towards a U.S. Army Officer Corps Strategy: Accessing Talent: The Foundation of a U.S. Army Officer Corps Strategy." *Strategic Studies Institute*, February 2010.

Wardynski, Casey, David S. Lyle, Mike Colarusso, "Towards a U.S. Army Officer Corps Strategy: Retaining Talent." *Strategic Studies Institute*, January 2010.

Wardynski, Casey, David S. Lyle, Mike Colarusso, "Towards a U.S. Army Officer Corps Strategy: Talent: Implications for a U.S. Army Officer Corps Strategy." *Strategic Studies Institute*, November 2009.

Wardynski, Casey, David S. Lyle, Mike Colarusso, "Towards a U.S. Army Officer Corps Strategy: A Proposed Human Capital Model Focused Upon Talent." *Strategic Studies Institute*, April 2009.

Other Journals, Articles, and Doctoral Work

Lyle, David S. Doctoral research project entitled, "Empirical Evidence that Campus Ministry Matters." *Trinity College of the Bible and Theological Seminary*, June 2016.

Schneider, Carl, David S. Lyle, and Francis X. Murphy, "Framing the Big Data Ethics Debate for the Military." *Armed Forces Journal*, April 2015.

Colarusso, Michael J., and David S. Lyle, "Talent Management, Six Constraints on Senior Officer Succession Planning." *Army Magazine*, July 2014.

Causey, Marlin Wayne, Scott R. Steele, Zachary Farris, David S. Lyle, Alan L. Beitler, "An Assessment of Different Scoring Systems in Cirrhotic Patients Undergoing Nontransplant Surgery." *American Journal of Surgery*, 203, 2012, 589-593.

Autor, David H., Mark G. Duggan, and David S. Lyle, "Battle Scars? The Puzzling Decline in Employment and Rise in Disability Receipt among Vietnam Era Veterans." *American Economic Review: Papers and Proceedings*, 101:3. 2011, 339-344.

Dabkowski, Mathew, Samuel Huddleston, Paul Kucik, and David S. Lyle, "Shaping Senior Leader Officer Talent: Using a Multi-dimensional Model of Talent to Analyze the Effect of Personnel Management Decisions and Attrition on the Flow of Army Officer Talent Throughout the Officer Career Model." submitted to the *Proceedings of the Informs 2011 Winter Simulation Conference*, December, 2011.

Dabkowski, Mathew, Samuel Huddleston, Paul Kucik, and David S. Lyle, "Shaping Senior Leader Officer Talent: How Personnel Management Decisions and Attrition Impact the Flow of Army Officer Talent Throughout the Officer Career Model." *Proceedings of the Informs 2010 Winter Simulation Conference*, December, 2010.

Wardynski, Casey, David S. Lyle, William E. Mohr, "Developing an Engineer Leader Technical Competency Strategy: Accessing, Developing, Retaining, and Employing Talent." *Engineer*, April-June 2008.

Lyle, David S. Doctoral dissertation entitled, "Essays Using Military-Induced Variation to Study Social Interactions, Human Capital Development, and Labor Markets." *Massachusetts Institute of Technology*, May 2003.

Working Papers

Carter, Susan, Whitney Dudley, David S. Lyle and John Z. Smith, "Mentors Matter in the U.S. Army: Mentor Effects on Retention." National Bureau of Economic Research Working Paper.

Colarusso, Michael J., David S. Lyle, Michael S. Walker, and Carl Wojtaszek, "Assessing Army Officer Talent."

Johnston, Andrew, David S. Lyle, and Rich Patterson, "Parental Absence and Human Capital Formation: Evidence from Quasi-Random Military Deployments."

Lyle, David S., William Skimmyhorn, and John Z. Smith, "Markets in Bureaucracies."

Presentations and Conferences

Presented numerous empirical analysis papers and briefings to senior leaders throughout the Army and Government since 2003

Presented a paper titled, "Markets in Bureaucracies" National Bureau of Economic Research Summer Institute, Economics of National Security Session, July 2013

Presented a paper titled “Battle Scars: Declining Employment and Rising Disability Receipt among Vietnam Era Veterans.” U.S. Army War College XXII Strategy Conference, April 2011

Presented monograph series titled “Towards a U.S. Army Officer Corps Strategy: A Human Capital Model Focused on Talent,” Multiple Presentations to Department of Defense Agencies, 2009-2010

Presented a paper titled “The Effects of Peer Heterogeneity on the Production of Human Capital at West Point,” Syracuse Economics Department, September 2008

Presented a paper titled “Military Deployments and Children’s Academic Achievement: Evidence from Department of Defense Education Activity Schools,” Notre Dame Economics Department, September 2006

Presented a paper titled “Military Deployments and Children’s Academic Achievement: Evidence from Department of Defense Education Activity Schools,” Department of Defense Education Activity Research Group, July 2006

Presented a paper titled “The Business of Maintaining the Force,” Western Economic Association Conference, July 2005

Presented a paper titled “Are Peers Substitutes or Complements in the Production of Human Capital at West Point?” Department of Social Sciences, West Point, September 2004

Presented a paper titled “Using Military Deployments and Job Assignments to Estimate the Effect of Parental Absences and Household Relocations on Children’s Academic Achievement,” Western Economic Association Conference, July 2004

Presented a paper titled “Using Military Deployments and Job Assignments to Estimate the Effect of Parental Absences and Household Relocations on Children’s Academic Achievement,” Department of Social Sciences, West Point, October 2003

Presented a paper titled “Are Peers Substitutes or Complements in the Production of Human Capital at West Point?” Massachusetts Institute of Technology, March 2003

Presented a paper titled “Women, War, and Wages: The Effect of Female Labor Supply on the Wage Structure at Mid-Century,” Massachusetts Institute of Technology, November 2002

Presented a paper titled “Using Military Deployments and Job Assignments to Estimate the Effect of Parental Absences and Household Relocations on Children’s Academic Achievement,” Massachusetts Institute of Technology, September 2002

Attended the National Bureau of Economic Research (NBER) Summer Labor Studies Program and the Economics of National Security Program, 2005-2013, 2016

Attended the American Economic Association Conference, 2014-2015

Teaching Experience

Labor Economics, Economics of National Security, Advanced Econometrics, Introductory Econometrics, Advanced Economic Principles, Economic Principles.

AY2016-2017: Academy Professor/Professor of Economics; course director for Advanced Econometrics; instructor for Economics of National Security

AY2015-2016: Academy Professor/Professor of Economics; instructor and course director for Advanced Econometrics

AY2014-2015: Academy Professor/Associate Professor; instructor and course director for Advanced Econometrics

AY2013-2014: Academy Professor/Associate Professor; instructor and course director for Labor Economics

AY 2012-2013: Academy Professor/Associate Professor; instructor and course director for Advanced Econometrics and for Labor Economics

AY 2011-2012: Academy Professor/Associate Professor; instructor and course director for Advanced Econometrics and instructor for Introductory Econometrics

AY 2010-2011: Academy Professor/Associate Professor; instructor and course director for Advanced Econometrics and instructor for Introductory Econometrics

AY 2009-2010: Academy Professor/Associate Professor; instructor and course director for Advanced Econometrics, instructor for Economics of National Security, and instructor for Introductory Econometrics

AY 2008-2009: Academy Professor/Assistant Professor; instructor for Advanced Econometrics, Economics of National Security, and Introductory Econometrics

AY 2007-2008: Academy Professor/Assistant Professor; instructor for Introductory Econometrics and Economics of National Security

AY 2006-2007: Academy Professor/Assistant Professor; course director and instructor for Introductory Econometrics

AY 2005-2006: Academy Professor/Assistant Professor; course director and instructor for Introductory Econometrics and Advanced Econometrics, instructor for Advanced Economic Principles

AY 2004-2005: Assistant Professor; course director and instructor for Introductory Econometrics and Advanced Econometrics, instructor for Advanced Economic Principles

AY 2003-2004: Instructor; instructor for Introductory Economic Principles

Certified by the Center for Teaching Excellence Master Teacher Program, 2006

Analytic Support to Senior Governmental Leaders

Prepared numerous economic and manpower studies for senior Army leaders, 2003-Present
Assessment pilots, 2015-Present
Big Data framework, 2014-Present
Defense Officer Personnel Management Act (DOPMA) Reform, 2014-Present
Understanding Unemployment Compensation for Veterans, 2012-Present
Transition Assistance for separating and retiring soldiers, 2012-Present
Redesigning the military pension plan, 2011-Present
Talent-based Branching, 2011-Present
Military Compensation Reform, 2011-Present
Succession Planning, 2011-Present
Green Pages Talent pilot for the Officer Corps, 2010-Present
Drawdown Modeling, 2010-Present
Talent management focus for the Officer Corps, 2006-Present
Officer Career Satisfaction Program, 2005-Present
Officer continuation behavior, 2003-Present
Army Diversity, 2003-Present
ROTC Reposturing study that relocates ROTC programs across the country, 2010-11
Army Marketing Group Support, 2004-2010
Tier-Two Attrition Screen Study, 2006-2009
ARFORGEN Review and Analysis, 2005-2009
Applicant sharing program between West Point and ROTC, 2006-08
Deployment effects on children's academic achievement, 2002-07
Deployment effects on retention, 2003-2005
Potential labor force quality near Army installations, 2003-04

Academic Governance Support to West Point

General Statistical and Analytic Support for Senior Leaders at West Point, 2003-Present
Developed West Point Cadet Branching Pilot, 2011-Present
Developed West Point rotating instructor applicant instrument (EAST), 2009-Present
Member of four Title 10 Faculty Search Committees, Economics, 2007-Present
Board of Visitors and Executive Steering Group Support, 2005-Present
Served on multiple committees for the USMA Chief of Staff, 2005-Present
Conducted Studies that Review Talent Diversity at West Point, 2004-Present
Class Composition Goals Support, 2004-Present
Developed Department of Social Sciences Graybooks, 2003-Present
Advised the West Point Superintendent on Diversity, 2014
Bull Pond, Golf Course, and West Point Club Business Review, 2009-2014
Civilian reduction strategy for the Dean, 2012-2013

Academy Professor Management strategy for the Dean and Superintendent, 2010-2013
Cadet Time Study Report for the Dean, 2012
Natural Resources Division Tracker, 2012
Drawdown support for the Dean, 2011-2012
Athletic Department Analytics, Marketing, League Affiliation, and Budget, 2006-2010
Middle States Support, 2008-2009
Directed the applicant admissions program for West Point and ROTC, 2006-2007
West Point Faculty Allocation Model, 2005-2007
Office of the Dean, Academic Research Council Member, 2005-06

Additional Professional Experience

2017 - Present: Vice Dean for Resources, United States Military Academy, West Point

- Oversee Budgets for the Office of the Dean
- Manage Facilities
- Direct Human Resource and Talent Management efforts
- Data and Analytics
- Knowledge Management

2003 - 2017: Professor of Economics, Department of Social Science, West Point

- Director, Office of Economic and Manpower Analysis, 2010-2017
- Deputy Director of the Office of Economic and Manpower Analysis, 2005-2010
- Co-director of the Cadet Sunday Night Service, 2014-Present
- Seminary studies, 2013-2016
- Officer Representative for the Fellowship of Christian Athletes, 2003-Present
- Officer Representative for the Varsity Men's Basketball Team, 2003-2010
- Officer Representative for the Cadet Chapel Parish Council, 2005-2013
- Thesis advisor, 2005-Present
- Curriculum Review, Economics, 2007-Present
- Economic and analytic support to the USMA Superintendent, 2005-Present
- Economic and analytic support to the Army staff, the Secretary of Defense, the U.S. Congress, and the White House, 2005-Present
- Provided data and research mentoring for more than 100 cadet groups, 2005-Present
- Mentored numerous faculty members on dissertations and research, 2003-Present
- Managed over seven terabytes of highly sensitive privacy act data for the Army, 2005-Present
- Coached AAU and Youth Center basketball teams, 2010-Present
- Taught cadet Sunday school classes, 2008-2009
- Directed the Officer Career Incentive Program at West Point and ROTC, 2006
- Mentor for Rhodes, Marshall, and Hertz Scholarship Candidates, 2003-2005, 2011
- Individual Academic Workshop Coordinator for the Department of Social Sciences, 2004-05

2000 - 2003: Graduate Student in the Department of Economics, Massachusetts Institute of

Technology

- Responsible for completing all course material and a dissertation

1998 - 1999: Company Commander, Fort Leonard Wood, Missouri

Company Commander, C Company, 5th Engineer Battalion, Combat Mechanized.

- Responsible for a mechanized corps combat engineer company whose mission was to deploy world-wide in order to provide combat engineer support to the 3rd Armored Cavalry Regiment
- Responsible for the readiness, training, morale, and welfare of 111 soldiers and the maintenance and accountability of vehicles and equipment valued at over \$8 million
- Deployed to the National Training Center in support of OPFOR operations

1995 - 1997: Battalion Maintenance Officer, Executive Officer, and Platoon Leader, Fort Carson, Colorado

Battalion Maintenance Officer, 52nd Engineer Battalion, Combat Heavy.

- Responsible for supervising the battalion's maintenance program with over 600 pieces of engineer and ordnance equipment valued at more than \$20 million
- Directed the movement of the battalion's equipment to Egypt for Operation Bright Star 1997
- Additional duties included safety officer, TAMMS, AOAP, TMDE, local purchase of repair parts, civilian contracted maintenance and warranty, scheduled services, driver training, and coordinating local purchases with external agencies

Executive Officer, A Company, 52nd Engineer Battalion, Combat Heavy

- Platoon leader for the headquarters platoon; responsible for the health, welfare, training, and combat readiness of 20 soldiers
- Managed an annual budget exceeding \$350,000 and accountable for the maintenance of over 160 pieces of construction, wheeled, and power generation equipment
- Additional duties included safety, budget, communications, publications, NBC, movements, supply, and mess officer

Platoon Leader, A Company, 52nd Engineer Battalion, Combat Heavy

- Responsible for leading, training, and the welfare of a 40 soldier platoon
- Responsible for the safety, maintenance, and accountability of equipment worth in excess of \$2.5 million
- Additional duties included environmental protection and fire safety officer

1994 - 1995: Graduate Assistant Varsity Men's Basketball Coach, West Point, New York

- Directed preseason conditioning and assisted with coaching daily practices
- Actively managed recruiting files and organized recruiting trips
- Research assistant for the Department of Social Sciences

1990 - 1994: Cadet at the United States Military Academy.

- Graduated top 2% of the class, distinguished cadet (Mathematical Economics)
- Dean's list all eight semesters
- Robert E. Lee Saber Recipient for highest grade in Systems Engineering Sequence
- GTE Academic All-American Division I Men's Basketball, 1994
- Varsity Men's Basketball Letter winner, 1993, 1994
- President of the Fellowship of Christian Athletes, 1993, 1994
- Cadet Battalion Commander, 1994

Professional Schools

Command and General Staff College, 2008
 Combined Arms Services Staff School, 1998
 Engineer Officer Advanced Course, 1998
 Engineer Officer Basic Course, 1995

Awards and Certifications

Meritorious Service Medal (1 OLC)
 Army Commendation Medal (1 OLC)
 Army Achievement Medal (2 OLC)
 National Defense Service Ribbon (1 OLC)
 Global War on Terror Service Ribbon
 Meritorious Outstanding Volunteer Service Medal
 Army Service Ribbon
 German Armed Forces Efficiency Test (Gold)
 Master Fitness Trainer
 Statistical Analysis System (SAS) Programming Course Certification
 Environmental Protection Agency Certification
 Nuclear, Biological, and Chemical Certification