




## Susanna Loeb

Professor of Education and Senior Fellow at the Stanford Institute for Economic Policy Research

Graduate School of Education

 Curriculum Vitae available Online

### CONTACT INFORMATION

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### Bio

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#### BIO

Susanna Loeb is a Professor at the Graduate School of Education. She was Director of the Annenberg Institute at Brown University, where she was also Professor of Education and of International and Public Affairs and the founder and executive director of the National Student Support Accelerator, which aims to expand access to relationship-based, high-impact tutoring in response to the Covid-19 pandemic. Susanna's research focuses broadly on education policy and its role in improving educational opportunities for students. Her work has addressed issues of educator career choices and professional development, of school finance and governance, and of early childhood systems. Before moving to Brown, Susanna was the Barnett Family Professor of Education at Stanford. She was the founding director of the Center for Education Policy at Stanford and co-director of Policy Analysis for California Education. Susanna led the research for both Getting Down to Facts projects for California schools. In 2020, she was elected to the American Academy of Arts and Sciences. She is also an affiliate at NBER and JPAL and a member of the National Academy of Education.

### ACADEMIC APPOINTMENTS

- Professor, Graduate School of Education
- Senior Fellow, Stanford Institute for Economic Policy Research (SIEPR)

### Teaching

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#### COURSES

##### 2023-24

- Advanced Topics in Quantitative Policy Analysis: EDUC 339 (Win)

### STANFORD ADVISEES

#### Doctoral Dissertation Reader (AC)

Elizabeth Huffaker

#### Postdoctoral Faculty Sponsor

Amanda Lu

#### Master's Program Advisor

Juergen Dieber, Rizwaan Malik, Emily Olick Llano

## Doctoral (Program)

Michelle Blair, Dan Ma

## Publications

### PUBLICATIONS

- **A Text-Based Intervention to Promote Literacy: An RCT.** *Pediatrics*  
Chamberlain, L. J., Bruce, J., De La Cruz, M., Huffman, L., Steinberg, J. R., Bruguera, R., Peterson, J. W., Gardner, R. M., He, Z., Ordaz, Y., Connelly, E., Loeb, S.  
2021
- **One Step at a Time The Effects of an Early Literacy Text-Messaging Program for Parents of Preschoolers** *JOURNAL OF HUMAN RESOURCES*  
York, B. N., Loeb, S., Doss, C.  
2019; 54 (3): 537-566
- **Virtual Classrooms: How Online College Courses Affect Student Success** *AMERICAN ECONOMIC REVIEW*  
Bettinger, E. P., Fox, L., Loeb, S., Taylor, E. S.  
2017; 107 (9): 2855-2875
- **Educational goods and values: A framework for decision makers** *THEORY AND RESEARCH IN EDUCATION*  
Brighthouse, H., Ladd, H. F., Loeb, S., Swift, A.  
2016; 14 (1): 3-25
- **How Teacher Turnover Harms Student Achievement** *AMERICAN EDUCATIONAL RESEARCH JOURNAL*  
Ronfeldt, M., Loeb, S., Wyckoff, J.  
2013; 50 (1): 4-36
- **Analyzing the Determinants of the Matching of Public School Teachers to Jobs: Disentangling the Preferences of Teachers and Employers** *JOURNAL OF LABOR ECONOMICS*  
Boyd, D., Lankford, H., Loeb, S., Wyckoff, J.  
2013; 31 (1): 83-117
- **Triangulating Principal Effectiveness: How Perspectives of Parents, Teachers, and Assistant Principals Identify the Central Importance of Managerial Skills** *AMERICAN EDUCATIONAL RESEARCH JOURNAL*  
Grissom, J. A., Loeb, S.  
2011; 48 (5): 1091-1123
- **Public-Sector Leadership and Philanthropy: The Case of Broad Superintendents** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Dee, T. S., Loeb, S., Shi, Y.  
2022
- **Stability of School Contributions to Student Social-Emotional Learning Gains** *AMERICAN JOURNAL OF EDUCATION*  
Fricke, H., Loeb, S., Meyer, R. H., Rice, A. B., Pier, L., Hough, H.  
2021
- **Trends in Student Social-Emotional Learning: Evidence From the First Large-Scale Panel Student Survey** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
West, M. R., Pier, L., Fricke, H., Hough, H., Loeb, S., Meyer, R. H., Rice, A. B.  
2020
- **Reaching unconnected caregivers: Using a text-message education program to better understand how to support informal caregivers role in child development** *JOURNAL OF EARLY CHILDHOOD RESEARCH*  
Widen, S. C., Orozco, M., Horng, E., Loeb, S.  
2019
- **School Differences in Social-Emotional Learning Gains: Findings From the First Large-Scale Panel Survey of Students** *JOURNAL OF EDUCATIONAL AND BEHAVIORAL STATISTICS*

- Loeb, S., Christian, M. S., Hough, H., Meyer, R. H., Rice, A. B., West, M. R.  
2019; 44 (5): 507–42
- **Stress in Boom Times: Understanding Teachers' Economic Anxiety in a High-Cost Urban District** *AERA OPEN*  
Dizon-Ross, E., Loeb, S., Penner, E., Rochmes, J.  
2019; 5 (4)
  - **More Than Just a Nudge Supporting Kindergarten Parents with Differentiated and Personalized Text Message** *JOURNAL OF HUMAN RESOURCES*  
Doss, C., Fahle, E. M., Loeb, S., York, B. N.  
2019; 54 (3): 567-603
  - **Testing, Accountability, and School Improvement** *ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE*  
Loeb, S., Byun, E.  
2019; 683 (1): 94–109
  - **Online Learning, Offline Outcomes: Online Course Taking and High School Student Performance** *AERA OPEN*  
Hart, C. D., Berger, D., Jacob, B., Loeb, S., Hill, M.  
2019; 5 (1)
  - **It's too annoying: Who drops out of educational text messaging programs and why** *ECONOMICS LETTERS*  
Fricke, H., Kalogrides, D., Loeb, S.  
2018; 173: 39–43
  - **The Intersection of Health and Education to Address School Readiness of All Children** *PEDIATRICS*  
Peterson, J. W., Loeb, S., Chamberlain, L. J.  
2018; 142 (5)
  - **TEACHER WORKFORCE DEVELOPMENTS: RECENT CHANGES IN ACADEMIC COMPETITIVENESS AND JOB SATISFACTION OF NEW TEACHERS** *EDUCATION FINANCE AND POLICY*  
Master, B., Sun, M., Loeb, S.  
2018; 13 (3): 310–32
  - **Strategic Staffing? How Performance Pressures Affect the Distribution of Teachers Within Schools and Resulting Student Achievement** *AMERICAN EDUCATIONAL RESEARCH JOURNAL*  
Grissom, J. A., Kalogrides, D., Loeb, S.  
2017; 54 (6): 1079-1116
  - **More Than Content: The Persistent Cross-Subject Effects of English Language Arts Teachers' Instruction** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Master, B., Loeb, S., Wyckoff, J.  
2017; 39 (3): 429-447
  - **Resource- and Approach-Driven Multidimensional Change: Three-Year Effects of School Improvement Grants** *AMERICAN EDUCATIONAL RESEARCH JOURNAL*  
Sun, M., Penner, E. K., Loeb, S.  
2017; 54 (4): 607-643
  - **What Aspects of Principal Leadership Are Most Highly Correlated With School Outcomes in China?** *EDUCATIONAL ADMINISTRATION QUARTERLY*  
Zheng, Q., Li, L., Chen, H., Loeb, S.  
2017; 53 (3): 409-447
  - **The effects of class size in online college courses: Experimental evidence** *ECONOMICS OF EDUCATION REVIEW*  
Bettinger, E., Doss, C., Loeb, S., Rogers, A., Taylor, E.  
2017; 58: 68–85
  - **Assessing Principals' Assessments: Subjective Evaluations of Teacher Effectiveness in Low- and High-Stakes Environments** *EDUCATION FINANCE AND POLICY*  
Grissom, J. A., Loeb, S.  
2017; 12 (3): 369-395
  - **Building Teacher Teams: Evidence of Positive Spillovers From More Effective Colleagues** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*

- Sun, M., Loeb, S., Grissom, J. A.  
2017; 39 (1): 104-125
- **Teacher Churning: Reassignment Rates and Implications for Student Achievement** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Atteberry, A., Loeb, S., Wyckoff, J.  
2017; 39 (1): 3-30
  - **DIFFERENT SKILLS? Identifying Differentially Effective Teachers of English Language Learners** *ELEMENTARY SCHOOL JOURNAL*  
Master, B., Loeb, S., Whitney, C., Wyckoff, J.  
2016; 117 (2): 261-284
  - **Connections Matter: How Interactive Peers Affect Students in Online College Courses** *JOURNAL OF POLICY ANALYSIS AND MANAGEMENT*  
Bettinger, E., Liu, J., Loeb, S.  
2016; 35 (4): 932-?
  - **Within- and Between-Sector Quality Differences in Early Childhood Education and Care** *CHILD DEVELOPMENT*  
Bassok, D., Fitzpatrick, M., Greenberg, E., Loeb, S.  
2016; 87 (5): 1627-1645
  - **Distributive decisions in education: Goals, trade-offs, and feasibility constraints** *THEORY AND RESEARCH IN EDUCATION*  
Shores, K., Loeb, S.  
2016; 14 (1): 107-124
  - **INTRODUCING THE NEW EDITORIAL TEAM** *EDUCATION FINANCE AND POLICY*  
Schwartz, A., Brunner, E., Cellini, S., Cowen, J., Loeb, S.  
2015; 10 (1): 2-3
  - **Do First Impressions Matter? Predicting Early Career Teacher Effectiveness** *AERA OPEN*  
Atteberry, A., Loeb, S., Wyckoff, J.  
2015; 1 (4)
  - **Performance Screens for School Improvement: The Case of Teacher Tenure Reform in New York City** *EDUCATIONAL RESEARCHER*  
Loeb, S., Miller, L. C., Wyckoff, J.  
2015; 44 (4): 199-212
  - **Using Student Test Scores to Measure Principal Performance** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Grissom, J. A., Kalogrides, D., Loeb, S.  
2015; 37 (1): 3-28
  - **Principal time management skills Explaining patterns in principals' time use, job stress, and perceived effectiveness** *JOURNAL OF EDUCATIONAL ADMINISTRATION*  
Grissom, J. A., Loeb, S., Mitani, H.  
2015; 53 (6): 773-793
  - **Is a Good Teacher a Good Teacher for All? Comparing Value-Added of Teachers With Their English Learners and Non-English Learners** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Loeb, S., Soland, J., Fox, L.  
2014; 36 (4): 457-475
  - **Who Enters Teaching? Encouraging Evidence That the Status of Teaching Is Improving** *EDUCATIONAL RESEARCHER*  
Lankford, H., Loeb, S., McEachin, A., Miller, L. C., Wyckoff, J.  
2014; 43 (9): 444-453
  - **Does state preschool crowd-out private provision? The impact of universal preschool on the childcare sector in Oklahoma and Georgia** *JOURNAL OF URBAN ECONOMICS*  
Bassok, D., Fitzpatrick, M., Loeb, S.  
2014; 83: 18-33
  - **Strategic Involuntary Teacher Transfers and Teacher Performance: Examining Equity and Efficiency** *JOURNAL OF POLICY ANALYSIS AND MANAGEMENT*  
Grissom, J. A., Loeb, S., Nakashima, N. A.

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- **Measuring Test Measurement Error: A General Approach** *JOURNAL OF EDUCATIONAL AND BEHAVIORAL STATISTICS*  
Boyd, D., Lankford, H., Loeb, S., Wyckoff, J.  
2013; 38 (6): 629-663
- **Effective Instructional Time Use for School Leaders: Longitudinal Evidence From Observations of Principals** *EDUCATIONAL RESEARCHER*  
Grissom, J. A., Loeb, S., Master, B.  
2013; 42 (8): 433-444
- **THE EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE FROM 1990 THROUGH 2010: CHANGING DYNAMICS AND PERSISTENT CONCERNS** *EDUCATION FINANCE AND POLICY*  
Bassok, D., Fitzpatrick, M., Loeb, S., Paglayan, A. S.  
2013; 8 (4): 581-601
- **Different Teachers, Different Peers: The Magnitude of Student Sorting Within Schools** *EDUCATIONAL RESEARCHER*  
Kalogrides, D., Loeb, S.  
2013; 42 (6): 304-316
- **Measure for Measure: The Relationship between Measures of Instructional Practice in Middle School English Language Arts and Teachers' Value-Added Scores** *AMERICAN JOURNAL OF EDUCATION*  
Grossman, P., Loeb, S., Cohen, J., Wyckoff, J.  
2013; 119 (3): 445-470
- **Systematic Sorting: Teacher Characteristics and Class Assignments** *SOCIOLOGY OF EDUCATION*  
Kalogrides, D., Loeb, S., Beteille, T.  
2013; 86 (2): 103-123
- **PRINCIPALS' PERCEPTIONS OF COMPETITION FOR STUDENTS IN MILWAUKEE SCHOOLS** *EDUCATION FINANCE AND POLICY*  
Kasman, M., Loeb, S.  
2013; 8 (1): 43-73
- **Recruiting Effective Math Teachers: Evidence From New York City** *AMERICAN EDUCATIONAL RESEARCH JOURNAL*  
Boyd, D., Grossman, P., Hammerness, K., Lankford, H., Loeb, S., Ronfeldt, M., Wyckoff, J.  
2012; 49 (6): 1008-1047
- **IN LIGHT OF THE LIMITATIONS OF DATA-DRIVEN DECISION MAKING** *EDUCATION FINANCE AND POLICY*  
Loeb, S.  
2012; 7 (1): 1-7
- **Stepping stones: Principal career paths and school outcomes** *SOCIAL SCIENCE RESEARCH*  
Beteille, T., Kalogrides, D., Loeb, S.  
2012; 41 (4): 904-919
- **EFFECTIVE SCHOOLS: TEACHER HIRING, ASSIGNMENT, DEVELOPMENT, AND RETENTION** *EDUCATION FINANCE AND POLICY*  
Loeb, S., Kalogrides, D., Beteille, T.  
2012; 7 (3): 269-304
- **The effectiveness and retention of teachers with prior career experience** *ECONOMICS OF EDUCATION REVIEW*  
Boyd, D., Grossman, P., Ing, M., Lankford, H., Loeb, S., O'Brien, R., Wyckoff, J.  
2011; 30 (6): 1229-1241
- **Tapping the Principal Pipeline: Identifying Talent for Future School Leadership in the Absence of Formal Succession Management Programs** *EDUCATIONAL ADMINISTRATION QUARTERLY*  
Myung, J., Loeb, S., Horng, E.  
2011; 47 (5): 695-727
- **TEACHER LAYOFFS: AN EMPIRICAL ILLUSTRATION OF SENIORITY VERSUS MEASURES OF EFFECTIVENESS** *EDUCATION FINANCE AND POLICY*  
Boyd, D., Lankford, H., Loeb, S., Wyckoff, J.  
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- **The Influence of School Administrators on Teacher Retention Decisions** *AMERICAN EDUCATIONAL RESEARCH JOURNAL*  
Boyd, D., Grossman, P., Ing, M., Lankford, H., Loeb, S., Wyckoff, J.  
2011; 48 (2): 303-333
- **INCREASING CHOICE IN THE MARKET FOR SCHOOLS: RECENT REFORMS AND THEIR EFFECTS ON STUDENT ACHIEVEMENT** *NATIONAL TAX JOURNAL*  
Loeb, S., Valant, J., Kasman, M.  
2011; 64 (1): 141-163
- **The Role of Teacher Quality in Retention and Hiring: Using Applications to Transfer to Uncover Preferences of Teachers and Schools** *JOURNAL OF POLICY ANALYSIS AND MANAGEMENT*  
Boyd, D., Lankford, H., Loeb, S., Ronfeldt, M., Wyckoff, J.  
2011; 30 (1): 88-110
- **School Accountability** *HANDBOOK OF THE ECONOMICS OF EDUCATION, VOL 3*  
Figlio, D., Loeb, S., Hanshek, E. A., Machin, S., Woessmann, L.  
2011; 3: 383-421
- **The Effect of School Neighborhoods on Teachers' Career Decisions** *WHITHER OPPORTUNITY?: RISING INEQUALITY, SCHOOLS, AND CHILDREN'S LIFE CHANCES*  
Boyd, D., Lankford, H., Loeb, S., Ronfeldt, M., Wyckoff, J., Duncan, G. J., Murnane, R. J.  
2011: 377-395
- **New Thinking About Instructional Leadership** *PHI DELTA KAPPAN*  
Horng, E., Loeb, S.  
2010; 92 (3): 66-69
- **Principal's Time Use and School Effectiveness** *AMERICAN JOURNAL OF EDUCATION*  
Horng, E. L., Klasik, D., Loeb, S.  
2010; 116 (4): 491-523
- **Principal Preferences and the Uneven Distribution of Principals Across Schools** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Loeb, S., Kalogrides, D., Horng, E. L.  
2010; 32 (2): 205-229
- **Learning from Multiple Routes** *EDUCATIONAL LEADERSHIP*  
Grossman, P., Loeb, S.  
2010; 67 (8): 22-27
- **Teacher Preparation and Student Achievement** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Boyd, D. J., Grossman, P. L., Lankford, H., Loeb, S., Wyckoff, J.  
2009; 31 (4): 416-440
- **THE STATE ROLE IN TEACHER PROFESSIONAL DEVELOPMENT AND EDUCATION THROUGHOUT TEACHERS' CAREERS** *EDUCATION FINANCE AND POLICY*  
Loeb, S., Miller, L. C., Strunk, K. O.  
2009; 4 (2): 212-228
- **THE STATE ROLE IN TEACHER COMPENSATION** *EDUCATION FINANCE AND POLICY*  
Loeb, S., Miller, L. C., Strunk, K. O.  
2009; 4 (1): 89-114
- **Surveying the Landscape of Teacher Education in New York City: Constrained Variation and the Challenge of Innovation** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Boyd, D., Grossman, P. L., Harnmerness, K., Lankford, R. H., Loeb, S., McDonald, M., Reiningger, M., Ronfeldt, M., Wyckoff, J.  
2008; 30 (4): 319-343
- **The narrowing gap in New York City teacher qualifications and its implications for student achievement in high-poverty schools** *JOURNAL OF POLICY ANALYSIS AND MANAGEMENT*  
Boyd, D., Lankford, H., Loeb, S., Rockoff, J., Wyckoff, J.

2008; 27 (4): 793-818

- **How schools and students respond to school improvement programs: The case of Brazil's PDE** *ECONOMICS OF EDUCATION REVIEW*  
Carnoy, M., Gove, A. K., Loeb, S., Marshall, J. H., Socias, M.  
2008; 27 (1): 22-38
- **GETTING DOWN TO FACTS: SCHOOL FINANCE AND GOVERNANCE IN CALIFORNIA** *EDUCATION FINANCE AND POLICY*  
Loeb, S., Bryk, A., Hanushek, E.  
2008; 3 (1): 1-19
- **The Impact of Assessment and Accountability on Teacher Recruitment and Retention Are There Unintended Consequences?** *PUBLIC FINANCE REVIEW*  
Boyd, D., Lankford, H., Loeb, S., Wyckoff, J.  
2008; 36 (1): 88-111
- **Excellence in the classroom - Introducing the issue** *FUTURE OF CHILDREN*  
Loeb, S., Rouse, C., Shorris, A.  
2007; 17 (1): 3-14
- **How much is too much? The influence of preschool centers on children's social and cognitive development** *ECONOMICS OF EDUCATION REVIEW*  
Loeb, S., Bridges, M., Bassok, D., Fuller, B., Rumberger, R. W.  
2007; 26 (1): 52-66
- **ACCOUNTABILITY AND LOCAL CONTROL: RESPONSE TO INCENTIVES WITH AND WITHOUT AUTHORITY OVER RESOURCE GENERATION AND ALLOCATION** *EDUCATION FINANCE AND POLICY*  
Loeb, S., Strunk, K.  
2007; 2 (1): 10-39
- **HOW CHANGES IN ENTRY REQUIREMENTS ALTER THE TEACHER WORKFORCE AND AFFECT STUDENT ACHIEVEMENT** *EDUCATION FINANCE AND POLICY*  
Boyd, D., Grossman, P., Lankford, H., Loeb, S., Wyckoff, J.  
2006; 1 (2): 176-216
- **Complex by design - Investigating pathways into teaching in New York City schools** *JOURNAL OF TEACHER EDUCATION*  
Boyd, D. J., Grossman, P., Lankford, H., Loeb, S., Michelli, N. M., Wyckoff, J.  
2006; 57 (2): 155-166
- **Explaining the short careers of high-achieving teachers in schools with low-performing students** *117th Annual Meeting of the American-Economic-Association*  
Boyd, D., Lankford, H., Loeb, S., Wyckoff, J.  
AMER ECONOMIC ASSOC.2005: 166-71
- **The draw of home: How teachers' preferences for proximity disadvantage urban schools** *JOURNAL OF POLICY ANALYSIS AND MANAGEMENT*  
Boyd, D., Lankford, H., Loeb, S., Wyckoff, J.  
2005; 24 (1): 113-132
- **Have assessment-based school accountability reforms affected the career decisions of teachers?** *Educational Testing Service Invitational Conference*  
Loeb, S., Estrada, F.  
LAWRENCE ERLBAUM ASSOC PUBL.2005: 225-255
- **State formation of the child care sector: Family demand and policy action** *SOCIOLOGY OF EDUCATION*  
Fuller, B., Loeb, S., STRATH, A., Carrol, B. A.  
2004; 77 (4): 337-358
- **Federal contributions to high-income school districts: the use of tax deductions for funding K-12 education** *ECONOMICS OF EDUCATION REVIEW*  
Loeb, S., Socias, M.  
2004; 23 (1): 85-94
- **Child care in poor communities: Early learning effects of type, quality, and stability** *CHILD DEVELOPMENT*  
Loeb, S., Fuller, B., KAGAN, S. L., CARROL, B.  
2004; 75 (1): 47-65

- **Child care quality: centers and home settings that serve poor families** *EARLY CHILDHOOD RESEARCH QUARTERLY*  
Fuller, B., KAGAN, S. L., Loeb, S., Chang, Y. W.  
2004; 19 (4): 505-527
- **How welfare reform affects young children: Experimental findings from Connecticut - A research note** *JOURNAL OF POLICY ANALYSIS AND MANAGEMENT*  
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2003; 22 (4): 537-550
- **The contribution of administrative and experimental data to education policy research** *NATIONAL TAX JOURNAL*  
Loeb, S., Strunk, K.  
2003; 56 (2): 415-438
- **Teacher sorting and the plight of urban schools: A descriptive analysis** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
Lankford, H., Loeb, S., Wyckoff, J.  
2002; 24 (1): 37-62
- **Does external accountability affect student outcomes? A cross-state analysis** *EDUCATIONAL EVALUATION AND POLICY ANALYSIS*  
CARNOY, M., Loeb, S.  
2002; 24 (4): 305-331
- **Estimating the effects of school finance reform: a framework for a federalist system** *JOURNAL OF PUBLIC ECONOMICS*  
Loeb, S.  
2001; 80 (2): 225-247
- **Teacher quality - Its enhancement and potential for improving pupil achievement** *Conference on Improving Educational Productivity*  
Loeb, S.  
INFORMATION AGE PUBLISHING-IAP.2001: 99-114
- **Welfare, work experience, and economic self-sufficiency** *JOURNAL OF POLICY ANALYSIS AND MANAGEMENT*  
Loeb, S., Corcoran, M.  
2001; 20 (1): 1-20
- **Outcomes: The importance of alternative labor market opportunities and non-pecuniary variation** *REVIEW OF ECONOMICS AND STATISTICS*  
Loeb, S., Page, M. E.  
2000; 82 (3): 393-408
- **School size in Chicago elementary schools: Effects on teachers' attitudes and students' achievement** *AMERICAN EDUCATIONAL RESEARCH JOURNAL*  
Lee, V. E., Loeb, S.  
2000; 37 (1): 3-31