

Appendix A

Authors and Discussants

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Ernesto Betancourt is a consultant on government reforms. He has an MPA from the University of Pittsburgh and studied Advertising and Marketing at American University. He was the first Director of Radio Martí and represented Castro in Washington in 1957-58. He has written extensively on the Cuban Revolution.

Roger R. Betancourt is Professor of Economics at the University of Maryland-College Park. He has been a Visiting Professor and Scholar at INSEAD (Fountainbleau, France) and he held the Kermit O. Hanson Visiting Chair at the University of Washington in 1996. He has written extensively on applied microeconomics topics such as shift-work, *Capital Utilization: A Theoretical and Empirical Analysis* (Cambridge University Press, 1981), and the distribution sector, "The Outputs of Retail Activities: Concepts, Measurement and Evidence from U.S. Census Data," *Review of Economics and Statistics* (1993), as well as on development issues, "Growth, Capabilities, and Development: Implications for Transition Processes in Cuba," *Economic Development and Cultural Change*. He received his Ph.D. from the University of Wisconsin-Madison in 1970.

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Ricardo Donate-Armada has been a consultant at Watson Wyatt & Company in Washington for over 14 years, specializing in the valuation, accounting, and design of pension plans and other post-retirement benefits. He is also an Associate of the Society of Actuaries. He earned a Bachelor of Science in Physics from the Massachusetts Institute of Technology in 1982. His previous contributions at ASCE meetings related to Cuban social security, including estimates of the actuarial liabilities of the system and the burden of military and Interior Ministry pensions, and also the actuarial modeling of economic variables.

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