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## CURRICULUM VITAE

Ronald L. Oaxaca

### Address

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### Education

B.A., Economics, Summa Cum Laude, Honors, California State University at Fresno, 1965

M.A., Economics, Princeton University, 1969

Ph.D., Economics, Princeton University, 1971

**Doctoral Dissertation:** "Male-Female Wage Differentials in Urban Labor Markets"

**Fields of Interest:** Labor Economics, Applied Econometrics, Applied Microeconomics

## **Honors, Scholarships, and Fellowships**

National Science Foundation Honorable Mention, 1965

Woodrow Wilson Fellow, 1965

Princeton University Industrial Relations Fellowship, 1968-1969

Distinguished Visiting Professor, New Mexico State University, 1991

Udall Center Fellow, University of Arizona, 1995-1996

Kalt Prize, Eller College of Management, University of Arizona, 2007

Achievement Award, American Association of Hispanic Economists, 2008

American Economic Association Lifetime Membership Award, 2008

Inaugural Lecturer of the Lewis-Oaxaca Distinguished Lecturer, AEA Summer Mentoring Pipeline Conference, 2015

Dr. Eugene Garcia, Outstanding Latina/o Faculty Research in Higher Education Award, Victoria Foundation, 2015

## **Research Grants and Contracts**

- U.S. Department of Labor, Manpower Dissertation Grant, 1969-1971
- University Research Council Grant, University of Western Ontario, 1972-1973
- University Faculty Research Grant, University of Massachusetts, 1973-1974
- U.S. Department of Labor, ASPER, Contract No. L-74-49 (with Ronald G. Ehrenberg), 1974-1976
- U.S. Department of Labor, ETA/OPER, Contract No. 20-04-76-55 (with Art Denzau and Carol A. Taylor), 1976-1978
- U.S. Department of Labor, ONP/UIS, Contract No. 99-6-807-04-23 (with Art Denzau and Carol A. Taylor), 1976-1978
- U.S. Department of Labor, ONP/UIS, Contract No. 99-9-807-04-23 (with Carol A. Taylor), 1979-1980
- Minimum Wage Study Commission, Contract No. J-9-E-0-0112 (with James C. Cox), 1980-1981
- Summer Research Grant, College of Business and Public Administration, University of Arizona, 1981
- Karl Eller Center Research Fellowship, College of Business and Public Administration, University of Arizona (with Eskander Alvi, James C. Cox, and Sharon B. Megdal), Summer 1985
- Industry Grant, The Gasoline Industry in Arizona (with Mark Isaac and Stanley Reynolds), 1987-1988
- Secretary's Commission on Workforce Quality and Labor Market Efficiency, U.S. Department of Labor, Contract No. 99-9-4766-75-019-04 (with James C. Cox), 1989
- National Science Foundation Grant, SRS-8904859 (with Larry L. Leslie), 1989-1990
- National Science Foundation Grant, SES-8820552 (with James C. Cox), 1989-1991
- National Science Foundation Grant, SBR-9311351 (with Larry L. Leslie), 1993-1995
- National Science Foundation Grant, SBR-9628325 (with Larry L. Leslie and Gary Rhoades), 1996-1999
- Industry Grant, The Gasoline Industry in Arizona (with Mark Isaac and Stanley Reynolds), 1997
- NBER/Sloan Grant, Production of Engineering Degrees in American Colleges and Universities (with Nidhi Thakur), July-August 2002
- Sloan Foundation Grant, Gender Differences Among Economists in Fields of Specialization (with Eva Sierminska), August 2018-July 2021

## Previous Positions

U.S. Navy, 1965-1967  
Visiting Assistant Professor, Economics Department, University of Western Ontario, 1971-1973  
Visiting Lecturer, Economics Department, Smith College, Spring 1975  
Assistant Professor, Economics Department, University of Massachusetts, 1973-1976  
Associate Professor, Department of Economics, University of Arizona, 1976-1984  
Visiting Fellow/Department of Economics and Visiting Research Associate/Industrial Relations Section, Princeton University, Fall 1982  
Visiting Associate Professor of Economics, Graduate School of Business, Stanford University, 1983-1984  
Chancellor Professor, Department of Economics, University of California, Santa Cruz, April 1997  
Visiting Researcher, Centre for Labour Market and Social Research, University of Aarhus, May-August 1997  
Visiting Researcher, ERMES, University of Paris II, May-June 2003  
Visiting Researcher, ERMES, University of Paris II, January 2009  
Honorary Professor, Deakin University, 2007-2012  
University of Canterbury Visiting Erskine Fellow, 2012  
Visiting Fellow, Collegio Carlo Alberto, Torino, July 2015  
Professor, Department of Economics, University of Arizona, 1984-2015  
Affiliated Researcher, PRESAGE/OFCE Sciences Po, Paris, 2012-2019

## Current Position

McClelland Professor of Economics Emeritus, Department of Economics, University of Arizona, 2015-Present  
Member, Expert Advisory Board, PRESAGE/OFCE, Sciences Po, Paris, 2019-Present  
Member, Scientific Advisory Board, Leading Towards Sustainable Equality Gender Equality Plans project, 2019 - Present  
Research Professor, Department of Economics, University of Arizona, 2018-Present  
Fellow, GLO (Global Labor Organization), 2017-Present  
Senior Research Fellow, LISER, Luxembourg, 2012-Present  
Research Fellow, IZA (Institute for the Study of Labor), Bonn, Germany, 2001-Present

## Editorships, Editorial Boards

Editorial Board, *Industrial and Labor Relations Review*, 2011-Present  
Editorial Board, *Journal of Labor Research*, 2010-Present  
Editorial Board, *Journal of Economic Inequality*, 2001-2015  
Co-editor, *Economic Inquiry*, 2003-2007  
Co-editor, Papers and Proceedings, *American Economic Review*, 1989-2007  
Editorial Board, *Journal of Urban Economics*, 1986-1989

## Publications

Journal articles, chapters in books, research monographs

"Is There a Business Cycle Effect on the Incidence of Dual Job Holding?", with Chung Choe and Francesco Renna), *The B.E. Journal of Economic Analysis and Policy*, forthcoming.

"Gender Differences in Economics PhD Field Specializations with Correlated Choices", (with Eva Sierminska), *Labour Economics*, Vol. 79, December 2022.

"Field Specializations among Beginning Economists: Are There Gender Differences" (with Eva Sierminska), *AEA Papers and Proceedings*, Vol. 111, May 2021, pp. 86-91.

"Identification and Decompositions in Probit and Logit Models" (with Chung Choe and SeEun Jung), *Empirical Economics*, Vol. 59, No. 3, September 2020, pp.1479-1492.

"Constrained vs Unconstrained Labor Supply: The Economics of Dual Job Holding" (with Chung Choe and Francesco Renna), *Journal of Population Economics*, Vol. 31, No. 4, October 2018, pp.1279-1319.

"Gender Wage Gaps and Risky vs. Secure Employment: An Experimental Analysis" (with Chung Choe and SeEun Jung), *Labour Economics*, Vol. 52, June 2018, pp.112-121.

"Wage Decompositions using Panel Data Sample Selection Correction" (with Chung Choe), *The Korean Economic Review*, Vol. 32, No. 2, Winter 2016, pp. 201-218.

"Symmetric Experimental Designs: Conditions for Equivalence of Panel Data Estimators" (with David Dickinson), *Journal of the Economic Science Association*, Vol. 2, No. 2, May 2016, pp. 85-95.

"The Effect of Overtime Regulations on Employment" *IZA World of Labor*, October 2014, <http://wol.iza.org/articles/effect-of-overtime-regulations-on-employment>.

"Wages, Employment, and Statistical Discrimination: Evidence from the Laboratory" (with David Dickinson), *Economic Inquiry*, Vol. 52, No. 3, October 2014, pp. 1392-1407.

"Movin' on Up: Hierarchical Occupational Segmentation and Gender Wage Gaps" (with Dina Shatnawi and Michael Ransom), *Journal of Economic Inequality*, Vol. 12, No. 3, September 2014, pp. 315-338.

"Do You Receive a Lighter Prison Sentence Because You are a Woman or a White? An Economic Analysis of Federal Criminal Sentencing Guidelines" (with Supriya Sarnikar and Todd Sorensen), *BE Journal of Economic Analysis and Policy*, Vol. 14, No. 1, January 2014, pp. 1-54.

- “Race and Gender Differences Under Federal Sentencing Guidelines” (with Todd Sorensen and Supriya Sarnikar), *American Economic Review, Papers & Proceedings*, Vol. 102, No. 3, May 2012, pp. 256-260.
- “Applying Fixed Effects to Hierarchical Segregation Models” (with Dina Shatnawi and Michael Ransom), *American Economic Review, Papers & Proceedings*, Vol. 101, No. 3, May 2011, pp. 588-592.
- “Technological Change and Gender Wage Gaps in the U.S. Service Industry” (with Simona Lup Tick), *Annales D’Économie et de Statistique (Annals of Economics and Statistics)*, Vol. 99/100, July/December 2010, pp. 47-66.
- “New Market Power Models and Sex Differences in Pay” (with Michael R Ransom), *Journal of Labor Economics*, Vol. 28, No. 2, April 2010, pp. 267-289.
- “Statistical Discrimination in Labor Markets: An Experimental Analysis” (with David Dickinson), *Southern Economic Journal*, Vol. 76, No. 1, July 2009, pp. 16-31.
- “Work Experience as a Source of Specification Error in Earnings Models: Implications for Gender Wage Decompositions” (with Tracy Regan), *Journal of Population Economics*, Vol. 22, No. 2, April 2009, pp. 463-499.
- “Experiments: The Use of Market Experiments to Evaluate the Performance of Econometric Estimators” (with James C. Cox) in *Handbook of Experimental Economics Results*, Vol. 1, Charles Plott and Vernon Smith, eds., Amsterdam, Netherlands: North-Holland, 2008.
- “Laboratory Tests of Job Search Models” (with James C. Cox) in *Handbook of Experimental Economics Results*, Vol. 1, Charles Plott and Vernon Smith, eds., Amsterdam, Netherlands: North-Holland, 2008.
- “A Human Capital Model of the Effects of Ability and Family Background on Optimal Schooling Levels” (with Tracy Regan and Galen Burghardt), *Economic Inquiry*, Vol. 45, No. 4, October 2007, pp. 721-738.
- “The Challenge of Measuring Labor Market Discrimination Against Women”, *Swedish Economic Policy Review*, Vol. 14, No. 1, March 2007, pp. 199-231.
- “Analyzing Trends in the U.S. and Danish Gender Wage Gaps in the 1980s and 1990s” (with Nabanita Datta Gupta and Nina Smith), *Applied Economics Letters*, Vol. 13, No. 10, August 2006, pp. 643-647.
- “Results on the Bias and Inconsistency of Ordinary Least Squares for the Linear Probability Model” (with William C. Horrace), *Economic Letters*, Vol. 90, No. 3, March 2006, pp. 321-327.

- “Swimming Upstream, Floating Downstream: Comparing Women's Relative Wage Progress in the United States and Denmark” (with Nabanita Datta Gupta and Nina Smith), *Industrial and Labor Relations Review*, Vol. 59, No. 2, January 2006, pp. 243-266.
- “Wage Differentials in the 1990s in Israel: Endowments, Discrimination, and Selectivity” (with Shoshana Neuman), *International Journal of Manpower*, Vol. 26, No. 3, March 2005, pp. 217-236.
- “Intrafirm Mobility and Sex Differences in Pay” (with Michael R Ransom), *Industrial and Labor Relations Review*, Vol. 58, No. 2, January 2005, pp. 219-237.
- “Wage Decompositions with Selectivity-Corrected Wage Equations: A Methodological Note” (with Shoshana Neuman), *Journal of Economic Inequality*, Vol. 2, No. 1, April 2004, pp. 3-10.
- “Using Econometric Models for Intrafirm Equity Salary Adjustments” (with Michael R. Ransom), *Journal of Economic Inequality*, Vol. 1, No. 1, December 2003, pp. 221-249.
- “Gender Versus Ethnic Wage Differentials Among Professionals: Evidence from Israel” (with Shoshana Neuman), *Annales D'Économie et de Statistique*, Vol. 71-72, July/December 2003, pp. 267-292.
- “Fixed Effects Models with Time Invariant Variables: A Theoretical Note” (with Iris Geisler), *Economic Letters*, Vol. 80, No. 3, September 2003, pp. 373-377.
- “Revenue Flux and University Behavior” (with Larry Leslie and Gary Rhoades) in *Incentive-Based Budgeting Systems in Public Universities*, Douglas M. Priest, William E. Becker, Don Hossler, Edward P. St. John, Mary M. Norden, eds., Northampton, MA: Edward Elgar Publishing, 2002.
- “Regression Methods for Correcting Gender Salary Inequities Between Groups of Academic Employees” (with Michael Ransom) in *Conducting Salary Equity Studies: Alternative Approaches to Research, New Directions for Institutional Research*, No. 115, R. Toutkoushian, ed., San Francisco, CA: Jossey-Bass, Fall 2002.
- “Interindustry Wage Differentials and the Gender Wage Gap: An Identification Problem” (with William Horrace), *Industrial & Labor Relations Review*, Vol. 54, No. 3 (April 2001), pp. 611-618.
- “Technology Transfer and Academic Capitalism,” (with Larry L. Leslie and Gary Rhoades), in *AAAS Science and Technology Policy Yearbook*, Teich, et.al eds. American Association for the Advancement of Science, 2001.

- “Economics of Discrimination” in *International Encyclopedia of the Social and Behavioral Sciences*, Oxford, UK: Elsevier Science, Ltd., 2001.
- “Good News and Bad News: Search from Unknown Wage Offer Distributions” (with James C. Cox), *Experimental Economics*, Vol. 2, March 2000, pp. 197-225.
- “Can Supply and Demand Parameters be Recovered from Data Generated by Market Institutions?” (with James C. Cox), *Journal of Business and Economic Statistics*, Vol. 17, No. 3, July 1999, pp. 285-297.
- “Identification in Detailed Wage Decompositions” (with Michael R. Ransom), *Review of Economics and Statistics*, Vol. 81, No. 1, February 1999, pp. 154-157.
- “The Danish Gender Wage Gap and Wage Determination in the Private and Public Sectors” (with N. Datta Gupta and N. Smith) in *Gender and the Labour Market. Econometric Evidence on Obstacles in Achieving Gender Equality*, Siv Gustafsson and Danièle Meulders, eds., New York, NY: MacMillan, 1999.
- “Women and Minorities in Science and Engineering: A Life Sequence Analysis” (with Larry L. Leslie and Gregory T. McClure), *Journal of Higher Education*, Vol. 69, No. 3, May/June 1998, pp. 239-276.
- “Calculation of Approximate Variances for Wage Decomposition Differentials” (with Michael R. Ransom), *Journal of Economic and Social Measurement*, Vol. 24, No. 1, 1998, pp. 55-61.
- “Women and Minorities in Higher Education” (with Larry Leslie), in *Higher Education: Handbook of Theory and Research*, XIII, John Smart, ed., New York, NY: Agathon Press, 1998.
- “Testing Job Search Models: The Laboratory Approach” (with James C. Cox), in *Research in Labor Economics*, 15, Solomon W. Polachek, ed., Greenwich, CT: JAI Press, 1996.
- “Is Bidding Behavior Consistent with Bidding Theory for Private Value Auctions?” (with James C. Cox), in *Research in Experimental Economics*, Vol. 6, R. Mark Isaac, ed., Greenwich, CT: JAI Press, 1996.
- “Inducing Risk Neutral Preferences: Further Analysis of the Data” (with James C. Cox), *Journal of Risk and Uncertainty*, Vol. 11, July 1995, pp. 65-79.
- “On Discrimination and the Decomposition of Wage Differentials” (with Michael R. Ransom), *Journal of Econometrics*, Vol. 61, No. 1, March 1994, pp. 5-21.
- “Scientist and Engineering Supply and Demand” (with Larry Leslie), in *Higher Education: Handbook of Theory and Research*, IX, John Smart, ed., New York, NY: Agathon Press, 1993. Reprinted in *The International Library of Critical Writings in Economics*,

Mark Blaug, series editor, *The Economics of Science and Innovation*, Paula E. Stephan and David Audretsch, Volume eds., Northampton, MA: Edward Elgar Publishing Ltd, 1999.

“Direct Tests of the Reservation Wage Property” (with James C. Cox), *Economic Journal*, Vol. 102, No. 415, November 1992, pp. 1423-1432.

“Tests for a Reservation Wage Effect” (with James C. Cox), in *Decision Making Under Risk and Uncertainty: New Models and Empirical Findings*, John Geweke, ed., Dordrecht, Netherlands: Kluwer Academic Publishers, 1992.

“Labor Market Discrimination and Economic Development” (with Orley Ashenfelter), in *Unfair Advantage: Labor Market Discrimination in Developing Economies*, N. Birdsall and R. Sabot, eds., Washington, D.C.: The World Bank, 1991.

“Unemployment Insurance and Job Search” (with James C. Cox), *Research in Labor Economics*, Vol. 11, Laurie J. Bassi and David L. Crawford, eds., Greenwich, CT: JAI Press, 1990.

“Laboratory Experiments with a Finite Horizon Job Search Model” (with James C. Cox), *Journal of Risk and Uncertainty*, Vol. 2, No. 3, September 1989, pp. 301-329.

“Keeping Arizonans Moving: Competition and Pricing in Arizona Gasoline Markets” (with R. Mark Isaac and Stanley S. Reynolds), *Arizona Review*, Spring 1989.

“Searching for the Effect of Unionism on the Wages of Union Workers and Nonunion Workers” (with Michael R. Ransom), *Journal of Labor Research*, Vol. 9, No. 2, June 1988, pp. 139-148.

“The Economics of Discrimination Thirty Years Later: Economists Enter the Courtroom” (with Orley Ashenfelter), *American Economic Review, Papers & Proceedings*, Vol. 77, No. 2, May 1987, pp. 321-325.

“Minimum Wage Effects with Output Stabilization” (with James C. Cox), *Economic Inquiry*, Vol. 24, No. 3, July 1986, pp. 443-453.

“Simulating the Impacts of Economic Programs on Urban Areas: The Case of Unemployment Insurance Benefits” (with Carol A. Taylor), *Journal of Urban Economics*, Vol. 19, No. 1, January 1986, pp. 23-46.

“Sex Earning Differentials” in *The International Encyclopedia of Education: Research and Studies*, T. Husen and T.N. Postlewaite, eds. Oxford, UK: Pergamon Press, 1985.

“Opportunity Costs of the Minimum Wage” (with James C. Cox), *Research in Labor Economics*, Vol. 6, Ronald G. Ehrenberg, ed., Greenwich, CT: JAI Press, 1984.

- “The Local Employment Effects of the Federal-State System of Unemployment Insurance Benefits in Maricopa and Pima Counties” (with Carol A. Taylor), *Arizona Review*, Third quarter 1983.
- “The Effects of Aggregate Unemployment Insurance Benefits in the U.S. on the Operation of a Local Economy” (with Carol A. Taylor), Unemployment Insurance Occasional Paper No. 83-3, U.S. Department of Labor, 1983.
- “The Political Economy of Minimum Wage Legislation” (with James C. Cox), *Economic Inquiry*, Vol. 20, No. 4, October 1982, pp. 533-555.
- “Union/Nonunion Wage Differentials” (with Orley Ashenfelter), *Contemporary Economic Issues*, Pacific Academy for Advanced Studies, Winter 1982.
- “Identification of Supplier Induced Demand in the Health Care Sector” (with Richard D. Auster), *Journal of Human Resources*, Vol. 16, No. 3, Summer 1981, pp. 327-342.
- “Effects of Minimum Wage Policy on Inflation and on Output Prices, Employment, and Real Wage Rates by Industry” (with James C. Cox), in *Report of the Minimum Wage Study Commission*, Volume VI, Washington, D.C.: Government Printing Office, 1981.
- “The Determinants of Minimum Wage Levels and Coverage in State Minimum Wage Laws” (with James C. Cox), in *The Economics of Legal Minimum Wages*, Simon Rottenberg, ed., Washington, D.C.: American Enterprise Institute for Public Policy Research, 1981.
- “On the Use of Occupational Statistics” in *Census Bureau Conference on Issues in Federal Statistical Needs Relating to Women*, Barbara B. Reagan, ed., Current Population Reports, Series P-23, No. 83, U.S. Bureau of Census, December 1979.
- “Impacts of UI Benefits on Tucson's Economy, *Arizona Review*, Second quarter 1979.
- “The Impact of Unemployment Insurance Benefits in Local Economies - Tucson” (with Arthur T. Denzau and Carol A. Taylor), *Unemployment Insurance Occasional Paper* No. 79-2, Department of Labor ETA/UIS, 1979.
- “Unemployment Insurance Benefits and the Hunt for Jobs” (with Ronald G. Ehrenberg), *Arizona Review*, November 1977.
- “Theory and Measurement in the Economics of Discrimination,” in *Equal Rights and Industrial Relations*, Leonard J. Hausman et al, eds., Madison, Wisconsin: Industrial Relations Research Association, 1977.
- “The Persistence of Male-Female Earnings Differentials,” in *The Distribution of Economic Well-Being*, F. Thomas Juster, ed., Studies in Income and Wealth, Chapter 8, NBER, Cambridge, MA: Ballinger Publishing Company, 1977.

“Unemployment Insurance, Duration of Unemployment and Subsequent Wage Gain” (with Ronald G. Ehrenberg), *American Economic Review*, Vol. 66, No. 5, December 1976, pp. 754-766.

“Some Observations on the Economics of Women's Liberation” *Challenge: The Magazine of Economic Affairs*, Vol. 19, No. 3. July/August 1976, pp. 29-33.

“Impacts of Unemployment Insurance on the Duration of Unemployment and the Post-Unemployment Wage” (with Ronald G. Ehrenberg), Proceedings of the Twenty-Eighth Annual Winter Meetings of the IRRA, February 1976. Also excerpted in the *Monthly Labor Review*, March 1976, and reprinted in *Readings in Modern Economics*, James F. Crawford, ed., W.B. Saunders, 1977.

“Wage Behavior and the Cost-Inflation Problem” (with William G. Bowen), in *Labor and the National Economy*, Orley Ashenfelter and William G. Bowen, eds., New York, NY: W.W. Norton and Company, 1975.

“The United States Labor Force” (with William S. Pierce), in *Labor and the National Economy*, Orley Ashenfelter and William G. Bowen, eds., New York, NY: W.W. Norton and Company, 1975.

“Male-Female Wage Differentials in the Telephone Industry” in *Equal Employment Opportunity and the AT & T Case*, Phyllis A. Wallace, ed., Cambridge, MA: M.I.T. Press, 1975.

“Estimation of Union/Nonunion Wage Differentials Within Occupational/Regional Subgroups” *Journal of Human Resources*, Vol. 10, No. 4, Autumn 1975, pp. 529-537.

“Another Look at Tests of Equality Between Sets of Coefficients in Two Linear Regressions,” *American Economist*, Vol. 18, No. 1, Spring 1974, pp. 23-32.

“Male-Female Wage Differentials in Urban Labor Markets,” *International Economic Review*, Vol. 14, No. 3, October 1973, pp. 693-709.

“Sex Discrimination in Wages,” in *Discrimination in Labor Markets*, Orley Ashenfelter and Albert Rees, eds., Princeton, NJ: Princeton University Press, 1973.

## Book Reviews

Wages and Labor Markets in the United States, 1820-1860 (Robert A. Margo), *Journal of Economic History*, December 2000.

Indigenous People and Poverty in Latin America: An Empirical Analysis (George Psacharopoulos and Harry A. Patrinos, eds.), *Journal of Economic Literature*, September 1995.

Research Monographs 1-5 (Centre for Aboriginal Economic Policy Research, Australian National University), *Journal of Economic Literature*, September 1994.

Women and Equal Pay: The Effects of Legislation on Female Employment and Wages in Britain (with A. Zabalza and Z. Tzannatos), *Journal of Economic Literature*, December 1987.

Youths at Work: An International Survey (Beatrice G. Reubens, ed.), *Industrial and Labor Relations Review*, April 1985.

The Futility of Family Policy (Gilbert Y. Steiner), *Southern Economic Journal*, January 1982.

Labor in the Public and Nonprofit Sectors (Daniel Hamermesh, ed.), *Journal of Human Resources*, Spring 1976.

#### Comments

“Insured Unemployment Data” Saul J. Blaustein, *Data Collection, Processing and Presentation: National and Local*, Appendix to Volume II, *Counting the Labor Force*, National Commission on Employment and Unemployment Statistics, Washington, D.C.: U.S. Government Printing Office, 1979.

Comments on papers given at the Governor's National Conference on Full Employment. *High Employment: Problems and Solutions*, Proceedings, Paul L. Burgess and Jerry L. Kingston, eds., Arizona State University, 1978.

Comments on papers given at the IRRA session, “Labor Market Institutions and Employment Policy,” Proceedings of the 1977 Annual Spring Meeting, *Labor Law Journal*, August 1977.

“Differences in Expected Post-School Investment as a Determinant of Market Wage Differentials” Solomon W. Polachek, in *Women, Minorities, and Discrimination in Employment*, Phyllis Wallace and Annette M. LaMond, eds., Lexington, MA: Lexington Books, 1977.

#### Edited Volumes

“Papers and Proceedings of the Hundred and Nineteenth Annual Meetings of the American Economic Association” (with Michelle DeBlasi), *American Economic Review*, Vol. 97, No. 2, May 2007.

- “Papers and Proceedings of the Hundred and Eighteenth Annual Meetings of the American Economic Association” (with Michelle DeBlasi), *American Economic Review*, Vol. 96, No. 2, May 2006.
- “Papers and Proceedings of the Hundred and Seventeenth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 95, No. 2, May 2005.
- “Papers and Proceedings of the Hundred and Sixteenth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 94, No. 2, May 2004.
- “Papers and Proceedings of the Hundred and Fifteenth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 93, No. 2, May 2003.
- “Papers and Proceedings of the Hundred and Fourteenth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 92, No. 2, May 2002.
- “Papers and Proceedings of the Hundred and Thirteenth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 91, No. 2, May 2001.
- “Papers and Proceedings of the Hundred and Twelfth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 90, No. 2, May 2000.
- “Papers and Proceedings of the Hundred and Eleventh Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 89, No. 2, May 1999.
- “Papers and Proceedings of the Hundred and Tenth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 88, No. 2, May 1998.
- “Papers and Proceedings of the Hundred and Ninth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 87, No. 2, May 1997.
- “Papers and Proceedings of the Hundred and Eighth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 86, No. 2, May 1996.

- “Papers and Proceedings of the Hundred and Seventh Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 85, No. 2, May 1995.
- “Papers and Proceedings of the Hundred and Sixth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 84, No. 2, May 1994.
- “Papers and Proceedings of the Hundred and Fifth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 83, No. 2, May 1993.
- “Papers and Proceedings of the Hundred and Fourth Annual Meetings of the American Economic Association” (with David Baldwin), *American Economic Review*, Vol. 82, No. 2, May 1992.
- “Papers and Proceedings of the Hundred and Third Annual Meetings of the American Economic Association” (with Wilma St. John), *American Economic Review*, Vol. 81, No. 2, May 1991.
- “Papers and Proceedings of the Hundred and Second Annual Meetings of the American Economic Association” (with Wilma St. John), *American Economic Review*, Vol. 80, No. 2, May 1990.
- “Papers and Proceedings of the Hundred and First Annual Meetings of the American Economic Association” (with Wilma St. John), *American Economic Review*, Vol. 79, No. 2, May 1989.
- “Conference on the Research Uses of the NLS Youth Cohort Data” (with Orley Ashenfelter and Ronald G. Ehrenberg), *Research in Labor Economics*, Vol. 3, Greenwich, CT: JAI Press, 1980.

## Unpublished Papers

“What’s the Risk from Competing? Competition Aversion and the Gender Wage Gap”, IZA Discussion Paper No. 15048, January 2022.

“Income Taxation and Dual Job Labour Supply” (with Chung Choe and Francesco Renna), IZA Discussion Paper No. 13107, March 2020.

“Raising the Overtime Premium and Reducing the Standard Workweek: Short-Run Impacts on U.S. Manufacturing” (with Galiya Sagyndykova), IZA Discussion Paper No. 12557, August 2019.

“Is There a Business Cycle Effect on the Incidence of Dual Job Holding?” (with Chung Choe and Francesco Renna), IZA Discussion Paper No. 12425, June 2019.

“A Different Approach to Quantile Wage Decompositions with an Application to Gender Wage Gaps in the U.K. and the U.S.” (with Yolanda Pena-Boquete), June 2017.

“Specialization in Economics: A Gender Story?” (with Eva Sierminska), May 2017.

“Faculty Salary Determination at a Research I University” (with Iris Geisler), revised January 2005.

“Production of Engineering Degrees in American Universities: Does R&D Matter?” (with Nidhi Thakur), October 2003.

“New Wine in Old Bottles: A Sequential Estimation Technique for the LPM” (with William C. Horrace), June 2001.

“Who’s Ratcheting Whom? Instructional Activity in Public Research Universities” (with Gary Rhoades and Larry Leslie), June 1999.

“Bandwagon When Quality is Unknown” (with Eskander Alvi), June 1997.

“On Supply and Demand of Scientists and Engineers: Some Econometric Issues in Forecasting” (with Larry L. Leslie), September 1991.

“Forecasting Commodity Demands and Labor Supply with Two New Indirect Utility Functions and Alternative Specifications” (with James C. Cox), December 1988.

“What’s at Stake in Proposals to Index the Minimum Wage?” (with James C. Cox), April 1985.

“Potential Labor Market Effects of National Service Programs” (with Orley Ashenfelter), September 1983.

“On the Characterization of Homothetic Functions” (with Alan S. Gleit), March 1976.

“Labor in the Travel Service Sector” in *Travel and Tourism in Massachusetts 1975: An Economic Analysis*, Norman G. Cournoyer and James K. Kindahl Principal Investigators, Report Submitted to the Department of Commerce and Development, Commonwealth of Massachusetts.

## **Research in Progress**

Wage Decompositions with quantile regression models

Consistent estimators of Linear Probability Models

Dual job holding over the business cycle

Labor supply responses to marginal tax rates among dual job holders

Experimental analysis of risk preferences, occupational choice, competition aversion, and wage differentials

The economics of overtime hours and employment

The effects of product market and labor market structure on gender wage gaps

Gender differences in field specialization among academic economists

## **Other Professional Activities**

CSWEP Representative to the University of Arizona, 2004-2008

Academic Advisory Council, Barry Goldwater Institute for Public Policy Research, 1988-2004

Board of Directors, Cybernomics Inc., 1991-1999

Advisory Board, Sorites Group, Inc., 1990-1996

Membership in professional societies:

- American Economic Association
- American Society of Hispanic Economists
- Economic Science Association
- Society of Labor Economists
- Western Economic Association International

Committee membership:

External reviewer, Ph.D. thesis examination committee for Daniela Piazzalunga, University of Torino/Collegio Carlo Alberto, 2015-2016

Member, Board of Directors, Western Economic Association International, 2009-2012

Board Member, Committee on the Status of Women in the Economics Profession (CSWEP) 2009-2011

Member, CSWEP Summer Economic Fellows Review Committee, 2009-2011

AAUP Committee on the Economic Status of the Profession, 2005-2010

External Member, Ph.D. Thesis examination committee, Yolanda Pena Boquete, Universidad de Santiago de Compostela, Spain, July 2009

External Review Committee, Economics Program, University of Colorado at Denver and Health Sciences Center, 2007

WEAI Nominating Committee, 2007

NBER/Sloan Scientific Workforce Project, 2001-2006

Reviewer for Indigenous Peoples Project, World Bank, 2003-2005

NSF Search Committee for Assistant Director of Social, Behavioral and Economic Sciences, 2003-2004

Expert Review Panel on Income Projections, Western Interstate Commission for Higher Education, 2003

Advisory Committee for the Social, Behavioral and Economic Sciences Directorate, National Science Foundation, 2000-2003

Economics Graduate Program Review Committee, Oregon State University, April 2000

Economic Science Association, Econometrics Section Head and Executive Committee Member 1989-1992, 1998-2001

NSF Infrastructure Grants Panel, 1999, 2000

Grant Review Panel, National Institutes of Health, 1999

Committee on Methods of Forecasting Demand and Supply of Doctoral Scientists and Engineers, National Research Council, Office of Scientific and Engineering Personnel, 1997-1999

AAUP Commission on Governance and Affirmative Action, 1995-1996

Mathematical Reasoning Committee, Educational Testing Service, 1993-1994

U.S. Department of Labor Technical Review Panel for the JTPA Experiment, 1986-1994

External Review Committee, Department of Economics, Florida International University, 1993

Committee of Examiners for the Economics Test, Graduate Records Examination, Educational Testing Service, 1983-1992 (Chair 1990-1992)

External Review Committee, Economics Board, University of California at Santa Cruz, 1991

Economics Advisory Panel, National Science Foundation, 1991

American Economic Association Committee on the Status of Minority Groups in the Economics Profession, 1984-1990 (Chair 1986-1990)

American Economic Association 1988 Nominating Committee, 1987-1988

American Economic Association Census Advisory Committee, 1980-1985 (Chair 1984-1985)

Committee on Youth Employment Programs, National Academy of Sciences/National Research Council/Commission on Behavioral and Social Sciences and Education, 1983-1985

U.S. Department of Labor Grants Review Panel, 1977, 1978

Chair, discussant, or author of papers presented at professional meetings:

American Association for the Advancement of Science

American Economic Association

Atlantic Economic Society

Eastern Economic Association

Economic Science Association

Econometric Society

Industrial Relations Research Association

Society of Labor Economists  
Southern Economic Association  
Western Economic Association International

Journals and research volumes refereed:

American Economic Review  
Bulletin of Economic Research  
Canadian Journal of Economics  
Contemporary Economic Policy  
Econometrica  
Economic Inquiry  
Economic Journal  
Economic Letters  
Experimental Economics  
Games and Economic Behavior  
Industrial Relations  
Industrial and Labor Relations Review  
International Economic Review  
Journal of Applied Econometrics  
Journal of Clinical Psychiatry  
Journal of Comparative Economics  
Journal of Contemporary Economics  
Journal of Development Economics  
Journal of Econometrics  
Journal of Economic History  
Journal of Economic Inequality  
Journal of Economic Literature  
Journal of Higher Education  
Journal of Human Resources  
Journal of Labor Economics  
Journal of Labor Research  
Journal of Policy Analysis and Management  
Journal of Political Economy  
Journal of Regional Science  
Journal of Urban Economics  
Public Finance Review  
Research in Experimental Economics  
Research in Income Inequality  
Review of Income and Wealth  
Scottish Journal of Political Economy  
Social Science Quarterly  
Social Science Research  
Southern Economic Journal  
The Quarterly Review of Economics and Business

The Review of Economic Studies  
Quarterly Journal of Business and Economics

Other refereeing:

National Science Foundation  
Harper & Row  
Little, Brown and Company  
M.I.T. Press  
The Israel Science Foundation

### **Committees Served on at the University of Arizona**

Departmental:

Graduate Studies Committee, 1976-1981, 1987-1988  
Committee for the Evaluation and Development of the Economics Department, 1977  
Graduate Prelim Committee, 1976-2015  
Department of Economics Recruitment Committee, 1978-1980, 1992-1993 (Chair 1979-1980), 2000-2001, 2003-2004  
Department of Finance Promotion and Tenure Committee, 1980-1981, 1997-1998  
Department of Accounting Promotion and Tenure Committee, 2002-2003  
Department of Economics Head Search Committee, 1980-1982 (Chair), 1990 & 1997(Chair), 2001  
Division of Economic and Business Research Personnel Committee, 1981, 1983  
Department of Economics Advisory Committee, 1984-1986, 1988-1989  
Department of Economics Promotion and Tenure Committee, 1984-1985 (Chair), 1984-1988, 1990-1992, 1993-1994, 1995-1996, 1997-1998, 1999-2000, 2005, 2007-2012, 2012-2013 (Chair)  
Faculty Evaluation Committee, 1985, 1991-1992, 1995, 1997-1998, 2000, 2002, 2006-2009, 2011, 2013, 2014  
Committee to Study Concurrent and Joint Philosophy-Economics Graduate Degrees, 1985-1986  
Coordinator, Econometric Modeling Field, 1985-1986  
Search Committee, Department of Agricultural Economics, 1986  
Search Committee, Division of Economic and Business Research, 1986  
Computing Committee, 1986-2005 (Chair)  
Committee for Review of DEBR Director, 1986-1987  
Department of Management Information Systems Promotion and Tenure Committee, 1987-1988  
Department of Marketing Promotion and Tenure Committee, 1988-1989, 1996-1997  
Committee for Review of Economic Department Head, 1988-1989  
Department of Economics Steering Committee, 1989-1990  
Liberal Arts Economics Advisor, 1989-2015  
Department of Economics Committee on Assessment of Undergraduate Education, 1999, 2000-2001 (Chair)

Mexican American Studies Research Center, Fourth-Year Review Advisory Committee, 2000  
Graduate Student Placement Officer, Department of Economics, 2001-2002  
Assessment Committee for Econ 361, 2013

College:

Grade Appeal Committees

Research and Publications Committee, 1977-1979  
Undergraduate Curriculum Committee, 1979-1980, 1981-1982  
BPA Committee on Statistics and Mathematics, 1982-1983, 1985-1989  
BPA/SBS Joint Computer Committee, 1985  
General Education Task Force, 1986  
Committee on Potential Support from AT&T, 1986  
Reviewer of BPA College Summer Research Proposals  
Faculty Status Committee, 1998-1999, 2004-2005 (Chair)  
College Advisory Committee, 2012-Present

University:

Health Policy Research Committee, 1980-1983  
Advisory Search Committee for Senior Vice President for Academic Affairs, 1982-1983  
Committee on Conciliation, 1984-1986  
Research Computing Advisory Committee, 1993-1994  
Provost's Faculty Advisory Group on Scholarships and Waivers, Spring 1995  
Senate Task Force for Monitoring Labor and Human Rights Issues, 1999-2000  
University Advisory Committee on Tenure and Promotion, 2000-2003 (Chair, 2001-2003)  
Review Committee, Higher Education Program, College of Education, Fall 2004  
Budget Redesign Committee, 2009-2010  
Economics Department Head Review Committee, 2007 (Chair)

Thesis committee membership:

Arlington Williams, Department of Economics, 1978-1979  
George Hozier, Marketing Department, 1978-1979  
Alan Persky, Department of Economics 1979  
Steve Wade, Department of Economics, 1979-1980  
Marilyn Spencer, Department of Economics, 1980-1981 (Chair)  
Paul Brinkman, Department of Higher Education, 1979-1981  
Don Kridel, Department of Economics, 1979-1986  
Chris O'Leary, Department of Economics, 1982-1986 (Chair)  
Edward Jorgenson, Department of Economics, 1986-1987 (Chair)  
Vernon Gerety, Department of Economics, 1987  
Meta Mobula, Department of Economics, 1987-1988  
Yuki Naka, Department of Economics, 1987-1989  
Dennis Viehland, Program in Higher Education, 1987-1989

Charissa Wellford, Department of Economics, 1988-1990  
Robert Trezevant, Department of Accounting, 1989  
Mark Van Boening, Department of Economics, 1991  
Ya Li, Department of Economics, 1990-1992 (Chair, 1992)  
Lucy Atkinson Eldridge, Department of Economics, 1991-1993  
Steve Schimpp, Program in Higher Education, 1992-1993  
Praveen Kujal, Department of Economics, 1990-1994  
Keith Shachat, Department of Economics, 1991-1994  
Adam Jigeng Lin, Department of Economics, 1992-1994  
Rochelle Yalkowsky, Department of Economics (MA), 1995-1996  
Voxi Heinrich Amavilah, Mineral Economics, 1996  
Hongrong Li, Department of Economics (MA), 1996  
Yoshi Tabata, Mineral Economics, 1996  
Greg McClure, Program in Higher Education, 1995-1997  
Bart Wilson, Department of Economics, 1995-1997  
Iris Geisler, Department of Economics, 1995-1999 (Chair)  
Sally Turbyville, Department of Economics (MA), 1997  
Ashley Paul D'Sylva, Program in Higher Education, 1996-1997  
Sule Balkan, Department of Economics, 1996-1998  
Cameron Rookley, Department of Economics, 1997-1998, 2002  
Marcel Nzeukou, Department of Mathematics, 1997-1998  
Alex Sugiyama, Department of Economics, 1996-1998 (Chair)  
Roelant Verbeek, Department of Economics, 1997- 2000 (Chair)  
David Richmond, Department of Sociology, 1998-2000  
Cheryl Winsten-Bartlett, Higher Education Program, 1999-2000  
Naglaa El Hodiri, Department of Economics, 1999-2001 (Chair)  
Ali Nejadmalayeri, Department of Finance, 1999-2001  
Oliver Li, Department of Finance, 2000-2001  
Francesco Renna, Department of Economics, 2000-2002 (Chair)  
Zeynep Hansen, Department of Economics, 2000-2002  
Supriya Sarnikar, Department of Economics, 2000-2002  
Ryan Johnson, Department of Economics, 2000-2002  
Jerry Yang, Department of Finance, 2000-2002  
Tracy Regan, Department of Economics, 2000-2003 (Chair)  
Liang Zhang, Higher Education, 2001-2003  
Rebecca Holmes, Department of Economics, 2002-2003  
Vladimira Ilieva, Department of Economics, 2002-2003  
Talat Genc, Department of Economics, 2002-2003  
Kurt Schnier, Department of Economics, 2002-2003  
Anne Anderson, Department of Finance, 2002-2003  
Clemente Hernandez, Department of Economics, 2002-2003  
Nidhi Thakur, Department of Economics, 2001-2004 (Chair)  
Tolga Ergun, Department of Economics, 2002-2004  
Nuray Tugrul, Department of Economics, 2001-2006 (Chair)  
Sam Allen, Department of Economics, 2002-2004  
Simona Lup, Department of Economics, 2002-2005 (Chair)

Volodymyr Bilotkach, Department of Economics, 2002-2005  
Kamarun Nisham Taufil Mohd, Department of Economics, 2003-2004  
Dan Xu, Department of Finance, 2004-2005  
Ninghua Du, Department of Economics, 2003-2005  
Abdoul Sam, Department of Economics and Department of Agriculture and Resource  
Economics, 2003-2005  
Todd Neumann, Department of Economics, 2005-2006  
Maros Servatka, Department of Economics, 2005-2006  
Utteeyo Dasgupta, Department of Economics, 2005-2006  
Jane Zhao, Department of Finance, 2005-2006  
Radovan Vadovic, Department of Economics, 2006  
Kristina Miller, Department of Economics, Senior Honors Thesis Chair, 2006  
Wafa Hakim, Department of Economics, 2005-2007 (Chair)  
Carmen Carrión-Flores, Department of Economics, 2005-2007 (Co-Chair)  
Todd Sorensen, Department of Economics, 2005-2007 (Co-Chair)  
Vincent Intintoli, Department of Finance, 2006-2007  
Adrian Stoian, Department of Economics, 2006-2008  
Andrew Zhang, Department of Finance, 2006-2008  
Chung Choe, Department of Economics, 2006-2008 (Co-Chair)  
Adeel Yang, Department of Economics, Senior Honors Thesis Chair, 2007-2008  
Sonam Gupta, Department of Economics, 2007-2009  
Shrikant Jategaonkar, Department of Finance, 2007-2009  
Qin Wang, Department of Finance, 2007-2009  
Jonathan Fox, Department of Economics, 2008-2010  
Eylem Gevrek, Department of Economics, 2008-2010 (Chair)  
Dina Shatnawi, Department of Economics, 2008-2010 (Chair)  
Januj Juneja, Department of Finance, 2008-2010  
Trevor Kollmann, Department of Economics, 2010-2011  
Kihong Park, Department of Economics, 2010-2011 (Chair)  
Carl Kitchens, Department of Economics, 2009-2012  
Keoka Grayson, Department of Economics, 2009-2012  
Hazrul Shahiri, Department of Economics, 2010-2012 (Chair)  
Manuel Gonzalez Canche, Department of Higher Education, 2011-2012  
Laura Cheney, Department of Finance, 2011-2012  
Karina Cordova, Department of Economics, 2010-2013 (Chair)  
Briggs Depew, Department of Economics, 2010-2013 (Chair)  
Shane Thompson, Department of Economics, 2010-2013 (Chair)  
Sandeep Shetty, Department of Economics, 2011-2013 (Chair)  
Shirin Sabetghadam, Department of Economics, 2011-2013 (Chair)  
Travis Box, Department of Finance, 2012-2013  
Galiya Sagyndykova, Department of Economics, 2011-2014 (Chair)  
Ming-Sen Wang, Department of Economics, 2012-2014 (Co-Chair)  
Anila Prakash, Department of Economics, 2013-2015 (Chair)  
Xing (Michelle) Liu, Department of Economics, 2013-2015 (Co-Chair)  
Patrick Cizek, Department of Economics, 2013-2016 (Co-Chair)  
Edna Parra, Educational Policy Studies and Practice, 2015-2016

Mariana Zerpa, Department of Economics, 2015-2017  
Ahmad Mohassel, Department of Economics, 2015-2017  
A.R. Shariq Mohammed, Department of Economics, 2017-2018