

July 2011

## 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, 1968-69

Distinguished Visiting Professor, New Mexico State University, 1991

Udall Center Fellow, University of Arizona, 1995-96

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

## **Research Grants and Contracts**

- U.S. Department of Labor, Manpower Dissertation Grant, 1969-71
- University Research Council Grant, University of Western Ontario, 1972-73
- University Faculty Research Grant, University of Massachusetts, 1973-74
- U.S. Department of Labor, ASPER, Contract L-74-49 (with Ronald G. Ehrenberg), 1974-76
- U.S. Department of Labor, ETA/OPER, Contract 20-04-76-55 (with Art Denzau and Carol A. Taylor), 1976-78
- U.S. Department of Labor, ONP/UIS, Contract 99-6-807-04-23 (with Art Denzau and Carol A. Taylor), 1976-78
- U.S. Department of Labor, ONP/UIS, Contract 99-9-807-04-23 (with Carol A. Taylor), 1979-80
- Minimum Wage Study Commission, Contract J-9-E-0-0112 (with James C. Cox) 1980-81
- 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), 1987-88
- Secretary's Commission on Workforce Quality and Labor Market Efficiency, U.S. Department of Labor, Contract 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

## **Previous Positions**

U.S. Navy, 1965-67

Research Assistant, Industrial Relations Section, Princeton University, Summer 1968

Visiting Assistant Professor, Economics Department, University of Western Ontario, 1971-73

Visiting Lecturer, Economics Department, Smith College, Spring 1975

Assistant Professor, Economics Department, University of Massachusetts, 1973-76

Associate Professor, Department of Economics, University of Arizona, 1976-84

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, 1983-84

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, January, 2009

## **Current Position**

McClelland Professor of Economics, Department of Economics, and Affiliated Faculty, Economic Science Laboratory, University of Arizona

Honorary Professor, Deakin University, 2007-

## **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 - present

Co-editor, *Economic Inquiry*, 2003 - 2007

Co-editor, Papers and Proceedings, *American Economic Review*, 1989 - 2007

Editorial Board, *Journal of Urban Economics*, 1986-89

## Publications

Journal articles, chapters in books, research monographs

“Male-Female Wage Differentials in Urban Labor Markets,” *International Economic Review*, October 1973.

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

“Another Look at Tests of Equality Between Sets of Coefficients in Two Linear Regressions,” *American Economist*, Spring 1974.

“Estimation of Union/Nonunion Wage Differentials Within Occupational/Regional Subgroups,” *Journal of Human Resources*, Fall 1975.

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

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

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

“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.

“Unemployment Insurance, Duration of Unemployment and Subsequent Wage Gain,” with (Ronald G. Ehrenberg), *American Economic Review*, December 1976.

“Some Observations on the Economics of Women's Liberation,” *Challenge: The Magazine of Economic Affairs*, July/August 1976.

“Unemployment Insurance Benefits and the Hunt for Jobs” (with Ronald G. Ehrenberg), *Arizona Review*, November 1977.

- “The Persistence of Male-Female Earnings Differentials,” in *The Distribution of Economic Well-Being*, F. Thomas Juster, ed., Studies in Income and Wealth, No. 41, NBER, Ballinger Publishing Company, 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.
- “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* 79-2, Department of Labor ETA/UIS, 1979.
- “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.
- “Identification of Supplier Induced Demand in the Health Care Sector” (with Richard D. Auster), *Journal of Human Resources*, Summer 1981.
- “Effects of Minimum Wage Policy on Inflation and on Output Prices, Employment, and Real Wage Rates by Industry” (with James C. Cox), *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.
- “Union/Nonunion Wage Differentials” (with Orley Ashenfelter), *Contemporary Economic Issues*, Pacific Academy for Advanced Studies, Winter 1982.
- “The Political Economy of Minimum Wage Legislation” (with James C. Cox), *Economic Inquiry*, October 1982.
- “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* 83-3, U.S. Department of Labor, 1983.
- “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.
- “Opportunity Costs of the Minimum Wage” (with James C. Cox), *Research in Labor Economics*, Ronald G. Ehrenberg, ed., JAI Press, Vol. 6, 1984.

- “Sex Earning Differentials,” *The International Encyclopedia of Education: Research and Studies*, T. Husen and T.N. Postlewaite, eds. Oxford: Pergamon Press, 1985.
- “Simulating the Impacts of Economic Programs on Urban Areas: The Case of Unemployment Insurance Benefits” (with Carol A. Taylor), *Journal of Urban Economics*, January 1986.
- “Minimum Wage Effects with Output Stabilization” (with James C. Cox), *Economic Inquiry*, July 1986.
- “The Economics of Discrimination Thirty Years Later: Economists Enter the Courtroom” (with Orley Ashenfelter), *American Economic Review*, Papers and Proceedings, May 1987.
- “Searching for the Effect of Unionism on the Wages of Union Workers and Nonunion Workers” (with Michael R. Ransom), *Journal of Labor Research*, Spring 1988.
- “Keeping Arizonans Moving: Competition and Pricing in Arizona Gasoline Markets” (with R. Mark Isaac and Stanley S. Reynolds), *Arizona Review*, Spring 1989.
- “Laboratory Experiments with a Finite Horizon Job Search Model” (with James C. Cox), *Journal of Risk and Uncertainty*, September 1989.
- “Unemployment Insurance and Job Search” (with James C. Cox), *Research in Labor Economics*, Laurie J. Bassi and David L. Crawford, eds., JAI Press, Vol. 11, 1990.
- “Labor Market Discrimination and Economic Development” (with Orley Ashenfelter), in *Unfair Advantage: Labor Market Discrimination in Developing Economies*, N. Birdsall and R. Sabot, eds., The World Bank, 1991.
- “Direct Tests of the Reservation Wage Property” (with James C. Cox), *Economic Journal*, November 1992.
- “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., Kluwer Academic Publishers, 1992.
- “Scientist and Engineering Supply and Demand” (with Larry Leslie), in *Higher Education: Handbook of Theory and Research*, IX, John Smart, ed., 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 editors, Edward Elgar Publishing Ltd, 1999.
- “On Discrimination and the Decomposition of Wage Differentials” (with Michael R. Ransom), *Journal of Econometrics*, March 1994.

- “Inducing Risk Neutral Preferences: Further Analysis of the Data” (with James C. Cox), *Journal of Risk and Uncertainty*, July 1995.
- “Is Bidding Behavior Consistent with Bidding Theory for Private Value Auctions?” (with James C. Cox), *Research in Experimental Economics*, R. Mark Isaac, ed., JAI Press, Vol. 6, 1996.
- “Testing Job Search Models: The Laboratory Approach” (with James C. Cox), *Research in Labor Economics*, 15, Solomon W. Polachek, ed., JAI Press, 1996.
- “Women and Minorities in Higher Education” (with Larry Leslie), in *Higher Education: Handbook of Theory and Research*, XIII, John Smart, ed., Agathon Press, 1998.
- “Calculation of Approximate Variances for Wage Decomposition Differentials” (with Michael R. Ransom), *Journal of Economic and Social Measurement*, vol. 24, no. 1, 1998.
- “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.
- “Identification in Detailed Wage Decompositions”(with Michael R. Ransom), *Review of Economics and Statistics*, vol. 81, no. 1, February 1999.
- “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, 285-297.
- “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. MacMillan, 1999.
- “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
- “Good News and Bad News: Search from Unknown Wage Offer Distributions” (with James C. Cox), *Experimental Economics*, vol. 2, 2000, 197-225.
- “Interindustry Wage Differentials and the Gender Wage Gap: An Identification Problem” (with William Horrace), *Industrial & Labor Relations Review*, vol. 54, no. 3, April 2001, 611-618.

- “Economics of Discrimination”, *International Encyclopedia of the Social and Behavioral Sciences*, Elsevier Science, Ltd., 2001.
- “Regression Methods for Correcting Gender Salary Inequities Between Groups of Academic Employees” (with Michael Ransom) in R. Toutkoushian (ed.), *Conducting Salary Equity Studies: Alternative Approaches to Research, New Directions for Institutional Research*, No. 115 (San Francisco: Jossey-Bass, Fall 2002).
- “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., Edward Elgar Publishers, 2002.
- “Fixed Effects Models with Time Invariant Variables: A Theoretical Note” (with Iris Geisler), *Economic Letters*, vol. 80, No. 3, September 2003, 373-377.
- “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, 267-292.
- “Using Econometric Models for Intrafirm Equity Salary Adjustments” (with Michael R Ransom), *Journal of Economic Inequality*, vol. 1, No. 1, December 2003, 221-249.
- “Wage Decompositions with Selectivity-Corrected Wage Equations: A Methodological Note” (with Shoshana Neuman), *Journal of Economic Inequality*, vol. 2, No. 1, April 2004, 3-10.
- “Intrafirm Mobility and Sex Differences in Pay” (with Michael R Ransom), *Industrial and Labor Relations Review*, vol. 58, No. 2, January 2005, 219-237.
- “Wage Differentials in the 1990s in Israel: Endowments, Discrimination, and Selectivity” (with Shoshana Neuman), *International Journal of Manpower* Volume: 26, Issue: 3; March 2005, pp. 217-236.
- 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.
- “Results on the Bias and Inconsistency of Ordinary Least Squares for the Linear Probability Model” (with William C. Horrace), *Economic Letters* Volume 90, Issue 3, (March 2006), pp. 321-327
- “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.

“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 (2007), pp. 199-231.

“Laboratory Tests of Job Search Models” (with James C. Cox) in *Handbook of Experimental Economics Results*, Vol. 1, Charles Plott and Vernon Smith, eds., North-Holland: Amsterdam (2008).

“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., North-Holland: Amsterdam (2008).

“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 (2009), pp. 463-499.

“Statistical Discrimination in Labor Markets: An Experimental Analysis” (with David Dickinson), *Southern Economic Journal*, Vol. 76, No.1 (2009), pp. 16-31.

“New Market Power Models and Sex Differences in Pay” (with Michael R Ransom), *Journal of Labor Economics*, Vol. 28, No.2 (2010), pp. 267-289.

“Applying Fixed Effects to Hierarchical Segregation Models” (with Dina Shatnawi and Michael Ransom), *American Economic Review Papers & Proceedings*, Vol. 101, No.3 (2011), pp. 1-8.

“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.

#### Book reviews

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

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

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

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

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

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

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

#### Comments:

“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 Books, D.C. Heath & Company, 1977.

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.

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.

“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, U.S. Government Printing Office, 1979.

#### Edited volumes:

“Conference on the Research Uses of the NLS Youth Cohort Data” (with Orley Ashenfelter and Ronald G. Ehrenberg), *Research in Labor Economics*, JAI Press, Vol. 3, 1980.

- “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.
- “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 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 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 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 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 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 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 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 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 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 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 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 Thirteenth 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 Fourteenth 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. 94, No. 2, May 2004.

“Papers and Proceedings of the Hundred and Fourteenth 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 Fifteenth Annual Meetings of the American Economic Association” (Michelle DeBlasi), *American Economic Review*, Vol. 96, No. 2, May 2006.

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

### **Unpublished Papers**

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

“Labor in the Travel Service Sector, “*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.

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

- “What's at Stake in Proposals to Index the Minimum Wage?” (with James C. Cox), April 1985.
- “Forecasting Commodity Demands and Labor Supply with Two New Indirect Utility Functions and Alternative Specifications” (with James C. Cox), December 1988.
- “On Supply and Demand of Scientists and Engineers: Some Econometric Issues in Forecasting” (with Larry L. Leslie), September 1991.
- “Bandwagon When Quality is Unknown” (with Eskander Alvi), June 1997.
- “Faculty Salary Determination at a Research I University” (with Iris Geisler), revised January 2005.
- “Who's Ratcheting Whom? Instructional Activity in Public Research Universities” (with Gary Rhoades and Larry Leslie), June 1999.
- “New Wine in Old Bottles: A Sequential Estimation Technique for the LPM” (with William C. Horrace), June 2001.
- “Production of Engineering Degrees in American Universities: Does R&D Matter?” (with Nidhi Thakur), October 2003
- “Technological Change and Gender Wage Differentials, Estimates for US Industries: 1979-2001” (with Simona Lup), January 2006
- “Symmetric Experimental Designs: Conditions for Equivalence of Panel Data Estimators” (with David Dickinson), February 2009.
- “The Economics of Dual Job Holding: A Job Portfolio Model of Labor Supply” (with Francesco Renna), IZA Discussion Paper #1915, January 2006
- “Do You Receive a Lighter Prison Sentence Because You Are a Woman? An Economic Analysis of Federal Criminal Sentencing Guidelines” (with Supriya Sarnikar and Todd Sorensen), IZA Discussion Paper #2870, June 2007
- “Movin' on Up: Hierarchical Occupational Segmentation and Gender Wage Gaps” (with Dina Shatnawi and Michael Ransom), May 2008

## **Research in Progress**

Optimal Sick Pay Schemes

Statistical Discrimination

Consistent estimators of Linear Probability Models

A labor supply model of dual job holding

Hierarchical segregation and within-firm gender wage gaps

The effects of technological change on gender wage differentials

Gender bias in the criminal justice system

Experimental testing of Affirmative Action

### **Other Professional Activities**

Membership in professional societies:

American Economic Association

Economic Science Association

Society of Labor Economists

Western Economic Association International

Research Fellow, IZA (Institute for the Study of Labor), Bonn, Germany , 2001-

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

Advisory Board, Sorites Group, Inc., 1990-96

Board of Directors, Cybernomics Inc., 1991-99

CSWEP Representative to the University of Arizona, 2004-2008

Committee membership:

American Economic Association Census Advisory Committee, 1980-85 (Chair 1984-85)

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

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

Committee on Youth Employment Programs, National Academy of Sciences/National Research Council/Commission on Behavioral and Social Sciences and Education, 1983-85

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

U.S. Department of Labor Technical Review Panel for the JTPA Experiment, 1986-94

American Economic Association 1988 Nominating Committee, 1987-88

Economic Science Association, Econometrics Section Head and Executive Committee Member 1989--92, 1998-2001.

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

Economics Advisory Panel, National Science Foundation, 1991

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

Mathematical Reasoning Committee, Educational Testing Service, 1993-94

AAUP Commission on Governance and Affirmative Action, 1995-96

Committee on Methods of Forecasting Demand and Supply of Doctoral Scientists and Engineers, National Research Council, Office of Scientific and Engineering Personnel, 1997-99

Grant Review Panel, National Institutes of Health, 1999.

NSF Infrastructure Grants Panel, 1999, 2000

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

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

NBER/Sloan Scientific Workforce Project, 2001-2006

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

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

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

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

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

WEAI Nominating Committee, 2007

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

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

Member, CSWEP Summer Economic Fellows Review Committee, 2009-

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

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 Econometrics  
Journal of Economic History  
Journal of Economic Literature  
Journal of Development Economics  
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  
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, 1976-81, 1987-88  
Committee for the Evaluation and Development of the Economics Department, 1977  
Graduate Prelim Committee  
Department of Economics Recruitment Committee, 1978-80, 1992-93 (Chair 1979-80),  
2000-2001, 2003-2004  
Department of Finance Promotion and Tenure Committee, 1980-81, 1997-98  
Department of Accounting Promotion and Tenure Committee, 2002-2003  
Department of Economics Head Search Committee, 1980-82(Chair), 1990 &  
1997(Chair), 2001  
Division of Economic and Business Research Personnel Committee, 1981, 1983  
Department of Economics Advisory Committee, 1984-86, 1988-89  
Department of Economics Promotion and Tenure Committee, 1984-85 (Chair),  
1984-88, 1990-92, 1993-94, 1995-96, 1997-98, 1999-00, 2005, 2007-  
Faculty Evaluation Committee, 1985, 1991-1992, 1995, 1997-1998, 2000, 2002, 2006-  
2009, 2011  
Committee to Study Concurrent and Joint Philosophy-Economics Graduate Degrees,  
1985-86  
Coordinator, Econometric Modeling Field, 1985-86  
Search Committee, Department of Agricultural Economics, 1986  
Search Committee, Division of Economic and Business Research, 1986  
Computing Committee (Chair), 1986-2005  
Committee for Review of DEBR Director, 1986-87  
Department of Management Information Systems Promotion and Tenure Committee,  
1987-88  
Department of Marketing Promotion and Tenure Committee, 1988-89, 1996-97  
Committee for Review of Economic Department Head, 1988-89  
Department of Economics Steering Committee, 1989-90  
Liberal Arts Economics Advisor, 1989-  
Department of Economics Committee on Assessment of Undergraduate Education,  
1999- (Chair, 2000-2001)  
Mexican American Studies Research Center, Fourth-Year Review Advisory Committee,  
2000  
Graduate Student Placement Officer, Department of Economics, 2001-2002

### College:

Grade Appeal Committees  
Research and Publications Committee, 1977-79  
Undergraduate Curriculum Committee, 1979-80, 1981-82  
BPA Committee on Statistics and Mathematics, 1982-83, 1985-89  
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, 1998-99, 2004-2005 (chair)

University:

Health Policy Research Committee, 1980-83  
Advisory Search Committee for Senior Vice President for Academic Affairs, 1982-83  
Committee on Conciliation, 1984-86  
Research Computing Advisory Committee, 1993-94  
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, 2001-2002, 2002-2003)  
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, 1978-79  
George Hozier, Marketing Department, 1978-79  
Alan Persky, Department of Economics 1979  
Steve Wade, Department of Economics, 1979-80  
Marilyn Spencer, Department of Economics, 1980-81 (Chair)  
Paul Brinkman, Department of Higher Education, 1979-81  
Don Kridel, Department of Economics, 1979-86  
Chris O'Leary, Department of Economics, 1982-86 (Chair)  
Edward Jorgenson, Department of Economics, 1986-87 (Chair)  
Vernon Gerety, Department of Economics, 1987  
Meta Mobula, Department of Economics, 1987-88  
Yuki Naka, Department of Economics, 1987-89  
Dennis Viehland, Program in Higher Education, 1987-89  
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, 1990-92 (Chair, 1992)  
Praveen Kujal, Department of Economics, 1990-94  
Lucy Atkinson Eldridge, Department of Economics, 1991-93  
Keith Shachat, Department of Economics, 1991-94  
Steve Schimpp, Program in Higher Education, 1992-93  
Adam Jigeng Lin, Department of Economics, 1992-94  
Bart Wilson, Department of Economics, 1995-97  
Iris Geisler, Department of Economics, 1995-99 (Chair)  
Greg McClure, Program in Higher Education, 1995-97  
Rochelle Yalkowsky, Department of Economics (MA), 1995--96  
Sule Balkan, Department of Economics, 1996-98  
Yoshi Tabata, Mineral Economics, 1996

Voxi Heinrich Amavilah, Mineral Economics, 1996  
 Hongrong Li, Department of Economics (MA), 1996  
 Ashley Paul D'Sylva, Program in Higher Education, 1996-97  
 Cameron Rookley, Department of Economics, 1997-98, 2002-  
 Marcel Nzeukou, Department of Mathematics, 1997-98  
 Alex Sugiyama, Department of Economics, 1996-98 (Chair)  
 Sally Turbyville, Department of Economics (MA), 1997  
 Roelant Verbeek, Department of Economics, 1997- 2000(Chair)  
 David Richmond, Department of Sociology, 1998-2000  
 Cheryl Winsten-Bartlett, Higher Education Program, 1999-2000  
 Francesco Renna, Department of Economics, 2000-2002 (Chair)  
 Naglaa El Hodiri, Department of Economics, 1999-2001 (Chair)  
 Zeynep Hansen, Department of Economics, 2000-2002  
 Supriya Sarnikar, Department of Economics, 2000-2002  
 Oliver Li, Department of Finance, 2000-2001  
 Ali Nejadmalayeri, Department of Finance, 1999-2001  
 Ryan Johnson, Department of Economics, 2000-2002  
 Jerry Yang, Department of Finance, 2000-2002  
 Tracy Regan, Department of Economics, 2000-2003 (Chair)  
 Nidhi Thakur, Department of Economics, 2001-2004 (Chair)  
 Tolga Ergun, Department of Economics, 2002-2004  
 Nuray Tugrul, Department of Economics, 2001-2006 (Chair)  
 Rebecca Holmes, Department of Economics, 2002-2003  
 Vladimira Ilieva, Department of Economics, 2002-2003  
 Liang Zhang, Higher Education, 2001-2003  
 Volodymyr Bilotkach, Department of Economics, 2002-2005  
 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  
 Sam Allen, Department of Economics, 2002-2004  
 Simona Lup, Department of Economics, 2002- 2005(Chair)  
 Kamarun Nisham Taufil Mohd, Department of Economics, 2003-2004  
 Ninghua Du, Department of Economics, 2003-2005  
 Dan Xu, Department of Finance, 2004-2005  
 Abdoul Sam, Department of Economics and Department of Agriculture and Resource  
 Economics, 2003-2005  
 Wafa Hakim, Department of Economics, 2005-2007(Chair)  
 Carmen Carrión-Flores, Department of Economics, 2005- 2007(Co-chair)  
 Todd Neumann, Department of Economics, 2005-2006  
 Maros Servatka, Department of Economics, 2005-2006  
 Utteeyo Dasgupta, Department of Economics, 2005-2006  
 Radovan Vadovic, Department of Economics, 2006  
 Jane Zhao, Department of Finance, 2005-2006  
 Todd Sorensen, Department of Economics, 2005-2007 (Co-Chair)  
 Kristina Miller, Department of Economics, Senior Honors Thesis Chair, 2006

Adrian Stoian, Department of Economics, 2006-2008  
Chung Choe, Department of Economics, 2006-2008 (Co-Chair)  
Vincent Intintoli, Department of Finance, 2006- 2007  
Sonam Gupta, Department of Economics, 2007-2009  
Adeel Yang, Department of Economics, Senior Honors Thesis Chair, 2007-2008  
Andrew Zhang, Department of Finance, 2006-2008  
Shrikant Jategaonkar, Department of Finance, 2007-2009  
Qin Wang, Department of Finance, 2007-2009  
Jonathan Fox, Department of Economics, 2008 - 2010  
Eleya Gevrek, Department of Economics, 2008 - 2010 (Chair)  
Dina Shatnawi, Department of Economics, 2008 - 2010 (Chair)  
Januj Juneja, Department of Finance, 2008 -2010  
Keoka Grayson, Department of Economics, 2009 –  
Hazrul Shahiri, Department of Economics, 2010 – (Chair)  
Trevor Kollmann, Department of Economics, 2010 – 2011  
Kihong Park, Department of Economics, 2010 – (Chair)  
Karina Cordova, Department of Economics, 2010 – (Chair)  
Briggs Depew, Department of Economics, 2010 – (Chair)