

Peter J. Kuhn
Department of Economics
University of California, Santa Barbara
Santa Barbara CA 93106
pjkuhn@econ.ucsb.edu

Current Positions:

1999- Professor of Economics, University of California, Santa Barbara
1999- Research Fellow, Institute for the Study of Labor (IZA) Bonn.
2000- Research Fellow, CESifo Research Network, Munich.
2004- Associate Editor, *Labour Economics*
2005- Research Associate, National Bureau of Economic Research (Cambridge, MA)
2006- Fellow, Center for the Study of Poverty and Inequality (Stanford University).
2009- Board Member, Lowe Institute of Political Economy, Claremont McKenna College
2010- Visiting Senior Fellow, Institute for the Study of Labor (IZA) Bonn, Germany
2011- Associate Editor, *Industrial and Labor Relations Review*
2011- Advisory Board Member, Canadian Labour Market and Skills Research Network (CLSRN)
2011- Founding Director, Broom Center for Demography, UCSB
2012- Associate Editor, *IZA Journal of Labor Economics*

Previous Positions:

1983-88 Assistant Professor of Economics, University of Western Ontario.
1987-88 Visiting Assistant Professor, Department of Economics, Princeton University
1987-88 Research Associate, Industrial Relations Section, Princeton University
1993 Visiting scholar, London School of Economics, and University College London
1988-94 Associate Professor of Economics, McMaster University
1994-99 Professor of Economics, McMaster University; Hamilton, Ontario, Canada
2008 (Aug-Dec) Visiting Professor, Center for Labor Economics, Dept of Economics, UC Berkeley

Education:

1973-77: Honors BA in Economics and Sociology, Carleton University, Ottawa, Canada
1978-83: PhD in Economics, Harvard University, Cambridge, Mass., U.S.A.

Languages: English, French, German, some Spanish

Areas of Interest:

Theoretical and empirical analysis of labor economics, including trade unions, employment contracts, discrimination, gender differentials, immigration, displaced workers, unemployment, comparative labor markets, noncognitive skills, and information technology and labor markets.

Lifetime Publications

a. Refereed Journal Articles

1. "Occupational and Job Location Patterns: An Analysis of the Toronto Census Metropolitan Area," *Canadian Geographer* 23 (1979), pp. 266-76 (with S.K. Gera).
2. "Job Location and the Journey to Work: An Empirical Analysis", *Socio-Economic Planning Sciences* 14 (1980), pp. 57-65 (with S.K. Gera).

3. "An Empirical Model of Residential Location and the Journey to Work in a Metropolitan Area", *Socio-Economic Planning Sciences* 14 (1980), pp. 67-77 (with S.K. Gera).
4. "Union Productivity Effects and Economic Efficiency", *Journal of Labor Research* 6, Summer 1985, pp.229-248.
5. "Wages, Effort and Incentive-Compatibility in Life-Cycle Employment Contracts", *Journal of Labor Economics* 4 (January 1986), pp. 28-49.
6. "Sex Discrimination in Labor Markets: The Role of Statistical Evidence", *American Economic Review* 77 (September 1987), pp. 567-583.
7. "International Factor Movements in the Presence of a Fixed Factor", *Journal of International Economics* 22 (1987), pp. 123-140 (with I. Wooton).
8. "Unions in a General Equilibrium Model of Firm Formation", *Journal of Labor Economics* 6 (January 1988), pp. 62-82.
9. "A Nonuniform-Pricing Model of Union Wages and Employment", *Journal of Political Economy* 96, (June 1988), pp. 473-508.
10. "Seniority and Distribution in a Two-Worker Trade Union", *Quarterly Journal of Economics* 104 (August 1989), pp. 485-505 (with Jacques Robert).
11. "A Dynamic Model of Redistribution, Inheritance and Inequality" *Canadian Journal of Economics* 24, (May 1991): 324-344. (with J. Davies).
12. "Social Security, Longevity, and Moral Hazard" *Journal of Public Economics* 49,(1992): 91-106 (with J. Davies).
13. "Mandatory Notice", *Journal of Labor Economics* 10 (April 1992): 117-137.
14. "Demographic Groups and Personnel Policy", *Labour Economics* 1 (June 1993): 49-70.
15. "The Size and Structure of Native-White Wage Differentials in Canada", *Canadian Journal of Economics* 27 (February 1994): 20-42. (with Peter George).
16. "Nonrevelation in Employment Contracts", *International Economic Review* 35 (May 1994): 261-282.
17. "Gender Differences in Displacement Costs: Evidence and Implications", *Journal of Human Resources* 19 (Spring 1994): 461-480 (with Tom Crossley and Steve Jones).
18. "Mandatory Notice and Unemployment." *Journal of Labor Economics*, 13(4) (October 1995): 599-622. (with Steve Jones).
- "19. In Search of the Best Bundle: Hill-Climbing Consumers and the Microdynamics of Consumer Choice" *Pacific Economic Review* 1 (December 1996): 191-214.
20. "Wage Loss Following Displacement: The Role of Union Coverage", *Industrial and Labor Relations Review* 51 (April 1998): 384-400 (with L. Arthur Sweetman).
21. "A Theory of Holdouts in Wage Bargaining", *American Economic Review* 88 (June 1998): 428-449 (with Wulong Gu).
22. "Unemployment Insurance and Quits in Canada" *Canadian Journal of Economics*, 31 (August 1998): 549-572 (with L.. Arthur Sweetman).
23. "Centralization and Strikes", *Labor Economics* 5 (September 1998): 243-265 (with Wulong Gu).
24. "Unions and the Economy: What we know; what we should know", *Canadian Journal of Economics* 31(5) (November 1998): 1033-1056. (Harold Adams Innis lecture).

25. "Learning in Sequential Wage Negotiations: Theory and Evidence" *Journal of Labor Economics* 17 (January 1999): 109-140 (with W. Gu).
26. "Vulnerable Seniors: Unions, Tenure, and Wages Following Permanent Job Loss", *Journal of Labor Economics* 17 (October 1999): 671-693 (with Arthur Sweetman).
27. "Gender as an Impediment to Labor Market Success: Why do Young Women Report Greater Harm?", *Journal of Labor Economics*, 18(4), (October 2000): 702-28. (with Heather Antecol).
28. "Self-Employment Dynamics and Self-Employment Trends: A Study of Canadian Men and Women, 1983-1998" *Canadian Journal of Economics* 34(3) (August 2001): 760-784 (with Herbert Schuetze).
29. "Aboriginals as Unwilling Immigrants: Contact, Assimilation and Labour Market Outcomes", *Journal of Population Economics*, 15(2) (February 2002): 331-355. (with Arthur Sweetman).
30. "Internet Job Search and Unemployment Durations" *American Economic Review* 94(1) (March 2004): 218-232 (with Mikal Skuterud).
31. "Leadership Skills and Wages" *Journal of Labor Economics* 23(3), July 2005. pp. 395-436 (with Catherine Weinberger)
32. "Assimilation via Prices or Quantities? Labor Market Institutions and Immigrant Earnings Growth in Australia, Canada, and the United States" *Journal of Human Resources*, 41(4): 821-840 (Fall 2006) (with Heather Antecol and Steve Trejo).
33. "Does Pay Inequality Affect Worker Effort? Experimental Evidence". *Journal of Labor Economics* 25 (4) (October 2007): 693-724 (with Gary Charness)
34. "The Expanding Workweek? Understanding Trends in Long Work Hours Among U.S. Men, 1979-2006", *Journal of Labor Economics* 26 (2) (April 2008): 311-343 (with Fernando Lozano).
35. "Incentives and Effort in the Public Sector: Have U.S. Education Reforms Increased Teachers' Work Hours?" *Economics of Education Review* 27 (1) (February 2008): 1-13 (with Christiana Stoddard)
36. "Where Class Size Really Matters: Class Size and Student Ratings of Instructor Effectiveness" *Economics of Education Review* 27 (3) (June 2008): 253-265 (with Kelly Bedard)
37. "Consumers and the brain drain: Product and process design and the gains from emigration" *Journal of International Economics* 78 (2) (July 2009): 287-291. (with Carol McAusland)
38. "The Long-Run Effects of Unemployment Insurance: Evidence from New Brunswick and Maine, 1940-1991" *Industrial and Labor Relations Review* 63(2) (January 2010): 183-204. (with Chris Riddell)
39. "Changing Levels or Changing Slopes? The Narrowing of the U.S. Gender Earnings Gap, 1959-1999" (with Catherine Weinberger) *Industrial and Labor Relations Review*, April 2010 (Vol. 63, No. 3), pp. 384-406.
40. "Bidding for Brains: Intellectual Property Rights and the International Migration of Knowledge Workers" (with Carol McAusland) *Journal of Development Economics*. 95(1) (May 2011): 77-87.
41. "The Effects of Lottery Prizes on Winners and Their Neighbors: Evidence from the Dutch Postcode Lottery" (with Peter Kooreman, Adriaan Soetevent, and Arie Kapteyn) *American Economic Review* 101 (5) (August 2011). pp 2226-2247
42. "Competition and the Ratchet Effect" (with Gary Charness and Marie Claire Villeval) *Journal of Labor Economics* 29(3) (July 2011): 513-47.

b. Book chapters

1. "Redistribution, Inheritance, and Inequality: An Analysis of Transitions", in D. Kessler and A. Masson, eds., *Modelling the Accumulation and Distribution of Wealth*, (Oxford: Oxford University Press, 1988), pp. 123-143 (with J. Davies)
2. "Immigration, Trade and the Wages of Native Workers", in J. Abowd and R. Freeman, eds., *Immigration, Trade and the Labor Market*. (Chicago: University of Chicago Press, 1991), pp. 285-304 (with I. Wooton).
3. "Unemployment, Skill and Labor Supply: Evidence from Canadian Microdata, 1971-1991", in M. Abbott, C. Beach, and R. Chaykowski, eds., *Transition and Structural Change in the North American Labor Markets*, IRC Press, Queen's University, Kingston (1997): 41-85. (with A. Leslie Robb).
4. "Summary and Synthesis", in P. Kuhn, ed. *Losing Work, Moving On: International Perspectives on Worker Displacement*. Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, 2002.
5. "Worker Displacement in Canada and Japan", in P. Kuhn, ed. *Losing Work, Moving On: International Perspectives on Worker Displacement*. Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, 2002 (with M. Abe, Y. Higuchi, M. Nakamura, and A. Sweetman).
6. "The New Economy and Matching in Labor Markets", in Derek Jones, ed. *New Economy Handbook*. Amsterdam: Academic Press, 2003. (pp. 508-523) .
7. "Lab Labor: What Can Labor Economists Learn from the Lab?" (with Gary Charness), in Orley Ashenfelter and David Card, eds., *Handbook of Labor Economics*, volume 4A. Amsterdam: North Holland, 2011, pp. 229-330.

c. Edited Volumes and Special Issues

1. *Special Issue on Self Employment* (editor). *Labour Economics*, September 2000.
2. *Losing Work, Moving on: Worker Displacement in International Perspective*. (Editor) Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, 2002. Listed as an "Outstanding Academic Title" by *Choice* magazine for 2002.
3. *The Economic Effects of Labor Unions in Latin America*. (co-editor) Inter-American Development Bank, Washington, D.C. 2005 (with Gustavo Marquez).

d. Policy Analysis and Discussion

1. "Employment Protection Laws: Policy Issues and Recent Research", *Canadian Public Policy* 19 (September 1993): 279-297.
2. "Expanding Employment in the Canadian Economy", in *Sharing the Harvest: The Road to Self-Reliance*. Report of the National Round Table on Aboriginal Economic Development and Resources. Ottawa: Royal Commission on Aboriginal Peoples, 1993. (with Peter George).
3. "Labor Markets and Layoffs During the Last Two Recessions", *Canadian Economic Observer*, March 1994 (pp. 4.1-4.13) (with G. Picot and G. Lemaitre).
4. "Labor Market Polarization: Canada in International Perspective", *The Bell Canada Papers on Economic and Social Policy* 4 (1995): 283-322.
5. "Shifting Skill Demand and the Canada-US Unemployment Gap: Evidence from Prime-Age Men" *Canadian Public Policy* 24 (February 1998): S170-S191. (with A. Leslie Robb).
6. "The Declining Labor Market Opportunities of the Less Skilled: Can Fiscal Policy Make a Difference?", *Canadian Public Policy*, 24(3) (September 1998): 370-377.

7. "Employment Equity Programs and the Job Search Outcomes of Men and Women: Actual and Perceived Effects" *Canadian Public Policy* 25 (0) (November 1999): S27-S45. (with Heather Antecol).
8. "Canada and the 'OECD Hypothesis': Does Labor Market Inflexibility Explain Canada's High Level of Unemployment?", in W. C. Riddell and F. St-Hilaire, eds., *Adapting Public Policy to a Labor Market in Transition*. Montreal: Institute for Research on Public Policy (2000): 177-209.
9. "Increasing Male Earnings Inequality in Canada and the U.S., 1981-1997: The Role of Hours Changes versus Wage Changes" . *Canadian Public Policy*, no. 3 (June) 2004: 155-175. (with Susan Johnson).
10. "Policies for an Internet Labour Market", *Policy Options*, October 2000: pp. 42-47
11. "The Brain Drain: A View from Below". *Choices* 7(6) (November 2001): 30-36 (ISSN 0711-0677). Reprinted as "The Brain Drain: A View from Stateside" *Policy Options* 22(9) (November 2001) 69-73.
12. "Comment" (on "Innovation and Response in Industrial Relations and Workplace Practices under Increased Canada-U.S. Economic Integration" by R. Chaykowski and G. Slotsve), in R. G. Harris and T. Lemieux, eds. *Social and Labour Market Aspects of North American Linkages* . Calgary, Alberta: University of Calgary Press, pp. 286-293.

e. Other (Book Reviews, Discussions, etc).

1. Review of H.G. Lewis, "Union Relative Wage Effects", *Canadian Journal of Economics*, 20 (May 1987), pp. 416-419.
2. "Sex Discrimination in Labor Markets: Reply", *American Economic Review*, 80 (March 1990), pp. 290-97.
3. "Discussion" of D. Hamermesh, "Labor Demand: Status and Prospects", in Christofides, L., E.K. Grant, and R. Swidinsky, eds., *Aspects of Labor Market Behaviour: Essays in Honour of John Vanderkamp*. Toronto: University of Toronto Press, 1995.
4. Review of D. Leigh, "Assisting Workers Displaced by Structural Change: An International Perspective", *Industrial and Labor Relations Review* 50 (July 1997): 689-690.
5. "Job Search Methods: Internet versus Traditional", *Monthly Labor Review*, October 2000: 3-11. (with Mikal Skuterud).
6. "Is Monopsony the Right Way to Model Labor Markets? A Review of Alan Manning's *Monopsony in Motion*". *International Journal of the Economics of Business* 11(3) (November 2004), pp. 369-378

f. Reprints

1. "Seniority and Distribution in a Two-Worker Trade Union", in Booth, Alison L., ed. *The economics of labor unions*. Volume 1. Elgar Reference Collection. International Library of Critical Writings in Economics, vol. 147. Cheltenham, U.K. and Northampton, Mass. 2002, pp.440-60. (reprinted from *Quarterly Journal of Economics* 104 (August 1989), pp. 485-505) (with Jacques Robert).
2. "Unions and the Economy: What we know; what we should know", in Alison Booth, ed. *The Economics of Labor Unions*, Cheltenham: Edward Elgar, 2002. (reprinted from *Canadian Journal of Economics* 31(5) (November 1998): 1033-1056)
3. "Aboriginals as Unwilling Immigrants: Contact, Assimilation and Labour Market Outcomes" (with Arthur Sweetman). in Constant, Amelie and Klaus Zimmermann, eds., *How Labor Migrants Fare* Berlin: Springer-Verlag, 2004, pp. 351-376. Reprinted from *Journal of Population Economics*, 15(2) (February 2002): 331-355.

4. "Assimilation via Prices or Quantities? Labor Market Institutions and Immigrant Earnings Growth in Australia, Canada, and the United States" forthcoming in Barry R. Chiswick and Paul Miller, eds., *Recent Developments in the Economics of International Migration* 2012.

g .Working Papers

"Gender Discrimination in Job Ads: Theory and Evidence" (with Kailing Shen), invited resubmission at *Quarterly Journal of Economics*.

"Do Women Prefer a Co-operative Work Environment?" (with Marie Claire Villeval). Under review.

"Do Chinese Employers Avoid Hiring Overqualified Workers? Evidence from an Internet Job Board" (with Kailing Shen). Under review.

"Is Internet Job Search Still Ineffective?" (with Hani Mansour)

Teaching

a. Courses Taught (since 2000):

2000-01	Graduate Labor Economics I and II (250A, B), Undergraduate Labor (150), Personnel Economics (194), Graduate Personnel Economics (594), undergraduate independent studies (one student) (199).
2001-02	Graduate Labor Economics I (250A), Personnel Economics (152- two quarters), undergraduate independent studies (three student-quarters) (199).
2002-03	Graduate Labor Economics I (250A), Personnel Economics (152), Economics of Information (100C), undergraduate independent studies (at least two student-quarters) (199), Graduate Labor seminar (594LR, co-taught with Kelly Bedard)
2003-04	Graduate Labor Economics I (250A), Personnel Economics (152) Graduate Labor seminar (594LR, co-taught with Kelly Bedard)
2004-05	Graduate Labor Economics I (250A), Personnel Economics (152), Graduate Personnel Economics (594P), Graduate Labor seminar (594LR, co-taught with Kelly Bedard)
2005-06	Graduate Labor Economics I (250A), Graduate Labor seminar (594LR, co-taught with Kelly Bedard)
2006-07	Graduate Labor Economics I (250A), Graduate Labor seminar (594LR, co-taught with Kelly Bedard)
2007-08	Graduate Labor Economics I (250A), Graduate Labor seminar (594LR, co-taught with Kelly Bedard)
2008-09	on sabbatical.
2009-10	Graduate Labor Economics I (250A), Graduate Labor seminar (594LR, co-taught with Kelly Bedard), Senior Honors Seminar (196AB), Third-year Ph.D. seminar (293), Personnel Economics (152). Nominated (by students in Econ 196AB) for the <i>Chancellor's Award for Excellence in Undergraduate Research</i> .
2010-11	Graduate Labor Economics I (250A), Graduate Labor seminar (594LR, co-taught with Kelly Bedard), Third-year Ph.D. seminar (293), Personnel Economics (152).
2010-11	Graduate Labor Economics I (250A), Graduate Labor seminar (594LR, co-taught with Kelly Bedard), Third-year Ph.D. seminar (293), Personnel Economics (152).
2011-12	Graduate Labor Economics I (250A), Graduate Labor seminar (594LR, co-taught with Kelly Bedard), Third-year Ph.D. seminar (293), Personnel Economics (152).

b. Ph. D. students and post-docs supervised (year completed and current employment):

Chair, Dissertation Committee:

Wulong Gu (1995, Statistics Canada)
 Arthur Sweetman (1996, Ontario Research Chair in Health and Human Resources, McMaster University)
 Tom Crossley (1998, Cambridge University)
 Heather Antecol (1998, Claremont-McKenna College)
 Herbert Schuetze (1999, University of Victoria)
 Susan Johnson (2001, Wilfred Laurier University)
 Mikal Skuterud (2002, University of Waterloo)
 Chau Do (2004, Office of the Comptroller of the Currency)
 Fernando Lozano (2005, Pomona College)
 Dong Hun Cho (2006, Hallym University, Korea)
 Steven Lipscomb (2007, Mathematica, Cambridge MA)
 Beth Dhuey (2007, University of Toronto)
 Brianna Briggs (2008, Precision Economics, Washington DC)
 Rosemary Lavaty (2009, Food and Drug Administration)
 Nellie Lew (2009, Food and Drug Administration)
 Hani Mansour (2009, University of Colorado, Denver)
 Ernest Boffy-Ramirez (in progress)
 Wei Sun (in progress)
 Miguel Delgado Hellesester (in progress)

Co-chair, Dissertation Committee:

Ben Hansen (2009, University of Oregon)
 Kevin Schnepel (in progress)

Member, Dissertation Committee:

Mobinul Huq (1987, University of Saskatchewan)
 John Spraggon (1999, University of Massachusetts, Amherst)
 Christiana Stoddard (2002, Montana State University) Winner of Lancaster Outstanding Dissertation Award for Social Science, UCSB.
 Damien Sheehan-Connor (2008, Wesleyan University)
 Alison Huang (2008, National Institute of Standards and Technology)
 Insook Cho (2008, Ulsan National Institute for Science and Technology, Korea)
 Dominic Parker (2009, Montana State University)
 Jennifer Schulte (2011, CNA)
 Bonnie Queen (in progress)
 Jennifer Milosch (in progress)

Post-doctoral fellows:

Kelly Bedard (1998, UCSB)

Professional Activity

Honors:

Lansdowne public lecture, University of Victoria, 1996
 Harold Adams Innis Lecture, Canadian Economic Association meetings, June 1998
 Industry Canada Distinguished Speaker, May 2005.
 Keynote speaker, Annual meetings of the Australian Labour Econometrics Workshop (LEW), Deakin University, Melbourne

Positions held:

1989-1992	Editorial Board Member, Canadian Journal of Economics.
1991-1999	Member, Board of Directors, Canadian Employment Research Forum (CERF). CERF is a nonprofit organization dedicated to increasing productive interaction between academic labor economists and government officials.
1991-1996	Associate Editor, <i>Labour Economics</i>
1993-1995	Member, Conference, Congress and Travel Grants Adjudication Committee, Social Science and Humanities Research Council of Canada.
1993-1999	Program Director, Canadian Employment Research Forum (CERF).
1995-1999	Principal Investigator, Canadian International Labour Network (CILN). CILN is a network of 60 labor economists in eight countries, dedicated to fostering comparative, microdata-based research on labor markets.
1995-2000	Director of Research, Program on Labor Market Institutions and Wages, Canadian International Labour Network (CILN).
1996-1999	Research Affiliate, Seminar on Labor and Population Economics (SELAPO), University of Munich.
1996-2003	Co-editor, Labour Economics .
1999-	Research Fellow, Institute for the Study of Labor (IZA) Bonn.
2000-	Member, Center for Economic Studies Research Network, Munich.
2001-2005	Executive Committee Member, Center for Spatially Integrated Social Science (CSISS)
2004-	Associate Editor, <i>Labour Economics</i>
2004-	Advisory Board Member, UCSB/Penn State GIS Population Science Program
2005-	Research Associate, National Bureau of Economic Research (Cambridge, MA)
2006-	Fellow, Center for the Study of Poverty and Inequality (Stanford University).
2007-	Advisory Board Member, Experimental and Behavioral Economics Lab (EBEL), UCSB
2010-	Visiting Senior Fellow, Institute for the Study of Labor (IZA) Bonn, Germany
2011-	Associate Editor, <i>Industrial and Labor Relations Review</i>
2011-	Advisory Board Member, Canadian Labour Market and Skills Research Network (CLSRN)
2012-	Associate Editor, <i>IZA Journal of Labor Economics</i>

Research Funding

1978-82:	Social Sciences and Humanities Research Council of Canada Ph.D. Fellowship
1983:	Social Sciences Research Council (U.S.) Dissertation Fellowship
1984:	Labor Canada University Research Program Grant (\$4,000)
1985 :	NBER/Ford Foundation grant (\$5,000).
1986-88:	Social Sciences and Humanities Research Council of Canada (SSHRCC) Postdoctoral Fellowship (\$45,000).
1987 :	SSHRCC conference grant for the second Canadian Labor Economics Conference, April 1987 (\$4,000)
1989-92:	SSHRCC Research Grant (\$47,000).
1992-95:	SSHRCC Research Grant (\$50,600).
1993:	British Council "Academic Links Scheme" travel grant. (\$800)
1994:	Human Resources and Labor Canada contract for research on the labor market effects of changes to the Unemployment Insurance System under Bill C-113. (\$100,000., with M. Browning and S. Jones)
1995:	Human Resources Development Canada contract for an international scan of research on trends in job quality, unemployment and the effects of employment protection laws. (\$80,000., with M. Browning and S. Jones).
1996-00:	Social Sciences and Humanities Research Council of Canada, Major Collaborative Research Initiatives (MCRI) grant, "Labor Market Institutions and Labor Market Outcomes: an International Analysis". Principal investigator. (\$1,240,000.)
1997-99:	University of California Pacific Rim Program. Grant for research on Asian Immigration to the US, Australia, and Canada (with J. Grogger and S. Trejo, University of California at Santa Barbara, and R. G. Gregory, Australian National University). (\$35,000).
1998-99:	W. E. Upjohn Institute for Employment Research. Grant to produce an edited volume, entitled "Losing Work, Moving On: Worker Displacement in International Context". (\$35,000).
1999:	UC Santa Barbara Research Support (\$13,000).

- 2000-01:** Institute for Social, Behavioral and Economic Research (ISBER), UC Santa Barbara. Grant for exploratory research on "Non-Cognitive Skills and Labor Market Outcomes" (with Catherine J. Weinberger). (\$7,900)
- 2001-04:** National Science Foundation, Information Technology Workforce Program, "Entry, Earnings Growth, and Retention in Information Technology Careers: An Economic Study" (with Catherine J. Weinberger) (\$498,000).
- 2002-03:** W. E. Upjohn Institute for Employment Research, "Use it or Lose it: Alternative skill atrophy and the earnings of displaced workers" (with Arthur Sweetman) (\$5000)
- 2002-03:** "Pay Compression, Pay Secrecy and Productivity" UCSB Academic Senate Faculty Research Grant. (\$8,186)
- 2002-03:** University of California Institute for Labor and Employment (ILE) "Survey of Employment and Wages in Santa Barbara Nonprofit Enterprises" (with Alice O'Connor (PI), Richard Appelbaum, Eileen Boris, Richard Flacks, Mary Hancock, and Nelson Lichtenstein) (\$20,000).
- 2002-05:** Social Science Research Council (Netherlands) "Measuring Social Interactions by Observing Neighbors of Lottery Winners" (with P. Kooreman, A. Kapteyn and A. Soetevent) (€100,000).
- 2003-04:** UC Linguistic Minority Research Institute "High School Leadership Activities and the Earnings of Mexican-American Adults: Evidence from Three Decades" (with Catherine Weinberger and Fernando Lozano) (\$24,000)
- 2003-04:** Institute for Social, Behavioral and Economic Research (ISBER), UC Santa Barbara. "When Women Lose Work: Impacts of Women's Job Losses on Women and their Children" (with Kelly Bedard) (\$7,380)
- 2003-05:** American Educational Research Association. "High School Leadership Skills and Adult Labor Market Outcomes" (with Catherine Weinberger) (\$35,000)
- 2004-05:** Canadian Embassy, Washington; Canadian Studies Faculty Research Grant Program. "The Long-Term Effects of Income Support: A Study of New Brunswick and Maine, 1940-2001" (with Chris Riddell) (\$3,000).
- 2006-07:** UCSB Academic Senate, "Pay Compression and Pay Secrecy: A Follow-up Experiment" (\$1600).
- 2007-09:** National Institutes of Health, "The Impact of Nutritional Information on Restaurant Consumer Behavior" (with Kelly Bedard) (\$304,767)
- 2007-10:** ANR (National Agency for Research, France) "Experiments on Motivation, Incentives and Rationality". (Research consortium agreement, with partners at Université Claude Bernard Lyon I, Universitat Pompeu Fabra (Barcelona), University of East Anglia (UK), and the University of Cambridge). (€180,000).
- 2008-10:** American Economic Association grant to operate the AEA Summer Program and Minority Scholarship at UCSB, summers 2008-2010 (with Doug Steigerwald) (\$510,000)
- 2008:** National Science Foundation, grant to operate the AEA Summer Program at UCSB, summer 2008 (with Doug Steigerwald) (\$100,000)
- 2008:** University of Kentucky, Center for Poverty Research (UKCPR) Regional Small Grant Program: "Paying for the Relocation of Welfare Recipients: Evidence from the Kentucky Relocation Assistance Program" (with Brianna Briggs) (\$16,000).
- 2008-10:** Institute for Social, Behavioral and Economic Research (ISBER), UC Santa Barbara "Advertising for Jobs when Age and Gender Discrimination is Legal: Evidence from a Chinese Internet Job Board (with Kailing Shen) (\$6000).
- 2009-10:** ARRA administrative supplement to NIH grant, "The Impact of Nutritional Information on Restaurant Consumer Behavior" (with Kelly Bedard) (\$77,733).

Referee for a variety of economics and labor economics journals, the National Science Foundation, National Institutes of Health, and the Social Sciences and Humanities Research Council of Canada.

Recipient of the 2011 excellence in refereeing award, *Quarterly Journal of Economics*.

Paper Presentations and/or Discussions (since 1993):

1993

University of Southampton

University College London (two)

London School of Economics

Statistics Canada/CERF conference on comparing recessions, Ottawa.

Center for Research and Graduate Education, Prague
 Center for Economic Research, University of Munich
 University of Konstanz
 SPES conference, Queen Mary and Westfield College, London
 University of Essex
 University of Amsterdam
 Trent University
 University of Toronto

1994

Canadian Economic Association meetings, Calgary (presented 3 papers, discussed two).
 York University
 CERF conference on the Evaluation of Unemployment Insurance, Ottawa
 CERF conference on Worker Displacement and Policy responses, Montreal

1995

Université de Montréal
 Queen's University, conference on North American Labor Markets
 Canadian Labor Economics conference, Montreal
 W. E. Upjohn Institute for Employment Research, Kalamazoo, Michigan.
 Summer Institute on labor economics, CIRANO, Montréal
 Australian National University (two talks)
 University of Sydney
 Annual meetings of the European Association of Labor Economists (EALE), Lyon, France.
 Dalhousie University
 Queen's University, School of Policy Studies (Bell Canada papers conference)
 Center for International Studies, University of Toronto (Latin America conference)

1996

North American Economics and Finance Association meetings, San Francisco, CA
 Wilfred Laurier University
 CERF/CSLS conference on the Canada-US unemployment gap, Ottawa
 Annual meetings of the Canadian Economics Association, Brock University
 CERF/Upjohn conference on the Distribution of Working Time, Ottawa
 University of British Columbia (two talks)
 University of Victoria (presented the "Lansdowne" public lecture)
 University of Washington
 Queen's University

1997

American Economic Association Annual meetings, New Orleans (discussed two papers)
 Australian Labor Market Research Workshop, Perth
 Institute for Research on Public Policy, Montreal
 Canadian Economic Association Meetings, St. John's (discussed a paper)
 EEEG workshop, Royal Holloway College, London
 University of Western Ontario
 University of Waterloo
 Human Resources Development Canada

1998

American Economic Association meetings, Chicago
 Dartmouth College, New Hampshire
 Society of Labor Economists, San Francisco
 University of Amsterdam
 Canadian Economics Association meetings, Ottawa (Harold Adams Innis lecture)
 Canadian International Labor Network (CILN) conference, Burlington Ontario
 Queen Mary and Westfield College, London
 University College London University of California, Santa Barbara

1999

University of California, Santa Barbara
 University of Kentucky

CERF conference on evaluation of unemployment insurance, Ottawa
 Claremont-McKenna College, California
 Simon Fraser University
 CSLS conference, Ottawa
 Industry Canada, Ottawa
 University of California, Los Angeles
 University of California, Santa Cruz

2000

IRPP/CERF conference, Ottawa
 McMaster University, Hamilton, Canada
 Canadian Economic Association Meetings, Vancouver
 Inter-American Development Bank, Washington
 Joint Center for Poverty Research, Chicago (discussed a paper)
 Canadian International Labour Network, Burlington, Ont., Canada
 Stanford University
 University of California, Berkeley

2001

University of British Columbia
 Society of Labor Economists, Austin TX
 Queen's University
 McGill University
 Dartmouth College
 Syracuse University
 Pacific Northwest Regional Economic Conference (PNREC) (keynote speaker)
 Western Economic Association meetings, San Francisco (presented one paper, discussed one)
 Latin American meetings of the Econometric Society, Buenos Aires (discussed two papers)
 Human Resources Development Canada, Ottawa

2002

University of British Columbia
 UCSB Symposium
 Quantitative Methods in Social Sciences (QMSS) workshop, UCSB
 Society of Labor Economists, Baltimore MD
 Canadian Economics Association Meetings, Calgary Alberta
 Universitat Pompeu Fabra, Barcelona
 Universitat Autònoma Barcelona
 University of Heidelberg
 Institute for the Study of Labor (IZA), Bonn
 University of Arizona
 McMaster University
 HRDC/Industry Canada workshop, "Social and Labour Market Aspects of North American Linkages",
 Montreal.
 University of Victoria

2003

University of Texas, Austin
 W. E. Upjohn Institute for Employment Research Conference on "Microeconomic Analyses of Labor
 Reallocation", Kalamazoo, Michigan.
 European Summer Symposium in Labor Economics (ESSLE), Buch am Ammersee, Germany.
 Expert Roundtable on Labour Market Adjustments due to Population Aging in Canada, Ottawa Canada

2004

University of California, Berkeley
 University of Oregon
 Center for International Governance Innovation (CIGI), Waterloo Canada
 NIOSH National Conference on Long Working Hours, Safety and Health, Baltimore MD
 Society of Labor Economists Annual meeting, San Antonio, Texas
 University of Washington, Seattle
 University of British Columbia

Montana State University
 University of Western Ontario
 Federal Reserve Bank of Chicago

2005

American Economic Association meetings, Philadelphia PA (discussant)
 Princeton University
 Stanford University
 Industry Canada, Ottawa Canada
 Institute for the Study of Labor (IZA), Bonn, Germany
 Queen's University, Canada
 McMaster University, Canada
 University of Michigan

2006

Skills Research Initiative, workshop on International Mobility of Highly Skilled Workers, Ottawa (rapporteur)
 National Bureau of Economic Research (NBER), Cambridge, Mass.
 IFAU/IZA Conference on Labor Market Policy Evaluation, Uppsala, Sweden
 UC Davis

2007

Annual Meetings of the American Economic Association, Chicago (presented 2 papers)
 Trans-Pacific Labor Seminar, Santa Barbara
 Society of Labor Economists Annual Meeting, Chicago
 University of Paris 1
 University of Zurich
 University of Lyon 2, GATE (Groupe D'Analyse et de Theorie Economique)
 Duke University (American Economic Association Pipeline Conference)
 University of California, Merced, Conference in Causes and Consequences of Rising Inequality
 University of California, Davis, All-UC labor economics conference
 International Symposium on Contemporary Labor Economics, Xiamen University, China (keynote speaker)

2008

New York University
 Canadian Labour Market and Skills Researcher Network (CLSRN) conference, Vancouver (Invited speaker)
 University College London
 University of Cambridge (U.K.)
 Princeton University Industrial Relations Section "Monopsony in the Labor Market" conference, Sundance, Utah (invited discussant)
 University of California, Berkeley
 Hebrew University, Jerusalem and Bar-Ilan University, Tel Aviv: Conference on Globalization and the Brain Drain (invited speaker).

2009

Chinese University of Hong Kong (two seminars)
 Trans-Pacific Labor Seminar, Tokyo
 Xiamen University, China
 National Bureau of Economic Research, Summer Institute, Cambridge MA
 University of California, Riverside, All-UC labor economics conference
 University of Colorado, Denver
 UC Berkeley (Handbook of Labor Economics conference)

2010

American Economic Association Meetings, Atlanta GA
 Trans-Pacific Labor Seminar, Santa Barbara
 University of Heidelberg
 Institute for the Study of Labor (IZA), Bonn
 Tilburg University
 University of Amsterdam
 Maastricht University
 Annual meetings of the Australian Labour Econometrics Workshop (LEW), Deakin University, Melbourne (invited keynote presentation).

University of California, San Diego

2011

NBER Labor Studies Group Spring Meeting, San Francisco.
 GATE/ANR worksho on Motivation, Incentives and Rationality, Lyon, France
 University of Bologna
 Einaudi Institute for Economics and Finance (EIEF), Rome
 Rheinisch-Westfälisches Institut für Wirtschaftsforschung (RWI), Essen Germany
 Institute for the Study of Labor (IZA), Bonn
 University of Mannheim
 Canadian Canadian Labour Market and Skills Researcher Network (CLSRN) Summer School, Montreal
 (Three-hour lecture)
 CLSRN / CIRPEE (Centre Interuniversitaire sur le risque, les politiques économique et l'emploi) Applied
 Microeconomics Workshop, Montreal
 University of Waterloo (inaugural seminar of the UW Centre for Behavioural Decision Research)
 Property and Environment Research Center workshop on "Institutions, Resource Use and Economic
 Prosperity for North American Indians", Lewis and Clark College, Portland, OR (invited discussant)
 2011 International Symposium on Contemporary Labor Economics, Xiamen University, China (keynote
 speaker)
 Shanghai University of Finance and Economics

2012

Broom Center seminar series, UCSB
 Broom Center workshop on Gender and Family in the New Millenium (UCSB)
 Trans-Pacific Labor Seminar (TPLS) conference, Kyoto Japan.
 Institute for the Study of Labor (IZA), Bonn
 Oxford University

Conferences/Workshops Organized:

- 1987:** Organized second meeting of the Canadian labor economics conference at University of Western Ontario, April 24-26.
- 1988-89 :** Established McMaster labor lunch seminar series (still ongoing).
- 1990:** Co-organized a conference on "Monitoring the Performance of Economic Entities" at McMaster University, April 22-23. (with Haim Falk and Stuart Mestelman).
- 1990:** Organized a special session at the Canadian Economics Association meetings, entitled "Changes in Income Distribution: US versus Canada".
- 1993:** Co-organized a joint Statistics Canada/CERF conference on "Comparing Labor Markets in the 1981-82 and 1990-92 Recessions", held at Statistics Canada, March 5, 1993 (with Garnet Picot)
- 1994:** Organized major CERF conference, Calgary, Alberta.
- 1995:** Co-organized an international workshop on "Employment Protection and Employment Security", McMaster University, November.
- 1996:** Organized the [inaugural conference](#) of the Canadian International Labor Network (CILN), September.
- 1997:** Organized a CILN session at the Canadian Economics Association meetings on "Youth Labor Markets: Canadian and International Perspectives"
- 1997:** Organized an international workshop on worker displacement, Ancaster Ontario.
- 1998:** Co-organized back-to-back international conferences: OECD/CERF/CILN [International Conference on Self Employment](#), and [Second major CILN conference](#).
- 2000:** Co-organized [Third major CILN conference](#).
- 2003:** Organized CSISS conference on "[Spatial and Social Interactions in Economics](#)", Santa Barbara, CA
- 2007:** Co-organized inaugural meeting of the [Trans-Pacific Labor Seminar](#) (TPLS), Santa Barbara, CA (with Takao Kato, funding from Suntory Foundation)
- 2009:** Co-organized second meeting of the [Trans-Pacific Labor Seminar](#) (TPLS), Tokyo, Japan (with Takao Kato and Ryo Kambayashi, funding from Hitotsubashi University and Japan Institute for Labour Policy).
- 2010:** Co-organized third meeting of the [Trans-Pacific Labor Seminar](#) (TPLS), Santa Barbara, CA (with Takao Kato and Ryo Kambayashi, funding from Osaka University, Colgate University and UCSB).

- 2010:** Co-organized the [All-California Labor Economics Conference](#) at UCSB (with Heather Royer and Kevin Schnepel).

Consultancies:

- 1992:** Speaker for Canadian Institute of Management, Hamilton branch meeting.
- 1993:** Advised Statistics Canada (on design of Self-Sufficiency Project Survey); Royal Commission on Aboriginal Peoples (on design of employment and wage studies of Canadian aboriginals)
- 1994:** Advised McMaster University (on design of survey of graduates); Minister Axworthy's Advisory Group on Working Time and the Distribution of Work; Organization of Economic Cooperation and Development (OECD) (for their review of Canada's social programs); Social Research and Demonstration Corporation (SDRC) (on the design of the Canadian Reemployment Incentive Experiment)
- 1995:** Advised Centre for the Study of Living Standards (CSLS), on the design of a major study of the Canada-US unemployment gap; Harvey Lazar (former assistant deputy minister of Human Resources) on a study of polarization in the Canadian economy
- 1996:** Advised OECD (for report on Canada); Human Resources Development Canada (HRDC) (for evaluation of the effects of UI cutbacks in Bill C17)
- 1997:** Advised Human Resources Development Canada (HRDC) on design of its monitoring the effects of Employment Insurance; Social Sciences and Humanities Research Council of Canada (SSHRCC) on Infrastructure proposals for the social sciences and humanities)
- 1998:** Member of a national working group jointly sponsored by SSHRCC and Statistics Canada. The mandate of the committee is to design a new set of grant programs and other initiatives to strengthen quantitative social science research. Separately, as part of a public awareness event on the social sciences, I met with senior civil servants and members of Parliament on behalf of SSHRCC.
- 2000:** Consultant to Inter-American Development Bank (IDB) on a study of economic effects of labor unions in Latin America. Advised Human Resources Development Canada (HRDC) on the initial outcomes of its Employment Insurance monitoring program.
- 2001-3:** Consultant to Inter-American Development Bank (IDB) on a study of economic effects of labor unions in Latin America.
- 2003:** Consultant to Human Resources Development Canada and Industry Canada on the Effects of Population Aging on Labor markets
- 2004:** Consultant to Industry Canada on "Skills, Human Capital, and the Life Cycle"
- 2005:** Consultant to Social Development Canada on "Work Hours in Canada: Evidence and Explanations"
- 2006:** Consultant to Industry Canada on Migration of Skilled Workers
- 2010:** Consultant to Human Resources and Skills Development Canada on Employment Insurance

Other Professional Service:

- 2004:** External reviewer of the economics Ph.D. program at the University of South Florida. External Assessor for Australian National University's Research Quality Review.
- 2010:** Member, Conference Selection Committee, Southern California Conference in Applied Microeconomics, Claremont-McKenna College, April.
- 2010:** Member, Scientific Committee, joint meetings of the Society of Labor Economists (SOLE) and European Association of Labour Economists (EALE), London, June.
- 2011:** Member, Program Committee for the 2011 SOLE meetings, Vancouver, Canada.
- 2012:** Member, Program Committee for the 2012 SOLE meetings, Chicago.

Department and University Service (since 1999):

Campus and Systemwide

- 1999/2000:** Interviewed Students for Education Abroad Program
- 2000/2001:** Interviewed Students for Education Abroad Program
Member, UCSB Counselling and Career Advisory Committee
- 2001/2002:** Interviewed Students for Education Abroad Program
Member, UCSB Counselling and Career Advisory Committee
Member, ISBER grant review committee
- 2002/2003:** Interviewed Students for Education Abroad Program
Member, UCSB Counselling and Career Advisory Committee
Member, ISBER grant review committee
Member, one ad hoc committee for promotion
- 2003/2004:** Interviewed Students for Education Abroad Program
Member, UCSB Counselling and Career Advisory Committee
Member, ISBER advisory committee
Member, Economics and Environmental Science (EES) Program steering committee
- 2004/2005:** Interviewed Students for Education Abroad Program
Member, UCSB Counselling and Career Advisory Committee
Member, ISBER advisory committee
Reader, Social Sciences Commencement Ceremony, June 2005
- 2005/2006:** Member, UCSB Career Services Advisory Committee
Member, ISBER Advisory committee
Member, Chancellor's Outreach Advisory Board
Member, AGEP/DIGSS Subcommittee
Member, ISBER Director Search Committee
- 2006/2007:** Member, UCSB Career Services Advisory Committee
Member, Chancellor's Outreach Advisory Board
Member, AGEP/DIGSS Subcommittee
- 2007/2008:** Member, UCSB Career Services Advisory Committee
Member, Chancellor's Outreach Advisory Board
- 2008/2009:** Sabbatical
- 2009/2010:** Offsite reviewer, President's Postdoctoral Fellowships
- 2010/2011:** Chair, Establishment Committee for the Leonard and Gretchen Broom Center for Demography.
Offsite reviewer, President's Postdoctoral Fellowships
Member, UC Education Abroad Program, Systemwide Faculty Advisory Committee for Economics, Business, and Management
- 2011/2012:** Director, Broom Center for Demography
Offsite reviewer, President's Postdoctoral Fellowships

Economics Department

- 1999/2000:** Member, Department Recruiting Committee
Participated in Economics Department MA Oral Exams
- 2000/2001:** Member, Department Recruiting Committee
Member, ad hoc Department Committee to draft FTE plan
Participated in Economics Department MA Oral Exams
- 2001/2002:** Graduate Director
- 2002/2003:** Graduate Director
- 2003/2004:** Graduate Director
- July 2004-2008:** Department Chair
- 2008/2009:** Sabbatical
- 2009/2010:** Member, FTE and Policy Planning Committee
Member, Graduate Committee
Member, Committee to Restructure the MA Program
Member, AEA summer program admissions committee
- 2010/2011:** Member, ad hoc committee on development policy
Member, Graduate Committee
Member, Chair's Advisory Committee
Member, Recruiting Committee
- 2011/2012:** Member, Graduate committee

Community

- 2001:** Invited presentation on "labor economics" to students of Santa Barbara Charter School
- 2002:** Invited presentation on "The effects of living wage laws" to UCSB Forum
- 2003:** Invited address on "Leadership Skills and Labor Market Outcomes" to Goleta Rotary Club
- 2004:** Invited presentation on "Leadership Skills and Labor Market Outcomes" to UCSB Forum
Invited presentation on "What do Economists Do?" to San Marcos High School students
- 2010:** Invited presentation on "What is Behavioral Economics?" to Santa Barbara Humanist Society