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Ph.D., Economics, The Pennsylvania State University.

B.S., Economics, The Pennsylvania State University.

Current Positions

E.M. Stevens Professor of Economics, Trinity University, 2009-
Research Fellow, Institute for the Study of Labor (IZA), Bonn, 2004-
Editorial Board, *Journal of Legal Economics*, 2022-
Editorial Board, *Journal of Forensic Economics*, 2002-

Previous Positions

Chair of Economics Department, Trinity University, 2015-2021
Rod and Hope Brim Eminent Scholar in Economics, Florida State University, 2004-2009.
Director, Pepper Institute on Aging and Public Policy, Florida State University, 2003-2009.
Abba P. Lerner Professor of Economics, Florida State University, 2000-2009.
Professor, Department of Economics, Florida State University, 1996-2009.
Director of Research, Pepper Institute on Aging and Public Policy, FSU, 1995-2000.
Associate Professor, Department of Economics, Florida State University, 1993-1996.
Research Associate, Pepper Institute on Aging and Public Policy, FSU, 1993-2001, 2003-2009.
Visiting Associate Professor, Department of Economics, Florida State University, 1992-1993.
Research Affiliate, Pepper Institute on Aging and Public Policy, FSU, 1992-1993, 2001-2003.
Associate Professor, Department of Economics, Miami University, 1991-1993.
Assistant Professor, Department of Economics, Miami University, 1987-1991.

Research Areas

Labor Economics, Labor Market Aspects of Pensions, Labor Unions, Racial and Gender Differences in the Labor Market, Minimum Wage, Deregulation.

Teaching Areas

Principles of Microeconomics and Macroeconomics, Intermediate Microeconomics, Money and Banking, Econometrics (undergraduate and graduate), Labor Economics and Labor Relations (undergraduate and graduate).

Books

Economics: Private and Public Choice, 17th edition, Cengage: Cincinnati, OH, 2022, with James Gwartney, Richard Stroup, and Russell Sobel. Co-author on 10th to 16th editions as well.

Contemporary Labor Economics, 12th edition, McGraw-Hill: New York, NY, 2021, with Campbell McConnell and Stanley Brue. Co-author on 5th to 11th editions as well.

Determining Economic Damages, 28th Revision, James Publishing: Costa Mesa, CA, 2021, with Stanley Stephenson. Co-author on 25th to 27th editions as well

Lives of the Laureates, Seventh Edition, MIT Press: Cambridge, MA, 2020, with Roger Spencer. Also co-author on 6th edition.

Instructor's Manual for *Economics: Private and Public Choice*, 16th edition, Cengage: Cincinnati, OH, 2017. Author for instructor's manual for 10th to 15th editions as well.

Union Membership and Earnings Data Book: Compilations from the Current Population Survey (2019 Edition), Bureau of National Affairs, Washington, D.C., with Barry Hirsch.

Previous Editions: *Union Membership and Earnings Data Book: Compilations from the Current Population Survey* (Washington: Bureau of National Affairs, 1994-2018).

Tables derived from the *Data Book* are included annually in ProQuest's *Statistical Abstract of the United States* (successor to the discontinued government version of *Statistical Abstract*). Previously included in U.S. Department of Commerce, *Statistical Abstract of the United States 2012*, 131th Edition (Washington: GPO, 2011), Tables 664, 666; *Statistical Abstract of the United States 2011*, 130th Edition (Washington: GPO, 2011), Tables 663, 665; *Statistical Abstract of the United States 2010*, 129th Edition (Washington: GPO, 2010), Tables 648, 650; *Statistical Abstract of the United States 2009*, 128th Edition (Washington: GPO, 2009), Tables 642, 644; *Statistical Abstract of the United States 2008*, 127th Edition (Washington: GPO, 2008), Tables 642, 644; *Statistical Abstract of the United States 2007*, 126th Edition (Washington: GPO, 2006), Tables 645, 647; *Statistical Abstract of the United States 2006*, 125th Edition (Washington: GPO, 2005), Tables 647, 649; *Statistical Abstract 2004-2005*, Tables 638, 640; *Statistical Abstract 2003*, Tables 656, 658; *Statistical Abstract 2002*, Tables 628, 630; *Statistical Abstract 2001*, Tables 637, 639; *Statistical Abstract 2000*, Tables 712, 714; *Statistical Abstract 1999*, Tables 718, 720; *Statistical Abstract 1998*, Tables 712, 714; *Statistical Abstract 1997*, Tables 688, 690; *Statistical Abstract 1996*, Tables 681, 683; *Statistical Abstract 1995*, Tables 695, 697; and in U.S. Department of Commerce, *State and Metropolitan Area Data Book, 1997-98*, 5th Edition (Washington: GPO, 1998), Table A-22.

E-book, *Lives of the Laureates, Sixth Edition: Twenty-Three Nobel Economists*, MIT Press: Cambridge, MA, 2015, with Roger Spencer.

Pensions and Productivity, W.E. Upjohn Institute for Employment Research: Kalamazoo, MI, 1998, with Christopher Cornwell and Stuart Dorsey.

Journal Publications, Book Chapters, and Other Publications (Economics)

“Life-Cycle Estimates of Earnings Growth by Education and Gender,” with William E. Even, *Journal of Forensic Economics*, forthcoming.

“Nonprofit Wage Theory and Evidence,” with Barry Hirsch, in *International Encyclopedia of Civil Society, 2nd edition*, Springer. Edited by Regina A. List, Helmut K. Anheier, and Stefan Toepler, forthcoming, 2024

“Wage Equity Within and Across Sectors,” with Barry Hirsch, in *Encyclopedia of Nonprofit Management, Leadership, and Governance*, Edward Elgar, Edited by Kevin P. Kearns and Wenjiun Wang, 2023, pp. 604-208.

“Five Decades of CPS Wages, Methods, and Union-Nonunion Wage Gaps at *Unionstats.com*,” with Barry Hirsch, *Industrial Relations*, October 2023, pp. 439-452.

“The Gender Wage Gap and the Fair Calculations Act,” with William Even, *Journal of Forensic Economics*, September 2020, pp. 39-58.

“The Affordable Care Act and the Growth of Involuntary Part-Time Employment,” with William Even, *Industrial and Labor Relations Review*, August 2019, pp. 955-980.

“Where Does the Minimum Wage Bite Hardest in California?” with William Even, *Journal of Labor Research*, March 2019, pp. 1-23.

“Who’s Affected by a \$15 Minimum Wage?” in *Fighting for \$15? An Evaluation of the Evidence and a Case for Caution*, Employment Policies Institute, Edited by Michael Saltsman, 2019.

“The Importance of Wage Growth Assumptions in Calculating Economic Damages,” with William Even, *Journal of Forensic Economics*, December 2018, pp. 127-144.

“Nonprofit Wages: Theory and Evidence,” with Barry T. Hirsch and Anne E. Preston, *Handbook of Research on Nonprofit Economics and Management*, Edward Elgar, Edited by Bruce A. Seaman and Dennis R. Young, 2nd edition, 2018, pp. 146-179.

“Assessing Economic Damages in Wrongful Termination Cases,” *Journal of Legal Economics*, October 2016, pp. 31-48, with Stanley Stephenson.

“What Do Unions Do to Pension Performance?” *Economic Inquiry*, July 2014, pp. 1173-1189, with William Even.

“Deferred Compensation vs. Efficiency Wages: An Experimental Test of Effort Provision and Self-Selection,” *Journal of Business and Economic Organization*, June 2014, pp. 90-107, with Tim Salmon and Kislaya Prasad.

“The Effect of the Tipped Minimum Wage on Employees in the U.S. Restaurant Industry,” *Southern Economic Journal*, January 2014, pp. 633-655, with William Even.

“Computing Lost Profits in Business Interruption Litigation: A General Model,” *Journal of Business Valuation and Economic Loss Analysis*, May 2012, pp. 1-16, with Stanley Stephenson and Gauri Prakash-Canjels.

“Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms,” *Southern Economic Journal*, April 2012, pp. 1181-1201, with William Even.

“Growth of Participant Direction in Defined Contribution Plans,” April 2010, pp. 190-208, *Industrial Relations*, with William Even.

“Managing Risk Caused by Pension Investments in Company Stock,” *National Tax Journal*, September 2009, pp. 439-453, with William Even.

“Pension Investments in Employer Stock,” *Journal of Pension Economics and Finance*, March 2008, pp. 67-93, with William Even.

“Improving Pension Coverage at Small Firms,” with William Even, in *Overcoming Barriers to Entrepreneurship*, ed. Diana Furchtgott-Roth, Rowman & Littlefield, 2008.

“Defined Contribution Plans and the Distribution of Pension Wealth,” *Industrial Relations*, July 2007, pp. 551-581, with William Even.

“Lost Profits Damages to New Businesses: Adjusting for Survival,” *Journal of Business Valuation and Economic Loss Analysis*, October 2006, pp. 1-12, with Stanley Stephenson.

“The Effects of Employer Matching in 401(k) Plans,” *Industrial Relations*, July 2005, pp. 525-549, with William Even.

“When Will the Gender Gap in Retirement Income Narrow?” *Southern Economic Journal*, July 2004, pp. 182-200, with William Even.

“Company Stock in Pension Funds,” *National Tax Journal*, June 2004, pp. 299-313, with William Even.

“Wages, Sorting on Skill, and the Racial Composition of Jobs,” *Journal of Labor Economics*, January 2004, pp.189-210, with Barry Hirsch.

“Measuring Union and Nonunion Wage Growth: Puzzles in Search of Solutions” with Barry Hirsch and Edward Schumacher, in *Changing Role of Unions: New Forms of Representation*, Phanindra Wunnava, M.E. Sharpe, 2004.

“Living Wage Laws and the Case for a Targeted Wage Subsidy,” in *Living Wage Movements: Global Perspectives*, ed. Deborah M. Figart, Routledge, 2004.

“Do Terminated Employees Catch Up? Evidence From the Displaced Worker Survey,” *Journal of Forensic Economics*, Spring/Summer 2003, pp. 185-199, with Michael Piette.

“Racial and Ethnic Differences in Pension Wealth,” *Research in Labor Economics*, 2003, pp. 203-226, with William Even.

“Union Membership and Coverage Database from the Current Population Survey: Note,” *Industrial and Labor Relations Review*, January 2003, pp. 349-354, with Barry Hirsch. [Describes the database and web site www.unionstats.com.]

“The Wage and Employment Dynamics of Minimum Wage Workers,” *Southern Economic Journal*, January 2003, pp. 676-690, with William Even.

“Benefits and Worker Productivity,” with William Even, in *Benefits for the Workplace of Tomorrow*, eds. Olivia S. Mitchell, David S. Blitzstein, Michael S. Gordon, and Judith F. Mazo, University of Pennsylvania Press, 2003.

“Estimates of Union Density by State,” *Monthly Labor Review*, July 2001, pp. 51-55, with Barry Hirsch and Wayne Vroman (accompanying data online).

"Children's Effects on Women's Labor Market Attachment and Earnings," with William Even, in *Changes in Working Time in Canada and the United States*, eds. Susan Houseman and Alice Nakamura, W.E. Upjohn Institute, 2001.

“Downsizing and Life Course Consequences of Job Loss: The Effect of Age and Gender on Employment and Income Security,” with Jill Quadagno, Jennifer Reid, and Lori Parham, in *Restructuring Work and the Life Course*, eds. Victor Marshall, Walter Heinz, Helga Krueger, and Anil Verma, University of Toronto Press, 2001.

“The Effect of a Job Loss on the Employment Experience, Benefits, and Retirement Savings of Bank Officers,” with Jill Quadagno and Jennifer Keene, in *Ensuring Health and Income Security for an Aging Workforce*, ed. Peter P. Budetti, W.E. Upjohn Institute, 2001.

"The Changing Distribution of Pension Coverage," *Industrial Relations*, April 2000, pp. 199-227, with William Even.

"Occupational Age Structure and Access for Older Workers," *Industrial and Labor Relations Review*, April 2000, pp. 401-418, with Barry Hirsch and Melissa Hardy.

"Earnings, Rents, and Competition in the Airline Labor Market," *Journal of Labor Economics*, January 2000, pp. 125-155, with Barry Hirsch. Reprinted in *The Causes and Effects of Deregulation*, edited by Paul W. MacAvoy and Richard Schmalensee, Edward Elgar, 2014, Vol. I, Ch. 16.

"Estimating Wage Differentials: When Does Cost-of-Living Matter?" *Economic Inquiry*, October 1999, pp. 577-598, with Mike DuMond and Barry Hirsch.

"Earnings and Employment in Trucking: Deregulating a Naturally Competitive Industry," with Barry Hirsch, in *Regulatory Reform and Labor Markets*, ed. James Peoples, Kluwer Publishers, 1998.

"Worker's Compensation Reciprocity in Union and Nonunion Workplaces," *Industrial and Labor Relations Review*, January 1997, pp. 213-236, with Barry Hirsch and Michael DuMond.

"Pensions and Training," *Industrial Relations*, January 1997, pp. 81-96, with Stuart Dorsey.

"The Consequences of Indexing Minimum Wages," *Contemporary Economic Policy*, October 1996, pp. 67-77, with William Even.

"Employer Size and Labor Turnover: The Role of Pensions," *Industrial and Labor Relations Review*, July 1996, pp. 707-728, with William Even.

"The Consequences of Non-FICA Status in State and Local Pensions," *Proceedings of National Tax Association Meetings*, 1996, with William Even.

"Gender-Related Differences in Pension Coverage," with William Even, in *Women and Work: A Handbook*, Garland Publishing, New York, NY, 1996.

"Wages and Gender Composition: Why Do Women's Jobs Pay Less?" *Journal of Labor Economics*, July 1995, pp. 426-471, with Barry Hirsch. Reprinted in *Recent Developments in Labor Economics*, edited by John T. Addison, Edward Elgar, 2007.

"Employer Size and Compensation: The Role of Worker Characteristics," *Applied Economics*, September 1994, pp. 897-907, with William Even

"Gender Differences in Pensions," *Journal of Human Resources*, Spring 1994, pp. 555-587, with William Even.

"Why Did Male Pension Coverage Decline in the 1980s?," *Industrial and Labor Relations Review*, April 1994, pp. 439-453, with William Even.

"Unionism and Gross Employment Flows," *Southern Economic Journal*, January 1994, pp. 427-438, with Timothy Dunne.

"The Pension Coverage of Young and Mature Workers", with William Even, in *Pension Coverage Issues for the '90s*, eds. Richard Hinz, John Turner, and Phyllis Fernandez, U.S. Government Printing Office, Washington, D.C, 1994.

"The Decline of Private-Sector Unionism and the Gender Wage Gap," *Journal of Human Resources*, Spring 1993, pp. 279-296, with William Even.

"Union Membership and Coverage Data Available From the Current Population Surveys: Note." *Industrial and Labor Relations Review*, April 1993, pp. 574-578, with Barry Hirsch.

"Racial Differences in Married Female Labor Force Participation Behavior: An Analysis Using Interracial Marriages," *Review of Black Political Economy*, Summer 1992, pp. 59-68, with James Stewart.

"Employer-Provided Retiree Health Insurance: Who is Covered?" *Economics Letters*, May 1992, pp. 95-99.

"Union Wage Differentials and the Effects of Industry and Local Union Density: Evidence from the 1980s," *Journal of Labor Research*, Fall 1991, pp. 419-427, with Michael Curme.

"The Effects of Extended Families and Marital Status on Housing Consumption by Black Female-Headed Households," *Review of Black Political Economy*, Winter/Spring 1991, pp. 65-84, with James Stewart.

"The Impact of Unionism on Fringe Benefit Coverage," *Economics Letters*, May 1991, pp. 87-91, with William Even.

"A Note on Ownership and Performance in Manufacturing Firms," *Southern Economic Journal*, April 1991, pp. 1164-1169, with Timothy Dunne.

"Union Membership and Contract Coverage in the United States, 1983-1988," *Industrial and Labor Relations Review*, October 1990, pp. 5-33, with Michael Curme and Barry Hirsch.

"The Gender Gap in Pensions and Wages," *Review of Economics and Statistics*, May 1990, pp. 259-265, with William Even.

"The Effect of International Competition on Union and Nonunion Wages," *Industrial and Labor Relations Review*, April 1990, pp. 434-446, with James Stewart.

"Plant Size and the Decline of Unionism," *Economics Letters*, April 1990, pp. 393-398, with William Even.

"Trade Unions and Labor's Share in U.S. Manufacturing Industries," *International Journal of Industrial Organization*, March 1990, pp. 143-51.

"The Labor Force Participation and Earnings Profiles of Married Female Immigrants," *Quarterly Review of Economics and Business*, Autumn 1989, pp. 57-72, with James Stewart.

"The Labor Supply and School Attendance of Black Women in Extended and Nonextended Households," *American Economic Review Papers and Proceedings*, May 1989, pp. 71-74, with James Stewart.

"Self-Employment and Married Women," *Economics Letters*, December 1988, pp. 281-284.

"Unionism and the Dispersion of Wages Among Blue-Collar Women," *Journal of Labor Research*, Fall 1987, pp. 395-405, with James Stewart.

Journal Publications (Real Estate and Insurance)

"Demographic Factors and Price Distortions in Insurance," *Risk Management and Insurance Review*, Spring 2015, with Ron Cheung, Cassandra Cole, Kathleen McCullough and Charles Nyce, pp. 1-28.

"Forecasting the Demand for Housing in the United States," *Journal of the Center for Real Estate Studies*, March 2013, pp. 28-48, with G. Stacy Sirmans.

"The Impact of No-Fault Legislation on Automobile Insurance Premiums," *North American Actuarial Journal*, Issue 3, 2012, pp. 306-322, with Cassandra Cole, Kevin Eastman, Patrick Maroney, and Kathleen McCullough.

"The Use of Post-Loss Assessments in Catastrophic Financing," *Risk Insurance and Management Review*, Fall 2011, pp. 265-298, with Patrick Maroney, Charles Nyce, Kathleen McCullough, James W. Newman Jr., and Cassandra Cole. The paper received the 2012 *Risk Insurance and Management Review* Best Perspectives Article Award from the American Risk and Insurance Association.

"A Meta-Analysis of Selling Price and Time on the Market," *Journal of Housing Research*, Issue 2010, pp. 139-152, with Stacy Sirmans and Lynn MacDonald.

"A Comparison of Hurricane Loss Models," *Journal of Insurance Issues*, Spring 2010, pp. 31-53, with Kathleen McCullough and Cassandra Cole.

"A Review of the Development of Residual Market Mechanisms in Florida," *Journal of Insurance Regulation*, Summer 2009, pp. 55-80, with Patrick Maroney, Charles Nyce, Kathleen McCullough, James W. Newman Jr., and Cassandra Cole.

"The History of Property Tax Capitalization in Real Estate," *Journal of Real Estate Literature*, Issue 3 2008, pp. 327-343, with Dean Gatzlaff and Stacy Sirmans.

"Horizontal and Vertical Inequity in Real Property Taxation," *Journal of Real Estate Literature*, Issue 2 2008, pp. 167-180, with Dean Gatzlaff and Stacy Sirmans.

“The Title Insurance Industry: Examining a Decade of Growth,” *Journal of Insurance Regulation*, Summer 2007, pp. 23-51, with Randy Dumm and Stacy Sirmans.

“The Value of Housing Characteristics: A Meta-Analysis” *Journal of Real Estate Finance and Economics*, November 2006, pp. 215-240, with Stacy Sirmans, Lynn MacDonald, and Emily Zeitz.

"The Composition of Hedonic Pricing Models," *Journal of Real Estate Literature*, Issue 1 2005, pp. 3-43, with Stacy Sirmans.

"The State of Affordable Housing," *Journal of Real Estate Literature*, Issue 2 2003, pp. 133-155, with Stacy Sirmans.

“Affinity Programs and Real Estate Brokerage,” *Journal of Real Estate Research*, November-December 2001, pp. 337-351, with Stacy Sirmans.

“Neighborhood Diversity and House Price Appreciation,” *Journal of Real Estate Finance and Economics*, January 2001, pp. 81-97, with Stacy Sirmans.

“Forecasting Seniors Housing Demand in Florida,” *Journal of Real Estate Portfolio Management*, 1999, pp. 259-74, with G. Stacy Sirmans.

Working Papers

“Nonprofit Earnings and Sectoral Employment in the U.S. Since 1994,” with Barry Hirsch and William Even. July 2023, Revised and resubmitted to *Monthly Labor Review*.

“Real Estate Agent Earnings and Local Housing Prices,” with Barry Hirsch, William Even, and Zichong (Tom) Qu, IZA Discussion Working Paper 15300, November 2022. Under Revision.

“Interstate Differences in the Public-Private Pay Gap,” with William Even, July 2013.

“Teacher Salaries, State Collective Bargaining Laws, and Union Coverage,” December 2012, with Barry Hirsch and John Winters.

“Do Pensions Impede Phased Retirement?” with William Even, IZA Discussion Working Paper 1353, October 2004.

Opeds

“The Inevitable Recession is Forthcoming,” with James Gwartney in *Business Observer*, May 26, 2022.

“Economics Professors: Fed’s Fingerprints are All Over Inflation Debacle,” with James Gwartney in *Business Observer*, May 3, 2022.

“Yes, the High Inflation Rates Will Continue in 2022,” with James Gwartney in American Institute for Economic Research, *Daily Economy*. April 24, 2022.

Papers in Progress

“Are Children Getting More Expensive or Cheaper?” with Stefan Norrbin.

Funded Projects

Florida Legislature, 7/2021-6/2022, \$250,000, "Child Support Guidelines," with Stefan Norrbin, Simona Andrei, and Sheridan Meek.

Florida Legislature, 7/2017-6/2018, \$250,000, "Child Support Guidelines," with Stefan Norrbin, Thomas McCaleb, Katie Sherron, and Onsurang Norrbin.

Florida Department of Environmental Protection, 4/2016-6/2016, \$70,455, “Affordability Index,” with Stefan Norrbin.

Florida Legislature, 9/2013-6/2014, \$250,000, "Child Support Guidelines," with Stefan Norrbin, Thomas McCaleb, and Onsurang Norrbin.

Florida Legislature, 7/2011-6/2012, \$250,000, "Child Support Guidelines," with Stefan Norrbin and Thomas McCaleb.

Employment Policies Institute, 5/2010-7/2010, \$16,500 (Trinity University portion), “Employment Effects of the 2007-2009 Federal Minimum Wage Increases,” with William Even.

National Science Foundation, 9/2009-8/2012, \$125,866 (Trinity University portion), “Incentives in the Workplace: An Experimental Examination of How Wage Differences Across Time and Among Peers Affect Productivity and Self-Selection,” with Tim Salmon, Kislaya Prasad, and Hyejin Ku.

Florida Legislature, 10/2007-6/2009, \$175,000, "Child Support Guidelines," with Stefan Norrbin and Thomas McCaleb.

Florida Legislature (through University of Florida), 12/2006-9/2007, \$223,000, "Analysis of Save our Homes Amendment," with Dean Gatzlaff.

U.S. Administration on Aging (through University of South Florida), 5/2005-9/2007, \$175,000, "Employment in the Long-Term Care Industry: The Importance of Recruitment and Retention," with William Even.

Florida Legislature, 2/2003-8/2004, \$175,000, "Child Support Guidelines," with Stefan Norrbin and Thomas McCaleb.

Florida Department of Environmental Protection, 6/2002-2/2003, \$94,157, "Affordability Index," with Stefan Norrbin and William Serow.

University of South Carolina, 4/2000-11/2000, \$10,000, "Minority Homeownership in South Carolina," with Stacy Sirmans.

Florida Department of Business and Professional Regulation, 3/1999-6/1999, \$21,739, "Forecasting Housing Demand in Florida," with Stacy Sirmans.

University of South Carolina, 4/1999-11/1999, \$10,000, "Forecasting Housing Demand in South Carolina," with Stacy Sirmans.

Florida State University, 6/1999-8/1999, \$7,500, "Support for Preparing ECO 2000 as a Web-Based Course."

TIAA-CREF, 8/1998-8/1999, \$23,000, "Determinants of Savings in Supplemental Pension Plans: A Case Study of Pension Choices in Higher Education," with Melissa Hardy and Larry Hazelrigg.

Florida Department of Business and Professional Regulation, 4/1998-6/1998, \$16,638, "Forecasting Seniors' Demand for Housing in Florida," with Stacy Sirmans.

Florida Department of Business and Professional Regulation, 12/1997-6/1998, \$18,472, "Housing Price Appreciation in Orlando and Tampa," with Stacy Sirmans.

Florida State University, 6/1998-8/1998, \$7,500, "Support for Preparing ECO 2000 as a Web-Assisted Course."

Florida Department of Business and Professional Regulation, 3/1997-6/1997, \$17,898, "Minority Homeownership in Florida," with Stacy Sirmans.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 12/1996-8/1997, \$20,000, "The Impact of Rising 401(k) Pension Coverage on Retirement Income," with William Even.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 3/1996-6/1997, \$15,000, "The Determinants of 401(k) Participation and Contribution Levels," with William Even.

Florida Department of Business and Professional Regulation, 4/1996-6/1996, \$22,702, "Forecasting the Number of New Florida Real Estate Licensees," with Stacy Sirmans.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 3/1995-6/1996, \$15,000, "Explaining the Decline in Pension Coverage of Less Educated Workers," with William Even.

Florida State University COFRS Grant, 6/1994-8/1994, \$8,000, "The Relative Compensation and Quality of Public and Private Sector Workers."

W.E. Upjohn Institute for Employment Research, 3/1994-12/1995, \$35,000, "Pensions and Productivity," with Stuart Dorsey and Christopher Cornwell.

Florida Division of Workers' Compensation, 1/94-12/1995, \$100,000, "Worker's Compensation Reciprocity in Union and Nonunion Workplaces," part of a service contract titled "Research Partnership with the Division of Workers' Compensation," co-investigator (one of several).

University of Wisconsin Institute for Research on Poverty Small Grant Program, 7/1993-6/1994, \$15,000, "Racial Composition, Wages, and Quality Sorting," with Barry Hirsch.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 7/1993-6/1993, \$10,000, "Trends in Individual and Family Pension Coverage," with William Even.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 6/1992-5/1993, \$10,000, "The Pension Coverage of Young and Mature Workers," with William Even.

U.S. Department of Labor, Pension Welfare and Benefit Administration and American Society of Pension Actuaries, 6/1991-5/1992, \$10,000, "A Conference on Current Pension Policy Issues," with William Even.

Miami University Faculty Research Grant, 6/1991-8/1991, \$4,000, "Projected Growth in Retiree Health Insurance Liabilities."

Ohio Board of Regents Research Challenge Grant, 1/1990-12/1990, \$4,980, "Proposal to Enhance the Data Library of the Center of Pension and Retirement Research," with William Even and Samuel Williamson.

Miami University Faculty Research Grant, 6/1990-8/1990, \$4,000, "The Role of Firm Size in Pension Coverage and Options."

Miami University Faculty Research Grant, 6/1989-8/1989, \$4,000, "Declining Unionism and the Gender Wage Gap," with William Even.

Participation in National Meetings

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," LERA/ASSA meetings, January 2017.

Presented, "Heterogeneity in Wage Growth for Estimating Earnings Loss," NAFE/ASSA meetings, January 2017.

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," ASSA meetings, January 2016.

Panel Discussant, American Real Estate and Urban Economics Association/ASSA meetings, January 2008.

Presented, "Employee Turnover in the Long-Term Care Industry," at Academy Health Annual Research Meetings, June 2007.

Presented, "Participant Direction in Defined Contribution Pension Plans," at International Atlantic Economic Society meetings, October 2006.

Presented, "The Risk and Return of Pension Investments in Employer Stock," at International Atlantic Economic Society meetings, October 2005.

Presented, "Replacing Earnings After Termination: Evidence from the Displaced Worker Survey," at the Allied Social Science Association/National Association of Forensic Economics, January 2002.

Presented, "Labor Market Transitions of Older Workers," at the Allied Social Science Association/Society of Government Economists meetings, January 1999.

Presented, "Why has the Loss in Pension Coverage Accelerated Among Less Educated Workers?" at the American Economic Association Meetings, 1995.

Presented, "Wages and Gender Composition: Why Do Women's Jobs Pay Less?" at the American Economic Association Meetings, 1994, with Barry Hirsch.

Presented, "Pensions, Labor Turnover, and Employer Size" at the American Economic Association Meetings, 1993, with William Even.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the American Economic Association meetings, 1992, with William Even.

Participation in Regional Meetings

Presented, "Where Does the Minimum Wage Bite Hardest in California?" at the Southern Economic Association meetings, November 2018.

Discussant, "Discounting Environmental Benefits to Future Generations: Generational Equity or Intertemporal Efficiency," at Southern Economic Association meetings, November 2018.

Presented, "The Gender Wage Gap and the Fair Calculations Act," at Western Economics Association meetings, July 2017.

Discussant, "Economic Windfalls and the Affordable Care Act: A Policy Proposal," at Western Economics Association meetings, July 2016.

Discussant, "The Impact of Self-Reported Disability on Job Search Success," at Western Economics Association meetings, June 2015.

Discussant, "Gender and the Labor Market," at Southern Economics Association meetings, November 2014.

Presented, "The Impact of the Affordable Care Act on Part-Time Employment," at Western Economics Association meetings, June 2014.

Presented "Interstate Differences in the Public-Private Pay Gap" at Western Economics Association meetings, July 2013.

Discussant, "Pay Gaps and Discrimination," at Western Economics Association meetings, July 2013.

Presented "What Do Unions Do to Pension Performance?" at Western Economics Association meetings, July 2012.

Discussed, "The Dog that Didn't Bark: Item Non-Response and Non-Cognitive Ability," at Western Economics Association meetings, July 2012.

Presented "Unions and Pension Performance: The Role of Pension Design," at Southern Economics Association meetings, November 2009.

Panel member, "Recent Federal Reserve Policy: An Evaluation" at Southern Economics Association meetings, November 2009.

Discussant, "Topics in Health Economics," at Southern Economics Association meetings, November 2009.

Discussant, "Teacher Pay, Principals, and Schooling," at Southern Economics Association meetings, November 2009.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Western Economic Association meetings, July 2009.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Eastern Economic Association meetings, February 2009.

Panel Discussant at the Southern Economic Association meetings, November 2008.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Southern Economic Association meetings, November 2008.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Western Economic Association meetings, July 2008.

Chair "Pensions and Retirement" Session at Southern Economic Association meetings, November 2007.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Southern Economic Association meetings, November 2007.

Presented, "Participant Direction in Defined Contribution Pension Plans," at Southern Economic Association meetings, November 2006.

Panel Discussant, Southern Economic Association meetings, November 2005.

Presented, "Do Pensions Impede Phased Retirement?" at the Southern Economic Association meetings, November 2004.

Presented, "When Will the Gender Gap in Retirement Income Narrow?" at the Southern Economic Association meetings, November 2003.

Presented, "How Will the Growth of DC and 401(k) Plans Affect Pension Income?" at the Southern Economic Association meetings, November 2002.

Presented, "Racial Composition, Wages, and Quality Sorting," at the Southern Economic Association meetings, November 1999.

Presented, "Racial and Ethnic Differences in Pension Coverage and Benefit Levels," at the Southern Economic Association meetings, November 1998.

Presented, "Factors Influencing Participation and Contribution Levels in 401(k) Plans," at the Western Economics Association meetings, July 1998.

Presented, "Aging at Work: Employment Determination, Firm Strategies, and Public Policy in the United States," at the Western Economic Association meetings, July 1994.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the Western Economic Association meetings, July 1992.

Presented "Plant Size and the Decline of Unionism," at the Southern Economic Association meetings, 1989, with William Even.

Panel Discussant, Southern Economic Association meetings, November 1989.

Presented "The Labor Force Participation and Earnings Profiles of Married Female Immigrants," at the Southern Economic Association meetings, November 1988.

Presented "Pensions, Screening, and the Gender Wage Gap," at the Southern Economic Association meetings, November 1988.

Session Chair and Panel Discussant at the Southern Economic Association meetings, November 1988.

Participation in Invited Seminars, Conferences, and other Presentations

Presented, "Why Pensions are Good and Minimum Wages are Bad for the Labor Market," for Trinity University Learning TUgether Podcasts," November 2019.

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment" at Trinity University Omicron Delta Epsilon Dinner, April 2018.

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," at Trinity University Faculty Research Dinner Seminar Series, March 2018.

Presented, "How Will a \$15 Minimum Wage Affect Employment in California?" at Association of Private Enterprise Education meetings, April 2018.

Session Chair, "Policy Issues in Labor Market and Human Resources," at Association of Private Enterprise Education meetings, April 2017.

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," at Association of Private Enterprise Education meetings, April 2016.

Presented, "Has the Affordable Care Act Caused a Shift to Part-Time Work?," at the Federal Reserve Bank of Atlanta, June 2015.

Presented, "Has the Affordable Care Act Caused a Shift to Part-Time Work?," at the University of Kentucky, April 2015.

Presented, "Trends in Pensions" and "What Do Unions Do to Pension Performance?" at Texas State University, September 2013.

Presented, "Trends in Pensions" at Trinity University Food for Thought Luncheon Lecture, May 2012.

Presented, "Teaching Macroeconomics During Troubled Times," at Creative Ideas for Your Basic Economics Course Conference at Florida State University, February 2012.

Presented, "Participant Direction in Defined Contribution Pension Plans," at Trinity University Faculty Research Dinner Seminar Series, April 2011.

Presented, "Participant Direction in Defined Contribution Pension Plans," at Pennsylvania State University, April 2010.

Presented, "The Parallels Between the Japanese Economic Crisis of the 1990s and the US Today" at Creative Ideas for Your Basic Economics Course Conference at Florida State University, February 2010.

Chair "Minimum Wage & EITC" Session at Society of Labor Economists meetings, May 2009.

Presented "Participant Direction in Defined Contribution Plans," at Lehigh University, April 2009.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Association of Private Enterprise Education meetings, April 2009.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Trinity University, October 2008.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Georgia State University, April 2008.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Association of Private Enterprise Education meetings, April 2008.

Presented, "Improving Pension Coverage at Small Firms," at Hudson Institute, May 2006.

Presented, "Participant Direction in Defined Contribution Plans," at Society of Labor Economics meetings, May 2006.

Presented, "Participant Direction in Defined Contribution Plans," at Association of Private Enterprise Education meetings, April 2006.

Presented, "Participant Direction in Defined Contribution Plans," at University of Wisconsin-Milwaukee, April 2006.

Invited Panel Participant for Pepper Foundation and Center Symposium on pension reform, Washington, DC, February 2006.

Presented, "The Risk and Return of Pension Investments in Employer Stock," at West Virginia University, April 2005.

Presented, "The Risk and Return of Pension Investments in Employer Stock," at the University of Kentucky, November 2004.

Presented, "The Causes and Consequences of Company Stock Holdings in Pension Funds," at the Federal Reserve Bank of Atlanta, April 2004.

Presented, "The Causes and Consequences of Company Stock Holdings in Pension Funds," at the University of Oklahoma, February 2004.

Presented, "Tracking Union and Nonunion Wages in the U.S.: Can the Evidence be Reconciled?" at the Middlebury Annual Conference on Economic Issues, April 2002.

Presented, "How Will the Growth of DC and 401(k) Plans Affect Pension Income?" at the Miami University Center for Pension and Retirement Research Conference, June 2001.

Presented, "Benefits and Worker Productivity," Benefits for the Workplace of Tomorrow – Conference, Wharton School, University of Pennsylvania, May 2001.

Participant, Innovations in Managing the Financial Risks of Retirement Conference, Wharton School, University of Pennsylvania, May 2000.

Presented "Using Hi-Tech in Large Lectures," at Association of Private Enterprise Education meetings, April 2000.

Presented "Employee Participation in 401(k) Plans," at University of Wisconsin-Milwaukee, October 1999.

Presented "Gender, Race, and Ethnicity in the Labor Market," as part of the Smith Chair course in Labor Economics at Brigham Young University, September 1999.

Presented, "The Decline in Pension Coverage Among Less Educated Workers," at the Florida State University Economics Department Seminar Series, 1996.

Presented, "Children's Effects on Women's Labor Market Attachment and Earnings" at the Conference on the Changes in Working Time in Canada and the United States, Canadian Employment Research Forum, 1996.

Presented, "Earnings, Rents, and Competition in the Airline Labor Market" at the Ohio State University Economics Department Seminar Series, 1996.

Presented, "Earnings, Rents, and Competition in the Airline Labor Market" at the Florida State University Economics Department Seminar Series, 1995.

Presented, "Employer Size and Labor Turnover: The Role of Pensions," at Syracuse University, 1995.

Presented, "Earnings, Rents, and Competition in the Airline Labor Market" while visiting scholar at the Federal Reserve Bank of Cleveland, 1995.

Presented, "Trends in Individual and Household Pension Coverage," at the Miami University Center for Pension and Retirement Research Conference, 1994.

Presented, "Racial Composition, Quality Sorting, and the Black-White Wage Gap" at the University of Wisconsin, Institute for Research on Poverty, Small Grants Workshop, 1993, with Barry Hirsch.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the Florida State University Economics Department Seminar Series, 1992.

Participant at National Bureau of Economic Research (NBER) Labor Studies meetings of the Summer Institute, 1992.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the Miami University Conference on Current Pension Policy Issues, 1992.

Organizer and participant at conference on "Contemporary Issues in Pension Economics," hosted by the Center for Pension and Retirement Research, Miami University, 1990.

Presented "The Effect of International Competition on Union and Nonunion Wages," at the University of Cincinnati Seminar Series, 1987.

Refereeing

Bulletin of Economic Research, British Journal of Industrial Relations, Canadian Journal of Economics, Contemporary Economic Policy, Cornell Hospitality Quarterly, Development South Africa, Eastern Economics Journal, Economic Development and Cultural Change, Economic Inquiry, Economics Letters, Industrial Relations, Industrial and Labor Relations Review, International Economic Review, International Review of Economics and Finance, Journal of Economics and Business, Journal of Forensic Economics, Journal of Housing Economics, Journal of Human Resources, Journal of Labor Economics, Journal of Labor Research, Journal of Legal Economics, Journal of Legal Studies, Journal of Pension Economics and Finance, Labour Economics, Medical Care, Mid-American Journal of Business, Policy Studies Review, Quarterly Journal of Economics, Quarterly Review of Economics and Finance, Real Estate Economics, Review of Economics and Statistics, Scottish Journal of Political Economy, Social Science Quarterly, Southern Economic Journal

Outside reviewer for Department of Economics, UNC-Greensboro, Georgia State University.

Promotion and tenure letters for candidates at Georgia State University, Kansas State University, Louisiana State University-Shreveport, Monmouth University, Ohio State University, Rensselaer Polytechnic Institute, University of Massachusetts, University of Southern California, and University of Wisconsin-Milwaukee.

Honors and Awards

Awarded sabbatical, Trinity, Spring 2022.

Awarded sabbatical, Trinity, Fall 2016.

Awarded sabbatical, Trinity, Fall 2011.

Nominated for FSU Award for Excellence in Undergraduate Teaching, Spring 2005.

Named Rod and Hope Brim Eminent Scholar in Economics, FSU, Fall 2004.

Research Fellow, Institute for the Study of Labor (IZA), Bonn, 2004-.

Who's Who in Economics, Fourth Edition, Mark Blaug and Howard Vane (eds), Edward Elgar Publishing, 2003, pp. 524 (selection criteria: one of the 1,200 most frequently cited economists in the years 1990-2000 using the Social Science Citation Index).

Awarded Abba Lerner named professorship, FSU, Spring 2000.

Awarded sabbatical, FSU, Spring 2000.

Received FSU Award for Excellence in Undergraduate Teaching, Spring 2000.

Received FSU Teaching Incentive Program Award, Fall 1995.

Nominated for FSU Award for Excellence in Undergraduate Teaching, Spring 1994.

Nominated for Outstanding Teaching Award, Associated Student Government, Miami University, 1992.

Selected by the Miami University Sisters of Delta Gamma for a "Favorite Professor Award" in Fall 1990.

Honorary Member of Golden Key National Honor Society, Fall 1989.

Selected by the Sisters of Delta Gamma as "One of the twenty-five most outstanding faculty members at Miami University" in Fall 1988.

Service

National

Vice President, National Association of Forensic Economics, 2014-2017.

Vice President, Southern Economic Association, 2011-2013.

Trinity University

Retirement Plan Committee, 2013-

Department Chair, Economics Department, 2015-

Presidential Task Force on Teaching & Learning, 2020

Distinguished Research Award Committee, 2019

Jesse H. Jones Professor of Business Administration (Accounting) Search Committee, 2017-2019

Chairs' Compensation Ad Hoc Committee, 2018

Benefits Committee, 2017-2018

Murchinson Term Chair Committee, 2017-2018

DeCoursey Lecture Committee, 2015-2016

Dean of School of Business Administration Search Committee, 2013-2014

Student Admission Ad Hoc Committee, 2013

Faculty and Staff Compensation Committee, 2010-2012

Piper Professor Committee, 2012-2013

Dick and Peggy Prassel Professor of Business Administration Search Committee, 2011

Student Retention Committee, 2010

Florida State University

University and College Committees:

Member, GPC subcommittee for Marketing, Spring 2008.

Member, Graduate Policy Committee, Fall 2007- Spring 2009.

Chair, GPC subcommittee for Political Science, Fall 2006.

Member, Title IV Admissions Attendance Committee, Fall 2003-Spring 2004.

Member, College of Social Sciences Executive Committee, Fall 2003- Spring 2009.

Member, Ad Hoc Committee on COSS Technology, Spring 2003.

Member, Computing and Information Resource Committee, Fall 1999- Spring 2009.

Member, Academic and Policy Affairs Committee, Fall 1996-Spring 1998.

Economics Department Committees:

Member, Ad Hoc Committee on Economics 2000 Level Courses, Spring 1999.

Member, Undergraduate Economics Committee, Fall 1998-Spring 2009.

Member, Economics Department Executive Committee, Fall 1994-Spring 1995, Fall 1996-Spring 1999, Fall 2000- Spring 2009.

Economics Department Library Representative, Fall 1993- Spring 2009.
 Micro/Macroeconomics Seminar Coordinator, Fall 1993-Spring 1995,
 Fall 1998-Fall 1999, Fall 2001, Fall 2006- Spring 2007.

Comprehensive Examination Committees:

Member, Masters Comprehensive Exam Committee, Spring 1994.
 Member, Ph.D. Labor Field Exam Committee, Fall 1992, Spring 1994, Fall 1994,
 Fall 1995, Fall 1996, Spring 1997, Spring 1998.
 Chair, Masters Comprehensive Exam Committee, Fall 1994, Spring 1998.
 Chair, Ph.D. Labor Field Exam Committee, Spring 1993-Fall 1993, Spring 1995,
 Spring 1996, Spring 2000, Spring 2001, Fall 2001.

Miami University

Computing Task Force, Department of Economics, 1991-92.
 Recruiting Committee, Department of Economics, 1990-92.
 Economics Club Advisor, 1988-1991.
 Research Associate, Center for Pension and Retirement Research, 1988-92.
 Delta Sigma Pi Chapter Advisor, 1988-89.
 Student Finance Committee, Student Affairs Council, 1988-89.
 Omicron Delta Epsilon Advisor, 1987-88.

Theses, Extended Papers, and Dissertations

Undergraduate Honors Thesis:

Chair, Leela Hebbar, 1995

Member, Nicole Cubies, 2006
 Member, John Stutts, 2006
 Member, Todd Crannell, 2000
 Member, Mark Plotnick, 2000
 Member, Bobby Pittman, 1998

MS Thesis and Extended Paper:

Chair, Maria Arce-Trigatti, 2009
 Chair, George Holescko, 2000
 Chair, J. Michael DuMond, 1994

Member, Shael Wolfson, 2000
 Member, Lehr Eliason, 2000
 Member, Steve Muri, 2000
 Member, Ken Meier, 1998

Member, Tarteshia Williams, 1995
Member, Richard Page, 1994

PhD Dissertation:

Chair, James Farrell, 2009
Chair, Mark Keightley, 2008
Chair, Ali Al-Malki, 2007
Chair, Carter Doyle, 2005
Chair, Edward Wolpert, 1998
Chair, J. Michael DuMond, 1997

Member, Bogdan Daraban, 2007
Member, Russell Engel, 2007
Member, Li Feng, 2006
Member, Chuck Skipton, 2003
Member, Nicole Yurgin, 2003
Member, Jennifer Troyer, 1999
Member, Josefina Tranfa, 1999
Member, Shaliesh Bandarhi, 1998
Member, James Freeman, 1998
Member, Brian Nottage, 1998
Member, Ben Shippen, 1995
Member, Ed Schumacher, 1994
Outside Member, Stephanie Burge, Sociology, 2006
Outside Member, Reg Albritton, Special Education, 2005
Outside Member, Kim Shuey, Sociology, 2001
Outside Member, Andrea Willson, Sociology, 2001