

# Jed DeVaro

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IZA website: <https://www.iza.org/people/fellows/23860/jed-devaro>

## CURRENT POSITIONS

The Wang Family Professor, College of Business and Economics, California State University East Bay, 2008-present  
Professor of Economics, College of Business and Economics, California State University East Bay, 2011-present  
Professor of Management, College of Business and Economics, California State University East Bay, 2011-present  
Research Fellow, IZA Institute of Labor Economics (Bonn, Germany), 2024-present  
Research Fellow, Institute for Compensation Studies, Cornell University, 2010-present  
Senior Fellow, ETLA Economic Research, Helsinki, Finland, 2013-present

## PREVIOUS POSITIONS

Chair, Department of Economics, College of Business and Economics, California State University East Bay, 2012-2020  
Associate Professor of Economics, College of Business and Economics, California State University East Bay, 2008-2011  
Associate Professor of Management, College of Business and Economics, California State University East Bay, 2008-2011  
Assistant Professor of Labor Economics, School of Industrial and Labor Relations, Cornell University, Ithaca, NY, 2001-2008  
Assistant Economist, Federal Reserve Bank of Richmond, Richmond, VA, 1994-1996  
Research Associate, HIRE Center, CSUEB, 2010-2015 (Acting Director, 2012-2013)

## EDUCATION

Stanford University (PhD 2002, MA 1998, both in Economics)  
Swarthmore College (BA 1994, Economics)

## **FIELDS OF INTEREST**

Labor Economics; Organizational and Personnel Economics; Industrial Organization

## **CURRENT RESEARCH TOPICS**

Work schedules, wage theft, promotions and lateral moves, executive compensation and firm performance, performance pay and working hours

## **BOOKS**

*Strategic Compensation and Talent Management: Lessons for Managers*  
(Cambridge University Press, 2020)

*Advances in the Economic Analysis of Participatory and Labor-Managed Firms*  
(Volume 12, 2011, Emerald Group Publishing Limited), Editor

## **JOURNAL ARTICLES**

“Do Big Inequalities in Executive Pay Hurt Firm Performance?”, forthcoming in  
*Corporate Governance: An International Review*  
(with Scott Fung and Richard Yiu-Ming Chung)

“The Importance of Luck in Executive Tournaments: Theory and Evidence”, forthcoming  
in *Journal of Business Finance and Accounting*, (with Scott Fung)

“Big Fish in Small (and Big) Ponds: A Study of Careers”, *Journal of Law, Economics, & Organization* 40(1), March 2024, 76-107  
(with Christian Deutscher, Marc Gürtler, and Oliver Gürtler)

“Performance Pay, Working Hours, and Health-Related Absenteeism”, *Industrial Relations*, 61(4), October 2022, 327-352.

“Democratic Subversion: Elite Cooptation and Opposition Fragmentation”,  
*American Political Science Review* 115(4), 2021, 1358-72.  
(with Leonardo R. Arriola and Anne Meng)

“Firm Choice and Career Success – Theory and Evidence”, *European Economic Review*,  
Volume 127, 2020. (with Christian Deutscher, Marc Gürtler, and Oliver Gürtler)

“Strategic Shirking in Competitive Labor Markets: A General Model of Multi-Task  
Promotion Tournaments with Employer Learning”, *Journal of Economics &  
Management Strategy*, 29(2), 2020, 353-76. (with Oliver Gürtler)

“Job Hopping and Adverse Selection in the Labor Market”, *Journal of Law, Economics,  
and Organization*, Volume 36, 2020. (with Xiaodong Fan)

“Internal and External Hiring”, *Industrial and Labor Relations Review* (with Antti Kauhanen and Nelli Valmari), Winner of the 2018 Best Paper Competition, LERA / *ILLR Review* Special Series in Employment Relations, August 2019, 72(4): 981-1008.

“Job Characteristics and Labor Market Discrimination in Promotions”, *Industrial Relations*, 57(3), July 2018, 389-434. (with Suman Ghosh and Cindy Zoghi)

“User Motivation and the Effects of Multitasking: An Analysis of an Online Q&A Forum”, *Information Economics and Policy*, 42, March 2018, 56-65. (with Jin-Hyuk Kim, Liad Wagman, and Ran Wolff)

“Advertising and Labor Market Matching: A Tour Through the Times”, *Journal of Labor Economics* 36(1), January 2018, 253-307. (with Oliver Gürtler)

“Non-Performance Pay and Relational Contracting: Evidence from CEO Compensation”, *The Economic Journal* 128, 2017, 1923-51. (with Jin-Hyuk Kim and Nick Vikander)

“Training and Intrinsic Motivation in Nonprofit and For-Profit Organizations”, *Journal of Economic Behavior & Organization* 139, 2017, 196-213. (with Nan L. Maxwell and Hodaka Morita)

“Performance-Based Pay and Work-Related Health Problems: A Longitudinal Study of Establishments”, *Industrial and Labor Relations Review*, 70(3), 2017, 670-703. (with John S. Heywood)

“Promotion Signaling, Gender, and Turnover: New Theory and Evidence”, *Journal of Economic Behavior & Organization* 126, Part A, 2016, 140-166. (with Hugh Cassidy and Antti Kauhanen)

“Strategic Shirking in Promotion Tournaments”, *Journal of Law, Economics, and Organization* 32, 2016, 620-651. (with Oliver Gürtler)

“When Your Errors Are Your Only Hope: Testing Hidden Hypotheses in Mediation Studies in Strategic Management”, *Strategic Organization*, 14(1), 2016, 73-89. (with Brian K. Boyd)

“An ‘Opposing Responses’ Test of Classic Versus Market-Based Promotion Tournaments”, *Journal of Labor Economics*, 34(3), July 2016, 747-779. (with Antti Kauhanen)

“Strategic Shirking: A Theoretical Analysis of Multitasking and Specialization”, *International Economic Review* 57(2), May 2016, 507-532. (with Oliver Gürtler)

“The Relationship Between Delegation and Incentives Across Occupations: Evidence and Theory”, *Journal of Industrial Economics*, LXIII, June 2015. (with Suraj Prasad)

- “The Elusive Wage-Benefit Tradeoff: The Case of Employer-Provided Health Insurance”, *International Journal of Industrial Organization*, 37, 2014, 23-37. (with Nan L. Maxwell)
- “Public Bailouts, Executive Compensation and Retention: A Structural Analysis”, *Journal of Empirical Finance*, 26, March 2014, 131-149. (with Scott Fung)
- “Internal Promotion and External Recruitment: A Theoretical and Empirical Analysis” *Journal of Labor Economics*, 31(2), April 2013, 227-269. (with Hodaka Morita)
- “The Signaling Role of Promotions: Further Theory and Empirical Evidence” *Journal of Labor Economics*, 30(1), January 2012, 91-147. (with Michael Waldman)
- “Mediation Remediation” *Strategic Organization*, 9(4), November 2011, 336-348. Republished in the 2013 “SO! Methods Collection” virtual special edition.
- “Two Perspectives on Multiskilling and Product-Market Volatility” *Labour Economics*, 18, 2011, 862-871. (with Martin Farnham)
- “Gender Bias in Power Relationships: Evidence from Police Traffic Stops” *Applied Economics*, 43(29), 2011, 4469-4485. (with Garrick Blalock, Stephanie Leventhal, and Daniel H. Simon).
- “An Empirical Analysis of Risk, Incentives, and the Delegation of Worker Authority” *Industrial and Labor Relations Review*, 63(4), July 2010, 637-657. (with Fidan Ana Kurtulus)
- “A Theoretical Analysis of Relational Job Design and Compensation” *Journal of Organizational Behavior*, 31(2-3), 2010, 279-301.
- “The Effect of Self-Managed and Closely-Managed Teams on Labor Productivity and Product Quality: An Empirical Analysis of a Cross Section of Establishments” *Industrial Relations*, 47(4), October 2008, 659-697.
- “The Labor Market Effects of Employer Recruitment Choice” *European Economic Review*, 52(2), February 2008, 283-314.
- “Promotions and Incentives in Nonprofit and For-Profit Organizations” *Industrial and Labor Relations Review*, 60(3), April 2007, 311-339. (with Dana Brookshire)
- “New Evidence on Gender Differences in Promotion Rates: An Empirical Analysis of a Sample of New Hires” *Industrial Relations*, 46(3), July 2007, 511-550. (with Francine D. Blau)

“Analyzing the Job Characteristics Model: New Support From a Cross Section of Establishments” *International Journal of Human Resource Management*, 18(6), June 2007, 987-1004. (with Robert Li and Dana Brookshire)

“Internal Promotion Competitions in Firms,” *RAND Journal of Economics*, 37(3), Autumn 2006, 521-542.

“Strategic Promotion Tournaments and Worker Performance,” *Strategic Management Journal*, 27(8), August 2006, 721-740.

“Do the Best Companies to Work for Provide Better Customer Satisfaction?” *Managerial and Decision Economics*, Vol. 27, 2006, 1-17. (with Daniel Simon)

“Teams, Autonomy, and the Financial Performance of Firms,” *Industrial Relations*, 45(2), April 2006, 217-269.

“Employer Recruitment Strategies and the Labor Market Outcomes of New Hires,” *Economic Inquiry*, 43(2), April 2005, 263-282.

## **WORK IN PROGRESS**

“Work Schedules”

“Endogenous Career Mobility and Labor-Market Visibility”  
(with Oliver Gürtler, Antti Kauhanen, and Joseph Kuehn)

“Productivity and Working Hours Within Teams of Knowledge Workers”  
(with Ruo Shangguan and Hideo Owan)

“Wage Theft, Market Power, and Outsourcing: The Case of H-1B Workers”  
(with Peter Norlander)

“Distinguishing Empirically Between Classic and Market-Based Promotion Tournaments: A Structural Approach” (with Antti Kauhanen)

“Firm Productivity and the Internal-Versus-External Hiring Decision” (with Ricardo Alonso, Antti Kauhanen, and Nelli Valmari)

## **OTHER PUBLICATIONS AND REPORTS**

Kauhanen, Antti & DeVaro, Jed (25.9.2024). “Economic Impacts of High-Skilled Immigration”. ETLA Brief no. 139. <https://pub.etla.fi/ETLA-Muistio-Brief-139.pdf>

“Motivation: Paid Staff” in *Elgar Encyclopedia of Nonprofit Management, Leadership and Governance*, 2023, edited by Kearns, Kevin P., and Wang, Wenjiun.

“Recruitment: internal or external?” in *Elgar Encyclopedia of Labour Studies*, 2023, edited by Tor Eriksson, 186-89.

“Strategic Compensation and Talent Management During the COVID-19 Pandemic” *Workspan*, November-December 2020.

“Internal Hiring or External Recruitment?: The efficacy of hiring strategies hinges on a firm’s simultaneous use of other policies” *IZA World of Labor* 2020.  
(updated version of 2015 article)

“Internal Hiring or External Recruitment?: The efficacy of internal or external hiring hinges on other policies that a firm uses simultaneously” *IZA World of Labor* 2015.

“In Sickness and in Health: Skipping Work Under the Cover of Law” *Compensation and Benefits Review* 47(3), 2015, 121-126.

“Stealing Wages from Immigrants” *Compensation and Benefits Review* 46(2), March/April 2014, 96-102.

Book Review for: van Wanrooy, Brigid; Bewley, Helen; Bryson, Alex; Forth, John; Freeth, Stephanie; Stokes, Lucy; Wood, Stephen, *Employment Relations in the Shadow of Recession: The 2011 Workplace Employment Relations Study: First Findings*, Palgrave Macmillan: London. Published in *Personnel Review*, 43(3), 483-485. (2014)

“Multiskilling” in *Wiley Encyclopedia of Management*, 3<sup>rd</sup> edition, Volume 5 Human Resource Management, 2013. (with Hodaka Morita)

“Geographic Adjustment of Wage Indices Used in Medicare Payments: Evaluation of IOM Recommendations.” Burlingame, CA: Acumen, LLC. 2012. (with Thomas MaCurdy, Jason Shafrin, Thomas DeLeire, Avni Shah, and David Pham)

“Geographic Adjustment of Medicare Physician Payments: Evaluation of IOM Recommendations.” Burlingame, CA: Acumen, LLC. 2012. (with Thomas MaCurdy, Jason Shafrin, Thomas DeLeire, Mallory Bounds, David Pham, and Arthur Chia)

“Teams, Autonomy, and the Financial Performance of Firms: New Evidence from Panel Data.” *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol, 12, 2011, 63-85.

“The Case for Capitalism: A Comment on Jaroslav Vanek’s ‘Capitalism, Economic Democracy and Ecological Destruction of our Planet’” in *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol. 12, 2011, 299-306. (with Adrian Stoian)

“What Types of Organizations Benefit from Team Production, and How Do They Benefit?” *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol. 9, 2006, 3-56. (with Fidan Ana Kurtulus)

Book Review for: Garibaldi, Pietro, *Personnel Economics in Imperfect Labour Markets*, *Industrial and Labor Relations Review*, Vol. 60, No. 1, October 2006.

Book Review for: Rosen, Sherwin, *Markets and Diversity*, in *Labor History*, Vol. 45, No. 4, November 2004, 559-560.

“The Effect of Employer Recruitment Strategies on Job Placements and Match Quality” Stanford Institute for Economic Policy Research (SIEPR) Discussion Paper No. 01-06, 2001.

“Errors in Variables and Lending Discrimination” *Federal Reserve Bank of Richmond Economic Quarterly*, 81(3), Summer 1995, 19-32. (with Jeffrey Lacker)

“Was the Disinflation of the Early 1980s Anticipated?” *Federal Reserve Bank of Richmond Economic Quarterly*, Fall 1995, 41-60. (with Michael Dotsey)

## **EXTERNAL FUNDING**

“Promotions, Wages, and External Mobility Across Firms” Academy of Finland and Research Institute of the Finnish Economy, (with Rita Asplund, Oliver Gürtler, Antti Kauhanen, Mika Maliranta, Theodore Papageorgiou, Nelli Valmari), 2017-2021 (\$537,136)

“Career and Wage Dynamics Within and Between Firms” Academy of Finland and Research Institute of the Finnish Economy, (with Rita Asplund, Antti Kauhanen, and Takao Kato), 2012-2016 (\$732,057)

Center for Social Impact Research Grant (University of New South Wales), 2015-2016 (\$10,000)

J. Robert Beyster Research Fellowship (Rutgers University), 2011-2012 (\$10,000)

## **SELECTED PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

Expert Witness, Howard & Howard, 2021-2022

Expert Witness, Law Offices of Wade J. Chernick (Encino, CA), 2003-2006

Consultant for Acumen, LLC (2011-2012)

Program evaluation for California Science and Technology Fellowship (2011-2015)

Member of Academy of Management, American Economic Association, European Economic Association, European Finance Association, Society of Labor Economists, Royal Economic Society, Western Economic Association International

## HONORS AND AWARDS

Best Paper Award, *Industrial and Labor Relations Review*, 2018  
Provost's Award for Outstanding Tenured Researcher, CSUEB, 2015-2016  
J. Robert Beyster Research Fellowship (Rutgers University), 2011  
Marvin Remmich Outstanding Faculty Award for Research, 2010-2011  
The Wang Family Endowed Chair (inaugural holder), 2008-present  
Kapnick Foundation Dissertation Fellowship, 2000-2001  
Distinction in Economics, Swarthmore College, 1994

## TEACHING

### ***California State University East Bay (2008 – present)***

MGMT 612 Strategic Compensation and Reward Systems (MBA)  
MGMT 610 Strategic Human Resources Management (MBA)  
MGMT 6615 Strategic Compensation, Incentives, and Productivity (MBA)  
MGMT 6612 Strategic Human Resources: Frameworks for General Managers (MBA)  
MGMT 4615 Compensation and Benefits (undergraduate)  
MGMT 3610 Human Resources Management (undergraduate)  
MGMT 406 Compensation and Reward Systems (undergraduate)  
MGMT 312 Human Resources Management (undergraduate)  
ECON 606 Managerial Economics (MBA)  
ECON 6680 Labor Economics (MA)  
ECON 6520 Industrial Organization (MA)  
ECON 6215 Economics for Managers in a Global Economy (MBA)  
ECON 6102 Graduate Microeconomic Theory II (MA)  
ECON 6101 Graduate Microeconomic Theory I (MA)  
ECON 4896 Senior Research (undergraduate)  
ECON 4895 Workshop in Economic Research (undergraduate)  
ECON 380 / ECON 3551 Managerial Economics and Business Strategy (undergraduate)

### ***University of Cologne (2015)***

Bachelor Seminar: Compensation, Incentives, and Productivity (undergraduate)

### ***Cornell University (2001 – 2008)***

ILRLE 940/ECON 784 Workshop in Labor Economics (PhD)  
ILRLE 746/ECON 743 Graduate Labor Economics II (PhD)  
ILRLE 745/ECON 742 Graduate Labor Economics I (PhD)  
ILRLE 543 Compensation and Workplace Economics (MA)  
ILRLE 443/ECON 443 Compensation, Incentives, and Productivity (undergraduate)  
ILRLE 440/ECON 341 Labor Market Analysis (undergraduate)  
ILRLE 240 Labor Economics (undergraduate)

## PhD DISSERTATION COMMITTEES

Hugh Cassidy (Economics, University of Western Ontario, 2013)  
Henri Fraise (Economics, Cornell University, 2009)  
R. Kaj Gittings (Economics, Cornell University, 2009) *principal advisor*



Katrin Olafsdottir (Economics, Cornell University, 2009)  
Leopold Sarr (Economics, Cornell University, in progress)  
Daniel Maeng (Policy Analysis and Management, Cornell University, 2007)  
Fidan Ana Kurtulus (Economics, Cornell University, 2007)  
Dana Samuelson (Economics, Cornell University, 2005) *principal advisor*

## **EDITORIAL WORK AND REFEREEING**

Subject Editor (Behavioral and Personnel Economics), *IZA World of Labor*, 2018-  
Editorial Board, *Journal of Participation and Employee Ownership*, 2017-present  
Editorial Board, *Journal of Labor Research*, 2016-present  
Editor, *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*,  
Volume 12, 2011, Emerald Group Publishing Limited.

### Refereeing:

*Academy of Management Journal; Advances in the Economic Analysis of Participatory and Labor-Managed Firms; African Journal of Business Management; American Economic Review; Applied Psychology: An International Review; British Journal of Economics, Management & Trade; British Journal of Industrial Relations; British Journal of Political Science; Economic Development and Cultural Change; Economic Inquiry; Economic Modelling; Economica; Economics Letters; Employee Relations: The International Journal; European Economic Review; European Management Review; Forum for Health Economics & Policy; Human Resource Management; Industrial and Labor Relations Review; Industrial Relations; International Economic Review; International Journal of Human Resource Management; International Journal of Manpower; IZA Journal of Labor Economics; Japan and the World Economy; Journal of Economic Behavior and Organization; Journal of Economic Surveys; Journal of Economics and Management Strategy; Journal of the Japanese and International Economies; Journal of Labor Economics; Journal of Labor Research; Journal of Law, Economics, and Organization; Journal of Occupational and Organizational Psychology; Journal of Political Economy; Journal of Population Economics; Journal of Productivity Analysis; Journal of Public Administration Research and Theory; Labour Economics; Management Research Review; Management Science; Managerial and Decision Economics; Marketing Science; Metroeconomica; Nonprofit and Voluntary Sector Quarterly; Organization Science; Oxford Economic Papers; Public Finance Review; Quarterly Journal of Economics; Research in Labor Economics; Review of Economic Studies; Review of Economics and Statistics; Review of Industrial Organization; Risks; Scandinavian Journal of Economics; Scientific Research and Essays; Scottish Journal of Political Economy; Socio-Economic Review; Southern Economic Journal; Strategic Management Journal; Work and Occupations; Blackwell Publishing; Cambridge University Press; John Wiley & Sons, Inc., National Science Foundation; Oxford University Press; Pearson Addison-Wesley; Prentice Hall; Routledge; University of California Press; WW Norton & Company*

## **CONFERENCE PRESENTATIONS**

Western Economic Association International (Seattle, WA, July 2024)

Society of Labor Economists Annual meeting (Portland, OR, May 2024)  
 IAES Annual Meeting (Philadelphia, PA, October 2023)  
 Society of Labor Economists Annual Meeting (Philadelphia, PA, May 2023)  
 LERA/AEA/ASSA Annual Meeting (New Orleans, LA, January 2023)  
 International Industrial Organization Conference (Boston, MA, May 2022)  
 Society of Labor Economists Annual Meeting (Minneapolis, MN, May 2022)  
 Colloquium on Personnel Economics (Copenhagen, Denmark, March 2022), keynote  
 Society of Labor Economists Annual Meeting (Philadelphia, PA, May 2021)  
 WEAI Annual Meeting (Denver, CO, June 2020)  
 LERA 72<sup>nd</sup> Annual Meeting (Portland, OR, June 2020)  
 LERA/AEA/ASSA Annual Meeting (San Diego, CA, January 2020)  
 WEAI Annual Meeting (San Francisco, CA, June 2019)  
 Society of Labor Economists Annual Meeting (Arlington, VA, May 2019) Poster session  
 Academy of Business Research (New Orleans, LA, March 2019)  
 ASSA Annual Meeting (Atlanta, GA, January 2019)  
 ASSA Annual Meeting (Philadelphia, PA, January 2018) Poster session  
 Academy of Business Research (Atlantic City, NJ, September 2017)  
 WEAI Annual Meeting (San Diego, CA, June 2017)  
 International Economic Association World Congress (Mexico City, Mexico, June 2017)  
 LERA 69<sup>th</sup> Annual Meeting (Anaheim, CA, June 2017)  
 Society of Labor Economists Annual Meeting (Raleigh, NC, May 2017)  
 Pan-Pacific Business Research Conference (Pomona, CA, February 2017)  
 WEAI Annual Meeting (Portland, OR, July 2016)  
 Tournaments/Promotions Conference, Hitotsubashi University (Tokyo, Japan, July 2015)  
 LERA 67<sup>th</sup> Annual Meeting (Pittsburgh, PA, May 2015)  
 International Industrial Organization Conference (Boston, MA, April 2015)  
 LERA 66<sup>th</sup> Annual Meeting (Portland, OR, June 2014)  
 Society of Labor Economists Annual Meeting (Arlington, VA, May 2014)  
 Finance, Organizations and Markets Conference (USC, Los Angeles, December 2013)  
 WEAI Annual Meeting (Seattle, WA, June 2013)  
 Society of Labor Economists Annual Meeting (Boston, MA, May 2013)  
 Conference on Tournaments, Contests and Relative Performance Evaluation (Fresno, CA,  
 March 2013)  
 Academy of Management Annual Meeting Symposium (Boston, MA, August 2012)  
 WEAI Annual Meeting (San Francisco, CA, June 2012)  
 Society of Labor Economists Annual Meeting (Chicago, IL, May 2012)  
 WEAI Annual Meeting (San Diego, CA, June 2011)  
 Society of Labor Economists Annual Meeting (Vancouver, B.C., Canada, April 2011)  
 Financial Management Association Annual Meeting (New York City, NY, October 2010)  
 WEAI Annual Meeting (Vancouver, B.C., Canada, July 2009)  
 Society of Labor Economists Annual Meeting (Boston, MA, May 2009)  
 Conference on Tournaments, Contests, and Relative Performance Evaluation; North  
 Carolina State University College of Management (Raleigh, NC, March 2008)  
 AEA/ASSA Annual Meeting (New Orleans, LA, January 2008)  
 Society of Labor Economists Annual Meeting (Chicago, IL, May 2007)  
 Society of Labor Economists Annual Meeting (Boston, MA, May 2006)

Society of Labor Economists Annual Meeting (San Francisco, CA, June 2005)  
AEA/ASSA Annual Meeting (Poster Session) (Philadelphia, PA, January 2005)  
NBER Summer Institute (Cambridge, MA, August 2004)  
Society of Labor Economists Annual Meeting (San Antonio, TX, May 2004)  
Society of Labor Economists Annual Meeting (Toronto, September 2003)  
NBER Summer Institute (Cambridge, MA, August 2003)  
SITE Structural Microeconometrics Workshop (Stanford, CA, July 2002)  
Society of Labor Economists Annual Meeting (Baltimore, MD, May 2002) Poster session

### **INVITED SEMINARS**

Queen's University (Kingston, Ontario, Canada, November 2024)  
University of California, Merced (Merced, CA, October 2024)  
Kansas State University (Manhattan, KS, March 2024)  
Waseda University (Tokyo, Japan, April 2022)  
Colloquium on Personnel Economics (Copenhagen, Denmark, March 2022), keynote  
Waseda University (Tokyo, Japan, December 2021)  
Hitotsubashi University IER (Tokyo, Japan, November 2021)  
ETLA Economic Research (Helsinki, Finland, March 2021)  
GoodTime Guru Fest 2019 (San Francisco, CA, September 2019)  
Trans-Pacific Labor Seminar (Tokyo, Japan, May 2019)  
Waseda University (Tokyo, Japan, June 2018)  
Hitotsubashi University IER (Tokyo, Japan, June 2018)  
Kansas State University (Manhattan, KS, December 2017)  
Executive Advisory Forum (Walnut Creek, CA, February 1 and 7, 2017)  
University of New South Wales (Sydney, Australia, November 2016)  
University of Sydney (Sydney, Australia, November 2016)  
RMIT University (Melbourne, Australia, November 2016)  
University of Cologne (Cologne, Germany, October 2015)  
Florida Atlantic University (Boca Raton, FL, September 2015)  
University of South Florida (Tampa, FL, August 2015)  
Osaka University (Osaka, Japan, March 2015)  
Trans-Pacific Labor Seminar (Tokyo, Japan, March 2015)  
Deakin University (Melbourne, Australia, August 2014)  
Trans-Pacific Labor Seminar (Sydney, Australia, August 2014)  
University of Wisconsin (Milwaukee, WI, April 2014)  
Kansas State University (Manhattan, KS, November 2013)  
Universidad Carlos III de Madrid (Madrid, Spain, October 2013)  
OEIO 70<sup>th</sup> Conference, University of Tokyo, (Tokyo, Japan, August 2013)  
Osaka University (Osaka, Japan, August 2013)  
New Research on Performance Pay, keynote address, (University of Aberdeen, Scotland, June 2013)  
Research Institute of the Finnish Economy (ETLA) (Helsinki, Finland, September 2012)  
San Jose State University (San Jose, CA, April 2012)  
University of Oklahoma (Norman, OK, January 2012)  
Michigan State University (East Lansing, MI, November 2011)

J. Robert Beyster Fellows Conference (San Diego, CA, June 2011)  
San Jose State University (San Jose, CA, March 2011)  
University of Alberta (Edmonton, Alberta, Canada, September 2009)  
University of Calgary (Calgary, Alberta, Canada, September 2009)  
University of New South Wales, School of Business, (Sydney, Australia, June 2009)  
University of California, Merced (Merced, CA, October 2008)  
University of Southern California, Marshall School of Business, (L.A., CA, Oct. 2008)  
Hitotsubashi IIR (Tokyo, Japan, September 2008)  
Northeastern University (Boston, MA, February 2008)  
University of Toronto (Toronto, Ontario, Canada, February 2008)  
California State University, East Bay (Hayward, CA, January 2008)  
Wayne State University (Detroit, MI, January 2008)  
Georgia State University (Atlanta, GA, January 2008)  
University of Victoria (Victoria, British Columbia, Canada, January 2008)  
University of Minnesota, Carlson School of Management, (Minneapolis, MN, Dec. 2007)  
U.S. Coast Guard Academy (New London, CT, November 2007)  
California State University, Long Beach (Long Beach, CA, November 2007)  
University of Cincinnati (Cincinnati, OH, November 2007)  
Trans-Pacific Labor Seminar (Santa Barbara, CA, March 2007)  
University of Illinois (Urbana-Champaign, IL, November 2006)  
Rensselaer Polytechnic Institute (Troy, NY, October 2006)  
University of Victoria (Victoria, British Columbia, Canada, October 2006)  
Bureau of Labor Statistics (Washington, D.C., May 2006)  
Cornell University, Labor Economics Workshop (Ithaca, NY, August 2005)  
University of Rochester (Rochester, NY, April 2005)  
Washington University, Olin School of Business, (St. Louis, MO, April 2005)  
Colgate University (Hamilton, NY, February 2005)  
Cornell University, Labor Economics Workshop (Ithaca, NY, March 2004)  
SUNY Binghamton (Binghamton, NY, February 2004)  
Hamilton College (Clinton, NY, December 2003)  
Wesleyan University (Middletown, CT, October 2003)  
Federal Reserve Bank of Chicago, Micro Workshop (Chicago, IL, February 2003)  
Cornell University, Labor Economics Workshop (Ithaca, NY, September 2002)  
Cornell University, Labor Economics Workshop (Ithaca, NY, March 2002)  
Duquesne University, School of Business, (Pittsburgh, PA, February 2001)  
University of Richmond, Robins School of Business, (Richmond, VA, February 2001)  
Long Island University, C.W. Post Campus, (Brookville, NY, February 2001)  
Bard College, Department of Economics, (Annandale-on-Hudson, NY, February 2001)  
Cornell University, Labor Economics Workshop (Ithaca, NY, January 2001)  
SUNY Buffalo, Department of Economics, (Buffalo, NY, January 2001)