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VITA

Lawrence M. Kahn

**The Braunstein Family Professor and Professor of Economics
ILR School
Cornell University**

Office Address:

258 Ives Hall
Cornell University
Ithaca, New York 14853-3901
Telephone: 607-255-0510
Fax: 607-255-4496
E-mail: LMK12@CORNELL.EDU

Education:

Ph.D., Economics, University of California, Berkeley, 1975
B.S. (with High Honors and High Distinction), Mathematics, University of Michigan, Ann Arbor,
1971.

Ph.D. Dissertation: "Unions and Labor Market Segmentation"

Fields of Specialization: Labor Economics, Discrimination

Professional Positions:

May 2014-present: Professor of Economics, ILR School, Cornell University
July 2011-May 2014: Professor of Economics and Labor Relations, School of Industrial and
Labor Relations, Cornell University
April 2011-present: Braunstein Family Professor, School of Industrial and Labor Relations,
Cornell University
2008 – Research Fellow, National Centre for Econometric Research (Australia), Sportometrics
Program
2005-6 – Visiting Fellow, Princeton University, Department of Economics
2018-present, Fellow, Global Labor Organization, Essen, Germany
2004-present, Research Fellow, IZA, Bonn, Germany
2001-present - Research Fellow, Center for Economic Studies/Ifo Institute for Economic
Research, Munich, Germany

1998-1999; 2000-2005 - Chair, Department of Labor Economics, School of Industrial and Labor Relations, Cornell University
September 1999-June 2000 - Visiting Scholar, Russell Sage Foundation, New York
June 1999 - Visiting Scholar, Institute of Economics, Academia Sinica, Taipei, Taiwan
June 1998 - Visiting Scholar, Office of Labour Market Policy Evaluation, Uppsala, Sweden
August 1994-June 2011 Professor of Labor Economics and Collective Bargaining, School of Industrial and Labor Relations, Cornell University
June-August 1993 Visiting Fellow, The Australian National University
Fall 1990-August 1994 - Research Associate, Program for Conflict and Negotiation Research, University of Illinois at Urbana-Champaign
August 1983-August 1994 - Professor of Economics and Labor and Industrial Relations, University of Illinois at Urbana-Champaign
August 1979-August 1983 - Associate Professor of Economics and Labor and Industrial Relations, University of Illinois at Urbana-Champaign
August 1975-August 1979 - Assistant Professor of Economics and Labor and Industrial Relations, University of Illinois at Urbana-Champaign

Professional Honors:

(with Francine D. Blau, Matthew Comey, Amanda Eng, Pamela Meyerhofer, Alexander Willén), "Culture and Gender Allocation of Tasks: Source Country Characteristics, Housework, and Childcare Division of Labor among US Immigrants," *Review of Economics of the Household* Vol. 18, No. 4 (December 2020): 907-958. Received IPUMS research award for best contribution to published research using IPUMS Time Use Data, 2020.

Editor, *Industrial & Labor Relations Review*, 2011-present

Elected, Fellow of the Society of Labor Economists, 2008

Listed in *Who's Who in Economics*, 4th ed., 2003, edited by Mark Blaug and Howard R. Vane (Northampton, MA: Edward Elgar Publishing, 2003).

(with Francine D. Blau) *At Home and Abroad: US Labor Market Performance in International Perspective* (New York, Russell Sage Foundation, 2002). Received the the Richard A. Lester Prize for the Outstanding Book in Labor Economics and Industrial Relations published in 2002 (Industrial Relations Section, Princeton University); in addition, *Choice* Magazine has listed this book as an Outstanding Academic Title for 2002.

Specialized Co-Editor (for Sports Economics), *Economic Inquiry*, 2007-2010

Associate Editor, *Industrial & Labor Relations Review*, 1994-2011

Member, Board of Editors, *Industrial Relations*, 1982-1989

Member, Editorial Board, *Journal of Sports Economics*, 1998-

Member, National Academy of Sciences Committee on Women's Employment and Related Social Issues, 1981-1986

Member, Nominating Committee, Industrial Relations Research Association, 1986-1987

Second Vice President, Midwest Economics Association, 1988-1989

Co-Chair, Industrial Relations Research Association Working Group on Meetings and Programs, 1988-1989

Minnesota Award, Center for Labor Policy and Industrial Relations Center at the University Minnesota, Best Paper in the Past Two Years Analyzing Institutions in the Employment Relationship, Runner Up 1996 (coauthored paper with Francine D. Blau), 1998 and 2000

Named in *Who's Who in America*, 2009-2013.

Named in *Men of Achievement*, 9th ed., 1982.

Named in *Who's Who in the Midwest*, 1982-1983.

Named in *American Men and Women of Science*, Social and Behavioral Sciences Edition, 1978.

Named on "An Incomplete List of Teachers Ranked as Excellent by Their Students," Official University of Illinois citation, 1977, 1978, 1980, 1989, 1990.

Kinkead Research Fellowship, University of Illinois at Urbana-Champaign, 1991-2 and 1992-3

Russell Sage Foundation Grant (with Francine D. Blau): 2004-2006.

Russell Sage/Century Foundations Grant (with Giuseppe Bertola and Francine D. Blau). 1999-2001.

Russell Sage Foundation Grant (with Francine D. Blau and Jane Waldfogel), 1996-8.

National Center for the Workplace, Grant (with Francine D. Blau), 1994-5

Ford Foundation, Grant Administered through the National Bureau of Economic Research (with Francine D. Blau), 1990-1992.

U.S. Department of Labor, Contract (with Francine D. Blau, Peter Feuille, and Wallace Hendricks), 1980.

U.S. Department of Labor, Employment and Training Administration, Small Grant (with Francine D. Blau), 1979-1980.

U.S. Department of Labor, Employment and Training Administration, Small Grant (with Francine D. Blau), 1977-1978.

U.S. Department of Labor, Manpower Administration, Doctoral Dissertation Grant, 1974-1975.

Professional Organizations:

American Economic Association
Industrial Relations Research Association

Publications:

A. Books, Monographs, Reports and Pamphlets

(with Francine D. Blau) *At Home and Abroad: US Labor Market Performance in International Perspective* (New York, Russell Sage Foundation, 2002), 314 pp.

(with Francine D. Blau), *Wage Inequality: International Comparisons of Its Sources* (Washington, DC, American Enterprise Institute, 1996), 38 pp.

(with Robert Flanagan, Robert Smith, and Ronald Ehrenberg), *Economics of the Employment Relationship* (Scott, Foresman, Glenview, Ill., 1989), 677 pp.

(with Barbara Reskin, et al.), *Women's Work, Men's Work: Sex Segregation on the Job* (National Academy of Sciences, Washington, D.C., 1986), 173 pp.

(with Wallace E. Hendricks), *Wage Indexation in the United States: Cola or Uncola?* (Ballinger, Cambridge, Mass., 1985), 255 pp.

(with Peter Feuille and Wallace E. Hendricks), *Bargaining Structure and Bargaining Outcomes: Determinants and Tradeoffs* (Office of the Assistant Secretary for Policy Evaluation and Research, U.S. Department of Labor, Washington, D.C., 1981), 72 pp.

(with Francine D. Blau), *Race and Sex Differences in the Probability and Consequences of Turnover* (Employment and Training Administration, U.S. Department of Labor, Washington, D.C., 1979), 79 pp.

Unions and Labor Market Segmentation (Manpower Administration, U.S. Department of Labor, Washington, D.C., 1975), 198 pp.

B. Articles

(with Francine D. Blau) "The Sources of the Gender Pay Gap: An Economics Perspective," in David B. Grusky, Nima Dahir, and Claire Daviss (eds.), *Social Stratification*. NY, New York: Routledge, forthcoming.

- (with Francine D. Blau) "US Female Labor Force Participation: Falling Behind Other Countries," in David B. Grusky, Nima Dahir, and Claire Daviss (eds.), *Social Stratification*. NY, New York: Routledge, forthcoming.
- (with Francine D. Blau, Matthew Comey, Amanda Eng, Pamela Meyerhofer, and Alexander Willén), "Culture and Gender Allocation of Tasks: Source Country Characteristics and the Division of Non-market Work among US Immigrants," *Review of Economics of the Household*, 18, No. 4 (December 2020): 907-958.
- "Introduction to a Special Collection on European Labor Markets in Flux: The German Experience," *ILR Review*, 73, No. 3 (October 2020): 1040-1045.
- (with Francine D. Blau, Peter Brummund, Jason Cook, and Miriam Larson-Koester), "Is There Still Son Preference in the United States?" *Journal of Population Economics*, 33, No. 3 (July 2020): 709-750.
- (with Francine D. Blau, Peter Brummund, Jason Cook, and Miriam Larson-Koester), "Declining Son Preference in the US," *VOX: CEPR Policy Portal*, March 12, 2020 (<https://voxeu.org/article/declining-son-preference-us>).
- (with Maria Lorena Cook, Shannon Gleeson, and Kati L. Griffith), "Introduction to a Special Issue on the Impact of Immigrant Legalization Initiatives: International Perspectives on Immigration and the World of Work," *ILR Review*, 71, No. 4 (August 2018): 807-822.
- "Permanent Jobs, Employment Protection, and Job Content," *Industrial Relations*, 57, No. 3 (July 2018): 569-638.
- (with Francine D. Blau), "The Gender Wage Gap: Extent, Trends, and Sources," *Journal of Economic Literature*, 55, No. 3 (September 2017): 789-865.
- "*Myth and Measurement* by David Card and Alan B. Krueger: Introduction to a Retrospective Symposium," *ILR Review*, 70, No. 2 (May 2017): 813-814.
- "The Structure of the Permanent Job Wage Premium: Evidence from Europe," *Industrial Relations*, 55, No. 1 (January 2016): 149-178.
- (with Francine D. Blau), "Substitution Between Individual and Source Country Characteristics: Social Capital, Culture and US Labor Market Outcomes Among Immigrant Women," *Journal of Human Capital*, 9, No. 4 (Winter 2015): 439-482.
- "Wage Compression and the Gender Pay Gap," *IZA World of Labor*, 150 (April 2015).
- "Skill Shortages, Mismatches, and Structural Unemployment: A Symposium," *ILR Review*, 68, No. 2 (March 2015): 247-250.

- (with Francine D. Blau) "Immigration and the Distribution of Incomes," in Barry R. Chiswick and Paul W. Miller, eds., *Handbook of the Economics of International Migration, Volume 1B: The Impact and Regional Studies* (Amsterdam: Elsevier, 2015), pp. 793-843.
- "Introduction to the US Department of Labor Centennial Symposium," *ILR Review*, Vol. 67, Supplement (Spring 2014): 563-568.
- "New Evidence on Gender and the Labor Market: A Symposium," *ILR Review*, Vol. 67, No. 2 (April 2014): 283-286.
- (with Francine D. Blau), "Female Labor Supply: Why is the US Falling Behind?" *American Economic Review*, 103, No. 3 (May 2013): 251-256.
- (with Francine D. Blau) "The Feasibility and Importance of Adding Measures of Actual Experience to Cross-Sectional Data Collection," *Journal of Labor Economics*, 31, No. 2, Part 2 (April 2013): S17-S58.
- (with Francine D. Blau, Albert Yung-Hsu Liu and Kerry L. Papps), "The Transmission of Women's Fertility, Human Capital and Work Orientation Across Immigrant Generations," *Journal of Population Economics*, 26, Issue 2 (April 2013): 405-435.
- "The Economics of Discrimination: Evidence from Basketball," in Stephen Shmanske and Leo Kahane, eds., *Oxford Handbook on Sports Economics, Volume 2, Economics Through Sports* (Oxford: Oxford University Press, 2012), pp. 21-38.
- "Temporary Jobs and Job Search Effort in Europe," *Labour Economics*, 19, No. 1 (January 2012): 113-128.
- "Labor Market Policy: A Comparative View on the Costs and Benefits of Labor Market Flexibility," *Journal of Policy Analysis and Management*, 31, No. 1 (Winter 2012): 94-110.
- (with Sue Bridgewater and Amanda H. Goodall), "Substitution Between Managers and Subordinates: Evidence from British Football," *Labour Economics*, 18, No. 3 (June 2011): 275-286.
- (with Amanda H. Goodall and Andrew J. Oswald), "Why Do Leaders Matter? The Role of Expert Knowledge in a Superstar Setting," *Journal of Economic Behavior and Organization*, 77, No. 3 (March 2011): 265-284.
- (with Francine D. Blau and Kerry L. Papps), "Gender, Source Country Characteristics and Labor Market Assimilation Among Immigrants: 1980-2000," *The Review of Economics and Statistics*, 93, No. 1 (February 2011): 43-58.
- "Employment Protection Reforms, Employment and the Incidence of Temporary Jobs in Europe: 1996-2001," *Labour Economics*, 17, No. 1 (January 2010): 1-15.

“Sports, Antitrust Enforcement and Collective Bargaining,” *Antitrust Bulletin*, 54, No. 4 (Winter 2009): 857-881.

(with Francine D. Blau) “Inequality and Earnings Distribution,” in Wiemer Salverda, Brian Nolan, and Timothy M. Smeeding, eds., *Oxford Handbook on Economic Inequality* (Oxford: Oxford University Press, 2009), pp. 177-203.

(with Francine D. Blau and Kerry Papps), “Source Country Characteristics and the Labour Market Assimilation of Immigrant Women,” *VOX: CEPR Policy Portal*, December 20, 2008 (<https://voxeu.org/article/do-female-immigrants-assimilate-us-labour-market>).

(with Francine D. Blau) “Women’s Work and Wages,” in Steven Durlauf and Lawrence Blume, eds., *The New Palgrave Dictionary of Economics*, 2nd edition, Vol. 8 (New York: Palgrave Macmillan, 2008), pp. 762-772.

(with J. Keith Murnighan), “Payoff Uncertainty in Finitely-Repeated Prisoner’s Dilemma Games,” in Charles R. Plott and Vernon L. Smith, eds., *Handbook of Experimental Economics Results*, Vol. 1 (Amsterdam: North-Holland, 2008), pp. 598-606.

“The Impact of Wage-Setting Institutions on the Incidence of Public Employment in the OECD: 1960-1998,” *Industrial Relations*, 47, No. 3 (July 2008): 329-354.

(with Giuseppe Bertola and Francine D. Blau) “Labor Market Institutions and Demographic Employment Patterns,” *Journal of Population Economics*, 20, No. 4 (October 2007): 833-867.

(with Francine D. Blau) “Changes in the Labor Supply Behavior of Married Women: 1980-2000,” *Journal of Labor Economics*, 25, No. 3 (July 2007): 393-438.

(with Francine D. Blau) “The Gender Pay Gap,” *The Economists’ Voice*, Vol. 4, Issue 4 (June 2007): Article 5.

“The Impact of Employment Protection Mandates on Demographic Temporary Employment Patterns: International Microeconomic Evidence,” *The Economic Journal*, 117, No. 521 (June 2007): F333-F356.

(with Francine D. Blau) “Gender and Assimilation among Mexican Americans,” in George Borjas, ed., *Mexican Immigration to the United States* (Chicago: University of Chicago Press, 2007), pp. 57-106.

“Sports League Expansion and Consumer Welfare,” *Journal of Sports Economics*, 8, No. 2 (April 2007): 115-138.

(with Francine D. Blau) “The Gender Pay Gap: Have Women Gone as Far as They Can?” *Academy of Management Perspectives*, 21, Issue 1 (February 2007): 7-23.

Reprinted in: David B. Grusky, ed., *Social Stratification: Class, Race and Gender in Sociological Perspective* (Philadelphia: Westview Press, 2008), pp. 843-860.

“Cartel Behavior and Amateurism in College Sports,” *Journal of Economic Perspectives*, 21, No. 1 (Winter 2007): 209-226.

Reprinted in: Wladimir Andreff, ed., *Recent Developments in the Economics of Sport* (Cheltenham, UK: Edward Elgar Publishing Limited, forthcoming).

(with Francine D. Blau) “The US Gender Pay Gap in the 1990s: Slowing Convergence,” *Industrial & Labor Relations Review*, 60, No. 1 (October 2006): 45-66.

(with Francine D. Blau) “The Gender Pay Gap: Going, Going, ... But Not Gone,” in Francine D. Blau, Mary C. Brinton, and David B. Grusky, eds., *The Declining Significance of Gender?* (New York: Russell Sage Foundation, 2006), pp. 37-66.

“Race, Performance, Pay and Retention among National Basketball Association Head Coaches,” *Journal of Sports Economics*, 7, No. 2 (May 2006): 119-149.

(with Malav Shah) “Race, Compensation and Contract Length in the NBA: 2001-2,” *Industrial Relations*, 44, No. 3 (July 2005): 444-462.

(with Francine D. Blau) “Do Cognitive Test Scores Explain Higher US Wage Inequality?” *The Review of Economics and Statistics*, 87, No. 1 (February 2005): 184-193.

“Immigration, Skills and the Labor Market: International Evidence,” *Journal of Population Economics*, 34, No. 3 (August 2004): 501-534.

(with Francine D. Blau) “Collective Bargaining, Relative Wages and Employment: International Microeconomic Evidence,” in Phanindra V. Wunnava, ed., *The Changing Role of Unions: New Forms of Representation* (Armonk, NY: M.E. Sharpe, 2004), pp. 169-228.

(with Francine D. Blau and Jane Waldfogel) “The Impact of Welfare Benefits on Single Motherhood and Headship of Young Women: Evidence from the Census,” *Journal of Human Resources*, 39, No. 2 (Spring 2004): 382-404.

(with Francine D. Blau) “Reply to Berndt Keller and to David Marsden,” *Comparative Labor Law and Policy Journal*, Vol. 23, no. 4 (Summer 2002): 1077-1081 (from “Symposium on Francine D. Blau & Lawrence M. Kahn’s *At Home and Abroad: US Labor Market Performance in International Perspective*”).

“Labour Market Institutions and Unemployment in OECD Countries,” *CESifo DICE Report: Journal for Institutional Comparisons*, Vol 1, no. 4 (Winter 2003): 25-32

(with Francine D. Blau, Joan Moriarty, and Andre Souza) "The Role of the Family in Immigrants' Labor-Market Activity: An Evaluation of Alternative Explanations: Comment," *American Economic Review*, 93, No. 1 (March 2003): 429-447.

(with Francine D. Blau) "Understanding International Differences in the Gender Pay Gap," *Journal of Labor Economics*, 21, No. 1 (January 2003): 106-144.

(with Giuseppe Bertola and Francine D. Blau) "Comparative Analysis of Labor Market Outcomes: Lessons for the US from International Long-Run Evidence," in Alan Krueger and Robert Solow, eds., *The Roaring Nineties: Can Full Employment Be Sustained?* (New York: Russell Sage, 2002), pp. 159-218.

(with Francine D. Blau) "The Gender Pay Gap," *NBER Reporter*, Summer 2001, pp. 8-11.

(with Francine D. Blau) "Gender Differences in Pay," *Journal of Economic Perspectives*, 15, No. 4 (Fall 2000): 75-99.

Reprinted in: Cary L. Cooper, Caroline Gatrell, and Ellen Ernst Kossek, eds., *Women and Management* (Northampton, MA: Edward Elgar Publishing Ltd., 2010).

"Wage Inequality, Collective Bargaining and Relative Employment 1985-94: Evidence from Fifteen OECD Countries," *The Review of Economics and Statistics*, 82, No. 4 (November 2000): 564-579.

"A Level Playing Field? Sports and Discrimination," in William S. Kern, ed., *The Economics of Sports* (Kalamazoo, Mich.: Upjohn, 2000), pp. 115-130.

"The Sports Business as a Labor Market Laboratory," *Journal of Economic Perspectives*, 14, No. 3 (Summer 2000): 75-94.

Reprinted in Andrew Zimbalist, ed., *The Economics of Sport, Volume 1* (Cheltenham, UK: Edward Elgar Publishing Limited, 2001), pp. 354-373.

Reprinted in Scott Rosner and Kenneth L. Shropshire, eds., *The Business of Sports* (Boston: Jones and Bartlett Publishers, 2004).

Reprinted in: Wladimir Andreff, ed., *Recent Developments in the Economics of Sport* (Cheltenham, UK: Edward Elgar Publishing Limited, forthcoming).

(with Francine D. Blau and Jane Waldfogel) "Understanding Young Women's Marriage Decisions: The Role of Labor and Marriage Market Conditions," *Industrial & Labor Relations Review*, 53, No.4 (July 2000): 624-647.

(with Francine D. Blau) "Gender and Youth Employment Outcomes: A Comparison of the US and West Germany: 1984-91," in David G. Blanchflower and Richard B. Freeman, eds.,

Youth Employment and Joblessness in Advanced Countries (Chicago: University of Chicago Press, 2000), pp. 107-167.

(with Francine D. Blau) "Analyzing the Gender Pay Gap," *Quarterly Review of Economics and Finance* 39, Special Issue (1999): 625-646.

(with Francine D. Blau) "Institutions and Laws in the Labor Market," in O. Ashenfelter and D. Card, eds., *Handbook of Labor Economics, Volume 3A* (Amsterdam: North-Holland, 1999), Chapter 25, pp. 1399-1461.

"Collective Bargaining and the Interindustry Wage Structure: International Evidence," *Economica*, 65, No. 260 (November 1998): 507-534.

"Against the Wind: Bargaining Recentralisation and Wage Inequality in Norway 1987-91," *The Economic Journal*, 108, No. 448 (May 1998): 603-645.

(with Francine D. Blau) "Swimming Upstream: Trends in the Gender Wage Differential in the 1980s," *Journal of Labor Economics*, 15, No. 1, Part 1 (January 1997): 1-42.

(with Francine D. Blau) "International Differences in Male Wage Inequality: Institutions Versus Market Forces," *Journal of Political Economy*, 104, No. 4 (August 1996): 791-837.

(with Francine D. Blau) "Wage Structure and Gender Earnings Differentials: An International Comparison," *Economica*, 63, No. 250(S) (May 1996 Supplement): S29-S62.

Reprinted in Marianne A. Ferber, ed., *Women in the Labour Market, Volume 2* (Cheltenham, UK: Edward Elgar Publishing Limited, 1998), pp. 294-327.

(with Francine D. Blau), "The Gender Gap in Earnings: Some International Evidence," in R. Freeman and L. Katz, eds., *Differences and Changes in Wage Structures* (Chicago, Ill.: National Bureau of Economic Research-University of Chicago Press, 1995), pp. 105-144.

Reprinted in Mary A. Yeager, ed., *Women in Business* (Cheltenham, UK: Edward Elgar Publishing Limited, 1999), pp. 202-240.

(with Francine D. Blau) "The Changing Composition of the U.S. Labor Force: Implications for Public Policy," in Japan Institute of Labour, *The Change of Employment Environment and Human Resource Management in U.S. and Japanese Labor Markets* (Tokyo: Japan Institute of Labour, 1995), pp. 163-191.

(with Francine D. Blau) "Rising Wage Inequality and the U.S. Gender Gap," *American Economic Review*, 84, No. 2 (May 1994): 23-28.

Reprinted in Marianne A. Ferber, ed., *Women in the Labour Market, Volume 2* (Cheltenham, UK: Edward Elgar Publishing Limited, 1998), pp. 288-293.

(with J. Keith Murnighan), "A General Experiment on Bargaining in Demand Games with Outside Options," *American Economic Review*, 83, No. 5 (December 1993): 1260-1280.

"Unions and Cooperative Behavior: The Effect of Discounting," *Journal of Labor Economics*, 11, No. 4 (October 1993): 680-703.

(with J. Keith Murnighan), "Conjecture, Uncertainty and Cooperation in Prisoner's Dilemma Games: Some Experimental Evidence," *Journal of Economic Behavior and Organization*, 22, No. 3 (September 1993): 91-117.

"Managerial Quality, Team Success and Individual Player Performance in Major League Baseball," *Industrial & Labor Relations Review*, 46, No. 3 (April 1993): 531-547.

Reprinted in Andrew Zimbalist, ed., *The Economics of Sport, Volume 1* (Cheltenham, UK: Edward Elgar Publishing Limited, 2001), pp. 460-476.

"Free Agency, Long Term Contracts and Compensation in Major League Baseball: Estimates from Panel Data," *The Review of Economics and Statistics*, 75, No. 1 (February 1993): 157-164.

Reprinted in Andrew Zimbalist, ed., *The Economics of Sport, Volume 1* (Cheltenham, UK: Edward Elgar Publishing Limited, 2001), pp. 452-459.

(with Francine D. Blau), "Race and Gender Differentials," in D. Lewin, O. Mitchell, and P. Sherer, eds., *Research Frontiers in Industrial Relations and Human Resources* (Madison, Wisc.: Industrial Relations Research Association, 1992), pp. 381-416.

"Discrimination in Baseball," in Paul Sommers, ed. *Diamonds Are Forever* (Washington, D.C.: The Brookings Institution, 1992), pp. 163-188.

(with Francine D. Blau), "The Gender Earnings Gap: Learning from International Comparisons," *American Economic Review*, 82, No. 2 (May 1992): 533-538.

"The Effects of Race on Professional Football Players' Compensation," *Industrial & Labor Relations Review*, 45, No. 2 (January 1992): 295-310.

Reprinted in: Andrew Zimbalist, ed., *The Economics of Sport, Volume 2* (Cheltenham, UK: Edward Elgar Publishing Limited, 2001), pp. 63-78.

(with Peter D. Sherer), "Racial Discrimination in the NBA," in J.A. Mangan and P.D. Staudohar, eds., *The Business of Professional Sports* (University of Illinois Press, Urbana, Illinois, 1991), pp. 71-94.

(with Wallace E. Hendricks), "Efficiency Wages, Monopoly Unions and Efficient Bargaining," *The Economic Journal*, 101, No. 408 (September 1991): 1149-1162.

"Customer Discrimination and Affirmative Action," *Economic Inquiry*, 29, No. 3 (July 1991): 555-571.

Reprinted in William Darity, Jr., *Economics and Discrimination*, Volume 1 (Brookfield, Vt.: Edward Elgar, 1995), pp. 372-388.

"Discrimination in Professional Sports: A Survey of the Literature," *Industrial & Labor Relations Review*, 44, No. 3 (April 1991): 395-418.

(with Michael Curme), "The Impact of the Threat of Bankruptcy on the Structure of Compensation," *Journal of Labor Economics*, 8, No. 4 (October 1990): 419-447.

(with Stuart A. Low), "The Demand for Labor Market Information," *Southern Economic Journal*, 56, No. 4 (April 1990): 1044-1058.

(with Peter D. Sherer), "Contingent Pay and Managerial Performance," *Industrial & Labor Relations Review*, 43, No. 3 (February 1990): 107S-120S.

Reprinted in Ronald Ehrenberg, ed., *Do Compensation Policies Matter?* (Ithaca, N.Y.: ILR Press, 1990), pp. 107-120.

(with Francine D. Blau), "A Model of Joint Wage and Hiring Discrimination," *Research in Labor Economics*, Vol. 10, 1989: 157-205.

(with Peter D. Sherer), "Racial Differences in Professional Basketball Players' Compensation," *Journal of Labor Economics*, 6, No. 1 (January 1988): 40-61.

Reprinted in Andrew Zimbalist, ed., *The Economics of Sport, Volume 2* (Cheltenham, UK: Edward Elgar Publishing Limited, 2001), pp. 20-41.

(with Cynthia Gramm and Wallace Hendricks), "Inflation Uncertainty and Strike Activity," *Industrial Relations*, 27, No. 1 (Winter 1988): 114-129.

(with Stuart A. Low), "Systematic and Random Search: A Synthesis," *Journal of Human Resources*, 23, No. 1 (Winter 1988): 1-20.

(with Michael Curme), "Unions and Nonunion Wage Dispersion," *The Review of Economics and Statistics*, 69, No. 4 (November 1987): 600-607.

"Unemployment Insurance, Job Queues, and Systematic Job Search: An Equilibrium Approach," *Southern Economic Journal*, 54, No. 2 (October 1987): 397-411.

(with Wallace Hendricks), "Contract Length, Indexation and *Ex Ante* Real Wage Variability," *Journal of Labor Research*, 8, No. 3 (Summer 1987): 221-236.

- (with Wallace Hendricks), "Wage Indexation and Compensating Wage Differentials," *The Review of Economics and Statistics*, 68, No. 3 (August 1986): 484-492.
- (with Wallace Hendricks), "The Future of Wage Indexation in Collective Bargaining Contracts," *Monthly Labor Review*, 108, No. 5 (May 1985): 29-32.
- (with Francine D. Blau), "On Estimating Discrimination in the Economy: Comment," *Southern Economic Journal* 51, No. 4 (April 1985): 221-226.
- (with Wallace Hendricks), "The Demand for Labor Market Structure: An Economic Approach," *Journal of Labor Economics*, 2, No. 3 (July 1984): 412-438.
- "The Effect of Collective Bargaining on Production Technique: A Theoretical Analysis," *Journal of Labor Research*, 5, No. 1 (Winter 1984): 1-12.
- (with Stuart A. Low), "An Empirical Model of Employed Search, Unemployed Search and Nonsearch," *Journal of Human Resources*, 19, No. 1 (Winter 1984): 104-117.
- (with Francine D. Blau), "Union Coverage, Seniority and Turnover," *Industrial Relations*, 22, No. 3 (Fall 1983): 362-373.
- (with Francine D. Blau), "Job Search and Unionized Employment," *Economic Inquiry*, 21, No. 3 (July 1983): 412-430.
- (with Wallace Hendricks), "Cost of Living Clauses in Union Contracts: Determinants and Effects," *Industrial & Labor Relations Review*, 36, No. 3 (April 1983): 447-460.
- (with Stuart A. Low), "The Relative Effects of Employed and Unemployed Job Search," *The Review of Economics and Statistics*, 64, No. 2 (May 1982): 234-241.
- (with Stuart A. Low), "The Wage Effects of Job Search," *Industrial Relations*, 21, No. 1 (Winter 1982): 53-61.
- (with Wallace Hendricks), "The Determinants of Bargaining Structure in U.S. Manufacturing Industries," *Industrial & Labor Relations Review*, 35, No. 2 (January 1982): 181-195.
- (with Francine D. Blau), "Race and Sex Differences in Quits by Young Workers," *Industrial & Labor Relations Review*, 34, No. 4 (July 1981): 563-577.
- "Reply to Lincoln Fairley," *Labor History*, 22, No. 2 (Spring 1981): 313-315.
- (with Francine D. Blau), "Causes and Consequences of Layoffs," *Economic Inquiry*, 20, No. 2 (April 1981): 270-296.

- (with Peter Feuille and Wallace E. Hendricks), "Wage and Nonwage Outcomes in Collective Bargaining: Determinants and Tradeoffs," *Journal of Labor Research*, 2, No. 1 (Spring 1981): 39-53.
- "Sex Discrimination in Professional Employment: A Case Study-Comment," *Industrial & Labor Relations Review*, 34, No. 2 (January 1981): 273-275.
- "Bargaining Power, Search Theory and the Phillips Curve," *Cambridge Journal of Economics*, 4, No. 3 (September 1980): 233-244.
- "Unions and Internal Labor Markets: The Case of the San Francisco Longshoremen," *Labor History*, 21, No. 3 (Summer 1980): 369-391.
- "Wage Growth and Endogenous Experience," *Industrial Relations*, 19, No. 1 (Winter 1980): 50-63.
- "Union Spillover Effects on Unorganized Labor Markets," *Journal of Human Resources*, 15, No. 1 (Winter 1980): 87-98.
- "Unionism and Relative Wages: Direct and Indirect Effects," *Industrial & Labor Relations Review*, 32, No. 4 (July 1979): 520-532.
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