

CURRICULUM VITAE

JOHN S. HEYWOOD

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EDUCATION:

Ph.D., Economics, University of Michigan
M.A., Economics, University of Michigan
B.A., Economics, Swarthmore College

POSITIONS:

Distinguished Professor of Economics, University of Wisconsin-Milwaukee (UWM)
Director, Master of Human Resources and Labor Relations, UWM
Co-Editor, *Education Economics*

PAST POSITIONS:

Chief Editor, *British Journal of Industrial Relations* (2017 – 2024)
Advisory Board Member, Center for Analysis of Postsecondary Education and Employment,
Community College Research Center, Teachers College, Columbia University, 2011 - 2017.
Distinguished Visiting Scholar, Department of Economics, Lancaster University Management School,
England, 2013 – 2015.
Miegunyah Distinguished Fellow, School of Economics and Commerce, University of Melbourne
Australia, Summer 2007 (in residence at Trinity College)
Senior Research Fellow, Business School, University of Birmingham, England, 1999 – 2009.
Visiting Professor, Department of Economics, University of Hanover, Germany, Summer 2009 and
2005.
Visiting Professor, Department of Economics, Lancaster University Management School, England,
Summer 2006.
Visiting Research Scholar, School of Economics and Commerce, University of Melbourne, Australia,
Spring 2005, Summer 2003 and Spring 2001.
Professor, UWM School of Business Administration, Executive Education for the Medical College of
Wisconsin: Health Care Economics, 2000 – 2005.
International Research Scholar, Centre for Public Policy Studies, Lingnan University, Hong Kong,
Summer 2008, Summer 2004 and Summer 1996.
Visiting Professor, Department of Economics, Giessen University, Giessen Germany, Summer 2016,
Summer 2002, and Summer 1991.
Director of Graduate Studies, UWM Department of Economics, 1992 – 1998.
Research Associate, UWM Urban Research Center, to study urban education policy, 1989 – 92.
Research Asst., Council on Wage and Price Stability, Wash., D.C., 1979 – 80.

HONORS:

Award for Teaching Excellence, UWM Alumni Association, 2008.
Who's Who in Economics, 4th ed. (based on total citations 1990 - 2000).
Ranked among the top 500 economists by quality-adjusted publication record 1990 – 2000 (European Economic Association, Coupe ranking).
Finalist, Outstanding Teacher Award, UW System, 2000.
UWM Foundation Award for Outstanding Research, 1994.
Horace Rackham Dissertation Fellowship, 1985-86.
John Elliot Parker Prize for Outstanding Paper in Labor Economics, 1985.
University of Michigan First Year Graduate Fellowship, 1980-81.
High Honors in Economics and Elected to Phi Beta Kappa, Swarthmore College, 1979.

ARTICLES:

- "Performance Pay and Work Hours: US Survey Evidence," *Oxford Economic Papers*, Forthcoming. (with B. Artz).
- "Keeping Mobile Firms at Home: The Role of Public Enterprise," *B.E. Journal of Economic Analysis and Policy*, Forthcoming. (with K. Fjell and D. Pal).
- "Spatial Price Discrimination with a 'Must-have' Component," *Regional Science and Urban Economics*, Vol. 103, No. 103958, November (2023), pp. 1 - 11. (with Z. Wang and G. Ye).
- "Private Provision of Price Excludable Public Goods by Rivals," *Journal of Economic Behavior and Organization*, Vol. 214, October (2023), pp. 297 - 307. (with D. Li and G. Ye).
- "Performance Pay, Work Hours and Employee Health in the UK," *Labour Economics*, Vol. 84, No. 102387, October (2023) pp. 1 – 12. (with C.P. Green).
- "Quality Competition and Worker Training," *Bulletin of Economic Research*, Vol 75, No 4 October (2023) pp. 935 - 944. (with N. Theodopoulos and J. Sessions).
- "Spatial Price Discrimination in a Mixed Duopoly Input Market," *Regional Science and Urban Economics*, Vol. 102, No. 103934, September (2023) pp. 1 - 13. (with Z. Wang and G. Ye).
- "An Upstream Monopoly with Transport Costs," *Journal of Economics*, Vol. 139, No. 2, July (2023) pp. 136 – 159. (with Z. Wang).
- "Performance Pay and Alcohol Use in Germany," *Industrial Relations*, Vol. 61, No. 4, October (2022) pp. 353 – 383. (with M. Baktash and U. Jirjahn).
- "Mixed Duopoly under Hotelling with Convex Production Costs," *Annals of Regional Science*, Vol. 69, No. 2, October (2022) pp. 487–510 (2022). (with D. Li and G. Ye).
- "Worker Stress and Performance Pay: German Survey Evidence," *Journal of Economic Behavior and Organization*. Vol. 201, September (2022) pp. 276 - 291. (with M. Baktash and U. Jirjahn).
- "Strategic Delegation in an International Mixed Oligopoly," *Managerial and Decision Economics*, Vol. 43, No. 6, September (2022) pp. 1888 - 1898. (with Z. Wang and G. Ye).

- "Social Jobs and the Returns to Drinking," *Economics and Human Biology*, Vol. 43, August (2022) pp. 1 - 12. (with S.J. Adams, D. Ullman and S. Venkatesh).
- "R&D Rivalry with Endogenous Compatibility," *Manchester School*, Vol. 90, No. 3, June (2022) pp. 354 – 384. (with Z. Wang and G. Ye).
- "Flexible Work Organization and Employer Provided Training: Evidence from German Linked Employer-Employee Data," *KYKLOS*, Vol 75, No 1. February (2022) pp. 3 – 29. (with A. Campaner and U. Jirjahn).
- "Ownership Shares and Choosing the Best Leader," *Journal of Economic Behavior and Organization*, Vol. 191, November (2021) pp. 482 - 500. (with G. Courey and M. McGinty).
- "Performance Pay and Assortative Matching," *Scottish Journal of Political Economy*, Vol. 68, No. 4, September (2021) pp. 485 – 491. (with K.A. Bender and C.P. Green).
- "Partial Privatization Upstream with Spatial Price Discrimination Downstream," *Review of Industrial Organization*, Vol. 59, No. 1, August (2021) pp. 57 - 78. (with S. Wang and G. Ye).
- "Hierarchy and the Employer Size Effect on Wages: Evidence from Britain," *Economica*, Vol. 88, No. 3, July (2021) pp. 671 – 696. (with C.P. Green and N. Theodoropoulous).
- "Does Performance Pay Increase Alcohol and Drug Use?" *Journal of Population Economics*, Vol. 34, No. 3, July (2021) pp. 969 - 1002. (with B. Artz and C.P. Green).
- "Quality, Location and Collusion under Spatial Price Discrimination," *B.E. Journal of Economic Analysis and Policy*, Vol. 21, No.3, July (2021) pp. 1173 - 1183. (with Z. Wang).
- "Spatial Pricing and Collusion," *Metroeconomica*, Vol. 72, No. 2, April (2021) pp. 425 - 440. (with D. Li and G. Ye).
- "Profitable Collusion on Costs: A Spatial Model," *Journal of Economics*, Vol. 131, No. 3, December (2020) pp. 267 - 286. (with Z. Wang).
- "Did the London Congestion Charge Reduce Pollution?" *Regional Science and Urban Economics*, Vol. 84, September (2020) pp. 1 - 15. (with C.P. Green and M. Navarro).
- "Delivered Pricing and Endogenous Delegation of Contract Type," *Australian Economic Papers*, Vol. 59, No. 3, September (2020) pp. 232 - 249. (with Z. Wang).
- "Does Price Discrimination Make Collusion Less Likely? A Delivered Pricing Model," *Journal of Economics*, Vol. 131, No. 1, September (2020) pp. 39 – 60. (with D. Li and G. Ye).
- "The Declining Influence of Workplace Differences on the Gender Wage Gap," *Economics Bulletin*, Vol. 40, No. 2, May (2020) pp. 1194 - 1200. (with N. Theodoropoulous).
- "Product Market Competition and Employer Provided Training in Germany," *Industrial and Corporate Change*, Vol. 29, No. 2, April (2020) pp. 533 - 556. (with U. Jirjahn and A. Pfister).

- "Optimal Mixed Ownership: A Contract View," *Economics of Transition and Institutional Change*, Vol. 28, No. 1, January (2020) pp. 45 – 68. (with Z. Wang and G. Ye).
- "University-Provided Transit and Crime in an Urban Neighborhood," *Annals of Regional Science*, Vol. 62, No. 3, June (2019) pp 467 – 495. (with B. Weber).
- "How does a Public Innovator License a Foreign Rival?" *Australian Economic Papers*, Vol. 58, No. 1, March (2019) pp. 78 – 95. (with L. Xu and G. Ye).
- "Partial Acquisition with an Excluded Public Rival," *International Review of Economics and Finance*, Vol. 59, January (2019) pp. 164 – 73. (with L. Cheng and G. Ye).
- "Does Demand for Product Quality Increase Worker Training?" *Journal of Economic Behavior and Organization*, Vol. 155, November (2018) pp. 159 – 177. (with C. Bilanakos, J.G. Sessions and N. Theodoropoulos).
- "Gender Wage Gap Trends Among Information Science Workers," *Social Science Quarterly*, Vol. 99, No. 5, November (2018) pp. 1805 – 1820. (with G. Courey).
- "Paradox Lost: The Disappearing Female Job Satisfaction Premium," *British Journal of Industrial Relations*, Vol. 56, No. 3, September (2018) pp. 484 – 502. (with C.P. Green, P. Kler and G. Leaves).
- "A Spatial Model of Cartel Stability: The Influence of Production Cost Convexity," *Bulletin of Economic Research*, Vol. 70, No. 3, July (2018) pp. 298 – 311. (with K. Andree, M. Schwan and Z. Wang).
- "Does Delegation Increase Training?" *Economic Inquiry*, Vol. 56, No. 2, April (2018) pp. 1089 – 1115. (with C. Bilanakos, J.G. Sessions and N. Theodoropoulos).
- "Resale Price Maintenance and Spatial Price Discrimination," *International Journal of Industrial Organization*, Vol. 57, March (2018) pp. 147 – 174. (with G. Ye and S. Wang).
- "Performance Pay, the Gender Gap, and Specialization within Marriage," *Journal of Labor Research*, Vol. 54, No. 4, December (2017) pp. 387 – 427. (with D. Parent).
- "R&D Investment under Spatial Price Discrimination," *Managerial and Decision Economics*, Vol. 38, No. 8, December (2017) pp. 1094 -1104. (with Z. Wang).
- "Locus of Control and Performance Appraisal," *Journal of Economic Behavior and Organization*, Vol. 142, October (2017) pp. 205 – 225. (with U. Jirjahn and C. Strüwing).
- "Informative Advertising in a Mixed Oligopoly," *Review of Industrial Organization*, Vol. 51, No. 1, August (2017) pp. 103 – 125. (with S. Han and G. Ye).
- "Educational Mismatch and Retirement," *Education Economics*, Vol. 25, No. 4, August (2017) pp. 347 - 365. (with K.A. Bender).
- "Optimal Partial Privatization with Asymmetric Demand Information," *Journal of Institutional and Theoretical Economics*, Vol. 173, No. 2, June (2017) pp. 347 – 375. (with S. Hu and G. Ye).

- "Performance Pay and Work-Related Health Problems: A Longitudinal Study of Establishments," *Industrial and Labor Relations Review*, Vol. 70, No. 3, May (2017) pp. 670 - 703. (with J. DeVaro).
- "Claims of Employment Discrimination and Worker Voice," *Industrial Relations Journal*, Vol. 48, No. 2, March (2017) pp. 133 – 53. (with K.A. Bender and M.P. Kidd).
- "Do Dominant Firms Provide More Training?" *Journal of Economics and Management Strategy*, Vol. 26, No. 1, Spring (2017) pp. 65 – 97. (with C. Bilanakos, C.P. Green and N. Theodoropoulos).
- "How Does a Mixed Ownership Firm License a Patent?" *Economic Modelling*, Vol. 59, December (2016) pp. 278 – 284. (with J.A. Gelves).
- "The Hiring and Employment of Older Workers in Germany: A Comparative Perspective," *Journal for Labour Market Research*, Vol. 49, December (2016) pp. 349 - 3606. (with U. Jirjahn).
- "Pre-emptive Mergers and Downstream Cost Asymmetry," *Economics Letters*, Vol. 147, October (2016) pp. 23 – 26. (with J.A. Gelves).
- "Don't Forget the Gravy! Are Bonuses Added on Top of Salaries?" *Industrial Relations*, Vol. 55, No. 3, July (2016) pp. 490 – 513. (with C.P. Green).
- "Strategic Delegation under Spatial Price Discrimination," *Papers in Regional Science*, Vol. 75, No. S1, March (2016) pp. 193 - 214. (with Z. Wang).
- "Consistent Location Conjectures under Spatial Price Discrimination," *Journal of Economics*, Vol. 117, No. 2, March (2016) pp. 167 - 180. (with Z. Wang).
- "Traffic Accidents and the London Congestion Charge," *Journal of Public Economics*, Vol. 133, January (2016) pp. 11 – 22. (with C.P. Green and M. Navarro).
- "Performance Pay and Workplace Injury: Panel Evidence," *Economica*, Vol. 82, No. S1, December (2015) pp. 1241 - 1260. (with B. Artz).
- "How to License a Transport Innovation," *Annals of Regional Science*, Vol. 55, No. 2, December (2015) pp. 485 - 500. (with Z. Wang).
- "Schedule Flexibility, Family Friendly Policies and Absence," *Manchester School*, Vol. 83, No. 6, December (2015) pp. 652 - 675. (with L. Miller).
- "Dissatisfied Union Workers and Sorting Revisited," *British Journal of Industrial Relations*, Vol. 53, No.3, September (2015) pp. 580 – 600. (with C.P. Green).
- "Per Unit vs. Ad Valorem Royalties under Asymmetric Information," *International Journal of Industrial Organization*, Vol. 37, No. 1, November (2014) pp. 38 – 46. (with J. Li and G. Ye).
- "Variable Pay, Industrial Relations and Foreign Ownership: Evidence from Germany," *British Journal of Industrial Relations*, Vol. 52, No. 3, September (2014) pp. 521 - 552. (with U. Jirjahn).
- "Performance Pay and Ethnic Earnings Differences in Britain," *Oxford Economic Papers*, Vol. 66, No. 3, July (2014) pp. 798 – 823. (with C.P. Green and N. Theodoropoulos).

- "Reciprocity and Profit Sharing: Is There an Inverse U-shaped Relationship?" *Journal of Labor Research*, Vol. 35, No. 2, June (2014) pp. 205 – 25. (with T. Cornelissen and U. Jirjahn).
- "Caregivers, Firm Policies and Gender Discrimination Claims," *Review of Economics of the Household*, Vol. 12, No. 2, June (2014) pp. 359 – 77. (with S.J. Adams and L. Miller).
- "Did Liberalizing Bar Hours Decrease Traffic Accidents?" *Journal of Health Economics*, Vol. 35, No. 2, May (2014) pp. 189 – 98. (with C.P. Green and M. Navarro).
- "Spatial Price Discrimination and Mergers with Convex Production Costs," *Letters in Spatial and Resource Sciences*, Vol. 7 No. 1, March (2014) pp. 1 - 8. (with Z. Wang).
- "Sequential Entry and Merger in Spatial Price Discrimination," *Annals of Regional Science*, Vol. 50, No. 3, June (2013) pp. 841 - 59. (with G. Ye).
- "Privatizing by Merger: The Case of an Inefficient Public Leader," *International Review of Economics and Finance*, Vol. 27, June (2013) pp. 69 – 79. (with J.A. Gelves).
- "Strategic Delegation in an Experimental Mixed Duopoly," *Journal of Economic Behavior and Organization*, Vol. 87, No 1, March (2013) pp. 91 – 100. (with N. Du and G. Ye).
- "Scale Economies, Consistent Conjectures and Teams," *Economics Letters*, Vol. 117, No. 3, December (2012) pp. 566 – 68. (with M. McGinty).
- "Performance Pay and the Black-White Wage Gap," *Journal of Labor Economics*, Vol. 30, No.2, April (2012) pp. 249 - 290. (with D. Parent).
- "Piece Rates and Workplace Injury: Does Survey Evidence Support Adam Smith?" *Journal of Population Economics*, Vol. 25, No. 2, March (2012) pp. 569 - 90. (with K.A. Bender and C.P. Green).
- "Piece Rates for Professors," *Economics Letters*, Vol. 113, No. 3, December (2011) pp. 285 – 87. (with X. Wei and G. Ye).
- "Profit Sharing, Separation and Training," *British Journal of Industrial Relations*, Vol. 49, No. 4 , December (2011) pp. 623 – 42. (with C.P. Green).
- "Part Time Work and the Hiring of Older Workers," *Applied Economics*, Vol. 43, No. 28 (2011) pp. 4239 – 4255. (with U. Jirjahn and G. Tesertsvadze).
- "Patent Licensing in a Model of Spatial Price Discrimination," *Papers in Regional Science*, Vol. 90, No. 3, August (2011) pp. 589 - 603. (with G. Ye).
- "Examining the Determinants of Agency Work: Do Family Friendly Practices Play a Role?" *Industrial Relations*, Vol. 50, No. 3, July (2011) pp. 535 – 64. (with W.S. Siebert and X. Wei).
- "Educational Mismatch and the Careers of Scientists," *Education Economics*, Vol. 19, No.3, July (2011) pp. 253 – 74. (with K.A. Bender).

- "Flexible Contracts and Subjective Well-being," *Economic Inquiry*, Vol. 49, No. 3, July (2011) pp. 716 – 29. (with C.P. Green).
- "Does Deferred Compensation Increase Worker Effort?" *Manchester School*, Vol. 79, No. 3, June (2011) pp. 381 – 404. (with S. J. Adams).
- "Performance Pay, Risk Attitudes and Job Satisfaction," *Labour Economics*, Vol. 18, No. 2, April (2011) pp. 229 - 240. (with T. Cornelissen and U. Jirjahn).
- "Cross-Border Mergers in a Mixed Oligopoly," *Economic Modelling*, Vol.28, No. 1-2. January (2011) pp. 382 – 89. (with M. McGinty).
- "Optimal Privatization in a Mixed Duopoly with Consistent Conjectures," *Journal of Economics*, Vol. 101, No. 3, November (2010) pp. 231 – 46. (with G. Ye).
- "Profit Sharing and the Quality of Relations with the Boss," *Labour Economics*, Vol. 17, No. 5, October (2010) pp. 859 – 67. (with C.P. Green).
- "Work-Life Balance: Promises Made and Promises Kept," *International Journal of Human Resource Management*, Vol. 21, No. 11, September (2010) pp. 1976 – 1995. (with W.S. Siebert and X. Wei).
- "Hiring Older Workers and Employing Older Workers: German Evidence," *Journal of Population Economics*, Vol. 23, No. 2, March (2010) pp. 595 - 615. (with U. Jirjahn and G. Tesertsvadze).
- "Immigration, Ethnic Wage Differentials and Output Pay in Canada," *British Journal of Industrial Relations*, Vol. 4, No. 1, March (2010) pp. 109 - 130. (with T. Fang).
- "Privatization and Timing in a Mixed Oligopoly with Foreign and Domestic Firms," *Australian Economic Papers*, Vol. 48, No. 4, December (2009) pp. 320 – 332. (with G. Ye).
- "Mixed Oligopoly and Spatial Price Discrimination with Foreign Firms," *Regional Science and Urban Economics*, Vol. 39, No. 5 September (2009) pp. 592 - 601. (with G. Ye).
- "Profit Sharing and Firm Size: The Role of Team Production," *Journal of Economic Behavior and Organization*, Vol. 72, No. 2, July (2009) pp. 246 – 58. (with U. Jirjahn).
- "Mixed Oligopoly, Sequential Entry and Spatial Price Discrimination," *Economic Inquiry*, Vol. 47, No. 2, July (2009) pp. 589 - 97. (with G. Ye).
- "Helpless in Finance: The Cost of Helping Effort among Bank Employees," *Journal of Labor Research*, Vol. 30, No. 2, June (2009) pp.176 – 95. (with M. Brown).
- "Partial Privatization in a Mixed Oligopoly with an R&D Rivalry," *Bulletin of Economic Research*, Vol. 62, No. 2, April (2009) pp. 165 - 78. (with G. Ye).
- "Delegation in a Mixed Oligopoly: The Case of Multiple Private Firms," *Managerial and Decision Economics*, Vol. 30, No. 2, March (2009) pp. 71 – 82. (with G. Ye).
- "The Merger Paradox in a Mixed Oligopoly," *Research in Economics*, Vol. 63, No. 1, March (2009) pp. 1 - 10. (with B. Artz and M. McGinty).

- "Family Friendly Work Practices and Worker Representation: German Evidence," *Industrial Relations*, Vol. 48, No. 1, January (2009) pp. 121 - 45. (with U. Jirjahn).
- "Teamwork, Monitoring and Absence," *Journal of Economic Behavior and Organization*, Vol. 68, No. 4, December (2008) pp. 676 - 90. (with U. Jirjahn and X. Wei).
- "Does Performance Pay Increase Job Satisfaction?" *Economica*, Vol. 75, No. 4, November (2008) pp. 710 – 28. (with C.P. Green).
- "Performance Pay for Teachers: Determinants and Consequences," *Economics of Education Review*, Vol.27, No. 3, June (2008) pp. 243 -252. (with C. Belfield).
- "Leading and Merging: Convex Costs, Stackelberg and the Merger Paradox," *Southern Economic Journal*, Vol. 74, No. 3, January (2008) pp. 879 - 93. (with M. McGinty).
- "The Age of Hiring and Deferred Compensation: Evidence from Australia," *Economic Record*, Vol. 83, No 261, June (2007) pp. 174 - 90. (with S.J. Adams).
- "Mergers among Leaders and Mergers among Followers," *Economics Bulletin*, Vol. 12, No. 12, June (2007) pp. 1 – 7. (with M. McGinty).
- "The Determinants of Employee Involvement Schemes: Private Sector Australian Evidence," *Economic and Industrial Democracy*, Vol. 28, No. 2, May (2007) pp. 259 – 91. (with M. Brown and L. Geddes).
- "The Implicit Wage Costs of Family Friendly Work Practices," *Oxford Economic Papers*, Vol. 59, No. 2, April (2007) pp. 275 – 300. (with W.S. Siebert and X. Wei).
- "Convex Costs and the Merger Paradox Revisited," *Economic Inquiry*, Vol. 45, No. 2, April (2007) pp. 342 – 49. (with M. McGinty).
- "Strategic Contracts versus Multiple Plants: Location under Sequential Entry," *Manchester School*, Vol. 75, No. 2, March (2007) pp. 237 - 57. (with K. Monaco and R. Rothschild).
- "The Determinants of Hiring Older Workers: U.K. Evidence," *Labour Economics*, Vol. 14, No. 1, January (2007) pp. 35 - 52. (with K. Daniel).
- "Mixed Oligopoly in a Single International Market," *Australian Economic Papers*, Vol. 45, No. 4, December (2006) pp. 269 - 80. (with A. Dadpay).
- "Unionization and Plant Closure in Canada," *Canadian Journal of Economics*, Vol. 39, No. 4, November (2006) pp. 1173 - 94. (with T. Fang).
- "Performance Pay and Job Satisfaction," *Journal of Industrial Relations*, Vol. 48, No. 4, September (2006) pp. 523 – 40. (with X. Wei).
- "Investigating the Cause of Death: Industrial Relations and Plant Closure in Australia," *Industrial and Labor Relations Review*, Vol. 59, No.4, July (2006) pp. 593-612. (with M. Brown).

- "Job Satisfaction of the Highly Educated: The Role of Gender, Academic Tenure and Earnings" *Scottish Journal of Political Economy*, Vol. 53, No. 2, May (2006) pp. 253 - 79. (with K. Bender).
- "Output Pay and Ethnic Wage Differentials: Canadian Evidence," *Industrial Relations*, Vol. 45, No. 2, April (2006) pp. 173 - 94. (with T. Fang).
- "Performance Appraisal Systems: Determinants and Change," *British Journal of Industrial Relations*, Vol. 43, No. 4, December (2005) pp. 659 - 679. (with M. Brown).
- "Getting along with Colleagues – Does Profit Sharing Help or Hurt?" *KYKLOS*, Vol. 58, No. 4, November (2005) pp 257 - 73. (with U. Jirjahn and G. Tesertsvadze).
- "Job Satisfaction and Gender Segregation," *Oxford Economic Papers*, Vol. 57, No. 3, July (2005) pp. 479 - 96. (with K. Bender and S. Donohue).
- "Can Exclusive Territories Limit Strategic Location Downstream?" *Papers in Regional Science*, Vol. 84, No.2, June (2005) pp. 221 – 37. (with K. Fjell).
- "Does Profit Sharing Reduce Conflict with the Boss? Evidence from Germany," *International Economic Journal*, Vol. 19, No. 2, June (2005) pp. 235 – 250. (with U. Jirjahn and G. Tsertsvadze).
- "Racial Earnings Differentials and Performance Pay," *Journal of Human Resources*, Vol. 40, No. 2, Spring (2005) pp. 435 – 53. (with P. O'Halloran).
- "Teams, Teamwork and Absence," *Scandinavian Journal of Economics*, Vol. 106, No. 4, December (2004) pp. 765 - 82. (with U. Jirjahn).
- "Foreign Investment, Vertical Integration and Local Equity Requirements," *Economica*, Vol. 71, No. 284, November (2004) pp. 574 - 99. (with A. Chakrabarti).
- "Public Sector Wage Comparability: The Role of Earnings Dispersion," *Public Finance Review*, Vol. 32, No. 6, November (2004) pp. 567 - 87. (with D. Belman).
- "Mixed Oligopoly, Subsidization and the Order of Firm's Moves: the Relevance of Privatization," *Economics Letters*, Vol. 83, No. 3, June (2004) pp. 411 - 16. (with K. Fjell).
- "Job Satisfaction and Gender: An Expanded Specification from the NLSY," *International Journal of Manpower*, Vol. 25, No. 2, Summer (2004) pp. 211 – 34. (with S. Donohue).
- "Education and Signaling: Evidence from a Highly Competitive Labor Market," *Education Economics*, Vol. 12, No. 1, April (2004) pp. 1 - 16. (with X. Wei)
- "Successive Monopolies and Regulation in a Spatial Model," *The Manchester School*, Vol. 72, No. 2, March (2004) pp. 167 – 78. (with D. Pal).
- "Do HRM Practices Influence the Desire for Unionization? Evidence Across Workers, Workplaces and Co-Workers for Great Britain," *Journal of Labor Research*, Vol. 25, No. 2, Spring (2004) pp. 279 - 300. (with C. Belfield).

- "Delivered Pricing and Merger with Demand Constraints," *Economic Inquiry*, Vol. 42, No. 1, January (2004) pp. 49 - 59. (with K. Monaco and R. Rothschild).
- "Public Wage Differentials and the Treatment of Occupational Differences," *Journal of Policy Analysis and Management*, Vol. 23, No. 1, Winter (2004) pp. 135 – 52. (with D. Belman).
- "The Determinants of Incentive Schemes: Australian Panel Estimates," *Australian Bulletin of Labour*, Vol. 27, No. 3, September (2003), pp. 218 – 35. (with M. Brown).
- "Gender and Piece Rates, Commissions and Bonuses," *Industrial Relations*, Vol. 42, No. 3, July (2003), pp. 419 - 44. (with L. Geddes).
- "New Evidence on Unions and Plant Closings: Britain in the 1990's," *Southern Economic Journal*, Vol. 69, No. 4, April (2003), 822 - 41. (with J. Addison and X. Wei). Reprinted in *The International Library of Critical Writings in Economics*, series ed. Mark Blaug, *Recent Developments in Labor Economics*, ed. J. Addison, 2007, Cheltenham, UK: Edward Elgar.
- "Public Sector Earnings Comparability: Alternative Estimates for the U.S. Postal Service," *Relations Industrielles-Industrial Relations*, Vol. 57, No. 4, Fall (2002), pp. 687-711. (with D. Belman and P. Voos).
- "Payment Schemes and Gender in Germany," *Industrial and Labor Relations Review*, Vol. 56, No. 1, October (2002) pp. 64 – 84. (with U. Jirjahn).
- "Public Stackelberg Leadership in a Mixed Oligopoly with Foreign Firms," *Australian Economic Papers*, Vol. 41, No. 3, September (2002) pp. 267 – 81. (with K. Fjell).
- "Worker Sorting and Job Satisfaction: The Case of Union and Government Jobs," *Industrial and Labor Relations Review*, Vol. 55, No. 4, July (2002) pp. 595 –609. (with W.S. Siebert and X. Wei).
- "Unionization and the Pattern of Nonunion Wages: Evidence for the UK," *Oxford Bulletin of Economics and Statistics*, Vol. 63, No. 5, November (2001) pp. 577 – 99. (with C. Belfield).
- "The Gender Earnings Gap for U.S. Physicians: Has Equality Been Achieved?" *Labour: Review of Labour Economics and Industrial Relations*, Vol. 15, No. 3, Fall (2001) pp. 371 – 91. (with D. Bashaw).
- "Spatial Price Discrimination and Merger: The N Firm Case," *Southern Economic Journal*, Vol. 67, No. 3, January (2001) pp. 672 – 85. (with K. Monaco and R. Rothschild).
- "Spatial Price Discrimination and the Merger Paradox," *Regional Science and Urban Economics*, Vol. 30, No. 5 September (2000) pp. 491 – 506 (with K. Monaco and R. Rothschild).
- "Unionization and Nonunion Wage Patterns: Do Low-Wage Workers Gain the Most?" *Journal of Labor Research*, Vol. 21, No. 3, Summer (2000) pp. 489 – 502. (with S. Donohue).
- "The Strategic Choice of Location and Transport Mode in a Successive Monopoly Model," *Journal of Regional Science*, Vol. 39, No. 3, August (1999) pp. 525 – 39 (with B. Gupta and D. Pal).

- "The Determinants of Perceived Underpayment: The Role of Racial Comparisons," *Review of Social Economy*, Vol. 57, No. 2, June (1999) pp. 141 – 55. (with M. Hampton)
- "The Determinants of Hiring Older Workers: Evidence from Hong Kong," *Industrial and Labor Relations Review*, Vol. 52, No. 3, April (1999) pp. 444 – 459. (with L. Ho and X. Wei).
- "Variable Payment Schemes and Industrial Relations: Evidence from Germany," *KYKLOS*, Vol. 51, No. 2, June (1998) pp. 237 – 257. (with O. Huebler and U. Jirjahn).
- "Sheepskin Effects by Cohort: Implications of Job Matching in a Signaling Model," *Oxford Economic Papers*, Vol. 49, No. 4, October (1997) pp. 623 – 37. (with D. Belman).
- "Piece Rate Payment Schemes and the Employment of Women: The Case of Hong Kong," *Journal of Comparative Economics*, Vol. 25, No. 2, October (1997) pp. 237 – 55 (with X. Wei).
- "Does Classroom Mobility Hurt Stable Students? An Examination of Achievement in Urban Schools," *Urban Education*, Vol. 32, No. 3, September (1997) pp. 354 – 72. (with M. Thomas and S. White).
- "Public Sector Earnings and the Extent of Unionization," *Industrial and Labor Relations Review*, Vol. 25, No. 4, July (1997) pp. 426 – 41 (with D. Belman).
- "Payment by Results Systems: British Evidence," *British Journal of Industrial Relations*, Vol. 35, No. 1, March (1997) pp. 1- 22. (with W.S. Siebert and X. Wei)
- "Duopoly, Delivered Pricing and Horizontal Mergers," *Southern Economic Journal*, Vol. 53, No. 3, January (1997) pp. 585 – 93. (with B. Gupta and D. Pal).
- "How to Tax a Spatial Monopolist," *Journal of Public Economics*, Vol. 61, No. 1, July (1996) pp. 107 – 119. (with D. Pal).
- "Convex Costs and the Incentive for Vertical Control," *Economic Record*, Vol. 72, No. 217, June (1996) pp. 130 – 137. (with D. Pal).
- "Estimation of the U.S. Federal Job Queue in the Presence of an Endogenous Union Queue," *Economica*, Vol. 62, No. 248, November (1995) 479 - 93. (with M. Mohanty).
- "The Choice of Payment Schemes: Australian Establishment Data," *Industrial Relations*, Vol. 34, No. 4, October (1995) pp. 507 – 31. (with R. Drago).
- "Strategic Behavior Downstream and the Incentive to Integrate: A Spatial Model with Delivered Pricing," *International Journal of Industrial Organization*, Vol. 13, No. 3, Fall (1995) pp. 327 – 334. (with B. Gupta and D. Pal).
- "The Racial Composition of Unemployment: The Role of Unions," *The Manchester School*, Vol. 63, No. 2 June (1995) pp. 175 – 95. (with H. Mohtadi).
- "State and Local Government Wage Differentials: An Intrastate Analysis," *Journal of Labor Research*, Vol. 16, No. 2, Spring (1995) pp. 187 - 201. (with D. Belman).
- "How Widespread are Sheepskin Returns to Education in the U.S.?" *Economics of Education Review*, Vol. 13, No. 3, Fall (1994) pp. 227 - 234.

- "Comparing Public and Private Earnings Using State Wage Surveys," *Journal of Economic and Social Measurement*, Vol. 20, No. 2, May (1994) pp. 79 – 94. (with D. Belman and T. Franklin.).
- "The Role of Employer and Workplace Size in the Federal Job Queue," *Oxford Bulletin of Economics and Statistics*, Vol. 56, No. 2, May (1994) pp. 171 - 188. (with M. Mohanty).
- "Deregulation and the Prevalence of Black Truck Drivers," *Journal of Law and Economics*, Vol. 37, No. 1, April (1994) pp. 133 - 155. (with J. Peoples).
- "Unionization and the Pattern of Nonunion Wage Supplements," *Southern Economic Journal*, Vol. 60, No. 4, April (1994) pp. 1020 - 29.
- "Racial Differences in the Economic Advantage of U.S. Physician Board Certification," *Labour Economics*, Vol. 1, No. 2 (1994) pp. 171 - 186. (with M. Hampton).
- "Unions, Worker Characteristics and Mergers: U.S. Evidence," *Labour Economics*, Vol. 1, No. 2 (1994) pp. 203 - 221. (with J. Peoples).
- "Efficient Labour Bargains, Unemployment and Nonunion Wages: A Two-Sector Model," *Australian Economic Papers*, Vol. 32, No. 61, December (1993) pp. 214 - 230.
- "Do Workers Accurately Perceive Gender Wage Discrimination?" *Industrial and Labor Relations Review*, Vol. 47, No. 1, October (1993) pp. 36 - 49. (with M. Hampton).
- "Contestability and Two-Part Pricing," *Review of Industrial Organization*, Vol. 8, No. 5, October (1993) pp. 57 - 65. (with D. Pal).
- "Reservation Wages and the Union Job Queue: A Sample Selection Approach," *Bulletin of Economic Research*, Vol. 45, No. 4, October (1993) pp. 315 - 328. (with M. Hampton).
- "The Gender Wage Gap among Software Workers: Trends over the Last Two Decades," *Social Science Quarterly*, Vol. 74, No. 3, September (1993). (with G. Nezlek).
- "Testing for State and Local Government Job Queues," *Journal of Labor Research*, Vol. 14, No. 4, Fall (1993) pp. 455 - 67. (with M. Mohanty).
- "Job Attributes and Federal Wage Differentials," *Industrial Relations*, Vol. 32, No. 1, Winter (1993) pp. 148 – 57. (with D. Belman).
- "Racial Discrimination and Union Voice," *Industrial Relations*, Vol. 31, No. 3, Fall (1992)
- "Wages, Incentive Schemes and the Role of Gender," *Review of Social Economy*, Vol. 50, No. 2, Summer (1992). (with D. Belman).
- "Is Worker Behavior Consistent with Efficiency Wages?" *Scottish Journal of Political Economy*, Vol. 39, No. 2, May (1992) pp. 141 – 53. (with R. Drago).
- "Sheepskin Effects in the Returns to Education: The Case of Women and Minorities," *Review of Economics and Statistics*, Vol. 73, No. 4, November (1991) (with D. Belman).
- "Imports and Domestic Wages: Is the Relationship Consistent with Expense Preference Behavior?" *Journal of Law, Economics and Organization*, Vol. 7, No. 2, Fall (1991).

- "Subject Response to Loss in an Experimental Tournament," *Economics Letters*, Vol. 36, No.4 (1991) (with R. Drago).
- "Evaluation Schools and Teachers Based on Student Performance: Testing an Alternative Methodology," *Evaluation Review*, Vol. 15, No. 2, April (1991). (with R. Bingham and S. White).
- Direct and Indirect Effects of Unionization and Government Employment on Fringe Benefit Provision," *Journal of Labor Research*, Vol. 12, No. 2, Spring (1991). (with D. Belman).
- "Government Employment and the Provision of Fringe Benefits," *Applied Economics*, Vol. 23, No. 2, February (1991).
- "Concentration and Worker Quality," *Journal of Industrial Economics*, Vol. 39, No. 2, December (1990) pp. 155 - 168. (with D. Belman).
- "The Concentration-Earnings Hypothesis: Reconciling Individual and Industry Data in U.S. Studies," *Oxford Bulletin of Economics and Statistics*, Vol. 52, No. 3, August (1990) pp. 293 - 304. (with D. Belman).
- "Race and Employment in the Federal Sector," *Economics Letters*, Vol. 33, No.2 (1990). (with M. Mohanty).
- "The Effect of Establishment and Firm Size on Public Wage Differentials," *Public Finance Quarterly*, Vol. 18, No.2, April (1990) pp. 221 - 35. (with D. Belman).
- "Reservation Wages and Unemployment in Manufacturing: A Case Study," *Applied Economics*, Vol. 22, No. 3, March (1990) pp. 403 - 414. (with S. White).
- "Union Membership, Union Organization and the Dispersion of Wages," *Review of Economics and Statistics*, Vol. 72, No. 1, February (1990) pp. 148 - 154. (with D. Belman).
- "Who Queues for a Union Job" *Industrial Relations*, Vol. 29, No. 1, Winter (1990) pp. 119 - 127.
- "Application of the 'Oaxaca Decomposition' to Probit Estimates: The Case of Unions and Fringe Benefit Provision," *Economics Letters*, Vol. 32, No. 1 (1990) pp. 101 - 104. (with D. Belman).
- "Market Structure and the Demand for Unionized Labor," *Southern Economic Journal*, Vol. 56, No. 3 January (1990) pp. 607 - 615.
- "Tournaments, Piece Rates and the Shape of the Payoff Function," *Journal of Political Economy*, Vol. 97, No. 4, August (1989). (with R. Drago).
- "Discrimination in the Provision of Fringe Benefits" *Economic Letters*, Vol. 31, No. 2 (1989).
- "Worker Participation: Who has it and who Supports it," *Journal of Post Keynesian Economics*, Vol. 11, No. 4, Summer (1989). (with R. Drago).
- "Do Union Members Receive Compensating Wage Differentials? The Case of Employment Security," *Journal of Labor Research*, Vol. 10, No. 3, Summer (1989) pp. 271-84.

- "Government Wage Differentials: A Sample Selection Approach," *Applied Economics*, Vol. 21, No. 4, April, (1989) pp. 427 – 439. (with D. Belman).
- "Wage Discrimination in the Public and Private Sectors," *Economic Letters*, Vol. 29, No. 1 (1989).
- "Freshmen Retention: Examining a Human Capital Decision with Aggregate Data," *Journal of Marketing for Higher Education*, Vol. 2, No. 1, Spring (1989) pp. 29 - 44. (with R. Marcus).
- "New Evidence of the Effect of Unions and Imports on Monopoly Power: Comment," *Journal of Post Keynesian Economics*, Vol. 11, No. 2, Winter (1988-89).
- "Public Wage Differentials and the Public Administration 'Industry'," *Industrial Relations*, Vol. 27, No. 3, Fall (1988) pp. 385 – 393. (with D. Belman).
- "Industrial Concentration and Fringe Benefits," *Review of Industrial Organization*, Vol. 3, No. 4, Fall (1988) pp. 119 – 138.
- "Incentive Schemes and Racial Wage Discrimination," *Review of Black Political Economy*, Vol. 17, No. 1, Summer (1988). (with D. Belman).
- "The Union Wage Profile of Women: Potential vs. Actual Experience," *Economics Letters*, Vol. 27, No. 2 (1988) pp. 189 -193.
- "The Structural Determinants of Corporate Campaign Activity." *Quarterly Review of Economics and Business*, Vol. 28, No. 1 Spring (1988) pp. 39 - 48.
- "Do Unions Discourage Economic Activity?" *Economics Letters*, Vol. 25, No. 1 (1988). (with M. Deich) pp. 373 - 377.
- "Wage Discrimination and Market Structure," *Journal of Post Keynesian Economics*, Vol. 9, No. 4, Summer (1987) pp. 617 - 628.
- "Market Share and Efficiency: A Reprise," *Economics Letters*, Vol. 24, No. 2 (1987) pp. 171 - 175.
- "Labor Quality and the Concentration-Earnings Hypotheses," *Review of Economics and Statistics*, Vol. 68, No.2, May (1986).
- "Horizontal Mergers and International Competition," *Detroit College of Law Review*, Vol. 84, No. 4, Winter (1984).
- "An Economic Evaluation of the Service Contract Act," *Industrial and Labor Relations Review*, Vol. 36, No. 1, October (1982) pp. 56 – 72. (with R. Goldfarb).

BOOKS:

Product Market Structure and Labor Market Discrimination, State University of New York Press: Albany, New York, 2006. (Co-edited with J. Peoples). Reviewed in *Journal of Industrial Relations* (February 2007), *American Journal of Sociology* (November 2007) and *Monthly Labor Review* (August 2017).

Paying for Performance: An International Comparison, M. E. Sharpe Publishers: Armonk, New York, 2002. (Co-edited with M. Brown). Reviewed in *Industrial and Labor Relations Review* (April 2003), *Journal of Industrial Relations* (June 2003), *British Journal of Industrial Relations* (September 2003) and *Personnel Psychology* (Spring 2004).

BOOK CHAPTERS:

"Unions, Worker Participation, and Worker Well-being," in *Handbook of Labor, Human Resources and Population Economics*, edited by Klaus Zimmermann, Springer Nature: Berlin (2021). (with B. Artz). https://doi.org/10.1007/978-3-319-57365-6_205-1

"Optimal Privatization in a Vertical Chain: A Delivered Pricing Model," in *Spatial Economics: Volume I Theory*, edited by Stefano Colombo, Palgrave Macmillan: London (2020) pp. 221 - 247. (with S. Wang and G. Ye).

"Trends in Compensation of State and Local Government Employees," in *Public Jobs and Political Agendas: The Public Sector in an Era of Economic Stress* (LERA Research Volume), edited by Daniel J.B. Mitchell, Labor, and Employment Relations Association: Champaign IL (2012) pp. 133 – 66. (with K. Bender).

"Educational Mismatch Among Ph.D.s: Determinants and Consequences," in *Science and Engineering Careers in the United States*, edited by Richard B. Freeman and Daniel F. Goroff, Chicago, IL: University of Chicago Press for NBER, (2009) pp. 229 – 56. (with K. Bender).

"Black Physicians: Discrimination, Earnings and Job Satisfaction," in *Race and Economic Opportunity in the Twenty-First Century*, edited by Marlene Kim, Routledge Publishers: New York (2007) pp. 73 – 101. (with D. Bashaw).

"Performance Pay: Determinants and Consequences," in *Contemporary Issues in Employment Relations* (LERA Research Volume), edited by David Lewin, Labor and Employment Relations Association: Champaign IL (2006) pp. 149 - 188. (with U. Jirjahn).

"The Influence of Market Structure on Labor Market Discrimination," pp. 1 – 14 (with J. Peoples);

"Product Market Structure and Gender Discrimination in the United Kingdom," pp. 39 – 58 (with C. Belfield);

"Gender Composition and Market Structure in Hong Kong," pp. 81 – 100 (with X. Wei);

"Market Structure, Payment Methods and Racial Earnings Differences," pp. 187 – 208 (with P O'Halloran);

-- all four in *Product Market Structure and Labor Market Discrimination*, edited with J. Peoples, State University of New York Press: Albany New York (2006).

"The Desire for Unionization, HRM Practices and Coworkers: UK Evidence," in *The Changing Role of Unions: New Forms of Representation*, edited by P. Wunnava, M.E. Sharpe Publishers: Armonk, New York (2004) pp. 251 - 281. (with C. Belfield). {A "Noteworthy Book in Industrial Relations and Labor Economics" for 2004 by the Industrial Relations Section of the Firestone Library of Princeton University.}

“Paying for Performance: Setting the Stage,” in *Paying for Performance: An International Comparison*, M.E. Sharpe Publishers: Armonk, New York (2002) pp. 3 - 16. (co-edited with M. Brown).

“Paying for Performance: What has Been Learned,” in *Paying for Performance: An International Comparison*, M.E. Sharpe Publishers: Armonk, New York (2002) pp. 261 - 75. (co-edited with M. Brown).

"Deregulated Industries and Measures of Earnings Discrimination," in *Regulatory Reform and Labor Markets*, edited by J. Peoples, Kluwer Academic Publishers: Boston (1998) pp. 287-324.

"The Structure of Compensation in the Public Sector," in *Public Sector Employment Relations in an Age of Transformation*, edited by M. Gunderson, D. Hyatt and D. Belman, Industrial Relations Research Association: Madison, WI (1996) pp. 127-62. (with D. Belman)

OTHER EDITING, BOOK REVIEWS AND CONTRIBUTIONS:

“Job Satisfaction,” entry in *Elgar Encyclopedia of Labour Studies*, edited by Tor Eriksson, Edward Elgar Publishing: Cheltenham (2023), pp. 95 – 99.

"Review of *Deaths of Despair and the Future of Capitalism* by Anne Case and Angus Deaton," *British Journal of Industrial Relations*, Vol. 58, No. 3 September (2020), pp. 743-745.

"Review of *The Impoverishment of the American College Student* by James V. Koch," *British Journal of Industrial Relations*, Vol 57, No. 4 December (2019), pp. 958-959.

Guest Editor (with S. Kim) of *Flexibility and Performance: International Perspectives on Labor Market Institutions*, Special Issue, *International Economic Journal*, Vol. 19, No. 2, June (2005). The volume consists of 10 edited papers and an "Editors' Introduction," pp. 125 – 29.

"Market Structure and Black Owned Business," entry in *The Encyclopedia of African American Business*, edited by J. Walker, Greenwood Press: Westport, CT (1999), pp. 368 – 72.

“Review of *Shopfloor Matters: Labor Management Relations in Twentieth Century American Manufacturing* by David Fairris,” *Review of Social Economy*, Vol. 57, No. 3, September (1999).

“Review of *Higher Education and Corporate Realities* by Phillip Brown and Richard Scase,” *Journal of Higher Education*, Vol. 67, No. 5, October (1996).

“Review of *Beyond Competition: The Economics of Mergers and Monopoly Power* by Thomas Karier,” *Review of Industrial Organization*, Vol. 9, No. 4, August (1994).

“Review of *Structural Changes in U.S. Labor Markets* edited by Randall Eberts and Erica Groshen,” *Review of Social Economy*, Vol. 51, No. 2, Summer (1993).

“Review of *The Economics of Antitrust* by Donald Waldman,” *Antitrust Law and Economics*, Vol. 18, No. 4 (1986).

“Review of *The Economics of Industrial Organization* by William Shepherd,” *Antitrust Law and Economics*, Vol. 17, No. 4 (1985).

“Concepts and Effects of Barriers to Entry,” *Journal of Reprints for Antitrust Law and Economics*, Vol. 14, No. 1 (1983). (edited with W. Shepherd).

SELECTED WORKING PAPERS:

"Does Performance Pay Increase the Risk of Marital Instability, " University of Trier, Research Papers in Economics, No. 23/06 (with M. Baktash and U. Jirjahn).

“Raising Rivals' Costs in a Mixed Oligopoly,” SSRN – 4675693 (with K.Fjell and D. Pal).

"Unions, Worker Participation, and Worker Well-Being," *GLO Discussion Paper, No. 705*. (with B. Artz).

"The Consequences of a Piece Rate on Quantity and Quality: Evidence from a Field Experiment," *IZA Discussion Paper 7660*. (with W.S Siebert and X. Wei).

GRANTS, SPONSORED RESEARCH and POLICY REPORTS:

"Innovative Management Practices and Firm Performance: A Quasi-Natural Experiment within a Private Manufacturing Firm in China," funded by the Economic and Social Research Council (UK) / Research Grants Council (HK) Joint Research Scheme, Fall 2009 to 2012 (with W.S. Siebert and X. Wei).

"Evaluation of 'Project Lead the Way' Middle School Math and Science Initiative," 2006 – 2011, co-principal investigator, Rockwell Foundation, Milwaukee, annual reports in 2007 - 2012. (with S. White).

"Out of Balance: Comparing Public and Private Compensation over 20 Years," (with K Bender) National Institute for Retirement Security and Center for State and Local Government Excellence," (May 2010).

"Review of *The Returns and Benefits to Community College: Topic Brief*," Center for Community College Research, Teachers College, Columbia University (March 2010).

"Performance Pay in the United States: Concepts, Measurement and Trends," (with S.J. Adams) in *Teachers Performance Pay and Accountability: What Education Should Learn from Other Sectors*, edited by S. Corcoran and J. Roy, Economic Policy Institute, Washington D.C. (2009) pp. 11 – 64.

"Evaluating the Labor Market for Older Workers," (with W.S. Siebert) Institute of Economic Affairs, Discussion Paper No. 23, London UK (November 2008).

"Labor Market Institutions and Productivity: The Case of Performance Pay in Korea," 2005, Korean Institute for Industrial Economics and Technology, Seoul Korea.

"The Role of Occupational Detail in Estimating the Public Sector Wage Differential," 2002, National Association of Letter Carriers (with D. Belman).

"Paying for Performance: An International Comparison," Spring 2001, Visiting Faculty Research Grant, School of Economics and Management, University of Melbourne, Australia.

"What Determines the Method of Pay?" 1994 -1995, co-principal investigator, Employment Department, U.K. Government, London England.

"Evaluating the P-5 School Supplement," 1991-1993, co-principal investigator, State of Wisconsin Department of Public Instruction.

"The Truth About Public Employees: Underpaid or Overpaid," *Briefing Paper* (with D. Belman), Economic Policy Institute, Washington, D.C. (May 1993).

"An Evaluation of Public and Private Earnings in Wisconsin," (with D. Belman) Wisconsin Policy Research Institute, Milwaukee, Wisconsin (March 1993).

"Evaluating Urban Teacher Performance," 1989-1990, co-principal investigator, Greater Milwaukee Foundation.

"Evaluating Wisconsin's Teachers: Can it be Done?" (with R. Bingham). Wisconsin Policy Research Institute, Milwaukee, Wisconsin (December 1989).

MEMBER OF EDITORIAL BOARDS:

Journal of Economic Studies (2006 – present)

Journal of Participation and Employee Ownership (2017 – present)

Education Economics (2009 – 2015)

GRANT REVIEWER/PANELIST:

US National Science Foundation, US Department of Labor – Chief Evaluation Office, Social Science and Humanities Research Council of Canada, British Academy, National Science Centre (Poland), National Research Foundation (UAE), Leverhulme Trust, Research Grants Council (Hong Kong), Research Foundation Flanders

JOURNAL REVIEWER:

Review of Economics and Statistics, International Economic Review, Economica, Journal of Labor Economics, Scandinavian Journal of Economics, Industrial and Labor Relations Review, Canadian Journal of Economics, Oxford Economic Papers, Economic Inquiry, Industrial Relations, Journal of Development Economics, Journal of Comparative Economics, International Journal of Industrial Organization, Journal of Population Economics, Journal of Economics and Management Strategy, Southern Economic Journal, Journal of Economic Behavior and Organization, Journal of Public Economic Theory, Labour Economics, Journal of Health Economics, Economics Letters, American Economic Journal: Applied Economics, Journal of Labor Research, British Journal of Industrial

Relations, Economic Record, Journal of Regional Science, Review of Industrial Organization, Journal of Policy Analysis and Management, Papers in Regional Science, Journal of Business Research, Economics and Human Biology, Australian Economic Papers, Economics of Education Review, Education Economics, Annals of Regional Science, Journal of Japanese and International Economies, Journal of Participation and Employee Ownership, IZA Journal of Labor Economics, Labour: Review of Labour Economics and Industrial Relations, Public Finance Review, Scottish Journal of Political Economy, Manchester School, Bulletin of Economic Research, Journal of the Economics of Aging, FinanzArchiv/Public Finance Analysis, Defense and Peace Economics, International Journal of Manpower, Economics Bulletin, Journal of Economic Integration, Eastern Economic Journal, Social Science Quarterly, Health Affairs, Policy Studies Journal, International Tax and Public Finance, Contemporary Economic Policy, International Trade and Economic Development, Applied Economics, Journal of Economics, Journal of Socio-Economics, Economic Modelling, Small Business Economics, Journal of Post Keynesian Economics, New Zealand Economic Papers, International Economic Journal, Economic Development Quarterly, International Regional Science Review, B.E. Journal in Economic Policy and Analysis, B.E. Journal of Theoretical Economics, Journal of Economics, Race and Policy, Journal of Economics Studies, Labor Studies Journal, Portuguese Economic Journal, Review of Social Economy

Ph.D. THESES CHAIRED (and placements):

Shrathinth Venkatesh, "Determinants of Income: Education, Hours, Alcohol and Abilities," 2021, University of Michigan Medical School.

Tianfang Li, "Two Essays in Labor Economics," 2020, University of Wisconsin – Oshkosh.

Gabriel Courey, "Market Power and the Non-Profit Sector," 2018, Wittenberg University, Ohio.

Bryan S. Weber, "Essays on the Economics of Crime," 2015, College of William and Mary, Virginia.

Zheng Wang, "Three Essays on the Economics of Spatial Price Discrimination," 2014, Capital University of Economics and Business, Beijing China.

Laurie A. Miller, "Three Essays on Schedule Flexibility and the Labor Market," 2012, University of Nebraska - Lincoln.

Benjamin M. Artz, "Three Essays on Job Satisfaction," 2008, University of Wisconsin – Oshkosh.

Najiba Benabess, "Privatization and Leadership in a Mixed Oligopoly," 2007, Norwich University, Vermont.

Ali Dadpay, "Three Essays on the Theory and Policy of Mixed Oligopolies," 2007, Clayton State University, Georgia.

Guangliang Ye, "Four Essays on Regulating Market Power," 2006, Renmin University of China, Beijing.

Patrick L. O'Halloran, "On-the-Job Training and Incentive Pay: The Role of Race and Gender," 2003, Monmouth University, New Jersey.

Lori A. Geddes, "Incentives, Teams and the Organization of Work: Data from the United States and Australia," 2002, Eastern Washington University.

Steffen Habermalz, "Sequential Revealing of Information and the Returns to Educational Signals," 2002, Marquette University.

David J. Bashaw, "Gender, Earnings and Job Satisfaction: The Case of U.S. Physicians," 1998, University of Wisconsin – Whitewater.

Kristen A. Monaco, "Three Essays in Industrial Organization," 1998 (Co-Chair), California State University - Long Beach.

Kenneth Fjell, "Strategic Downstream Location in the Presence of Exclusive Territories," 1998, Norwegian School of Economics and Business.

Susan M. Donohue, "Job Satisfaction, Earnings and Unions: Three Essays on the Role of Gender," 1997, University of Wisconsin-Milwaukee.

Romkaew P. Broehm, "Three Panel Studies in Industrial Economics," 1992, Brattle Associates.

Mary B. Hampton, "Theories of Labor Market Discrimination: Evidence from Young Physicians," 1991, University of Wisconsin-La Crosse.

Madhu S. Mohanty, "An Econometric Analysis of the Federal Sector Job Queue," 1990, California State University-Los Angeles.

EXTERNAL THESIS EXAMINER:

L. Xiu, "Three Essays on Employment and Compensation in China," Centre for Industrial Relations and Human Resources, University of Toronto, 2010.

S. Ramasamy, "An Econometric Analysis of Public-Private Sector Earnings Differentials in India," Department of Econometrics, University of Madras, 1996.

INTERNAL THESIS EXAMINER:

A. Chevalier, "Four Essays in the Economics of Education and the Family," Department of Economics, University of Birmingham, 2000.

FORMAL LECTURES and KEYNOTES:

Keynote Presentation, "Worker Stress and Performance Pay: German Survey Evidence," Conference on Interdisciplinary Approaches to Performance-related Pay and Incentives in Work, University of Aberdeen, Scotland, June 2022.

Adrian Patmos Memorial Economics Lecture, "Does Performance Pay Increase Drug and Alcohol Use?" Wittenberg University, Springfield Ohio, January 2019.

Keynote Presentation, "Optimal Mixed Ownership: A Contract View," Third Annual Workshop on Mixed Oligopoly, Institute of Social Science, University of Tokyo, Tokyo Japan, March 2018.

Keynote Presentation, "Partial Acquisition with an Excluded Public Rival," Workshop on Industrial Organization and Competition Policy, University of International Business and Economics, Beijing China, March 2016.

Dean's Distinguished Lecture, "Trade Unions in the United States: Growth, Decline and Future," UWM, October 2010.

Miegunyah Distinguished Public Lecture: "A Comparative View of Unions, Involvement and Productivity," University of Melbourne, August 2007. Published in *Insights: Melbourne Economics and Commerce*, Vol. 2, November 2007, pp. 20 - 25.

Taft Memorial Lecture in the Social Sciences: "Gender and Compensation in the New Workplace: An International Comparison," University of Cincinnati, May 2001.

SEMINARS and CONFERENCES:

UNITED STATES:

AEA annual meetings, AAPAM annual meetings, Colorado State University, Cornell University, Florida State University, University of Illinois, Illinois State University, Indiana University Purdue University – Indianapolis, LERA annual meetings, Lake Forest College, Marquette University, Miami University, University of Michigan, Middlebury College, University of Nebraska, Northern Illinois University, University of Notre Dame, NSF/NBER, University of Oregon, SEA annual meetings, University of Vermont, University of West Virginia.

INTERNATIONAL:

University of Aberdeen, University of Birmingham, EBES annual meetings, UK EMRU Labor Study Group, Hainan University, Lingnan University, Justus Liebig University – Giessen, University of Hanover, Lancaster University, University of Trier, University of Melbourne, Memorial University of Newfoundland, University of Northern British Columbia, Norwegian School of Economics and Business Administration, Norwegian University of Science and Technology, Queens University of Belfast, Korean Development Institute.

EXTERNAL DEPARTMENT REVIEWS

One of two reviewers for Cleveland State University, *Labor Relations Program*, 2020

One of two reviewers for Northern Illinois University, *Department of Economics*, 2015

Reviewer for the University of Wisconsin – Oshkosh, *Department of Economics*, 2011.

One of two reviewers for Northern Illinois University, *Department of Economics*, 2009.

Reviewer of a proposed PhD degree for Indiana University Purdue University - Indianapolis, *Department of Economics*, 2009.

Chair of a three-person review team for Indiana University Purdue University – Indianapolis, *Department of Economics*, 2003.

OUTSIDE EVALUATOR FOR TENURE AND PROMOTION (economics unless indicated):

University of Aberdeen (United Kingdom)
University of Birmingham (United Kingdom)
City University of New York, Queens College
University of Cyprus
University of East Anglia (United Kingdom)
Florida Atlantic University
Indiana University Northwest
Indiana University Purdue University - Indianapolis
Indiana University Purdue University – Indianapolis, *Department of Mathematics*
Koç University (Turkey)
Lancaster University (United Kingdom)
Lingnan University (Hong Kong)
Loyola University Chicago
Loyola University Chicago, *Department of Management*
Marquette University
New York University
Northeastern Illinois University
University of Melbourne (Australia)
University of Minnesota Duluth
University of Missouri – St. Louis
Miami University
University of Nevada, Las Vegas
University of Oklahoma
Pennsylvania State University, *Labor Studies and Industrial Relations*
Texas Tech University
University of Toronto at Scarborough (Canada)
Villanova University
University of Wisconsin - Oshkosh
University of Wisconsin – Parkside
University of Wollongong (Australia)

SELECTED SERVICE:

Member, Search and Screen Committee for UWM Chief Human Resources Officer, 2022
Chair, Search and Screen Committee for Associate Dean of the Graduate School, 2014
Chair, Vice Chancellor's Graduate School Working Group, 2007 (update of the 2003 study)
Co-author of "UWM Freshman Retention and the First Year Seminar," a statistical inquiry for the
Office of the Dean, College of Letters and Science, 2004
Member, Search and Screen Committee for Vice Chancellor for Research / Dean of the Graduate
School, 2004-05
Chair, Vice Chancellor's Graduate School Analysis Group, 2003
Chair, University Research Policy Committee, 2002 – 2004
Director of Graduate Studies, Department of Economics, 1992-98
Coordinator of Seminar and Working paper series, 1988-92

SELECTED CONSULTING:

“Crosson” study of racial disparity in contract hiring for the City of Cincinnati (1996).

Expert witness in the arbitration of teacher compensation in a large Wisconsin public school district (1992).

Review of the “Public Expenditure Case Study,” Countries Economics Department, The World Bank, Washington, D.C. (1992).

Developed a statistical model for a major law firm to investigate the financial risk of replacing “billable hours” with a fixed fee for service (1991).

REFERENCES: Available upon request.

JOHN S. HEYWOOD -- SELECTED COURSES TAUGHT

UNDERGRADUATE

1. Introductory Survey (Mass Lecture) University of Wisconsin-Milwaukee
2. Principles of Micro (Mass Lecture) University of Wisconsin-Milwaukee
3. Statistics for Economists University of Wisconsin-Milwaukee
4. Undergraduate Econometrics University of Wisconsin-Milwaukee
5. Intermediate Microeconomics University of Wisconsin-Milwaukee
6. Business and Government University of Wisconsin-Milwaukee
7. Health Economics University of Wisconsin-Milwaukee
8. Economics of Employment Relations University of Wisconsin-Milwaukee
9. Economics of Human Resources University of Wisconsin-Milwaukee
10. Labor Economics University of Wisconsin-Milwaukee
11. Public Policy Toward Monopoly (Honors Program Seminar)
University of Wisconsin-Milwaukee

GRADUATE

1. Microeconomics for Policy Analysis (required for public policy Masters) University of Wisconsin-Milwaukee
2. Applied Microeconomics (M.B.A) University of Michigan Business School
3. Industrial Organization I. University of Wisconsin-Milwaukee
4. Industrial Organization II. University of Wisconsin-Milwaukee
5. Labor Economics II. University of Wisconsin-Milwaukee
6. Comparative Employment Relations (joint Econ/Labor Relations) University of Wisconsin-Milwaukee
7. Labor Relations in the United States University of Giessen (Germany)
8. International Labor Markets University of Hanover (Germany)
9. Topics in Mixed Oligopoly Theory University of Giessen (Germany)