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Employment

Associate Professor, University of Waterloo, Department of Economics, July 2011–present

Assistant Professor, Department of Economics, University of Waterloo, August 2005 – June 2011

Senior Research Economist, Family and Labour Studies Division, Statistics Canada, September 2002 – July 2005

Affiliations

Research Fellow, IZA Institute for Labor Economics, 2017 – present

Canadian Labour Economics Forum (CLEF), 2015 – present

Education

Ph.D. (Economics), McMaster University, 2002

Thesis: “Three Essays in Empirical Labour Economics”

Advisors: Peter J. Kuhn, John B. Burbidge, and Lonnie Magee

M.A. (Economics), University of British Columbia, 1997

Combined Honours B.A. (Economics and Labour Studies), McMaster University, 1996

Research

Research Interests: Labour Economics, Applied Microeconometrics

Peer-Reviewed Journal Articles

1. “The Effect of Labor Relations Laws on Unionization Rates Within the Labor Force: Evidence from the Canadian Provinces,” *Industrial Relations (Berkeley)*, forthcoming (with Scott Legree and Tammy Schirle).
2. “A Comparative Analysis of Immigrant Skills and Their Utilization in Australia, Canada, and the United States,” *Journal of Population Economics* 29(3), July 2016, 849-882 (with Andrew Clarke).
3. “Gone Fishing! Reported Sickness Absenteeism and the Weather,” *Economic Inquiry* 53(1), January 2015, 388-405 (with Jingye Shi).
4. “Why Do Immigrant Workers in Australia Perform Better Than Those in Canada? Is it the Immigrants or Their Labour Markets?,” *Canadian Journal of Economics* 46(4), November 2013 (with Andrew Clarke).
5. “The Influence of Measurement Error and Unobserved Heterogeneity in Estimating Immigrant Returns to Foreign and Host-Country Sources of Human Capital,” *Empirical Economics* 43(3), December 2012, 1109-41 (with Mingcui Su).
6. “Immigrants and the Dynamics of High-Wage Jobs,” *Industrial and Labor Relations Review* 65(2), April 2012, 377-97 (with Mingcui Su).

7. "The Visible Minority Wage Gap Across Generations of Canadians," *Canadian Journal of Economics* 43(3), August 2010, 860-81.
8. "The Immigrant Wage Differential Within And Across Establishments," *Industrial and Labor Relations Review*, 61(3), April 2008, 334-52 (with Abdurrahman Aydemir).
9. "Identifying the Potential of Work-Sharing as a Job-Creation Strategy," *Journal of Labor Economics*, 25(2), April 2007, 265-87.
10. "The Impact of Sunday Shopping on Employment and Hours of Work in the Retail Industry: Evidence from Canada," *European Economic Review*, 49(8), November 2005, 1953-78.
11. "Explaining the Deteriorating Entry Earnings of Canada's Immigrant Cohorts: 1966-2000," *Canadian Journal of Economics*, 38(2), May 2005, 641-71 (with Abdurrahman Aydemir).
12. "Internet Job Search and Unemployment Durations," *American Economic Review*, 94(1), March 2004, 218-32 (with Peter Kuhn).

Working Papers

13. "The Relative Labour Market Performance of Former International Students: Evidence from the Canadian National Graduates Survey" (with Jack Chen)
14. "A Comparative Analysis of the Labour Market Performance of University-Educated Immigrants in Australia, Canada, and the United States: Does Policy Matter?" (with Andrew Clarke and Ana Ferrer).
15. "Immigrants and Patents: Evidence from Canadian Cities" (with Joel Blit and Jue Zhang).

Other Publications

16. "Can Labour Relations Reform Reduce Wage Inequality?" in *Income Inequality: The Canadian Story*, David A. Green, W. Craig Riddell, and France St-Hilaire (eds.), McGill-Queen's University Press, 2015 (with Scott Legree and Tammy Schirle).
17. "Language and Immigrant Labour Market Performance: What Does the Economics Literature Tell Us?" *International Settlement Canada*, Spring 2012, 3-6 (lead article).
18. "Job Search Methods: Internet vs. Traditional," *Monthly Labor Review*, October 2000, 3-11 (with Peter Kuhn).

Other Papers

19. "Language Skills in the New Economy and the Deteriorating Labour Market Performance of Canada's Immigrant Workers," article prepared for Human Resources Development and Skills Canada (HRSDC), September 2011.
20. "Explaining the Increase in On-the-Job Search," Analytical Studies Branch Research Paper Series, Statistics Canada, 2005, no.250.
21. "Describing the Distribution of Income: Guidelines for Effective Analysis," Income Research Paper Series, Statistics Canada, 2005, no.10 (with Mark Frenette and Preston Poon).

Grants, Fellowships, Scholarships & Awards

Grants

Principal investigator, SSHRC Insight Grant, "The impact of the temporary foreign worker program on the Canadian economy", #435-2016-0616, \$87,440, 2016-2020 (co-applicants: David Green and Craig Riddell)

Co-applicant, SSHRC Insight Development Grant, "The potential for a selective immigration policy to increase innovation: evidence from Canada," #430-2016-00143, \$60,731, 2016-2017 (principal investigator: Joel Blit)

Principal investigator CERIS Research Grant, "To what extent do language skills account for the superior labour market performance of immigrant workers in Australia relative to Canada?", \$12,500, 2011-2012

Principal investigator, SSHRC Standard Research Grant, "Gone fishing: absenteeism, shirking, and the weather", #410-2011-0281, \$60,000, 2011-2014

Principal investigator, CERIS Research Grant, "Identifying and understanding the relative labour market dynamics of immigrants in Canada", \$12,500, 2009-2010

Principal investigator, SSHRC Standard Research Grant, "Studies of immigrant wage growth using longitudinal microdata", #410-2006-1968, \$70,900, 2006-2009

Fellowships & Scholarships

SSHRC Doctoral Fellowship, 1998-2002

Dr. Harry Lyman Hooker Senior Doctoral Fellowship, McMaster University, 1997-2001

Canadian International Labour Network (CILN) Fellowship, 1998-2000

Ontario Graduate Scholarship, 1996 and 1997

University of British Columbia Graduate Fellowship, 1996

Dr. Harry Lyman Hooker Scholarship, McMaster University, 1994 and 1995

MacGibbon Scholarship, McMaster University, 1995

Larry Sefton Scholarship, McMaster University, 1994

Awards

Norton Book Prize in Economics, McMaster University, 1998

Hurd Medal, McMaster University, 1996

Harry Waisglass Book Prize, McMaster University, 1996

Professional Activities

Journal refereeing: *B.E. Journal of Economic Analysis and Policy*, *Canadian Journal of Economics*, *Canadian Journal of Sociology*, *Canadian Journal of Urban Research*, *Canadian Public Policy*, *Contemporary Economic Policy*, *Eastern Economic Journal*, *Economic Inquiry*, *Economic Journal*, *Economica*, *Economics Letters*, *Electronic Commerce Research Journal*, *Empirical Economics*, *European Economic Review*, *German Economic Review*, *Industrial Relations*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Journal of Manpower*, *International Migration*, *International Migration Review*, *International Journal of the Economics of Business*, *IZA Journal of Labour Economics*, *IZA Journal of Migration*, *Journal of Applied Economics*, *Journal of Ethnic and Migration Studies*, *Journal of the European Economic Association*, *Journal of Forensic Economics*, *Journal of Human Resources*, *Journal of International Migration and Integration*, *Journal of Labor Economics*, *Journal of Labor Research*, *Journal of Policy Analysis and Management*, *Labour*, *Labour Economics*, *Oxford Bulletin of Economics and Statistics*, *Review of Economics of the Household*, *Scandinavian Journal of Economics*, *Time and Society*

Canadian Labour Economics Forum (CLEF), Committee Member, 2016–present

Essential Skills Ontario, Board of Directors, 2012–2016

Advising

Zong Jia (Jack) Chen (PhD candidate, Economics), supervisor, ongoing.

Jue Zhang (PhD candidate, Economics), supervisor, ongoing.

Allison Mascella (PhD candidate, Economics), committee member, ongoing.

Scott Legree (PhD candidate, Economics), supervisor, 2013-2016, currently at Department of Finance, Ottawa.

Francesco Franceschi (PhD Economics), committee member, 2009-2013, currently at the Bank of Italy.

Jingye (Becky) Shi (PhD Economics), supervisor, 2008–2012, currently Assistant Professor, Research Institute of Economics and Management, Southwestern University of Finance and Economics, Chengdu, China.

Mingcui Su (PhD Economics), supervisor, 2006-2010, currently Assistant Professor, School of Public Finance and Taxation, Southwestern University of Finance and Economics, Chengdu, China.

Javier Torres (PhD Economics, University of British Columbia), external examiner, August 2013.

Joniada Milla (PhD Economics, University of Guelph), external examiner, April 2013.

Darren Henderson (PhD Accounting, University of Waterloo), internal/external examiner, August 2010.

Kristyn French (PhD Sociology, University of Waterloo), internal/external examiner, May 2009.

James Moore (PhD Accounting, University of Waterloo), internal/external examiner, December 2008.

Teaching

University of Waterloo

2015-2016: Undergrad Introductory Econometrics (321)

2014-2015: Undergrad Introductory Econometrics (321), Undergrad Advanced Econometrics (421), Labour Economics (351), Graduate Applied Microeconometrics (622)

2013-2014: Undergrad Introductory Econometrics (321), Undergrad Advanced Econometrics (421), Labour Economics (351), Graduate Applied Microeconometrics (622)

2012-2013: Undergrad Introductory Econometrics (321), Undergrad Advanced Econometrics (421), Graduate Applied Microeconometrics (622), Graduate Labour Economics (651)

2011-2012: Undergrad Introductory Econometrics (321), Graduate Applied Microeconometrics (622), Graduate Labour Economics (651)

2010-2011: Undergrad Introductory Econometrics (321), Undergrad Labour (351), Master's Applied Econometrics (622), Graduate Labour (651)

2009-2010: Undergrad Topics in Econometrics (422), Ph.D. Econometrics (721)

2008-2009: Undergrad Labour (351), Undergrad Topics in Econometrics (422)

2007-2008: Undergrad Labour (351), Graduate Applied Microeconometrics (722).

2006-2007: Master's Microeconomic Theory (601), Graduate Applied Microeconometrics (722), Undergrad Labour (351), Undergrad Topics in Econometrics (422).

2005-2006: Master's Microeconomic Theory (601), Undergrad Labour (351), Ph.D. Econometrics (721), Undergrad Topics in Econometrics (422).

McMaster University

1998-2001: Economics of Trade Unions (2T3)

Brock University

1999-2000: Economics of Unions (SP15), Intermediate Labour Economics (3P24), Topics in Labour Economics (3P25)

Last updated: March 16, 2017