

Curriculum Vitae

KEITH A. BENDER

Address:

Department of Economics, School of Business, S49 Edward Wright Building, University of Aberdeen, Aberdeen AB24 3QY, Scotland, UK ; Phone: 44-(0)1224-273411; Fax: 44-(0)1224-272181; Email: kabender@abdn.ac.uk

Professional Positions:

Present Position:

SIRE Professor of Economics, University of Aberdeen, 2012-present

Concurrent Positions:

IZA Research Fellow, 2021 to present

Associate Member, Centre for European Labour Market Research, University of Aberdeen, 2000 to present.

Editorial Position:

Associate Editor, *British Journal of Industrial Relations*, January 2020-present

Previous Post-Graduate Positions:

Univ. of Wisconsin-Milwaukee, Dept of Economics: Professor (8/2011 to 8/2012), Associate Professor with tenure (6/2005 – 7/2011), Assistant Professor (8/1999 – 6/2005)

Visiting Positions: National Institute of Labour Studies, Flinders Univ., (2011-2017), Univ. of Aberdeen (2006-2007); Giessen University (Summer 2006)

Social Security Administration, Office of Research, Evaluation, and Statistics: Economist (7/1998 – 7/1999)

Louisiana State Univ., Dept of Economics: Visiting Assistant Professor (8/1997 – 6/1998)

Univ. of Aberdeen, Dept of Economics: Research Fellow (11/1995 – 7/1997); Leverhulme USA/Commonwealth Visiting Research Fellow (9/1994 – 9/1995)

Education:

Ph.D. Economics, Duke University, 1994; M.A. Economics, Duke University, 1992; B.A. Economics, Furman University, 1990

Post-Graduate Academic Honors and Awards:

Finalist to Univ. of Aberdeen Lecturer of the Year/'Best' Lecturer: 2014-2015; 2015-2016; 2018-19; 2019-20

Honorary Research Fellowship, Department of Economics, Univ. of Aberdeen, Scotland, Aug. 1997 to July 2002.

Leverhulme USA/Commonwealth Visiting Research Fellowship, Univ. of Aberdeen, Scotland, 1994-1995.

Teaching and Research Interests:

Labor Economics; Performance Pay and Health; Educational Mismatch; Institutions and Labor Markets; Economics of Aging; Applied Microeconometrics

Papers and Research:

Peer-Reviewed Publications:

Nicole Andelic, Julia Allan, Keith A. Bender, Dan Powell and Ioannis Theodossiou
“Performance-related Pay, Mental and Physiological Health,” forthcoming,
Industrial Relations, (formerly, “Performance-related Pay and Objective Measures
of Health after Correcting for Sample Selection,” IZA Working Paper 15000,
<https://docs.iza.org/dp15000.pdf>).

Nicole Andelic, Julia Allan, Keith A. Bender, Dan Powell and Ioannis Theodossiou,
“Salivary Cortisol in University Students after the COVID-19 Pandemic.”
Comprehensive Psychoneuroendocrinology, 12, Nov 2022, 100160.
<https://doi.org/10.1016/j.cpnec.2022.100160>

Thereza Raquel de Aguiar, Shamima Haque, Keith A. Bender, “Athena SWAN
Gender Equality Plans and the Gendered Impact of COVID-19,” *Gender, Work &
Organisation*, 29(2), March 2022: 591-608. <https://doi.org/10.1111/gwao.12784>

Keith A. Bender, Colin P. Green and John S. Heywood, “Performance Related Pay
and Assortative Matching,” *Scottish Journal of Political Economy*, 68(4), Sept
2021: 485-93. <https://doi.org/10.1111/sjpe.12232>

Julia Allan, Nicole Andelic, Keith A. Bender, Daniel Powell, Sandro Stoffel and
Ioannis Theodossiou, “Employment Contracts and Stress: Experimental
Evidence,” *Journal of Economic Behavior and Organization*, 187, July 2021:
360-73. <https://doi.org/10.1016/j.jebo.2021.04.015>

Julia Allan, Keith A. Bender and Ioannis Theodossiou, “Performance Related Pay and
Stress – An Experimental Study,” *Work: A Journal of Prevention, Assessment,
and Rehabilitation*, 67(2), 2020: 449-57. <https://doi.org/10.3233/WOR-203294>

Keith A. Bender and Ioannis Theodossiou, “The Unintended Consequences of
Flexicurity: The Health Consequences of Flexible Employment,” *Review of
Income and Wealth*, 64(4), Dec 2018: 777-99. <https://doi.org/10.1111/roiw.12316>

Keith A. Bender and Kristen Roche, “Educational Mismatch and the Earnings
Distribution,” *Southern Economic Journal*, 85(2), Oct 2018: 441-56.
<https://doi.org/10.1002/soej.12282>

Daniel Kopasker, Catia Montagna and Keith A. Bender, “Economic Insecurity: a
Socioeconomic Determinant of Mental Health,” *SSM: Population Health*, 6, 2018:
184-94. <https://doi.org/10.1016/j.ssmph.2018.09.006>

Keith A. Bender, John S. Heywood and Michael Kidd, “Claims of Employment
Discrimination and Worker Voice,” *Industrial Relations Journal*, 48(2), March
2017: 133-53. <https://doi.org/10.1111/irj.12172>

Keith A. Bender and John S. Heywood, “Educational Mismatch and Retirement,”
Education Economics, 25(4), 2017: 347-65.
<https://doi.org/10.1080/09645292.2016.1234586>

Peer-Reviewed Publications continued:

- Keith A. Bender and Ioannis Theodossiou, “Economic Fluctuations and Crime: Temporary and Persistent Effects,” *Journal of Economic Studies*, 43(4), 2016: 609-23. <https://doi.org/10.1108/JES-05-2015-0085>
- Keith A. Bender and Kristen Roche, “Self-Employment and the Paradox of the Contented Female Worker,” *Small Business Economics*, 47(2), August 2016: 421-35. <https://doi.org/10.1007/s11187-016-9731-z>
- Keith A. Bender and Ioannis Theodossiou, “A Reappraisal of the Unemployment-Mortality Relationship: Transitory and Permanent Effects,” *Journal of Public Health Policy*, 36(1), 2015: 81-94. <https://doi.org/10.1057/jphp.2014.40>
- Keith A. Bender and Ioannis Theodossiou, “The Unintended Consequences of the Race: The Detrimental Effects of Performance Pay on Health,” *Oxford Economic Papers*, 66(3), July 2014: 824-47. <https://doi.org/10.1093/oeq/gpt032>
- Keith A. Bender, Athina Economou, and Ioannis Theodossiou, “The Temporary and Permanent Effects of Unemployment on Mortality in Europe,” *International Labour Review*, 152(2), June 2013: 275-86. <https://doi.org/10.1111/j.1564-913X.2012.00002.x>
- Keith A. Bender and Kristen K. Roche, “Educational Mismatch and Self Employment,” *Economics of Education Review*, 34, June 2013: 85-95. <https://doi.org/10.1016/j.econedurev.2013.01.010>
- Keith A. Bender, Rebecca Neumann, and John Skåtun, “Real and Perceived Losses from Unemployment: A Cross Country Study,” *Applied Economics*, 45(25), 2013: 3625–3636. <https://doi.org/10.1080/00036846.2012.727977>
- Keith A. Bender, “An Analysis of Well-Being in Retirement: The Role of Pensions, Health, and the ‘Voluntariness’ of Retirement,” *Journal of Socio-Economics*, 41(4), August 2012: 424-33. <https://doi.org/10.1016/j.socec.2011.05.010>
- Keith A. Bender, Colin Green, and John S. Heywood, “Piece Rates and Workplace Injury: Does Survey Evidence Support Adam Smith?” *Journal of Population Economics*, 25(2), April 2012: 569-90. <https://doi.org/10.1007/s00148-011-0393-5>
- Keith A. Bender and Hosne Mridha, “The Effect of Local Area Unemployment on Compensating Wage Differentials for Injury Risk,” *Southern Economic Journal*, 78(2), October 2011: 287-307. <https://doi.org/10.4284/0038-4038-78.2.287>
- Keith A. Bender and John S. Heywood, “Educational Mismatch and the Careers of Scientists,” *Education Economics*, 19(3), July 2011: 253-74. <https://doi.org/10.1080/09645292.2011.577555>
- Keith A. Bender and Ioannis Theodossiou, “Controlling for Endogeneity in the Health-Socioeconomic Status Relationship of the Near Retired,” *Journal of Socio-Economics*, 38(6), December 2009: 977-87. <https://doi.org/10.1016/j.socec.2009.07.009>

Peer-Reviewed Publications continued:

- Keith A. Bender and John D. F. Skåtun, "Constrained by Hours and Restricted in Wages: The Quality of Matches in the Labor Market," *Economic Inquiry*, 47(3), July 2009: 512-29. <https://doi.org/10.1111/j.1465-7295.2008.00159.x>
- Keith A. Bender, "How are Pension Integration and Pension Benefits Related?" *Quarterly Review of Economics and Finance*, 49(1), February 2009: 26-41. <https://doi.org/10.1016/j.qref.2008.10.003>
- Keith A. Bender and Steffen Habermalz, "Are There Differences in the Health-Socioeconomic Status Relationship over the Life Cycle? Evidence from Germany," *LABOUR: Review of Labour Economics and Industrial Relations*, 22(1), March 2008: 107-125. <https://doi.org/10.1111/j.1467-9914.2007.00400.x>
- Keith A. Bender, "Replacing Income in Retirement for the Newly Retired: A Distributional Analysis of Gross and Net Replacement Rates," *Journal of Income Distribution*, 16(2), June 2007: 83-105. <https://ideas.repec.org/a/jid/journal/y2007v16i2p83-105.html>
- Keith A. Bender, Rebecca Neumann, and John D. F. Skåtun, "Unemployment and Other Measures of Labor Market Inefficiency: The Evolution of US and UK Labor Markets 1931-1996," *Economic Inquiry*, 44(4), October 2006: 629-43. <https://doi.org/10.1093/ei/cbj039>
- Keith A. Bender and John S. Heywood, "The Job Satisfaction of the Highly Educated: The Role of Gender, Academic Tenure, and Comparison Income," *Scottish Journal of Political Economy*, 53(2), May 2006: 253-79. <https://doi.org/10.1111/j.1467-9485.2006.00379.x>
- Keith A. Bender, Hosne A. Mridha, and James Peoples, "Risk Compensation for Hospital Workers: Evidence from Relative Wages of Janitors," *Industrial and Labor Relations Review*, 59(2), January 2006: 226-42. <https://doi.org/10.1177/2F001979390605900203>
- Keith A. Bender, Susan M. Donohue, and John S. Heywood, "Job Satisfaction and Gender Segregation," *Oxford Economic Papers*, 57(3), July 2005: 479-96. <https://doi.org/10.1093/oep/gpi015>
- Keith A. Bender, "Examining Equality between Public and Private Sector Wage Distributions," *Economic Inquiry*, 41(1), January 2003: 62-79. <https://doi.org/10.1093/ei/41.1.62>
- Keith A. Bender and Robert F. Elliott, "The Role of Job Attributes in Understanding the Public-Private Wage Differential," *Industrial Relations*, 41(3), July 2002: 407-421. <https://doi.org/10.1111/1468-232X.00253>
- Keith A. Bender, "Comparing Public and Private Sector Earnings Distributions over Time," in *Proceedings of the 53rd Annual Meeting*, ed. by Paula B. Voos, Urbana-Champaign, IL: Industrial Relations Research Association, 2001: 301-8.

Peer-Reviewed Publications continued:

Keith A. Bender, "Pension Integration and Retirement Benefits," *Monthly Labor Review*, 124(2), Feb 2001: 49-58. <https://www.jstor.org/stable/41861564>

Keith A. Bender and Ioannis Theodossiou, "International Comparisons of the Real Wage - Employment Relationship," *Journal of Post-Keynesian Economics*, 21(4), Summer 1999: 621-38. <https://doi.org/10.1080/01603477.1999.11490219>

Keith A. Bender and Peter J. Sloane, "Trade Union Membership, Tenure and the Level of Job Insecurity," *Applied Economics*, 31, 1999: 123-35. (ANBAR Citation of Excellence Award.) <https://doi.org/10.1080/000368499324615>

Keith A. Bender, "The Central Government - Private Sector Wage Differential," *Journal of Economic Surveys*, 12(2), April 1998: 177-220. <https://doi.org/10.1111/1467-6419.00052>

Keith A. Bender and Peter J. Sloane, "Job Satisfaction, Trade Unions, and Exit-Voice Revisited," *Industrial and Labor Relations Review*, 51(2), January 1998: 222-240. <https://doi.org/10.1177/2F001979399805100204>

Robert F. Elliott and Keith A. Bender, "Decentralisation and Pay Reform in Central Government: A Study of Three Countries," *British Journal of Industrial Relations*, 35(3), September 1997: 447-75. <https://doi.org/10.1111/1467-8543.00063>

Keith A. Bender, "Specification Issues in the Modelling of Union Status Determination," *Applied Economics Letters*, 4(8), 1997: 481-5. <https://doi.org/10.1080/758536630>

Keith A. Bender, "The Changing Determinants of U.S. Unionism: An Analysis using Worker-Level Data," *Journal of Labor Research*, 18(3), Summer 1997: 403-23. <https://link.springer.com/content/pdf/10.1007/s12122-997-1047-y.pdf>

Book:

K. A. Bender and R. F. Elliott, *Decentralised Pay Setting: A Study of the Outcomes of Collective Bargaining Reform in the Civil Service in Australia, Sweden and the UK*, Aldershot, UK: Ashgate, 2003. ISBN: 07546 3604 6.

Book Chapters:

Keith A. Bender, "Political Economy at Aberdeen: The Legacy of Sir Thomas Jaffrey (1861-1952)," in *525 Years in the Pursuit of Truth: A New History of The University of Aberdeen*, ed by Bradford Bow and Michael Brown, University of Aberdeen Press: Aberdeen, forthcoming.

Keith A. Bender and John D. Skåtun, "Performance-Related Pay: The Expected and Unexpected," in *Handbook of Labor, Human Resources and Population*, ed by Klaus F. Zimmermann, Springer, Cham, 2022. https://doi.org/10.1007/978-3-319-57365-6_316-1

Book Chapters con'd:

- Cynthia Bansak, Keith A. Bender, Michael Coon, "The Political Economy of Skilled Workers and Innovation," in *Handbook of Labor, Human Resources and Population*, ed by Klaus F. Zimmermann, Springer, Cham, 2021.
https://doi.org/10.1007/978-3-319-57365-6_225-1
- Harminder Battu and Keith A. Bender, "Educational Mismatch in Developing Countries," *Economics of Education: A Comprehensive Overview*, 2nd Edition, ed by Steve Bradley and Colin Green, Elsevier, 2020, pp. 269-89.
<https://doi.org/10.1016/B978-0-12-815391-8.00020-3>
- Keith A. Bender, "Pensions and Financing Retirement," *Encyclopedia of Elder Care*, 4th edition, ed. by L. Capezuti, M. Malone, P. Katz and M. Mezey, New York: Springer, 2018, pp. 549-51 (also in 3rd edition, ed by L. Capezuti, M. Malone, P. Katz, and M. Mezey, Springer, 2014, pp. 557-9).
- Keith A. Bender and John S. Heywood, "Trends in the Relative Compensation of State and Local Employees," in *Public Jobs and Political Agendas: The Public Sector in an Era of Economic Stress*, ed by Daniel J.B. Mitchell, Champaign, IL: Labor and Employment Relations Association and University of Illinois Press, 2012, pp. 133-66. <http://lerachapters.org/OJS/ojs-2.4.4-1/index.php/PFL/article/viewFile/2628/2609#page=137>
- Keith A. Bender and Ioannis Theodossiou, "The Health-Socioeconomic Status Relationship and the Role of Public Policies in the US and the UK," in *Knowledge-based Technologies and OR Methodologies for Strategic Decisions of Sustainable Development*, edited by M. Grasserbauer, L. Sakalauskas, and E.K. Zavadskas, Conference Proceedings of 5th International Vilnius Conference, 2009, Vilnius, Lithuania.
- Keith A. Bender and John S. Heywood, "Educational Mismatch among Ph.D.s: Determinants and Consequences," in *Science and Engineering Careers in the United States*, ed by Richard B. Freeman and Daniel F. Goroff, Chicago, IL: University of Chicago Press for NBER Science Engineering Workforce Project, 2009, pp. 229-55. (Earlier version published as *NBER Working Paper #12693*)
- R. Carter Hill, Lee C. Adkins, and Keith A. Bender, "Test Statistics and Critical Values in Selectivity Models," in *Maximum Likelihood Estimation of Misspecified Models: Twenty Years Later, Advances in Econometrics Volume 17*, ed by Thomas B. Fomby and R. Carter Hill, New York: Elsevier, 2003: 75-105.
- Robert F. Elliott and Keith A. Bender, "Decentralisation and Pay Reform in Central Government: A Study of Three Countries," in *Industrial Relations: Critical Perspectives on Business and Management, Vol. 3 (Employers and the State)*, ed by John Kelly, London: Routledge, 2001. (Reprint of 1997 *British Journal of Industrial Relations* article.)
- Keith A. Bender and Robert F. Elliott, "Relative Earnings in the UK Public Sector: The Impact of Pay Reform on Pay Structure," in *Public Sector Pay Determination within the European Union*, ed by Robert Elliott, Claudio Lucifora and Dominique Meurs, London: Macmillan, 1999.

Other Publications and Distributions of Research and Teaching:

- Keith A. Bender, "Price, Price Baby," December 2022,
<https://www.youtube.com/watch?v=jM8tcNY1UZw>
- Keith A. Bender, "You'll Be Back: The EC1006 Remix," December 2021,
<https://www.youtube.com/watch?v=ng9xMUEcpUE>
- Nicole Andelic, Julia Allan, Keith A. Bender, Dan Powell and Ioannis Theodossiou,
"How does the type of payment you receive impact your health?" Futurum
Careers, October 2021, <https://futurumcareers.com/how-does-the-type-of-payment-you-receive-impact-your-health>
- Keith A. Bender, "Sir Thomas Jaffrey and Political Economy," Café Connect podcast,
25 June 2021, <https://www.abdn.ac.uk/engage/podcasts/cafe-connect-14.php>
- Keith A. Bender, "Stress and the Post-Covid Economy," Business School Blog, 1
April 2021, <https://www.abdn.ac.uk/business/blog/stress-and-the-postcovid-economy-/>
- Keith A. Bender, "Economics at Aberdeen: The Legacy of Sir Thomas Jaffrey,"
University of Aberdeen Podcast Series: 525 Years in the Pursuit of Truth – A New
History of The University of Aberdeen, March 2021,
<https://www.abdn.ac.uk/events/resources/index.php#panel1550><https://www.abdn.ac.uk/events/resources/index.php#panel1550>.
- Keith A. Bender, "Job Contracts, Health and COVID: Are Flexible Jobs Like Zero-
Hours Contracts and 'Gig' Jobs the Future?" talk to Stirling University
Economics Society, February 2021
https://drive.google.com/file/d/1ngw3ZJsJZqYgDBNX_Kxjq4Ob4kcIJ3HT/view
- Keith A. Bender, "A Sea Shanty Ode to EC1006," February 2021,
<https://youtu.be/UgUGzIC5R6c> and
<https://www.youtube.com/watch?v=DpIoPhqceMA>
- Keith A. Bender, "Economics at Aberdeen: The Legacy of Sir Thomas Jaffrey,"
University of Aberdeen Little Lecture, Nov 2020,
https://www.youtube.com/watch?v=vUGAYqa2um0&feature=emb_logo
- Nicole Andelic and Keith A. Bender, "Performance-Related Pay: The Good, The Bad,
The Stressful," Explorathon'20, Nov 2020,
<https://www.explorathon.co.uk/events/explorathon-lunch-bytes-performance-related-paythe-good-the-bad-the-stressful/>
- Keith A. Bender, "LatWord: Flexible Work Contracts," October 2020,
<https://www.youtube.com/watch?v=mrX9ezKL8NI>
- Keith A. Bender, "Performance Related Pay: The Good, the Bad and the Ugly,"
Business Bulletin, Aberdeen and Grampian Chamber of Commerce, April 2019,
20, https://issuu.com/aberdeenchamber/docs/april_2019_digital

Other Publications and Distributions of Research and Teaching con'd

Keith A. Bender and Ioannis Theodossiou, "How Zero-Hours Contracts Could Be Making You Ill," *The Conversation*, 7 June 2017,

<https://theconversation.com/how-zero-hours-contracts-could-be-making-you-ill-77998>.

Keith A. Bender, "The Living Wage May Cut Poverty, But Not By Very Much," *The Conversation*, 7 November 2014, <https://theconversation.com/the-living-wage-may-cut-poverty-but-not-by-very-much-33918>.

Alex J. Bryson and Keith A. Bender, "Performance Pay: Trends and Consequences Introduction," *National Institute Economic Review*, 226(1), November 2013: R1-R3. (Joint co-editors of special issue of the *National Institute Economic Review* on performance pay.) <https://doi.org/10.1177%2F002795011322600101>

Keith A. Bender and Ioannis Theodossiou, "'And He Laid Down His Hammer and He Died': Health and Performance Pay," Oxford University Press blog, 21 October, 2013, <http://blog.oup.com/2013/10/health-and-performance-pay/>.

Keith A. Bender and John S. Heywood, "Out of Balance? Comparing Public and Private Sector Compensation over 20 Years," Report for the National Institute for Retirement Security and the Center for State and Local Government Excellence, April 2010.

Keith A. Bender, "The Older Workforce in Wisconsin," *Monitoring Wisconsin*, Institute for Survey and Policy Research, University of Wisconsin-Milwaukee, Winter 2007.

Keith A. Bender and John S. Heywood, "Educational Mismatch among Ph.D.s: Determinants and Consequences." *NBER Working Paper #12693*, November 2006 (found at <http://www.nber.org/papers/w12693>).

Keith A. Bender and Bjorn Eberhardt, "The Economic Well-Being of the Elderly in Wisconsin," *Monitoring Wisconsin*, Institute for Survey and Policy Research, University of Wisconsin-Milwaukee, Spring 2005.

Keith A. Bender and Natalia A. Jivan, "What Makes Retirees Happy?" *Center for Retirement Research Issue in Brief #28*, Boston College, February 2005.

Keith A. Bender, "The Well-Being of Retirees: Evidence using Subjective Data," *Center for Retirement Research Working Paper 2004-24*, Boston College, November 2004.

Keith A. Bender, "Characteristics of Workers with Integrated Pensions," *Social Security Bulletin*, 62(3), 1999: 28-40. Previously published as *Social Security Administration ORES Working Paper*, No. 83, July 1999.

Working Papers submitted

- “Does How You Get Paid at Work Affect Your Time Off Work? The Relationship between of Performance-Related Employment Contracts and Leisure Activities.” (With Nicole Andelic, Julia Allan, Daniel Powell and Ioannis Theodossiou)
- “Performance-related Pay, Mental and Physiological Health.” (With Nicole Andelic, Julia Allan, Daniel Powell and Ioannis Theodossiou)
- “Performance-related Pay and Sorting into Stress.” (With Nicole Andelic, Julia Allan, Daniel Powell and Ioannis Theodossiou)
- “Stress in Performance-related Pay: The Effect of Motivated Performance and Social-Evaluative Threat,” (With Nicole Andelic, Julia Allan, Dan Powell and Ioannis Theodossiou)

Research Topics in Progress

- “Decentralisation of Bargaining and the Size of the Gender Pay Gap: Evidence from Alternative Wage-Setting Regimes in Australia.” (With Michael P. Kidd, Aydogan Ulker and Jeff Woodridge)
- “Insecure Lock-in: The Mental Health Effects of Prolonged Insecure Employment.” (With Daniel Kopasker and Catia Montagna)
- “Just Transition for Workers and Communities in Aberdeen and Aberdeenshire: Rapid Evidence Review.” (With Daria Shapovalova, Tavis Potts, John Bone)
- “Managing the unwanted? An analysis of Athena SWAN in Business Schools using dispositives.” (With Thereza de Aguiar and Shamima Haque)
- “Over and Underemployment of Nurses in the UK.” (With Diane Skåtun and John Skåtun)

Presentations at Seminars and Professional Meetings:

Seminars: Curtin University Bankwest Curtin Economics Centre; Duke University; Employment and Manpower Research Unit, Department of Employment, London; Global Labour Organisation; Heriot-Watt University; Louisiana State University; Louisiana Tech University; Marquette University Burkes Scholar Seminar; Northern Illinois University; University of Aberdeen; University of Giessen, Germany; University of Lancaster; University of Macedonia; Universite de Paris II Pantheon-Assas; University of Potsdam; St Lawrence University; University of Stirling; University of Swansea; University of Utrecht; University of Wisconsin-Milwaukee; US Social Security Administration; Wisconsin Chapter of the Labor and Employment Relations Association

Conferences: American Economic Association Annual Meetings; Association of Public Policy Analysis and Management Research Conference; Australian Labour Market Research Conference 2010; Beyond Wages Conference 2013; CIPD Applied Research Conference (2023); Civic Federation Forum at the Chicago Federal Reserve Bank; Education and Skills Mismatches in the Labour Market Workshop 2010 (Adelaide, Australia); European Association of Labour Economists Conference (1996, 2013, 2020 (joint with the Society of Labor Economics)); Industrial Relations Research Association National Meetings;

International Workshop on the Applied Economics of Education; Midwestern Economic Association Meetings; National Bureau of Economic Research Science and Engineering Workforce Project Conference; National Institute for Economic and Social Research Performance Pay Conference; National Science Foundation; New Directions in Human Capital Theory Workshop (University of Birmingham), Scottish Economic Society Conference 2013, 2016, 2017; Scottish Graduate Programme in Economics Methodology Workshop 2012, Workshop on Pensions in International Organisations, OECD, Washington, DC

Other talks on economic topics: Alverno University School of Business; Economics Society of Stirling University; Lathallan School, Marquette University Economics Association; Mayfair (WI) Rotary Club; Milwaukee Interfaith Conference; Milwaukee Professionals Association; Politics and International Relations Student Association (Aberdeen)

Teaching Experience:

Undergraduate Courses Taught:

Introduction to Macroeconomics; Introduction to Microeconomics (Economics of Business and Society); Economics of Aging; Economics of Discrimination and Poverty; Intermediate Microeconomics; Economics of Employment Relations

Graduate Courses Taught:

Comparative Labor Markets and Employment Relations; Employment Relations: The Domestic and International Context; Human Resource Management; Industrial and Labor Relations; Labor/Labour Economics/Economics of Labour Markets; Managerial Economics; Mathematics for Economists; Quantitative Methods

Ph.D. Dissertation Committees:

Current Students:

Adebola Akinsanpe (second supervisor with Mauro Papi)
Saad Mohamed Alobaid (co-chair with Ioannis Theodossiou)
Nazmunnessa Bakth (co-chair with Ioannis Theodossiou)
Bei Chen (co-chair with Yu Aoki and Alexandros Zangelidis)
Ibzan Darius (co-chair with John Skåtun)

Past Supervisor/Chair, year of defense:

Kwan Phetsawang, "Essays on Routine Jobs, Technological change and Educational Mismatch," (co-chair with Harminder Battu) 2023.
Abigail Dumulas, "Subjective Life Satisfaction Evaluations of Inequality, Macroeconomic Shifts and Electoral Participation," (co-chair with Alexandros Zangelidis) 2020.
Pietro Vanin, "Regional Differences in Skill Mismatch: Workers, Firms and Industries," (co-chair with Catia Montagna) 2018.
Michael Coon, "Essays on Remittances" (co-chair with Rebecca Neumann), 2012.
Emily Lechtenberg, "Essays in the Economics of the US Education Industry," 2011.
Kristen Roche Carioti, "Self-Employment, Retirement, and Education," 2011.
Bjorn Eberhardt, "Essays in Retirement Economics," 2006.
Hosne Mridha, "Health Care Labor Costs, Evidence from Relative Wages of Janitors," (Co-Chair with James Peoples) 2002.

Member:

Aberdeen Second Supervisor: Daniel Kopasker (2018), Gulbin Erdin (2018)
UWM: Benjamin Artz (2008), Sourav Batabyal (2012), Miao Chi (2011), Darnell Cloud (2000), Chad Cotti (2006), Ozlem Eren (2009), Daniel Fuhrmann (2010), Lori Geddes (2002), Juan Gelves (2009), Steffen Habermalz (2002), Richard Gregory (2004), Murat Mercan (2009), Laurie Miller (2012), Scott Niederjohn (2003), Patrick O'Halloran (2003), Tanyamat Srungboonmee (2012), Steve Trick (2010), Bin Wang (2005)

External Examiner (year of defense and institution):

Jiarui Nan (2023, Cardiff University)
Colin Mang (2015, Lancaster University)
Georgios Panos (2010, University of Aberdeen)
Effrosyni Vasileiou (2009, Université de Paris 2 – Assas)

Internal Examiner at Aberdeen (year of defense)

Olatunji Shobande (2022); Imoh Ekpenyong (2021); Haidy Amer (2020);
Embarika Mostafa (2020); Mike Tiraphap (2020); Borhan Abdullah (2018);
Deboshree Ghosh (2018)

Masters Thesis/Paper Major Advisor:

SGPE: Xiang Chai (2015), Yugen Chen (2017), Sophie Cook (2019), Ilemore Feyisike (2014), Vsevolod Iakovlev (2021), Tanishtha Khurana (2021), Zhao Le (2015), Dimitrios Tsitsiklis (2018)
UWM: Duke Damron (2005), Elizabeth Goodman (2003), Jessica Milli (2009), Michael Williamson (2010)

Other Professional Activities:

Links:

IZA Fellow page: <https://www.iza.org/people/fellows/1602/keith-a-bender>
Google Scholar: <https://scholar.google.com/citations?user=mPMGiWMAAAAJ&hl=en>
LinkedIn: <https://www.linkedin.com/in/keith-bender-phd/>
Orcid: <https://orcid.org/0000-0001-9409-3129>
ResearchGate: <https://www.researchgate.net/profile/Keith-Bender>

Externally Sponsored Research (awarded):

“Just Transitions,” Uplift (CoPI with Daria Shapovalova (PI), John Bone (CoPI), and Tavis Potts (CoPI), 2022-23.
“Performance Pay and Stress: An Interdisciplinary Study,” ESRC (PI with CoPI’s J. Allan, D. Powell and I. Theodossiou), 1/1/2019-31/12/2021. (Funded extension until 31/12/2022) <https://www.abdn.ac.uk/business/research/PRPH.php>
“Performance Pay and Stress: A Pilot Study,” Scottish Economic Society (PI with CoPI’s J. Allen and I. Theodossiou), 2015-2016.
“International Comparisons of Retirement Decisions and Well-being of Mature Age Populations: Applied Micro-economic Analysis,” Australian Research Council. (Co-Investigator with K. Mavromaras (PI), J.W. Freebairn, B.W. Headley, and I. Theodossiou). 2010-2013.

Externally Sponsored Research (awarded) con'd:

- “Reproductive Outcomes and Cost-Effectiveness among Native Americans in Wisconsin,” Great Lakes Native American Research Center for Health (subcontracted from a grant from the National Institute of General Medical Services). (Co-Investigator with Jeanne Hewitt (PI), Mary Kay Madsen, and Jingnan Mao). Sept 2002 – Sept 2007.
- “The Well-Being of Retirees: The Role of Social Security and Private Pensions,” Sandell Grant Program, Center for Retirement Research, Boston College. June, 2003 – May, 2004.
- “Retirement Income Adequacy and Taxes of the Newly Retired,” US Department of Labor, Pension and Welfare Benefits Administration. Oct, 2000 – Sept, 2001.
- “The Effect of Pension Integration on Pension Income and the Timing of Retirement,” US Department of Labor, Pension and Welfare Benefits Administration. Oct, 1999 – Sept, 2000.

UWM Sponsored Research:

- “The Quality of Matches in the Labor Market: The Constraint in Hours and Its Associated Loss,” UWM Center for International Education. May 2004.
- “Job Satisfaction of the Highly Educated,” UWM Center for International Education. June 2002.
- “Socio-Economic Factors and Health Status: A Comparative Analysis,” UWM Graduate School Research Committee Awards, July, 2000-June 2001.

University of Aberdeen Administration:

Current: Business School Director of Research; Economics Department Policy and Knowledge Exchange Steering Committee

Past: Interim Head of School for Business School; Business School Athena SWAN Co-Lead; Business School Director of Personnel; Business School Academic Line Manager for Management Studies; Deputy Head of the Business School; Business School Internal Seminars Organizer; Business School REF Impact Co-Lead; Economics Department Research Director; Economics Department External Seminar coordinator; University Reward Strategy Working Group

University of Wisconsin-Milwaukee Administration:

Age and Community Initiative Action Team, Economic Benefits Committee, Economics Department Exchange Programs Committee, Economics Department Faculty Hiring Committee, Economics Department Labor Economics Preliminary Examination Committee, Economics Department Undergraduate advisor, Economics Department website coordinator, Faculty Senate, Faculty Senate Rules Committee, Graduate School Committee on Reviews, MHRLR Program Coordinating Committee, Special Committee to Study Faculty Salary, School of Public Health Administration and Public Policy PhD Work Team, Social Science Team for the Teachers for a New Era Carnegie Grant, TNE Assessment Team.

Professional Affiliations:

American Economic Association, European Association of Labour Economists, Royal Economic Society, Scottish Economic Society

Professional Service as Referee and Reviewer:

Journals: *African Journal of Business and Management, Ageing International, Ageing and Society, The American Economist, American Journal of Preventative Medicine, Applied Economics, Applied Economics Letters, Applied Research in the Quality of Life, B.E. Journal of Economic Policy and Analysis, British Journal of Industrial Relations, Bulletin of Economic Research, Demographic Research, Demography, Economic Development and Cultural Change, Economic Inquiry, Economic Modelling, Economics of Education Review, Education Economics, Educational Research and Reviews, Health Economics, Higher Education, Industrial and Labor Relations Review, Industrial Relations, International Economic Journal, International Journal of Human Resource Management, International Journal of Manpower, International Review of Administrative Sciences, Journal of Applied Economics, Journal of Behavioral and Experimental Economics, Journal of Business and Economics, Journal of Business Venturing, Journal of Economic Studies, Journal of Economic Surveys, Journal of Income Distribution, Journal of Labor Research, Journal of Policy Analysis and Management, Journal of Property Research, Journal of Public Administration and Management, Journal of Public Economics, Journal of Public Health Policy, Journal of Public Health, Journal of Risk and Insurance, Journal of the Royal Statistical Society: Statistics in Society Series A, Journal of Socio-Economics, Journal of Women and Minorities in Science and Engineering, Kyklos, Labour Economics, Labour: Review of Labour Economics and Industrial Relations, National Tax Journal, Open Economics, Oxford Economic Papers, Proceedings of Rijeka School of Economics: Journal of Economics and Business, Public Finance Review, Quarterly Review of Economics and Finance, Research in Labor Economics, Review of Black Political Economy, Review of Economics of the Household, Scottish Journal of Political Economy, Small Business Economics, Social Science Quarterly, Sociological Forum, Southern Economic Journal, State and Local Government Review*

Publishers: Cambridge University Press, MIT Press, Oxford University Press, Prentice-Hall Publishing Company, Routledge Publishing Company, Sage Publishing Company, Wiley-Blackwell Publishers, Worth Publishers

Grant Agencies: Austrian Science Fund, Economic and Social Research Council (UK), Icelandic Research Fund, Luxembourg National Research Fund, Retirement Research Foundation, Swiss National Science Foundation, US National Science Foundation

Professional Community Service:

Media Interviews with: ABCNews.com, *The American-Statesman* (Austin, TX), *Appleton (WI) Post-Crescent*, The Associated Press, BBC Capital, BBC Radio 4 ‘Today’ Programme, BBC Radio Aberdeen, BBC Radio Scotland, BBC Scotland ‘The Nine’, *The Business Journal of Milwaukee*, *The Capital Times* (Madison, WI), *The Chicago Reporter*, CNN.com, *The Daily Northwestern*, *The Daily Reporter (Milwaukee)*, *District Administrators Magazine*, *Destinations*, *Financial Post* (Canada), *Green Bay Press-Gazette*, *The Herald*, *Holyrood Magazine*, ‘International Focus’ program on Milwaukee Public TV, *Kansas City Star*, *Marquette (Univ.) Tribune*, Medill News Service, *Milwaukee Journal Sentinel*, *Minyanville.com*, *MKE*, *Money Magazine*, *MoneySense Magazine*, MPTV (Milwaukee Public Television), MSN.com, *The New York Sun*, *The New York Times*, *The News-Press* (Ft. Meyers, FL), NPR.org, *Oshkosh Northwestern*, *PolitiFact.com*, *Press and Journal* (Aberdeen), *Retirement Weekly*, *The Scotsman*, *Shepherd Express*, *ThirdCoastDigest.com*, *UWM*

CV for Keith A. Bender, April 2023
Department of Economics, University of Aberdeen

Post, U.S. News and World Report, Wall Street Journal, Washington Post Magazine, Wisconsin Public Radio, Wisconsin Reporter, Wisconsin State Journal, WDJT (Milwaukee CBS TV affiliate), WGO (San Francisco ABC TV affiliate), WISN (Milwaukee ABC TV affiliate), 'The World Today Programme' BBC World Service, WTMJ (Milwaukee NBC TV affiliate), WUWM (Milwaukee Public Radio)

Consulting:

Equal Employment Opportunity Commission (Milwaukee Office), *Milwaukee Journal-Sentinel* newspaper, National Institute for Retirement Security

References:

Supplied upon request.