

CURRICULUM VITAE

LOWELL J. TAYLOR
H. JOHN HEINZ III PROFESSOR OF ECONOMICS
CARNEGIE MELLON UNIVERSITY

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Education

Ph.D., Economics, University of Michigan, 1989
M.A., Statistics, University of Michigan, 1984
M.A., Economics, University of Michigan, 1983
B.A., Economics, Andrews University, 1980

Specialization

Research Interests: Incentives in Organizations, Labor Markets, Economic Demography,
Health Economics
Ph.D. Courses: Econometrics, Population Economics, Applied Game Theory,
Microeconomic Theory, Labor Economics, Economics of Organizations
Masters Level Courses: Applied Microeconomic Analysis, Health Economics
Undergraduate Courses: Microeconomics, Macroeconomics, Labor Economics

Current Positions

H. John Heinz III Professor of Economics, Heinz College, Carnegie Mellon University
Senior Fellow, NORC at the University of Chicago
Research Fellow, IZA - Institute for the Study of Labor

Previous Appointments

Visiting Professor, Dept. of Economics, University of California, Berkeley, 2011 and 2012
Professor of Economics, Carnegie Mellon University, since 1999
Senior Economist, Council of Economic Advisers, Executive Office of the President, 2000
Associate Professor, Carnegie Mellon University, 1996-1999
Assistant Professor, Carnegie Mellon University, 1990-1996
Visiting Assistant Professor, Department of Economics, Miami University, 1989-1990
Instructor, Department of Economics, University of Texas at Austin, 1985-1989

Key Administrative Responsibilities

Faculty Director, Center for Economic Development, since 2009

Associate Dean for Faculty, 2002-2005
Director of the Heinz College Ph.D. Program, 2000-2002

Research Grants

Grant from the Spenser Foundation to study affirmative action in Indian higher education, with Dennis Epple, 2011-2012.

Grant from the National Institute for Child Health and Human Development (NICHD) under the RO1 mechanism, with additional support from Carnegie Mellon and Duke Universities, to study racial disparity in economic and health outcomes in the United States (principal investigator, with Dan Black and Seth Sanders, co-principal investigators), 2010-2014.

Grant from NICHD under the R21 mechanism to provide new item-level data for the NLSY79, and to develop new methods for using these data, with Dan Black, Lynne Schofield, and Brian Junker, 2011-2013.

Grant from NICHD under the RO1 mechanism to study the gay and lesbian demography in the United States (principal investigator, with Dan Black and Seth Sanders, co-principal investigators), 1999-2004.

Funding from the Office of National Drug Control Policy to study drug markets (with Shawn Bushway, Jon Caulkins, and Peter Reuter), 1998-2000.

Research Funding from the National Consortium on Violence Research for research on the interaction of violence and illegal drug markets (with Jon Caulkins, Jeff Fagan, Bruce Johnson and Eloise Dunlap), 1997.

Faculty Development Grant from Carnegie Mellon University to conduct an experimental study of employee cheating in a telemarketing firm, 1994-1995.

Grant from the USDA, Food and Nutrition Service Office of Analysis and Evaluation, to conduct an experimental research project studying non-participation in the food stamp program (principal investigator, with Beth Osborne Daponte, Gordon Lewis, and Seth Sanders), 1993-1995.

Grant from the Greater Pittsburgh Community Food Bank to study food distribution to low income households in Allegheny County (co-principal investigator, with Gordon Lewis and Seth Sanders), 1992-1994.

Grant from the Institute for Research on Poverty, University of Wisconsin, Madison to investigate the consequences of minimum wage laws, 1992-1993.

Grant from the Inter-University Social Science Research Counsel, Program on Latino Public Policy to support research on the labor market impact of Mexican immigration (co-principal investigator, with Frank Bean), 1986-1988.

Other Awards

Twentieth Annual Arrow Award from the International Health Economic Association—awarded to the best paper in health economics worldwide in 2012. Award for “Unhealthy Insurance Markets: Search Frictions and the Cost and Quality of Health Insurance” (published in the *American Economic Review*).

Eleventh Annual Health Care Research Award from the National Institute for Health Care Management, 2004, for excellence in original and creative health care research. Award presented for the paper, “Physician Incentives in Health Maintenance Organization” (in the *Journal of Political Economy*).

Martcia Wade Award for Teaching Excellence, 1994, 2004, and 2007. Heinz College, Carnegie Mellon University.

NICHD Training Grant in Economic Demography, 1980-1984. Scholarship and stipend to support graduate study in economics and demography through the Population Studies Center, University of Michigan.

Journal Articles

“The Effect of Hospital Nurse Staffing on Patient Outcomes: Evidence from California’s Minimum Staffing Regulation” (with Andrew Cook, Martin Gaynor and Mel Stephens), *Journal of Health Economics*, forthcoming.

“Are Children ‘Normal?’” (with Dan Black, Natalia Kolesnikova and Seth Sanders), *Review of Economics and Statistics*, forthcoming.

“Unhealthy Insurance Markets: Search Frictions and the Cost and Quality of Health Insurance” (with Randall Cebul, James Rebitzer and Mark Votruba), *American Economic Review*, 101(5), 2011.

“Racial Disparity in Unemployment” (with Joseph Ritter), *Review of Economics and Statistics*, 93(1), 2011.

“Understanding the Returns to Education when Prices and Wages Vary by Location” (with Dan Black and Natalia Kolesnikova), *Journal of Labor Economics*, 27(1), 2009.

“Organizational Fragmentation in the U.S. Health Care System” (with Randall Cebul, Ray Herschman, James Rebitzer, and Mark Votruba), *Journal of Economic Perspectives*, 22(4), 2008.

Expanded version in E. Elhauge, ed., *The Fragmentation of U.S. Health Care: Causes and Solutions*, New York: Oxford University Press, 2010.

“Gender Wage Disparities among the Highly Educated” (with Dan Black, Amelia Haviland and Seth Sanders), *Journal of Human Resources*, 43(3), 2008.

“Optimal Wages in the Market for Nurses: An Analysis Based on Heyes’ Model,” *Journal of Health Economics*, 26(5), 2007.

“The Economics of Lesbian and Gay Families” (with Dan Black and Seth Sanders), *Journal of Economic Perspectives*, 21(2), 2007.

“When Knowledge is an Asset: Explaining the Organizational Structure of Large Law Firms” (with James Rebitzer), *Journal of Labor Economics*, 25(2), 2007.

“Why Do Minority Men Earn Less? A Study of Wage Differentials among the Highly Educated” (with Dan Black, Amelia Haviland and Seth Sanders), *Review of Economics and Statistics*, 88(2), 2006.

“Some Simple Economics of Illegal Drug Markets and Violence” (with Jon Caulkins and Peter Reuter), *Contributions to Economic Analysis and Policy*, 5(1), 2006.

“Physician Incentives in Health Maintenance Organizations” (with Martin Gaynor and James Rebitzer), *Journal of Political Economy*, 112(4), 2004.

“Measurement of Higher Education in the Census and CPS” (with Dan Black and Seth Sanders), *Journal of the American Statistical Association*, 98(463), 2003.

“The Economic Reward to Studying Economics” (with Dan Black and Seth Sanders), *Economic Inquiry*, 41(3), 2003.

“The Effects of Sexual Orientation on Earnings” (with Dan Black, Hoda Makar and Seth Sanders), *Industrial and Labor Relations Review*, 56(3), 2003.

“Monitoring and Motivation: An Analysis of a Field Experiment” (with Daniel Nagin, James Rebitzer and Seth Sanders), *American Economic Review*, 92(4), 2002.

“Why Do Gay Men Live in San Francisco?” (with Dan Black, Gary Gates and Seth Sanders), *Journal of Urban Economics*, 51(1), 2002.

Reprinted in J. Poon, K. Button, and P. Nijkamp, eds., *Social Planning*, 2006. Cheltenham, UK: Edward Elgar Publishers.

“Demographics of the Gay and Lesbian Population in the United States: Evidence from Available Systematic Data Sources” (with Dan Black, Gary Gates and Seth Sanders), *Demography*, 37(2), 2000.

Reprinted in Joyce Jacobsen and Adam Zeller, eds., *Queer Economics: A Reader*, 2007. Oxford: Routledge Book.

“Why Do Low-Income Households *Not* Use Food Stamps? Evidence from an Experiment” (with Beth Daponte and Seth Sanders), *Journal of Human Resources*, 34(3), 1999.

“What Drug Dealers Tell Us About Their Costs of Doing Business” (with Jon Caulkins, Bruce Johnson and Angela Taylor), *Journal of Drug Issues*, 29(2), 1999.

Reprinted in Mangai Natarajan, ed., *The Library of Drug Abuse and Crime Series*, vol. 2, 2009. Ashgate Publishing.

“Food Pantry Use among Low-Income Households in Allegheny County, Pennsylvania” (with Beth Daponte, Gordon Lewis and Seth Sanders), *Journal of Nutrition Education*, 30(1), 1998.

“Rat Race Redux: Adverse Selection in the Determination of Work Hours in Law Firms” (with Renee Landers and James Rebitzer), *American Economic Review*, 86(3), 1996.

“The Role of Arbitrator Uncertainty in Negotiation Impasses” (with Linda Babcock), *Industrial Relations*, 35(4), 1996.

“Efficiency Wages and Employment Rents: The Employer Size Wage Effect in the Job Market for Lawyers” (with James Rebitzer), *Journal of Labor Economics*, 13(4), 1995.

“The Employment Effect in Retail Trade of California’s 1988 Minimum Wage Increase” (with Taeil Kim), *Journal of Business and Economic Statistics*, 13(2), 1995.

“Do Labor Markets Provide Enough Short-Hour Jobs? An Analysis of Work Hours and Work Incentives” (with James Rebitzer), *Economic Inquiry*, 33(2), 1995.

“The Consequences of Minimum Wage Laws: Some New Theoretical Ideas” (with James Rebitzer), *Journal of Public Economics*, 56(2), 1995.

“Workers as Creditors: Efficiency Wages and Performance Bonds” (with Joseph Ritter), *American Economic Review*, 84(3), 1994.

“A Model of Dual Labor Markets When Product Demand is Uncertain” (with James Rebitzer), *Quarterly Journal of Economics*, 106(4), 1991.

“Undocumented Mexican Immigration and the Earnings of Other Workers in the United States” (with Frank Bean and Lindsay Lowell), *Demography*, 25(1), 1988.

Other Published Research

“Extrinsic Rewards and Intrinsic Motives: Standard and Behavioral Approaches to Agency and Labor Markets,” (with James Rebitzer), Orley Ashenfelter and David Card, editors, *Handbook of Labor Economics*, vol. 5. Amsterdam: North Holland, 2011.

“The Economic Progress of African Americans in Urban Areas: A Tale of 14 Cities,” (with Dan Black and Natalia Kolesnikova), *Federal Reserve Bank of St. Louis Review*, 2010.

“Local Price Variation and Labor Supply Behavior” (with Dan Black and Natalia Kolesnikova), *Regional Economic Development*, 2009.

Also appeared in the *Federal Reserve Bank of St. Louis Review*, 2009.

“Are Employees Stakeholders? Corporate Finance Meets the Agency Problem” (with Joseph Ritter), in Carrie Leana and Denise Rousseau, editors, *Relational Wealth: Managing Employment for Competitive Advantage*. New York: Oxford University Press, 2000.

“Commentary” [on Truman Bewley, “Work Motivation”], *Federal Reserve Bank of St. Louis Review*, 81(2), 1999.

“The Economics of Employee Motivation” (with Joseph Ritter), *Federal Reserve Bank of St. Louis Review*, 79(5), 1997.

“Work Norms in Professional Labor Markets” (with Rene Landers and James Rebitzer), in Francine Blau and Ronald Ehrenberg, editors, *Gender and Family Issues in the Workplace*. New York: Russell Sage Press, 1997.

“Labor Market Consequences of a Minimum Wage Increase,” in *Evidence Against a Higher Minimum Wage*. Joint Economic Committee. Washington D.C.: Government Printing Office, 1996.

“Human Resource Practices and the Demographic Transformation of Professional Labor Markets” (with Rene Landers and James Rebitzer), in Paul Osterman, editor, *Broken Ladders: Managerial Careers in the New Economy*. Oxford: Oxford University Press, 1996.

A Study of Food Pantries and Food Pantry Use in Allegheny County (with Beth Daponte, Gordon Lewis, and Seth Sanders). Pittsburgh: United Way, 1994.

“Incentive Structures and Market Outcomes: The Case of Law Firms” (with James Rebitzer), *Proceedings of the Forty-Fifth Annual Meeting, Industrial Relations Research Association*, John Burton, Jr., editor, 1993.

“The Impact of Undocumented Mexican Immigration on the Earnings of Other Groups in Metropolitan Labor Markets in the United States” (with Frank Bean and Lindsay Lowell), in *Economic and Demographic Consequences of Immigration*. Joint Economic Committee. Washington D.C.: Government Printing Office, 1987.

Manuscripts under Review

“The Role of Location in Evaluating Racial Wage Disparity” (with Dan Black, Natalia Kolesnikova and Seth Sanders)

“Do Entry Regulations Deter Entrepreneurship and Job Creation? Evidence from Recent Reforms in Portugal,” (with Lee Branstetter, Francisco Lima and Ana Venancio)

“The Use of Cognitive Ability as an Explanatory Variable in Regression Analysis” (with Lynne Steuerle Schofield and Brian Junker)

“Black-White Mortality Differences by State of Birth: Estimates that Combine Census and Vital Statistics Data” (with Dan Black, Yu-Chieh Hsu, and Seth Sanders)

“Dismantling the Legacy of Caste: Affirmative Action in Indian Higher Education” (with Surendra Bagde and Dennis Epple)

“The Great Migration and African-American Mortality: Evidence from the Deep South” (with Dan A. Black, Seth G. Sanders, and Evan J. Taylor)

“Why Do So Few Women Work in New York (and So Many in Minneapolis)? Labor Supply of Married Women across U.S. Cities” (with Dan Black and Natalia Kolesnikova)

Selected Additional Working Papers

“Low Powered Incentives and the Motivation of Critical Workers” (with Joseph Ritter)

“The Measurement of Same-Sex Unmarried Partner Couples in the 2000 U.S. Census” (with Dan Black, Gary Gates and Seth Sanders)

“Valuable Jobs and Uncertainty” (with Joseph Ritter)

“Race, Family Structure, and ‘Social Stigma:’ Do They Affect Public Assistance Program Participation?” (with Seth Sanders)

“Intra-City Location Decisions of Gays in the United States” (with Dan Black, Gary Gates and Seth Sanders)

“The Scales of Justice” (with Linda Babcock)

“Seniority-Based Layoffs as an Incentive Device” (with Joseph Ritter)

“An Update to ‘The Employment Effect in Retail Trade of California's 1988 Minimum Wage Increase’ ” (with Taeil Kim)

“Effects of Declining Population in a Life Cycle Savings Model”

Monographs for the National Academies Press

The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding (with 16 other committee members). Institute of Medicine. Washington, DC: The National Academies Press, 2011.

Using the American Community Survey for the National Science Foundation's Science and Engineering Workforce Statistics Program (with seven other committee members). National Research Council. Washington, DC: The National Academies Press, 2008.

Improving the Design of the Scientists and Engineers Statistical Data System (SESTAT) (with five other committee members). National Research Council. Washington, DC: The National Academies Press, 2003.

Consulting and Expert Testimony

Served for many years as consultant for the City of Pittsburgh on negotiations with the police and firefighters union. Served as an expert witness on a discrimination case for the law firm of Lim, Ruger & Kim. Provided litigation support in an antitrust case for the Law Firm of Titus & McConomy. Provided expert labor market analysis for Ketchum Public Relations and for the *Pittsburgh Post-Gazette*. Provided analysis for union negotiations for the Pittsburgh Symphony Orchestra Committee.

Testified on minimum wage policies at hearings of the Industrial Welfare Commission, State of California, August 1993, and the Joint Economic Committee, Congress of the

United States, February 1995. Conducted research on a proposed United-USAirways merger, and provided testimony before the Pittsburgh field hearing of the Judiciary Subcommittee on Antitrust, Business Rights, and Competition, June 2000.

Other Professional Activities

Member, American Economic Association, Population Association of America, and Society of Labor Economists.

Referee, *American Economic Review*, *Berkeley Electronic Press Journals*, *Canadian Journal of Economics*, *Demography*, *Econometrica*, *Economic Inquiry*, *Economic Journal*, *European Economic Review*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Economic Review*, *Journal of the American Medical Association*, *Journal of Business and Economic Statistics*, *Journal of Econometrics*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Policy Analysis and Management*, *Journal of Political Economy*, *Journal of Public Economics*, *Journal of Urban Economics*, *Macroeconomic Dynamics*, *Oxford Economic Papers*, *Quarterly Journal of Economics*, *RAND Journal of Economics*, *Regional Studies*, *Review of Economics and Statistics*, and *Social Science Quarterly*.

Panelist for the National Research Council and Institute of Medicine of the National Academies, Reviewer for the National Science Foundation, the National Institute of Health, and the USDA Food Assistance and Nutrition Research Program.

Visiting Scholar in the Research Division of the Federal Reserve Bank of St. Louis, 1996, 1997, 1998, 1999, and 2009.

Personal

Married to Melissa Taylor, Associate Chief, Nursing Research, VA Hospitals, Pittsburgh. Children: Evan and Sarah. Both are graduate students at the University of Michigan.