

# Örn B. Bodvarsson

## CV

December 1, 2014

### I. General Information

#### Personal Information

Born in Reykjavik, Iceland on September 8, 1958 (dual citizen of USA and Iceland)  
Married with two sons; Excellent Health

#### Work Address

Office of the Dean  
College of Social Sciences & Interdisciplinary Studies  
California State University, Sacramento  
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#### Current Positions

Dean, College of Social Sciences & Interdisciplinary Studies  
California State University, Sacramento  
(Since August 1, 2014)

Professor of Economics  
Department of Economics (College of Social Sciences & Interdisciplinary Studies)  
California State University, Sacramento  
(Since August 1, 2014)

Research Fellow  
Institute for the Study of Labor (IZA)  
Bonn, Germany  
(Since January, 2007)

### **Fields of Specialization**

Labor Economics; Immigration, Discrimination  
Microeconomics

### **Previous Positions Held**

Dean, School of Public Affairs  
St. Cloud State University  
(From July 1, 2013, till July 31, 2014)

Interim Dean, School of Public Affairs  
St. Cloud State University  
(From May 9, 2011, till June 30, 2013)

Chair, Department of Management  
Herberger Business School, St. Cloud State University  
(From August, 2008 till May, 2011)

Interim Chair, Department of Social Work  
College of Social Sciences, St. Cloud State University  
(From October, 2010, till May, 2011)

Interim Director, Center for Economic Education  
St. Cloud State University  
(From January, 2007, till June, 2008)

Visiting Professor  
Department of Economics  
University of Nebraska-Lincoln  
(2001-05; on leave from St. Cloud State University, 2001-05)

Associate Professor  
Department of Economics  
St. Cloud State University  
(1992-97)

Assistant Professor  
Department of Economics  
St. Cloud State University  
(1988-92)

Visiting Assistant Professor  
Department of Economics  
Ball State University  
(1987-88)

Visiting Assistant Professor  
Department of Economics  
University of Montana  
(1986-87)

Visiting Instructor  
Department of Economics  
Whitman College  
(1984-85)

Visiting Instructor  
Department of Economics  
Western Washington University  
(1983-84)

Sessional Instructor  
Department of Economics  
Simon Fraser University  
(Summer Semester, 1986)

Graduate Teaching Assistant  
Department of Economics  
Simon Fraser University  
(1981-83, 1985-86)

Graduate Research Assistant  
Department of Agricultural & Resource Economics  
Oregon State University  
(1979-81)

### **Education**

Ph.D. in Economics, 1986  
Simon Fraser University, Vancouver, Canada  
(Ph.D. Thesis: “The Economics of Employee Monitoring: A Sequential Measurement Approach”)

M.S. in Agricultural & Resource Economics, 1982  
Oregon State University

B.S. (Honors) in Economics, 1979  
Oregon State University

## **II. Administrative and University Service Experience**

**1. Dean, College of Social Sciences & Interdisciplinary Studies, California State University, Sacramento (CSUS).** This is the second largest academic unit at CSUS, comprising 10 departments, 4 autonomous programs, 12 centers, a wide variety of bachelor’s, masters, and certificate programs, nearly 170 faculty FTE, and 5,400 students choosing programs within the College as their majors. I just took over leading the college and am initiating strategic planning work, expanding the college’s global engagement,

expanding the college's collaborations with state government in Sacramento, and working with college faculty and staff to establish a stronger college culture and identity.

**2. Founding Dean, School of Public Affairs, St. Cloud State University.** St. Cloud State University (SCSU) is the largest institution in the Minnesota State Colleges and Universities (MnSCU) system, the second largest university in the state, and a Masters One regional comprehensive university. The university has an enrollment of approximately 16,500 students and has over 700 full time faculty members. The School of Public Affairs (SoPA) came into existence on July 1, 2011, as part of a major reorganization of the university. The school includes the Departments of Economics, Political Science, Criminal Justice, Geography & Planning, the Social Studies Teaching program, and the newly-formed SOPA Research Institute. The school offers 12 undergraduate degree programs, 5 graduate (Masters-level) degree programs, and an assortment of certificate programs. During the 2013-14 academic year, SoPA had approximately 1,350 undergraduate students and approximately 150 graduate students majoring in its programs. The two largest undergraduate programs are the BA in Criminal Justice (approximately 600 students) and the BA in Social Studies Education (approximately 200 students). The two largest graduate programs are the MA in Criminal Justice and the MS in Public Safety Executive Leadership. The SoPA Research Institute includes the acclaimed SCSU Survey, the Spatial Analysis Research Center, the Center for Economic Education, and the *St. Cloud Area Quarterly Business Report*.

I was appointed by the Provost to be part of the team that oversaw the transition to the reorganized university and then served as the Founding Dean of SoPA, first as an Interim Dean and now as permanent Dean. I have acquired the skills necessary to manage the transition of an academic unit into a new organizational structure, building the new unit's "brand," and taking responsibility for all aspects of its operations. Below are highlights of my accomplishments as SOPA Transition Leader, Interim Dean, and now Dean:

**(A) From January, 2011 to my appointment as Interim Dean on May 9, 2011, I chaired a task force overseeing the transition to the new school.** The workgroup focused on all aspects of the transition from budgeting and HR to program alignment, technology, and faculty evaluation;

**(B) As Interim Dean and permanent Dean, I was responsible for all aspects of the school's operations since May 9, 2011.** Below are my major accomplishments and ongoing activities in these assignments:

- (i) **I facilitated the completion of a 5-year strategic plan for the school.**
- (ii) **I facilitated work towards completion of an application to the system to offer a Master of Public Administration (MPA) program.**
- (iii) **I facilitated the creation and launch of the SOPA Research Institute.** The Research Institute is a central coordinating structure within the school that will host a number of active research assets, focus on revitalizing some dormant assets, and invest in new research projects. The Research Institute facilitates faculty and student research, provides expertise and data to the region, generates internal and external funding, and collaborates with other units on campus, other universities, and community partners, on important research projects of a public affairs nature. The Research Institute opened on July 1, 2013, with a primarily dedicated faculty research director and administrative support staff. Very quickly thereafter, the Institute generated nearly \$100,000 in external funding and construction was completed within the university's largest building to locate the

Institute's offices. This is SCSU's first active research arm and one of very few research arms in the system. SoPARI was featured in a front page article of *The St. Cloud Times* on February 17, 2014 (see <http://www.sctimes.com/apps/pbcs.dll/article?AID=2014302170010> )

- (iv) **I built partnerships between SoPA and overseas universities.** Since the school's founding, I travelled five times to China, once to Ghana, and once to South Africa, to visit universities for the purpose of exploring collaborative arrangements with SOPA.
- (v) **I hired a complete staff in the dean's office and added to the ranks of permanent and contingent faculty.** The positions in the dean's office include an Administrative Director (essentially an Assistant to the Dean), Student Relations Coordinator (the head school advisor) and an Experiential Learning & Outreach Coordinator (who manages internships in the school and works on promotion and marketing of the school to the university community, including alumni). The persons hired into these positions began work in Summer, 2012. Within the faculty ranks, I completed six tenure-track faculty hires (Department of Geography and Planning (Land Surveying & Mapping Sciences and Planning and Community Development programs), Department of Criminal Justice, Department of Political Science, and Department of Economics), twelve Fixed Term faculty hires (Departments of Economics, Geography & Planning, and Criminal Justice), and a large number of adjunct faculty;
- (vi) **I started a "SOPA Colloquium Series"**
- (vii) **I started a "SoPA Newsletter Series"**
- (viii) **I started a program in the school to reward faculty for meritorious scholarship**
- (ix) **I developed and implemented a system to provide compensation to faculty for supervising graduate and undergraduate capstone projects that are done outside of teaching load.**
- (x) **I facilitated the raising of a gift for one program and raised money from alumni, faculty, and staff to support many of activities.**
- (xi) **I facilitated the securing of institutional approval for SCSU to offer a British Studies Minor and a certificate program in health care administration;**
- (xii) **I facilitated the process of ABET re-accreditation of the Land Surveying & Mapping Science program;**
- (xiii) **I facilitated the application and admission of SoPA to be an Associate Member of the National Association of Schools of Public Affairs and Administration (NASPAA).**
- (xiv) **I facilitated the formation of community outreach projects for SoOPA students and faculty.**

**(C) Other accomplishments as Interim Dean/Dean:**

1. I served as administrative co-chair of the University Online Task Force from January, 2012, through May, 2013. The charge of the task force was to make recommendations to the Provost on the strategic direction distance education should take at SCSU and I co-wrote a final report submitted to the Provost in June, 2013;
2. I was charged by the President and Provost to facilitate the expansion of the university's engagement in the American Democracy Project (ADP);

3. I served on a university-wide search committee, as the representative from Academic Affairs Council, to hire a CIO. The CIO search was completed with a successful hire in December, 2012;
4. I served on a university-wide task force to promote wellness at the university.

**II. Chair, Department of Management, Herberger Business School, St. Cloud State University (August, 2008 till June, 2011);** Principal duties included: (1) Construction of course schedules; (2) Making recommendations on personnel decisions; (3) Managing office staff and graduate assistants in the department; (4) Evaluating requests for students to register in upper division courses in the college; (5) Advising Management minors; (6) Formulating and implementing the department's budget; (7) Attending weekly meetings of the Dean's Executive Council; (8) Working with other chairs and faculty across the college on assessment, AACSB re-accreditation, restructuring/reorganization, and college governance projects; (9) Mentoring junior faculty; (10) Evaluating business course transfer requests; (11) Conducting fortnightly department meetings; (12) Managing all aspects of the department's relationships with alumni and other external stakeholders; (13) Working with the SCSU Foundation in pursuing and nurturing external development opportunities for the department; (14) Intervening in grade and faculty personnel issues, problems, or disputes; (15) Working with the dean and members of dean's staff on a wide variety of issues; (16) Representing the Department of Management at off-campus events; and (17) leading the department on policy and governance issues.

**III. Interim Chair, Department of Social Work, College of Social Sciences, St. Cloud State University (AY 2010-11).** I was appointed by the SCSU administration to administer this department for the duration of the 2010/11 academic year, as a result of the sudden and unexpected resignation of the chair. My responsibilities were to ensure that day-to-day department operations functioned smoothly, a class schedule for the 2011/12 academic year got written in a timely fashion, order be restored to the department following a period of controversy and upheaval, and the drafting of a department handbook documenting all practices, rules and procedures necessary to ensure efficient and effective departmental operations in the future.

**IV. Founder and Director of M.S. in Applied Economics program at St. Cloud State University, 1995-2001, 2005-06;** I led a faculty effort that to start up a graduate program in Applied Economics, which was approved by the State of Minnesota for implementation in Fall Quarter, 1995. I wrote the application and testified on it in St. Paul and worked with administrators and Economics faculty at SCSU on all aspects of the program's start-up. I started up and led the department's graduate studies committee, which works with the director to administer the program. As director, I handled all aspects of the program's administration, including recruiting new students through campus visits throughout the region. I also led a faculty effort that led to approval of the department's "3+2" program, where students can complete BA and MS degrees in 5 years. I wrote the initial proposal and worked with SCSU administrators to obtain state approval of the 3+2 program in Summer, 1999. The 3+2 program was launched in Fall Semester, 1999.

**V. Interim Director of the Center for Economic Education, St. Cloud State University,** since January, 2007. Duties included coordination of Annual Economic Education Winter Institute, Minnesota Heartland Economics Challenge, and administration of other Center activities. Specifically, I served as general Coordinator of the 45<sup>th</sup>, 46<sup>th</sup>, and 47<sup>th</sup> Annual Economic Education Winter Institute conferences.

## **VI. External Leadership Activities**

### *1. Chinese Economists Society (CES)*

Vice President, 2012-14

Member of the Board Directors, 2012-14

### *2. Western Social Science Association (WSSA)*

Coordinator of Economics/General Section, 1991-96

Member of WSSA Executive Council, 1997-2002

President-Elect and General Program Coordinator, 1999-2000

President, 2000-01

Immediate Past President, 2001-2

### *3. Minnesota Economic Association*

Vice President/President-Elect, 1999-2000

President, 2000-01

Chair of the Board, 2001-2

## **VII. Other External Service Activities**

### *1. Society for the Advancement of Socio-Economics*

Co-Coordinator for the “Globalization and Socio-Economic Development” research, 2006-07.

2. External Reviewer of Economics Department at University of Wisconsin-Eau Claire (November, 2012)

3. External Reviewer of Economics Department at University of Montana (May, 2000)

4. External Reviewer of Economics Department at Minnesota State University – Moorhead (September, 2003)

5. External Reviewer for various applications for tenure and promotion at other universities

6. Associate Editor of *The Social Science Journal* (1994-2000)

7. Referee for West Publishing Company (1988-96)

8. Consulting Economist from 1995-2000, specializing in the estimation of economic damages suffered by small businesses.

9. Conducted a workshop titled “Basic Business Economics for Professionals,” at the University of Nebraska Panhandle Learning Center in Scottsbluff, NE, in March, 2005.

10. Served as faculty member at Nebraska Schools of Banking 2005-07; Duties were to teach a workshop yearly on the economics of banking to professionals in the banking industry from Nebraska and Kansas.

## **VIII. Significant Internal Service Activities**

1. Chair of SCSU Faculty Campaign, 2008/09

2. Elected Member of St. Cloud State University Faculty Senate, 1994-98, 2005-07, 2009-11
3. Elected member of the SCSU Faculty Research Grants Committee, 2009-10.
4. Faculty advisor to numerous student organizations at St. Cloud State University, 1988-2001.
5. Elected to Strategic Planning Committee, St. Cloud State University, 2010.

### **III. Academic Record**

#### **Books Published**

*The Economics of Immigration: Theory and Policy*, 2<sup>nd</sup> edition (with Hendrik F. Van den Berg). Heidelberg, Germany: Springer-Verlag (2013).

Note: this book was reviewed by Ethan Lewis (Dartmouth College) in *Journal of Economic Literature* (see "Review of: *The Economics of Immigration: Theory and Policy*), *JEL*, 48, 2010, pp. 1028-30.

#### **Peer-Reviewed Publications**

1. "Cross-Assignment Discrimination in Pay: A Test Case of Major League Baseball" (with John G. Sessions and Kerry Papps). *Labour Economics* (forthcoming).
2. "Determinants of Immigration Policy," (with King Banaian and Anton D. Lowenberg). *Journal of Public Finance and Public Choice* (forthcoming)
3. "Customer Discrimination, Capital Investment and Sports Stadiums," (with Brad R. Humphreys). *Contemporary Economic Policy*, 31, 2013, pp. 604-17.
4. "The Regulation of Migration in a Transition Economy: China's Hukou System" (with Shuming Bao, Jack W. Hou and Yaohui Zhao). *Contemporary Economic Policy*, 29, 2011, pp. 564-79.
5. "The Measurement of Pay Discrimination Between Job Assignments" (with John G. Sessions). *Labour Economics*, 18, 2011, pp. 297-309.
6. "Nationality Discrimination in the Labor Market: Theory and Test" (with John G. Sessions). in G.S. Epstein and I.N. Gang (Eds.), *Migration and Culture (Frontiers of Economics and Globalization, Volume X)*. Bingley, UK: Emerald Group Publishing, Ltd, 2010, pp. 231-66.
7. "Migration in China from 1985-2000: The effects of past migration, investments and deregulation" (with Shuming Bao, Jack W. Hou and Yaohui Zhao). *The Chinese Economy*, 42, 2009, pp. 7-28.
8. "The Deregulation of People Flows in China: Did the Structure of Migration Change?" (with Shuming Bao, Jack W. Hou and Yaohui Zhao). *The Indian Journal of Labour Economics*, 51, 2008, pp. 587-602.
9. "Measuring Immigration's Effects on Labor Demand: A Reexamination of the Mariel Boatlift" (with Joshua J. Lewer and Hendrik F. Van den Berg). *Labour Economics* 14, 2008., pp. 560-74.



10. "The Political Market for Immigration Restrictions: Model and Test" (with William A. Kaempfer, Anton Lowenberg and William Mertens). *Journal of International Trade and Economic Development*, 16, 2007, pp. 159-92.
11. "Does Immigration Affect Local Demand? Model and Test" (with Hendrik F. Van den Berg). *Research in Labor Economics*, 24, New York: Elsevier, 2005, pp. 135-66.
12. "Tax Evasion on Gratuities. Model and Test" (with John E. Anderson). *Public Finance Review*, 33, 2005, pp. 466-87.
13. "Do Higher Tipped Minimum Wages Boost Server Pay?" (with John E. Anderson) *Applied Economics Letters*, 12, 2005, pp. 391-93.
14. "Restaurant Tips and Service Quality: a Reply to Lynn." *Applied Economics Letters*, 12, 2005, pp. 345-46.
15. "Do Parental Cash Transfers Weaken College Performance?" (with Rosemary Walker). *Economics of Education Review*, 23, 2004, pp. 483-95.
16. "Why Do Diners Tip: Rule of Thumb or Valuation of Service?" (with William A. Luksetich and Sherry McDermott). *Applied Economics*, 35, 2003, pp. 1659-65.
17. "The Impact of Immigration on a Local Economy: The Case of Dawson County, Nebraska." (with Hendrik Van den Berg). *Great Plains Research*, 13, 2003, pp. 291-309.
18. "Racial Wage Discrimination in Major League Baseball: Do Free Agency and League Size Matter?" (with Shawn Pettman). *Applied Economics Letters*, 9, 2002, pp. 791-96.
19. "Tipping and Service Quality: Reply to Lynn" (with William A. Gibson). *The Social Science Journal*, 39, 2002, pp. 471-76.
20. "Where Have the Social Sciences Come in Understanding Discrimination?: An Economist's Viewpoint." *The Social Science Journal*, 38, 2001, pp. 637-50.
21. "A Supply and Demand Model of Customer, Coworker and Employer Discrimination" (with Mark Partridge). *Labour Economics*, 8, 2001, pp. 389-416.
22. "A Test of Employer Discrimination in the NBA" (with Raymond T. Brastow). *Contemporary Economic Policy*, 17, 1999, pp. 243-55.
23. "An Economic Approach to Tips and Service Quality: Results of a Survey" (with William A. Gibson). *The Social Science Journal*, 36, 1999, pp. 137-47
24. "Do Employers Pay For Consistent Performance?: Theory and Evidence From the NBA" (with Raymond T. Brastow). *Economic Inquiry*, 36, 1998, pp. 145-60.
25. "The Value of Arbitration Rights in Major League Baseball: Implications for Salaries and Discrimination" (with King Banaian). *Quarterly Journal of Business and Economics*, 37, 1998, pp. 65-80.

26. "The Economics of Gratuities: Determining Tip Rates" (with William A. Gibson). *American Journal of Economics and Sociology*, 23, 1997, pp. 187-204.
27. "Gratuities and Customer Appraisal of Service: Evidence From Minnesota Restaurants" (with William A. Gibson). *Journal of Socio-Economics*, 23, 1994, pp. 287-302.
28. "The Effects of Service and Patronage Frequency on Restaurant Gratuities" (with William A. Gibson). *Atlantic Economic Journal*, 20, 1992, pg. 91.
29. "The Welfare Effects of Disclosure Under Cognitive Dissonance." *Atlantic Economic Journal*, 19, 1991, pp. 33-36.
30. "Reverse Regression and Salary Arbitration in Major League Baseball: A Case For Discrimination" (with King Banaian). *Papers of the Second Symposium on Baseball and the American Culture*. Westport, CT: Mechler Publishing, 1991, pp. 66-80.
31. "Educational Screening With Output Variability and Costly Monitoring." *Atlantic Economic Journal*, 17, 1989, pp. 16-23.
32. "Monitoring With No Moral Hazard: The Case of Small Vessel Commercial Fishing." *Eastern Economic Journal*, 13, 1987, pp. 421-34.

#### **Published Invited Book Chapters**

1. Contributed chapter on Labor Economics (with Jack W. Hou), in *Economics (Series on Western Research in the Humanities and Social Sciences)*, Beijing, PRC: China Renmin University Press, 2008, pp. 242-69.
2. "Migration Theory" (with Nicole Simpson and Chad Sparber), accepted for publication in *Handbook of the Economics of International Migration, Volume I* (edited by Barry Chiswick and Paul Miller). Amsterdam: Elsevier, In Press.

#### **Publications in Conference Proceedings**

1. "The Economic Impact of Current Tip Income Tax Laws on Tourist-Based Versus Non-Tourist Based Economies." *Proceedings of the Twenty-Third Annual Pacific Northwest Regional Economic Conference*, Seattle, WA: Northwest Policy Center, University of Washington, 1990.
2. "Migration in China Since 1985: The Impacts of Labor Markets, Reforms, Hukou and Age Distribution," (with Jack W. Hou). *Proceedings of International Symposium on Aging Economy*, Tainan, Taiwan: National Cheng Kung University, November 17, 2009.

#### **Published Book Reviews**

1. Review of *The Economics of Imperfect Information* (by L. Philips, Cambridge University Press, 1988). *Kyklos*, Vol. 44, 1991.

#### **Manuscripts under review at peer-reviewed Journals**

1. "Aging and Migration in a Transition Economy: The Case of China" (with Jack W. Hou and Kailing Shen). Under review at *Frontiers of Economics in China*

### **Refereed/Invited Conference or Symposium Presentations**

1. "Aging and Migration in a Transition Economy: The Case of China" (with Jack W. Hou). Presented at 2012 Conference on Trends and Cycles in Global Dynamics and Perspectives of World Development," held at Southwestern University of Finance and Economics in Chengdu, China, October, 2012.
2. "The Labor Market Effects of U.S. Immigration: What Is the Latest Evidence?" Presented at a conference titled *Taking Stock of a Turbulent Decade and Looking Ahead: Immigration to North America 2000-2010*, part of the Western Migration Conference Series, sponsored by the Western Centre for Research on Migration & Ethnic Relations, University of Western Ontario, in London Ontario, April, 2011.
3. "Racial Discrimination Across Positions: Theory and Test." Presented at the 12<sup>th</sup> IZA/CEPR European Summer School in Labor Economics (ESSLE) in Buch/Ammersee, Germany, September, 2010.
4. "Assessing the Effects of Restrictions on Migration: What Can We Learn From China?" Presented at the "Migration: A World in Motion" conference (organized by the Association for Public Policy Analysis and Management and University of Maastricht School of Governance) at University of Maastricht in Maastricht, Netherlands, February, 2010.
5. "Assessing the Effects of Restrictions on Migration: What Can We Learn From China?" Presented at the Population Association of America (PAA) annual conference in Dallas, Texas, on April 16, 2010.
6. Invited panelist at a conference on high-skill U.S. immigration, held at the American Enterprise Institute (AEI) and organized by Professor Barry Chiswick, Washington, D.C. in April, 2009.
7. "The Measurement of Racial Discrimination in Pay Between Job Categories: Theory and Test," (with John G. Sessions). Presented at the European Association of Labor Economists (EALE) conference in Amsterdam, The Netherlands, September, 2008.
8. "The Deregulation of People Flows in China: Has the Structure of Migration Changed"? (with Shuming Bao, Jack W. Hou and Yaohui Zhao), Presented at the Indian Society of Labour Economics (ISLE) conference in Lucknow, India, in December, 2008.
9. "The Deregulation of People Flows in China: Has the Structure of Migration Changed"? (with Shuming Bao, Jack W. Hou and Yaohui Zhao). Presented at an American Economic Association (AEA)/Chinese Economic Society (CES) joint session at the Allies Social Science Association (ASSA) meetings in San Francisco in January, 2009.
10. "Interprovincial Migration in China: The Effects of Investment, Migrant Networks and the 'Go West' Policy," (with Shuming Bao, Jack W. Hou and Yaohui Zhao). Presented at the Minnesota International Economic Development Conference in Minneapolis, April, 2007.
11. "Racial Discrimination across Job Assignments: Theory and a Test from Major League Baseball" (with John G. Sessions). Presented at the Society of Labor Economists (SOLE) conference in Chicago, May, 2007.

12. "Measuring Immigration's Effects on Labor Demand: A Reexamination of the Mariel Boatlift," (with Joshua J. Lewer and Hendrik F. Van den Berg). Presented at the European Society of Population Economics (ESPE) conference in Chicago, June, 2007.
13. "Measuring Immigration's Effects on Labor Demand: A Reexamination of the Mariel Boatlift," (with Joshua J. Lewer and Hendrik F. Van den Berg). Presented at the European Association of Labor Economics (EALE) conference in Oslo, Norway in September, 2007.
14. "Are Estimates of Immigration's Effects on Native Wages Biased?: A Reexamination of the Mariel Boatlift," (with Hendrik F. Van den Berg and Joshua Lewer). Presented at the Society of Labor Economists (SOLE) Conference in Boston, MA, May, 2006.
15. "Does Immigration Affect Local Demand? Model and Test." (with Hendrik F. Van den Berg). Presented at the European Society of Population Economics (ESPE) conference in Bergen, Norway in June, 2004.
16. "Does Immigration Affect Local Demand? Model and Test." (with Hendrik F. Van den Berg). Presented at a special conference in honor of Tikva Darvish Lecker titled "Immigration, Minorities and Social Exclusion," held at Bar Ilan University in Tel Aviv, Israel, in June, 2004.
17. "Reverse Regression and Salary Arbitration in Major League Baseball: A Case For Discrimination." (with King Banaian). Presented at The Second Symposium on Baseball and the American Culture in Cooperstown, NY in June, 1990.

#### **Other conference presentations**

I have presented a total of 70 papers at conferences other than the above listed ones. A bibliography of these conference presentations is available from me by request.

#### **Keynote Addresses and Key Public Lectures**

1. "The Labor Market Effects of U.S. Immigration: What is the Latest Evidence." Freeman Seminar given at the Humphrey Institute of Public Affairs, University of Minnesota, in November, 2012.
- 2 "How Does Age Distribution Affect Migration: Theory and Test of China" (co-authored with Jack W. Hou). Delivered to faculty and students at Southwestern University of Finance and Economics in Chengdu, China, in October, 2012 and to Economics and Management students and faculty at Nankai University Binhai College in Tianjin, China, in December, 2010.
3. "Migration in China since 1985: The Impacts of Labor Markets, Reforms, Hukou, and Age Distribution" (presentation of paper of same title co-authored with Jack W. Hou). Delivered at the International Symposium on the Aging Economy, held at National Cheng Kung University in Tainan, Taiwan, in November, 2009.
4. "The Great Chinese Internal Migration: Causes and Implications". Delivered at the "Sino-American Economic Relations" conference held at Nankai University Binhai College in Tianjin, China, in September, 2009.
5. "The Labor Market Effects of U.S. Immigration: What is the Latest Evidence?" Delivered at the Minnesota Economic Association conference, held in St. Paul, MN, in October, 2008.

6. "The Effects of Immigration on Area Labor Markets: Recent Evidence." Delivered at the Nebraska Economics and Business Association (NEBA) conference, held at Hastings College in Hastings, NE, in October, 2007.

7. "The Economics of Immigration." Delivered at a conference for K-12 teachers and students of Economics in Minnesota, held at the Federal Reserve Bank of Minneapolis in April, 2007.

8. "Hispanic Migration to Rural Midwestern Communities: Good or Bad for Local Labor Markets?" Delivered at the joint conference of the Norwegian Chapter of the American Studies Association (ASANOR) and the Norwegian Chapter of the Canadian Studies Association (NCCSA), held at University of Oslo, Norway, October, 2005.

9. "Where Have the Social Sciences Come in Understanding Discrimination? An Economist's Viewpoint." Presidential address delivered at the Western Social Science Association (WSSA) Conference in Reno, NV in April, 2001.

### **IZA Discussion Papers**

1. "Labor Market Discrimination and Capital Investment: The Effects of Fan Discrimination on Stadium Investment" (with Brad R. Humphreys). IZA Discussion Paper 4551.

2. "The Regulation of Migration in a Transition Economy: China's Hukou System." (with Shuming Bao, Jack W. Hou, and Yaohui Zhao). IZA Discussion Paper 4493.

3. "The Measurement of Racial Discrimination in Pay Between Job Categories: Theory and Test." (with John G. Sessions). IZA Discussion Paper 3748.

4. "Interprovincial Migration in China: The Effects of Investment and Migrant Networks." (with Shuming Bao, Jack W. Hou, and Yaohui Zhao). IZA Discussion Paper 2924.

5. "Measuring Immigration's Effects on Labor Demand: A Reexamination of the Mariel Boatlift." (with Joshua J. Lewer and Hendrik Van den Berg). IZA Discussion Paper 2919. (published in *Labour Economics*, 2008, 15(4), 560-574).

6. "The Effects of Aging on Migration in a Transition Economy: The Case of China." (with Jack W. Hou). IZA Discussion Paper 5070 (substantially revised and reissued as IZA Discussion Paper 8351)

7. "Cross-Assignment Discrimination in Pay: A Test Case of Major League Baseball" (with John G. Sessions). IZA Discussion Paper 5989.

### **External Grants Awarded**

1. Awarded a \$5,000 grant from the Initiative Foundation to help fund the 47<sup>th</sup> Annual Economic Education Winter Institute, held in February, 2009.

2. Awarded approximately \$10,000 in grants from the National Council on Economic Education (NCEE) to help fund the 45<sup>th</sup> (February, 2007) and 46<sup>th</sup> (February, 2008) Annual Economic Education Winter Institutes and teacher training workshops.

3. Awarded a grant of \$1,200 from IZA/CEPR to participate in 12<sup>th</sup> European Summer Symposium in Labor Economics (ESSLE), held in Buch/Ammersee, Germany, September, 2010.

### **Internal Grants Awarded**

1. Awarded \$6,000 in internal grants from St. Cloud State University to help fund the 45<sup>th</sup> and 46<sup>th</sup> Annual Economic Education Winter Institutes and teacher training workshops.
2. Awarded a grant of \$5,800 by St. Cloud State University to develop and teach a course titled *Contemporary Economic Problems: The Economics of Immigration* (course initially taught during second Summer session, 2007).
3. Awarded a \$6,000 Ernest Boyer Faculty Research Grant by St. Cloud State University to conduct a project titled “Where have the social sciences come in understanding racial discrimination?” This grant was used to obtain one course release during the Spring Semester of 2001 and resulted The project was completed in May, 2001.
4. Awarded a St. Cloud State University Faculty Research Grant of \$2,000 to fund a study on racial discrimination in Major League Baseball (1995-96).
5. Awarded a St. Cloud State University Faculty Research Grant of \$300 to fund a study on racial discrimination in Major League Baseball (1994-95).
6. Awarded a St. Cloud State University Faculty Research Grant of \$620 to fund a study on racial discrimination in the National Basketball Association (1992-93).
7. Awarded a St. Cloud State University Faculty Research Grant of \$200 to fund a study of restaurant tipping (1990-91).

### **Journal Refereeing Activity**

*American Economic Review*  
*Canadian Journal of Economics*  
*Labour Economics*  
*Economic Inquiry*  
*Southern Economic Journal*  
*Industrial and Labor Relations Review*  
*International Migration Review*  
*Journal of Regional Science*  
*Contemporary Economic Policy*  
*Review of Household Economics*  
*Journal of Economic Behavior and Organization*  
*Quarterly Journal of Business and Economics*  
*The Social Science Journal*  
*Journal of Sports Economics*  
*American Journal of Economics and Sociology*  
*Applied Economics*  
*Journal of Applied Social Psychology*  
*The Journal of Economics*  
*Polar Geography*  
*European Review of Agricultural Economics*

## **Courses Taught**

Economics and Democratic Citizenship  
Introduction to Economics  
Principles of Microeconomics  
Principles of Macroeconomics  
Intermediate Microeconomic Theory  
Money and Banking  
Labor Economics  
Managerial Economics (undergraduate, MBA and M.S. in Applied Economics)  
Statistics for Economists  
The Economics of Information and Uncertainty  
Senior Research Seminar  
The Economics of Immigration

## **Teaching Awards and Recognition**

1. Recipient of *Dean's Teaching Award*, Ball State University College of Business (1988).
2. Chosen by St. Cloud State University Economics students as *Economics Professor of the Year* (1990-91, 1991-92, 1993-94, 1994-95, 1995-96, and 2006-07).
3. Nominated by St. Cloud State University Student Senate for the *Excellence in Teaching Award* (1990-91).
4. Nominated by the St. Cloud State University Faculty/Staff Relations Committee for *The Distinguished Teacher Award* (1989-90 and 1990-91).
5. Nominated for the St. Cloud State University *Student Representative Assembly Teacher Recognition Award* (1996-97 and 1998-99).
6. Nominated for the University of Nebraska-Lincoln *College of Business Administration Distinguished Teaching Award* (2001-02 and 2002-03).
7. Selected by the Association of Students at University of Nebraska (ASUN) as a finalist for the *Outstanding Educator of the Year Award - Large Class Category* (2001-02 and 2002-03).
8. Selected as *Kappa Delta Educator of the Month* for March, 2002, by the Pi Chapter of Kappa Delta Sorority at University of Nebraska-Lincoln.
9. Nominated to Receive a Certificate from the *University of Nebraska-Lincoln Parent Association* and *UNL Teaching Council* for being a member of the University community who made a difference in a student's life (2002-03, 2003-04, 2004-05).
10. Featured during August, 2003, in the *Lincoln Journal Star* (Lincoln, NE) as one of Lincoln's most popular college professors.
11. Received a *Certificate of Appreciation in recognition of valuable contributions to Students of the Greek Community* at University of Nebraska (October, 2003).

12. Selected for the *Excellence in Teaching Award*, College of Business Administration, University of Nebraska (2003-04).
13. Nominated as an Outstanding Professor at University of Nebraska by the Kappa Alpha Theta Sorority (2003-04).
14. Winner of the Associated Students of University of Nebraska (ASUN) *Outstanding Educator Award – Large Class Category* (2003-04).
15. Nominated for the *Excellence in Teaching Award*, College of Business Administration, University of Nebraska (2004-05).
16. Served as Faculty Speaker at University of Nebraska-Lincoln Convocation ceremonies for the 2004-05 academic year.
17. Served as Faculty Speaker at St. Cloud State University graduate hooding ceremonies for Spring Quarter, 1997

#### **Guest Lecture Engagements or Special Events**

1. University of Minnesota, Humphrey School of Public Affairs (2012), gave Freeman lecture on the distributional effects of immigration
2. Sichuan Agricultural University, China (2012), gave lecture on U.S. higher education
3. Southwestern University of Finance and Economics, China (2012), gave lecture on my immigration research
4. Nankai University Binhai College, China (2012, 2010, 2009), gave lectures on my immigration research
5. University of Lethbridge (1991, 1994); gave seminars on my discrimination research
6. Ball State University (1992); gave seminar on my discrimination research
7. University of Iceland (1997); gave seminar on my discrimination research
8. California State University-Northridge (1999); gave seminar on my discrimination research
9. University of Hawaii-Hilo (2000); gave public lecture on the economics of discrimination
10. Linfield College (2001); gave a lecture on my research on restaurant tipping
11. Minnesota State University – Mankato (2008); gave seminar on my research on demand effects of immigration
12. Icelandic-American Association of Minnesota (2009); speaker at annual “Thorablót” dinner; gave talk on recent Icelandic immigration

#### **Memberships in Professional Associations**

American Economic Association  
 Western Economic Association International  
 Western Social Science Association  
 Chinese Economists Society