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Education

Ph.D. in Economics, University of Chicago, 1991
M.A. in Economics, University of Chicago, 1988
B.A. in Economics, Yale University, 1984, Magna Cum Laude

Current Positions

Henry Graham Professor of Economics, University of Houston, 2005 – present
Research Associate, National Bureau of Economic Research, 2009 – present
Co-editor, American Economic Review, 2020 – 2023
Society of Labor Economists, President 2024-2025
Society of Labor Economists Fellow, 2019 – present
Research Fellow, IZA, The Institute for the Study of Labor, 2003 – present
Bureau of Labor Statistics Technical Advisory Committee, 2015 – 2022
Russell Sage Foundation Journal Editorial Board, 2020 – present
Russell Sage Foundation Future of Work Advisory Committee, 2021- present

Previous Positions

Visiting Scholar, Russell Sage Foundation, Fall 2016
Associate Editor, Industrial and Labor Relations Review, 2015 – 2018
Associate Editor, American Economic Journal: Applied Economics, 2007 –2016
Social Security Administration Technical Panel on Labor Supply Projections, 2016-17
Society of Labor Economists Executive Board, 2016 – 2018
Senior Economist, Council of Economic Advisers, 2012 – 2013
Professor of Economics, University of Houston, 2002 – 2005
Economist, Federal Reserve Bank of New York, 1998 – 1999
Associate Professor, University of Houston, 1996 – 2002
Assistant Professor, University of Houston, 1991 – 1996

Journal Publications

“Coordinated Work Schedules and the Gender Wage Gap” (with German Cubas and Pedro Silos), *The Economic Journal*, Volume 133, Issue 651, April 2023.

“Work-Care Balance over the Day and the Gender Wage Gap” (with German Cubs, and Pedro Silos), *American Economic Review, Papers and Proceedings*, Vol. 111, May 2021.

“Firm Performance and the Volatility of Worker Earnings” (with Kristin McCue, Holly Monti, and Brooks Pierce), *Journal of Labor Economics*, Vol. 36 No. S1, January 2018.

Updated: January 2025

- “Trends in Earnings Inequality and Earnings Instability among Couples” (with Kristin McCue and Dmytro Hryshko), *Labour Economics*, Vol. 48, August 2017.
- “Specialization Then and Now: Marriage, Children, and the Gender Earnings Gap,” (with Kristin McCue), *Journal of Economic Perspectives*, Vol. 31 No. 1, Winter 2017.
- “Evolution of the Marriage Earnings Gap for Women,” (with Kristin McCue), *American Economic Review, Papers and Proceedings*, Vol. 106 No. 5, May 2016.
- “Selection and Specialization in the Evolution of Marriage Earnings Gaps,” (with Kristin McCue), *RSF: The Russell Sage Journal of the Social Sciences*, Vol. 2 No. 4, 2016.
- “Men, Women, and Machines: The Impact of Trade on Gender Inequality,” (with Gergely Ujhelyi and Carolina Villegas-Sanchez), *Journal of Development Economics*, Vol. 106, January 2014.
- “Trade Liberalization and Gender Inequality,” (with Gergely Ujhelyi and Carolina Villegas-Sanchez), *American Economic Review, Papers and Proceedings*, Vol. 103 No. 3, May 2013.
- “Did Trade Liberalization Help Women? The Case of Mexico in the 1990s,” (with Jim Airola, Ernesto Aguayo, and Carolina Villegas-Sanchez), *Research in Labor Economics* 38, December 2013 (chosen Outstanding Author Contribution for 2013).
- “HIV and Fertility in Africa: First Evidence from Population Based Surveys,” (with Sebnem Kalemli-Ozcan and Belgi Turan), *Journal of Population Economics*, Vol. 26(3), July 2013.
- “Recent Trends in Earnings Volatility: Evidence from Survey and Administrative Data,” (with Sule Celik, Kristin McCue, and Jesse Thompson), *The B.E. Journal of Economic Analysis & Policy*, Vol. 12, No. 2, June 2012.
- “Wage Inequality in Post-Reform Mexico,” (with Jim Airola), *Journal of Income Distribution*, Vol. 17, No. 1, March 2008.
- “Changes in Labor Force Participation in the United States,” (with Simon Potter), *Journal of Economic Perspectives*, Vol. 20 No.3, Summer 2006.
- “Technical Change and the Demand for Skills during the Second Industrial Revolution: Evidence from the Merchant Marine, 1891-1912,” (with Aimee Chin and Peter Thompson), *Review of Economics and Statistics*, Vol. 88, August 2006.
- "The Expansion of College Education in the U.S. 1940-1990: Is There Evidence of Declining Cohort Quality?" (with Dae Il Kim and Francis Vella), *Economic Inquiry*, Vol. 43 No.2, April 2005.
- “Labor Market Dropouts and Trends in Wages of Black and White Men,” *Industrial and Labor Relations Review*, 56 (July 2003).
- “Current Unemployment, Historically Contemplated” (with Kevin M. Murphy and Robert H. Topel), *Brookings Papers on Economic Activity* 1 (2002).
- “Employment of Women and Demand-Side Forces,” (with Donna Ginther) in *Research in Labor Economics: vol. 20*, Solomon Polachek, ed. (JAI Press, 2001).

- “Markov Switching in Disaggregate Unemployment Rates,” (with Marcelle Chauvet and Simon Potter), *Empirical Economics: Special Issue on Advances in Regime-Switching Models*, 27(2), 2002.
- “The Rise of Female Professionals: Are Women Responding to Skill Demand?” (with Sandra Black), *American Economic Review*, Papers and Proceedings, Vol. 90 No. 2, May 2000.
- “Wage Inequality and Demand for Skill: Lessons from Five Decades,” *Industrial Labor Relations Review*, 52 (April 1999).
- “The Effects of Rising Female Labor Supply on Male Wages,” (with Dae Il Kim), *Journal of Labor Economics*, 17 (January 1999).
- “Wage Inequality and Family Labor Supply,” (with Kevin M. Murphy), *Journal of Labor Economics*, 15 (January 1997).
- “Wage Inequality and the Rise in Returns to Skill,” (with Kevin M. Murphy and Brooks Pierce), *Journal of Political Economy*, 101 (June, 1993).
- “Wage Inequality and Family Labor Supply,” (with Kevin M. Murphy), *Industrial Relations Research Association 44th Annual Proceedings*, (1993).
- “The Decline in Male Labor Market Participation: The Role of Declining Market Opportunities,” *Quarterly Journal of Economics*, 107 (February, 1992).
- “Unemployment, Non-employment, and Wages: Why Has the Natural Rate Increased Through Time?” (with Kevin Murphy and Robert Topel), *Brookings Papers on Economic Activity* 2 (1991).

Book Chapters and Other Publications

- “Does Reducing College Costs Improve Educational Outcomes for Undocumented Immigrants? Evidence from State Laws Permitting Undocumented Immigrants to Pay In-State Tuition at State Colleges and Universities,” (with Aimee Chin). In Latinos in the Economy: Integration and Impact in Schools, Labor Markets, and Beyond, (Springer, 2011).
- “Black-White Employment Differential in a Tight Labor Market,” in *Black Employment in a Tight Labor Market*, William Rodgers and Robert Cherry, eds. (Russell Sage, 1999).
- “Explaining the Recent Divergence in Payroll and Household Employment Growth,” (with Simon Potter), *Current Issues*, Federal Reserve Bank of New York, Vol.5 No.16, December 1999.
- “Relative Wage Trends, Women's Work, and Family Income,” *AEI Studies on Understanding Economic Inequality*, (American Enterprise Institute, 1996).
- “Inequality in Labor Market Outcomes,” (with Kevin M. Murphy) *Economic Policy Review*, Federal Reserve Bank of New York, (January 1995).
- “Relative Wages and Skill Demand 1940-1990,” (with Kevin M. Murphy) in *Labor Markets, Employment Policy and Job Creation*, Alec Levenson and Lewis Solmon, eds. (Westview Press, 1994).

“Accounting for the Slowdown in Black White Wage Convergence,” (with Kevin M. Murphy and Brooks Pierce), in *Workers and Their Wages: Changing Patterns in the U.S.*, (American Enterprise Institute, 1991).

Working Papers and Works in Progress

“The Gender Gap in the Market for Superstars: Evidence from the NYT Best Sellers List” (with Yona Rubinstein, Angelo dos Santos, and Jordan Holbrook), draft coming soon.

“Task Requirements, Time Requirements, and the Gender Gap in Jobs and Pay” (with Yona Rubinstein), Working paper, November 2023.

“Firm-level Shocks and the Volatility of Worker Earnings within Megafirms” (with Kristin McCue, Brooks Pierce, and Kathryn Shaw), Working paper, October 2018.

“The Quantity-Quality Tradeoff and the Formation of Cognitive and Non-Cognitive Skills,” (with Yona Rubinstein and Andy Zuppann), NBER Working Paper No. 21824, December 2015.

Professional Activities

Society of Labor Economists, Program Committee, 2015, 2016, 2017, 2018, 2019

Society of Labor Economists, Nominating Committee Mincer Prize, 2015

National Science Foundation, Economics Review Panel, 2007 - 2009

CSWEP CeMENT Mentoring Workshop, Mentor, 2008

Referee: Quarterly Journal of Economics, Journal of Political Economy, Journal of Labor Economics, Journal of Human Resources, Review of Economics and Statistics, Econometrica, Economic Journal, Industrial and Labor Relations Review, Journal of Business and Statistics, National Science Foundation

Awards, Fellowships and Grants

Visiting Scholar, Russell Sage Foundation, “Who Needs Kids? Family, Workforce and the Future,” Fall 2016.

NBER-SSA Retirement Research Center Grant, “Workplace Characteristics and Employment of Older Workers” (with Kristin McCue), 2011-2012.

NBER-SSA Retirement Research Center Grant, “Marriage, Employment, and Inequality of Women’s Lifetime Earned Income” (with Kristin McCue), 2010-2011.

NBER-SSA Retirement Research Center Grant, “Selection and Specialization in the Evolution of Couples Earnings” (with Kristin McCue), 2009-2010.

NBER-SSA Retirement Research Center Grant, “The Declining Value of Marriage as Insurance: Have Patterns of Marital Sorting Changed over Time?” (with Kristin McCue), 2008-2009.

NBER-SSA Retirement Research Center Grant, “Interactions in the Labor Market Behavior of Couples of the Life Course,” (with Simon Potter), 2007-2008.

NBER-SSA Retirement Research Center Grant, “Interactions in Labor Market Behavior between Husbands and Wives,” (with Simon Potter), 2006-2007.

Rice University Baker Institute U.S.-Mexico Border Project, 2004-2006

The Galler Prize for Outstanding Dissertation in the Social Sciences, University of Chicago, May, 1992

Bradley Foundation Fellowship, The Bradley Foundation, University of Chicago, 1990-91

CIC Minorities Fellowship, University of Chicago, 1986-90

Invited Presentations

Queens University (2024), Penn State University (2024), University of California Santa Cruz (2024), Boston College (2024), Brussels School of Economics and Management (2023), University of Kentucky (2023), Vancouver School of Economics (2023), Kellogg School of Management (2023), Colmex (2023), University College London (2023), University of Zurich (2023), University of Illinois (2023), Wharton (2023), UNC-Charlotte (2023), University of Pennsylvania (2023), Grad Center CUNY (2023), Bureau of Labor Statistics (2022), Grinnell College (2022), University of California San Diego (2022), Columbia University (2022), UCLA (2022), University of Cambridge (2022), William and Mary (2021), Boston University (2021), National University of Singapore (2021), University of Chicago (2020), Iowa State (2020), SUNY Stonybrook (2019), University of Oklahoma (2018), Census Bureau (2018), Johns Hopkins Carey School of Business (2017), George Mason (2018), CEPR Labor Disparities Conference (2017), Syracuse University (2016), CUNY- Queens (2016), CUNY Graduate Center (2016), Rutgers University (2016), Nordic Summer Institute Keynote (2016), Bureau of Labor Statistics (2015), Columbia University (2015), University of Colorado Denver (2015), Shanghai University of Finance and Economics (2015), Occidental College (2014), Washington University at St. Louis (2014), University of Illinois-Chicago (2013), Northern-Illinois University (2013), University of Maryland (2013), London School of Economics (2011), University of Warwick (2011), IADB (2011), University of California Los Angeles (2011), Dalhousie University (2011), Virginia Tech University (2009), Bureau of Labor Statistics (2009), University Autonoma de Nuevo Leon (2008), University of Texas Austin (2008), Princeton University (2007, 1997), Brown University (2007), University of Texas Arlington (2006), Texas A&M University (2004, 1998), German Institute for Economic Research- DIW Berlin (2004), Institute for the Study of Labor- IZA (2004), Cornell University (2004), Korea Labor Institute (2003), Korea Development Institute (2003), University of British Columbia (2001), University of Paris-II (2001), Australian National University (2000), University of Sydney, Australia (2000), University of Melbourne, Australia (2000), University of Adelaide, Australia (2000), Bureau of Labor Statistics (2000), University of Texas, Austin, (2000, 1992), University of California, Los Angeles (2000), University of Maryland (1999), Ohio State University (1999), Russell Sage Conference (1998), Hunter College (1998), Carnegie Mellon University (1997), University of Wisconsin (1997), International Monetary Fund (1996), Vanderbilt University (1992), American Enterprise Institute Conference on Wages (1989)

Conference Presentations

NBER Labor Studies Meeting 2022, 2018, 2015, 2013, 2004, 2002, 1999, 1997, 1995, 1990, 1989
Society of Labor Economists Meetings 2022, 2019, 2018, 2016, 2013, 2012, 2011, 2010, 2009, 2008, 2007, 2004, 2003, 1996
American Economic Association Meetings 2021, 2016, 2015, 2012, 2011, 2010, 2009, 2006, 2000, 1998, 1997, 1995, 1994, 1992
Brookings Panel on Economic Activity, April 2002

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Other Service Activities

Department: Executive Committee, Recruiting Committee

University: University Promotion and Tenure Committee, College Promotion and Tenure Committee, Foundation of Excellence Steering Committee, Research Council, UH ADVANCE grant writing team, UH Advance Advocate

Community: Da Camera Society of Houston, Inprint Board, Teach for America Advisory Board, The Menil Foundation (Finance Committee), Institute for Women, Gender, and Sexuality UH steering committee