

# Jed DeVaro

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Papers on SSRN: <http://ssrn.com/author=389873>

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Personal website: [jeddevaro.com](http://jeddevaro.com)

## CURRENT POSITIONS

The Wang Family Professor, College of Business and Economics, California State University East Bay, 2008-present

Professor of Economics, College of Business and Economics, California State University East Bay, 2011-present

Professor of Management, College of Business and Economics, California State University East Bay, 2011-present

Research Fellow, IZA Institute of Labor Economics (Bonn, Germany), 2024-present

Research Fellow, Institute for Compensation Studies, Cornell University, 2010-present

Senior Fellow, ETIA Economic Research Center, Helsinki, Finland, 2013-present

## PREVIOUS POSITIONS

Chair, Department of Economics, College of Business and Economics, California State University East Bay, 2012-2020

Associate Professor of Economics, College of Business and Economics, California State University East Bay, 2008-2011

Associate Professor of Management, College of Business and Economics, California

FIELDS OF

“User Motivation and the Effects of Multitasking: An Analysis of an Online Q&A Forum”, *Information Economics and Policy*, 42, March 2018, 565.

(with Julia Kretz, Lisa Wagner, and Ran Wolf)

“Advertising and Labor Market Matching: A Tour Through the Times”,

*Journal of Labor Economics* 36(1), January 2018, 253-307. (with Oliver Grtler)

(with Oliver Grtler)

“Internal Promotion and External Recruitment: A Theoretical and Empirical Analysis”  
*Journal of Labor Economics*, 31(2), April 2013, 227-269. (with Hodaka Morita)

“The Signaling Role of Promotions: Further Theory and Empirical Evidence”  
*Journal of Labor Economics*, 30(1), January 2012, 11-147. (with Michael Waldman)

“Mediation Remediation” *Strategic Organization*, 9(4), November 2011, 336-348.  
Republished in the 2013 “SO! Methods Collection” virtual special edition.

“Two Perspectives on Multiskilling and Product Market Volatility”  
*Labour Economics*, 18, 2011, 862-871. (with Martin Farnham)

“Gender Bias in Power Relationships: Evidence from Police Traffic Stops”  
*Applied Economics*, 43(29), 2011, 4464-4485.  
(with Garrick Blalock, Stephanie Leventhal, and Daniel H. Simon).

“An Empirical Analysis of Risk, Incentives, and Delegation of Worker Authority”  
*Industrial and Labor Relations Review*, 63(4), July 2010, 636-657.  
(with Fidan Ana Kurtulus)

“A Theoretical Analysis of Relational Job Design and Compensation”  
*Journal of Organizational Behavior*, 31(23), 2010, 2793-301. nsv-2 (ho)20 (r)-2 (ve)4 (s)9 [(L)-417T

“Do the Best Companies to Work for Provide Better Customer Satisfaction?” *Managerial and Decision Economics*, Vol. 27, 2006, 117. (with Daniel Simon)

“Teams, Autonomy, and the Financial Performance of Firms” *Industrial Relations*, 45(2), April 2006, 217-269.

“Employer Recruitment Strategies and the Labor Market Outcomes of New Hires” *Economic Inquiry*, 43(2) April 2005, 263-282.

## WORK IN PROGRESS

“Work Schedules”

“Endogenous Worker Mobility Within and Across Firms”  
(with Oliver G. Hartl, Antti Kauhanen, and Joseph Kuehn)

“Productivity, Turnover, and the Labor Market Outcomes of New Hires”

“The Role of Turnover in the Labor Market Outcomes of New Hires”

“Internal Hiring or External Recruitment?: The efficacy of internal or external hiring hinges on other policies that a firm uses simultaneously.” *IZA World of Labor* 2015.

“In Sickness and in Health: Skipping Work Under the Cover of Law” *Compensation and Benefits Review* 47(3), 2015, 121-26.

“Stealing Wages from Immigrants” *Compensation and Benefits Review* 46(2), March/April 2014, 96-102.

Book Review for: van Wanrooy, Brigid; Bewley, Helen; Bryson, Alex; Forth, John; Freeth, Stephanie; Stokes, Lucy; Wood, Stephen. *Employment Relations in the Shadow of Recession: The 2011 Workplace Employment Relations Study: First Findings*, Palgrave Macmillan: London. Published in *Personnel Review*, 43(3), 483-485. (2014)

“Multiskilling” in *Wiley Encyclopedia of Management*, 3<sup>rd</sup> edition, Volume 5 Human Resource Management, 2013. (with Hodaka Morita)

“Geographic Adjustment of Wage Indices Used in Medicare Payments: Evaluation of IOM Recommendations” Burlingame, CA: Acumen, LLC. 2012. (with Thomas MaCurdy, Jason Shafrin, Thomas DeLeire, Avni Shah, and David Pham)

“Geographic Adjustment of Medicare Physician Payments: Evaluation of IOM Recommendations.” Burlingame, CA: Acumen, LLC. 2012. (with Thomas MaCurdy, Jason Shafrin, Thomas DeLeire, Mallory Bounds, David Pham, and Arthur Chia)

“Teams, Autonomy, and the Financial Performance of Firms: New Evidence from Panel Data.” *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol. 12, 2011, 63-85.

“The Case for Capitalism: A Comment on Jaroslav Vanek’s ‘Capitalism, Economic Democracy and Ecological Destruction of our Planet’” *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol. 12, 2011, 299-306. (with Adrian Stoian)

“What Types of Organizations Benefit from Team Production, and How Do They Benefit?” *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Vol. 9, 2006, 35-6. (with Fidan Ana Kurtulus)

Book Review for: Garibaldi, Pietro. *Personnel Economics in Imperfect Labour Markets*, *Industrial and Labor Relations Review*, Vol. 60, No. 1, October 2006.

Book Review for: Rosen, Sherwin, *Markets and Diversity*, *Labor History*, Vol. 45, No. 4, November 2004, 553-60.

“The Effect of Employer Recruitment Strategies on Placements and Match Quality” Stanford Institute for Economic Policy Research (SIEPR) Discussion Paper ~~16~~, 01-2001.

“Errors in Variables and Lending Discrimination” *Federal Reserve Bank of Richmond Economic Quarterly*, 81(3), Summer 1995, ~~132~~. (with Jeffrey Lacker)

“Was the Disinflation of the Early 1980s Anticipated?” *Federal Reserve Bank of Richmond Economic Quarterly*, Fall 1995, 4160. (with Michael Dotsey)

## EXTERNAL FUNDING

“Promotions, Wages, and External Mobility Across Firms” Academy of Finland and Research Institute of the Finnish Economy, (with Rita Asplund, Oliver ~~16~~, Antti Kauhanen, Mika Maliranta, Theodore Papageorgiou, ~~11~~ Malmari), 2017-2021 (\$537,136)

“Career and Wage Dynamics Within and Between Firms” Academy of Finland and Research Institute of the Finnish Economy (with Rita Asplund, Antti Kauhanen, and Takao Kato), 2012-2016 (\$732,057)

Center for Social Impact Research Grant (University of New South Wales), 2015-2016 (\$10,000)

J. Robert Beyster Research Fellowship (Rutgers University), 2011-2012 (\$10,000)

## SELECTED PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Expert Witness, Howard & Howard, 2020-2022

Expert Witness, Law Offices of Wade J. Chernick (Encino, CA), ~~2000-16~~

Consultant for Acumen, LLC (2012-2012)

Program evaluation for California Science and Technology Fellowship (2011-2015)

Member of Academy of Management, American Economic Association, European

Economic Association, European Finance Association, Society of Labor

Economists, Royal Economic Society, Western Economic Association

International

## HONORS AND AWARDS

Best Paper Award, *Industrial and Labor Relations Review*, 2018

Provost’s Award for Outstanding Tenured Researcher, CSUEB, ~~2011-15~~

J. Robert Beyster Research Fellowship (Rutgers University), 2011

Marvin Remmich Outstanding Faculty Award for Research, ~~2010-11~~

The Wang Family Endowed Chair (inaugural holder), ~~2008~~ present

Kapnick Foundation Dissertation Fellowship, ~~2000-01~~

Distinction in Economics, Swarthmore College, 1994

## TEACHING

MGMT 612 Strategic Compensation and Reward Systems (MBA)  
MGMT 610 Strategic Human Resources Management (MBA)  
MGMT 6615 Strategic Compensation, Incentives, and Productivity (MBA)  
MGMT 6612 Strategic Human Resources Frameworks for General Managers (MBA)  
MGMT 4615 Compensation and Benefits (undergraduate)  
MGMT 3610 Human Resources Management (undergraduate)  
MGMT 406 Compensation and Reward Systems (undergraduate)  
MGMT 312 Human Resources Management (undergraduate)  
ECON 606 Managerial Economics (MBA)  
ECON 6680 Labor Economics (MA)  
ECON 6520 Industrial Organization (MA)  
ECON 6215 Economics for Managers in a Global Economy (MBA)  
ECON 6102 Graduate Microeconomic Theory I (MA)  
ECON 6101 Graduate Microeconomic Theory I (MA)  
ECON 4895 Senior Research (undergraduate)  
ECON 4895 Workshop in Economic Research (undergraduate)  
ECON 380 / ECON 355 Managerial Economics and Business Strategy (undergraduate)

Bachelor Seminar: Compensation, Incentives, and Productivity (undergraduate)

ILRLE 940/ECON 784 Workshop in Labor Economics (PhD)  
ILRLE 746/ECON 743 Graduate Labor Economics II (PhD)  
ILRLE 745/ECON 742 Graduate Labor Economics I (PhD)  
ILRLE 543 Compensation and Workplace Economics (MA)  
ILRLE 443/ECON 443 Compensation, Incentives, and Productivity (undergraduate)  
ILRLE 440/ECON 341 Labor Market Analysis (undergraduate)  
ILRLE 240 Labor Economics (undergraduate)

## PhD DISSERTATION COMMITTEES

Hugh Cassidy (Economics, University of Western Ontario, 2013)  
Henri Fraisse (Economics, Cornell University, 2009)  
R. Kaj Gittings (Economics, Cornell University, 2009) *principal advisor*  
Katrín Ólafsdóttir (Economics, Cornell University, 2009)  
Leopold Sarr (Economics, Cornell University, in progress)  
Daniel Maeng (Policy Analysis and Management, Cornell University, 2007)  
Fidan Ana Kurtulus (Economics, Cornell University, 2007)  
Dana Samuelson (Economics, Cornell University, 2005) *principal advisor*

## EDITORIAL





LERA/AEA/ASSA Annual Meeting (San Diego, CA, January 2020)  
 WEAI Annual Meeting (San Francisco, CA, June 2019)  
 Society of Labor Economists Annual Meeting (Arlington, VA, May 2019) Poster session  
 Academy of Business Research (New Orleans, LA, March 2019)  
 ASSA Annual Meeting (Atlanta, GA, January 2019)  
 ASSA Annual Meeting (Philadelphia, PA, January 2018) Poster session  
 Academy of Business Research (Atlantic City, NJ, September 2017)  
 WEAI Annual Meeting (San Diego, CA, June 2017)  
 International Economic Association World Congress (Mexico City, Mexico, June 2017)  
 LERA 69<sup>th</sup> Annual Meeting (Anaheim, CA, June 2017)  
 Society of Labor Economists Annual Meeting (Raleigh, NC, May 2017)  
 Pan Pacific Business Research Conference (Pomona, CA, February 2017)  
 WEAI Annual Meeting (Portland, OR, July 2016)  
 Tournaments/Promotions Conference, Hitotsubashi University (Tokyo, Japan, July 2015)  
 LERA 67<sup>th</sup> Annual Meeting (Pittsburgh, PA, May 2015)  
 International Industrial Organization Conference (Boston, MA, April 2015)  
 LERA 66<sup>th</sup> Annual Meeting (Portland, OR, June 2014)  
 Society of Labor Economists Annual Meeting (Arlington, VA, May 2014)  
 Finance, Organizations and Markets Conference (USC, Los Angeles, December 2013)  
 WEAI Annual Meeting (Seattle, WA, June 2013)  
 Society of Labor Economists Annual Meeting (Boston, MA, May 2013)  
 Conference on Tournaments, Contests and Relative Performance Evaluation (Fresno, CA, March 2013)  
 Academy of Management Annual Meeting Symposium (Boston, MA, August 2012)  
 WEAI Annual Meeting (San Francisco, CA, June 2012)  
 Society of Labor Economists Annual Meeting (Chicago, IL, May 2012)  
 WEAI Annual Meeting (San Diego, CA, June 2011)  
 Society of Labor Economists Annual Meeting (Vancouver, B.C., Canada, April 2011)  
 Financial Management Association Annual Meeting (New York, NY, October 2010)  
 WEAI Annual Meeting (Vancouver, B.C., Canada, July 2009)  
 Society of Labor Economists Annual Meeting (Boston, MA, May 2009)  
 Conference on Tournaments, Contests, and Relative Performance Evaluation; North Carolina State University College of Management (Raleigh, NC, March 2008)  
 AEA/ASSA Annual Meeting (New Orleans, LA, January 2008)  
 Society of Labor Economists Annual Meeting (Chicago, IL, May 2007)  
 Society of Labor Economists Annual Meeting (Boston, MA, May 2006)  
 Society of Labor Economists Annual Meeting (San Francisco, CA, June 2005)  
 AEA/ASSA Annual Meeting (Poster STw -28.86 (onom)-25ty yl-6 (y)-let78 (c)4 (a)4 (t)-2d(l)-2 (a)4



Georgia State University (Atlanta, GA, January 2008)  
University of Victoria (Victoria, British Columbia, Canada, January 2008)  
University of Minnesota, Carlson School of Management, (Minneapolis, MN, Dec. 2007)  
U.S. Coast Guard Academy (New London, CT, November 2007)  
California State University, Long Beach (Long Beach, CA, November 2007)  
University of Cincinnati (Cincinnati, OH, November 2007)  
TransPacific Labor Seminar (Santa Barbara, CA, March 2007)  
University of Illinois (Urbana-Champaign, IL, November 2006)

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