

## CURRICULUM VITAE

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Frances Perkins Professor of Industrial and Labor Relations and Professor of Economics  
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### Educational Background:

Ph.D. (Economics), Harvard University, 1975  
M.A. (Economics), Harvard University, 1969  
B.S. (Industrial and Labor Relations), Cornell University, 1966

### Current Positions:

July 2011 – Professor of Economics, Cornell University

August 1994 - Frances Perkins Professor of Industrial and Labor Relations, School of Industrial and Labor Relations, Cornell University.

July 1988 - Research Associate, National Bureau of Economic Research, Inc., Cambridge, Massachusetts.

April 2001- Research Fellow, Center for Economic Studies/Ifo Institute for Economic Research (CESifo), Munich, Germany.

April 2004- Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany.

April 2018 Research Fellow, German Institute for Economic Research (DIW), Berlin, Germany.

October 2006- Affiliate, Center for the Study of Poverty and Inequality, Stanford University.

August 2009- Research Fellow, Institute for Compensation Studies, Cornell University

### Professional Offices and Selected Committees:

Member, Advisory Board, Association for Mentoring and Inclusion in Economics (AMIE), 2021-

Member, Committee on National Statistics (CNSTAT), National Research Council, the National Academies, 2015-2018

Chair, National Academy of Sciences Panel on the “Economic and Fiscal Consequences of Immigration;”  
December 2013-September 2016

Society of Labor Economists: President 2006, Past-President 2007, First Vice-President 2005, Second  
Vice-President 2004; Executive Board, 2004-2008; Chair, Program Committee, 1997; Member, Program  
Committee, 2010; Member, Selection Committee Sherwin Rosen Prize, 2016

American Economic Association: Vice President, 1993-1994; Chair, Committee on the Status of Women  
in the Economics Profession, 2003-06; member, Committee on the Status of Women in the Economics  
Profession, 1972-75; member, Program Committee, 1994; Member, Selection Committee CSWEP  
Carolyn Shaw Bell Award, 2015, 2016, 2017

IZA: Member, Selection Committee IZA Prize in labor economics, 2016-

American Academy of Political and Social Science: member, Board of Directors, 2007-2014

Russell Sage Foundation, member, Future of Work Advisory Committee, 2005-2012

Member, National Longitudinal Surveys-Technical Review Committee, April 2001-April 2003.

Labor and Employment Relations Association (formerly, Industrial Relations Research Association),  
President, 1997; Executive Board, 1987-89; Program Committee, 1989-92; Working Group on  
Publications, 1988-90; Liaison Committee with the American Economic Association on the Program,  
1988-90; Research Volume Selection Committee, 1987-89

Midwest Economics Association: President, 1991-1992; Vice President, 1983-84; Executive Board, 1990-  
1993, Nominating Committee, 1984 and 1986

Member, National Academy of Sciences Panel on Pay Equity Research, 1985-1989.

Member, National Academy of Sciences Panel on Technology and Women's Employment, 1983-1986.

### **Editorships and Editorial Boards:**

January 2020 to present, Advisory Board, *Labour Economics*.

July 2011 to present, International Editorial Board of *Industrial and Labor Relations Review (ILRR)*

July 2011 to present, Editorial Advisory Board, *Research in Labor Economics*

July 2009 to present, Editorial Board, *Journal of Labor Research*

December 2006 to present, Editorial Advisory Board, *The Annals (Journal of the American Academy of  
Political and Social Science)*

April 2006 to December 2019, Associate Editor, *Labour Economics*.

August 2006 to 2012, Editorial Board, *Journal of Labor Economics*

January 1998 to April 2002 - Board of Editors, *American Economic Review*

February 2001 to January 2004 – Advisory Board, *Journal of Economic Perspectives*.

February 1994 to January 2001 - Associate Editor, *Journal of Economic Perspectives*.

April 1996 to present - Advisory Board, *Journal of Labor Abstracts*.

May 1992 to June 1995 - (co-)Editor, *Journal of Labor Economics*.

**Other Editorial Boards:** *Industrial Relations* (1989-1996), *Feminist Economics* (1994-present); *Signs: Journal of Women in Culture and Society* (1979-present); *Women and Work* (1983-1995); *Social Science Quarterly* (1978-1994).

### Professional Honors

(with Lawrence M. Kahn, Matthew Comey, Amanda Eng, Pamela Meyerhofer, Alexander Willen), "Culture and Gender Allocation of Tasks: Source Country Characteristics, Housework, and Childcare Division of Labor among US Immigrants," *Review of Economics of the Household* 18 (December 2020): 907-958. Received IPUMS research award for best contribution to published research using IPUMS Time Use Data, 2020.

Distinguished Fellow of the American Economic Association, 2018.

Jacob Mincer Award for a Lifetime Contributions to the Field of Labor Economics by the Society of Labor Economists (SOLE), 2017.

Judge William B. Groat Alumni Award, ILR School, Cornell University, 2017

The IZA Prize in labor economics, awarded by the Institute for the Study of Labor (IZA) in Bonn Germany for outstanding academic achievement in the field of labor economics, 2010.

Academic Fellow, Labor and Employment Relations Association, named in 2009 (Inaugural Fellow).

Fellow, American Academy of Political and Social Science, named in 2005.

Fellow, Society of Labor Economists, named in 2003 (Founding Fellow).

(with Lawrence Kahn), *At Home and Abroad: US Labor Market Performance in International Perspective*, Received Richard A. Lester Prize for the Outstanding Book in Labor Economics and Industrial Relations published in 2002 (Industrial Relations Section, Princeton University); selected as an outstanding scholarly book for 2002 by *Choice Magazine*.

The Carolyn Shaw Bell Award, Awarded by the American Economic Association Committee on the Status of Women in the Economics Profession (CSWEP) for furthering the status of women in the economics profession, 2001.

(with Ronald Ehrenberg), Co-edited book, *Gender and Family issues in the Workplace*, listed in *Noteworthy Books in Industrial Relations and Labor Economics*, 1997, Industrial Relations Section Princeton University.

(with Lawrence M. Kahn), Honorable mention, 1996, Minnesota Award awarded by the University of Minnesota for the best article during the past two years on the role of institutions in the labor market.

Included in *Who's Who in Economics: A Biographical Dictionary of Major Economists 1700 to 1995* (3<sup>rd</sup> edition), edited by Simon James and Mark Blaug, Cheltenham, UK: Edward Elgar, 1999; and *Who's Who in Economics: 1990 to 2000* (4<sup>th</sup> ed.), edited by Blaug and Vane, Cheltenham, UK: Edward Elgar, 2003.

Listed in *Who's Who in America*, *Who's Who of America Women*, *American Men and Women of Science: Social and Behavioral Sciences*, *Dictionary of International Biography*, *Who's Who in the Midwest*, *Contemporary Authors*, *The Writers Directory*, *Who's Who of Emerging Leaders in America*, *World Who's Who of Women*.

Burlington Northern Faculty Achievement Award for outstanding teaching and research, campus-wide award, University of Illinois, 1993.

Included in "An Incomplete List of Teachers Rated as Excellent by Their Students," University of Illinois, fifteen times.

Named best graduate instructor in the Economics Department, University of Illinois at Urbana-Champaign, during 1981 (small class size category).

Named "Best Faculty Teacher" in undergraduate instruction, Department of Economics, University of Illinois, 1976.

Kinkead Research Fellowship, University of Illinois at Urbana-Champaign, 1991-2 and 1992-3.

Daniel Alpern Award, 1966; Irving M. Ives Award, 1964, 1965, School of Industrial Relations, Cornell University.

Phi Kappa Phi Scholastic Honorary Society; Pi Gamma Mu, Social Science Honorary Society; Pi Delta Epsilon, Journalism Honorary Society.

**Previous Positions:**

August 2011 – August 2014 Research Professor, German Institute for Economic Research (DIW), Berlin, Germany.

September 2005-June 2006 – Visiting Fellow, Department of Economics, Princeton University.

July 1995 – January 2005 - Director, Institute for Labor Market Policies, School of Industrial and Labor Relations, Cornell University.

July 1995 – July 2001 - Research Director, School of Industrial and Labor Relations, Cornell University.

August 1996 - 2003 -Faculty Affiliate, Cornell Employment and Family Careers Institute, Cornell University.

October 1997 – June 2001 - Research Associate, Canadian International Labour Network (CILN).

September 1999 to July 2000 – Visiting Scholar, Russell Sage Foundation, New York, New York.

August 1983 to August 1994 - Professor of Economics and Labor and Industrial Relations, University of Illinois at Urbana-Champaign.

June-August 1993 - Visiting Fellow, The Australian National University, Canberra Australia.

Fall 1988 - Associate, Center for Advanced Study, University of Illinois at Urbana-Champaign.

August 1978 to August 1983 - Associate Professor of Economics and Labor and Industrial Relations, University of Illinois at Urbana-Champaign.

August 1975 to August 1978 - Assistant Professor of Economics and Labor and Industrial Relations, University of Illinois at Urbana-Champaign.

September 1974 to August 1975 - Research Associate, Center for Human Resource Research, Ohio State University.

September 1971 to June 1974 - Instructor in Economics, Trinity College, Hartford, Conn.

Spring Term, 1971 - Visiting Lecturer, Yale University.

## PUBLICATIONS

### **Books and Monographs:**

(with Anne E. Winkler), *The Economics of Women, Men, and Work*, Oxford University Press, 9<sup>th</sup> ed., 2022  
<https://global.oup.com/academic/product/the-economics-of-women-men-and-work-9780197606148?cc=us&lang=en&>

(with Anne E. Winkler), *The Economics of Women, Men, and Work*, Oxford University Press, 8<sup>th</sup> ed., 2018  
<https://global.oup.com/academic/product/the-economics-of-women-men-and-work-9780190620851?cc=us&lang=en&> .

(edited with Christopher Mackie), *The Economic and Fiscal Consequences of Immigration* (National Academies Press, 2017), available at <https://www.nap.edu/catalog/23550/the-economic-and-fiscal-consequences-of-immigration> .

Francine D. Blau, *Gender, Inequality, and Wages* (collection of my writings, (edited by Anne Gielen and Klaus F. Zimmermann), Oxford University Press 2012).

(with Marianne A. Ferber and Anne E. Winkler), *The Economics of Women, Men, and Work*, Upper Saddle River, NJ: Prentice-Hall, 3<sup>rd</sup> ed. 1998, 4<sup>th</sup> ed. 2002, 5<sup>th</sup> ed. 2006, 6<sup>th</sup> ed. 2010, 7<sup>th</sup> ed. 2014.

(edited with Mary C. Brinton and David B. Grusky), *The Declining Significance of Gender?* (New York: Russell Sage Foundation 2006).

(with Lawrence M. Kahn) *At Home and Abroad: US Labor Market Performance in International Perspective* (New York, Russell Sage Foundation, 2002). Received Richard A. Lester Prize for the Outstanding Book in Labor Economics and Industrial Relations published in 2002 (Industrial Relations Section, Princeton University); listed as Outstanding Academic Title for 2002 by *Choice* Magazine.

(with Marianne A. Ferber), *The Economics of Women, Men, and Work*, Englewood Cliffs, NJ: Prentice-Hall, 1<sup>st</sup> ed. 1986; 2<sup>nd</sup> ed. 1992.

(edited with Ronald G. Ehrenberg), *Gender and Family Issues in the Workplace*, New York: Russell Sage Foundation, 1997. Notable Book in Labor Economics and Industrial (Industrial Relations Section, Princeton University).

(with Lawrence M. Kahn), *Wage Inequality: International Comparisons of Its Sources*, Washington, DC: American Enterprise Institute Press, 1996.

*Equal Pay in the Office*, Lexington, Mass.: Lexington Books, 1977, 158 pp.

(with Adele Simmons, Ann Freedman and Margaret Dunkle), *Exploitation from 9 to 5: Report of the Twentieth Century Fund Task Force on Women and Employment*, Lexington, Mass.: Lexington Books, 1975, 200 pp.

### **Articles, Chapters and Proceedings:**

(with Lawrence M. Kahn, Nikolai Boboshko, and Matthew L. Comey), "The Impact of Selection into the Labor Force on the Gender Wage Gap," *Journal of Labor Economics* (forthcoming).

(with Josefina Koebe and Pamela Meyerhofer), "Who are the Essential and Frontline Workers?" *Business Economics* 56, no. 3 (July 2021): 168-178.

(with Lawrence M. Kahn, Matthew Comey, Amanda Eng, Pamela Meyerhofer, Alexander Willen), "Culture and Gender Allocation of Tasks: Source Country Characteristics, Housework, and Childcare Division of Labor among US Immigrants," *Review of Economics of the Household* 18 (December 2020): 907-958 (Lead article).

(with Lawrence M. Kahn), "US Female Labor Force Participation: Falling Behind Other Countries," in *Social Stratification*, David B. Grusky, Nima Dahir, and Claire Daviss eds. (Routledge forthcoming).

(with Lawrence M. Kahn), "The Sources of the Gender Pay Gap: An Economics Perspective," in *Social Stratification*, David B. Grusky, Nima Dahir, and Claire Daviss eds. (Routledge forthcoming).

(with Lawrence M. Kahn, Peter Brummund, Jason Cook, and Miriam Larson-Koester), "Is There Still Son Preference in the United States?" *Journal of Population Economics* 33 (July 2020): 709-750, available at <https://doi.org/10.1007/s00148-019-00760-7> .(Lead article)

(with Donna K. Ginther, Janet M. Currie, and Rachel T.A. Croson), "Can Mentoring Help Female Assistant Professors in Economics? An Evaluation by Randomized Trial," *American Economic Review* 110 (May 2020): 205-209.

(with Donna K. Ginther, Janet M. Currie, and Rachel T.A. Croson), "Mentoring Matters for Women in Economics," in *Women in Economics*, Shelly Lundberg ed. (CEPR Press 2020).

(with Lawrence M. Kahn, Peter Brummund, Jason Cook, and Miriam Larson-Koester), "Declining Son Preference in the US," VOX CEPR Policy Portal (March 2020), available at <https://voxeu.org/article/declining-son-preference-us> .

(with Jennifer Hunt), "The Economic and Fiscal Consequences of Immigration: Highlights from the National Academies Report," *Business Economics* (2019) 54: 173-176  
<https://doi.org/10.1057/s11369-019-00132-9> .

(with Anne E. Winkler), "Women, Men, and Family," in *Handbook of Women and the Economy*, Susan Averett, Saul Hoffman, and Laura Argys eds., (Oxford University Press, 2018).

(with Lawrence M. Kahn), "The Gender Wage Gap: Extent, Trends, and Explanations," *Journal of Economic Literature* (September 2017), available at <https://www.aeaweb.org/articles?id=10.1257/jel.20160995&&from=f> .[Lead article]

"Immigrants and Gender Roles: Assimilation vs. Culture," *IZA Journal of Migration* 4 (December 10, 2015), available at <https://izajodm.springeropen.com/articles/10.1186/s40176-015-0048-5> .

(with Lawrence M. Kahn), "Substitution between Individual and Source Country Characteristics: Social Capital, Culture, and US Labor Market Outcomes among Immigrant Women," *Journal of Human Capital* 9, no. 4 (Winter 2015): 439-482.

(with Lawrence M. Kahn), "Immigration and the Distribution of Incomes," Ch. 15, in *Handbook on the Economics of International Migration*, Vol. 1B, Barry R. Chiswick and Paul W. Miller, eds. (Oxford: Elsevier, 2015): 793-843.

Comment on "'The Female Labor Force and Long-run Development: The American Experience in Comparative Perspective' by Claudia Olivetti," in *Human Capital in History: The American Record*, Leah Boustan, Carola Frydman, and Robert Margo, eds. (University of Chicago Press, 2014).

"Gender, Economics of," in James D. Wright (editor-in-chief), *International Encyclopedia of Social and Behavioral Science*, 2nd edition, Vol. 9 (Oxford: Elsevier, 2015): 757-763.

(with Lawrence M. Kahn), "Female Labor Supply: Why is the US Falling Behind?" *American Economic Review* (May 2013).

(with Lawrence M. Kahn, Albert Yung-Hsu Liu, and Kerry Papps) "The Transmission of Women's Fertility, Human Capital and Work Orientation Across Immigrant Generations," *Journal of Population Economics* 26, no. 2 (April 2013): 405-435.

(with Peter Brummund and Albert Yung-Hsu Liu), "Trends in Occupational Segregation by Gender 1970-2009: Adjusting for the Impact of Changes in the Occupational Coding System," *Demography* 50, 2 (April 2013): 471-492.

(with Peter Brummund and Albert Yung-Hsu Liu), "Erratum to: Trends in Occupational Segregation by Gender 1970-2009: Adjusting for the Impact of Changes in the Occupational Coding System," *Demography* 50, 2 (April 2013): 493-494.

(with Lawrence M. Kahn), "The Feasibility and Importance of Adding Measures of Actual Experience to Cross-Sectional Data Collection," *Journal of Labor Economics* (April 2013, Part 2): S17-S58.

"The Sources of the Gender Pay Gap," in *The New Gilded Age: The Critical Inequality Debates of our Time*, edited by David B. Grusky and Tamar Kricheli-Katz. (Stanford: Stanford University Press, 2012).

Reprinted in: David B. Grusky, ed., *Social Stratification: Class, Race and Gender in Sociological Perspective*, 4<sup>th</sup> ed. (Philadelphia: Routledge, 2014).

(with Anne E. Winkler), "Women and Men in the Economy," in *International Handbook on Teaching and Learning Economics*, KimMarie McGoldrick and Gail M. Hoyt, eds. (Edward Elgar Publishing Ltd, 2011).

- (with Lawrence M. Kahn and Kerry Papps), "Gender, Source Country Characteristics and Labor Market Assimilation Among Immigrants," *Review of Economics and Statistics* 93, no. 1 (February 2011): 43-58.
- (with Janet M. Curie, Rachel T.A. Croson and Donna K. Ginther), "Can Mentoring Help Female Assistant Professors? Interim Results from a Randomized Trial," *American Economic Review* (May 2010): 348-352.
- (with Lawrence M. Kahn) "Inequality and Earnings Distribution," in Wiemer Salverda, Brian Nolan, and Timothy M. Smeeding, eds., *Oxford Handbook on Economic Inequality* (Oxford: Oxford University Press, 2009), pp. 177-203.
- (with Lawrence M. Kahn and Kerry Papps) "Source Country Characteristics and the Labour Market Assimilation of Immigrant Women," VOX CEPR Policy Portal (December 2008), available at <https://voxeu.org/article/do-female-immigrants-assimilate-us-labour-market>
- (with Lawrence M. Kahn) Women's Work and Wages, in Steven Durlauf and Lawrence Blume, eds., *The New Palgrave Dictionary of Economics*, 2<sup>nd</sup> edition, Vol. 8 (New York: Palgrave Macmillan, 2008), pp. 762-772.
- (with Lawrence M. Kahn) "Gender and Assimilation among Mexican Americans," in George Borjas, ed., *Mexican Immigration* (Chicago: University of Chicago Press, 2007), pp. 57-106.
- (with Lawrence M. Kahn) "The Gender Pay Gap: Have Women Gone as Far as They Can?" *Academy of Management Perspectives* 21 (February 2007): 7-23.
- (with Lawrence M. Kahn) "Changes in the Labor Supply Behavior of Married Women: 1980-2000", *Journal of Labor Economics* (July 2007) 393-438.
- (with Giuseppe Bertola and Lawrence M. Kahn) "Labor Market Institutions and Demographic Employment Patterns," *Journal of Population Economics* (October 2007): 833-867.
- Reprinted in Pedro Goulart, Paul Ramos, and Gianluca Ferrittu, eds., *Global Labour in Distress, Volume II* (London: Palgrave Macmillan, 2022), pp. 477-527.
- (with Lawrence M. Kahn) "The Gender Pay Gap," *The Economists' Voice* (June 2007).
- (with Jed DeVaro) "New Evidence on Gender Differences in Promotion Rates: An Empirical Analysis of a Sample of New Hires," *Industrial Relations* (July 2007).
- (with Lawrence M. Kahn) "The US Gender Pay Gap in the 1990s: Slowing Convergence," *Industrial and Labor Relations Review* (October 2006).
- (with Mary C. Brinton and David B. Grusky), "The Declining Significance of Gender?", in Francine D. Blau, Mary C. Brinton and David B. Grusky, eds., *The Declining Significance of Gender?* (New York: Russell Sage Foundation 2006), pp.3-34.
- (with Lawrence M. Kahn) "The Gender Pay Gap: Going, Going, ... But Not Gone," in Francine D. Blau, Mary C. Brinton, and David B. Grusky, eds., *The Declining Significance of Gender?* (New York: Russell Sage Foundation 2006), pp. 37-66.
- (with Anne E. Winkler) "Does Affirmative Action Work?" *Regional Review/The Federal Reserve Bank of Boston* (Q1 2005).



(with Lawrence M. Kahn), "Do Cognitive Test Scores Explain Higher US Wage Inequality?" *Review of Economics and Statistics* (February 2005).

(with Lawrence M. Kahn) "Collective Bargaining, Relative Wages and Employment: International Microeconomic Evidence," in Phanindra V. Wunnava, ed., *Changing Role of Unions: New Forms of Representation* (Armonk, NY: M.E. Sharpe, 2004), pp. 169-228.

(with Lawrence M. Kahn) "Reply to Berndt Keller and to David Marsden," *Comparative Labor Law and Policy Journal* (Summer 2004) (special review symposium on book by Blau and Kahn, *At Home and Abroad: US Labor Market Performance in International Perspective*).

"The Market for New Ph.D. Economists in 2002: Comment." *American Economic Review* (May 2004).

(with Lawrence M. Kahn and Jane Waldfogel) "The Impact of Welfare Benefits on Single Motherhood and Headship of Young Women: Evidence from the Census," *Journal of Human Resources* (Spring 2004).

(with Giuseppe Bertola and Lawrence M. Kahn), "Collective Bargaining Institutions and Demographic Employment Patterns," *IRRA Proceedings 55<sup>th</sup> Annual Meeting* (2003).

(with Lawrence M. Kahn, Joan Moriarty, and Andre Souza) "The Role of the Family in Immigrants' Labor-Market Activity: An Evaluation of Alternative Explanations: Comment," *American Economic Review* (March 2003): 429-447.

Reprinted in *Recent Developments in the Economics of Immigration*, ed. by Barry R. Chiswick and Paul W. Miller, Edward Elgar, forthcoming.

(with Lawrence M. Kahn), "Understanding International Differences in the Gender Pay Gap," *Journal of Labor Economics* (January 2003).

(with Giuseppe Bertola and Lawrence M. Kahn) "Comparative Analysis of Labor-Market Outcomes: Lessons for the United States from International Long-Run Evidence," in Alan Krueger and Robert Solow, eds., *The Roaring Nineties*, Russell Sage Foundation The Century Foundation (2001).

"Gender, Economics of," in Paul B. Baltes and Neil J. Smelser, eds., *International Encyclopedia of the Social and Behavioral Sciences*, Oxford, England: Elsevier Science, Ltd., 2001.

(with Lawrence M. Kahn), "Gender Differences in Pay," *Journal of Economic Perspectives* (Fall 2000), pp. 75-99.

Reprinted in *Women and Management* (The International Library of Critical Writings on Business and Management), ed. by Cary L. Cooper, Caroline Gatrell, and Ellen Ernst Kossek, Edward Elgar, 2010.

(with Lawrence M. Kahn and Jane Waldfogel) "Understanding Young Women's Marriage Decisions: The Role of Labor and Marriage Market Conditions," *Industrial & Labor Relations Review* (July 2000), 624-647.

(with Lawrence M. Kahn). "Gender and Youth Employment Outcomes: The US and West Germany, 1984-91," in David Blanchflower and Richard Freeman, eds., *Youth Unemployment and Employment in Advanced Countries*, University of Chicago Press, 2000.

(with Lawrence M. Kahn). "Institutions and Laws in the Labor Market," in Orley Ashenfelter and David Card, eds., *Handbook of Labor Economics*, vol. 3A, The Netherlands: Elsevier Science, B.V., 1999, Chapter 25, pp. 1399-1461.

(with Lawrence M. Kahn), "Analyzing the Gender Pay Gap," *Quarterly Review of Economics and Finance* (Special Issue 1999): 625-46.

"Occupational Segregation" (revised and updated version of previous entry). In Helen Tierney, ed., *Women's Studies Encyclopedia*, vol. 1, Westport, CT: Greenwood Press, 1999.

"Widening Differentials by Skill: 'An American Dilemma,'" *IRRA Proceedings 50<sup>th</sup> Annual Meeting* (1998), 1-10.

(with Patricia Simpson and Deborah Anderson), "Continuing Progress? Trends in Occupational Segregation Over the 1970s and 1980s," *Feminist Economics* (Fall 1998), 29-71.

"Trends in the Well-being of American Women, 1970-1995," *Journal of Economic Literature* (March 1998), 112-165.

"On Becoming and Being an Economist." in Michael Szenberg, ed., *Passion and Craft: Economists At Work*, Ann Arbor: University of Michigan Press, 1998, pp. 20-38.

"The Gender Pay Gap," in Christina Jonung and Inga Persson, eds., *Women's Work and Wages*, London: Routledge, 1998.

Summarized in *The Political Economy of Inequality*, Frank Ackerman, Neva R. Goodwin, Laurie Dougherty, eds., Washington DC: Island Press 2000.

(with Lawrence M. Kahn), "Youth Employment in the US and West Germany, 1984-91," *IRRA Proceedings 49<sup>th</sup> Annual Meeting* (1997), 87-97.

(with Lawrence M. Kahn), "Swimming Upstream: Trends in the Gender Wage Differential in the 1980s," *Journal of Labor Economics* (January 1997, part 1), 1-42.

(with Ronald G. Ehrenberg). "Introduction," in Francine D. Blau and Ronald G. Ehrenberg, eds., *Gender and Family Issues in the Workplace*, New York: Russell Sage Foundation, 1997; paperback publication 2000.

Summarized in *The Changing Nature of Work*, Frank Ackerman, Neva R. Goodwin, Laurie Dougherty, Kevin Gallagher, eds., Washington DC: Island Press 1998.

"Symposium on Primary and Secondary Education: Introduction," *Journal of Economic Perspectives* (Fall 1996), pp. 3-8.

(with Lawrence M. Kahn), "Why Does the U.S. Have Higher Male Wage Inequality? Prices Versus Characteristics," *Comparisons Internationales De Salaires*, Actes du Colloque des 1<sup>er</sup> et 2 février 1996, INSEE, Paris.

(with Lawrence M. Kahn), "International Differences in Male Wage Inequality: Institutions and Market Forces," *Journal of Political Economy* (August 1996), 791-837.

Summarized in *The Changing Nature of Work*, Global Development and Environment Institute, Tufts University, Island Press, 1998.

(with Lawrence M. Kahn), "Wage Structure and Gender Earnings Differentials: an International Comparison," *Economica* (May 1996), S29-S62.

Reprinted in *Women in the Labor Market* (The International Library of Critical Writings in Economics No. 90), ed. by Marianne A. Ferber, Edward Elgar, 1998.

(with Lawrence M. Kahn). "The Gender Earnings Gap: Some International Evidence," in Lawrence Katz and Richard Freeman, eds., *Differences and Changes in Wage Structures*, Chicago: University of Chicago Press, 1995.

Reprinted in Mary A. Yeager, ed., *Women in Business*, Cheltenham, UK: Edward Elgar Publishing Limited, 1999, pp. 202-240.

(with Lawrence Kahn), "Rising Wage Inequality and the U.S. Gender Gap," *American Economic Review* (May 1994), 23-33.

Reprinted in *Women in the Labor Market* (The International Library of Critical Writings in Economics No. 90), ed. by Marianne A. Ferber, Edward Elgar, 1998.

"Gender and Economic Outcomes: The Role of Wage Structure," *Labour: Review of Labour Economics and Industrial Relations* (Spring 1993), 73-92.

(with Lawrence M. Kahn). "The Changing Composition of the U.S. Labor Force: Implications for Public Policy," in Japan Institute of Labour, *The Change of Employment Environment and Human Resource Management in U.S. and Japanese Labor Markets*, Tokyo: Japan Institute of Labour, 1993, pp. 163-191.

(with Adam Grossberg), "Maternal Labor Supply and Children's Cognitive Development," *Review of Economics and Statistics* (August 1992), 474-481.

(with Lawrence M. Kahn), "The Gender Earnings Gap: Learning from International Comparisons," *American Economic Review* (May 1992), 533-38.

(with Andrea Beller), "Black-White Earnings Over the 1970s and 1980s: Gender Differences in Trends" *Review of Economics and Statistics* (May, 1992), 276-86.

(with Lawrence M. Kahn), "Race and Gender Pay Differentials," in David Lewin, Olivia Mitchell and Peter Sherer, eds., *Research Frontiers in Industrial Relations and Human Resources*, Madison, WI: Industrial Relations Research Association, 1992, pp. 381-416.

"The Fertility of Immigrant Women: Evidence from High Fertility Source Countries," in George J. Borjas and Richard B. Freeman, eds., *Immigration and the Workforce: Economic Consequences for the United States and Source Areas*, University of Chicago Press, 1992, pp. 93-133.

(with Marianne A Ferber) "Women's Work, Women's Lives: A Comparative Perspective." In Hilda Kahne and Janet Giele, eds., *Women's Work & Women's Lives: The Continuing Struggle Worldwide*, Boulder: Westview Press, 1992, pp. 28-46.

(with Adam J. Grossberg), "Wage and Employment Uncertainty and the Growth of Married Women's Labor Force Participation," *Economic Inquiry* (October 1991), 678-695.

(with Marianne A. Ferber), "Career Plans and Expectations of Young Women and Men: The Earnings Gap and Labor Force Participation," *Journal of Human Resources* (Fall 1991), 581-607.

(with John W. Graham), "Black/White Differences in Wealth and Asset Composition," *Quarterly Journal of Economics* (May 1990), 321-39.

(with Lawrence M. Kahn), "A Model of Joint Wage and Hiring Discrimination," *Research in Labor Economics* (1989), 157-205.

(with Anne E. Winkler), "Women in the Labor Force: An Overview." In Jo Freeman, ed., *Women: A Feminist Perspective*, 4th edition, Palo Alto: Mayfield, 1989, pp. 265-286.

Reprinted in Joel M. Charon, ed., *The Meaning of Sociology*, Englewood Cliffs, NJ: Prentice-Hall, 1990, 3rd edition; 1993, 4th edition; 1996, 5th edition.

"Occupational Segregation." In Helen Tierney, ed., *Women's Studies Encyclopedia*, vol. 1, Westport, CT: Greenwood Press, 1989, pp. 255-256.

(with Andrea H. Beller), "Trends in Earnings Differentials by Gender: 1971-1981," *Industrial and Labor Relations Review* (July 1988), 513-529.

(with Marianne A. Ferber), "Discrimination: Evidence from the United States," *American Economic Review* (May 1987), 316-320.

Reprinted in *Economics and Discrimination*, vol. 2, ed. by William A. Darity, Jr., Edward Elgar, 1995.

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- (with Deborah Anderson), "Frances Perkins, Madam Secretary," American Economic Association, Committee on the Status of Women, *CSWEP Newsletter* (February 1997), pp. 23-24.
- "Alumni Perspective," in *The ILR School at Fifty*, compiled by Robert McKersie, J. Gormly Miller, Robert Aronson and Robert Julian, Cornell University, 1996, pp. 91-93.
- "Comments on 'Child Care: Private Cost or Public Responsibility.'" *Individual and Social Responsibility: Child Care, Education, Medical Care, and Long-Term Care in America* ed. by Victor R. Fuchs (Chicago: Chicago University Press, 1996).
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- (with Marianne Ferber), "Comparable Worth," *Classrooms & Lunchrooms: A Journal for Teachers of Economics* (Fall/Winter 1992-93), pp. 4, 12.
- (with Marianne Ferber), "Women's Contribution to Labor Economics: Part II," American Economic Association, Committee on the Status of Women in the Economics Profession, *CSWEP Newsletter* (Fall-October 1992), pp. 2-6.
- (with Marianne Ferber), "Women's Contribution to Labor Economics: Part I," American Economic Association, Committee on the Status of Women in the Economics Profession, *Newsletter* (Spring/Summer-May 1992), pp. 2-6.
- Review of IMMIGRATION, TRADE, AND THE LABOR MARKET, ed. by John M. Abowd and Richard B. Freeman, Chicago: University of Chicago Press, 1991. *Industrial and Labor Relations Review* (October 1992), pp. 201-203.
- Review of UNDERSTANDING THE GENDER GAP: AN ECONOMIC HISTORY OF AMERICAN WOMEN, by Claudia Goldin, New York: Oxford University Press, 1990. *Journal of Political Economy* (December 1991), 1332-35.
- "Trends in Earnings of Women and Minorities: Discussion by the Authors," *Industrial and Labor Relations Review* (July 1988), 547-549.
- "Changes in Labor Force Opportunities: An Appraisal," in *Ingredients for Women's Employment Policy*, ed. by Christine Bose and Glenna Spitze. SUNY Press, 1987, pp. 239-43.
- "The Economic Status of Women and Family Well-being," testimony presented before the House Select Committee on Children, Youth and Families (April 17, 1986).
- "Comments on W. Lee Hansen and Karen Holden, 'Part-time Work and Occupational Segregation.'" *Gender in the Work Place*, ed. by Clair Brown and Joseph Pechman (Washington, D.C.: The Brookings Institution, 1987), pp. 238-40.
- "The Economic Status of Women in the Labor Market," testimony presented before the Subcommittee on Civil and Constitutional Rights of the House Judiciary Committee (September 14, 1983).
- Review of A CHALLENGE TO SOCIAL SECURITY, ed. by Richard V. Burkhauser and Karen C. Holden, New York: Academic Press, 1982. *Journal of Economic Literature* 21 (Sept. 1983), 1041-42.
- Review of CHANGING PLACES: MEN AND WOMEN IN TRANSITIONAL OCCUPATIONS, by Carol Tropp Schreiber, Cambridge, Mass.: MIT Press, 1979. *Journal of Economic Literature* 19 (March 1981), 158-9.



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"Discussion: Dual Labor Markets," *Proceedings of the Twenty-Fifth Anniversary Meeting*, Industrial Relations Research Association, Toronto, December 28-29, 1972, pp. 299-300.

#### **SELECTED MAJOR ADDRESSES/LECTURES**

"Gender Inequality in the Labor Market: Continuing Progress?" Cook-Gray Lecture, Cornell University, September 29, 2022.

"The U.S. Gender Wage Gap: Patterns, Policy and the Pandemic's Impact," a March 10 eCornell Keynotes webinar with Francine Blau, Eduardo Porter, Erica Groshen and Dean Alex Colvin, March 10, 2022.

"Understanding the Gender Wage Gap," Keynote Lecture, Latin American and Caribbean Economics Association (LACEA) 2021, virtual, hosted by Universidad del Rosario, Bogotá Colombia, October 21, 2021.

"What Do We Know About the Gender Wage Gap?" Keynote Lecture, Australian Conference of Economists (ACE) 2021, July 13, 2021.

"What Do We Really Know About the Gender Wage Gap," Morley Gunderson Lecture in Labour Economics and Industrial Relations, University of Toronto, Toronto, Canada, November 16, 2018.

"Gender Disparities in the Labor Market," Global ARC Annual Conference, Boston, October 24, 2018.

"What Do We Know About the Gender Wage Gap?" Keynote, World Labor Conference, IZA 20<sup>th</sup> Anniversary, Berlin, Germany, June 29, 2018.

"The Gender Wage Gap: Extent, Trends, and Explanations," Keynote, 2018 Empoweing Women in Science & Engineering Symposium, Cornell University, May 2013, 2018.

"The Gender Pay Gap: Going, Going...But Not Gone," Cornell University's Charter Day Weekend Celebration, Ithaca, April 26, 2015.

"The Gender Pay Gap: Going, Going...But Not Gone," University Lecture, Barnard College, 125<sup>th</sup> Anniversary, New York City, September 18, 2014

"Immigrants and Gender Roles: Assimilation vs. Culture," Julian Simon Keynote Lecture, IZA Annual Migration Meeting, Bonn Germany, May 31, 2014

"The Gender Pay Gap: Going, Going...But Not Gone," Bicentennial Lecture, Colby College, April 15, 2013.

"Immigrants and Gender Roles: Assimilation vs. Culture," featured speaker, 2013 Lawrence Jepson International Economics Symposium, University of Northern Iowa, March 28, 2013.

"The Gender Pay Gap: Going, Going...But Not Gone," D K Smith Lecture, Middlebury College, September 29, 2010.

"Gender, Source Country Characteristics and Labor Market Assimilation Among Immigrants," Keynote Address, Southern California Conference in Applied Microeconomics, Claremont Colleges, Claremont, CA, April 2010.

"Gender Inequality: Continuing Progress" Sawyer Seminar, Stanford University, April 2008.

"Changes in the Labor Supply Behavior of Married Women: 1980-2000," Presidential Address, Society of Labor Economists, Cambridge, Massachusetts, May 2006.

"The Gender Pay Gap: Going, Going...But Not Gone," The L. Kevin Becraft Lecture Series, Institute for Workplace Studies, Cornell University ILR, October 2002.

"The Gender Pay Gap in International Perspective," Don Wood Visitorship, Industrial Relations Centre, Queens University, Kingston Ontario, November 2001.

"The Gender Pay Gap: Going, Going...But Not Gone," Annual Milton Derber Lecture, Institute of Labor and Industrial Relations, University of Illinois, March 2001.

"Rising Inequality by Skill: A Dilemma for Public Policy," Joseph L. Lucia Public Policy Lectures, Villanova University, November 1998.

"Widening Differentials by Skill: 'An American Dilemma,'" Presidential Address, Industrial Relations Research Association, Chicago, January 1998.

"Gender and Youth Employment Outcomes: The US and West Germany," guest speaker, The Economics of Education and Employment Group (EEEG), Royal Holloway College, University of London, July 1997.

"Where are We in the Economics of Gender? The Gender Pay Gap," plenary lecture, Lund Symposium on "Economics of Gender and the Family," Rungstedgaard Denmark, August 1995.

"The Gender Earnings Gap," annual David Steine Memorial Lecture, Vanderbilt University, Nashville, TN, March 1994.

"Gender and Economic Outcomes," keynote address, European Association of Labour Economists annual meeting, Warwick, England, September 1992.

## OTHER PROFESSIONAL ACTIVITIES

**Professional Memberships:** American Economic Association; Society of Labor Economists; Labor and Employment Relations Association, Population Association of America, American Economics Association Committee on the Status of Women in the Economics Profession, American Association of Political and Social Science, International Association for Feminist Economics; European Association of Labour Economists.

**Selected Refereeing:** *American Economic Review; Journal of Political Economy; Quarterly Journal of Economics; Journal of Labor Economics; Review of Economics and Statistics; Journal of Human Resources; Economic Inquiry; Industrial and Labor Relations Review; Industrial Relations; Journal of Economic Literature; Journal of Labor Research; Advances in Industrial Relations; Southern Economic Journal; Journal of Urban Economics; Swedish Journal of Economics; Explorations in Economic History; Journal of Policy Analysis and Management; Quarterly Journal of Economics and Business; Social Problems; Slavic Review; Research in Population Economics; Demography; Science; British Journal of Industrial Relations; International Regional Science Review; Women's Studies International Quarterly; Urban Affairs Quarterly; American Journal of Sociology; Administrative Science Quarterly.*

**Ad Hoc Grant Reviewer:** National Science Foundation; National Institute of Education; Social Science Research Council; Social Sciences and Humanities Research Council of Canada.

### Additional Committees:

Member, Selection Committee for the Birgit Grodal Award given by the European Economic Association to an outstanding woman economist based in Europe; inaugural award, 2012, second award, 2013.

Member, External Review Committee, Department of Economics, Hunter College, CUNY, November 2012.

Member, University of Illinois External Economics Advisory Board, 2009-2012.

Organizer (as President of the Association) of the annual meetings of the Society of Labor Economists, Cambridge, MA, May 2006.

Member, Steering Committee, Century Foundation and Russell Sage Foundation Sustainable Employment Project, 1999-2000.

Organizer (with Orley Ashenfelter) of the Cornell-Princeton Conference on "New Research Perspectives on Labor Unions," Cornell University, May 1999.

Organizer (with Henry Farber) of the Cornell-Princeton Conference on "Social and Labor Market Outcomes of Youth," Cornell University, May 1998.

Organizer (as President of the Association) of the Industrial Relations Research Association Annual Meetings, January 1998.

Organizer (with Henry Farber) of the Cornell-Princeton Conference on "Layoffs, Employment Stability and Job Changing," Cornell University, May 1997.

Organizer (as Chair of the Program Committee) of the annual meetings of the Society of Labor Economists, Washington, DC, May 1997.

Member, External Review Committee, Department of Economics, Hunter College, CUNY, March 1997.

Organizer (with Craig Olson of University of Wisconsin and Thomas Kochan of Massachusetts Institute of Technology) of the "Sloan Conference on "The Growth in Labor Market Inequality," University of Wisconsin, February 1997.

Organizer (with Ronald Ehrenberg of Cornell University) of the ILR-Cornell-Russell Sage Foundation "Gender and Family Issues in the Workplace" Conference, Cornell University, April 21-23, 1995.

Participated in the National Science Foundation Conference on "Investing in Human Resources" which worked on formulating a strategic plan for the National Science Foundation Human Capital Initiative, March 1994.

Organizer (with Charles Brown of University of Michigan) of the National Bureau of Economic Research Universities Research Conference on "The Labor Market in International Perspective," Cambridge MA, April 10-11, 1992.

Organizer (as President of the Association) of the Midwest Economics Association Meetings, Chicago, March 26-28, 1992.

Member, External Review Committee, Department of Industrial Relations, University of Minnesota, May 1991.

Member, Visiting Committee, Department of Economics, American University, Fall 1986.

Testimony before the Select Committee on Children, Youth and Families of the House of Representatives on the impact of the economic status of women on family well-being, April 1986.

Testimony before the Subcommittee on Civil and Constitutional Rights of the Judiciary Committee of the House of Representatives on the economic impact of the Equal Rights Amendment, September 1983.