

Jed DeVaro

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EDUCATION:

Ph.D. in Economics, Stanford University, 2002
M.A. in Economics, Stanford University, 1998
B.A. in Economics, Swarthmore College, 1994

ACADEMIC POSITIONS:

August 2001 – present: Assistant Professor of Labor Economics, School of
Industrial and Labor Relations, Cornell University

OTHER PROFESSIONAL EXPERIENCE:

Assistant Economist, Federal Reserve Bank of Richmond, 1994-1996

FIELDS OF SPECIALIZATION:

Labor Economics; Organizational and Personnel Economics; Applied Econometrics

AWARDS:

Kapnick Foundation Dissertation Fellowship, 2000-2001
Outstanding Teaching Assistant Awards, Stanford University (Spring 1999, Spring 2000)
Stanford University First-Year Graduate Fellowship, 1996-1997
Distinction in Economics, Swarthmore College 1994

REFEREED PUBLICATIONS:

1. “The Effect of Self-Managed and Closely-Managed Teams on Labor Productivity and Product Quality: An Empirical Analysis of a Cross Section of Establishments” (forthcoming in *Industrial Relations*)
2. “The Labor Market Effects of Employer Recruitment Choice” (forthcoming in *European Economic Review*)

3. "Promotions and Incentives in Nonprofit and For-Profit Organizations," *Industrial and Labor Relations Review*, Volume 60, Number 3, April 2007, 311-339, (with Dana Brookshire)
4. "New Evidence on Gender Differences in Promotion Rates: An Empirical Analysis of a Sample of New Hires", *Industrial Relations*, Volume 46, Number 3, April 2007, 511-550. (with Francine D. Blau)
5. "Analyzing the Job Characteristics Model: New Support From a Cross Section of Establishments", *International Journal of Human Resource Management*, Volume 18, Number 6, June 2007, 987-1004. (with Robert Li and Dana Brookshire)
6. "Internal Promotion Competitions in Firms," *RAND Journal of Economics*, Volume 27, Number 3, Autumn 2006.
7. "Strategic Promotion Tournaments and Worker Performance," *Strategic Management Journal*, Volume 27, Issue 8, August 2006, 721-740.
8. "Do the Best Companies to Work for Provide Better Customer Satisfaction?" *Managerial and Decision Economics*, Volume 27, 2006, 1-17 (with Daniel Simon)
9. "Teams, Autonomy, and the Financial Performance of Firms," *Industrial Relations*, Volume 45, Number 2, April 2006, 217-269.
10. "What Types of Organizations Benefit from Team Production, and How Do They Benefit?" *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 9, 2006, 3-56. (with Fidan Ana Kurtulus)
11. "Employer Recruitment Strategies and the Labor Market Outcomes of New Hires," *Economic Inquiry*, Volume 43, Number 2, April 2005, 263-282.

SUBMITTED ARTICLES:

1. "The Signaling Role of Promotions: Further Theory and Empirical Evidence" (with Michael Waldman)
2. "An Empirical Analysis of Risk, Incentives, and the Delegation of Worker Authority" (with Fidan Ana Kurtulus)
3. "Gender Bias in Power Relationships: Evidence from Police Traffic Stops" (with Garrick Blalock, Stephanie Leventhal, and Daniel H. Simon)

WORK IN PROGRESS:

1. "Job Characteristics and Labor Market Discrimination in Promotions: New Theory and Empirical Evidence" (with Suman Ghosh and Cindy Zoghi)

2. "Internal Versus External Hiring Policies: A Theoretical and Empirical Analysis" (with Hodaka Morita)
3. "Why Do Firms Offer Fast-Track Promotions?"
4. "The Effects of Affirmative Action Policies on the Recruitment of New Hires"
5. "Assessing the Effects of Classification Errors in Discrete Covariates in Qualitative Response Models" (with Henri Fraise)

OTHER PUBLICATIONS:

1. Book Review for: Garibaldi, Pietro, *Personnel Economics in Imperfect Labour Markets*, *Industrial and Labor Relations Review*, Volume 60, Number 1, October 2006.
2. Book Review for: Rosen, Sherwin, *Markets and Diversity*, in *Labor History*, Volume 45, Number 4, November 2004, 559-560.
3. "The Effect of Employer Recruitment Strategies on Job Placements and Match Quality," Stanford Institute for Economic Policy Research (SIEPR) Discussion Paper No. 01-06, 2001.
4. "Errors in Variables and Lending Discrimination" *Federal Reserve Bank of Richmond Economic Quarterly*, 81(3), Summer 1995, 19-32. (with Jeffrey Lacker)
5. "Was the Disinflation of the Early 1980s Anticipated?" *Federal Reserve Bank of Richmond Economic Quarterly*, Fall 1995, 41-60. (with Michael Dotsey)

UNPUBLISHED WORKING PAPERS:

1. "Waging the War for Talent: Do Recruitment and Screening Strategies Raise Employee Performance?" (with Gary Fields)
2. "Employer Recruitment and Screening Strategies: High-Performance Systems or Diminishing Returns?" (with Gary Fields)
3. "Doing the Right Jobs Right: Which Managerial Attributes and Activities Help and Hurt Profits at Borders?" (with Gary Fields)
4. "One Talent or Many? Million Dollar Variables and Statistically Significant Indexes" (with Gary Fields)

TEACHING:

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

ADVISING:

Ph.D. Dissertation Committees:

Dana Samuelson (Economics, 2005) *principal advisor*
Fidan Kurtulus (Economics, 2007)
Daniel Maeng (Policy Analysis and Management, 2007)
Leopold Sarr (Economics, in progress)
Katrin Olafsdottir (Economics, in progress)
R. Kaj Gittings (Economics, in progress) *principal advisor*
Henri Fraisse (Economics, in progress)

Committee Member for Oral A-exam:

Xiangmin (Helen) Liu (ILR)

M. ILR Advising: Yi-Te Chu (chair)

Undergraduate Independent Studies: Robert Li, Evan Andrews, Laura Eaton, Joseph Pipinich, Geoffrey Kowalski

Undergraduate Internships: Keith Van Wagner, Christina Han, Ryan Ramirez

Undergraduate Thesis Advising: Charlie Wang (second reader)

Undergraduate Faculty Advisor for: Evan Andrews

CONFERENCE AND SEMINAR PRESENTATIONS:

California State University at Long Beach (Long Beach, CA, November 2007)
University of Cincinnati (Cincinnati, OH, November 2007)
Society of Labor Economists Annual Meetings (Chicago, IL, May 2007)
Trans-Pacific Labor Seminar (Santa Barbara, CA, March 2007)
University of Illinois (Urbana-Champaign, IL, November 2006)
Rensselaer Polytechnic Institute (Troy, NY, October 2006)
University of Victoria (Victoria, British Columbia, October 2006)
Bureau of Labor Statistics (Washington, D.C., May 2006)
Society of Labor Economists Annual Meetings (Boston, MA, May 2006)
Cornell University, Labor Economics Workshop (Ithaca, NY, August 2005)
Society of Labor Economists Annual Meetings (San Francisco, CA, June 2005)
University of Rochester (Rochester, NY, April 2005)
Olin School of Business, Washington University (St. Louis, MO, April 2005)
Colgate University (Hamilton, NY, February 2005)

AEA/ASSA Annual Meetings (Poster Session) (Philadelphia, PA, January 2005)
NBER Summer Institute (Cambridge, MA, August 2004)
Society of Labor Economists Annual Meetings (San Antonio, TX, May 2004)
Cornell University, Labor Economics Workshop (Ithaca, NY, March 2004)
SUNY Binghamton (Binghamton, NY, February 2004)
Hamilton College (Clinton, NY, December 2003)
Wesleyan University (Middletown, CT, October 2003)
Society of Labor Economists Annual Meetings (Toronto, September 2003)
NBER Summer Institute (Cambridge, MA, August 2003)
Federal Reserve Bank of Chicago, Micro Workshop (Chicago, IL, February 2003)
Cornell University, Labor Economics Workshop (Ithaca, NY, September 2002)
SITE Structural Microeconometrics Workshop (Stanford, CA, July 2002)
Society of Labor Economists Annual Meetings (Baltimore, MD, May 2002) Poster
Cornell University, Labor Economics Workshop (Ithaca, NY, March 2002)

REFEREEING:

Academy of Management Journal
British Journal of Industrial Relations
Economic Inquiry
Economics Letters
Human Resource Management
Industrial and Labor Relations Review
Industrial Relations
Journal of Economics and Management Strategy
Journal of Labor Economics
Journal of Political Economy
Journal of Productivity Analysis
Journal of Public Administration Research and Theory
Labour Economics
Marketing Science
Organization Science
Quarterly Journal of Economics
Review of Economics and Statistics
Scottish Journal of Political Economy
Southern Economic Journal
Blackwell Publishing
Prentice Hall

OTHER ACTIVITIES AND SERVICE:

- Member of American Economic Association, Society of Labor Economists, Royal Economic Society, Western Economic Association
- Economics Graduate Placement Committee, Cornell University, 2002-2003
- Computing Committee, ILR School, Cornell University, 2003-2006
- Expert Witness, Law Offices of Wade J. Chernick (Encino, CA), 2003-2006
- Trial Advocacy, Cornell University School of Law, 2002-2003