

FIDAN ANA KURTULUS

Assistant Professor of Economics
University of Massachusetts Amherst

CONTACT INFORMATION

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PERSONAL INFORMATION

D.O.B: June 3, 1979; United States Citizen; Female

CURRENT POSITIONS

Department of Economics, University of Massachusetts, Amherst, MA
Assistant Professor of Economics, August 2007 - present

Institute for the Study of Labor (IZA), Bonn, Germany
Research Fellow, March 2012 – present

LERA Employment Policy Research Network
Research Coordinator, Equal Employment Opportunity Topical Area, January 2011 - present

EDUCATION

Cornell University, Ithaca, NY
Ph.D. in Economics, January 2008
Dissertation Title: “The Organization of Workers within Firms”

The University of Chicago, Chicago, IL
A.B. in Economics with Departmental and General Honors, June 2000
Honors Thesis: “Substitution Effects and the Growth in Fertility in the United States: 1936-1957”

Suncoast Magnet High School, Riviera Beach, FL
Diploma, June 1996

RESEARCH AND TEACHING FIELDS

Labor Economics, Economics of Organizations, Personnel Economics,
Applied Econometrics, Applied Microeconomics

REFEREED ARTICLES

“An Empirical Analysis of Risk, Incentives and the Delegation of Worker Authority” (with Jed L. DeVaro), *Industrial and Labor Relations Review*, Vol. 63, No. 4 (July 2010), pp. 641-661.

“What Types of Diversity Benefit Workers? Empirical Evidence on the Effects of Co-Worker Dissimilarity on the Performance of Employees”, *Industrial Relations*, Vol. 50, No. 4 (October 2011), pp. 678-712.

“Worker Attitudes Towards Employee Ownership, Profit Sharing and Variable Pay” (with Douglas Kruse and Joseph Blasi), *Advances in the Economic Analysis of Participatory and Labor Managed Firms*, Vol. 12, 2011, pp. 143-168.

“Affirmative Action and the Occupational Advancement of Minorities and Women During 1973-2003”, *Industrial Relations*, Vol. 51, No. 2 (April 2012), pp.213-246.

“Do Women Top Managers Help Women Advance? A Panel Study Using EEO-1 Records” (with Don Tomaskovic-Devey), *Annals of the American Academy of Political and Social Science*, Vol. 639, No. 1 (January 2012), pp. 173-197.

“Risk Preferences, Compensation Risk, and Worker Outcomes” (with Douglas Kruse and Joseph Blasi), *2011 Annual LERA Research Volume: Employee Ownership and Shared Capitalism: New Directions and Debates for the 21st Century*, Cornell University ILR Press, 2011, pp. 147-176.

“What Types of Organizations Benefit from Team Production, and How Do They Benefit?” (with Jed L. DeVaro), *Advances in the Economic Analysis of Participatory and Labor Managed Firms*, Vol. 9, 2006, pp. 3-56 (lead article).

ARTICLE UNDER SUBMISSION

“The Impact of Affirmative Action on the Employment of Women and Minorities Over Three Decades: 1973-2003”, July 2010, submitted.

WORKING PAPERS IN PROGRESS

“How Did Employee Ownership Firms Weather the Last Two Recessions? Employee Ownership and Employment Stability” (with Doug Kruse), in preparation for submission.

“The Impact of Eliminating Affirmative Action on Minority and Female Employment and Occupational Representation: A Natural Experiment Approach Using State-level Affirmative Action Ban Laws”, in preparation for submission.

BOOK CONTRACT

Employee Ownership and Employment Stability in the U.S. (with Douglas Kruse), under contract (\$40,000) with W.E. Upjohn Institute for Employment Research.

RESEARCH IN PROGRESS

“Diversity and Employee Ownership”

“Decentralization of Decision-Making Rights within the Firm: A Case Study” (with Jed DeVaro)

“Do Female and Minority Managers Increase Firm Diversity?” (with Don Tomaskovic-Devey)

“The Effect of Heterogeneity on the Performance of Professors”

“Diversity Policy in Large U.S. Companies” (with M.V. Lee Badgett and Michael Ash)

“Bargaining in Marriage” (with John Roemer and Frances Rosenbluth)

“Childcare Contributions of Grandparents: An Analysis Using the American Time-Use Survey”
(with Nancy Folbre)

“R&D Collaborations and Firm Performance” (with Douglas Anderton, Emily Erikson, and Jennifer Geertsma)

GRANTS

Under Submission:

National Science Foundation Research Grant Proposal: The Long-Term Impact of Affirmative Action on the Employment and Occupational Advancement of Women and Minorities

National Science Foundation Cyberinfrastructure Community and Capacity Building Grant Proposal: Building Equal Employment Opportunity Research and Data Capacity (in collaboration with Don Tomaskovic-Devey and M.V. Lee Badgett)

Received:

Upjohn Institute for Employment Research, Book Project Grant (in collaboration with Doug Kruse), 2012-2014

Upjohn Institute for Employment Research Early Career Research Award Grant, 2012-2013

Healey Endowment Faculty Research Grant, 2012-2013

SADRI Social Science Research Scholar Grant, 2012-2013

Rutgers University Research Grant, 2012-2013

Michael W. Huber Fellowship Grant, 2010-2012

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2011

University of Massachusetts Amherst College of Social and Behavioral Sciences Proposal Preparation Grant, 2011

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2010

J. Robert Beyster Fellowship Grant, 2009-2010

University of Massachusetts Amherst Department of Economics Sheridan-Barber Grant, 2009 (part-time RA support)

University of Massachusetts Amherst Chancellor's Computing Grant, 2009

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2009

Political Economy Research Institute Research Grant, 2009 - 2012

University of Massachusetts College of Social and Behavioral Sciences Research Grant, 2009

Center for Public Policy Administration Visitor Grant, 2009

Mellon Foundation Mutual Mentoring Individual Micro Grant, 2008 – 2009

Mellon Foundation Mutual Mentoring Departmental Grant, 2008 – 2009

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2008

National Science Foundation Grant No. 0531171: Societal Implications of Nanotechnology Component of Center for Hierarchical Manufacturing Program (in collaboration with Douglas Anderton, Emily Erikson, Jennifer Geertsma, James Watkins, and Mark Tuominen), 2007 – 2011

Political Economy Research Institute Research Grant, 2007

University of Massachusetts Amherst Department of Economics Research Grant, 2007

Cornell University Fellowship, 2002 – 2007 (tuition and stipend)

Cornell University Conference Grant, 2006

AWARDS AND HONORS

Early Career Research Award, Upjohn Institute for Employment Research, 2012

Chancellor's Junior Faculty Fellow, University of Massachusetts Amherst, 2010-2012

Research summarized in the Spring and Fall Newsletters of the American Economic Association Committee on the Status of Women in the Economics Profession, 2008

National Science Foundation Graduate Fellowship Competition Honorable Mention

Dean's List, all semesters, University of Chicago

Phi Beta Kappa, University of Chicago

Student Marshal of the University of Chicago (highest academic honor conferred upon students of the Undergraduate College)

PREVIOUS PROFESSIONAL EXPERIENCE

School of Management and Labor Relations, Rutgers University, New Brunswick, NJ
J. Robert Beyster Fellow, September 2009 – May 2010

Department of Economics, Cornell University, Ithaca, NY
Teaching Assistant to Professors Francine D. Blau, Robert M. Hutchens, Jed L. DeVaro, Jennifer Wissink, August 2003 – May 2007

International Food Policy Research Institute, Washington, DC
Research Intern, Development Strategy and Governance Unit, July 2005 – August 2005

Department of Economics, Cornell University, Ithaca, NY
Research Assistant to Professor Francine D. Blau, August 2002 – July 2005

Department of Economics, Cornell University, Ithaca, NY
Research Assistant to Professors Michael Waldman and Jed DeVaro, May 2004– September 2004

U.S. Department of Labor, Bureau of Labor Statistics, Washington, DC
Research Economist, Branch of Information and Analysis, Division of Consumer Expenditure Surveys, February 2002 – July 2002

Federal Reserve Bank of Chicago, Chicago, IL
Research Intern, Economic Research Division, June 1999 – August 1999

Department of Economics, The University of Chicago, Chicago, IL
Research Assistant to Professor James J. Heckman, December 1998 – June 1999

SEMINAR AND CONFERENCE PRESENTATIONS

Annual Meetings of the American Economic Association, San Diego, CA, January 2013

Biennial Research Conference of the International Association for the Economics of Participation, Rutgers University, New Brunswick, NJ, July 2012

Annual Meetings of the Allied Social Sciences Associations, Chicago, IL, January 2012

Beyster Fellows Winter Conference, LaJolla, CA, December 2011

Triennial Research Conference of the International Confederation of Associations for Pluralism in Economics, Amherst, MA, November 2011

Tulane University Economics Seminar, New Orleans, LA, September 2011

London School of Economics, CEP/NIESR Seminar, London, England, May 2011

Annual Meetings of the Midwest Economics Association, St. Louis, MO, March 2011

Beyster Fellows Winter Conference, Rutgers University, New Brunswick, NJ, February 2011

Annual Meetings of the Allied Social Sciences Associations, Denver, CO, January 2011

University of Massachusetts CPPA Discrimination Lunch, Amherst, MA, October 2010

World Congress of the International Association for the Economics of Participation, University of Paris II, Paris, France, July 2010

Symposium on “Re-Capitalizing the Economy: Envisioning the Role of Broad Employee Ownership”, LaJolla, CA, June 2010

Rutgers University Microeconomics Seminar, New Brunswick, NJ, March 2010

Beyster Fellows Winter Conference, Rutgers University, New Brunswick, NJ, February 2010

Colgate University Economics Seminar, Hamilton, NY, February 2010

Annual Meetings of the American Economic Association, Atlanta, GA, January 2010

American Time Use Survey Conference, College Park, MD, June 2009 (participant)

Annual Meetings of the Society of Labor Economists, Cambridge, MA, May 2009

Rutgers University SMLR Seminar, New Brunswick, NJ, February 2009

Annual Meetings of the Eastern Economic Association, New York, NY, February 2009

University of Massachusetts Economic Theory Seminar, Amherst, MA, September 2008

NBER Summer Institute, Labor Studies and Personnel Economics Meetings, Cambridge, MA, July 2008 (participant)

Annual Meetings of the Western Economic Association, Honolulu, HI, July 2008

Annual Meetings of the Society of Labor Economists, New York, NY, May 2008

Nanobank Research Conference, Cambridge, MA, May 2008

NBER Emerging Industries, Nanotechnology and NanoIndicators Conference, Cambridge, MA, May 2008 (participant)

Annual Meetings of the Eastern Economic Association, Boston, MA, March 2008

Cornell University Labor Economics Seminar, Ithaca, NY, October 2006

Annual Meetings of the Society of Labor Economists, Cambridge, MA, May 2006

International Food Policy Research Institute / Cornell Conference on Threshold Effects and Non-Linearities in Growth and Development, Washington, DC, May 2005 (participant)

MEDIA COVERAGE

The New York Times
The Republican (Springfield, MA)
VoxEU - Research-Based Policy Analysis and Commentary (Europe)

PROFESSIONAL AFFILIATIONS

American Economic Association
The Econometric Society
Society of Labor Economists
Labor and Employment Relations Association
International Association for the Economics of Participation
Eastern Economic Association
Midwest Economic Association
Western Economic Association
Committee on the Status of Women in the Economics Profession
Center for Public Policy and Administration, University of Massachusetts Amherst
Social and Demographic Research Institute, University of Massachusetts Amherst

PROFESSIONAL SERVICE

Grant Reviewer, *National Science Foundation*, Economics Program

Research Coordinator, LERA Employment Policy Research Network, Equal Employment Opportunity Topical Area

Program Committee, Biennial Research Conference of the International Association for the Economics of Participation, Rutgers University, New Brunswick, NJ, July 2012

Session Discussant, Annual Meetings of the Allied Social Sciences Associations, Chicago, IL, January 2012

Session Discussant, Annual Meetings of the Allied Social Sciences Associations, Denver, CO, January 2011

Session Chair and Discussant, Annual Meetings of the Western Economic Association, Honolulu, HI, July 2008

Session Chair and Discussant, Annual Meetings of the Eastern Economic Association, Boston, MA, March 2008

Referee, *Journal of Labor Economics*
Industrial Relations
Journal of Population Economics
Labour Economics
Journal of Human Resources
Journal of Labor Research
LABOUR

Journal of Economic Behavior and Organization
Journal of Economics and Management Strategy
Empirical Economics
Management Research Review
Applied Economics
Advances in the Economic Analysis of Participatory and Labor Managed Firms (2)

TEACHING EXPERIENCE

Economics 781: Ph.D. Labor Economics (Fall 2010, Fall 2012) at UMass

Economics 341: Labor Economics (Fall 2007, Spring 2008, Fall 2008, Spring 2009, Fall 2010, Spring 2011, Fall 2011, Spring 2012) at UMass

Economics 397N: Compensation, Incentives and Productivity (Spring 2008, Fall 2008, Spring 2009, Spring 2012) at UMass

Guest Lecturer for Econ 397EC: Economics of Cooperative Enterprises (Spring 2012) at UMass

Guest Lecturer for Econ 144Honors: Political Economy of Race (Spring 2012) at UMass

Guest Lecturer for ILR 669: Managing Compensation (Spring 2007) at Cornell

UNIVERSITY SERVICE

Applied Microeconomics Seminar Series Organizer, 2011-2013

Economics and Afro-American Studies Departments Joint Hiring Committee, 2012-2013

Economics Department Executive Committee, Spring 2011, 2011-2012

Sheridan-Barber Committee, Spring 2012

Economics Department Coordinator for the UMass Amherst Community Campaign, 2010-2012

Economics Department Undergraduate Committee, 2008-2009

Economics Department Computing Committee, 2008-2009

OTHER SKILLS AND ACTIVITIES

Native speaker of English and Turkish, speaking ability of Azeri, rudimentary knowledge of Russian and German

CeMent Mentoring Workshop participant (organized by the American Economic Association Committee on the Status of Women in the Economics Profession), January 2012

Traveled to 31 countries: Uganda, Malawi, Kenya, Egypt, Azerbaijan, Georgia, Turkmenistan, Saudi Arabia, Singapore, Thailand, Indonesia, Australia, Turkey, Barbados, US, Sweden, Denmark, Germany, Switzerland, England, Belgium, Austria, Greece, Holland, France, Ireland, Canada, Mexico, Bahamas, Turks and Caicos, Italy

Piano, zither, saxophone, tennis, backgammon, skiing, certified open water scuba diver, rock climbing, and viniculture

Revised May 25, 2012