

## Friday Conference Activities • 1/6/2023

### 8 - 10 am Concurrent Sessions

#### 1.1 Labor Market Institutions (Symposium)

**Chair:** Eliza Forsythe, University of Illinois at Urbana-Champaign

**Presenters:** Samuel Young and Sean Yixiang Wang, Massachusetts Institute of Technology—*Unionization, Employer Opposition, and Establishment Closure*

Cynthia Doniger, Board of Governors of the Federal Reserve System and Desmond J. Toohey, University of Delaware—*These Caps Spilleth Over: Equilibrium Effects of Unemployment Insurance*

John C. Haltiwanger, University of Maryland; Henry R. Hyatt and James R. Spletzer, U.S. Census Bureau—*The Role of Industry in Increasing Earnings Inequality: Reconciling Results from the CPS and the LEHD*

**Discussants:** Aaron Sojourner, W.E. Upjohn Institute for Employment Research

Jose Mustre-del-Rio, Federal Reserve Bank of Kansas City

Christian vom Lehn, Brigham Young University

#### 1.2 Tax Credits, Labor Supply, and Intergenerational Transfers (Symposium)

**Chair:** Hilary Hoynes, University of California, Berkeley

**Presenters:** Emily Wiemers, Syracuse University; Katherine Michelmore, University of Michigan; and Anna Wiersma Strauss, Syracuse University—*The EITC and Intergenerational Transfers of Time and Money*

Gabrielle Pepin, W.E. Upjohn Institute for Employment Research and Yulya Truskinovsky, Wayne State University—*Not Just for Kids: Child and Dependent Care Credit Benefits for Elder Care*

Jacob Bastian, Rutgers University—*Tax Credits in Rural and Economically Distressed Areas: More Bang Per Buck?*

Kye Lippold, U.S. Department of the Treasury—*The Effects of the Child Tax Credit on Labor Supply*

**Discussants:** Yulya Truskinovsky, Wayne State University

Tatiana Homonoff, New York University

### 10:15 am - 12:15 pm Concurrent Sessions

#### 2.1 Firm Power and the Law: Wage Discrimination, Non-Competes, and Visas (Symposium)

**Chair:** Kate Bahn, The Washington Center for Equitable Growth

**Presenters:** Brianna L. Alderman, Roger D. Blair and Perihan Saygin, University of Florida—*Monopsony, Wage Discrimination, and Public Policy*

Jesse Wursten, KU Leuven and Michael Reich, University of California, Berkeley—*Small Business and the Minimum Wage*

Candice Yandam Riviere, The University of Chicago Law School—*Regulatory Changes and Labor Market Concentration in the U.S. Agriculture Sector: Evidence from H-2A Workers*

Jed DeVaro, California State University, East Bay and Peter Norlander, Loyola University of Chicago—*Wage Theft, Market Power, and Outsourcing: The Case of H-1B Workers*

**Discussants:** Roger D. Blair, University of Florida

Peter Norlander, Loyola University of Chicago

#### 2.2 LERA Best Papers I: Workplace Structure and Stress (Symposium)

**Chair:** Abigail Wozniak, Federal Reserve Bank of Minneapolis

**Presenters:** Stephanie Ross, Wayne Lewchuk, Mohammad Ferdosi and Peter Graefe, McMaster University—*Understanding the Impact of COVID-19 on Canadian Workers, Workplaces and Families*

Youngsang Kim and Andrea Kim, Sungkyunkwan University; Tae-Youn Park, Cornell University; Eun-Ji Oh and Seung Soo Eo, Sungkyunkwan University—*Downsizing Effects on Subsequent Voluntary Turnover, and the Role of Collective Pay for Performance Practices*

Kyongji Han, Baylor University; Andrea Kim, Sungkyunkwan University; Mee Sook Kim, California State University East Bay; and Minho Kim, Colorado College—*A Climate for Long Work Hours, Job Stress and Organizational Commitment: Why Does Gender Matter?*

Lonnie Golden, Penn State Abington—*Work Hours Mismatches as Part of Job Quality: Effects of Transitions on Workers' Well-Being*

**Discussants:** Zachary Schaller, Colorado State University

Bryce VanderBerg, Michigan State University

Ting Zhang, University of Baltimore

Brandy Edmondson, University of Minnesota

**3.1 Labor Market Shocks on College Students and Recent Graduates (Symposium)****Chair:** Jesse Rothstein, University of California, Berkeley**Presenters:** Johnathan G. Conzelmann and Steven W. Hemelt, University of North Carolina at Chapel Hill; Brad Hershbein, W.E. Upjohn Institute for Employment Research; Shawn M. Martin, University of Michigan; and Andrew Simon, University of Chicago—*Skills, Majors and Jobs: Does Higher Education Respond*  
Russell Weinstein, University of Illinois at Urbana-Champaign—*Graduating from a Less Selective University During a Recession: Evidence from Mobility Report Cards and Employer Recruiting*  
Diane Whitmore Schanzenbach, Northwestern University and Sarah Turner, University of Virginia—*Limited Supply and Lagging Enrollment: Production Technologies and Enrollment Changes at Community Colleges during the Pandemic***Discussants:** Joseph G. Altonji, Yale University  
Miguel Urquiola, Columbia University  
Celeste K. Carruthers, University of Tennessee**3.2 Random Assignment in the U.S. Army (Symposium)****Chair:** Susan Payne Carter, U.S. Military Academy West Point**Presenters:** James V. Marrone, RAND Corporation; Rebecca S. Zimmerman, U.S. Department of Defense; Louay Constant and Marek Posard, RAND Corporation; and Katherine L. Kuzminski, Center for a New American Security—*Organizational and Cultural Causes of Army First-Term Attrition*  
Michael S. Kofoed and Carl J. Wojtaszek, U.S. Military Academy West Point—*Sensitivity of Charitable Giving to Realized Income Changes: Evidence from Military Bonuses and the Combined Federal Campaign*  
Jonathan M.V. Davis, University of Oregon; Kyle Greenberg, U.S. Military Academy West Point; and Damon Jones, University of Chicago—*An Experimental Evaluation of Deferred Acceptance*  
Jesse Bruhn, Brown University; Kyle Greenberg and Matthew Gudgeon, U.S. Military Academy West Point; Evan Rose, University of Chicago; and Yotam Shem-Tov, University of California, Los Angeles—*Fog of War? The Role of Combat, Selection, and Policy in Veteran's Long-Run Outcomes***Discussants:** Jennifer Heissel, Naval Postgraduate School  
Bruce Sacerdote, Dartmouth University**Saturday Conference Activities • 1/7/2023**

8 - 10 am

## Concurrent Sessions

**4.1 New Research on Minimum Wage Increases (Symposium)****Chair:** Kate Bahn, The Washington Center for Equitable Growth**Presenters:** Ashvin Gandhi, University of California, Los Angeles and Krista Ruffini, Georgetown University—*Minimum Wages and Employment Composition*  
Carl McPherson and Michael Reich, University of California, Berkeley—*Are \$15 Minimum Wages Too High?*  
Nirupama Rao, University of Michigan and Max Risch, Carnegie Mellon University—*How Do Small Firms Accommodate Minimum Wage Increases? Evidence from Matched Employer-Employee Tax Returns*  
Carmen Sanchez Cumming, The Washington Center for Equitable Growth; Daniel Muhammad and Yi Geng, Government of the District of Columbia; and Corey Husak, U.S. Senate Offices—*Left Out: Measuring Minimum Wage Effects on Wage Earners and the Self-employed Using Tax Data from Washington, DC***Discussants:** Orley Ashenfelter, Princeton University  
Ben Zipperer, Economic Policy Institute**4.2 LERA Best Papers II: Regulation, Training, and Wages (Symposium)****Chair:** Russell Weinstein, University of Illinois at Urbana-Champaign**Presenters:** Justin C. Wiltshire, University of California, Berkeley—*Are \$15 Minimum Wages Too High?*  
Natarajan Balasubramanian, Syracuse University; Evan Starr and Shotaro Yamaguchi, University of Maryland—*Bundling Employment Restrictions and Value Capture from Employees*  
Sangeun Ha, Copenhagen Business School—*Outsourcing Workplace Safety*  
Shomik Ghosh, Boston University—*The Effect of Occupational Licensing on the Gender Wage Gap*  
Hyejin Ko, Korean Institute of Health and Social Affairs and Andrew Weaver, University of Illinois at Urbana-Champaign—*Are Employer Training and General Education Substitutes or Complements? Evidence from South Korea***Discussants:** Patrick Nüß, Kiel University  
Hye Jin Rho, Michigan State University  
Ting Zhang, University of Baltimore  
Oren Danieli, Tel-Aviv University

10:15 am - 12:15 pm

## Concurrent Sessions

## 5.1 Labor Market Competition and the Political Economy (Symposium)

**Chair:** Sydnee Caldwell, Microsoft Research

**Presenters:** Bryan A. Stuart, Federal Reserve Bank of Philadelphia; Christopher Goetz, U.S. Census Bureau; and Brad Hershbein, W.E. Upjohn Institute for Employment Research—*Local Labor Markets Left Behind? How Recessions Reshape Employment Dynamics Among Firms and Workers*  
Takuya Hiraiwa, University of Maryland; Michael Lipsitz, Federal Trade Commission; Evan Starr, University of Maryland; and Bledi Taska, Burning Glass Technologies—*Do Firms Value Court Enforcement of Noncompete Agreements? A Revealed Preference Approach*  
Hyeri Choi and Ioana Marinescu, University of Pennsylvania—*The Impact of Labor Market Concentration on Unemployment and Underemployment*  
Samuel Dodini, Kjell Salvanes and Alexander Willén, Norwegian School of Economics—*The Dynamics of Power in Labor Markets: Monopolistic Unions versus Monopsonistic Employers*

**Discussants:** Evan Starr, University of Maryland

Hyeri Choi, University of Pennsylvania

## 5.2 Recent Trends in Contract Work in U.S. Labor Markets: Measurement and Implications (Symposium)

**Chair:** David Autor, Massachusetts Institute of Technology

**Presenters:** Annette Bernhardt, University of California, Berkeley; Christopher Campos, University of Chicago; Allen Prohofsky, Franchise Tax Board; Aparna Ramesh, University of California-Berkeley; and Jesse Rothstein, University of California, Berkeley—*The "Gig" Economy and Independent Contracting: Evidence from California Tax Data*

Matthew Dey, U.S. Bureau of Labor Statistics and Susan N. Houseman, W.E. Upjohn Institute for Employment Research—*Domestic Outsourcing in U.S. Manufacturing and its Implications for Occupational Upskilling and Sorting*

Andy Garin, University of Illinois at Urbana-Champaign; Emilie Jackson, Michigan State University; and Dmitri K. Koustas, University of Chicago—*The Evolution of Platform Gig Work, 2019-2020*

Emma van Inwegen, Massachusetts Institute of Technology; Apostolos Filippas, Fordham University; and John J. Horton, Massachusetts Institute of Technology—*The Experimental Imposition of a Worker Level Minimum Wage*

2:30 - 4:30 pm

## Concurrent Sessions

### 6.1 Social Interactions at Work (Symposium)

**Chair:** Abigail Wozniak, Federal Reserve Bank of Minneapolis

**Presenters:** Matthew Harvey, University of Washington-Tacoma; David Nickerson, Temple University; and Abigail Wozniak, Federal Reserve Bank of Minneapolis—*Cross-Race Differences in the Response to Unequal Treatment*

Jeff Flory, Claremont McKenna College; Andreas Leibbrandt, Monash University; Christina Rott, Free University Amsterdam; and Olga Stoddard, Brigham Young University—*Signals from on High and the Power of "Growth Mindset": A Natural Field Experiment in Attracting Minorities to High-Profile Positions*

Conrad Miller, University of California, Berkeley and Ian M. Schmutte, University of Georgia—*The Dynamics of Referral Hiring and Racial Inequality: Evidence from Brazil*

Amalia Miller, University of Virginia; Ragan Petrie, Texas A&M University; and Carmit Segal, University of Zurich—*Does Workplace Competition Increase Labor Supply: Evidence from a Field Experiment*

**Discussants:** Ragan Petrie, Texas A&M University

Zoe Cullen, Harvard Business School

Alex Bartik, University of Illinois at Urbana-Champaign

Amanda Agan, Rutgers University

### 6.2 LERA Best Papers III: Racial Disparities in Policies and Institutions (Symposium)

**Chair:** Conrad Miller, University of California, Berkeley

**Presenters:** Yang Jiao, Young Harris College; Yi Lu, Tsinghua University; and Xiaohan Zhang, Federal Reserve Bank of Dallas—*Racial Disparity in Labor Market Response to the EITC*

Julie Hotchkiss, Federal Reserve Bank of Atlanta and Kalee Elise Burns, Georgia State University—*Migration Constraints and Disparate Responses to Changing Job Opportunities*

Brandy Edmondson, University of Minnesota—*Bigger than Black and White: Cultural Capital and Employment Discrimination*

**Discussants:** Junjie Guo, University of Wisconsin-Madison

Abigail Wozniak, Federal Reserve Bank of Minneapolis

Elena Falcattoni, Board of Governors of the Federal Reserve System

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# Sunday Conference Activities • 1/8/2023

## Concurrent Sessions

### 7.1 Occupational Licensing and Public Policies (Symposium)

**Chair:** Rebecca Allensworth, Vanderbilt University

**Presenters:** Nicholas Carollo, Board of Governors of the Federal Reserve System; Jason Hicks, University of Victoria; Andrew Karch and Morris M. Kleiner, University of Minnesota—*The Origins and Evolution of Occupational Licensing in the United States*  
Ryan Nunn, Tyler Boesch and Katherine Lim, Federal Reserve Bank of Minneapolis—*Racial Disparities in Occupational Licensing*  
David Mitchell, Ball State University and Moiz Bhai, University of Arkansas at Little Rock—*New Evidence on Occupational Licensing Reform on the Earnings and Labor Supply of Nurse Practitioners*  
Mengjie Lyu and Tingting Zhang, University of Illinois at Urbana-Champaign and Hua Ye, Sun Yat-sen University—*Labor Market Impacts of Occupational Licensing and Delicensing: New Evidence from China*

**Discussants:** Darwyn Deyo, San Jose State University  
Edward J. Timmons, West Virginia University  
Maria Koumenta, Queen Mary University of London  
Alicia Plemmons, West Virginia University

### 7.2 LERA Best Papers IV: The Changing Geography and Nature of Work (Symposium)

**Chair:** Brian Sloboda, Department of Labor

**Presenters:** Hoyoung Yoo, University of Wisconsin-Madison—*Move in and Get Paid? The Welfare Implications of Work-from-Home Worker Relocation Programs*  
Junjie Guo, University of Wisconsin-Madison—*Human Capital Externalities and the Geographic Variation in Returns to Experience*  
Kevin Wynne and Ting Zhang, University of Baltimore—*Working from Home, Organizational Monitoring, and Individual Outcomes*  
Oren Danieli, Tel-Aviv University—*Revisiting U.S. Wage Inequality at the Bottom 50%*

**Discussants:** Alison Braley-Rattai, Brock University  
Kyongji Han, Baylor University  
Yang Jiao, Young Harris College  
Andrew Weaver, University of Illinois at Urbana-Champaign

10:15 am - 12:15 pm

## Concurrent Sessions

### 8.1 Older Workers and Retirement, Part I (Symposium)

**Chair:** Teresa Ghilarducci, The New School for Social Research

**Presenters:** Owen Davis, The New School for Social Research—*Employer-Provided Health Insurance Costs and the Demand for Older Workers: Evidence from Administrative Data*  
Leah R. Abrams, Tufts University; Kristen Harknett, University of California, San Francisco; and Daniel Schneider, Harvard University—*Older Workers with Unpredictable Schedules: Implications for Well-being and Job Retention*  
Beth C. Truesdale, W.E. Upjohn Institute for Employment Research—*Navigating the Run-up to Retirement: Evidence from Narrative Survey Data*  
Richard W. Johnson, Urban Institute—*Age Disparities in Reemployment among Displaced Workers: Variation over Time and across Groups*

**Discussants:** Matthew Rutledge, Boston College  
Siavash Radpour, The New School for Social Research

### 8.2 LERA Best Papers V: The When, Where, and Why of Unions (Symposium)

**Chair:** Tingting Zhang, University of Illinois at Urbana-Champaign

**Presenters:** Patrick Nüß, Kiel University—*Management Opposition in Times of Crisis*  
Alison Braley-Rattai and Larry Savage, Brock University—*Union Responses to Vaccine Mandates in Canada*  
Zachary Schaller, Colorado State University and Sarah Thomaz, Independent—*Where Unions Fell: A Historical Geography of Union Formation in the U.S.*  
Noah Wexler, University of Minnesota—*Right-to-Work Policies and Monopsonistic Labor Markets in Manufacturing*

**Discussants:** Noah Wexler, University of Minnesota  
Aaron Sojourner, W.E. Upjohn Institute for Employment Research  
Shomik Ghosh, Boston University  
Hoyoung Yoo, University of Wisconsin-Madison

1 - 3 pm

## Concurrent Sessions

### 9.1 Older Workers and Retirement, Part II (Symposium)

**Chair:** Susan N. Houseman, W.E. Upjohn Institute for Employment Research



**Presenters:** Laura Quinby, Boston College; Glenn Springstead, Social Security Administration; and Gal Wettstein, Boston College—*Is the Scarring from Unemployment Worse for Black Workers?*  
Brian Asquith, W.E. Upjohn Institute for Employment Research—*Why Are Older Workers Moving Less While Working Longer?*  
Joelle Abramowitz, University of Michigan—*Measuring Work among Older Adults: The Role of Retirement Transitions*  
Siavash Radpour, The New School for Social Research—*Older Workers and Retirement Security: A Review*  
**Discussants:** Beth C. Truesdale, W.E. Upjohn Institute for Employment Research  
Owen Davis, The New School for Social Research

## **9.2 LERA Best Papers VI: Worker Preferences, Sorting, and Mismatch (Symposium)**

**Chair:** Brad Hershbein, W.E. Upjohn Institute for Employment Research

**Presenters:** Hye Jin Rho, Amanda Chuan, Phillip DeOrtentiis, Maite Tapia and Mevan Jayasinghe, Michigan State University—*Job Preferences among Food Service Workers during COVID-19: Survey Evidence from a Large Public University*

Gabrielle Pepin, W.E. Upjohn Institute for Employment Research and Bryce VanderBerg, Michigan State University—*Occupational Sorting, Multidimensional Skill Mismatch, and the Child Penalty among Working Mothers*

Ting Zhang, University of Baltimore—*Who Continues to Work from Home?*

Elena Falcettoni, Board of Governors of the Federal Reserve System and Vegard M. Nygaard, University of Houston—*A Comparison of Living Standards Across the United States of America*

**Discussants:** Jim Sullivan, University of Notre Dame

Amalia Miller, University of Virginia

Lonnie Golden, Penn State Abington

Julie Hotchkiss, Federal Reserve Bank of Atlanta