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TITLE & AFFILIATION

Professor, Aarhus School of Business, Aarhus University

IZA Research Fellow, IZA, Bonn

Affiliated Professor, SOFI, Stockholm University

Guest Researcher, SFI-The Danish National Centre for Social Research

PREVIOUS WORK EXPERIENCE

SFI-THE DANISH NATIONAL CENTRE FOR SOCIAL RESEARCH

Research Professor, Fall 2004-Spring 2009

AARHUS SCHOOL OF BUSINESS

Associate Professor, Department of Economics, Fall 1995-Spring 2007

NATIONAL BUREAU OF ECONOMIC RESEARCH

Visiting Scholar, Aging group, Fall 2006-Spring 2007

UNIVERSITY OF SOUTHERN DENMARK

Visiting Lecturer, Department of Economics (Odense campus), Fall 1999

CORNELL UNIVERSITY

Visiting Lecturer, Department of Labor Economics, ILR School, Fall 1993-Spring 1994

NEW JERSEY INSTITUTE OF TECHNOLOGY

Assistant Professor, School of Industrial Management, Fall 1990-Spring 1993; Spring 1995

EDUCATION

Ph.D., CORNELL UNIVERSITY, 1992

Major Field: Labor Economics; Minor Fields: Development Economics, Applied Econometrics

Thesis Title: *The Role of Preferences and Constraints as Determinants of Male-Female Occupational Differences*

Chair: Ronald G. Ehrenberg; Other Committee Members: Gary S. Fields and George H. Jakubson

B.A., SMITH COLLEGE, 1985

Double major in Economics and Computer Science

Sidney S. Cohen Prize in Economics, Smith College, 1985

RESEARCH INTERESTS

LABOR ECONOMICS (Wages & compensation, Occupational choice, Discrimination, Career mobility, Child care, Education, Time-use, Personnel & behavioural economics)

HEALTH ECONOMICS (Health & labor outcomes, Measurement of health, Health determinants, Workplace health)

ECONOMICS OF AGING (Retirement behaviour, Pensions systems reform, Health and well-being of the elderly)

DEVELOPMENT ECONOMICS (Poverty, Microeconomic analyses of labor market issues)

PUBLICATION LIST

REFEREED JOURNAL ARTICLES

“Probabilities of Job Choice and Employer Selection and Male-Female Occupational Differences,” *American Economic Review Papers and Proceedings*, Vol. 83, No. 2, pp. 57-61, 1993

“A Specification Test of the Determinants of Male-Female Occupational Differences,” *Economics Letters*, Vol. 44, pp. 197-203, 1994

“Effekten af pensionsreform på danske ægtepars udtræden af arbejdsmarkedet” (The Effect of Pension Reform on the Retirement of Danish Married Couples, joint with B.J. Christensen), *Nationaløkonomisk Tidsskrift (Danish Journal of Economics)*, Vol. 138, pp. 222-242, 2000

“Children and Career Interruptions: The Family Gap in Denmark” (joint with N. Smith), *Economica*, Vol. 69, No. 276, pp. 609-629, 2002

“Gender, Pay and Development: A Cross-Country Analysis,” *Labour, Management and Development*, Vol. 3, pp. 1-19, 2002

“Multivariate Mixed Proportional Hazard Modelling of the Joint Retirement of Married Couples” (joint with M.Y. An and B.J. Christensen), Special issue on Econometrics of Social Insurance, *Journal of Applied Econometrics*, Vol. 19, No. 6, pp. 687-704, 2004

“The Impact of Worker and Establishment-Level Characteristics on Male-Female Wage Differentials: Evidence from Danish Matched Employer-Employee Data” (joint with D. Rothstein), *LABOUR: Review of Labour Economics and Industrial Relations*, Vol. 19, No. 1, pp. 1-34, 2005

“The Effect of Labour Market Conditions on the Completion of Higher Education in Denmark” (joint with M.Y. An), *Danish Journal of Economics*, Vol. 143, No. 1, pp. 81-103, 2005

“Fertility and the Household’s Economic Status: A Natural Experiment Using Indian Micro Data” (joint with A. Dubey), *Journal of Development Studies*, Vol. 42, No. 1, pp. 110-138, 2006

“Swimming Upstream, Floating Downstream: Comparing Women’s Wage Progress in the U.S. and Denmark” (joint with R.L. Oaxaca and N. Smith), *Industrial and Labor Relations Review*, Vol. 59, No. 2, pp. 243-266, 2006

“Analyzing Trends in U.S. and Danish Gender Wage Gaps in the 1980s and 1990s” (joint with R.L. Oaxaca and N. Smith), *Applied Economics Letters*, Vol. 13, pp. 643-647, 2006

“Health Shocks and Retirement: The Role of Welfare State Institutions,” (joint with M. Larsen), *European Journal of Ageing*, Vol. 4, No. 3, pp. 183-190, 2007

“Is Marriage Poisonous? Are Relationships Taxing? An Analysis of the Male Marital Wage Differential in Denmark” (joint with L. Stratton and N. Smith), *Southern Economic Journal* Vol. 42, No. 2, 412-433, 2007

“Are Women Falling Behind in the New Economy? – Gender Gaps in New Skills and Competences,” *Swedish Economic Policy Review* Vol. 14, No. 1, pp. 151-189, 2007

“Analyzing Trends in Subjective Well-Being in 15 European Countries, 1973-2002” (joint with C. Bjørnskov and P. Pedersen), *Journal of Happiness Studies*, Vol. 9, No. 2, pp. 317-330, 2008

“Work Environment Satisfaction and Employee Health – Panel Evidence from Denmark, France and Spain” (joint with N. Kristensen), *European Journal of Health Economics*, Vol. 9, No. 1, pp. 51-60, 2008

“The Impact of Nordic Countries’ Family-Friendly Policies on Wages, Employment and Children” (joint with N. Smith and M. Verner), *Review of Economics of the Household*, Vol. 6, No. 1, pp. 65-89, 2008

“Barselsorlov og Familievenlig Politik i de Nordiske Lande – En Ligestillingsfremmende og Økonomisk Bæredygtig Model?”, (Birth-related Leave and Family Policy in the Nordic Countries – An Equalizing and Economic Sustainable Model? (joint with N. Smith and M. Verner), *Nationaløkonomisk Tidsskrift* (Danish Journal of Economics) 147, 120-136, 2009.

“Non-Cognitive Child Outcomes and Universal High-Quality Child Care,” (joint with M. Simonsen), *Journal of Public Economics*, Volume 94, Issues 1-2, pp. 30-43, 2010

“The Impact of Health on Individual Retirement Plans: Self-reported vs. Diagnostic Measures” (joint with M. Larsen), in press *Health Economics* DOI: 10.1002/hec.1523

“External Validation of the Use of Vignettes in Cross-Country Health Studies”, (joint with N. Kristensen and D. Pozzoli), *Economic Modelling*, in press, DOI: 10.1016/j.econmod.2009.11.007

“Examining the impact of alternative power measures on individual time use in American and Danish couple households”, (joint with Leslie S. Stratton), in press *Review of Economics of the Household*, DOI: 10.1007/s11150-009-9073-6

BOOK CHAPTERS & REVIEWS

“The Danish Gender Wage Gap and Wage Determination in the Public and Private Sectors” (joint with R.L. Oaxaca and N. Smith), in Gender and the Labour Market: Econometric Evidence on Obstacles in Achieving Gender Equality, S. Gustafsson and D. Meulders (eds.), London, AEA Macmillan Series, pp. 53-74, 2000

“The Impact of Incentives on Retirement in Denmark” (joint with P. Bingley and P.J. Pedersen), in Social Security Programs and Retirement around the World: Micro-Estimation, J. Gruber and D. Wise (eds.), Chicago, The University of Chicago Press, pp. 153-234, 2004

“The Timing and Flexibility of Housework and Men’s and Women’s Wages” (joint with J. Bonke and N. Smith), in Contributions to Economic Analysis, D. Hamermesh and G. Pfann (eds.), Amsterdam, Elsevier Press, pp. 43-77, 2004

“High-Performance Work Practices, Incentive Pay Schemes, Worker Evaluation Systems and Male-Female Wages” (joint with T. Eriksson), in Gender Pay Differentials: Cross-National Evidence from Micro Data, B. Mahy, R. Plasman and F. Rycx (eds.), Hampshire, Palgrave MacMillan, pp. 34-60, 2006

“Fiscal Implications of Reforms in Retirement Systems in Denmark” (joint with P. Bingley and P.J. Pedersen) in Social Security Programs and Retirement Around the World: Fiscal Implications of Reform, J. Gruber and D. Wise (eds.), Chicago, University of Chicago Press, pp. 119-154, 2007

“Social Security and the Employment of the Young in Denmark”, (joint with P. Bingley and P.J. Pedersen) in Social Security Programs and Retirement Around the World: The Relationship to Youth Employment, forthcoming from University of Chicago Press

Review of “Comparable Worth: Is it a Worthy Policy?” by Elaine Sorensen, in *Industrial and Labor Relations Review*, Vol. 50, No. 2, pp. 358-359, 1997

OTHER PUBLICATIONS

“Early Retirement Programs in Denmark: The Post Employment Wage Plan,” in Social Security Pensions: Development and Reform, C. Gillion, J. Turner, C. Bailey and D. Latulippe (eds.), Geneva, International Labor Office, pp. 446-447, 2000

“Do Workplace Factors Influence Health? Cross-Country Findings” (joint with N. Kristensen), *Geneva Association Information Newsletter on Health and Ageing*, No. 13, pp. 9-12, 2005

“Los Factores Laborales, ¿Influyen en la Salud?” (joint with N. Kristensen), *Mercado Asegurador*, No. 317, pp. 44-46, 2006 (Spanish language version of above)

“The Determinants of Non-Employment of Working-Age Individuals in Denmark – Marginal Groups, Retirement Patterns and Nordic Comparisons”, in Sustainable Social and Health Development in the Nordic Countries, *NOSOSCO 29/NOMESCO 78*, pp. 86-106, 2006

“De Økonomiske Effekter af Familievenlig Politik i de Nordiske Lande” (The Economic Effects of Family Friendly Policies in the Nordic Countries), *Søkelys på arbejdslivet* (Spotlight on Worklife), Vol. 25, pp. 73-81, 2008

“Et Inkluderende og Udviklende Arbejdsliv – Gennemgang”, (An Inclusive and Evolving Working Life – A Review), (joint with H. Hvid and G. Lindgren), Program Arbejdslivsforskning, Norges Forskningsråd, (Program for Working Life, Norwegian Research Council), 2010

”Labour Market Characteristics and their Impact on Immigrant Offspring”, OCED Report, DELSA/ELSA/MI (2009):6

WORKING PAPERS IN ESTABLISHED SERIES (NOT LISTED ABOVE)

“A Dynamic Programming Model of the Retirement Behavior of Married Couples” (joint with B.J. Christensen), *CAE Working Paper*, No. 94-02, Cornell University, 1994

“A Bivariate Duration Model of the Joint Retirement Decisions of Married Couples” (joint with M.Y. An and B. J. Christensen), *CLS Working Paper*, No. 99-10, 1999

“New Workplace Practices and the Gender Wage Gap” (joint with T. Eriksson), *ASB Working Paper*, No. 2004-18, 2004, *IZA Discussion Paper* No. 2038

“Male and Female Competitive Behavior – Experimental Evidence” (joint with A. Poulsen and M. C. Villeval), *IZA Discussion Paper*, No. 1833, 2005

“Employment Effects of Educational Measures for Work-Injured People”, (joint with H. Bach and J. Høgelund), *SFI Working Paper*, 01:2007, *IZA Discussion Paper* No. 2657

“Hearing Loss and Labour Supply – Measurement Issues and Coping Strategies” (joint with V. T. Christensen and M. V. Rasmussen), *IZA Discussion Paper* No. 3196, 2008

“Overweight and Obesity and the Demand for Primary Physician Care”, (joint with J. Greve), *IZA Discussion Paper* 4098

“Medium-Term Consequences of Low Birth Weight – Is there a Catch-up Effect”, (joint with M. Deding and M. Lausten), *ASB Working Paper*, *WP 10-03*

WORKS IN PROGRESS

Educational Reforms and Educational Attainment in Developing Countries (joint with A. Dubey)

Social Security and Elderly Well-Being in Denmark (joint with P.J. Pedersen and P. Bingley).

Social Security, Health and Pathways to Retirement (joint with P.J. Pedersen and P. Bingley)

Employment Effects of Wage Subsidy Schemes for the Disabled (joint with M. Larsen)

Health Shocks and Retirement (joint with K. Kleinjans and M. Larsen)

Comparing Self-Reported Morbidity to Diagnoses (joint with H. Jürges)

Skill Utilization of Immigrants (joint work with E. Wadensjö and P. Andersson Joona)

Cross-border Migration Flows (joint work with L. Nekby)

Beauty and Subjective Well-being (joint work with N. Etcoff and M.M. Jæger)

REFEREE

American Economic Review, Journal of Labor Economics, Journal of Human Resources, Industrial and Labor Relations Review, Journal of Economic Behaviour and Organisation, Nationaløkonomisk Tidsskrift (Danish Journal of Economics), Social Science Quarterly, Labour, Labour Economics, Journal of Population Economics, Southern Economic Journal, B.E. Journals in Economic Analysis and Policy, Journal of Development Economics, Economic Inquiry, Canadian Journal of Economics, Oxford Economic Papers, Contemporary Economic Policy, Review of Economics of the Household, Journal of Health Economics, European Journal of Health Economics, Social Science and Medicine, Population Studies