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EDUCATION:

Ph.D. in Economics, University of Utah, 1976
BA in Economics, University of Oregon, 1969

TEACHING EXPERIENCE

Robert S. Eckley Professor of Economics, Illinois Wesleyan University, 1989-present.

Associate Professor of Economics, Ball State University, 1979-1989.

Assistant Professor of Economics, Ball State University, 1975-1979. This includes four terms of overseas teaching in Ball State University's Master's in Executive Development program.

Instructor, University of Utah, 1972-1975. Most of the courses taught were in the Masters in Human Resource Management program both on and off campus (including Atlanta, Denver, and Germany).

Courses Taught: a variety of courses in the labor economics and industrial relations area at both the graduate and undergraduate level, principles of economics, urban economics, managerial economics, economic issues, statistics, transitioning economies (co-taught), the economics of poverty, the economics of race and gender differentials, several Gateway colloquiums and the capstone writing intensive senior seminar course in economics. Also developed and taught an interactive television course (Survey of Economic Ideas) for Ball State University. This course was broadcast in the late 1980s to 22 sites around Indiana to students in the MBA program.

Chaired 50 Research Honors Projects that were successfully defended since 1990 and served as committee member on many others.

ADMINISTRATIVE AND LEADERSHIP EXPERIENCE

President Elect, Missouri Valley Economics Association, September 2013 to Present.

Chair, External Review Team, Saint Mary's College of Maryland, Department of Economics, April 2011.

President, IWU Federal Credit Union, April 2006 to April 2009.

Chair, John Wesley Powell Research Conference Committee, Academic Years 2008/09 and 2003/04.

Chair, Council on University Programs and Policy (CUPP), Academic Year 2006/07.

Chair, Illinois Wesleyan University Provost Search Committee, Academic Year 2005/06

Director, Missouri Valley Economics Association, 2004 and 2005.

Chair, Department of Economics, Fall 2001 to Fall 2005 and Fall 1989 to Spring 1995.

Chair, Nominating Committee, Academic Year 2000/2001.

Chair, Illinois Wesleyan University Post-Tenure Review Task Force, November 1999 – January, 2001.

President, Illinois Wesleyan University Chapter of Phi Kappa Phi Honor Society, Academic Year 1999/00; Vice President 1998/99; Secretary Fall 1994 - Spring 1998.

Chair, University Curriculum Council, Illinois Wesleyan University, Academic Year 1998/1999.

Acting Director of General Education, Illinois Wesleyan University, Spring 1997

Chair, Personnel Council, Illinois Wesleyan University, 1991-92.

Chair, Tenure and Advancement Committee, Illinois Wesleyan University, Academic Year 1991-92.

Vice Chair, Council on University Programs and Policy (CUPP), Academic Year 93/94.

Acting Director, Bureau of Business Research, Ball State University, September 1984 to July 1985. Duties included supervision of a professional staff consisting of an administrative assistant, an editor, a computer programmer, a word processing supervisor, ten student assistants and three graduate assistants. Accomplishments include originating the organizational structure and format for a scholarly journal (*The Mid-American Journal of Business*).

Administrative Assistant to the Department Head and Graduate Student Advisor, Department of Economics, Ball State University, Winter 1982/83 to Fall 1984.

Acting Department Head, Department of Economics, Ball State University, Summer, 1983.

UNIVERSITY AND COMMUNITY SERVICE

Served on the following Committees at Illinois Wesleyan University:

- Member, IWU Strategic Planning and Budgeting Committee, (Fall, 2013 to present)
- Member, IWU Financial Resources Work Group, (Spring, 2013 to present)
- John Wesley Powell Research Conference Committee (1998 – 2009; 2012 to present)
- Member, IWU Credit Union Supervisory Committee (2001 – 2006; April 2009 to present)
- Member, North Central Self Study Steering Committee, (Spring, 2010 to Fall, 2012)
- Member, IWU Strategic Planning and Budgeting Committee (September, 2009 to Spring, 2012)
- Academic Appeals Board (Fall 2008– Spring 2010)
- Member, Strategic Curricular Review Task Force, (Fall 2007 – Spring 2008)
- Member, Illinois Wesleyan University Federal Credit Union Board of Directors (April, 2006 to April, 2009)
- Council on University Programs and Policy, CUPP (Fall 2006 – Spring 2008; Fall 2000 - Spring 2002; Fall 1992 – Spring 1994)
- IWU Enrollment Management Committee (Fall 2006 – Spring 2007)

- IWU President's Cabinet (as Chair of CUPP, academic year 2006/07)
- Provost / Dean of Faculty Search Committee (AY 2005/06)
- Member, Illinois Wesleyan University Federal Credit Union Supervisory Committee (2001 – 2006)
- Hearing Committee (Fall 2005 – Spring 2007)
- Vice President for University Advancement Search Committee (AY 2004/05)
- IWU Strategic Planning, Human Resources Subcommittee (2005 – 2007)
- Truman Fellowship Selection Committee (2003 to 2007)
- Admissions Committee (Fall 2003 – Spring 2004)
- First Year Advisors Advisory Board (Fall 2002 – Spring 2003)
- Council on University Programs and Policy (Fall 2000 – Spring 2002)
- Freshman Advising Planning Committee (Spring 1999 – Spring 2000)
- University Curriculum Council (Member AY 1997/98; Chair 1998/99)
- University Strategic Planning Committee (1994-1995)
- General Education Council (1996-1997)
- Courseload Reduction and Calendar Change Task Force (Summer 1993)
- Personnel Council (Member, 1990/91; Chair, 1991/92)
- Tenure and Advancement Committee (Member, 1990/91; Chair, 1991/92)
- International Studies (Diplomatic Studies and Asian Studies Committees) 1991–2012.
- Committee on Diversity. 1993-1998.

Served on the following committees at Ball State University for the College of Business and Economics between Fall 1975 and Spring 1980:

- Hiring Committee
- Salary Committee
- Promotion and Tenure Committee
- Long Range Planning Committee
- Commencement and Scholarship Committees.

Other University Service:

- Faculty Advisor and Founder of the *Undergraduate Economic Review*, a national on-line journal published at Illinois Wesleyan University (2004 to present).
- Faculty Advisor to the *University Avenue Undergraduate Journal of Economics*, an online national journal, edited by Illinois Wesleyan and Illinois State students, published at Illinois State University (1997-2003).
- Faculty Advisor to the economics student honorary, Omicron Delta Epsilon, Fall 2001 to Fall 2005; Fall 1986 to 1995; and 1980-82
- Founder and Faculty Advisor to an undergraduate journal in economics, *The Park Place Economist* (1991-1995)
- Founder and Faculty Advisor to a student club in economics, The IWU Economics Society (1990-2007)
- Member, Doctoral Dissertation Committee, Doctor of Education, Ball State University, Mary Jane Sullivan, "The Role of Adult Education in Contemporary American Society: An Analysis of the Relationship between Social Change and the Increase in Participation in Adult Education, defended July 8, 1980.

International Service:

- Selected to represent Illinois Wesleyan University at Technos International Week sponsored by Tanaka Ikueikai Educational Trust. Trip included a presentation at Technos International College and participation in educational programs, Tokyo, Japan, June 5-18, 2005.
- Participated in an international conference entitled "Hungary and Central Europe: A Region in Transition," Budapest University of Economic Studies (formerly Karl Marx University of Economic Sciences), Budapest, Hungary, June 9-14, 1997.
- Represented Illinois Wesleyan University at the IES/IAS Beijing Faculty Development Seminar, a conference jointly sponsored by the Institute for Asian Studies and the Chinese Academy of the Social Sciences, Beijing, China, June 18-27, 1995. Seminar title: *China in Transition: The Impact of Economic Change on Culture and Society*.
- Lectured at several universities in Mainland China, summer 1994. (Wuhan University, Guangxi University, Nanning Normal University, and Guilin Normal University)
- Visiting scholar, June 1986, Agricultural University of Warsaw (Warsaw, Poland).

Other Professional Service:

- Webinar: "Building an Outstanding Student Journal in the IR," Berkeley Electronic Press, February 7, 2013. (With Stephanie Davis-Kahl and Sijia Song)
- Appearance on PBS News Hour economic segment on the Youth Build program, May 21, 2012. The in-depth segment titled "Helping High School Youth Learn by Doing" was produced by Paul Solmon as part of the American Graduate series. http://www.pbs.org/newshour/bb/american-graduate/jan-june12/amgrad_05-21.html
- Bloomington/Normal by the Numbers, Panelist, Sponsored by the McLean County Economic Development Council, Heartland College and ISU Alumni Center April 7, 2011; September 21, 2011, March 22, 2012, December 19, 2013.
- Guest on "The Morning Rush," with Robert Rees, WRPW radio program, December 20, 2013.
- Guest on "Dollars and Sense," WXRJ radio program, Bloomington, Illinois, taped April 5, 2011.
- Presentations, a series of short presentations to the McLean County Economic Development Council (EDC) Board Meeting on economic trends: June 24, 2009; March 26, 2009; December 17, 2009; September 23, 2010.
- Presentation, "Increasing Income Inequality in America: Are the Occupy Wall Street Protestors Right?" Mennonite Church, Normal, Illinois. September, 2009.
- Presentation, "Economic Crisis and Choice: Equity or Less Growth?" Sponsored by IWU Office of Advancement, PriceWaterhouseCoopers LLC, 1 Wacker Dr., Chicago, March 10, 2009. (co-presenter: James Parrott).
- Presentation, "The Recession: Who Caused it and Who Gets Hurt," Sponsored by the Illinois Wesleyan University Office of Multicultural Affairs, Memorial Student Center, January 21, 2009.
- Panelist, "Economic Summit," sponsored by the McLean County Economic Development Commission, Minor Myers Welcome Center Auditorium, November 19, 2008 (Co-panalists, Jim Payne, Larry Maschoff, and Bob Lakin). Follow up panel discussion at Illinois state University, March 27, 2009.
- Presentation, "The Economics of Immigration Policy: Winners and Losers," Sponsored by the Illinois Wesleyan University Office of Multicultural Affairs, Memorial Student Center, March 5, 2008.

- Presentation on “Current Labor Market Trends” to about 100 attendees at the Illinois CPA Society--Central Chapter—Spring Conference with the theme “Economic Outlook,” Gateway Building, Peoria, Illinois, May 21, 2008.
- Participant in the Oakbrook Retreat: Shaping the Future at Illinois Wesleyan University, Board of Trustees Retreat, Oakbrook Illinois, May 10-12, 2007.
- Speech to 300 attendees at the McLean County Chamber of Commerce Seventh Annual Economic Update, McLean County Interstate Center, Bloomington, Illinois, May 11, 2005.
- Panelist, Knox College Workshop on Integrating Information Literacy and Research Skills into Course Curricula, Galesburg, July 23, 2003.
- Presentation to the Bloomington/Normal Alumni Club, “Immigration and Assimilation: Is the United States Still a Land of Opportunity.” Bloomington, Illinois, May 9, 2003.
- Member, Regional Planning Committee, Annual Economic Conference held at Western Illinois University, 1993 through 2002.
- Member of the State Farm Exceptional Student Fellowship Selection Committee, a four person committee to select 50 recipients for State Farm’s Outstanding Student national graduate fellowship program 2002, and 1993 through 1996. Chair, 1995 and 1996.
- Organizer and Presenter, Leadership McLean County, Leadership Training Program sponsored by McLean County Chamber of Commerce, 1996 and 1997.
- Associate Producer and Panelist of a weekly public affairs television and radio program ("Public Affairs Roundtable") broadcast by WIPB TV, WBST (Muncie), and many other radio stations in Indiana, Fall 1982 through Fall 1985 and January 1986 to January 1988.
- Article Referee, *Industrial and Labor Relations Review*, Cornell University, 1989 – 2006. Also, occasional referee work for other journals in economics, including *The Journal of Socio-Economics*, and *The Journal of Economics*.
- Member, City of Muncie Urban Enterprise Zone Task Force, 1983.
- Managing Editor, *Intermountain Economic Review*, University of Utah, AY 1972/73; Associate Editor, AY 1971/72.

HONORS AND GRANTS

Phi Beta Delta Honor Society for International Scholars. Inducted on March 23, 2005.

Recipient of Heritage/Arthur Vining Davis Collection Development Grant (\$5,000) for the development of the Ames Library book collection in labor economics, Fall 2002.

Sabbatical Leaves, Illinois Wesleyan University, Spring 2010, Spring, 2003 and Spring, 1996.

Appear in various Who’s Who Publications including: ECI Who’s Who Among America’s Teachers, Multiple Recipient (2000, 2001 and 2004); *Marquis Who’s Who in America*, 2010, 2011; *Marquis Who’s Who in the World*, 2011 Edition (Forthcoming).

Recipient of Dupont Award for Teaching Excellence at the Illinois Wesleyan University Honor’s Convocation, April, 1998.

Project Director, 1997-1999, Grant from the Kazanjian Foundation to assist in the establishment of an online undergraduate journal of economics (\$10,000). The *University Avenue Undergraduate Journal of Economics* is a joint effort of economics faculty and students from Illinois Wesleyan University and Illinois State University.

Phi Kappa Phi National Honor Society, Inducted in 1993.

Recipient of grant from the Institute of Asian Studies to attend a faculty development seminar entitled "China in Transition," Beijing, China, June 18-26, 1995. The seminar was co-sponsored by the Institute of Asian Studies and the Chinese Academy of Social Sciences.

Recipient of "Assigned Leave with Full Pay" from Ball State University for Spring, 1986, to conduct research on unemployment differentials. (Frankfurt, West Germany).

Project Associate, Spring and Summer 1983, grant to develop linkages between economic development efforts and employment and training programs in East Central Indiana. Funded by the Indiana Office of Occupational Development.

Recipient of Ball State University Summer Research Grants, 1977 and 1980.

Project Co-Director, May 1979 to April 1980, grant from the Indiana Office of Occupational Development (\$42,500) to conduct survey research on current and past participants in federal vocational training programs funded under the Comprehensive Employment and Training Act.

Associate Project Director, May 1978 to November 1978, grant from the Indiana Office of Manpower Development (\$49,100) to evaluate CETA vocational training programs.

RESEARCH

Publications:

"The Effect of Occupational Choice on the Earnings of College Educated Immigrants," *Journal of Economics*, (with Paige Maynard), forthcoming (2014).

"Surprising Recent Immigrant Wage Growth: Evidence from Information Technology Occupations," *Atlantic Economic Review*, (with Katelyn Rowley), forthcoming (2014).

"Undergraduate Economics Journals: Learning by Doing," *Journal of College Teaching and Learning*, February, 2013, 10 (2), 105-112. (with Robert Leekley and Stephanie Davis-Kahl).

"Economic assimilation of Mexican and Chinese immigrants in the United States: is there wage convergence?" *Economics Bulletin*, 2012, 32 (3), 1978-1991. (With Eunice Wu).

"Performance-Enhancing Drugs and the Production of Season Best Performances in Track and Field," *The Journal of Economics*. 2010, 33 (2), 23-44. (With Allison Fisher)

- “Inferring Drug Use from Productivity Trends in Track and Field,” *Atlantic Economic Review*, 2010, 38, 249-50. (With Allison Fisher)
- “The Effect of Place of Origin on the Relative Earnings of Immigrant Women,” *International Business and Economics Research Journal*, 2010, 9, no. 2, 117-128 (with Mahi Garg).
- “Achieving Proficiencies in Economics Capstone Courses,” *Journal of College Teaching and Learning*. February 2008, 5, no. 2. 61-73.
- “The Effect of Marital Status on the Relative Standard of Living of Young Men and Young Women,” *Journal of Business and Economics Research*, January 2004, 2, no.1, 65 – 80.
- “The Assimilation of Immigrants Who Arrived in the United States as Children,” *Journal of Business and Economics Research*, March 2003, 1, no. 3, 27-36 (with Jeremy Sandford).
- “The Effects of Ethnic Capital and the Age of Arrival on the Standard of Living of Young Immigrants,” *The Journal of Economics*, 2003, 29, no. 1, 27-48. (With Jeremy Sandford)
- “A Post-Tenure Review System That is Good Personnel Policy: Is It Possible?” *The International Business & Economics Research Journal*, 2002, 1, no. 5, 7-15. (with Gerald Olson)
- "The New Rural-Urban Labor Mobility in China: Causes and Implications," *The Journal of Socio-Economics*, 2000, 29, no. 1, 39-56 (with Zhenhu Jin and Yiping Zhu).
- “The Impact of Youth Characteristics and Experiences on Transitions out of Poverty,” *The Journal of Socio-Economics*, 1999, 28, no. 2 (with Mark Israel).
- "Using Undergraduate Journals and Peer Pressure to Improve Undergraduate Writing," *The Journal of Economics*, 1998, 24, no. 2, 77-86 (with Lon Carlson, John Chizmar and Mark Walbert).
- “The Impact of Local Labor Markets on Black and White Family Structure,” in *Leading Issues in African-American Studies*, ed. Nikongo BaNikongo, Carolina Academic Press, 1997, 501-515 (with Kristen Jaeger).
- “The Effects of Marriage and Divorce on the Poverty Status of Young Adults,” *The Journal of Economics*, 1996, 28, no. 2, 89-96.
- “Teen Mothers and Their Educational Attainment: Some Evidence from the National Longitudinal Survey of Youth,” *The Journal of Economics*, 1996, 28, no. 1, 95-104 (with Risa Kumazawa).
- "Race, Poverty, and Enlistment: Some Evidence from the National Longitudinal Survey of Youth," *The Journal of Economics*, Spring 1994, 20, 15-24.

- "Income and Poverty Across SMSAs: A Two Stage Analysis," *Eastern Economic Journal*, Winter 1993, 19, 43-58 (with Robert Leekley).
- "The Impact of Local Labor Markets on Black and White Family Structure," *Journal of Socio-Economics*, Summer 1993, 22, 115-130 (with Kristen Jaeger).
- "Racial Differences in Adult Labor Force Transition Trends," *The Journal of Economics*. 1991, 17, 79-84 (with Mark Israel).
- "The Effect of Unions on Black and White Earnings," accepted for publication in "Anthology" section of the *Atlantic Economic Journal*, September 1991, 19, 71 (with Andrea Christenson).
- "The Effect of Industrial Structure on Black-White Family Income Differentials," *Eastern Economic Journal*, January-March 1990, 16, 41-48.
- "An Analysis of the Potential of Price Reform on Food Production in Poland," *Atlantic Economic Journal*, September 1990, 18, 74-81 (with Julian Krzyzanowski).
- "Wielkosc skupu a zmiany cen produktow rolnych w Polsce," (Price Flexibility and the Production of Agricultural Products in Poland) *Zagadnienia Ekonomiki Rolnej*, Vol. 2, 1989, 46-56 (with Julian Krzyzanowski).
- "The Unemployment Rates of Men and Women: A Transition Probability Analysis," *Industrial and Labor Relations Review*, April 1989, 42, 404-414 (with Larry DeBoer).
- "The Narrowing Male-Female Unemployment Differential," *Growth and Change*, Spring 1987, 18, 24-37 (with Larry DeBoer).
- "Training and Labor Market Outcomes of Disadvantaged Blacks," *Industrial Relations*, Winter 1986, 25, 33-44 (with Abera Zegeye and Irmtraud Seeborg).
- "An Examination of the Relative Income Performance of Indiana's Black Population," *Indiana Academy of the Social Sciences: Proceedings, 1985*, 20, 65-73.
- "East-Central Indiana Manpower Study of Technical and Professional Skills in Manufacturing," *Report Number 18*, Bureau of Business Research, College of Business, Ball State University, 1985.
- "The Female-Male Unemployment Differential: Effects of Changes in Industry Employment," *The Monthly Labor Review*, November 1984, 107, 8-15 (with Larry DeBoer).
- "The Impact of Nontraditional Training on the Occupational Attainment of Women," *Journal of Human Resources*, Fall 1984, 4, 452-71 (with Irmtraud Seeborg and Abera Zegeye).
- "Assessing the Relative Effectiveness of Human Resource Development Programs at the Local Level," *The Journal of Economics*, 1982, 8, 148-51 (with Irmtraud Seeborg).
- "CETA Beyond the Headlines," *Ball State Business Review*, Winter, 1981.

"The Effects of CETA on the Labor Market Performance of Female Participants," *The Economic Forum*, Summer 1979, 10, 55-64 (with Judith E. France).

"Determinants of the Labor Market Performance of CETA Title I Participants in Indiana," *Indiana Academy of the Social Sciences: Proceedings*, 1979, 14, 24-29 (with Judith E. France).

"The Effect of Local Market Conditions on CETA Program Performance," *Atlantic Economic Journal*, December 1979, 7, 118.

"The Effect of Curricular Choice on Alumni Income," *The Journal of Behavioral Economics*, Winter 1978, 7, 151-72.

"Toward a Choice Theoretic Model of Occupational Segregation on The Basis of Sex," *The Journal of Economics*, 1978, 4, 121-26 (with Irmtraud Seeborg).

"Student Choice of Major: A Theoretical Appraisal," *Intermountain Economic Review*, Fall 1976, 26-40.

Other Scholarly Work:

"Chinese in America," *Foreign Economic and Trade Times*, November 24, 1992, p. 4. Chinese Language Publication, Nanning China. (With Yuet Wei Wan)

"The Increasing Importance of Women in the American Economy," *Foreign Economic and Trade Times*, January 10, 1991, p. 4. Chinese Language Newsprint Trade Publication, Nanning China. (With Julie Johnson)

"The Middle East Oil Crises and the American Economy," *Foreign Economic and Trade Times*, November 8, 1990, p. 1. Chinese Language Newsprint Trade Publication, Nanning China.

Final Report to the Indiana Office of Occupational Development: Survey of CETA Participants in Indiana, 1979, October 1980, a report based on an interdisciplinary study for the Indiana Office of Occupational Development (with Bernard Blakely and Raymond Scheele).

"Choice of College Major and the Economic Consequences," unpublished Ph.D. Dissertation, University of Utah 1976.

Manpower Requirements and the Allocation of University Resources, November 1973, a report based on a study conducted by the University of Utah Human Resources Institute for the 1972 Utah Conference on Higher Education.

"Relocation Assistance as a Component of a Comprehensive Manpower Program: A Concept Paper on Organizational Structure" (with Garth L. Mangum), A report to The Office of Research and Development, Manpower Administration, U.S. Department of Labor, July 29, 1972.

Conference Presentations:

“Immigrant Niche Occupations and Earnings,” presented at the 50th Annual Meeting of the Missouri Valley Economics Association, Kansas City, October 17, 2013.

“Publication Outlets for Undergraduates: *the Undergraduate Economics Review*,” presented at the Conference on Teaching and Research on Economic Education, sponsored by the Committee on Economic Education of the American Economic Association, Chicago, May 30, 2013.

“Library Publishing and Undergraduate Education: Strategies for Collaboration,” presented at the Association of College and Research Libraries Biannual Conference, Indianapolis, April 11, 2013. (Panelist with Stephanie Davis-Kahl and Isaac Gilman)

“The Effect of Occupational Choice on the Earnings of High Skilled Immigrants” presented at the 49th Annual Meeting of the Missouri Valley Economics Association, Memphis, October 26, 2012.

“Undergraduate Publishing in Economics,” Presented at the Annual Meetings of the Illinois Economics Association (IEA), Chicago, October 19, 2012.

“Undergraduate Economics Journals: Learning by Doing,” presented at the 87th Annual Conference of the Western Economic Association International, San Francisco, June 30, 2012. (Co-authors: Robert Leekley and Stephanie Davis-Kahl).

“Promoting Active Learning through Online Undergraduate Economics Journals,” Poster presentation at the Annual Meeting of the American Economic Association and the Allied Social Science Association, Chicago, January 3, 2012. (With Stephanie Davis-Kahl and Robert Leekley).

“The Effect of Occupational Choice on the Earnings of College Educated Immigrants from China, India and the Philippines” presented at the 2011 Annual Meeting of the Illinois Economic Association, Chicago, October 29, 2011. (with Paige Maynard).

“On the Economics of Supervising Undergraduate Research,” Two hour presentation in the Ball State University Department of Economics Seminar Series, October 21, 2011.

“The Impact of Human Capital, Family Characteristics and Country of Origin on the Poverty Status of Immigrant Women,” presented at the 47th Annual Meeting of the Missouri Valley Economics Association, St. Louis, October 29, 2010.

“Assessing Track and Field Performance Measures: Do World Record Performances Matter?” presented at the 2010 Annual Meeting of the Illinois Economic Association, Chicago, October 15, 2010. (With Allison Fisher)

“Best Measures of Productivity in Track and Field,” presented at the 43rd Annual Meeting of the Missouri Valley Economics Association, Kansas City, October 24, 2009.

“Encouraging Active Learning through a Capstone Undergraduate Research Experience,” presented at the Annual Meeting of the American Economic Association and the Allied Social Science Association, San Francisco, January 4, 2009.

“Steroid Use and the Production of Season Best Performances in Track and Field,” presented at the 42nd Annual Conference of the Missouri Valley Economics Association, St. Louis, October 25, 2008. (With Allison Fisher)

“Achieving Proficiencies in Economics Capstone Courses,” presented at the 2007 Teaching and Learning Conference, Las Vegas, October, 2007. Received Best Paper Award for the Session.

“Encouraging Quality Undergraduate Research in Economics Capstone Courses,” presented at the 2007 Annual Meetings of the Midwest Economic Association, Milwaukee, March 19, 2007.

“Providing Incentives for Quality Undergraduate Economics Research: Feedback, Presentation and Publication,” presented at the 6th Annual Teaching Economics Workshop, University of North Carolina at Willmington, Wrightsville Beach, NC, October 14, 2006.

“Encouraging Quality Undergraduate Research with Online Journals and Conference Participation,” presented at the 42nd Annual Conference of the Missouri Valley Economics Association, Kansas City, October 26, 2005.

“The Effect of Place of Origin on the Relative Earnings of Immigrant Women,” presented at the 41st Annual Conference of the Missouri Valley Economics Association, Nashville, October 14, 2004.

“The Economic Effects of Marriage and Divorce on Young Men and Women,” presented at the 40th Annual Conference of the Missouri Valley Economics Association, Kansas City, February 26, 2004.

“The Effect of Marital Status on the Relative Standard of Living of Young Men and Young Women,” presented at the International Business & Economics Conference, Las Vegas, Nevada, October 7, 2003. Recipient of Best Paper Award for the Session.

“The Assimilation of Immigrants Who Arrived in the United States as Children,” presented at the International Business & Economics Conference, Las Vegas, Nevada, October 10, 2002. Recipient of Best Paper Award for the Session.

“Effects of Marital Status Change on Economic Wellbeing,” presented at the 77th Annual Conference of the Western Economic Association International, Seattle, Washington, July 1, 2002.

“The Effects of Ethnic Capital and the Age of Arrival on the Standard of Living of Young Immigrants,” presented at the 38th Annual Conference of the Missouri Valley Economics Association, St. Louis, February 28, 2002.

“A Post-Tenure Review System that is Good Personnel Policy: Is it Possible?” (co-authored with Gerald Olson), presented at the International Business & Economics Conference, Reno, Nevada, October 9, 2001. Recipient of Best Paper Award for the Session.

"Post-Tenure Review: Faculty Development without Coercion?," presented at the Association of American Colleges and Universities 87th Annual Meeting, New Orleans, January 19, 2001.

"The Effect of Marriage, Divorce, Separation and Children on the Standard of Living of Young men and Women," presented at the 12th Annual Meeting of the Society for the Advancement of Socio-Economics, London School of Economics, London, England, July 9, 2000.

"Using Undergraduate Journals and Peer Pressure to Improve Undergraduate Writing in Economics," presented at the Annual Meeting of the Missouri Valley Economic Association, Kansas City, Missouri, February 28, 1998.

"The Floating Population of China: An Institutionally Based Explanation of the Emergence of Voluntary Rural-Urban Migration," (co-authored) presented at the eighth International Convention of the Society for the Advancement of Socio-Economics, Geneva, Switzerland, July 70, 1996.

"The Impact of Youth Characteristics and Early Experience on Transitions out of Poverty" (co-authored), presented at the eighth International Convention of the Society for the Advancement of Socio-Economics, Geneva, Switzerland, July 8, 1996.

"Immigration and Poverty: Some Evidence from the National Longitudinal Survey of Youth," presented at the Midwest Economics Association Annual Meeting, Chicago, March 23, 1996.

"The Effects of Marriage and Divorce on the Poverty Status of Young Adults," presented at the Annual Meeting of the Missouri Valley Economic Association, Memphis, Tennessee, 1996.

"The New Labor Mobility in China: Causes and Implications," presented at the Annual Meeting of the Midwest Conference on Asian Affairs, October 13, 1995, St. Louis (with Yiping Zhu).

"Teen Mothers and Their Educational Attainment: Some Evidence from the National Longitudinal Survey of Youth," presented at the Thirty-First Annual Meeting of the Missouri Valley Economic Association, February 23, 1995, Kansas City (with Risa Kumazawa).

"An Examination of the Importance of Youth Characteristics and Experiences on Transitions Out of Poverty," presented at the Annual Meeting of the Midwest Economic Association, March 25, 1994, Chicago (with Mark Israel). This paper was also presented at the Spring Meeting of the Central Illinois Chapter of the American Statistical Association, April 2, 1994, Normal, Illinois.

"Race, Poverty and Enlistment: Some Evidence From the National Longitudinal Survey of Youth," presented at the Annual Meeting of the Missouri Valley Economic Association, February 26, 1993, Memphis, Tennessee.

"Employment and Unemployment of Black and White Youth: An Assessment of Four Explanations," presented at the Annual Meeting of the Allied Social Science Association (AEA-ODE Session), January 3, 1992, New Orleans.

"The Impact of Local Labor Markets on Black and White Family Structure," presented at the Annual Meeting of the Illinois Economics Association, October 12, 1991, Chicago.

"Racial Differences in Adult Labor Force Transition Trends," presented at the Annual Meeting of the Missouri Valley Economic Association, February 28, 1991, Kansas City. Also presented at an Illinois State University Economics Seminar, March 1991. (With Mark Israel)

"The Determinants of Black and White Family Income in SMSAs: A Cross-Sectional Analysis," presented at the Annual Meeting of the Midwest Economics Association, Chicago, March 31, 1990. (With Robert Leekley)

"An Analysis of Black-White Family Income Differentials in the Great Lakes Region," presented at the Annual Meeting of the Illinois Economics Association, October 20, 1989, Chicago.

"An Analysis of the Potential of Price Reform on Food Production in Poland," presented at the European Association of Agricultural Economists Seminar on Polish Agriculture, September 21, 1988, Warsaw, Poland.

"The Effect of Industrial Structure on Black-White Family Income Differentials," presented at the Eastern Economics Association Annual Convention, March 12, 1988, Boston, Mass.

"Analysis of the Relative Improvement in the Male-Female Unemployment Differential," presented at the Annual Meetings of the Western Economics Association, July 8, 1987, Vancouver, (With Larry DeBoer).

"An Examination of the Relative Income Performance of Indiana's Black Population," presented at the Annual Meeting of the Indiana Academy of the Social Sciences, Oct. 11, 1985 Butler University, Indianapolis, Indiana.

"A Shift-Share Analysis of the Female-Male Unemployment Differential," presented by Larry DeBoer (co-author) at the Annual meetings of the Eastern Economics Association, March 17, 1984 (New York).

"The Impact of Nontraditional Training on the Occupational Attainment of Women," Midwest Economic Association, St. Louis, April 9, 1983 (with Irmtraud Seeborg and Abera Zegeye).

"The Impact of Vocation Training on the Occupational Attainment of Disadvantaged Blacks," Eastern Economics Association, Boston, March 11, 1983.

"Assessing the Relative Effectiveness of Human Resource Development Programs at the Local Level," Missouri Valley Economic Association, Kansas City, March 5, 1982 (with Irmtraud Seeborg).

"Determinants of the Labor Market Performance of CETA Title I Participants in Indiana," presented by Judith France (co-author) at the annual meeting of the Indiana Academy of the Social Sciences, October 1979, Indiana University, Bloomington, Indiana.

"A Preliminary Analysis of Client Evaluations of CETA in Indiana's Balance of State," presented at the Great Lakes Regional Conference of the American Society for Public Administration, Dearborn, Michigan, September 23, 1978 (co-authors Bernard Blakely and Raymond Scheele).

"Toward a Choice Theoretic Model of Occupational Segregation on the Basis of Sex," Missouri Valley Economic Association, Kansas City, February 25, 1978 (with Irmtraud Seeborg).

"The Effect of Curricular Choice on Alumni Income," presented at the Atlantic Economic Conference, Washington, DC, October 1977. An abstract of the paper is published in the *Atlantic Economic Journal*, March 1978, 6, p. 92.

Newspaper Columns

"2011 Likely to Warm up Economy," *The Pantagraph*, 12 March, 2011: 11.

"2004 Job Market Should be More Accommodating," *The Pantagraph*, 11 January 26, 2004: F1.

"Employment Numbers can be Misleading," *The Pantagraph*, 17 August, 2003: F1.

"Foreign-born Residents Boon to Heartland," *The Pantagraph*, 10 August, 2003: F1.

"Bush's Tax Plan Does Have Some Good Points to It," *The Pantagraph*, 26 January, 2003: F1.

"Rein in CEOs' Pay; Let's Start with Options?" *The Pantagraph*, 6 October 2002: F1.

"News Stirs Investment Uncertainty." *The Pantagraph*, 23 June 23, 2002, F1.

"Is Bloomington-Normal Really Immune to Recession?" *The Pantagraph*, 31 March 2002: F1.

Professional Development Conferences Attended

"Globalizing the IWU Campus," A workshop for faculty and administrators, June 3-5, 2008.

"Toward the Common Good: Faculty and Administrations Working Together," A university governance conference sponsored by the American Association of University Professors (AAUP) and the American Conference of Academic Deans (ACAD), Washington, D.C., October 26-28, 2000.

"Race, Gender, Introductory Economics: A Faculty Development Conference for Economists," NSF funded faculty development conference, Atlanta, Georgia, November 1-3, 1996.

Economics Teacher Training Workshop, sponsored by the American Economic Association and the Joint Council on Economic Education, James L. Allen Center, Northwestern University, Evanston, Illinois, May 28-31, 1992.

10/14/13