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EDUCATION

B.A. 1981 Denison University, Granville, Ohio. *Summa Cum Laude* in Latin American Area Studies.
M.A. 1986 Cornell University, Ithaca, New York, Economics.
Ph.D. 1987 Cornell University, Ithaca, New York, Economics.

EXPERIENCE IN HIGHER EDUCATION

1988 to the present, Professor (2005-present), Associate Professor (1995-2005) and Assistant Professor (1988-1995), Department of Economics, University of Maryland Baltimore County.

2007 to the present, Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany.

1988 to the present, Visiting Researcher, Institute for Research in Economic Science, University of Costa Rica, San Jose, Costa Rica.

1998-2001, Graduate Program Director, Master of Arts in Economic Policy Analysis, University of Maryland Baltimore County.

2001, Visiting Professor, University of Costa Rica, Department of Economics and the Institute for Research in Economic Science. Funded with a Fulbright Lecture/Research Award.

1994, Visiting Professor, Masters Program in Economic Policy, National Autonomous University of Costa Rica, Human Resource Economics Department.

1992, Visiting Professor, University of Costa Rica, Department of Economics and the Institute for Research in Economic Science. Funded with a Fulbright Lecture/Research Award.

1987-1988, Visiting Assistant Professor, Tulane University, Department of Economics and Department of Latin American Studies.

RESEARCH SUPPORT, FELLOWSHIPS AND CONSULTANCIES

2010-2011, World Bank, lead consultant for "Trends in Education Quality and Labor Market Returns in Latin America: evidence from household surveys," part of the World Bank study "Skills for the 21st Century in Latin America and the Caribbean" (Task Team Leaders, Ian Walker and Cristián Aedo).

2008, IDRC (Canada) and FUSADES (El Salvador), "The Impact of Minimum Wages in El Salvador, Nicaragua and Costa Rica" (with Alvaro Trigueros, Juan Diego Trejos, Alejandro Martinez Cuenca and Katherine Terrell).

2007, Spencer Foundation Research Grant, "Family separation and re-unification as a factor in the educational success of immigrant children." (with Sara Poggio).

2006, World Bank, "Labor Markets and Poverty in Costa Rica," background paper for the Costa Rica Poverty Assessment (Task Team Leader, Andrew Mason).

2005, DFID (U.K.) and Executive Office of the Presidency of Honduras, "The Impact of Minimum Wages in Honduras." (with Katherine Terrell)

2001, Fulbright Lecture/Research Award to Costa Rica, "Causes of Changing Income Inequality in Costa Rica."

1995, USAID, "Maternity Leave Legislation and the Work and Pay of Women in Costa Rica" (with Maria Crummett of the University of South Florida), report to the Bureau for Latin America and the Caribbean, United States Agency for International Development, July, 1995.

1995, UNDP, "The Effects of Structural Adjustment on the Structure of Employment and Pay in Costa Rica: The Differential Impact by Gender."

1993, Chiang Ching-Kuo Foundation Research Grant, "The Nine Year Compulsory Education Policy and the Development of Human Resources in Taiwan" (with Marsha Goldfarb and Chun-chig Chang).

1992, Fulbright Lecture/Research Award to Costa Rica, "Labor Market Discrimination Against Women in Costa Rica."

1992, World Bank, "Measuring the Impact of the Passage of Anti-discrimination Legislation on Male and Female Wages in Latin America."

1989, World Bank, "Structural Adjustment and Labor Markets in Costa Rica," (with Albert Berry).

PUBLICATIONS - ARTICLES IN PEER-REVIEWED JOURNALS

"The Impact of Minimum Wages on Wages, Work and Poverty in Nicaragua," (with Enrique Alaniz (Fundación Internacional para el Desafío Económico Global of FIDEG in Managua, and Katherine Terrell of the University of Michigan), forthcoming in *Labour Economics*. [Also available in Spanish.](#)

"The Effect of Family Separation and Reunification on the Educational Success of Immigrant Children in the United States" (with Sara Poggio of UMBC), forthcoming in *Journal of Ethnic and Migration Studies*. [An earlier, extended version of this paper is available as IZA Discussion Paper 4887.](#)

["Minimum Wages, Globalization and Poverty in Honduras," \(with Katherine Terrell of the University of Michigan\), accepted for publication in *World Development*, Vol. 38, No. 6 \(June, 2010\), pages 908-918. Also available as IZA Discussion Paper 2497.](#)

["Minimum Wages and Employment in Various Sectors in Honduras," \(with Katherine Terrell of the University of Michigan\), *Labour Economics*, Vol. 16, No. 3 \(June, 2009\), pp. 291-303. Also available as an IZA Discussion Paper 2892.](#)

["South-South Migration: The Impact of Nicaraguan Immigrants on Earnings, Inequality and Poverty in Costa Rica," *World Development*, Vol. 37, No. 1 \(January, 2009\), pp. 116-126. Also available as IZA Discussion Paper 3279.](#)

["Hogares monoparentales encabezados por mujeres y pobreza en Costa Rica," \(with Luis Oviedo of the University of Costa Rica\), *La Revista de la CEPAL*, Vol. 94, \(April 2008\), pp.121-132. \[\\(Click here for an English version of this paper: "Female-headed Single-parent Households and Poverty in Costa Rica"\\)\]\(#\)](#)

["The Effects of Multiple Minimum Wages Throughout the Labor Market: The Case of Costa Rica," \(with Katherine Terrell of the University of Michigan\), *Labour Economics*, Volume 14 \(June 2007\), pages 485-511. \(Click here for an earlier working paper version of this paper\).](#)

["Legal Minimum Wages and the Wages of Formal and Informal Sector Workers in Costa Rica," \(with Katherine Terrell of the University of Michigan\), *World Development*, Vol. 33, No. 11 \(November 2005\), pp.1905-1921.](#)

["Accounting for Changing Inequality in Costa Rica: 1980-99," \(with Juan Diego Trejos of the University of Costa Rica\), *Journal of Development Studies*, Vol. 41, No. 5, \(July 2005\), pp. 898-926.](#)

["Poverty in Latin America," *Latin American Research Review*, Vol. 40, No. 1, 2005, pages 207-222.](#)

["La Desigualdad en America Central Durante los anos noventa," \(with Juan Diego Trejos of the University of Costa Rica\), *La Revista de la CEPAL*, Vol. 84 \(December 2004\), pp. 177-198. \(English version--Inequality in Central America in the 1990s\)](#)

["Minimum Wages, Inequality and Globalization," \(with Katherine Terrell of the University of Michigan\), *Michigan Journal of International Law*, Vol. 26, No. 1, \(Fall 2004\), pages 245-270.](#)

["Cambios en la desigualdad del ingreso laboral en Costa Rica, 1976-1999: medidas y causas," \(with Juan Diego Trejos of the University of Costa Rica\) *Revista de Ciencias Economicas* \(Costa Rica\), Vol. XXIII, No. 1 y 2 \(2003\), pp. 103-126.](#)

["Higher Education Planning and the Wages of Workers With Higher Education in Taiwan" \(with Way Sun of the National Central University, Taiwan\), *Economics of Education Review*, Vol. 21 \(April, 2002\), pp. 153-169.](#)

["Educational Expansion and Earnings Inequality in Taiwan: 1978-1995," \(with Way Sun of the National Central University, Taiwan\), *Journal of Social Science and Philosophy* \(Taiwan\), Vol. 8, No. 12 \(2001\), pp. 597-629.](#)

["Patterns and Sources of Changing Wage Inequality in Chile and Costa Rica During Structural Adjustment," \(with Donald Robbins of the Universidad Javariana, Colombia\), *World Development*, Vol 29, No.4 \(April, 2001\), pp.725-745.](#)

["Trade Liberalization and the Relative Wages of More-Skilled Workers in Costa Rica," \(with Donald Robbins of the Universidad Javariana, Colombia\), *Review of Development Economics*, Vol 3., No. 2 \(June, 1999\), pp.140-154.](#)

["The Nature of Minimum Wages and Their Effectiveness as a Wage Floor in Costa Rica" \(with Katherine Terrell of the University of Michigan\), *World Development*, Vol. 23, No. 8 \(August, 1995\), pp. 1439-1458.](#)

["Changing Rates of Return to Education in Taiwan: 1978-1991" \(with Marsha Goldfarb of UMBC and Chun-chig Chang of the National Cheng-chi University\), *World Development*, Vol. 23, No. 2 \(February, 1995\), pp. 343-356.](#)

["Women's Wages and Economic Crisis in Costa Rica," *Economic Development and Cultural Change*, Vol. 41, No. 2 \(January, 1993\), pp. 277-298.](#)

["¿Por qué las mujeres ganan menos que los hombres en Costa Rica," *Revista de Ciencias Economicas* \(Costa Rica\), Vol. XIII, No 1 and 2 \(January-February, 1993\), pp.3-31.](#)

["La mujer y la crisis económica en Costa Rica" \(Women and Economic Crisis in Costa Rica\), *Revista de Ciencias Economicas* \(Costa Rica\), Vol. XII, No. 2 \(December, 1992\), pp.3-29.](#)

"The Performance of the Labor Market During Recession and Structural Adjustment: Costa Rica in the 1980s" (with Albert Berry of the University of Toronto), World Development, Vol. 20, No. 11 (November, 1992), pp.1599-1616.

"Labor Market Segmentation and the Determination of Wages in the Public, Private-formal and Informal Sectors in San José, Costa Rica," Economic Development and Cultural Change, Vol. 39, No. 3 (April, 1991), pp.585-606.

"Crisis económica y segmentación del mercado de trabajo en el área urbana de Costa Rica" (Economic Crisis and Segmentation in the Urban Labor Market in Costa Rica), Revista de Ciencias Economicas (Costa Rica), Vol. IX, Nos. 1 and 2 (January, 1989), pp.79-94.

PUBLICATIONS - BOOK CHAPTERS

"Promoting the Educational Success of Latin American Immigrant Children Separated from Parents during Migration" (with Sara Poggio). In Ira Gang and Gil Epstein (eds.) *Frontiers of Economics and Globalization, Volume 8, Migration and Culture*, Emerald Publishing Group, 2010, pp. 517-541.

"Women's Labor Force Participation and Earnings in Honduras" (with Carolyn Winter of the World Bank), in Case Studies on Women's Work and Pay in Latin America, edited by G. Psacharapoulos and Z. Tzannatos, The World Bank, Washington, D.C., 1992, pp. 299-322.

"Why Men Earn More Than Women in Costa Rica," in Case Studies on Women's Work and Pay in Latin America, edited by G. Psacharapoulos and Z. Tzannatos, The World Bank, Washington, D.C., 1992, pp. 223-254 (translation of "¿Por qué las mujeres ganan menos que los hombres en Costa Rica," published in the Revista de Ciencias Economicas and cited above).

"Costa Rica" (with Albert Berry of the University of Toronto), in Labor Markets in an Era of Adjustment, Volume 2: Case Studies, edited by Sue Horton, Ravi Kanbur and Dipak Mazumdar, The World Bank, Washington, D.C., 1994, pp. 217-257.

"Segmentación del mercado de trabajo en el área urbana de Costa Rica: una evidencia de la crisis económica" (Labor Market Segmentation in Urban Costa Rica: Evidence From the Economic Crisis), in Progreso Técnico y Estructura Económica: Dimensión Interna y Comercio Internacional, selected papers presented at the VIII Meetings of the Latin American Econometric Society, edited by Juan Rafael Vargas and Felix Delgado, published by Centro de Economía Aplicada, San Jose, 1989, pp.141-189.

OTHER PUBLICATIONS

"Gaps in the Coverage of Social Security in Costa Rica," (with Inez Saenz of the University of Costa Rica), report to the International Social Security Association, 2002.

"Liberalización Comercial, Expansión de la Educación y Desigualdad en Costa Rica (Trade Liberalization, Educational Expansion and Inequality in Costa Rica), (with Donald Robbins), Serie de Divulgación Económica #27, Institute for Research in Economic Science, University of Costa Rica, San Jose, Costa Rica, 1997.

"Maternity Leave Legislation and the Work and Pay of Women in Costa Rica" (with Maria Crummett of the University of South Florida), report to the Bureau for Latin America and the Caribbean, United States Agency for International Development, July, 1995.

"The Effects of Structural Adjustment on the Structure of Employment and Pay in Costa Rica: The Differential Impact by Gender," background paper for the 1995 Human Development Report of the United Nations Development Program, 1995.

"Women's Employment and Pay in Honduras" (with Carolyn Winter of the World Bank), in Gender Discrimination in the Labor Market and The Role of the Law: Experiences in Six Latin American Countries, Confidential Draft Report No. 13201-LAC, Latin American and the Caribbean Technical Department, The World Bank, June 23, 1994.

"Women's Wages and Discrimination in Costa Rica," in Gender Discrimination in the Labor Market and The Role of the Law: Experiences in Six Latin American Countries, Confidential Draft Report No. 13201-LAC, Latin American and the Caribbean Technical Department, The World Bank, June 23, 1994.

"¿Por que las mujeres ganan menos que los hombres en Costa Rica?" (Why do Women Earn Less than Men in Costa Rica), Working Paper #164, Institute for Research in Economic Science, University of Costa Rica, January, 1993.

"Measuring the Impact of the Passage of Anti-discrimination Legislation on Male and Female Wages in Latin America: Methodology and Results," report to the World Bank, October 30, 1992.

"Ingresos de las mujeres y crisis económica en Costa Rica" (Women's Earnings and Economic Crisis in Costa Rica), Working Paper #138, Institute for Research in Economic Science, University of Costa Rica, November, 1990.

"Existe segmentación en el mercado de trabajo urbano de Costa Rica?" (Does Segmentation Exist in the Urban Labor Market of Costa Rica?), Working Paper #92, Institute for Research in Economic Science, University of Costa Rica, May, 1986.

WORK IN PROGRESS

[Improving Compliance with Legal Minimum Wages in Costa Rica, with Juan Diego Trejos \(University of Costa Rica\).](#)

[El Impacto de los Salarios Minimios en el Mercado de Trabano de El Salvador, with Jose Andres Oliva Cepeda and Alvero Triqueros Arquello \(Fundación Salvadoreña para El Desarrollo Económico y Social \(FUSADES\), El Salvador\).](#)

[Are Hispanic Immigrant Families Reviving the Economies of America's Small Towns? IZA Discussion Paper 4682 \(with Dennis Coates of UMBC\).](#)

"Trade Liberalization, Adjustment Costs, and Poverty," (with Wendy Takacs of UMBC), presented at the 2006 Meetings of the International Trade and Finance Association, Boston, January 2006.

PH.D. STUDENTS--DEPARTMENT OF PUBLIC POLICY

Julian Naidoo, "Aids and Crime in South Africa," 2005.

John Mulaa, "Social Capital and Education: The Case of Busia, Western Kenya," 2005.

Carey Borkoski, "Location Matters: Position in the Income Distribution and Workforce Training," 2004.

David Muhlhausen, "Proposed Analysis of the Office of Community Oriented Policing Services Grant Program," 2004.

Way Sun, "Human Resources Policies and Labor Market Outcomes in Taiwan: The Impact of Higher Education Planning Since the 1970s," 1998.

Fisher Chang, "Evaluating the Impact of Mandatory Work Programs on Two-Parent Welfare Caseloads," 1996.

Chun-Chig Chang, "The Nine Year Compulsory Education Policy and the Development of Human Resources in Taiwan (1950-1990)," 1991.

Rene Salgado, "International Economic Organizations and Domestic Economic Policies: A Study of the Relationships of Colombia with the Economic Commission for Latin America, the World Bank and the International Monetary Fund," 1991.

M. A. STUDENTS--ECONOMIC POLICY ANALYSIS

Chris Morris, "Does Trade Liberalization Induce an Increase in the Returns to Education in Tradeables: A Case Study in Nicaragua," 2009.

Kaitlin McConnell, "The Impact of Combined Graduate-Undergraduate Courses on Student Grades," 2009

Otgo Anderson, "The Impact of Full-Day Kindergarten on Student's Academic Achievement," 2008

Shoko Shimokoji, "Economic Growth, Trade Liberalization and Corruption," 2008

Xin Gao, "The Effect of State-Funded Health Insurance for Immigrants on the Insurance Status of Immigrants," 2007

Laura Ding, "Alcohol Taxes and Vehicle Fatalities ," 2007

Nadwa Mossaad, "The Impact of Islam on Economic Growth: Evidence from Cross-Country Regressions," 2005.

Anna Perfilyeva, "Determinants of Remittances for Mexican Migrants in the United States," 2005.

Yang Guo, "Male-female Wage Differentials in Guatemala: 1989-1998," 2004.

Xiaoyan He, "The Employment Sector and Gender Wage Gap in Taiwan," 2004.

Marie-Claire Guillard, "Why Has U.S. Income Inequality Stopped Increasing Since the Mid-1990s?," 2001.