

## CURRICULUM VITAE

### **THOMAS H. (TIM) GINDLING**

Professor, Department of Economics, University of Maryland Baltimore County  
Lipitz Endowed Professor, College of Humanities, Arts and Social Sciences, 2021-2022  
Affiliate Professor, School of Public Policy

### **EDUCATION**

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

### **EXPERIENCE IN HIGHER EDUCATION**

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

2018 to the present, Editor, *World of Labor: Development*, published by the Institute for the Study of Labor (IZA),  
Bonn, Germany.

2014 to the present and 1998-2001, Graduate Program Director, Master of Arts in Economic Policy Analysis,  
University of Maryland Baltimore County.

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

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

2019 to 2023, Non-resident Senior Research Fellow, United Nations University World Institute for Development  
Economics Research, Helsinki, Finland.

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, Master's 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.

### **PUBLICATIONS – BOOKS**

[The Job Ladder: Transforming Informal Work and Livelihoods in Developing Countries](#), (edited with Gary Fields of  
Cornell University and Kunal Sen, Michael Danquah and Simone Schotte of UNU-WIDER), Oxford University  
Press, 2023.

[Toward More Efficient and Effective Public Social Spending in Central America](#) (with Pablo Acosta, Rita Almeida  
and Christine Lao Pena of the World Bank), Directions in Development, Washington, DC: World Bank, 2017

## **PUBLICATIONS - ARTICLES IN PEER-REVIEWED JOURNALS**

“Minimum Wage Policy and Inequality in Latin America and the Caribbean (with Lucas Ronconi of the University of Buenos Aires), *Oxford Open Economics*, forthcoming. A LACIR working paper version is available [here](#).

“Effects of the Medicaid expansion under the Affordable Care Act on health insurance coverage, health care access, and use for people with disabilities: (with Xiaobei Dong and Nancy Miller of UMBC), *Disability and Health Journal*, Vol.15, No. 2, <https://doi.org/10.1016/j.dhjo.2021.101180> (January,2022)

“Are Public Sector Workers in Developing Countries Overpaid? Evidence From a New Global Dataset” (with Zahid Hasnain, David Newhouse and Rong Shi of the World Bank), *World Development* 126(C) (2020).

“Self-Employment Earnings Premiums/Penalties and Regulations: Evidence from Developing Countries” (with Nadwa Mossaad of UMBC and David Newhouse of the World Bank), *Small Business Economics*, Vol. 51 (2019).

“[The Effect of the Affordable Care Act’s Dependent Coverage Provision on Health Insurance Gaps for Young Adults With Special Health Care Needs](#)” (with Sally Chan and Nancy Miller of UMBC), *Journal of Adolescent Health*, Vol. 63 (2018), pages 445-450.

“[How Large are Earnings Penalties for Self-Employed and Informal Wage Workers?](#)” (with Nadwa Mossaad of UMBC and David Newhouse of the World Bank), *Journal of Labor and Development*, Vol. 5 (2016), DOI 10.1186/s40175-016-0066-6

“[Compliance with Minimum Wage and Overtime Pay Regulations in China](#),” (with Linxiang Ye of Nanjing University of Economics and Finance and Li Shi of Beijing Normal University), *Journal of Labor and Development*, Vol. 4 (2015), <http://izajold.springeropen.com/articles/10.1186/s40175-015-0038-2>

“[The Consequences of Increased Enforcement of Legal Minimum Wages in a Developing Country: An Evaluation of the Impact of the Campaña Nacional de Salarios Mínimos in Costa Rica](#),” (with Nadwa Mossaad of UMBC and Juan Diego Trejos of the University of Costa Rica), *Industrial and Labor Relations Review*, Vol. 68, No. 3 (2015), pages 666-707.

“*La distribución del ingreso en Centroamérica* (The Distribution of Income in Central America),” (with Juan Diego Trejos of the University of Costa Rica), *Mesoamerica*, Vol. 35(56), 2014, pages 105-139

“Self-employment in the Developing World,” (with David Newhouse of the World Bank), *World Development*, Vol. 56 (2014), pages 313-331. [An earlier working paper version of this paper is available as a World Bank Policy Research Working Paper #6201, Washington, September 2012.](#)

“Income Mobility in Costa Rica, 2001-2007,” (with Samuel Rowe of UMBC and Juan Diego Trejos of the University of Costa Rica), *Revista de Ciencias Economicas* (Costa Rica), Vol. 32, No.1 (2014), pages 9-23.

["Does Increasing the Minimum Wage Reduce Poverty in Developing Countries?"](#) *IZA World of Labor*, published on-line 2014.

["Is Hispanic Population Dispersion into Rural Counties Contributing to Local Economic Growth?"](#) (with Dennis Coates of UMBC), *Contemporary Economic Policy*, Vol. 31(2013), pages 649-668. [The published paper is a substantially revised version of IZA Discussion Paper 4682, January, 2010.](#)

"Family Separation and Reunification as a Factor in the Educational Success of Immigrant Children," (with Sara Poggio of UMBC), *Journal of Ethnic and Migration Studies*, Vol. 38, No. 7 (August, 2012), pages 1155-1173.

["The Impact of Minimum Wages on Wages, Work and Poverty in Nicaragua," \(with Katherine Terrell of the University of Michigan and Enrique Alaniz of FIDEG, Managua\), \*Labour Economics\*, Vol. 18, \(2011\), pages 563-678.](#)

["Minimum Wages, Globalization and Poverty in Honduras, " \(with Katherine Terrell of the University of Michigan\), \*World Development\*, Vol. 38, No. 6 \(June, 2010\), pages 908-918, A version is available as an IZA Discussion Paper 2497, December 2006..](#)

["Minimum Wages and Employment in Various Sectors in Honduras," \(with Katherine Terrell of the University of Michigan\), \*Labour Economics\*, Vol. 16 \(2009\), pages 291-303. A version is available as an IZA Discussion Paper 2892, June 2007.](#)

["South-South Migration: The Impact of Nicaraguan Immigrants on Earnings, Inequality and Poverty in Costa Rica," \*World Development\*, Vol. 37, No. 1 \(January, 2009\), pages . Also available as IZA Discussion Paper 3279, January 2008.](#)

["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, pages 485-511, 2007 \*\(Click here for an earlier working paper version of this paper\)\*.](#)

["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**

CHAPTERS IN: *Climbing the Job Ladder? Informal and formal work in a dynamic context*, (edited by Gary Fields, T. H. Gindling, Kunal Sen, Michael Danquah and Simone Schotte of UNU-WIDER), Oxford University Press, in press (2022).

Chapter 1: Introduction (with Gary Fields, Kunal Sen, Michael Danquah and Simone Schotte)

Chapter 6: "Transforming informal work and livelihoods in Costa Rica and Nicaragua," (with Enrique Alaniz of FIDEG (Nicaragua), Catherine Mata of UMBC, and Diego Rojas of UMBC)

Chapter 8: "Self-employment and labour market dynamics of men and women in El Salvador and Nicaragua," (with Enrique Alaniz of FIDEG (Nicaragua) and Alma Espino of the University of the Republic of Uruguay).

Chapter 2: Conclusion (with Gary Fields, Kunal Sen, Michael Danquah and Simone Schotte)

"Compliance With Legal Minimum Wages and Overtime pay in China, Effects Across the Distribution of Wages" (with Lixiang Ye of Nanjing University of Economics and Finance and Li Shi of Beijing Normal University), chapter 19 in *The Latest Changes in China's Income Distribution Pattern: A Study of Chinese Residents' Income Distribution*, edited by Li Shi, Yue Ximin, Terry Sicular, Sato Hiroshi, China Financial and Economic Publishing House, Beijing, 2018, pages 556-586.

"The Distribution of Income in Central America," (with Juan Diego Trejos of the University of Costa Rica), Chapter 3 in Diego Sanchez-Ancochea and Salvador Marti I Puig, Eds., *Handbook of Central American Governance*, Routledge Press, 2014, pp. 75-94.

"Promoting the Educational Success of Latin American Immigrant Children Separated from Parents During Migration," (with Sara Poggio of UMBC), Chapter 22 in Gil S. Epstein and Ira N. Gang, Eds., *Migration and Culture: Frontiers of Economics and Globalization Volume 8*, Emerald Press, 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.

#### **SELECTED OTHER PUBLICATIONS (NON-PEER REVIEWED)**

"Heterogeneous Informality in Costa Rica and Nicaragua." (with Enrique Alaniz of FIDEG, Nicaragua and Catherine Mata and Diego Rojas of UMBC), UNU-WIDER Working Paper 2021/50 Helsinki: UNU-WIDER (2021).

"Transforming Informal Work and Livelihoods in Costa Rica and Nicaragua," (with Enrique Alaniz of FIDEG, Nicaragua and Catherine Mata and Diego Rojas of UMBC), UNU-WIDER Working Paper 2020/100 Helsinki: UNU-WIDER (2020).

"Self-Employment And Labour Market Dynamics Of Men And Women In El Salvador And Nicaragua" (with Enrique Alaniz of FIEG, Nicaragua and Alma Espino of the University of the Republic, Uruguay), WIDER Working Paper 2019/97 Helsinki: UNU-WIDER (2019).

"Multiple Minimum Wages in Central America," *Policy in Focus*, Vol. 15, No. 2 (September 2018), pages 22-25.

"Some Causes of the Undercount of Low Income Students Under the Community Eligibility Provision in Baltimore City Public Schools" (with Catherine Mata, James Kitchin and Evan Avila of UMBC), UMBC Department of Economics Working Paper 18-01 (August, 2018).

["The Education and Employment Effects of DACA, In-State Tuition and Financial Aid for Undocumented Immigrants"](#) (with Lisa Dickson and James Kitchin of UMBC) IZA Discussion Paper No. 11109 (October 2017).

["Private and Government Fiscal Costs and Benefits of the Maryland Dream Act."](#)(with Marvin Mandell of UMBC) [Maryland Institute for Policy Analysis and Research Working Paper, November 2012](#)

["Better Jobs in Central America: The Role of Human Capital."](#) (with Sajitha Bashir and Ana Maria Oviedo of the World Bank), [Policy Note, Human Development Department, Latin America and the Caribbean Region, Washington, April/May 2012. \(Version en español\)](#)

[I was a significant contributor to: Skills for the 21st Century in Latin America and the Caribbean \(edited by Ian Walker and Cristian Aedo\), Directions in Development Series of the World Bank, 2012.](#)

["El Impacto de los Salarios Minimios en el Mercado de Trabajo de El Salvador," with Jose Andres Oliva Cepeda and Alvero Triqueros Arquello \(Fundación Salvadoreña para El Desarrollo Económico y Social \(FUSADES\), El Salvador\), 2010.](#)

["Improving Compliance with Legal Minimum Wages in Costa Rica," with Juan Diego Trejos \(University of Costa Rica\), 2010.](#)

["Poverty and the Labor Market in Costa Rica," World Bank Policy Working Paper, 2007, April.](#)

"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.

*"Liberalizacion Comercial, Expansion de la Educacion y Desigualdad en Costa Rica (Trade Liberalization, Educational Expansion and Inequality in Costa Rica),"* with Donald Robbins of the Universidad Javariana, Colombia), Serie de Divulgacion Economica #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.

### **SELECTED RECENT PRESENTATIONS**

"Climbing the job ladder? informal and formal work in a dynamic context,"

Western Economics Association International Conference, June 28, 2021, Session organizer and presenter.

"Informality Around the World,"

3<sup>rd</sup> IZA/World Bank/NJD Jobs and Development Conference, on-line, September, 2020.

Workshop on Improving the Livelihoods of Informal Workers, United Nations University World Institute for Development Economic Research (UNU-WIDER), Helsinki, February 2019.

“Heterogeneous Informality in Costa Rica and Nicaragua.”

UNU-WIDER journal article workshop, on-line, November 2020

“Transforming Informal Work and Livelihoods in Costa Rica and Nicaragua,”

UNU-WIDER book workshop for *Climbing the Job Ladder? Informal and Formal Work in a Dynamic Context*, on-line, October 2020

“Are Public Sector Workers in Developing Countries Overpaid? Evidence from a New Global Dataset”

2nd IZA/World Bank/NJD Conference on Jobs and Development: Improving Jobs Outcomes in Developing Countries" Washington DC, June 6-7, 2019.

World Bank Governance and Poverty Workshop, November, 2017.

IZA workshop on Labor and Development, Bonn, Germany, October 2017.

“Some Causes of the Undercount of Low Income Students under the Community Eligibility Provision in Baltimore City Public Schools”

Northeast Conference on Public Administration, Baltimore, November 2018.

Office of Accountability and Assessment, Baltimore City Public School District, June, 2018.

“The 2008 Labor Contract Law and Compliance with Legal Minimum Wages and Overtime Pay Regulations in China”

International Economics Association World Congress, Mexico City, June 2018.

“Self-employment Earnings Differentials Around the World”

Jobs and Development Conference, Washington, November 2016

IZA/OECD/World Bank/UCW Workshop on Job Quality in Post-transition, Emerging and Developing Countries, Rome, Italy, October 2016

IZA/World Bank Conference on Employment and Development, Lima, Peru, July 2014.

World Bank Labor and Social Protection Brown Bag Seminar, Washington, June 2014.

“Self-employment in the Developing World”

Nanjing University of Economics and Finance, Nanjing, China, November 2014.

IZA/World Bank Conference on Employment and Development, Lima, Peru, July 2014.

”The Consequences of Increased Enforcement of Legal Minimum Wages in a Developing Country: An Evaluation of the *Campana Nacional de Salarios Minimos* in Costa Rica”

Conference on Reforming Minimum Wage and Labor Regulation Policy in Developing and Transition Economies, Center for the Study of Income Distribution, Beijing Normal University, Beijing, China, November, 2014.

World Bank Labor and Social Protection Brown Bag Seminar, January 2013.

Book launch, San Jose Costa Rica, May 2013.

IDRC Workshop on Minimum Wages: Enforcement and Impact, Policy Implications of Global Experience, Delhi, India, November, 2012.

UMBC Economics/Public Policy Seminar, September, 2012.

“Does Increasing the Minimum Wage Reduce Poverty in Developing Countries?”

IZA *World of Labor* Launch at the IMF in Washington, November, 2013. IZA

Workshop on Minimum Wages, Frankfurt, Germany, June 2013.

“Private and Government Fiscal Costs and Benefits of the Maryland Dream Act”

Annual Conference of the Society for Benefit-Cost Analysis, Washington, February 2013

**RESEARCH SUPPORT, FELLOWSHIPS AND SELECTED CONSULTANCIES**

2022, Latin American and Caribbean Inequality Research (LACIR) Network, “Minimum Wages and Inequality in Latin America.”

2019-2021, United Nations University (UNU-WIDER), “Transforming Informal Work and Livelihoods.”

2017, Spencer Foundation Research Grant, "Impacts of Expanding Undocumented Immigrant Students' Access to Higher Education: Estimates Using In-State Resident Tuition Laws and Deferred Action for Childhood Arrivals." (co-PI with Lisa Dickson).

2013, IDRC (Canada) and FIDEG (Nicaragua), “Women Moving In and Moving Up, Labor Market Dynamics of Women in Nicaragua and El Salvador.” (Co-PI with Enrique Alaniz).

2013, MIPAR Faculty Fellowship (UMBC), “The Costs and Benefits of the Maryland Dream Act.” (co-PI with Marvin Mandell).

2012, World Bank, “Better Jobs in Central America.” (consultant).

2011, World Bank, Resident consultant (while on sabbatical) for the project “Supporting Self-Employment and Small-Scale Entrepreneurship: Creating and Improving Alternatives to Wage Employment.” Social Protection and Labor Section, Human Development Network (consultant)

2011, IDRC (Canada) and *Instituto de Investigacion en Ciencias Economicas*, University of Costa Rica, “Evaluation of the National Campaign for Minimum Wages.” (lead consultant with Juan Diego Trejos).

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 21<sup>st</sup> Century in Latin America and the Caribbean.” (lead consultant).

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

2008, MIPAR Faculty Fellowship (UMBC), “Are Hispanic Immigrants Saving the Economies of America’s Small Towns?” (co-PI with Dennis Coates).

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

2006, MIPAR Faculty Fellowship (UMBC), "Family separation and re-unification as a factor in the educational success of immigrant children." (co-PI with Sara Poggio).

2006, World Bank, “Labor Markets and Poverty in Costa Rica,” background paper for the Costa Rica Poverty Assessment (consultant).

2005, DFID (U.K.) and Executive Office of the Presidency of Honduras, “The Impact of Minimum Wages in Honduras.” (co-PI 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." report to the Bureau for Latin America and the Caribbean, United States Agency for International Development (lead consultant with Maria Crummett of the University of South Florida),

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

1993, Chiang Ching-Kuo Foundation Research Grant, "The Nine Year Compulsory Education Policy and the Development of Human Resources in Taiwan." (co-PI 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." (Consultant).

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

### **COMPLETED PH.D. DISSERTATIONS--SCHOOL OF PUBLIC POLICY**

Diego Rojas, "Essays on Public Transfers and Informality," 2025 (Chair).

Tanquy Ringoir, "The Impact of Rising Hospital Market Concentration on Healthcare Quality," 2025.

Catherine Mata, "Essays on Education and Work," 2022 (Chair).

Jeevan Lohani, "Return Labor Migration and Entrepreneurship: A Case Study of Nepal, 2021 (Chair).

Justin Velez-Hagan, "The Impact of Fiscal Consolidation Policies on Economic Performance," 2021.

Daryl Dutrow, "The Impact of Title IV-E Waivers on the Number of Children in Foster Care from 2012 to 2016," 2020 (Chair).

Arniban Basu, "An Early-Stage Evaluation of Maryland's Hospital Care Quality Initiative," 2020).

Xiabei Dong, "Effect of Medicaid Expansion under the Affordable Care Act on Health Insurance Coverage, Health Care Access, Use and Health Outcome for People with Disabilities," 2020.

Beth Arman "The Role of Degree Program Structure in Promoting Associate Degree Completion among Apprentices," 2019

Jung Xu, "The Patient-Centered Medical Home, Healthcare Utilization, and Expenditures for Older Adults with Cancer: A Quantitative Analysis," 2017

Sally Chan, "Better off at Age 19 or 26?: A beginning step to testing the ability of the Affordable Care Act to meet the grand challenge of closing health insurance gaps for children and youth with special healthcare needs as they transition into adulthood," 2017

Sam Rowe, "The Impact of Right-to-Work Laws on Employment and Wages," 2016 (Chair)

Nadwa Mossaad, "Three Essays on Labor Markets, Regulations and Immigration in Developing Economies," 2015 (Chair)

Liz Flow-Delwich, "Is More Better? Community College Developmental Math," 2012

Matea Pender, "Addressing the Needs of Racially/Culturally Diverse Student Populations in Higher Education: An Analysis of Educational Practices for Disadvantaged Youth," 2010

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

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 (Chair).

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.

### **MASTER'S. STUDENTS--ECONOMIC POLICY ANALYSIS CAPSTONE PAPERS**

Catherine Mata Hidalgo, "Impact of public child care on education, time use and labor supply decisions of women in Costa Rica," 2018 (mentor)

Nolan O'Toole, "Right-to-Work Laws' Effect on Occupational Safety and Health," 2018 (mentor)

Megi Dervishi, "Social Capital and Output per Worker," 2018 (mentor)

Sayer Niblett, "Microfinance and Poverty: A Country-level Panel Data Analysis," 2017 (mentor)

Lucas Glos, "Inequality in Access to Piped Water Systems between Indigenous and Non-indigenous Populations: Evidence from Peru," 2015 (mentor)

Nitesh Kumar, "Determinants of the Effectiveness of Economic Sanctions," 2012 (mentor)

Chava Carter, "Do Modern Sultans Beget Black Swans? An Analysis of State Fragility in the Middle East and North Africa," 2012 (mentor)

Xiaotao (Florence) Ran, "Disparity of Educational Attainment among Hispanic Second-Generation Immigrants," 2011 (mentor)

Kaitlin McConnell, "The Impact of Combined Courses on Student Grades," 2009 (mentor)

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

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 (mentor)

Laura Ding, "Alcohol Taxes and Vehicle Fatalities," 2007 (mentor)

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

Anna Perfilyeva, "Determinants of Remittances for Mexican Migrants in the United States," 2005 (mentor)

Yang Guo, "Male-female Wage Differentials in Guatemala: 1989-1998," 2004 (mentor)

Xiaoyan He, "The Employment Sector and Gender Wage Gap in Taiwan," 2004 (mentor)

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

### **UNDERGRADUATE STUDENTS**

Zinedine Partipilo, "How does Financial Literacy affect Student Loan behavior? URCAD presentation (2022)

Anna Gifty Opoku-Agyeman, "The Impact of Early Childhood Malaria Risk on the Probability of School Delay in Ghana," Undergraduate Research Award, URCAD presentation, *UMBC Review*, 21 (2020), 50-60 (mentor).

Alyssa Ramos, "Gender Wage Discrimination in the Philippine Labor Market," *UMBC Review*, 17 (2016), 107-128 (mentor)

Yisroel Cahn, "Legalization of Non-Medical Cannabis and Its Effect on Crime in Colorado," URCAD presentation, 2016 (mentor)

Mbalou Camara, "The Economic and Political Impact of Non-contributory Pensions in Argentina," URCAD presentation, McNair Summer Research Fellowship, 2014

Juan Callazos, "Digging Deeper – Sino-Sub-Saharan African Economic Relations," McNair Summer Research Fellowship, URCAD presentation, *UMBC Review*, 14 (2013), 198-224 (mentor)

Justine Wagner, "Minimum Wages in Costa Rica: Structure, Enforcement and Compliance," Undergraduate Research Award, URCAD Presentation, *UMBC Review*, 6 (2005), 8-23 (mentor)

Ruby Lu, "Discrimination Against Women in China," McNair Summer Research Fellowship, 1993 (mentor)