

Jed DeVaro

March 11, 2025

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IZA website: <https://www.iza.org/people/fellows/23860/jeddevaro>

CURRENT POSITIONS

The Wang Family Professor, College of Business and Economics, California State University East Bay, 2008-present

Professor of Economics, College of Business and Economics, California State University East Bay, 2011-present

Professor of Management, College of Business and Economics, California State University East Bay, 2011-present

Research Fellow, IZA Institute of Labor Economics (Bonn, Germany), 2024-present

Research Fellow, Institute for Compensation Studies, Cornell University, 2010-present

Senior Fellow, ETLA Economic Research Centre, Helsinki, Finland, 2013-present

PREVIOUS POSITIONS

Chair, Department of Economics, College of Business and Economics, California State University East Bay, 2012-2020

Associate Professor of Economics, College of Business and Economics, California State University East Bay, 2008-2011

Associate Professor of Management, College of Business and Economics, California State University East Bay, 2008-2011

Assistant Professor of Labor Economics, School of Industrial and Labor Relations, Cornell University, Ithaca, NY, 2001-2008

Assistant Economist, Federal Reserve Bank of

FIELDS OF INTEREST

Labor Economics, Organizational and Personnel Economics, Industrial Organization

CURRENT RESEARCH TOPICS

Work schedules, wage theft, promotions and lateral moves, executive compensation and firm performance, performance pay and working hours

BOOKS

Strategic Compensation and Talent Management: Lessons for Managers
(Cambridge University Press, 2020)

Advances in the Economic Analysis of Participatory and Labor-Managed Firms
(Volume 12, 2011, Emerald Group Publishing Limited), Editor

JOURNAL ARTICLES

“Productivity and Working Hours Within Teams of Knowledge Workers”, forthcoming
in *International Economic Review* (with Ruo Shangguan and Hideo Owan)

“Do Big Inequalities in Executive Pay Hurt Firm Performance?”, forthcoming in
Corporate Governance: An International Review

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“Job Hopping and Adverse Selection in the Labor Market”, *Journal of Law, Economics, and Organization*, Volume 36, 2020. (with Xiaodong Fan)

“Internal and External Hiring”, *Industrial and Labor Relations Review* (with Antti Kauhanen and Nelli Valmari) Winner of the 2018 Best Paper Competition, LERA / *ILR Review*

“Strategic Shirking: A Theoretical Analysis of Multitasking and Specialization”,
International Economic Review 57(2), May 2016, 507-532. (with Oliver Girtler)

“The Relationship Between Delegation and Incentives Across Occupations: Evidence
Theory”, *Journal of Industrial Economics*, LXIII, June 2015. (with Suraj Prasad)

“The Elusive Wage-Benefit Tradeoff: The Case of Employers Provided Health
Insurance”, *International Journal of Industrial Organization*, 37, 2014, 237.
(with Nan L. Maxwell)

“Public Bailouts, Executive Compensation and Retention: A Structural Analysis”,
Journal of Empirical Finance, 26, March 2014, 131-149. (with Scott Fung)

“Internal Promotion and External Recruitment: A Theoretical and Empirical Analysis”
Journal of Labor Economics, 31(2), April 2013, 227-269. (with Hodaka Morita)

“The Signaling Role of Promotions: Further Theory and Empirical Evidence”
Journal of Labor Economics, 30(1), January 2012, 91-117. (with Michael Waldman)

“Mediation Remediation” *Strategic Organization*, 9(4), November 2011, 336-348.
Republished in the 2013 “SO! Methods Collection” virtual special edition.

“Two Perspectives on Multiskilling and Product Market Volatility”
Labour Economics, 18, 2011, 862-871. (with Martin Farnham)

“Gender Bias in Power Relationships: Evidence from Police Traffic Stops”
Applied Economics, 43(29), 2011, 4460-4485.

“New Evidence on Gender Differences in Promotion Rates: An Empirical Analysis of a Sample of New Hires” *Industrial Relations*, 46(3), July 2007, 511-550.
(with Francine D. Blau)

“Analyzing the Job Characteristics Model: New Support From a Cross Section of Establishments” *International Journal of Human Resource Management*, 18(6), June 2007, 987-1004. (with Robert Li and Dana Brooks-Pollock)

“Internal Promotion Competitions in Firms” *RAND Journal of Economics*, 37(3), Autumn 2006, 521-542.

“Strategic Promotion Tournaments and Worker Performance,” *Strategic Management Journal*, 27(8), August 2006, 727-740.

“Do the Best Companies to Work for Provide Better Customer Satisfaction?” *Managerial and Decision Economics*, Vol. 27, 2006, 1-7. (with Daniel Simon)

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“What Types of Organizations Benefit from Team Production, and How Do They Benefit?”

HONORS AND AWARDS

Best Paper Award, *Industrial and Labor Relations Review*, 2018
Provost's Award for Outstanding Tenured Researcher, CSUEB, 2015-
J. Robert Beyster Research Fellowship (Rutgers University), 2011
Marvin Remmich Outstanding Faculty Award for Research, 2010-
The Wang Family Endowed Chair (inaugural holder), 2008-present
Kapnick Foundation Dissertation Fellowship, 2000-1
Distinction in Economics, Swarthmore College, 1994

TEACHING

California State University East Bay (2008 – present)

MGMT 612 Strategic Compensation and Reward Systems (MBA)
MGMT 610 Strategic Human Resource Management (MBA)
MGMT 6615 Strategic Compensation, Incentives, and Productivity (MBA)
MGMT 6612 Strategic Human Resources: Frameworks for General Management (MBA)
MGMT 4615 Compensation and Benefits (undergraduate)
MGMT 3610

Society of Labor Economists Annual meeting (Portland, OR, May 2024)
 IAES Annual Meeting (Philadelphia, PA, October 2023)
 Society of Labor Economists Annual Meeting (Philadelphia, PA, May 2023)
 LERA/AEA/ASSA Annual Meeting (New Orleans, LA, January 2023)
 International Industrial Organization Conference (Boston, MA, May 2022)
 Society of Labor Economists Annual Meeting (Minneapolis, MN, May 2022)
 Colloquium on Personnel Economics (Copenhagen, Denmark, March 2022) ~~note~~
 Society of Labor Economists Annual Meeting (Philadelphia, PA, May 2021)
 WEAI Annual Meeting (Denver, CO, June 2020)
 LERA 72nd Annual Meeting (Portland, OR, June 2020)
 LERA/AEA/ASSA Annual Meeting (San Diego, CA, January 2020)
 WEAI Annual Meeting (San Francisco, CA, June 2019)
 Society of Labor Economists Annual Meeting (Arlington, VA, May 2019) ~~poster session~~
 Academy of Business Research (New Orleans, LA, March 2019)
 ASSA Annual Meeting (Atlanta, GA, January 2019)
 ASSA Annual Meeting (Philadelphia, PA, January 2018) ~~poster session~~
 Academy of Business Research (Atlantic City, NJ, September 2017)
 WEAI Annual Meeting (San Diego, CA, June 2017)
 International Economic Association World Congress (Mexico City, Mexico, June 2017)
 LERA 69-25 (7))Tf5n WortxiTJ 21 0U965 (l)-2C-2 (on [((os1 (xi)--2 (c)4 (nge72 0 Td ()e M)-1s1 (xi)

J. Robert Beyster Fellows Conference (San Diego, CA, June 2011)
San Jose State University (San Jose, CA, March 2011)
University of Alberta (Edmonton, Alberta, Canada, September 2009)
University of Calgary (Calgary, Alberta, Canada, September 2009)
University of New South Wales, School of Business, (Sydney, Australia, June 2009)
University of California, Merced (Merced, CA,