

# **Joanna N. Lahey**

**DATE:** August 2021

**CONTACT:**

The Bush School  
Texas A&M University  
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**EDUCATION:**

2005: Massachusetts Institute of Technology, Ph.D. (Economics)  
2000: Pomona College, Claremont, CA, B.A. (Mathematics and Economics)

**RESEARCH AND PROFESSIONAL EXPERIENCE:**

Associate Professor, C. Boyden Gray Faculty Fellow, Bush School at Texas A&M University (2020-present)  
Associate Professor, Bush School at Texas A&M University (2012-2020)  
Research Associate, National Bureau of Economic Research (2019-present)  
Adjunct Associate Professor, Department of Economics at Texas A&M (2012-present)  
Faculty Research Fellow, National Bureau of Economic Research (2011-2019)  
Visiting Associate Professor, Stanford Institute for Economic Policy Research, Stanford University (2015-2016 academic year)  
Assistant Professor, Bush School at Texas A&M University (2006-2012)  
Adjunct Assistant Professor, Department of Economics at Texas A&M (2011-2012)  
Post-Doctoral Fellow, RAND Corporation (2009-2010)  
Post-Doctoral Fellow, National Bureau of Economic Research (2005-2006)

**HONORS, SCHOLARSHIPS, AND FELLOWSHIPS:**

|           |  |
|-----------|--|
| 2020      | C. Boyden Gray Faculty Fellowship, Texas A&M University  |
| 2017      | Texas A&M University Accountability, Climate and Equity (ACE) Award for Women's Progress (Mentoring) |
| 2009      | SLATE Award for Teaching Excellence, Texas A&M University system                                     |
| 2006      | W. E. Upjohn Dissertation Award, <i>Aging and the Labor Market</i>                                   |
| 2004-2005 | Pre-Doctoral Fellowship in the Economics of Aging and Health, National Bureau of Economic Research   |
| 2003      | MIT Schultz Fund award for research and data collection on age discrimination in Boston and Florida  |
| 2000-2004 | NSF Graduate Research Fellowship   |

**GRANTS RECEIVED:**

*NSF: FW-HTF-P: A Socio-technical Approach to Help the HR Function of the Future: Identifying and Preventing Discriminatory Recruitment Practices in the Technology Industry* NSF 2020-2021 (Co-PI) #2026652  
*Work at Older Ages Grant, Project: Age and the labor market for Hispanics in the United States* The Alfred P. Sloan Foundation 2019-2021 (PI of sub-project)

*Impact of Home Health On Mental Health Outcomes Among Medicare Beneficiaries*  
Texas A&M T3 program #1662, 2019-2021 (Co-PI)  
*NSF: What are CS Employers Looking For?* 2017-2021 (PI)  
*PESCA: Gender Discrimination in Hiring for STEM graduates.* Texas A&M University,  
2015-2016. (PI)  
*ADVANCE: Institutional Transformation Texas A&M University.* National Science  
Foundation, 2012-2017. (As part of evaluation team.)  
*Labor Market Effects of Public Health Insurance on Married Couples.* National Institute  
on Aging, 2012-2013. (PI) # 1 R03 AG042874-01  
*Age Discrimination in Hiring: Eye Tracking During the Resume Review Process.* The  
Alfred P. Sloan Foundation, 2012-2013 (no-cost extension through 2019 for  
additional work). (PI) #B2012-23  
*Small Victories: Examining Market-Driven Solutions in Savings and Debt Reduction  
Experiments.* The International Foundation for Research in Experimental  
Economics (IFREE), 2011-2012. (Co-PI)  
*The Impact of VA Health Insurance Expansion on Spousal Labor Supply.* The Social  
Security Administration through Boston College, 2010-2011. (Co-PI)  
*The Efficiency of a Group-Specific Mandated Benefit Revisited: The Effect of Infertility  
Mandates.* The W. E. Upjohn Institute for Employment Research, 2010-2011.  
(PI)  
*Aging and Health Fellowships.* National Institute on Aging through RAND Corporation.  
2009-2010.  
*Effects of Dual-Eligible Medicaid Spending on Health Outcomes and Service Use.* The  
Social Security Administration through Boston College, 2007-2008. (Co-PI)  
*The Impact of Health Insurance on Work and Retirement Decisions.* The Social Security  
Administration through Boston College, 2006-2007. (Co-PI)  
*Health Insurance Costs and Employment Options for Older Workers.* The Sloan  
Foundation through Boston College, 2005-2006. (PI)  
*Aging and Health Fellowships.* National Institute on Aging through the National Bureau  
of Economics Research. Grant # T32-AG00186, 2004-2006.  
*Age Discrimination in Hiring.* National Science Foundation Doctoral Dissertation Grant  
# 238 7480, 2003-2005.

**PROFESSIONAL ACTIVITIES:**

Associate Editor for *Industrial Relations*. 2019-  
Co-Editor for *Journal of Behavioral Public Administration* 2020-  
Editorial Board member for *Journal of Behavioral Public Administration* 2019-2020  
Deputy Editor for *Demography*. 2015-2016  
Editorial Board member for *Demography*. 2015

Referee for *American Economic Review*, *AEJ-Applied*, *AEJ-Economic Policy*, *American  
Journal of Health Economics*, *American Sociological Review*, *Annual Health Economics  
Conference*, *Berkeley Press Forum for Health Economics & Policy*, *Berkeley Press  
Journal of Economic Analysis and Policy*, *British Journal of Industrial Relations*, *Career  
and Technical Education Research*, *Contemporary Economic Policy*, *Demography*,  
*Eastern Economic Journal*, *Economic Inquiry*, *Economics Letters*, *Empirical Economics*,

*Health Affairs, Health Economics, Historical Methods, Industrial and Labor Relations Review, Industrial Relations, International Economic Review, International Journal of Manpower, IZA Journal of Labor Policy, Journal of Behavioral Public Administration, Journal of Economic Behavior and Organization, Journal of Economic History, Journal of Economic Literature, Journal of the Economics of Ageing, Journal of the European Economic Association, Journal of European Social Policy, Journal of Feminist Economics, Journal of Health Economics, Journal of Human Resources, Journal of Law and Economics, Journal of Labor Economics, Journal of Political Economy, Journal of Public Economics, Journal of Policy Analysis and Management, Journal of Social Psychology, Labour Economics, Management Science, Medicare and Medicaid Research Review, MIT Press, National Academies of Sciences, Engineering, and Medicine, National Science Foundation, Oxford Economic Papers, Oxford University Press, Public Administration Review, Public Library of Science One, Quarterly Journal of Economics, Review of Economics of the Household, Review of Economics and Statistics, Review of Labour Economics and Industrial Relations, Research on Aging, Sage Publishing, Science, Sociological Methodology, Southern Economic Journal, Springer, Sloan Foundation, State and Local Government Review, Swiss NSF, and the W. E. Upjohn Institute for Employment Research.*

**INVITED TALKS AND CONFERENCE PRESENTATIONS:**

National Bureau of Economics Research (NBER), International Union for the Scientific Study in Population (IUSSP), European Economic Association (EEA), University of Illinois at Champaign Urbana, National Academy of Social Insurance (NASI), Boston College Center for Aging and Work, Association for Public Policy Analysis and Management (APPAM), University of Kansas, Rice/University of Houston, Social Security Retirement Research Consortium (RCC), Southern Economic Association (SEA), Texas A&M Economics, Upjohn Institute for Employment Research, Population Association of American (PAA), National Poverty Center Conference at the University of Michigan (NPCC), Pomona College, University of California at Riverside, Extending the working life workshop at the University of Trier, Northwestern University, University of Chicago, University of California at Irvine, University of California at Merced, American Social Science Association (AEA-ASSA), American Society of Health Economists (ASHE), RIAS Berlin Commission, Stata Conference, Social Science History Association (SSHA), Auburn University, University of Toronto, Tulane, University of California at Davis, Santa Clara University, Syracuse University, University of California at Santa Barbara, Stanford University, University of California at Santa Cruz, Economics of Aging conference at University of North Carolina, IAGG- World Congress of Gerontology and Geriatrics, Center for Investigative Reporting Mind-to-Mind conference at Stanford (CIR), AARP ADEA conference at UC Berkeley, Southern Sociological Society, Stanford Institute for Policy Research (SIEPR) Working Longer and Retirement conference, EyeTrack Texas A&M conference, American Sociology Association, University of Connecticut, Economic History Association, Labor and Employment Relations Association (LERA), and Harvard University.

**PUBLICATIONS – JOURNAL ARTICLES:**

- “Does Eye Tracking Have an Effect on Economic Behavior?” (with Jennifer Kee\*, Melinda Knuth\*, and Marco A. Palma). *NBER wp #28223. PlosOne. Forthcoming.*
- “Hiring CS Graduates: What We Learned from Employers” (with Anna Stepanova, Alexis Weaver\*, Gerianne M. Alexander, and Tracy Hammond). *ACM Transactions on Computing Education. Forthcoming.*
- “Discrimination at the Intersection of Age, Race, and Gender: Evidence from an Eye-tracking Experiment” (with Douglas Oxley). *Journal of Policy and Management.* 2021. doi: 10.1002/pam.22281
- Jaeger, David A., Jaime Arellano-Bover, Krzysztof Karbownik, Marta Martínez-Matute, John M. Nunley, R. Alan Seals, et al. “The Global COVID-19 Student Survey: First Wave Result.” *Covid Economics.* 2021. 79.
- “Living up to a Name: Gender Role Behavior Varies with Forename Gender Typicality” (with Gerianne M. Alexander, Kendall John\*, and Tracy Hammond). *Frontiers in Psychology.* 2020. doi: 10.3389/fpsyg.2020.604848
- “How to do a Salary Study – Evidence from Higher Education” (with Lori Taylor, Jeff Froyd, and Molly Beck\*). *Public Personnel Management.* 2020. 49(1):57-82 <https://doi.org/10.1177/0091026019845119>
- “Causal Inference Methods: Lessons from Applied Microeconomics” (with Laura Dague). *Journal of Public Administration Review and Theory.* 2019. 29(3): 511-529. doi: 10.1093/jopart/muy067/5167893
- “The ADEA at the Intersection of Age and Race” (with Nicole Delaney\*). 2019. *Berkeley Journal of Employment and Labor Law.* 40(1): 61-90.
- “What Race is Lacey? Intersecting Perceptions of Racial Minority Status and Social Class” (with M. Rose Barlow). *Social Science Quarterly.* 2018. 99(5):1680-1698 doi: 10.1111/ssqu.12529
- “Reducing Inequality in Higher Education: The Link between Faculty Empowerment and Retention” (with Molly Beck\*, Lori Taylor, and Jeff Froyd). *Innovative Higher Education.* 2017. 42:391-405. doi: 10.1007/s10755-017-9391-1
- “The Power of Eye Tracking in Economics Experiments” (with Douglas Oxley). *American Economic Review (Papers and Proceedings).* 2016. 106(5): 309-313.
- “Spousal labor market effects from government health insurance: Evidence from a veterans affairs expansion” (with Melissa A. Boyle). *Journal of Health Economics.* 2016. 45:63-76.

- “Small Victories: Creating Intrinsic Motivation in Task Completion and Debt Repayment” (with Alexander L. Brown). *Journal of Marketing Research*. 2015. 52(6): 768-783.
- “Birthing a Nation: Fertility Control Access and the 19<sup>th</sup> Century Demographic Transition.” *Journal of Economic History*. 2014. 74(2): 482-508.
- “The Effect of Anti-Abortion Legislation on Nineteenth Century Fertility.” *Demography*. 2014. 51(3): 939-948.
- “The Efficiency of a Group-Specific Mandated Benefit Revisited: The Effect of Infertility Mandates.” *Journal of Policy Analysis and Management*. 2012. 31(1): 63-92.
- “The Resume: Characteristics That Matter for Entry-level Women Re-Entering the Workforce.” (with Emily Johnson\*). *Journal of Career Development*. 2011. 38(4): 310-330.
- “International Comparison of Age Discrimination Laws.” *Research on Aging*. 2010. 32(6): 679-697.
- “Health Insurance and the Labor Supply Decisions of Older Workers: Evidence from a US Department of Veterans Affairs Expansion.” (with Melissa A. Boyle). *Journal of Public Economics*. 2010. 94(7-8): 467-478.
- “Computerizing Audit Studies.” (with Ryan A. Beasley). *Journal of Economic Behavior and Organization*. 2009. 70(3): 508-514.
- “State Age Protection Laws and the Age Discrimination in Employment Act.” *Journal of Law and Economics*. 2008. 51(3): 433-460.
- “Age, Women, and Hiring: An Experimental Study.” *Journal of Human Resources*. 2008. 43(1): 30-56.
- “Becoming Oldest-Old: Evidence from Historical US Data.” (with Dora L. Costa). *Genus*. 2005. 61(1): 125-6. 1.
- “Predicting Older Age Mortality Trends.” (with Dora L. Costa) *Journal of the European Economic Association (Papers and Proceedings)*. April-May 2004.

**PUBLICATIONS – BOOK CHAPTERS:**

- “Understanding Why Black Women Are Not Working Longer.” *Women Working Longer*. ed. Claudia Goldin and Larry Katz. The University of Chicago Press, 2018.

- “Technical Aspects of Correspondence Studies” (with Ryan Beasley). *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*. ed. S. Michael Gaddis. Springer, 2018.
- “Employment Law and Retirement.” (with Christina Causey\*) *The Oxford Handbook of Retirement*. ed. Mo Wang. Oxford University Press, 2012.
- “Age Discrimination.” *Governing America: Major Policies and Decisions of Federal, State, and Local Government*. eds. Quirk, Paul J. and William Cunio. Facts on File, 2011.
- “Age Discrimination and Hiring: Evidence from a Labor Market Experiment.” *Older and Out of Work: Jobs and Social Insurance for a Changing Economy*. eds. Eberts, Randall W., and Richard A. Hobbie: W.E. Upjohn Institute for Employment Research, Kalamazoo Michigan, 2008.

**PUBLICATIONS - POPULAR PRESS:**

- “Race, Age, and Hiring Discrimination.” *SIEPR Policy Brief*. Stanford University, June 2016.
- “Age Discrimination Legislation in the United States and the United Kingdom” (with Luke M. Franz\*). *Public Policy & Aging Report*. 22(3), Summer 2012.
- “Will Better Access to Health Care Change How Much Older Men Work?” *Center for Retirement Research at Boston College Issue Brief* IB#10-14, August 2010.
- “Legislation May Harm Workers.” *New York Times: Room for Debate*. October 6, 2009.
- “Age Discrimination in Employment.” *International Encyclopedia of the Social Sciences*, 2nd edition. 9 vols. ed. Darity, William A., Jr. Detroit: Macmillan Reference USA, 2008.
- “The Effects of Health Insurance Costs on Employment Outcomes for Older Workers.” *Center for Aging and Work at Boston College*, 2007.
- “How Do Age Discrimination Laws Affect Older Workers?” *Center for Retirement Research at Boston College Issue Brief* WOB #5, October 2006.
- “How I Learned to Love Economics.” *Chronicle of Higher Education*, August 17, 2005.
- “Do Older Workers Face Discrimination?” *Center for Retirement Research at Boston College Issue Brief* #33, July 2005.

**WORKING PAPERS:**

- “Do Future Public Servants Have More Anti-Discriminatory Behavior?” (with Alexis Weaver\* and Doug Oxley) (*under review*).
- “Comparing Student and Recruiter Evaluations of Computer Science Resumes” (with Corbin Petersheim\*, Josh Cherian\*, Angel Pina\*, Gerianne Alexander, and Tracy Hammond) (*under review*).
- “How to implement project-based quantitative classroom projects while supporting curricular design: A case study from a quantitative methods course in a public affairs program” (with Adriana Cordova\* and Lala Taghiyeva\*) (*under review*).
- “Using Machine Learning With Eye-Tracking Data to Predict If a Recruiter Will Approve a Resume” (with Angel Pina\*, Corbin Petersheim\*, Josh Cherian\*, Gerianne Alexander, and Tracy Hammond) (*under review*).
- “Four Measures of Ageism from Different Social Sciences” (with Kendall John\* and Doug Oxley).
- “The Marginal Child Throughout the Life Cycle: Evidence from Early Law Variation” (with Marianne Wanamaker and Elizabeth O. Ananat).
- “Age Discrimination, HR Managers, and Eye-tracking: Evidence from a Lab-in-the-Field Experiment”
- “Age and the Labor Market for Hispanics in the United States” (with Roberto Mosquera).
- “Audit studies in Public Administration: A Systematic Review with Commentary” (with Ryan A. Beasley).

\*student coauthor