

Joanna N. Lahey

DATE: May 2024

CONTACT:

The Bush School
Texas A&M University
College Station, TX 77843-4220
jlahey@tamu.edu
(979) 458-3463

EDUCATION:

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

RESEARCH AND PROFESSIONAL EXPERIENCE:

Full Professor, Bush School at Texas A&M University (2022-present)
-Policy Track Head/Coordinator (2019-present)
Affiliated Professor, Abdul Latif Jameel Poverty Action Lab (J-PAL) (2021-present)
Research Associate, National Bureau of Economic Research (2019-present)
Adjunct Associate Professor, Department of Economics at Texas A&M (2012-present)
Associate Professor, C. Boyden Gray Faculty Fellow, Bush School at Texas A&M University (2020-2022)
Associate Professor, Bush School at Texas A&M University (2012-2020)
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:

2022 Bush School Faculty Excellence Award, Texas A&M University
2021 Presidential Impact Fellow, Texas A&M University
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, *Aging and the Labor Market*
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*, *China Economic Review*, *Contemporary Economic Policy*, *Critical Studies in Education*, *Demography*, *Dutch Research Council (NWO)*, *Eastern Economic Journal*, *Economic Inquiry*, *Economics Letters*, *Empirical Economics*, *Health Affairs*, *Health Economics*, *Historical Methods*, *History of the Family*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Inter-American Development Bank*, *International Economic Review*, *International Journal of Manpower*, *International Public Management Journal*, *Israel Science Foundation*, *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 Pension Economics and Finance*, *Journal of Political Economy*, *Journal of Population Economics*, *Journal of Policy Analysis and Management*, *Journal of Public Administration Research and Theory*, *Journal of Public Economics*, *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), Society for Labor Economics (SOLE), 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), Harvard University, Vanderbilt University, University of Amsterdam/Tinbergen Institute, PAA Economic Demography Workshop (EDW), Boston College, University of Ghent, the European Group of Process Tracing Studies Conference (EGPROC) (keynote), the University of Southern California, and the Economic Science Association (ESA) Choice Process Data Workshop (keynote), SUNY-Buffalo.

PUBLICATIONS – JOURNAL ARTICLES:

- “An Examination of the Effects of Eye-Tracking on Behavior in Psychology Experiments” (with Darrell Worthy, Marco Palma, and Samuel Priestly). *Behavior Research Methods*. 2024. <https://doi.org/10.3758/s13428-024-02393-5>
- “Age and the Labor Market for Hispanics in the United States” (with Roberto Mosquera*). *Journal of Population Economics*. 2024. 37(1), 1-40. <https://doi.org/10.1007/s00148-024-01001-2>
- “Correspondence Audit Studies in Public Administration: A Systematic Review with Commentary” (with Ryan A. Beasley). *Journal of Behavioral Public Administration*. Forthcoming.
- “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). *Machine Learning and Knowledge Extraction*. 2023. 5(3), 713-724. <https://doi.org/10.3390/make5030038>
- “Do Future Public Servants Have More Anti-Discriminatory Behavior?” (with Alexis Weaver* and Doug Oxley). *International Public Management Journal*. 2023. 26:1, 87-106. doi: [10.1080/10967494.2022.2075995](https://doi.org/10.1080/10967494.2022.2075995),
- “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*). *Teaching Public Administration*. 2023. 41(2), 284–299. <https://doi.org/10.1177/01447394221079692>
- “Comparing Student and Recruiter Evaluations of Computer Science Resumes” (with Corbin Petersheim*, Josh Cherian*, Angel Pina*, Gerianne Alexander, and Tracy Hammond). *IEEE Transactions on Education*. 2022. doi: [10.1109/TE.2022.3199685](https://doi.org/10.1109/TE.2022.3199685)

- “Hiring CS Graduates: What We Learned from Employers” (with Anna Stepanova, Alexis Weaver*, Gerianne M. Alexander, and Tracy Hammond). *ACM Transactions on Computing Education*. 2022. 22(5): 1-20.
<https://doi.org/10.1145/3474623>
- “Does Eye Tracking Have an Effect on Economic Behavior?” (with Jennifer Kee*, Melinda Knuth*, and Marco A. Palma). *PLoS ONE*. 2021. 16(8): e0254867.
<https://doi.org/10.1371/journal.pone.0254867>
- “Discrimination at the Intersection of Age, Race, and Gender: Evidence from an Eye-tracking Experiment” (with Douglas Oxley). *Journal of Policy Analysis and Management*. 2021. 40(4): 1083-1119. 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. 11(4038): 1-8. 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 19th 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:

- “Employment Law and Retirement.” (with Christina Causey*) *The Oxford Handbook of Retirement*. ed. Mo Wang. Oxford University Press, 2024. *Updated handbook chapter. (Conditional Accept.)*

“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 Cunion. 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:

“The Marginal Child Throughout the Life Cycle: Evidence from Early Law Variation” (with Marianne Wanamaker). *NBER Working Paper #30201. Revise and Resubmit, Journal of Public Economics.*

“Influence of Anti-Hispanic Bias on Perceptions of Hispanic Status of Names” (with Gabriela Bazan*, Brady Duke*, and Roberto Mosquera*). (*Under review.*)

“Economic Inequality between Sexual Minorities and Heterosexuals in Later Life: Evidence from the English Longitudinal Study of Ageing” (with Ian Burn). (*Under review.*)

“On the Relationship Between Automatic Associations and Discrimination: An Adversarial Collaboration” (2023-05-08257) (with Paul Connor, Erich Uhlman, Adam Hahn, Jordan Axt, Michelangelo Vianello, Richard Petty, Greg Mitchell, Thomas Costello, Philip Tetlock, and Cory Clark).

“Four Measures of Explicit and Implicit Ageism” (with Kendall John,* Doug Oxley, and Darrell Worthy).

“Age Discrimination, HR Managers, and Eye-tracking: Evidence from a Lab-in-the-Field Experiment.”

“Gender Discrimination Among Computer Science Recruiters: Evidence from an Eye-Tracking Lab-in-the-Field Experiment” (with Gerianne Alexander and Tracy Hammond).

“Jackpot for Good: Can Lottery Matches Increase Charitable Giving?” (with Amelia Ahles and Marco A. Palma).

*student coauthor