

## **ÖRN B. BODVARSSON, PH.D.**

28445 SW Coffee Lake Drive

Wilsonville, OR 97070

Telephone: (320)309-9280

E-mail: [obbodvarsson@gmail.com](mailto:obbodvarsson@gmail.com)

### **SUMMARY**

Twelve years of decanal experience at two universities in the Minnesota State and California State University systems and at two private liberal arts universities in Oregon and Utah. A seasoned, highly successful, authentic, and inclusive leader with a deep and diverse skill set in strategic planning and execution, operational and financial management, fundraising, community engagement, building healthy organizational cultures, launching new programming (including cross-disciplinary, continuing education, and web-based delivery), enrollment management, DEI, and other areas. Led a wide variety of schools/colleges -- public affairs/policy, social sciences, interdisciplinary studies, and business/management -- and built considerable experience in programmatic and operational restructuring through productive collaborations with internal and external stakeholders. Substantial experience leading reorganizations, especially in times of crisis; Skilled with budgets and fundraising and; A very strong track record of working collaboratively and harmoniously with collective bargaining units. Currently serving as dean of a top-ranked management school.

### **EDUCATION**

Ph.D. in Economics, Simon Fraser University, Vancouver, Canada, 1986

Fields: Labor Economics, Applied Microeconomics, Economics of Information,  
Financial Economics

M.S. in Agricultural and Resource Economics, Oregon State University, 1982

B.S. in Economics with Honors, Oregon State University, 1979

### **CURRENT EMPLOYMENT**

#### ***Dean, Atkinson Graduate School of Management*** **Willamette University**

Salem, Oregon

(since July, 2021)

Willamette University is a small, independent, private liberal arts university in Western Oregon, with an enrollment of approximately 3,000 undergraduate and graduate students. The Atkinson Graduate School of Management offers two MBA degree programs and a new Bachelor of Science in Business Administration (BSBA) program. The part-time MBA is offered on campuses in Salem and Portland. The Atkinson school also offers a suite of micro-credential programs through its continuing education unit, the Executive Development Center. The Willamette MBA is the only MBA program in the nation to

have dual accreditation by AACSB and NASPAA. The program has for years been ranked the best MBA in Oregon, one of the two best in the Pacific Northwest, and routinely ranked in the top 100 programs nationally, according to *Bloomberg Businessweek*.

#### MAJOR ACCOMPLISHMENTS:

1. Led work that resulted in successful reaccreditation of full-time MBA program by NASPAA in July, 2023; Currently leading work to secure AACSB reaccreditation in 2025;
2. Led work to complete and secure Board approval of a new strategic plan for the school (<https://willamette.edu/mba/about/strategic-plan/index.html> );
3. Led work that resulted in Board and NWCCU approval of a 12-month MBA program, available to students with undergraduate degrees in business from AACSB-accredited institutions;
4. Formed a new external advisory board to the school, the *Atkinson Leadership Council*;
5. Oversaw a major restructuring of the Atkinson staff team to enhance efficiency and effectiveness in response to the University's push towards centralization of services; Created and filled a new administrative position, Associate Dean for Academic Affairs, and a new staff position – Office Manager & Events Coordinator;
7. Hired 7 tenure-track faculty, 6 staff members, and many adjunct faculty members;
8. Collaborated with the University's advancement team to facilitate growth in the school's Annual Fund to consecutive all-time record highs;
9. Collaborating with the Deans of the College of Law and Willamette's Pacific Northwest College of Art to facilitate the development and delivery of new continuing education certificate programs in healthcare leadership, Corporate Social Responsibility (CSR), Manufacturing Leadership, and Arts Leadership;
10. Restructured endowed professorship to have the focus area of CSR and filled the position with a CSR scholar; This is part of Dean-initiated ongoing effort to build a CSR dimension to the school's programming, faculty team, external partnerships, and culture;
11. Serve as a very active member of the Portland Metro Chamber and Oregon China Council Boards and Rotary International.

#### **PREVIOUS ACADEMIC LEADERSHIP APPOINTMENTS**

***Dean, Bill & Vieve Gore School of Business***  
**Westminster University**  
Salt Lake City, Utah  
July, 2018, to June, 2021

## MAJOR ACCOMPLISHMENTS:

1. Founded and launched the *Westminster Center for Financial Wellness* (<https://westminsteru.edu/student-life/center-for-financial-wellness/index.html>);
2. Built and launched an external advisory board, the Bill & Vieve Gore School's *Business Advisory Board*;
3. Led work that resulted in new strategic plan for the school and the school's first Diversity, Equity, and Inclusion strategic plan;
4. Led work that moved the school to the final stage towards securing initial AACSB accreditation;
5. Collaborated with the Dean of the School of Arts & Sciences to facilitate the design and delivery of a new minor in Business Computing & Information Sciences;
6. Worked with other deans and senior leadership team to reorganize the university's academic portfolio to better align it with regional labor force needs and promote cross-disciplinary learning and teaching;
7. Substantially expanded the school's community engagement work in Salt Lake City and Park City, resulting in donor funds, student internships and job placements, guest speakers, and greater visibility for the school and university.

## **Dean, College of Social Sciences & Interdisciplinary Studies**

### **California State University, Sacramento**

(August, 2014, to June, 2017)

## MAJOR ACCOMPLISHMENTS:

1. Started up and led work that resulted in the University launching and completing the "Sacramento State Downtown" project, a building in downtown Sacramento close to the State Capitol that offers a comprehensive suite of instructional, research, consulting, and community engagement services primarily for state government;
2. Led work to develop and implement a new strategic plan for the school;
3. Hired two Associate Deans, 25 tenure-track faculty, and several staff members;
4. Worked with the university's advancement office to raise approximately \$500,000 in donor funds;
5. Administered the second largest college at the university, with over 125 full-time faculty, over 100 part-time faculty, and a large staff team, 6 centers of excellence, and over 6,000 students;

6. Collaborated with other campus stakeholders to lead work that resulted in increased graduation and retention rates;
7. Laid the groundwork for what is today a highly successful student success center in the College.

**Founding Dean, School of Public Affairs  
*St. Cloud State University***

St. Cloud, Minnesota  
(May, 2011, to July, 2014)

**MAJOR ACCOMPLISHMENTS:**

1. Led work that resulted in the formation of the School of Public Affairs; hired a new staff team, worked with faculty and senior administration to develop new processes and policies, and built culture and community for the new school;
2. Started the School of Public Affairs Research Institute (<https://www.stcloudstate.edu/sopa/research-institute/centers.aspx>), the school's research arm;
3. Led work to develop and implement an inaugural strategic plan for the school;
4. Led the ground floor work that resulted in system approval of a Master of Public Administration (MPA) program;
5. Hired 5 new tenure-track faculty;
6. Worked extensively to market the school and to be its strong voice internally and externally.

**External review work done as a Dean:**

1. Served as member of AACSB Peer Review Team that visited and reviewed the Drucker School of Management at Claremont Graduate University as part of the Drucker School's application for five-year AACSB re-accreditation (February, 2023)
2. Served as member of AACSB Peer Review Team that visited and reviewed the Freeman College of Management at Bucknell University as part of the Freeman College's application for five-year AACSB re-accreditation (October, 2023).
3. External Reviewer of Economics Department at University of Wisconsin-Eau Claire (November, 2012),

**Chair, Department of Management**

**Herberger Business School**

**St. Cloud State University**

(August, 2008, till June, 2011)

**Interim Chair, Department of Social Work**

**College of Social Sciences**

**St. Cloud State University**

(October, 2010, to June, 2011).

**Founding Director, M.S. in Applied Economics program**

**St. Cloud State University**

(1995-2001, 2005-06)

**Director, Center for Economic Education**

**St. Cloud State University**

(December, 2006 to July, 2008)

**FULL TIME FACULTY EMPLOYMENT**

**Assistant Professor, Associate Professor, and Professor of Economics**

Department of Economics, College of Social Sciences (1988-2011) and School of Public Affairs (2011-14)

St. Cloud State University

St. Cloud, Minnesota

(Note: During 2001-05 I was on extended leave to teach and do research at University of Nebraska-Lincoln)

**Visiting Professor**

Department of Economics, College of Business Administration

University of Nebraska-Lincoln

Lincoln, Nebraska

(2001-05)

**Visiting Assistant Professor**

Department of Economics, College of Business

Ball State University

Muncie, Indiana

(1987-88)

**Visiting Assistant Professor**

Department of Economics, College of Arts and Sciences

University of Montana

Missoula, Montana

(1986-87)

### **Visiting Instructor**

Department of Economics  
Whitman College  
Walla Walla, Washington  
(1984-85)

### **Visiting Instructor**

Department of Economics, College of Business  
Western Washington University  
Bellingham, Washington  
(1983-84)

## **MAJOR EXTERNAL SERVICE DONE AS A FACULTY MEMBER**

1. *Institute for the Study of Labor (IZA)*, Bonn, Germany  
Research Fellow  
(2007-)
2. *Council of Colleges of Arts and Sciences (CCAS)*  
Member, Committee on Comprehensive Institutions  
(2014-17)
3. *Chinese Economists Society (CES)*  
Vice President, 2012-14  
Member of the Board Directors, 2012-14, 2015-16
4. *Western Social Science Association (WSSA)*  
Coordinator of Economics/General Section, 1991-96  
Member of WSSA Executive Council, 1997-2002  
President-Elect and General Program Coordinator, 1999-2000  
President, 2000-01  
Immediate Past President, 2001-02  
Associate Editor, *Social Science Journal*, 1994-2000
5. *Minnesota Economic Association*  
Vice President/President-Elect, 1999-2000  
President, 2000-01  
Chairperson of the Board, 2001-2
6. *Society for the Advancement of Socio-Economics*  
Co-Coordinator for the “Globalization and Socio-Economic Development” research,  
2006-07, section of the 2007 conference held in Copenhagen, Denmark.
7. External Reviewer of Economics Department at University of Montana (May, 2000) and  
Department of Economics at Minnesota State University – Moorhead (September, 2003).
8. External Reviewer for various applications for tenure and promotion at other universities.

9. Referee for West Publishing Company (1988-96)
10. Consulting Economist from 1995-2000, specializing in the estimation of economic damages suffered by small businesses.
11. *Nebraska Schools of Banking*  
Faculty Member  
(2005-07)

## SCHOLARSHIP AND TEACHING RECORD

### Books Published

*The Economics of Immigration: Theory and Policy*, 2<sup>nd</sup> edition (with Hendrik F. Van den Berg). Heidelberg, Germany: Springer-Verlag (2013).

(Note: the first edition of this book was reviewed by Ethan Lewis (Dartmouth College) in *Journal of Economic Literature* (see “Review of: *The Economics of Immigration: Theory and Policy*), *JEL*, 48, 2010, pp. 1028-30.)

### Peer-Reviewed Publications (Journal Articles and Book Chapters)

1. “Aging and Migration: Micro and Macro Evidence from China” (with Jack W. Hou and Kailing Shen). *Frontiers of Economics in China*, 4, 2016, 548-80.
2. “Migration Theory” (with Nicole Simpson and Chad Sparber), in *Handbook of the Economics of International Migration, Volume I* (edited by Barry Chiswick and Paul Miller). Amsterdam: Elsevier, pp. 3-51 (2015).
3. “Arab-U.S. Migration: How Do Oil Prices Influence People Flows?” (with Abbas S. Mehdi). *International Journal of Trade and Commerce*, 4, 2015, pp. 475-90.
4. “Cross-Assignment Discrimination in Pay: A Test Case of Major League Baseball” (with John G. Sessions and Kerry Papps). *Labour Economics*, 28, 2014, pp. 84-95.
5. “Customer Discrimination, Capital Investment and Sports Stadiums,” (with Brad R. Humphreys). *Contemporary Economic Policy*, 31, 2013, pp. 604-17.
6. “Determinants of Immigration Policy: An Empirical Study of US Legislative Voting” (with King Banaian and Anton D. Lowenberg). *Journal of Public Finance and Public Choice*, 29, 2011, pp. 77-103.
7. “The Regulation of Migration in a Transition Economy: China’s Hukou System” (with Shuming Bao, Jack W. Hou and Yaohui Zhao). *Contemporary Economic Policy*, 29, 2011, pp. 564-79.
8. “The Measurement of Pay Discrimination Between Job Assignments” (with John G.

Sessions). *Labour Economics*, 18, **2011**, pp. 297-309.

9. “Nationality Discrimination in the Labor Market: Theory and Test” (with John G. Sessions). in G.S. Epstein and I.N. Gang (Eds.), *Migration and Culture (Frontiers of Economics and Globalization, Volume X)*. Bingley, UK: Emerald Group Publishing, Ltd, **2010**, pp. 231-66.

10. “Migration in China from 1985-2000: The effects of past migration, investments and deregulation” (with Shuming Bao, Jack W. Hou and Yaohui Zhao). *The Chinese Economy*, 42, **2009**, pp. 7-28.

11. “The Deregulation of People Flows in China: Did the Structure of Migration Change?” (with Shuming Bao, Jack W. Hou and Yaohui Zhao). *The Indian Journal of Labour Economics*, 51, **2008**, pp. 587-602.

12. “Measuring Immigration’s Effects on Labor Demand: A Reexamination of the Mariel Boatlift” (with Joshua J. Lewer and Hendrik F. Van den Berg). *Labour Economics* 14, **2008**, pp. 560-74.

13. Contributed chapter on Labor Economics (with Jack W. Hou), in *Economics (Series on Western Research in the Humanities and Social Sciences)*, Beijing, PRC: China Renmin University Press, **2008**, pp. 242-69.

14. “The Political Market for Immigration Restrictions: Model and Test” (with William A. Kaempfer, Anton Lowenberg and William Mertens). *Journal of International Trade and Economic Development*, 16, **2007**, pp. 159-92.

15. “Does Immigration Affect Local Demand? Model and Test” (with Hendrik F. Van den Berg). *Research in Labor Economics*, 24, New York: Elsevier, **2005**, pp. 135-66.

16. “Tax Evasion on Gratuities. Model and Test” (with John E. Anderson). *Public Finance Review*, 33, **2005**, pp. 466-87.

17. “Do Higher Tipped Minimum Wages Boost Server Pay?” (with John E. Anderson) *Applied Economics Letters*, 12, **2005**, pp. 391-93.

18. “Restaurant Tips and Service Quality: a Reply to Lynn.” *Applied Economics Letters*, 12, **2005**, pp. 345-46.

19. “Do Parental Cash Transfers Weaken College Performance?” (with Rosemary Walker). *Economics of Education Review*, 23, **2004**, pp. 483-95.

20. “Why Do Diners Tip: Rule of Thumb or Valuation of Service?” (with William A. Luksetich and Sherry McDermott). *Applied Economics*, 35, **2003**, pp. 1659-65.

21. “The Impact of Immigration on a Local Economy: The Case of Dawson County, Nebraska.” (with Hendrik Van den Berg). *Great Plains Research*, 13, **2003**, pp. 291-309.



22. "Racial Wage Discrimination in Major League Baseball: Do Free Agency and League Size Matter?" (with Shawn Pettman). *Applied Economics Letters*, 9, **2002**, pp. 791-96.
23. "Tipping and Service Quality: Reply to Lynn" (with William A. Gibson). *The Social Science Journal*, 39, **2002**, pp. 471-76.
24. "Where Have the Social Sciences Come in Understanding Discrimination?: An Economist's Viewpoint." *The Social Science Journal*, 38, **2001**, pp. 637-50.
25. "A Supply and Demand Model of Customer, Coworker and Employer Discrimination" (with Mark Partridge). *Labour Economics*, 8, **2001**, pp. 389-416.
26. "A Test of Employer Discrimination in the NBA" (with Raymond T. Brastow). *Contemporary Economic Policy*, 17, **1999**, pp. 243-55.
27. "An Economic Approach to Tips and Service Quality: Results of a Survey" (with William A. Gibson). *The Social Science Journal*, 36, **1999**, pp. 137-47
28. "Do Employers Pay For Consistent Performance?: Theory and Evidence From the NBA" (with Raymond T. Brastow). *Economic Inquiry*, 36, **1998**, pp. 145-60.
29. "The Value of Arbitration Rights in Major League Baseball: Implications for Salaries and Discrimination" (with King Banaian). *Quarterly Journal of Business and Economics*, 37, **1998**, pp. 65-80.
30. "The Economics of Gratuities: Determining Tip Rates" (with William A. Gibson). *American Journal of Economics and Sociology*, 23, **1997**, pp. 187-204.
31. "Gratuities and Customer Appraisal of Service: Evidence From Minnesota Restaurants" (with William A. Gibson). *Journal of Socio-Economics*, 23, **1994**, pp. 287-302.
32. "The Effects of Service and Patronage Frequency on Restaurant Gratuities" (with William A. Gibson). *Atlantic Economic Journal*, 20, **1992**, pg. 91.
33. "The Welfare Effects of Disclosure Under Cognitive Dissonance." *Atlantic Economic Journal*, 19, **1991**, pp. 33-36.
34. "Reverse Regression and Salary Arbitration in Major League Baseball: A Case For Discrimination" (with King Banaian). *Papers of the Second Symposium on Baseball and the American Culture*. Westport, CT: Mechler Publishing, **1991**, pp. 66-80.
35. "Educational Screening With Output Variability and Costly Monitoring." *Atlantic Economic Journal*, 17, **1989**, pp. 16-23.
36. "Monitoring With No Moral Hazard: The Case of Small Vessel Commercial Fishing." *Eastern Economic Journal*, 13, **1987**, pp. 421-34.

## **Publications in Conference Proceedings**

1. "The Economic Impact of Current Tip Income Tax Laws on Tourist-Based Versus Non-Tourist Based Economies." *Proceedings of the Twenty-Third Annual Pacific Northwest Regional Economic Conference*, Seattle, WA: Northwest Policy Center, University of Washington, 1990.
2. "Migration in China Since 1985: The Impacts of Labor Markets, Reforms, Hukou and Age Distribution," (with Jack W. Hou). *Proceedings of International Symposium on Aging Economy*, Tainan, Taiwan: National Cheng Kung University, November 17, 2009.

## **Published Book Reviews**

1. Review of *The Economics of Imperfect Information* (by L. Philips, Cambridge University Press, 1988). *Kyklos*, Vol. 44, 1991.

## **Refereed/Invited Conference or Symposium Presentations**

1. "Aging and Migration in a Transition Economy: The Case of China" (with Jack W. Hou). Presented at 2012 Conference on Trends and Cycles in Global Dynamics and Perspectives of World Development," held at Southwestern University of Finance and Economics in Chengdu, China, October, 2012.
2. "The Labor Market Effects of U.S. Immigration: What Is the Latest Evidence?" Presented at a conference titled *Taking Stock of a Turbulent Decade and Looking Ahead: Immigration to North America 2000-2010*, part of the Western Migration Conference Series, sponsored by the Western Centre for Research on Migration & Ethnic Relations, University of Western Ontario, in London Ontario, April, 2011.
3. "Racial Discrimination Across Positions: Theory and Test." Presented at the 12<sup>th</sup> IZA/CEPR European Summer School in Labor Economics (ESSLE) in Buch/Ammersee, Germany, September, 2010.
4. "Assessing the Effects of Restrictions on Migration: What Can We Learn From China?" Presented at the "Migration: A World in Motion" conference (organized by the Association for Public Policy Analysis and Management and University of Maastricht School of Governance) at University of Maastricht in Maastricht, Netherlands, February, 2010.
5. "Assessing the Effects of Restrictions on Migration: What Can We Learn From China?" Presented at the Population Association of America (PAA) annual conference in Dallas, Texas, on April 16, 2010.
6. Invited panelist at a conference on high-skill U.S. immigration, held at the American Enterprise Institute (AEI) and organized by Professor Barry Chiswick, Washington, D.C. in April, 2009.
7. "The Measurement of Racial Discrimination in Pay Between Job Categories: Theory

and Test,” (with John G. Sessions). Presented at the European Association of Labor Economists (EALE) conference in Amsterdam, The Netherlands, September, 2008.

8. “The Deregulation of People Flows in China: Has the Structure of Migration Changed”? (with Shuming Bao, Jack W. Hou and Yaohui Zhao), Presented at the Indian Society of Labour Economics (ISLE) conference in Lucknow, India, in December, 2008.

9. “The Deregulation of People Flows in China: Has the Structure of Migration Changed”? (with Shuming Bao, Jack W. Hou and Yaohui Zhao). Presented at an American Economic Association (AEA)/Chinese Economic Society (CES) joint session at the Allies Social Science Association (ASSA) meetings, San Francisco, Jan., 2009.

10. “Interprovincial Migration in China: The Effects of Investment, Migrant Networks and the ‘Go West’ Policy,” (with Shuming Bao, Jack W. Hou and Yaohui Zhao). Presented at the Minnesota International Economic Development Conference in Minneapolis, April, 2007.

11. “Racial Discrimination across Job Assignments: Theory and a Test from Major League Baseball” (with John G. Sessions). Presented at the Society of Labor Economists (SOLE) conference in Chicago, May, 2007.

12. “Measuring Immigration’s Effects on Labor Demand: A Reexamination of the Mariel Boatlift,” (with Joshua J. Lewer and Hendrik F. Van den Berg). Presented at the European Society of Population Economics (ESPE) conference in Chicago, June, 2007.

13. “Measuring Immigration’s Effects on Labor Demand: A Reexamination of the Mariel Boatlift,” (with Joshua J. Lewer and Hendrik F. Van den Berg). Presented at the European Association of Labor Economics (EALE) conference in Oslo, Norway in September, 2007.

14. “Are Estimates of Immigration’s Effects on Native Wages Biased?: A Reexamination of the Mariel Boatlift,” (with Hendrik F. Van den Berg and Joshua Lewer). Presented at the Society of Labor Economists (SOLE) Conference in Boston, MA, May, 2006.

15. “Does Immigration Affect Local Demand? Model and Test.” (with Hendrik F. Van den Berg). Presented at the European Society of Population Economics (ESPE) conference in Bergen, Norway in June, 2004.

16. “Does Immigration Affect Local Demand? Model and Test.” (with Hendrik F. Van den Berg). Presented at a special conference in honor of Tikva Darvish Lecker titled “Immigration, Minorities and Social Exclusion,” held at Bar Ilan University in Tel Aviv, Israel, in June, 2004.

17. “Reverse Regression and Salary Arbitration in Major League Baseball: A Case For Discrimination.” (with King Banaian). Presented at The Second Symposium on Baseball and the American Culture in Cooperstown, NY in June, 1990.

## **Other conference presentations**

I have written and presented over 70 papers at conferences other than the above listed ones. A bibliography of these conference presentations is available by request.

## **Keynote Addresses and Key Public Lectures**

1. “The Labor Market Effects of U.S. Immigration: What is the Latest Evidence.” Freeman Seminar given at the Humphrey Institute of Public Affairs, University of Minnesota, in November, 2012.
- 2 “How Does Age Distribution Affect Migration: Theory and Test of China” (co-authored with Jack W. Hou). Delivered to faculty and students at Southwestern University of Finance and Economics in Chengdu, China, in October, 2012 and to Economics and Management students and faculty at Nankai University Binhai College in Tianjin, China, in December, 2010.
3. “Migration in China since 1985: The Impacts of Labor Markets, Reforms, Hukou, and Age Distribution” (presentation of paper of same title co-authored with Jack W. Hou). Delivered at the International Symposium on the Aging Economy, held at National Cheng Kung University in Tainan, Taiwan, in November, 2009.
4. “The Great Chinese Internal Migration: Causes and Implications”. Delivered at the “Sino-American Economic Relations” conference held at Nankai University Binhai College in Tianjin, China, in September, 2009.
5. “The Labor Market Effects of U.S. Immigration: What is the Latest Evidence?” Delivered at the Minnesota Economic Association conference, held in St. Paul, MN, in October, 2008.
6. “The Effects of Immigration on Area Labor Markets: Recent Evidence.” Delivered at the Nebraska Economics and Business Association (NEBA) conference, held at Hastings College in Hastings, NE, in October, 2007.
7. “The Economics of Immigration.” Delivered at a conference for K-12 teachers and students of Economics in Minnesota, held at the Federal Reserve Bank of Minneapolis in April, 2007.
8. “Hispanic Migration to Rural Midwestern Communities: Good or Bad for Local Labor Markets”? Delivered at the joint conference of the Norwegian Chapter of the American Studies Association (ASANOR) and the Norwegian Chapter of the Canadian Studies Association (NCCSA), held at University of Oslo, Norway, October, 2005.
9. “Where Have the Social Sciences Come in Understanding Discrimination? An Economist’s Viewpoint.” Presidential address delivered at the Western Social Science Association (WSSA) Conference in Reno, NV in April, 2001.

## **Discussion Papers Published**

1. "Labor Market Discrimination and Capital Investment: The Effects of Fan Discrimination on Stadium Investment" (with Brad R. Humphreys). IZA (Institute of the Study for Labor) Discussion Paper 4551.
2. "The Regulation of Migration in a Transition Economy: China's Hukou System." (with Shuming Bao, Jack W. Hou, and Yaohui Zhao). IZA Discussion Paper 4493.
3. "The Measurement of Racial Discrimination in Pay Between Job Categories: Theory and Test." (with John G. Sessions). IZA Discussion Paper 3748.
4. "Interprovincial Migration in China: The Effects of Investment and Migrant Networks." (with Shuming Bao, Jack W. Hou, and Yaohui Zhao). IZA Discussion Paper 2924.
5. "Measuring Immigration's Effects on Labor Demand: A Reexamination of the Mariel Boatlift." (with Joshua J. Lewer and Hendrik Van den Berg). IZA Discussion Paper 2919. (published in *Labour Economics*, 2008, 15(4), 560-574).
6. "The Effects of Aging on Migration in a Transition Economy: The Case of China." (with Jack W. Hou). IZA Discussion Paper 5070 (substantially revised and reissued as IZA Discussion Paper 8351)
7. "Cross-Assignment Discrimination in Pay: A Test Case of Major League Baseball" (with John G. Sessions). IZA Discussion Paper 5989.

## **External Grants Awarded**

1. Awarded a \$5,000 grant from the Initiative Foundation to help fund the 47<sup>th</sup> Annual Economic Education Winter Institute, held in February, 2009.
2. Awarded approximately \$10,000 in grants from the National Council on Economic Education (NCEE) to help fund the 45<sup>th</sup> (February, 2007) and 46<sup>th</sup> (February, 2008) Annual Economic Education Winter Institutes and teacher training workshops.
3. Awarded a grant of \$1,200 from IZA/CEPR to participate in 12<sup>th</sup> European Summer Symposium in Labor Economics (ESSLE), held in Buch/Ammersee, Germany, September, 2010.

## **Internal Grants Awarded**

1. Awarded \$6,000 in internal grants from St. Cloud State University to help fund the 45<sup>th</sup> and 46<sup>th</sup> Annual Economic Education Winter Institutes and teacher training workshops.
2. Awarded a grant of \$5,800 by St. Cloud State University to develop and teach a course titled *Contemporary Economic Problems: The Economics of Immigration* .

3. Awarded a \$6,000 Ernest Boyer Faculty Research Grant by St. Cloud State University to conduct a project titled “Where have the social sciences come in understanding racial discrimination?” This grant was used to obtain one course release during the Spring Semester of 2001 and resulted The project was completed in May, 2001.
4. Awarded a St. Cloud State University Faculty Research Grant of \$2,000 to fund a study on racial discrimination in Major League Baseball (1995-96).
5. Awarded a St. Cloud State University Faculty Research Grant of \$300 to fund a study on racial discrimination in Major League Baseball (1994-95).
6. Awarded a St. Cloud State University Faculty Research Grant of \$620 to fund a study on racial discrimination in the National Basketball Association (1992-93).
7. Awarded a St. Cloud State University Faculty Research Grant of \$200 to fund a study of restaurant tipping (1990-91).

### **Courses Taught**

Economics and Democratic Citizenship  
 Introduction to Economics  
 Principles of Microeconomics  
 Principles of Macroeconomics  
 Intermediate Microeconomics  
 Money and Banking  
 Labor Economics  
 Managerial Economics (undergraduate, MBA and M.S. in Applied Economics)  
 Statistics for Economists  
 The Economics of Information and Uncertainty  
 Senior Research Seminar  
 The Economics of Immigration

### **Teaching Awards and Recognition**

1. Recipient of *Dean’s Teaching Award*, Ball State University College of Business (1988).
2. Chosen by St. Cloud State University Economics students as *Economics Professor of the Year* (1990-91, 1991-92, 1993-94, 1994-95, 1995-96, and 2006-07).
3. Nominated by St. Cloud State University Student Senate for the *Excellence in Teaching Award* (1990-91).
4. Nominated by the St. Cloud State University Faculty/Staff Relations Committee for *The Distinguished Teacher Award* (1989-90 and 1990-91).
5. Nominated for the St. Cloud State University *Student Representative Assembly Teacher Recognition Award* (1996-97 and 1998-99).

6. Nominated for the University of Nebraska-Lincoln *College of Business Administration Distinguished Teaching Award* (2001-02 and 2002-03).
7. Selected by the Association of Students at University of Nebraska (ASUN) as a finalist for the *Outstanding Educator of the Year Award - Large Class Category* (2001-02 and 2002-03).
8. Selected as *Kappa Delta Educator of the Month* for March, 2002, by the Pi Chapter of Kappa Delta Sorority at University of Nebraska-Lincoln.
9. Nominated to Receive a Certificate from the *University of Nebraska-Lincoln Parent Association* and *UNL Teaching Council* for being a member of the University community who made a difference in a student's life (2002-03, 2003-04, 2004-05).
10. Featured during August, 2003, in the *Lincoln Journal Star* (Lincoln, NE) as one of Lincoln's most popular college professors.
11. Received a *Certificate of Appreciation in recognition of valuable contributions to Students of the Greek Community* at University of Nebraska (October, 2003).
12. Selected for the *Excellence in Teaching Award*, College of Business Administration, University of Nebraska (2003-04).
13. Nominated as an Outstanding Professor at University of Nebraska by the Kappa Alpha Theta Sorority (2003-04).
14. Winner of the Associated Students of University of Nebraska (ASUN) *Outstanding Educator Award – Large Class Category* (2003-04).
15. Nominated for the *Excellence in Teaching Award*, College of Business Administration, University of Nebraska (2004-05).
16. Served as Faculty Speaker at University of Nebraska-Lincoln Convocation ceremonies for the 2004-05 academic year.
17. Served as Faculty Speaker at St. Cloud State University graduate hooding ceremonies for Spring Quarter, 1997

### **Memberships in Professional Associations**

American Association of Colleges & Universities  
 Western Social Science Association (honorary lifetime membership)  
 Chinese Economist Society (lifetime membership)  
 Western Association of Colleges & Schools of Business  
 American Conference of Academic Deans

## **Personal Information**

Born in Reykjavik, Iceland  
Dual citizen of the USA and Iceland  
Married with two sons  
Excellent health