

# Jed DeVaro

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Papers on SSRN: <http://ssrn.com/author=389873>  
CURRENT POSITIONS

The Wang Family Professor of Economics, College of Business and Economics, California State University East Bay, 2012-2020

## 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 Richmond, Richmond, VA, 1994-1996

## **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**

“Do Big Inequalities in Executive Pay Hurt Firm Performance?”, forthcoming in  
*Corporate Governance: An International Review*  
(with Scott Fung and Richard Yiu-Ming Chung)

“The Importance of Luck in Executive Tournaments: Theory and Evidence”, forthcoming  
in *Journal of Business Finance and Accounting*, (with Scott Fung)

“Big Fish in Small (and Big) Ponds: A Study of Careers”, *Journal of Law, Economics, & Organization* 40(1), March 2024, 76-107  
(with Christian Deutscher, Marc Gürtler, and Oliver Gürtler)

“Performance Pay, Working Hours, and Health-Related Absenteeism”, *Industrial Relations*, 61(4), October 2022, 327-352.

“Democratic Subversion: Elite Cooptation and Opposition Fragmentation”,  
*American Political Science Review* 115(4), 2021, 1358-72.  
(with Leonardo R. Arriola and Anne Meng)

“Firm Choice and Career Success – Theory and Evidence”, *European Economic Review*,  
Volume 127, 2020. (with Christian Deutscher, Marc Gürtler, and Oliver Gürtler)

“Strategic Shirking in Competitive Labor Markets: A General Model of Multi-Task  
Promotion Tournaments with Employer Learning”, *Journal of Economics &  
Management Strategy*, 29(2), 2020, 353-76. (with Oliver Gürtler)

“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

“The Elusive Wage-Benefit Tradeoff: The Case of Employer-Provided Health Insurance”, *International Journal of Industrial Organization*, 37, 2014, 23-37. (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, 91-147. (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, 4469-4485. (with Garrick Blalock,

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“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 Brookshire)

“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, 721-740.

“Do the Best Companies to Work for Provide Better Customer Satisfaction?” *Managerial and Decision Economics*, Vol. 27, 2006, 1-17. (with Daniel Simon)

“Teams, Autonomy, and the Financial Performance of Firms,” *Industrial Relations*, 45(2), April 2006, 217-269.

“Employer Recruitment Strategies and the Labor Market Outcomes of New Hires,” *Economic Inquiry*, 43(2), April 2005, 263-282.

## **WORK IN PROGRESS**

“Work Schedules”

“Endogenous Career Mobility and Labor-Market Visibility”  
(with Oliver Gürtler, Antti Kauhanen, and Joseph Kuehn)

“Productivity and Working Hours Within Teams of Knowledge Workers”  
(with Ruo Shangguan and Hideo Owan)

“Wage Theft, Market Power, and Outsourcing: The Case of H-1B Workers”  
(with Peter Norlander)

“Distinguishing Empirically Between Classic and Market-Based Promotion Tournaments: A Structural Approach” (with Antti Kauhanen)

“Firm Productivity and the Internal-Versus-External Hiring Decision” (with Ricardo Alonso, Antti Kauhanen, and Nelli Valmari)

## **OTHER PUBLICATIONS AND REPORTS**

Kauhanen, Antti & DeVaro, Jed (25.9.2024). “Economic Impacts of High-Skilled Immigration”. ETLA Brief no. 139. <https://pub.etla.fi/ETLA-Muistio-Brief-139.pdf>

“Motivation: Paid Staff” in *Elgar Encyclopedia of Nonprofit Management, Leadership and Governance*, 2023, edited by Kearns, Kevin P., and Wang, Wenjiun.

“Recruitment: internal or external?” in *Elgar Encyclopedia of Labour Studies*, 2023, edited by Tor Eriksson, 186-89.

“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, 2015-2016  
J. Robert Beyster Research Fellowship (Rutgers University), 2011  
Marvin Remmich Outstanding Faculty Award for Research, 2010-2011  
The Wang Family Endowed Chair (inaugural holder), 2008-present  
Kapnick Foundation Dissertation Fellowship, 2000-2001  
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 Resources Management (MBA)  
MGMT 6615 Strategic Compensation, Incentives, and Productivity (MBA)  
MGMT 6612

Katrin Olafsdottir (Economics, Cornell University, 2009)  
Leopold Sarr (Economics, Cornell University, in progress)  
Daniel Maeng (Policy Analysis and Management, Cornell University, 2007)  
Fidan Ana Kurtulus (Economics, Cornell University, 2007)  
Dana Samuelson (Economics, Cornell University, 2005) *principal advisor*

### **EDITORIAL WORK AND REFEREEING**

Subject Editor (Behavioral and Personnel Economics), *IZA World of Labor*, 2018-  
Editorial Board, *Journal of Participation and Employee Ownership*, 2017-present  
Editorial Board, *Journal of Labor Research*, 2016-present  
Editor, *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*,  
Volume 12, 2011, Emerald Group Publishing Limited.

#### Refereeing:

*Academy of Management Journal; Advances in the Economic Analysis of Participatory  
and Labor-Managed Firms; African Journal of Business Management; American  
Economic Review; Applied Psychology: An International Review; British Journal of  
Economics, Management & Trade; British Journal of Industrial Relations; British  
Journal of Political Science; Economic Development and Cultural Change; Economic  
Inquiry; Economic Modelling; Economica; Economics Letters; Fall 1951-1960 (412(M)2, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60)*

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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), keynote  
 Society of Labor Economists Annual Meeting (Philadelphia, PA, May 2021)  
 WEAI Annual Meeting (Denver, CO, June 2020)  
 LERA 72<sup>nd</sup> 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)  
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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,