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Employment

Full Professor, University of Waterloo, Department of Economics, July 2018 – present

Associate Professor, University of Waterloo, Department of Economics, July 2011 – June 2018

Assistant Professor, Department of Economics, University of Waterloo, August 2005 – June 2011

Senior Research Economist, Family and Labour Studies Division, Statistics Canada, September 2002 – July 2005

Affiliations

Director, Canadian Labour Economics Forum (CLEF), 2022 – present

Fellow-in-Residence, C.D. Howe Institute, 2023 – present

Research Fellow, IZA Institute for Labor Economics, 2017 – present

Education

Ph.D. (Economics), McMaster University, 2002

Thesis: “Three Essays in Empirical Labour Economics”

Advisors: Peter J. Kuhn, John B. Burbidge, and Lonnie Magee

M.A. (Economics), University of British Columbia, 1997

Combined Honours B.A. (Economics and Labour Studies), McMaster University, 1996

Research

Research interests: labour economics, applied microeconometrics

Peer-Reviewed Journal Articles

1. “The Transformation of Canada’s Temporary Foreign Worker Programs,” *Canadian Public Policy*, 48(4), December 2022, 518-538 (with Ian O’Donnell).
2. “The Pandemic and Short-Run Changes in Output, Hours Worked and Labour Productivity: Canadian Evidence by Industry,” *International Productivity Monitor* 39, Fall 2020, 16-32 (with Joel Blit and Michael Veall).
3. “Initial Impacts of the COVID-19 Pandemic on the Canadian Labour Market,” *Canadian Public Policy*, S1, July 2020, S55-S65 (with Thomas Lemieux, Kevin Milligan and Tammy Schirle).
4. “The Relative Academic Achievement of International Students: Evidence from an Ontario University,” *Canadian Public Policy*, 46(1), March 2020, 125-144 (with Jongjia Chen).
5. “Can Skilled Immigration Raise Innovation? Evidence From Canadian Cities,” *Journal of Economic Geography*, 20(4), July 2020, 879-901 (with Joel Blit and Jue Zhang).

6. "A Comparative Analysis of the Labour Market Performance of University-Educated Immigrants in Australia, Canada, and the United States: Does Policy Matter?", *Journal of Labor Economics*, 37(S2), July 2019, 443-490 (with Andrew Clarke and Ana Ferrer).
7. "The Relative Labour Market Performance of Former International Students: Evidence from the Canadian National Graduates Survey," *Canadian Public Policy* 44(3), September 2018, 207-225 (with Zong Jia Chen).
8. "An Analysis of the Patenting Rates of Canada's Ethnic Populations," *Canadian Public Policy* 44(S1), November 2018, S125-S145 (with Joel Blit and Jue Zhang).
9. "The Effect of Labor Relations Laws on Unionization Rates Within the Labor Force: Evidence from the Canadian Provinces," *Industrial Relations (Berkeley)* 56(4), October 2017, 605-639 (with Scott Legree and Tammy Schirle).
10. "A Comparative Analysis of Immigrant Skills and Their Utilization in Australia, Canada, and the United States," *Journal of Population Economics* 29(3), July 2016, 849-882 (with Andrew Clarke).
11. "Gone Fishing! Reported Sickness Absenteeism and the Weather," *Economic Inquiry* 53(1), January 2015, 388-405 (with Jingye Shi).
12. "Why Do Immigrant Workers in Australia Perform Better Than Those in Canada? Is it the Immigrants or Their Labour Markets?," *Canadian Journal of Economics* 46(4), November 2013 (with Andrew Clarke).
13. "The Influence of Measurement Error and Unobserved Heterogeneity in Estimating Immigrant Returns to Foreign and Host-Country Sources of Human Capital," *Empirical Economics* 43(3), December 2012, 1109-41 (with Mingcui Su).
14. "Immigrants and the Dynamics of High-Wage Jobs," *Industrial and Labor Relations Review* 65(2), April 2012, 377-97 (with Mingcui Su).
15. "The Visible Minority Wage Gap Across Generations of Canadians," *Canadian Journal of Economics* 43(3), August 2010, 860-81.
16. "The Immigrant Wage Differential Within And Across Establishments," *Industrial and Labor Relations Review*, 61(3), April 2008, 334-52 (with Abdurrahman Aydemir).
17. "Identifying the Potential of Work-Sharing as a Job-Creation Strategy," *Journal of Labor Economics*, 25(2), April 2007, 265-87.
18. "The Impact of Sunday Shopping on Employment and Hours of Work in the Retail Industry: Evidence from Canada," *European Economic Review*, 49(8), November 2005, 1953-78.
19. "Explaining the Deteriorating Entry Earnings of Canada's Immigrant Cohorts: 1966-2000," *Canadian Journal of Economics*, 38(2), May 2005, 641-71 (with Abdurrahman Aydemir).
20. "Internet Job Search and Unemployment Durations," *American Economic Review*, 94(1), March 2004, 218-32 (with Peter Kuhn).

Other Publications

21. "Can Labour Relations Reform Reduce Wage Inequality?" in *Income Inequality: The Canadian Story*, David A. Green, W. Craig Riddell, and France St-Hilaire (eds.), McGill-Queen's University Press, 2015 (with Scott Legree and Tammy Schirle).
22. "Language and Immigrant Labour Market Performance: What Does the Economics Literature Tell Us?" *International Settlement Canada*, Spring 2012, 3-6 (lead article).
23. "Job Search Methods: Internet vs. Traditional," *Monthly Labor Review*, October 2000, 3-11 (with Peter Kuhn).

Other Papers

24. "Language Skills in the New Economy and the Deteriorating Labour Market Performance of Canada's Immigrant Workers," article prepared for Human Resources Development and Skills Canada (HRSDC), September 2011.
25. "Explaining the Increase in On-the-Job Search," Analytical Studies Branch Research Paper Series, Statistics Canada, 2005, no.250.
26. "Describing the Distribution of Income: Guidelines for Effective Analysis," Income Research Paper Series, Statistics Canada, 2005, no.10 (with Mark Frenette and Preston Poon).

Policy Briefs

27. "Canada's temporary foreign worker data shortage," *CD Howe Institute*, June 23, 2022 (with Ian O'Donnell).
28. "The economic case against low-wage temporary foreign workers," *IRPP Policy Options*, April 27, 2022 (with Fabian Lange and Christopher Worswick).
29. "Unemployment is down, but there are still issues," *Policy Options*, Institute for Research in Public Policy, June 22, 2021 (with Fabian Lange).
30. "An economic reality check on Canadian immigration (Part I)," Intelligence Memo, *CD Howe Institute*, March 9, 2021 (with Parisa Mahboubi).
31. "An economic reality check on Canadian immigration (Part II)," Intelligence Memo, *CD Howe Institute*, March 10, 2021 (with Parisa Mahboubi).
32. "100 million is a really big number: a review of Doug Saunders's *Maximum Canada*," *Worthwhile Canadian Initiative*, January 5, 2021.
33. "The Economics of Increasing Immigration During an Economic Crisis," *Worthwhile Canadian Initiative*, February 16, 2021.
34. "Digging one level deeper into March's workforce numbers," Intelligence Memo, *CD Howe Institute*, April 14, 2020 (with Tammy Schirle and Kevin Milligan).
35. "What April's jobs data shows for the future," Intelligence Memo, *CD Howe Institute*, May 13, 2020 (with Tammy Schirle and Kevin Milligan).
36. "Initial impacts of COVID-19 on the labour market," Intelligence Memo, *CD Howe Institute*, June 12, 2020 (with Thomas Lemieux and Tammy Schirle).
37. "The moms are not all right," Intelligence Memo, *CD Howe Institute*, July 15, 2020 (with Tammy Schirle).
38. "Job search, new jobs, and what it means for future policy," Intelligence Memo, *CD Howe Institute*, August 12, 2020 (with Tammy Schirle).
39. "Reopening and re-closing the economy strategically," Intelligence Memo, *CD Howe Institute*, August 21, 2020 (with Joel Blit and Chuanmo Jin).
40. "The challenge of designing income support programs for the self-employed," Commentary, *Finances of the Nation*, September 22, 2020 (with Tammy Schirle).
41. "Long-term joblessness: a significant policy challenge on the horizon?," Intelligence Memo, *CD Howe Institute*, October 20, 2020 (with Tammy Schirle).
42. "Canadian stats and two-step Immigration," *Policy Options*, Institute for Research in Public Policy, December 19, 2016.
43. "Success for Express Entry applicants weighs heavily on job offers," *New Canadian Media*, July 8, 2015.

Grants, Fellowships, Scholarships & Awards

Grants

Principal investigator, SSHRC Insight Grant, "The impact of the temporary foreign worker program on the Canadian economy", #435-2016-0616, \$87,440, 2016-2023 (co-applicants: David Green and Craig Riddell)

Co-applicant, SSHRC Insight Development Grant, "The potential for a selective immigration policy to increase innovation: evidence from Canada," #430-2016-00143, \$60,731, 2016-2017 (principal investigator: Joel Blit)

Principal investigator CERIS Research Grant, "To what extent do language skills account for the superior labour market performance of immigrant workers in Australia relative to Canada?", \$12,500, 2011-2012

Principal investigator, SSHRC Standard Research Grant, "Gone fishing: absenteeism, shirking, and the weather", #410-2011-0281, \$60,000, 2011-2014

Principal investigator, CERIS Research Grant, "Identifying and understanding the relative labour market dynamics of immigrants in Canada", \$12,500, 2009-2010

Principal investigator, SSHRC Standard Research Grant, "Studies of immigrant wage growth using longitudinal microdata", #410-2006-1968, \$70,900, 2006-2009

Fellowships & Scholarships

SSHRC Doctoral Fellowship, 1998-2002

Dr. Harry Lyman Hooker Senior Doctoral Fellowship, McMaster University, 1997-2001

Canadian International Labour Network (CILN) Fellowship, 1998-2000

Ontario Graduate Scholarship, 1996 and 1997

University of British Columbia Graduate Fellowship, 1996

Dr. Harry Lyman Hooker Scholarship, McMaster University, 1994 and 1995

MacGibbon Scholarship, McMaster University, 1995

Larry Sefton Scholarship, McMaster University, 1994

Awards

Outstanding Performance Award, University of Waterloo, 2009, 2012, 2014, 2020

Norton Book Prize in Economics, McMaster University, 1998

Hurd Medal, McMaster University, 1996

Harry Waisglass Book Prize, McMaster University, 1996

Professional Activities

Director, Canadian Labour Economics Forum (CLEF), 2022–present

Member, Labour Force Survey Expert Panel, Statistics Canada, 2020 – 2022

Member, Board of Directors, Essential Skills Ontario, 2012–2016

Journal refereeing: *Applied Economics*, *Applied Spatial Analysis and Policy*, *B.E. Journal of Economic Analysis and Policy*, *Canadian Journal of Agricultural Economics*, *Canadian Journal of Economics*, *Canadian Journal of Sociology*, *Canadian Journal of Urban Research*, *Canadian Public Policy*, *Canadian Studies in Population*, *Canadian Tax Journal*, *Contemporary Economic Policy*, *Eastern Economic Journal*, *Economic Inquiry*, *Economic Journal*, *Economica*, *Economics and Business Letters*, *Economics Letters*, *Education Economics*, *Electronic Commerce Research*, *Empirical Economics*, *European Economic Review*, *European Journal of Popula-*

tion, Feminist Economics, German Economic Review, Industrial Relations, Industrial and Labor Relations Review, International Journal of Environmental Research and Public Health, International Journal of Manpower, International Journal of Social Economics, International Migration, International Migration Review, IZA Journal of Labour Economics, IZA Journal of Migration, IZA World of Labor, Journal of Applied Economics, Journal of Economic Studies, Journal of Ethnic and Migration Studies, Journal of the European Economic Association, Journal of Forensic Economics, Journal of Human Resources, Journal of Immigrant and Refugee Studies, Journal of International Migration and Integration, Journal of Labor Economics, Journal of Labor Research, Journal of Policy Analysis and Management, Journal of Population Economics, Labour, Labour Economics, Oxford Bulletin of Economics and Statistics, Population Research and Policy Review, Review of Economic Dynamics, Review of Economics of the Household, Scandinavian Journal of Economics, Small Business Review, Social Forces, Time and Society, World Development

PhD Student Advising

Michelle G. Laing (PhD, Economics, Carleton University), external examiner, July 2021.

Ricardo Cohn (PhD, Economics, Simon Fraser University), external examiner, February 2021.

Zong Jia (Jack) Chen (PhD, Economics, University of Waterloo), supervisor, 2014-2021, currently at Statistics Canada, Ottawa.

Xian Zhang (PhD, Economics McGill University), external examiner, May 2019.

Jue Zhang (PhD, Economics), supervisor, 2013-2017, currently at Statistics Canada, Ottawa.

George Orlov (PhD, Economics, Western University), external examiner, May 2017.

Kai Chen (PhD, Accounting, University of Waterloo), internal/external examiner, September 2015.

Scott Legree (PhD, Economics, University of Waterloo), supervisor, 2013-2016, currently at Finance Canada, Ottawa.

Francesco Franceschi (PhD, Economics, University of Waterloo), committee member, 2009-2013, currently at the Bank of Italy.

Jingye (Becky) Shi (PhD, Economics, University of Waterloo), supervisor, 2008–2012, currently Assistant Professor, Research Institute of Economics and Management, Southwestern University of Finance and Economics, Chengdu, China.

Mingcui Su (PhD, Economics, University of Waterloo), supervisor, 2006-2010, currently Assistant Professor, School of Public Finance and Taxation, Southwestern University of Finance and Economics, Chengdu, China.

Javier Torres (PhD, Economics, University of British Columbia), external examiner, August 2013.

Joniada Milla (PhD, Economics, University of Guelph), external examiner, April 2013.

Darren Henderson (PhD, Accounting, University of Waterloo), internal/external examiner, August 2010.

Kristyn French (PhD, Sociology, University of Waterloo), internal/external examiner, May 2009.

James Moore (PhD, Accounting, University of Waterloo), internal/external examiner, December 2008.

Teaching

University of Waterloo

2022-2023: Introductory Economics (101)

2021-2022: Introductory Economics (101), Undergraduate Econometrics (323)

2020-2021: Undergraduate Econometrics (323), Graduate Labour Economics (651)

2019-2020: Introductory Economics (101), Undergrad Labour Economics (351), Graduate Labour Economics (651)

2018-2019: Undergrad Labour Economics (351), Graduate Labour Economics (651)

2017-2018: Undergrad Labour Economics (351)

2015-2016: Undergrad Introductory Econometrics (321), Undergrad Labour Economics (351), Graduate Applied Microeconometrics (622)

2014-2015: Undergrad Introductory Econometrics (321), Undergrad Advanced Econometrics (421), Undergrad Labour Economics (351), Graduate Applied Microeconometrics (622)

2013-2014: Undergrad Introductory Econometrics (321), Undergrad Advanced Econometrics (421), Undergrad Labour Economics (351), Graduate Applied Microeconometrics (622)

2012-2013: Undergrad Introductory Econometrics (321), Undergrad Advanced Econometrics (421), Graduate Applied Microeconometrics (622), Graduate Labour Economics (651)

2011-2012: Undergrad Introductory Econometrics (321), Graduate Applied Microeconometrics (622), Graduate Labour Economics (651)

2010-2011: Undergrad Introductory Econometrics (321), Undergrad Labour (351), Master's Applied Econometrics (622), Graduate Labour (651)

2009-2010: Undergrad Topics in Econometrics (422), Ph.D. Econometrics (721)

2008-2009: Undergrad Labour (351), Undergrad Topics in Econometrics (422)

2007-2008: Undergrad Labour (351), Graduate Applied Microeconometrics (722).

2006-2007: Master's Microeconomic Theory (601), Graduate Applied Microeconometrics (722), Undergrad Labour (351), Undergrad Topics in Econometrics (422).

2005-2006: Master's Microeconomic Theory (601), Undergrad Labour (351), Ph.D. Econometrics (721), Undergrad Topics in Econometrics (422).

McMaster University

1998-2001: Economics of Trade Unions (2T3)

Brock University

1999-2000: Economics of Unions (SP15), Intermediate Labour Economics (3P24), Topics in Labour Economics (3P25)

Updated: February 24, 2023