

LINDA A. BELL

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ACADEMIC POSITIONS

Barnard College, Columbia University, 2012-. Provost and Dean of the Faculty.

Barnard College, Columbia University, 2012-. Professor of Economics.

Haverford College, Provost, 2007-2012.

Haverford College, John B. Hurford Professor of Economics, 2007-2012; Professor of Economics, 2003-2007; Associate Professor of Economics, 1995-2003; Department Chair, 1997-2000, 2004-2007.

Stanford University, Department of Economics, 2000-2002. Visiting Associate Professor.

University of California San Diego, Department of Economics, 1999-2000. Visiting Scholar.

Harvard University, John F. Kennedy School of Government, Visiting Assistant Professor, 1990-1992.

Woodrow Wilson School of Public Administration and Princeton University Department of Economics, Visiting Assistant Professor, 1989-1990.

Stern School of Business Administration, New York University, Adjunct Associate Professor, 1989.

EDUCATION

Harvard University, Ph.D. in Economics, June 1986.

Dissertation: "Labor Market Efficiency and Comparative Macroeconomic Performance."

University of Pennsylvania, B.A. in Economics with Honors, *Magna Cum Laude*, June 1981.

AWARDS AND HONORS

Haverford College, Christian R. and Mary F. Lindback Foundation Award for Outstanding Teaching, 1995.

Harvard University, John F. Kennedy School of Government, Research Fellow, 1990-1992.

Harvard University, University Award for Outstanding Teaching 1984, 1985.

University of Pennsylvania, Bernard Shanbaum Prize for Excellence in Economics, 1981.

University of Pennsylvania, *University Scholar*, 1978-1981.

PROFESSIONAL APPOINTMENTS AND HONORARY POSITIONS

BGC Partners, Public Board Member and Audit and Compensation Committee Member, 2012-.

ELX Futures, Public Board Member and Regulatory Oversight Committee Member, 2009-2012.

National Economic Research Associates, Special Consultant, Labor Markets, 2006-.

Institute for the Study of Labor (IZA), Research Fellow, Bonn, Germany, 2003-.

Committee on the Status of Women in the Economics Profession, National Board of Directors, 2006-2009.

Danish National Research Council, Aarhus School of Business, Researcher and Guest Professor, Project on Female CEO Pay in Denmark, 2006-2009.

American Association of University Professors, National Representative, 2003-2006.

American Association of University Professors, Committee Z on Compensation, Committee Member 1995, 2002-2005, and Chair, 1996-2001.

Federal Reserve Bank of Philadelphia, Research Department, Consultant, Fall/Spring, 1997.

U.S. Department of Labor, Office of the American Workplace, Research Report on Employee Stock Ownership Plans and Profit Sharing Plans (DOL Contract #41USC252C3), June 1994-October 1994.

The World Bank, Research Consultancy on Labor Markets and Structural Adjustment, 1993-1994.

Federal Reserve Bank of New York, Research Department, Consultant, Summer 1993.

Federal Reserve Bank of New York, Research Department, Senior Economist, November 1985-September 1990.

PUBLICATIONS

"Women's Leadership and Executive Compensation," forthcoming in *New Palgrave Dictionary of Economics*, January 2016.

"Women-led Firms and the Gender Gap in Top Executive Pay," Institute for the Study of Labor Working Paper No. 1689, and *Industrial and Labor Relations Review*, revise and resubmit, 2009.

Book Review "Imports, Exports, and Jobs: What Does Trade Mean for Employment and Job Loss?", by Lori Kletzer, *Journal of Economic Literature*, March 2005.

"The Incentive to Work Hard: Explaining Work Hour Differences in the US and Germany," with R. Freeman, *Labour Economics*, May 2001.

"Uncertain Times," *The Annual Report on the Status of the Profession, Academe*, March 2001.

"Working Hard," with R. Freeman in *Changes in Working Times in Canada and the U.S.*, Wong, G. and G. Picot, eds. Upjohn Institute, January 2001.

"More Good News, Why the Blues?" *The Annual Report on the Status of the Profession, Academe*, March 2000.

"Ups and Downs: Pay in the Academy Over Time," *The Annual Report on the Status of the Profession, Academe*, March 1999.

"Hours Worked and Preferences by Race," *Review of Social Economy*, Volume LVI, no. 4, Winter 1998.

"Doing Much Better," *The Annual Report on the Status of the Profession, Academe*, March 1998.

"The Impact of Minimum Wages in Mexico and Columbia," *Journal of Labor Economics*, July 1997.

"Not So Good," *Academe*, April 1997.

"Why Do Americans and Germans Work Different Hours?," with R. Freeman, in *Institutional Frameworks and Labor Market Performance*, Buttler, F., W. Franz, R. Schettkat, and D. Soskice, eds., London: Routledge, 1995.

"Union Wage Concessions in the 1980s: The Importance of Firm-Specific Factors," *Industrial and Labor Relations Review*, January 1995.

"Working Time Policy in the U.S., in *A Time for Working A Time for Living: Documentation of the Joint Conference of the European Trade Union Confederation (ETUC) and the European Trade Union Institute (ETUI)*, Hoffman, R. and J. Lapeyre, eds., Brussels, December, 1994.

"Lump-Sum Payments and Profit-Sharing Plans in the Union Sector of the United States Economy," with D. Neumark, *Economic Journal*, May 1993.

"Union Wage Concessions in the 1980s," *Proceedings of the Forty-Fifth Annual Meetings*, (Anaheim, January 3-5, Industrial Relations Research Association Series), May 1993.

"Lump-Sum Payments and Wage Moderation in the Union Sector," with D. Neumark in *Issues in Contemporary Labor Economics and the Implications for Public Policy*, W.E. Sharpe, January 1991.

"The Causes of Increasing U.S. Interindustry Wage Dispersion," with R. Freeman, *Industrial and Labor Relations Review*, January 1991.

"Imperfect Information and Wage Flexibility," with S. Gerlach, *Economic Letters*, (33) 1990.

"Union Concessions in the 1980s," *Federal Reserve Quarterly Review*, Summer 1989.

"The Competitiveness of U.S. Manufactured Goods: Recent Changes and Prospects," with J. Ceglowski and S. Hickok, *Federal Reserve Quarterly Review*, Spring 1988.

"The Facts About Rising Industrial Wage Dispersion in the U.S.," with R.B. Freeman, *Proceedings of the Thirty-Ninth Annual Meetings*, (New Orleans, December 28-30, Industrial Relations Research Association Series), May 1987.

"Wage Rigidity in West Germany: A Comparison with the U.S. Experience," *Federal Reserve Quarterly Review*, Fall 1986.

"Does A Flexible Wage Structure Increase Employment?: The U.S. Experience," with R.B. Freeman, in S. Ostry and N. Meltz, *Unemployment Can It Be Reduced?: An International Perspective*, University of Toronto Press, 1986.

WORKING PAPER SERIES MANUSCRIPTS

"Women-led Firms and the Gender Gap in Top Executive Pay," Institute for the Study of Labor Working Paper No. 1689, October, 2005.

"Recent Trends in Wages, Earnings, and Compensation in the U.S.: A Summary," in *Federal Reserve Bank of New York Working Paper Series*, 1994.

"Lump-Sums, Profit Sharing, and Labor Costs in the Union Sector," with D. Neumark in *National Bureau of Economic Research Working Paper No. 3630*, February 1991.

"Explaining Union Concessions in the 1980s: Firm, Industry, Aggregate and Structural Explanations," in *Federal Reserve Bank of New York Working Paper Series*, 1986.

PUBLISHED COMMENTARIES

"Americans Work Hard and Like It," *Philadelphia Inquirer*, guest column, May 1995.

"Much Ado About Something: Profit Sharing in the U.S. Workplace," in *The American Economist*, April 1994.

RESEARCH IN PROCESS

"Gender Pay Gap Among Top Executives in Danish Firms," manuscript in progress, joint with Nina Smith and Mette Verner.

"Having it All: Women, Careers, and Family Outcomes," manuscript in progress.

OTHER PROFESSIONAL ACTIVITIES

Committee on the Status of Women in the Economics Profession (CSWEP), Mentor, 2004.

Manuscript Review for International Labour Organization, 2004.

Manuscript Review for Economic Policy Institute, 1999.

Referee for *American Economic Review*, *Industrial and Labor Relations Review*, *Quarterly Journal of Economics*, *Industrial Relations*, *Economic Journal*, *Journal of Development Economics*, *Journal of Political Economy*, *Economic Inquiry*, *World Development Report*, *Journal of Human Resources*, *Journal of Labor Economics*, *Labour Economics*, *Review of Social Economics*, *Journal of Economic Literature*.

GRANTS AND STIPENDS

Danish National Research Council, 2006-2007. Guest Professor Salary Support and Travel Funds for project work on Female CEOs in Danish Firms administered through Aarhus School of Business, Denmark.

Haverford College Faculty Research Support Fund, 1992-2006. Financial support for projects on labor supply, public sector unions, Mexican labor markets, technology.

MacArthur Foundation, 1999. Grant to study the reasons that U.S. workers work too hard. Period covered: January 1999-January 2000.

"Work Hours and Wage Inequality in Germany and the U.S." Summer salary support from the Federal Reserve Bank of Philadelphia to study the patterns of differences across countries in the mechanism of work and inequality. Period covered: May 1998-September 1998.

"Employee Stock Ownership and Firm Performance." Financial support from U.S. Department of Labor to prepare report on the effects of employee ownership on firm performance. Joint with D. Kruse (Rutgers University). Period covered: June 1994-October 1994.

"Minimum Wage Policies." Financial support from The World Bank to study the impact of minimum wage policies on labor market institutions in Latin American countries. Period covered: July 1993-July 1994.

"Real Wage Behavior in the 1980s." Summer salary from The Federal Reserve Bank of New York to study the behavior of real wages over the 1980s. Period covered: May 1993-August 1993.

"Public Sector Unions in the 1990s" Grant from the Association of State, County, and Municipal Workers (AFSCME) through Harvard University to study the effects of the state and local fiscal crisis on public sector unions in the 1990s. Period covered: December, 1991-September 1992.

"Lump-Sum Contracts and Wage Flexibility." Stipend for preparing research paper delivered at the Wage Structure Conference at the Federal Reserve Bank of Cleveland, November 1989, subsequently published in 1991 book *Structural Changes in U.S. Labor Markets*.

INVITED PRESENTATIONS

"Contemporary Challenges Facing Women in Academia," Yale 8th Annual Women in Leadership Conference, New Haven, January, 2016.

Oxford Style Debate: "Liberal Arts Creates Informed Citizens, Not Trained Employees (Counter Position)," The Economist Forum on Higher Education, New York, October 2015.

"Women-Led Firms and the Mentoring of Executive Women," Harvard University, John F. Kennedy School of Government, The Women and Public Policy Seminar Series, Fall 2012.

"Women-Led Firms and the Evolving Gender Gap in Executive Pay," National Research Associates, October 2009.

"Women in the Workplace: Opportunities for Advancement and Barriers to Progress," Keynote Address, Geis Conference on Women, University of Delaware, April, 2009.

"Women-Led Firms and the Gender-Gap in Executive Pay," Arhus School of Business, Arhus, Denmark, March 2007.

"Women-Led Firms and the Gender-Gap in Executive Pay," L'Ecole Normale Superior, Paris, France, June 2006.

"Women-Led Firms and the Gender-Gap in Executive Pay," Institute for the Study of Labour, Bonn, Germany, March 2006.

"Women-Led Firms and the Gender-Gap in Executive Pay," Tel Aviv University, January, 2006.

"Boom for Whom: Gender Pay Gap Differences Among Top Executives in Technology and Finance," Annual Society of Labor Economists Meeting and European Association of Labour Economists Meeting, San Francisco, June 2005.

"Women Mentoring Women: Top Executives and the Gender Pay Gap," Harvard Business School, May 2005.

"The Gender Pay Gap in the High Technology Sector," Swarthmore College, Summer 2004.

"Labor Supply and the Decision to Work Hard," University of California at Berkeley, May 2002.

"The Incentive to Work Hard," Stanford Department of Economics Seminar, April 2001.

"The Incentive to Work Hard," UCLA Department of Economics Seminar, February 2001.

"Working Hard," joint meeting of European Associate of Labor Economists and Society of Labor Economists (EAL/SOLE-US), Milan, Italy, April 2000.

"Labor Market Differences in Work Intensity," University of California at Irvine, November 1999.

"Inequality and the Work Year," with Richard Freeman on KGNU (Denver, Colorado), National Public Radio Show "Hemispheres," April 1999.

"Working Too Hard," Macarthur Committee on Inequality, January 1999, Carnegie Mellon University, Pittsburgh, PA.

"The Hours-Inequality Hypothesis: Applications in European Labor Markets," Office of Economic Cooperation and Development (OECD), November 1998, Paris, France.

"The Case of Germany: Another Test of the Hours-Inequality Hypothesis," Conference on the German Unemployment Problem, August 1998, Berlin, Germany.

"Working Too Hard in America: A Test of the Wage-Inequality Hypothesis," Federal Reserve Bank of Philadelphia, November 1997.

"Industry Wage Flexibility in the U.S.: A Model to Follow?" American Economic Association Annual Meetings, New Orleans, January 1997.

"Working Hard," Upjohn-CERP Conference on Changes in Working Time in Canada and the United States, Ottawa, Canada, June 1996.

"Industry Wage Flexibility: Consequences for Employment in the U.S. and Germany," Berlin, Germany, June 1995.

"Labor Supply, Work Hours, and Inequality: A New Hypothesis," Industrial Relations Group, The Wharton School, January 1995.

"Work Hours in the United States and Europe: Explaining Differences," European Trade Union Council Annual Meetings, Dusseldorf, Germany, December 7, 1994.

German-Anglo Panel Data Sets Conference, Nurembourg, Germany, October 10, 1994

"The Effects of Minimum Wages in Mexico and Columbia," University of Maryland Labor Workshop, September 29, 1994.

"The Effects of Minimum Wages in Mexico and Columbia," Princeton University Development Workshop, October 4, 1994.

"The Effects of Minimum Wages in Mexico and Columbia," presented at the World Bank Conference on Structural Adjustment in Labor Markets, July 1994, Washington, D.C.

"Using Firm Level Data to Assess the Impact of Minimum Wage Laws," presented at the Western Economic Association Meetings, Vancouver, British Columbia, July 1994.

"Why Do American and German Workers Work Different Hours?" presentation to Conference on Institutional Frameworks and Labor Market Performance, Nurembourg, Germany, December 1993.

"Minimum Wages and Structural Adjustment: The Case of Mexico," presentation for World Bank pre-conference on The Impact of Labor Market Policies and Institutions on Economic Performance at Princeton University, Princeton, NJ, December 1993.

"Union Concession: The Importance of Firm-Specific Factors," presented at the Forty-Fifth Annual Meetings of the Industrial Relations Research Association, Anaheim, California, January 1993.

"Why Do American and German Workers Work Different Hours?," pre-conference paper presentations on Institutional Frameworks and Labor Market Performance, Berlin, Germany, November 1992.

"Union Concessions: The Importance of Firm-Specific Factors," presented at New York University School of Public Policy, February 1992.

"Union Concessions: The Importance of Firm-Specific Factors," presented at MIT Sloan School of Management Workshop on Industrial Relations, January 1992.

"Union Concessions: The Importance of Firm-Specific Factors," presented at Center for Business and Government, John F. Kennedy School of Government, Cambridge, Massachusetts, December 1991.

"Union Concessions: The Importance of Firm-Specific Factors," presented at the Federal Reserve Bank of New York, New York, May 1991.

"Union Concessions: The Importance of Firm-Specific Factors," presented at John F. Kennedy School of Government Faculty Workshop, Cambridge, Massachusetts, April 1991.

"Union Concessions: Firm-Specific, Sectoral, and Aggregate Explanations," presented at National Bureau of Economic Research Summer Institute, Cambridge, Massachusetts, August, 1990.

"Union Concessions: Firm-Specific, Sectoral, and Aggregate Explanations," presented at Harvard University Department of Economics Labor Workshop, Cambridge, Massachusetts, April 1990.

"Lump-Sum Payments and Wage Moderation in the Union Sector," presented at Princeton University Labor Workshop, Princeton, New Jersey, April 1990.

"Union Concessions: Firm-Specific, Sectoral, and Aggregate Explanations," presented at Columbia University Business School, New York, January 1990.

"Union Concessions: Firm-Specific, Sectoral, and Aggregate Explanations," presented at Tel Aviv University Labor Workshop, Tel Aviv, Israel, November 1989.

"Union Concessions: Firm-Specific, Sectoral and Aggregate Explanations," presented at University of Pennsylvania Labor Workshop, October 1989.

"Union Concessions: Firm-Specific, Sectoral, and Aggregate Explanations," presented at New York University Stern School of Management, April 1989.

"Are Wages Less Flexible in Germany?" presented at the European Economic Association Annual Meetings, Copenhagen, Denmark, July, 1988.

"Are Wages Less Flexible in Germany?" presented at the OECD, Paris, France, July, 1988.

"Are Wages Less Flexible in Germany?" presented at the CEPREMAP, Paris, France, July, 1988.

"Does a Flexible Industry Wage Structure Increase Employment?" presented at the Thirty-Ninth Meeting of the Industrial Relations Research Association, December 1986.

"Does a Flexible Industry Wage Structure Increase Employment?" presented at the International Conference on Structural Unemployment, Toronto, Canada, January, 1985.