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EDUCATION

B.A. 1981 Denison University, Granville, Ohio. *Summa Cum Laude* in Latin American Area Studies.
M.A. 1986 Cornell University, Ithaca, New York, Economics.
Ph.D. 1987 Cornell University, Ithaca, New York, Economics.

EXPERIENCE IN HIGHER EDUCATION

1988 to the present, Professor (2005-present), Associate Professor (1995-2005) and Assistant Professor (1988-1995), Department of Economics, University of Maryland Baltimore County.

2014 to the present and 1998-2001, Graduate Program Director, Master of Arts in Economic Policy Analysis, University of Maryland Baltimore County.

2007 to the present, Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany.

2004 to the present, Fellow, IZA (Institute for the Study of Labor), Bonn, Germany.

1988 to the present, Visiting Researcher, Institute for Research in Economic Science, University of Costa Rica, San Jose, Costa Rica.

2001, Visiting Professor, University of Costa Rica, Department of Economics and the Institute for Research in Economic Science. Funded with a Fulbright Lecture/Research Award.

1994, Visiting Professor, Masters Program in Economic Policy, National Autonomous University of Costa Rica, Human Resource Economics Department.

1992, Visiting Professor, University of Costa Rica, Department of Economics and the Institute for Research in Economic Science. Funded with a Fulbright Lecture/Research Award.

1987-1988, Visiting Assistant Professor, Tulane University, Department of Economics and Department of Latin American Studies.

HONORS RECEIVED

National Merit Scholarship, Denison University, 1977-1981.

Herbert H. Lehman Graduate Fellowship, Cornell University, 1982-1986.

Economics Teacher of the Year, UMBC, 1989-1990.

RESEARCH SUPPORT AND FELLOWSHIPS AND SELECTED CONSULTANCIES

2013, IDRC (Canada) and FIDEG (Nicaragua), Women Moving In and Moving Up, Labor Market Dynamics of Women in Nicaragua and El Salvador (with Enrique Alaniz) .

2013, MIPAR Faculty Fellowship (UMBC), "The Costs and Benefits of the Maryland Dream Act," (with Marvin Mandell).

2012, World Bank, "Better Jobs in Central America," (Task Team Leader, Sashitha Bashir).

2011, World Bank, resident consultant (while on sabbatical) for the project "Supporting Self-Employment and Small-Scale Entrepreneurship: Creating and Improving Alternatives to Wage Employment," Social Protection and Labor Section, Human Development Network.

2011, IDRC (Canada) and *Instituto de Investigacion en Ciencias Economicas*, University of Costa Rica, Evaluation of the National Campaign for Minimum Wages (with Juan Diego Trejos).

2010-2011, World Bank, lead consultant for "Trends in Education Quality and Labor Market Returns in Latin America: evidence from household surveys," part of the World Bank study "Skills for the 21st Century in Latin America and the Caribbean" (Task Team Leaders, Ian Walker and Cristián Aedo).

2008, IDRC (Canada) and FUSADES (El Salvador), "The Impact of Minimum Wages in El Salvador, Nicaragua and Costa Rica" (with Alvaro Trigueros, Juan Diego Trejos, Alejandro Martinez Cuenca and Katherine Terrell).

2008, MIPAR Faculty Fellowship (UMBC), "Are Hispanic Immigrants Saving the Economies of America's Small Towns?" (with Dennis Coates).

2007, Spencer Foundation Research Grant, "Family separation and re-unification as a factor in the educational success of immigrant children." (with Sara Poggio).

2006, MIPAR Faculty Fellowship (UMBC), "Family separation and re-unification as a factor in the educational success of immigrant children." (with Sara Poggio).

2006, World Bank, "Labor Markets and Poverty in Costa Rica," background paper for the Costa Rica Poverty Assessment (Task Team Leader, Andrew Mason).

2005, DFID (U.K.) and Executive Office of the Presidency of Honduras, "The Impact of Minimum Wages in Honduras." (with Katherine Terrell)

2001, Fulbright Lecture/Research Award to Costa Rica, "Causes of Changing Income Inequality in Costa Rica."

1995, USAID, "Maternity Leave Legislation and the Work and Pay of Women in Costa Rica" (with Maria Crummett of the University of South Florida), report to the Bureau for Latin America and the Caribbean, United States Agency for International Development, July, 1995.

1995, UNDP, "The Effects of Structural Adjustment on the Structure of Employment and Pay in Costa Rica: The Differential Impact by Gender."

1993, Chiang Ching-Kuo Foundation Research Grant, "The Nine Year Compulsory Education Policy and the Development of Human Resources in Taiwan" (with Marsha Goldfarb and Chun-chig Chang).

1992, Fulbright Lecture/Research Award to Costa Rica, "Labor Market Discrimination Against Women in Costa Rica."

1992, World Bank, "Measuring the Impact of the Passage of Anti-discrimination Legislation on Male and Female Wages in Latin America."

1989, World Bank, "Structural Adjustment and Labor Markets in Costa Rica," (with Albert Berry).

PUBLICATIONS - ARTICLES IN PEER-REVIEWED JOURNALS

["The Consequences of Increased Enforcement of Legal Minimum Wages in a Developing Country: An Evaluation of the Impact of the *Campaña Nacional de Salarios Mínimos in Costa Rica*,"](#) (with Nadwa Mossaad of UMBC and Juan Diego Trejos of the University of Costa Rica), accepted for publication in *Industrial and Labor Relations Review*.

"La distribución del ingreso en Centroamérica (The Distribution of Income in Central America)," (with Juan Diego Trejos of the University of Costa Rica), accepted for publication in *Mesoamerica*.

"Self-employment in the Developing World," (with David Newhouse of the World Bank), *World Development*, Vol. 56 (2014), pages 313-331. [An earlier working paper version of this paper is available as a World Bank Policy Research Working Paper #6201, Washington, September 2012.](#)

"Income Mobility in Costa Rica, 2001-2007," (with Samuel Rowe of UMBC and Juan Diego Trejos of the University of Costa Rica), *Revista de Ciencias Economicas* (Costa Rica), Vol. 32, No.1 (2014), pages 9-23.

["Does Increasing the Minimum Wage Reduce Poverty in Developing Countries?"](#) *IZA World of Labor*, published on-line 2014.

["Is Hispanic Population Dispersion into Rural Counties Contributing to Local Economic Growth?"](#) (with Dennis Coates of UMBC), *Contemporary Economic Policy*, Vol. 31(2013), pages 649-668. [The published paper is a substantially revised version of IZA Discussion Paper 4682, January, 2010.](#)

"Family Separation and Reunification as a Factor in the Educational Success of Immigrant Children," (with Sara Poggio of UMBC), *Journal of Ethnic and Migration Studies*, Vol. 38, No. 7 (August, 2012), pages 1155-1173.

["The Impact of Minimum Wages on Wages, Work and Poverty in Nicaragua,"](#) (with Katherine Terrell of the University of Michigan and Enrique Alaniz of FIDEG, Managua), *Labour Economics*, Vol. 18, (2011), pages 563-678.

["Minimum Wages, Globalization and Poverty in Honduras,"](#) (with Katherine Terrell of the University of Michigan), *World Development*, Vol. 38, No. 6 (June, 2010), pages 908-918, A version is available as an [IZA Discussion Paper 2497, December 2006.](#)

["Minimum Wages and Employment in Various Sectors in Honduras,"](#) (with Katherine Terrell of the University of Michigan), *Labour Economics*, Vol. 16 (2009), pages 291-303. A version is available as an [IZA Discussion Paper 2892, June 2007.](#)

["South-South Migration: The Impact of Nicaraguan Immigrants on Earnings, Inequality and Poverty in Costa Rica,"](#) *World Development*, Vol. 37, No. 1 (January, 2009), pages . Also available as [IZA Discussion Paper 3279, January 2008.](#)

["Hogares monoparentales encabezados por mujeres y pobreza en Costa Rica,"](#) (with Luis Oviedo of the University of Costa Rica), *La Revista de la CEPAL*, Vol. 94, (April 2008), pp.121-132. [\(Click here for an English version of this paper; "Female-headed Single-parent Households and Poverty in Costa Rica"\)](#)

["The Effects of Multiple Minimum Wages Throughout the Labor Market: The Case of Costa Rica,"](#) (with Katherine Terrell of the University of Michigan), *Labour Economics*, Volume 14, pages 485-511, 2007 [\(Click here for an earlier working paper version of this paper\).](#)

["Legal Minimum Wages and the Wages of Formal and Informal Sector Workers in Costa Rica," \(with Katherine Terrell of the University of Michigan\), *World Development*, Vol. 33, No. 11 \(November 2005\), pp.1905-1921.](#)

["Accounting for Changing Inequality in Costa Rica: 1980-99," \(with Juan Diego Trejos of the University of Costa Rica\), *Journal of Development Studies*, Vol. 41, No. 5, \(July 2005\), pp. 898-926.](#)

["Poverty in Latin America," *Latin American Research Review*, Vol. 40, No. 1, 2005, pages 207-222.](#)

["La Desigualdad en America Central Durante los anos noventa," \(with Juan Diego Trejos of the University of Costa Rica\), *La Revista de la CEPAL*, Vol. 84 \(December 2004\), pp. 177-198. \(English version--Inequality in Central America in the 1990s\)](#)

["Minimum Wages, Inequality and Globalization," \(with Katherine Terrell of the University of Michigan\), *Michigan Journal of International Law*, Vol. 26, No. 1, \(Fall 2004\), pages 245-270.](#)

["Cambios en la desigualdad del ingreso laboral en Costa Rica, 1976-1999: medidas y causas," \(with Juan Diego Trejos of the University of Costa Rica\) *Revista de Ciencias Economicas* \(Costa Rica\), Vol. XXIII, No. 1 y 2 \(2003\), pp. 103-126.](#)

["Higher Education Planning and the Wages of Workers With Higher Education in Taiwan" \(with Way Sun of the National Central University, Taiwan\), *Economics of Education Review*, Vol. 21 \(April, 2002\), pp. 153-169.](#)

["Educational Expansion and Earnings Inequality in Taiwan: 1978-1995," \(with Way Sun of the National Central University, Taiwan\), *Journal of Social Science and Philosophy* \(Taiwan\), Vol. 8, No. 12 \(2001\), pp. 597-629.](#)

["Patterns and Sources of Changing Wage Inequality in Chile and Costa Rica During Structural Adjustment," \(with Donald Robbins of the Universidad Javariana, Colombia\), *World Development*, Vol 29, No.4 \(April, 2001\), pp.725-745.](#)

["Trade Liberalization and the Relative Wages of More-Skilled Workers in Costa Rica," \(with Donald Robbins of the Universidad Javariana, Colombia\), *Review of Development Economics*, Vol 3., No. 2 \(June, 1999\), pp.140-154.](#)

"The Nature of Minimum Wages and Their Effectiveness as a Wage Floor in Costa Rica" (with Katherine Terrell of the University of Michigan), *World Development*, Vol. 23, No. 8 (August, 1995), pp. 1439-1458.

"Changing Rates of Return to Education in Taiwan: 1978-1991" (with Marsha Goldfarb of UMBC and Chun-chig Chang of the National Cheng-chi University), *World Development*, Vol. 23, No. 2 (February, 1995), pp. 343-356.

"Women's Wages and Economic Crisis in Costa Rica," *Economic Development and Cultural Change*, Vol. 41, No. 2 (January, 1993), pp. 277-298.

"¿Por qué las mujeres ganan menos que los hombres en Costa Rica," *Revista de Ciencias Economicas* (Costa Rica), Vol. XIII, No 1 and 2 (January-February, 1993), pp.3-31.

"La mujer y la crisis económica en Costa Rica" (Women and Economic Crisis in Costa Rica), *Revista de Ciencias Economicas* (Costa Rica), Vol. XII, No. 2 (December, 1992), pp.3-29.

"The Performance of the Labor Market During Recession and Structural Adjustment: Costa Rica in the 1980s" (with Albert Berry of the University of Toronto), *World Development*, Vol. 20, No. 11 (November, 1992), pp.1599-1616.

"Labor Market Segmentation and the Determination of Wages in the Public, Private-formal and Informal Sectors in San José, Costa Rica," *Economic Development and Cultural Change*, Vol. 39, No. 3 (April, 1991), pp.585-606.

"Crisis económica y segmentación del mercado de trabajo en el área urbana de Costa Rica" (Economic Crisis and Segmentation in the Urban Labor Market in Costa Rica), *Revista de Ciencias Economicas* (Costa Rica), Vol. IX, Nos. 1 and 2 (January, 1989), pp. 79-94.

PUBLICATIONS - BOOK CHAPTERS

"The Distribution of Income in Central America," (with Juan Diego Trejos of the University of Costa Rica), Chapter 3 in Diego Sanchez-Ancochea and Salvador Marti I Puig, Eds., *Handbook of Central American Governance*, Routledge Press, 2014, pp. 75-94.

"Promoting the Educational Success of Latin American Immigrant Children Separated from Parents During Migration," (with Sara Poggio of UMBC), Chapter 22 in Gil S. Epstein and Ira N. Gang, Eds., *Migration and Culture: Frontiers of Economics and Globalization Volume 8*, Emerald Press, 2010, pp. 517-541.

"Women's Labor Force Participation and Earnings in Honduras" (with Carolyn Winter of the World Bank), in Case Studies on Women's Work and Pay in Latin America, edited by G. Psacharopoulos and Z. Tzannatos, The World Bank, Washington, D.C., 1992, pp. 299-322.

"Why Men Earn More Than Women in Costa Rica," in Case Studies on Women's Work and Pay in Latin America, edited by G. Psacharopoulos and Z. Tzannatos, The World Bank, Washington, D.C., 1992, pp. 223-254 (translation of "¿Por qué las mujeres ganan menos que los hombres en Costa Rica," published in the Revista de Ciencias Economicas and cited above).

"Costa Rica" (with Albert Berry of the University of Toronto), in Labor Markets in an Era of Adjustment, Volume 2: Case Studies, edited by Sue Horton, Ravi Kanbur and Dipak Mazumdar, The World Bank, Washington, D.C., 1994, pp. 217-257.

"Segmentación del mercado de trabajo en el área urbana de Costa Rica: una evidencia de la crisis económica" (Labor Market Segmentation in Urban Costa Rica: Evidence From the Economic Crisis), in Progreso Técnico y Estructura Económica: Dimensión Interna y Comercio Internacional, selected papers presented at the VIII Meetings of the Latin American Econometric Society, edited by Juan Rafael Vargas and Felix Delgado, published by Centro de Economía Aplicada, San Jose, 1989, pp.141-189.

OTHER PUBLICATIONS

["Private and Government Fiscal Costs and Benefits of the Maryland Dream Act," \(with Marvin Mandell of UMBC\) Maryland Institute for Policy Analysis and Research Working Paper, November 2012](#)

["Better Jobs in Central America: The Role of Human Capital," \(with Sajitha Bashir and Ana Maria Oviedo of the World Bank\), Policy Note, Human Development Department, Latin America and the Caribbean Region, Washington, April/May 2012. \(Version en español\)](#)

[I was a significant contributor to: Skills for the 21st Century in Latin America and the Caribbean \(edited by Ian Walker and Cristian Aedo\), Directions in Development Series of the World Bank, 2012.](#)

["El Impacto de los Salarios Minimos en el Mercado de Trabajo de El Salvador," with Jose Andres Oliva Cepeda and Alvero Triqueros Arquello \(Fundación Salvadoreña para El Desarrollo Económico y Social \(FUSADES\), El Salvador\), 2010.](#)

["Improving Compliance with Legal Minimum Wages in Costa Rica," with Juan Diego Trejos \(University of Costa Rica\), 2010. Version en español.](#)

["Poverty and the Labor Market in Costa Rica," World Bank Policy Working Paper, 2007, April.](#)

"Gaps in the Coverage of Social Security in Costa Rica," (with Inez Saenz of the University of Costa Rica), report to the International Social Security Association, 2002.

"Liberalización Comercial, Expansión de la Educación y Desigualdad en Costa Rica (Trade Liberalization, Educational Expansion and Inequality in Costa Rica)," with Donald Robbins of the Universidad Javeriana, Colombia), Serie de Divulgación Económica #27, Institute for Research in Economic Science, University of Costa Rica, San Jose, Costa Rica, 1997.

"Maternity Leave Legislation and the Work and Pay of Women in Costa Rica" (with Maria Crummett of the University of South Florida), report to the Bureau for Latin America and the Caribbean, United States Agency for International Development, July, 1995.

"The Effects of Structural Adjustment on the Structure of Employment and Pay in Costa Rica: The Differential Impact by Gender," background paper for the 1995 Human Development Report of the United Nations Development Program, 1995.

"Women's Employment and Pay in Honduras" (with Carolyn Winter of the World Bank), in Gender Discrimination in the Labor Market and The Role of the Law: Experiences in Six Latin American Countries, Confidential Draft Report No. 13201-LAC, Latin American and the Caribbean Technical Department, The World Bank, June 23, 1994.

"Women's Wages and Discrimination in Costa Rica," in Gender Discrimination in the Labor Market and The Role of the Law: Experiences in Six Latin American Countries, Confidential Draft Report No. 13201-LAC, Latin American and the Caribbean Technical Department, The World Bank, June 23, 1994.

"¿Por que las mujeres ganan menos que los hombres en Costa Rica?" (Why do Women Earn Less than Men in Costa Rica), Working Paper #164, Institute for Research in Economic Science, University of Costa Rica, January, 1993.

"Measuring the Impact of the Passage of Anti-discrimination Legislation on Male and Female Wages in Latin America: Methodology and Results," report to the World Bank, October 30, 1992.

"Ingresos de las mujeres y crisis económica en Costa Rica" (Women's Earnings and Economic Crisis in Costa Rica), Working Paper #138, Institute for Research in Economic Science, University of Costa Rica, November, 1990.

"Existe segmentación en el mercado de trabajo urbano de Costa Rica?" (Does Segmentation Exist in the Urban Labor Market of Costa Rica?), Working Paper #92, Institute for Research in Economic Science, University of Costa Rica, May, 1986.