

Margaret Maurer-Fazio

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<http://www.bates.edu/economics/faculty/maurer-fazio/>

RECENT WORK HISTORY:

Betty Doran Stangle Professor of Applied Economics, Bates College, August 2007-present
Research Fellow, IZA, Institute of Labor Economics, Bonn, April 2009-present
Chair, Asian Studies Program, Bates College, August 2009-December 2013
Visiting Researcher, IZA, Institute for the Study of Labor, Bonn, September-December 2008
Associate Dean of Faculty, Bates College, August 2004-July 2008
Professor of Economics, Bates College, August 2006-July 2007
Associate Professor of Economics, Bates College, August 2001-July 2006
Chair, Asian Studies Program, Bates College, August 2002-July 2004
Assistant Professor of Economics, Bates College, August 1994-July 2001

EDUCATION:

Ph.D. in Economics and Advanced Certificate in Asian Studies, University of Pittsburgh, 1994
Student of the Inter-University Program for Chinese Language Studies in Taipei administered by Stanford University, 1989-1990
Master of Arts in Economics, Western University (formerly named the University of Western Ontario), 1982
Honors Bachelor of Arts in Economics, Western University (formerly named the University of Western Ontario), 1981.

DISSERTATION:

An Analysis of the Emerging Labor Market in the People's Republic of China and its Effects on Rates of Return to Investments in Education, 1994

PUBLICATIONS:

Journal Articles:

Ding, Sai, Xiao-yuan Dong, and Margaret Maurer-Fazio "Childcare, Household Composition, Muslim Ethnicity, and Off-Farm Work in Rural China" forthcoming in *Feminist Economics*.

Connelly, Rachel and Margaret Maurer-Fazio, "[Left Behind, At-Risk, and Vulnerable Elders in Rural China,](#)" *China Economic Review*, 2016, Volume 37, Issue 1, pp.140-153, DOI:[10.1016/j.chieco.2015.10.005](https://doi.org/10.1016/j.chieco.2015.10.005)

Maurer-Fazio, Margaret and Reza Hasmath, "The Contemporary Ethnic Minority in China: An Introduction," *Eurasian Geography and Economics*, 2015, Vol. 56(1), pp.1-7. DOI: [10.1080/15387216.2015.1059290](https://doi.org/10.1080/15387216.2015.1059290)

Connelly, Rachel, Michael Iannotti, Margaret Maurer-Fazio, and Dandan Zhang, "Coresidency, Ethnicity, and Happiness of China's Rural Elders," *Eurasian Geography and Economics*, 2015, Volume 56(1), pp.70-88. DOI: [10.1080/15387216.2015.1058174](https://doi.org/10.1080/15387216.2015.1058174)

[Maurer-Fazio, Margaret and Lei Lei, "As Rare as a Panda": How Facial Attractiveness, Gender, and Occupation Affect Interview Callbacks at Chinese Firms, *International Journal of Manpower*, 2015, Volume 36, Issue 1, pp.68-85.](#)

[Maurer-Fazio, Margaret, "Ethnic Discrimination in China's Internet Job Board Labor Market," *IZA Journal of Migration*. 2012, 1:12. DOI: \[10.1186/2193-9039-1-12\]\(https://doi.org/10.1186/2193-9039-1-12\).](#)

[Maurer-Fazio, Margaret, Rachel Connelly, Lan Chen, and Lixin Tang, "Childcare, Eldercare, and Labor Force Participation of Married Women in Urban China: 1982–2000," *Journal of Human Resources*, Spring 2011, Volume 46, Number 2, pp.261-294.](#)

Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, "[A Comparison of Reform-Era Labor Force Participation Rates of China's Ethnic Minorities and Han Majority,](#)" *International Journal of Manpower*, 2010, Volume 31, Number 2, pp. 138-162.

Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, "An Ocean Formed from One Hundred Rivers: The Effects of Ethnicity, Gender, Marriage, and Location on Labor Force Participation in Urban China," *Feminist Economics*, July/October 2007, Volume 13, Number 3-4, pp. 125-153.

Maurer-Fazio, Margaret, "In Books One Finds a House of Gold: The Role of Education in Labor Market Outcomes in Urban China," *the Journal of Contemporary China*, May 2006, Volume 15, Number 47, pp. 215-31.

Maurer-Fazio, Margaret and Ngan Dinh, "Differential Rewards to, and Contributions of, Education in Urban China's Segmented Labor Markets," *The Pacific Economic Review*. October 2004, Volume 9, No.3, pp. 173-189.

Maurer-Fazio, Margaret and James W. Hughes, "The Effects of Market Liberalization on the Relative Earnings of Chinese Women," *the Journal of Comparative Economics*, December 2002, Volume 30, No.4, pp.709-731.

Hughes, James W. and Margaret Maurer-Fazio, "Effects of Marriage, Education, and Occupation on the Female/Male Wage Gap in China," *Pacific Economic Review*, February 2002, Volume 7, No. 1, pp.137-156.

Maurer-Fazio, Margaret, "Education and Earnings in China's Transition to a Market Economy: Survey Evidence from 1989 and 1992," *China Economic Review*, 1999, Volume 10, No. 1, pp.17-40.

Cook, Sarah and Margaret Maurer-Fazio, "Introduction" in Sarah Cook and Margaret Maurer-Fazio edited: *The Workers' State Meets the Market: Labour in China's Transition*. London: Frank Cass and Company and Special Issue of the *Journal of Development Studies*, February 1999, Vol. 35, No.3, pp.1-15.

Maurer-Fazio, Margaret, Thomas G. Rawski, and Wei Zhang, "Inequality in the Rewards for Holding up Half the Sky: Gender Wage Gaps in China's Urban Labor Markets, 1988-1994" *The China Journal*, January 1999, Volume 41, pp.55-88.

Maurer-Fazio, Margaret, "Labor Reform in China: Crossing the River by Feeling the Stones," *Comparative Economic Studies*, Winter 1995, Volume 37 No.4, pp.111-123.

Maurer-Fazio, Margaret, "Building a Labor Market in China," *Current History*, September 1995, pp. 285-289

Edited Volume:

Cook, Sarah and Margaret Maurer-Fazio edited: *The Workers' State Meets the Market: Labour in China's Transition*. London: Frank Cass and Company Limited, 1999. (This collection of papers was also simultaneously published under the same title as a Special Issue of *The Journal of Development Studies*, February, 1999, Volume 35, No. 3.)

Chapters in Edited Volumes:

Connelly, Rachel and Margaret Maurer-Fazio, "Cultural and Ethnic Differences in the Transitions from Work to "Retirement" of Western China's Rural Elders," *In Ethnicity and Inequality in China*, edited by Gustafsson, B., Hasmath, R. and Sai, D., Routledge: New York and Oxford: Routledge, forthcoming 2017.

Maurer-Fazio, Margaret and Rachel Connelly, "How Do Caregiving Responsibilities Shape the Time Use of Women and Men in Rural China?" in *Gender and Time Use in a Global Context* edited by Rachel Connelly and Ebru Kongar, Palgrave Macmillan: London, 2017.

Connelly, Rachel and Margaret Maurer-Fazio, 农村老年人工作或退休选择的文化与民族差异比较 (Cultural and Ethnic Differences in China's Rural Elders' Transitions from Work to Retirement) in 中国少数民族的差异性研究 (Research on the Differences among Chinese Minorities), edited by 丁赛、李克强、别雍·古斯塔夫森、佐藤宏、瑞萨·汉斯姆斯等著 (edited by Ding Sai, Li Keqiang, Bjorn-Gustafsson, Sato Hiroshi, and Reza Hasmath. 社会科学文献出版社 (Social Sciences Academic Press: Beijing) December 2016.

Maurer-Fazio, Margaret, Rachel Connelly, and Ngoc-Han Thi Tran, "Negative Native-Place Stereotypes and Discriminatory Wage Penalties in China's Migrant Labor Markets" in *Handbook of Chinese Migration: Identity, and Wellbeing*, edited by Robyn Iredale and Fei Guo, Cheltenham: Edward Elgar Publishing, December 2015, pp.71-104.

Maurer-Fazio, Margaret, "Labor Reform in China: Crossing the River by Feeling the Stones" in Joseph C. Brada, Paul Wachtel, and Dennis Tao Yang edited, *China's Economic Development*. Basingstoke: Palgrave Macmillan, December 2014, pp.75-86. (This chapter is a re-print of an article originally published in *Comparative Economic Studies*, Winter 1995, Volume 37 No.4.)

Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, "An Ocean Formed from One Hundred Rivers: The Effects of Ethnicity, Gender, Marriage, and Location on Labor Force Participation in Urban China," in Gunseli Berik, Xiaoyuan Dong, and Gale Summerfield edited *Gender, China and the World Trade Organization: Essays from*

Feminist Economics. London and New York: Routledge Talor & Francis Group, November 2009, pp. 157-185 (This chapter is a re-print of an article originally published in *Feminist Economics*, July/October 2007, Volume 13, Number 3-4.)

Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, “海纳百川：民族、性别、婚姻、地区等因素 对中国城市地区劳动参与的作用和影响,” (“An Ocean Formed from One Hundred Rivers: The Effects of Ethnicity, Gender, Marriage, and Location on Labor Force Participation in Urban China,”), in Gunseli Berik, Xiaoyuan Dong, and Gale Summerfield edited *中国经济转型与女性经济学 (China’s Economic Transition and Feminist Economics)* Beijing: Economic Science Publishing House, 2009, pp.130-157. (This chapter is a translation and re-print of an article originally published in *Feminist Economics*, July/October 2007, Volume 13, Number 3-4.)

Maurer-Fazio, Margaret, “In Books One Finds a House of Gold: Education and Labor Market Outcomes in Urban China,” in Emily Hannum and Albert Park edited *Education and Reform in China*, Routledge, June 2007, pp. 260-275. (This chapter is a re-print of an article originally published in *the Journal of Contemporary China*, May 2006, Volume 15, Number 47.)

Maurer-Fazio, Margaret, “转型中的中国劳动力市场中教育对劳工的下岗、再度就业及收入的影响,” (Education as a Determinant of Lay off, Re-employment, and Earnings in China’s Transitional Labor Market) in *Economic Reform and the Labor Market in Transitional China*, Beijing: China Population Press, June, 2005, pp. 331-346.

Conference Proceedings:

Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, “Economic Reforms, Gender, and Changing Patterns of Labor Force Participation in Urban and Rural China,” in *Conference Proceedings of the 2005 CES International Conference on Sustainable Growth in China*, Chongqing, China, 2005, Volume I-B, pp. 502-510.

WORKING PAPERS:

[Ding, Sai, Xiao-yuan Dong, and Margaret Maurer-Fazio “How Do Pre-School and/or School-Age Children Affect Parents' Likelihood of Migration and Off-Farm Work in Rural China's Minority Regions?” IZA Discussion Paper 10073, July 2016.](#)

[Connelly, Rachel and Margaret Maurer-Fazio, “Cultural and Ethnic Differences in the Transitions from Work to “Retirement” of Rural Elders in China’s Minority Regions,” IZA Discussion Paper Series, September 2015, IZA DP No. 9343, pp.1-33.](#)

[Connelly, Rachel and Margaret Maurer-Fazio, “Left Behind, At Risk, and Vulnerable Elders in Rural China: What the RUMIC Data Reveal about the Extent, Causes, and Consequences of Being Left Behind,” IZA Discussion Paper Series, July 2015, IZA DP No. 9213, pp.1-25.](#)

[Maurer-Fazio, Margaret, Rachel Connelly, and Ngoc-Han Thi Tran, “Do Negative Native-Place Stereotypes Lead to Discriminatory Wage Penalties in China's Migrant Labor Markets?” IZA Discussion Paper Series, February 2015, IZA DP No. 8842, pp.1-40.](#)

- [Dinh, Ngan, Conor Hughes, James W. Hughes, Margaret Maurer-Fazio, "Human Trafficking in Southeast Asia: Results from a Pilot Project in Vietnam," IZA Discussion Paper Series, November 2014, IZA DP No. 8686, pp. 1-29.](#)
- [Maurer-Fazio, Margaret and Lei Lei, "As Rare as a Panda": How Facial Attractiveness, Gender, and Occupation Affect Interview Callbacks at Chinese Firms," IZA Discussion Paper Series, October 2014, IZA DP No. 8605, pp. 1-30.](#)
- [Connelly, Rachel, Michael Iannotti, Margaret Maurer-Fazio, and Dandan Zhang, "Coresidency, Ethnicity, and Happiness of China's Rural Elders," IZA Discussion Paper Series, May 2014, IZA DP No. 8194, pp. 1-28](#)
- [Connelly, Rachel, Margaret Maurer-Fazio, and Dandan Zhang, "The Role of Coresidency with Adult Children in the Labor Force Participation Decisions of Older Men and Women in China," \(with Rachel Connelly and Dandan Zhang\) IZA Discussion Paper Series, March 2014, IZA DP No.8068, pp. 1-41.](#)
- [Maurer-Fazio, Margaret "Ethnic Discrimination in China's Internet Job Board Labor Market" IZA Discussion Paper Series, October 2012, IZA DP No. 6903, pp. 1-49](#)
- [Maurer-Fazio, Margaret, Rachel Connelly, Lan Chen, and Lixin Tang, "Childcare, Eldercare, and Labor Force Participation of Married Women in Urban China: 1982-2000" IZA Discussion Paper Series, June 2009, IZA DP No. 4204, pp. 1-45.](#)
- [Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, "A Comparison and Decomposition of Reform-Era Labor Force Participation Rates of China's Ethnic Minorities and Han Majority" \(with James Hughes and Dandan Zhang\) IZA Discussion Paper Series, April 2009, IZA DP No.4148, pp. 1-30](#)
- Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, "A Comparison of Reform-Era Labor Force Participation Rates of China's Ethnic Minorities and Han Majority," *University of Michigan, William Davidson Institute Working Paper Series*, October 2005, Working Paper Number 795, pp.1-46
- Maurer-Fazio, Margaret, James W. Hughes and Dandan Zhang, "Economic Reform and Changing Patterns of Labor Force Participation in Urban and Rural China," *University of Michigan, William Davidson Institute Working Paper Series*, August 2005, Working Paper Number 787, pp.1-39
- Maurer-Fazio, Margaret and Ngan Dinh, "Differential Rewards to, and Contributions of, Education in Urban China's Segmented Labor Markets," *University of Michigan, William Davidson Institute Working Paper Series*, June 2002, Working Paper Number 508, pp. 1-28
- Maurer-Fazio, Margaret and James W. Hughes, "The Effects of Institutional Change on the Relative Earnings of Chinese Women," *University of Michigan, William Davidson Institute Working Paper Series*, March, 2002, Working Paper Number 460, pp. 1-52
- Maurer-Fazio, Margaret, "The Role of Education in Determining Labor Market Outcomes in Urban China's Transitional Labor Markets," *University of Michigan, William Davidson Institute Working Paper Series*, April 2002, Working Paper Number 459, pp. 1-27

Maurer-Fazio, Margaret, Thomas G. Rawski, and Wei Zhang, "Gender Gaps in China's Labor Market: Size, Structure, and Trends." University of Michigan, William Davidson Institute Working Paper Series, July 1997, Working Paper Number 88, pp.1-43

WORK UNDER REVIEW:

Maurer-Fazio, Margaret, and Sili Wang. "Do Chinese Firms Differentially Interpret the Implications of Married and Single Job Applicants' Spells of Unemployment?" Under review at *the International Journal of Manpower*.

WORK IN PROGRESS:

"The Role of Coresidency in the Labor Force Participation Decisions of Older Women in China, 1982 to 2000." (with Rachel Connelly, James W. Hughes and Dandan Zhang)

"Assessing the Role of Veteran Status in the US Civilian Labor Market: Evidence from a Field Experiment" (with Amanda Pierog'15)

"Interethnic Marriage and Happiness" (with Leah Zulkoski'15)

PROFESSIONAL AWARDS, GRANTS, FELLOWSHIPS, and HONORS:

External Grants:

- 2008-2011 Andrew W. Mellon Foundation to Bates College (Lead author of grant proposal) *Support for an Enhanced Sabbatical Program*, \$1,000,000.
- 2008-2011 National Science Foundation, Participating as Senior Personnel on Collaborative Research Award to Philip Brown, Colby College (\$162,641), Darin Magee, Hobart and William Smith Colleges (\$90,470), and Desiree Tullos, Oregon State University (\$494,967), *Interdisciplinary Research and Methods for Assessing Dams as Agents of Change in China*.
- 2008-09 CBB Mellon Collaborative Faculty Research Grant (with Rachel Connelly, Bowdoin College), *Changing Pattern of Urban Chinese Women's Work Lives*, \$15,000
- 2006-08 CBB Mellon Collaborative Faculty Development Grant for a Seminar: *The Changing Lives of Contemporary Chinese Women*, (with Colby, Bates, and Bowdoin colleagues), \$13,000
- 2005-07 Critical Ecosystem Partnership Fund -- Conservation International Foundation, *Ecotourism Demonstration Project Ganzi Prefecture, Sichuan Province*, (with Wang Wei *et.al.*) \$50,000
- 1999-01 Ford Foundation--*Urban Labor Market Integration: Rural Migrants and Urban Workers* (with Wang Hansheng, Meng Xin, and Cai Fang), \$87,600
- 1996 University of Pittsburgh, Central Research Development Fund--*The Gender-Gap in China's Labor Market* (with T.G. Rawski and Wei Zhang), \$7,075
- 1996 University of Pittsburgh, Provost's Research Fund--*Size, Structure, and Trends in China's Gender Wage Gap* (with T.G. Rawski and Wei Zhang), \$3,000

Academic and Professional Honors:

- 2015-2016 Bates College Enhanced Sabbatical Program—support for full-year sabbatical
- 2014-present Member of the Editorial Board of *Eurasian Geography and Economics*

2011-2013	National Program Committee Member for the 2012 and 2013 Annual Meetings of the Association of Asian Studies.
2008-2009	Bates College Enhanced Sabbatical Program—support for full-year sabbatical
2008 (fall)	Visiting Researcher, Institute for the Study of Labor (IZA)
2007-present	Betty Doran Stangle Professor of Applied Economics: inaugural professor
2003-present	Member of the Chinese Women Economists Network Advisory Board
2001-2006	University of Michigan, William Davidson Institute Research Fellow
2001-02	Phillips Fellowship—Salary and Travel support for a full-year sabbatical
1999-2016	Member of the Editorial Board of the <i>Journal of Contemporary China</i>
1998-2001	Member of the Editorial Board of the <i>China Economic Review</i>
1998	Associated Kyoto Program Faculty Fellowship

Bates College Research Grants:

2016	Bates College Faculty Development Grant, Conference Travel Funds for Paper Presentation at the 2016 IAFFE Conference, Galway, Ireland, \$1,603
2015	Bates College Faculty Development Grant, “Research on the Wellbeing of China’s Ethnic Minorities” \$2,758
2014	Bates College Faculty Development Grant, “Are Recent Military Veterans Treated Differently than Non-Veterans in the Hiring Practices of US Civilian Firms,” \$1,928
2014	Bates College Summer Student Research Apprentice Grant (in support of Katlyn Flynn), \$3,500
2012	Bates College Faculty Development Grant, <i>A Comparative Study of the Wellbeing of China’s Ethnic Minorities</i> , \$7,500
2012	Bates College Summer Student Research Apprentice Grant (in support of Lei Lei), \$3,500
2011	Bates College Faculty Development Grant, <i>A Resume Audit Study of the Hiring Practices of Chinese Firms—Part II</i> , \$5,000
2010	Bates College Faculty Development Grant, <i>A Resume Audit Study of the Hiring Practices of Chinese Firms</i> , \$6,420
2010	Bates College Summer Student Research Apprentice Grant (in support of Tianjiao Yan), \$3,500
2009	Bates College Summer Student Research Apprentice Grant (in support of Lirong Tan and Tianjiao Yan), \$3,500
2008-09	Bates College Faculty Development Grant, <i>A Comparative Analysis of the Economic Status of China’s Muslim Minorities</i> , \$4,470
2008	Bates College Summer Student Research Apprentice Grant (in support of Lixin Tang), \$3,500
2005	Freeman Foundation funded Grants, Conference Travel to Yinchuan, Ningxia and Chongqing June 2005, \$2,500
2005	Freeman Foundation funded Grants for the Study of Asia, <i>Economic Status of China’s Zhuang Minority</i> —in support of translation of Chinese-language material on the Zhuang (with James W. Hughes) \$2,500
2005	Hoffman Grant, <i>Socioeconomic Assessment of Ecological Tourism Demonstration Project in Ganzi Prefecture, Sichuan</i> (for David Kampf ’05 and Deidre Grant ’05), \$8,000
2004	Freeman Foundation funded Grants, Conference Travel and Collaborative Research in Hong Kong and Beijing (with James Hughes) \$4,100
2004	Bates College Professional Development Grant, <i>Economic Status of China’s Ethnic Minorities</i> \$1,650

- 2002 Freeman Foundation funded Faculty Research Grants, *Interview Translation Project* (in support of research on the integration of China's urban labor markets.) \$4,500
- 2002 Freeman Foundation funded Faculty Student Research Grant, *Regional Labor Market Segmentation in China*. \$6,780
- 2000 Bates College Professional Faculty Development Grant *China's Urban Labor Market Integration*. \$2,300
- 2000 Bates College Summer Student Research Apprentice Grant. \$3,000

Curriculum Development Grants:

- 2007-08 CBB Mellon Collaborative Faculty Development Grant, *Alternative Visions: China Through the Lens of Independent Documentary Films* (with Colby, Bates, and Bowdoin colleagues) \$12,000
- 2005 Freeman Foundation funding grant to support the lectureship of Nanjing artist, Zhang Yi, during Short Term '07, Co-sponsor with Shuhui Yang \$10,150
- 2003-04 Freeman Foundation funded Student Travel Subsidies for travel to China during Short Term 2003 to study Economic Development and Environmental Protection in the People's Republic of China \$10,000
- 2002-05 Freeman Foundation funding to support the lectureship of Nanjing artist, Zhang Yi, during Short Terms '03 and '05. Co-sponsor with Shuhui Yang \$18,300
- 2002 Bates College, Mellon Learning Associates Program Grant, *Documenting Social Change in China via Photography*. Co-sponsor with John Zou and William Low of Winter '04 residency of Dr. Gu Zheng from Fudan University's Department of Journalism \$10,000
- 2002 Freeman Foundation funded Travel Grant, *Medieval Civilization in a Modern World: Ethnic Relations and Environmental Issues in Tibet* (with James Hughes and Shuhui Yang) \$10,980
- 2001 Ladd Library Collection Development Fund (with Lynne Lewis and Francesco Duina) \$5,000
- 1999 Bates College Special Faculty Development Grant—*The Silk Road and the Region South of the Clouds: Ethnic Minorities and Environmental Issues in China's Border Regions* (with Shuhui Yang). \$8,420
- 1997-98 Bates College Special Faculty Development Grant—*Sustaining the Masses: Economic Development and Environmental Protection in the People's Republic of China* (with James Hughes) \$7,170
- 1997 Bates College Phillip J. Otis Endowment Award—*GIS Databases on China* (with James Hughes) \$5,000
- 1996 Bates College Ladd Library Collection Development Fund (with Asian Studies colleagues). \$2,000

LANGUAGES:

- Able to read Chinese language research-related materials.
Able to communicate in spoken Mandarin.

SCHOLARLY PRESENTATIONS AT PROFESSIONAL CONFERENCES:

- “How Do Pre-School and/or School-Age Children Affect their Parents' Likelihood of Migration and Off-Farm Work in Rural China's Minority Regions?” presented at Western University Economics 50th Anniversary Conference, London Ontario, October 28, 2016.

- “How do care-giving responsibilities shape the time use of women and men in rural China?” presented at the Annual Conference of the International Association of Feminist Economics, Galway, Ireland, National University of Ireland—Galway, June 24-26, 2016.
- “How Do Pre-School and/or School-Age Children Affect their Parents’ Likelihood of Migration and Off-Farm Work in Rural China’s Minority Regions?” presented at the 2016 Maine Economics Conference, Lewiston, Bates College, April 30, 2016.
- “Detecting Whether Firms Discriminate on Employment and/or Marital Status When Hiring Through China’s Internet Job Boards,” presented at the 7th Annual IZA/CIER Workshop on Research in Labor Economics, Beijing, Renmin University, China Institute for Employment Research, October 16, 2015.
- “Detecting Employment-Status Discrimination in Hiring in China’s Internet Job Board Labor Markets: A Resume/Correspondence Study,” presented at the First World Congress of Comparative Economics, Rome, June 25, 2015.
- “The Health, Happiness, and Labor Supply of China’s Left-Behind Rural Elders,” 10th IZA/World Bank Conference on Employment and Development: Technological Change and Jobs, Bonn, Germany, June 5, 2015.
- “The Role of Coresidency with Adult Children in the Labor Force Participation Decisions of Older Men and Women in China” presented at the conference, *Women, Family, and Work in Contemporary Asia*, Reed College, Portland, Oregon, February 14, 2015.
- “Coresidency, Ethnicity, and Happiness of China’s Rural Elders” presented as keynote address for the Chinese Women’s Network Conference, China Agricultural University, Beijing, June 7, 2014.
- “Ethnic Discrimination in China’s Internet Job Board Labor Market” presented at the annual conference of the European Labor Economist Association, Bonn, Germany, September 21, 2012.
- “Ethnic Discrimination in China’s Internet Job Board Labor Market” presented at the *Fourth World Conference on Remedies to Racial and Ethnic Inequality*, Wilkins Center, Hubert Humphrey School of Public Policy, University of Minnesota, October 11, 2012.
- “Ethnicity and Hiring in China: Evidence from a Field Experiment,” presented at the annual conference of the International Association of Feminist Economists, Barcelona, Spain, June 28, 2012.
- “Ethnicity and Hiring in China: Evidence from a Field Experiment,” presented at the *Conference on Ethnicity, Economy, and Society in China and the World* at Minzu University, Beijing, China, October 14, 2011.
- “An Audit Study of the Hiring Practices of Chinese Firms,” presented at the *Second Annual CBB Economics Conference*, Bowdoin College, April 30, 2011.
- “Implications of Changing Family Structure on Women’s Labor Force Participation,” presented at the *Conference on Family Change in the Wake of Demographic Transition*, organized by the Institute of Population and Labor Economics, Chinese Academy of Social Science, Beijing, September 17-18, 2010.
- “Childcare, Eldercare, and Labor Force Participation of Urban Women in China: 1982-2000,” presented at both the International Conference, *Contemporary Families in Chinese Society in Transition*, organized by the Chinese Academy of Social Science, Beijing, December 10-11, 2008 and the *Third International Symposium on Labor Economics* at WISE, Xiamen University, Xiamen, China, December 12-13, 2008.
- “Changing Patterns of Labor Force Participation of Men and Women in Urban and Rural China,” presented at the International Association for Feminist Economics Summer Conference in Torino, Italy, June 19-21, 2008.
- “Effects of Ethnicity, Gender, Marriage, and Location on Labor Force Participation in Urban China,” presented at the Fifth Chinese Women Economists International Workshop, *Empirical Research Using Micro Data*, Beijing, Chinese Center for Economic Research,

- Peking University, May 24-25, 2008.
- “Economic Reform and Changing Patterns of Labor Force Participation in Urban and Rural China,” presented at the Italian Labour Economics Association, *XXII National Conference of Labour Economics*, Naples, September 13-14, 2007.
- “Tourism in Rural Minority China: Development or Degradation?” presented at the Chinese Economics Society Annual China Conference, *Transition, Regional Growth, and Sustainable Development*, Changsha, Hunan, July 28-30, 2007.
- “Tourism in Rural Minority China: Development or Degradation?” presented with David Kampf '05 and Deidre Grant '05 at the University of Nottingham, 18th Annual Conference of the Chinese Economics Association UK, *Integrating China into the World Economy*, April 16-17, 2007.
- “Economic Reforms, Gender, and Changing Patterns of Labor Force Participation in Urban and Rural China,” presented as part of a Colby, Bates, and Bowdoin Panel, *Changes in the Pattern of Women's Lives in Contemporary China*, Annual Meeting of the Association of Asian Studies, San Francisco, April 6-9, 2006
- “Economic Reforms, Gender, and Changing Patterns of Labor Force Participation in Urban and Rural China,” presented at the New England Conference of the Association of Asian Studies, Bentley College, Waltham, MA November 5, 2005.
- “The Effects of Economic Reform on Men's and Women's Patterns of Labor Force Participation and Occupational Attainment in China,” presented at the Chinese Economics Society Annual International Conference, *Sustainable Economic Growth in China*, Chongqing, China, June 24-26, 2005.
- “The Effects of Geography and Economic Reform on Patterns of Labor Force Participation in China: Does the West Resemble the Rest?” presented at The Second Annual Conference of the Consortium for Western China Development Studies, *Rural and Sustainable Development in Western China*, Yinchuan, Ningxia, June 21-22, 2005.
- “Ethnicity, Geography and Economic Liberalization in China,” presented at Western Economics Association, Pacific Rim Conference, Hong Kong, January 14-16, 2005.
- “The Economic Status of China's Ethnic Minorities,” presented at the International Research Conference, *Poverty, Inequality, Labour Market and Welfare Reform in China* held at Australia National University Canberra, August 25-27, 2004.
- “The Economic Status of China's Ethnic Minorities: Preliminary Analysis,” presented at The Chinese Economists Society Summer U.S. Conference 2004, *Technology, Human Capital, and Economic Development*, Atlanta, July 29-31, 2004.
- “The Effects of Institutional Change on the Relative Earnings of Urban Chinese Women,” presented at the *International Workshop on Gender and Development*, CCER, Beijing China, June 21-22, 2004.
- “Education as a Determinant of Lay off, Re-employment, and Earnings in China's Transitional Labor Market,” presented at the *International Seminar on Economic Reform and the Labor Market in Transitional China*, Chinese Academy of Social Science, Beijing, December 16-18, 2001.
- “The Effects of Education on Perceived and Actual Labor Market Outcomes in China's Urban Labor Markets: 1999-2000,” presented at Australia National University, Research School of Pacific and Asian Studies, Canberra, December 4, 2001.
- “Education's Role in Chinese Labor Market Outcomes” presented at the *International Conference on Educational Reform in China* held at the John F. Kennedy School of Government, Harvard University, July 14-15, 2001.
- “A Comparison of the Earnings Determinants of Urban Residents and Migrant Workers in China's Urban Labor Markets” presented at the *International Forum on Rural Labor Mobility in China*, Research Center for Rural Economy, Ministry of Agriculture, Beijing, July 3-5, 2001.

- “The Effects of Education and Training on Labor Market Outcomes in China’s Urban Labor Markets 1999-2000” presented at the Annual Meeting of the Association of Asian Studies in Chicago, March 24, 2001.
- “Gender-Wage Discrimination in the Shanghai Migrant Labor Market” presented at the Association of Comparative Economic Studies Panel at the Allied Social Science Association Annual Meeting, Boston, January 8, 2000.
- “Structural Change in China’s Labor Markets: Evidence from the Gender Wage Gap 1988-1994” presented at the Annual Meeting of the Association of Asian Studies in Chicago, March 1997.
- “Gender Gaps in China’s Labor Market: Size, Structure, Trends” presented at the Allied Social Science Association Annual Meeting in New Orleans, January 1997.
- “Earnings and Education in China’s Transition to a Market Economy,” presented at the Annual Meeting of the Association of Asian Studies in Honolulu, April 1996.
- “China’s Transition Process: Lessons from the Labor Market,” presented at the Meeting of the Association of Comparative Economic Studies in San Francisco, January 1996.
- “Emerging Labor Markets and Their Interaction with the Education Sector in China,” presented at Bowdoin College, March 1995.
- “A Comparison of the Rates of Return to Investments in Education in Mainland China and Taiwan,” presented at the Pennsylvania Economics Association Meetings, May 1993.
- “A Model of the Time Allocation Problem of Chinese Peasants,” presented at the Comparative Systems/ Development Workshop of the University of Pittsburgh, 1990.

OTHER AND INVITED PRESENTATIONS:

- “Coresidency, Ethnicity, and Happiness of China’s Rural Elders,” presented as a research seminar to the Department of Economics of the Institute of Ethnology and Anthropology, Chinese Academy of Social Science, Beijing November 10, 2015.
- “Ethnic Discrimination in China’s Internet Job Board Labor Market” presented as a research seminar to the Institute of Ethnology and Anthropology, Chinese Academy of Social Science, Beijing, November 3, 2015.
- “A Comparison of the Extent of Firms’ Discrimination in Hiring based on Ethnicity, Facial Attractiveness, Gender, Marital Status, and Unemployment Status,” presented as a research seminar at the Center for Human Capital and Labor Market Research, Central University of Finance and Economics, Beijing, November 2, 2015
- “To What Extent Do Chinese Firms Advertising on Internet Job Boards Discriminate on Ethnicity and Facial Attractiveness in their Hiring Practices?” presented as a research seminar at Beijing Normal University, Beijing, October 30, 2015.
- “When Do Chinese Firms Advertising on Internet Job Boards Discriminate in their Hiring Practices?” presented as a research seminar at the Institute for Emerging Market Studies, Hong Kong University of Science and Technology, Hong Kong, October 22, 2015
- “What role does co-residency with adult children play in the labor force participation decisions of older women in China?” presented as part of the seminar series, *Aging*, at the Center for Retirement Research, Boston College, October 17, 2013
- “China’s Economy—An Overview” presented for the *National Consortium for Teaching about Asia* to Maine School teachers as part of a professional development program, *Views of the East: China, Japan, and Korea in Maine Schools*. Bowdoin College, June 28, 2010
- “Observe to Learn and Learn to Observe: Teaching and Learning in China,” presented as part of the Annual Faculty Symposium, *Outside, Away, and Abroad: Teaching and Learning Off Campus* October 3, 2009 and reprised for Reunion Weekend, June 12, 2010.
- “Childcare, Eldercare, and Labor Force Participation of Urban Women in China: 1982-2000,” presented: 1) Renmin University, School of Labor and Human Resources, Beijing, March

- 25, 2009; 2) Fulbright Economics Teaching Program, Ho Chi Minh City, April 20, 2009; and 3) Research School of Social Science, Australia National University, May 1, 2009.
- “China: A Journey of Scholarship and Teaching,” Inaugural Presentation for the Betty Doran Stangle Professorship in Applied Economics, Bates College, February 1, 2008.
- “China: The Workers’ State?” presented at Nichols College, Cross-Campus Critical Issues Symposium. Dudley, MA. February 25, 2008.
- “Ethnic Minorities in Yunnan,” presented at Colby College Symposium, *Damming the Nu: Evaluating Hydropower on China's Angry River*. Waterville, ME, October 6, 2007.
- “Economic Development and Environmental Concerns in China” presented for the *National Consortium for Teaching about Asia* to Maine School teachers as part of a professional development program, *Views of the East: China, Japan, and Korea in Maine Schools*. Bowdoin College, June 23, 2007.
- “In the Wake of the Three-Gorges Dam: Social and Economic Transformation of the Yangtze,” presented as part of the workshop, *Yangtze Remembered: Using Photographs to Teach Cultural Change*, University of Maine, Museum of Art, Bangor, April 26, 2007.
- “Partnership Development in the Ganzi Ecotour Demonstration Project: A Case Study,” presented as part of the session, *Bringing Responsible Tourism Options to Travelers through Sustainable Partnerships: How to Green your Program and Benefit Local Communities*, at the 21st Annual Educational Travel Conference, Baltimore, MD, February 22, 2007.
- “A Brief Overview of Economic Developments in China’s Contemporary Economy” presented for the *National Consortium for Teaching about Asia* to Maine School teachers as part of a professional development program, *Views of the East: China, Japan, and Korea in Maine Schools*. Bowdoin College, June 26, 2006.
- “Differences in Reform-Era Labor Force Participation of China’s Ethnic Minority and Han-Majority Men and Women,” presented at the University of Maine at Farmington (UMF) for the UMF and Maine Geographic Alliance seminar, *Dragons and Pandas and China—Oh, My: Expanding the Dimensions of Teaching about China*, March 25, 2006.
- “Why Did the Leaders of the Already Most-Dammed Country in the World Endorse Construction of the Three Gorges Project?” presented to teachers and parents of the Maranacook Schools, Manchester, May 23, 2005.
- “The Three Gorges Dam: The World Largest and Most Controversial Water Resources Project” presented to the Chinese American Friendship Association New Year’s Fair, Catherine McAuley High School, Portland, January 29, 2005.
- “A Case Study of China’s Three Gorges Dam,” and “The Changing Work Environment of China’s workers and farmers,” presented to Maine high school teachers at Bowdoin College as part of a professional development program, *Views of the East: China and Japan in Maine Schools*, sponsored by the Maine Humanities Council and the World Affairs Council of Maine under the auspices of a grant from the Freeman Foundation, June 23, 2003.
- “Understanding Work and Workers in Contemporary China,” and “Teaching the World’s Largest Water Resource Project: The Three Gorges Dam,” presented to K-12 teachers as part of the *National Consortium for Teaching About Asia Seminar*, Bangor, Maine, April 5, 2003.
- “Changing Conceptions of China: Seeing, Not Feeling, the Elephant,” Bates College, Faculty Dinner Talk, February 13, 2003.
- “The Changing Face of the Chinese Worker: Farming to Finance” presented at the Tufts Institute for Leadership and International Perspective Symposium, *China in Transition: Development, Migration, and Political Change*, Tufts University, February 7, 2003
- “A Case Study of China’s Three Gorges Dam,” presented to Maine high school teachers at Bowdoin College as part of a professional development program, *Views of the East: China and Japan in Maine Schools*, sponsored by the Maine Humanities Council and the

World Affairs Council of Maine under the auspices of a grant from the Freeman Foundation, June 26, 2002.

“The Three Gorges Dam: The World’s Largest Water Resource Project,” presented as a case study at the *Camden Conference 2002: The Politics of Energy and Water*, Camden, Maine, February 8-10, 2002.

“Faculty Student Research” presented the Bates College Alumni Reunion Weekend June 16, 2001.

“Developing an International Perspective through Study Abroad—A Teacher’s Viewpoint” presented at the Bates Leadership Weekend, Black Point Inn, April, 28, 2001.

“Through the Environmental Lens: China in the New Century” presented at the Bates College Breakfast Seminar Series, March 17, 2000.

"Teaching Environmental Protection and Economic Development in the People’s Republic of China" (With James Hughes) Bates College, *Pettengill Hall Inaugural Symposium*, October 2, 1999.

“Differences in Compensation for Holding up Half the Sky: the Gender Wage Gap in China's Formal Employment Sector,” Bates College, Faculty Dinner Talk, April 1997.

REFEREEING AND REVIEWING:

Journals:

China Economic Review
The China Journal
The China Quarterly
Contemporary Economic Policy
Demography
Development Policy Review
Economic Development and Cultural Change
Economic Systems
Economics of Transition
Environment and Planning A
Eurasian Geography and Economics
Feminist Economics
Industrial and Labor Relations Review
International Journal of Manpower
Journal of Comparative Economics
The Journal of Contemporary China
Journal of Development Economics
Journal of Population Economics
Labour Economics
Oxford Development Studies
Review of Income and Wealth
Social Forces
World Development

External Reviews:

University Grant Commission, Hong Kong Research Grants Council—Proposal Reviewer 2011, 2016, 2017

Ph.D Examiner:

Australia National University, 2013

National Science Foundation:

Social Science Instrumentation and Laboratory Improvement Proposals

Tenure:

Bowdoin College – Outside evaluator of research/scholarship, 2002.

Agnes Scott College – Outside evaluator of research/scholarship, 2011

International Programs:

Colgate University

The Center for Economic Research and Graduate Education of Charles University and the Economics Institute of the Academy of Sciences of the Czech Republic (CERGE-EI)/Global Development Network: *Global Research Competition*

OTHER SERVICE TO THE PROFESSION:

Discussant for papers by (1) Zhang Chuanchuan, Central University of Finance and Economics, “Labor Supply, Earnings, and Health Effects of Family Caregiving on Women and Men near Retirement Age: Evidence from Urban China” & (2) Du Fenglian, Inner Mongolia University, “Grandparents’ childcare and labor force participation of women with preschool children in urban China” at the International Development Research Centre of Canada & UNWOMEN Beijing Office sponsored workshop, *Gender, Inclusive Growth and Care Economy in China*, Beijing, National School of Development, Peking University, May 27-28, 2016.

Mentor to four junior economists teaching at liberal arts colleges – participants in the CeMent Program organized by CSWEP (Committee on the Status of Women in the Economics Profession) and funded by the American Economics Association, 2015-2016.

Panel Chair, *The Labor Market Experience of China’s Urban Women*, at the First World Congress of Comparative Economics, Rome, Roma Tre University, June 25-27, 2015

Mentor to Ding Sai and Liu Lan, participants in the *Gender, Inclusive Growth and Care Economy in China* Project, 2014-2016.

Panel Chair, *Participation, Integration, & Emigration in Contemporary China*, for the Annual Meeting of the Association of Asian Studies, San Diego, March 21-24, 2013.

Panel Chair, *Ethnic Frontiers*, for the Annual Meeting of the Association of Asian Studies, Toronto, March 15-18, 2012.

National Program Committee Member, for the 2012 (Toronto) and 2013 (San Diego) Annual Meetings of the Association of Asian Studies.

Member, Chinese Women Economists Network Advisory Board, 2003—present.

Panel Chair and Discussant for several presenters at the Fifth, Chinese Women Economists International Workshop on Empirical Research Using Micro Data. Beijing, CCER, Peking University, May 24-25, 2008.

Panel Chair, *Health and Economic Behavior*, for the International Symposium on Health Care in Rural China: Progress and Prognosis, Beijing, July 25-26, 2007.

Panel Chair, *Globalisation and International Integration*, for the 18th Annual Conference of the Chinese Economics Association UK, University of Nottingham, April 16-17, 2007.

Panel Chair, *Economic Reforms and Regional Inequality in China*, for the Annual Meeting of the Association of Asian Studies, Boston, March 22-25, 2007.

Panel Chair, *Changes in the Pattern of Women’s Lives in Contemporary China*, for the Annual Meeting of the Association of Asian Studies, San Francisco, April 6-9, 2006

Panel Chair and Organizer, *Changing Patterns of Educational Attainment and Labor Force Participation in Contemporary China: Evidence from Survey and Census Data* for the Chinese Economics Society International Conference, *Sustainable Economic Growth in China*, Chongqing, China, June 24-26, 2005.

Panel Chair and Organizer, Patterns of Schooling, Labor Force Participation, Occupational Choice and the Distribution of Wealth in Rural China: Does the West Differ from the Rest? for the *Second Annual Conference of the Consortium for Western China*

- Development Studies: Rural and Sustainable Development in Western China*, Yinchuan, Ningxia, China, June 21-22, 2005.
- Discussant for paper by Marion Jones, "Tourism for Sustainable Development in Southwest China: A Double Edged Sword," at the Western Economics Association, *Pacific Rim Conference*, Hong Kong January 15, 2005.
- Discussant for papers by: Dennis Tao Yang, "Determinants of Schooling Returns during Transition: Evidence from Chinese Cities, 1988-95," and Ying Wu and Hong Yao, "The Human-Capital Return Ratio between Entrepreneurs and Professionals in Economic Growth," at The Chinese Economists Society Summer U.S. Conference 2004, *Technology, Human Capital, and Economic Development*, Atlanta, July 29-31, 2004.
- Panel Chair: *Trade and Outsourcing* at The Chinese Economists Society Summer U.S. Conference 2004, *Technology, Human Capital, and Economic Development*, Atlanta, July 29-31, 2004.
- Discussant for papers by: Lina Song, "Gender Differences in Education Enrolment in Rural China," and Denise Hare, "Investing in Education: What Determines Schooling Outcomes in Rural Vietnam?" at the *International Workshop on Gender and Development*, CCER, Beijing China, June 21-22, 2004.
- Panel Chair: *Gender and Rural Development* at the International Workshop on Gender and Development, CCER, Beijing China, June 21-22, 2004.
- Discussant for Daniel Munich and Randall Filer, "Responses of Private and Public Schools to Voucher Funding: The Czech Experience," at the Centre for Economic Policy Research and William Davidson Institute, *Annual International Conference on Transition Economies*, Budapest, Hungary, July 3-5, 2003.
- Panel Chair: *Regional Approaches to Development in Contemporary China*, at the New England Association of Asian Studies Annual Meeting, Colby College, October 26, 2002.
- Discussant: Centre for Economic Policy Research/William Davidson Institute Annual International Conference on Transition Economies for paper by Dwayne Benjamin, Loren Brandt, and John Giles, "Income Persistence and the Evolution of Inequality in Rural China." Riga, Latvia, June 21, 2002.
- Mentor: *Research Training and Mentoring Program for Chinese Women Economists*, post-graduate training program supported by the Ford Foundation, Beijing Office, (May 2002-present).
- Chair and Co-Organizer of a Panel, *Rural Migration, Rural Labor, and the Evolution of Rural Society in China*, for the Association of Asian Studies Annual Meeting, Washington, DC, April 4-7, 2002.
- Organizer of a Panel, *Education, Incentives, and Market Rewards in Contemporary China*, for the Association of Asian Studies Annual Meeting, Chicago, March 22-25, 2001.
- Organizer of: An Association of Comparative Economic Studies Panel, *Gender Inequality in Chinese Labor Markets*, for the Annual Meeting of the Allied Social Science Association, Boston, January 7-9, 2000..
- Panel Chair: *Structural Change in China's Reform Economy* at the Annual Meeting of the Association of Asian Studies, Chicago, March 1997.
- Organizer of: Two Panels for the Association of Asian Studies Annual Meeting: *Labor Market Developments in the People's Republic of China*, Part 1, "Rural Sector Mobility Effects" and Part 2, "Urban Sector Transitions." Honolulu, April 1996
- Discussant: Tenth Annual Maine Women's Studies Conference, *Women and Education: The Difference it Makes*. Discussant for the session by Debra Barbezat and Susan Feiner: *Feminist Economics: Contributions to Economic Education*. Portland, Maine, December 2, 1995.
- Discussant: American Economics Association and Chinese Economics Society jointly-sponsored session, *Institutional Change in the Chinese Transition*. Discussant for paper by Hongyi

Chen, "The Evolution of Managerial Forms in China's Township and Village Enterprise Sector," San Francisco, January 7, 1996.

BATES COLLEGE TEACHING:

Courses:

Introductory Microeconomics
Introductory Macroeconomics
Development Economics
Labor Economics
East Asian Economic Development
Economic Development in Greater China
China's Economic Reforms
Work and Workers in China
Japanese Economic Development
Holding Up Half the Sky: Women in East Asia (a first-year writing seminar)
Senior Capstone in Economics
China's Current Economic Situation: Achievements and Controversial Issues*
Special Topics in China's Current Economic Development**
Economics of China's Health Care System*****

Short-term Units (intensive, 5-week sessions):

Food and Famines in China
The Role of Public Policy in the Development of Taiwan, Japan and South Korea
Chinese Color Ink Painting (with Nanjing artist Zhang Yi)
Women and Work in Taiwan***
Sustaining the Masses: Environmental Protection and Economic Development in China****

- * Taught in Nanjing, China, Fall 1997.
- ** Taught in Nanjing, China, Fall 2000, 2003, 2006.
- *** Taught in Taiwan, Spring 1996.
- **** Taught in China (with James Hughes), Spring 1999, 2001, 2004.
- ***** Taught in Kunming, China, Fall 2010.

SEMESTER ABROAD PROGRAMS:

Co-directed (with Pam Baker) Bates College Semester Abroad Program in Kunming, China fall 2010.

Co-directed (with Shuhui Yang) four Bates College Semester Abroad Programs based in Nanjing, China during fall terms of 1997, 2000, 2003, and 2006:
handled all aspects of Programs' design, instruction, administration, and budget management;
took students on extensive field trips to Xinjiang, Tibet, Gansu, Yunnan, Sichuan, Guangxi, Shandong, Shanxi, Ningxia, Inner Mongolia, and Qinghai provinces in addition to Beijing, Xian, Shanghai, Dalian, and Hong Kong. (We visited different subsets of these places during each of our semester programs.)

Associated Kyoto Program, winter term 1998:
taught a course comparing Chinese and Japanese economic development.

GRADUATE STUDIES FELLOWSHIPS AND AWARDS:

1991-92 Foreign Language Area Studies Fellowship
1990-91 American Council of Learned Societies--Dissertation Research Abroad in Chinese Studies
1989-90 Foreign Language Area Studies Fellowship

1988-89	University of Pittsburgh Presidential Fellowship for Chinese Studies
1987-88	Social Science and Humanities Research Council of Canada Doctoral Fellowship
1986-87	Andrew Mellon Pre-doctoral Fellowship
1985-86	Social Science and Humanities Research Council of Canada Doctoral Fellowship

(Updated Sept 2017)