

## **LIMOR GOLAN**

January 2023

### **FIELDS**

- Labor Economics, Applied Microeconomics, Applied Econometrics

### **EDUCATION**

- Ph.D., Economics, University of Wisconsin-Madison, August 2002
- B.A. (with Honors), Economics, Tel-Aviv University, June 1994

### **POSITIONS**

- Laurence H. Meyer Professor, Department of Economics, Washington University in St. Louis July 2022-
- Professor, Department of Economics, Washington University in St. Louis July 2020-
- Associate Professor, Department of Economics, Washington University in St. Louis July 2012- June 2020
- Research Fellow, Federal Reserve Bank St. Louis, January 2017-
- Research Fellow of the Weidenbaum Center, Washington University, July 2017-
- Institute for Empirical Macroeconomics visitor, Minneapolis Federal Reserve Bank, April 2019
- Cowles visitor, Yale, February 2016
- Research Officer, Federal Reserve Bank of St. Louis, 2015- 2016
- Associate Professor of Economics, Tepper School of Business, Carnegie Mellon University 2009-June 2012
- Assistant Professor of Economics, Tepper School of Business, Carnegie Mellon University, 2002-2009

- Visiting Assistant Professor, University of Pennsylvania, Economics Department, academic year 2006-7
- Visiting Scholar Federal Reserve Bank St. Louis, January 2013-January 2015
- Program of Economics Research visitor, Columbia University, Economics Department, May 2011

### **EDITORIAL RESPONSIBILITIES**

- Co-editor, Quantitative Economics, July 2020 -
- Associate Editor Economic Inquiry, December 2013-November 2018

### **PUBLICATIONS**

“Counteroffers and Efficiency in Competitive Labor Markets with Asymmetric Information,” *Journal of Labor Economics*, Vol. 29, April 2005, pp. 373-393

“Wage Signaling: A Dynamic Model of Intrafirm Bargaining and Asymmetric Learning,” *International Economics Review*, Vol 50, August 2009, pp. 831-54

“Estimating a Dynamic Adverse Selection Model: Labor Force Experience and the Changing Gender Earnings Gap” with George-Levi Gayle”, *Review of Economic Studies*, Vol. 79(1) , January 2012, pp. 227-67

“Experimentation and Job Choice” with Kate Antonovics, *Journal of Labor Economics*, Vol. 30(2), April 2012, pp. 333-66

“Gender Differences in Executive Compensation and Job Mobility,” with George-Levi Gayle and Robert A. Miller, *Journal of Labor Economics*, Vol 30(4), October 2012, pp. 829-71

“Competition, Managerial Slack and Corporate Governance” with Christine Parlour and Uday Rajan, *Review of Corporate Finance Studies*, Review of

Corporate Finance Studies, Vol 4(1), March 2015, pp 43-68

“Promotion, Turnover and Compensation in the Executive Labor Market” with George-Levi Gayle and Robert A. Miller, *Econometrica*, November 2015 Vol 83(6), 2293-2369

“Estimation of Dynastic Life-Cycle Discrete Choice Models” with George-Levi Gayle and Mehmet Soytas, *Quantitative Economics* 9.3 (2018): 1195-1241

“Racial Gaps, Occupational Matching and Skill Uncertainty,” with Carl Sanders Federal Reserve Bank of St. Louis Review, Second Quarter 2019

“Intergenerational Mobility and Parental Time Investment in Children,” with George-Levi Gayle, and Mehmet Soytas, Federal Reserve Bank of St. Louis Review, Third Quarter 2018

“Hours Worked Occupational Sorting, Labor Supply and the Gender Earnings Gap” with Maria Canon and Cody Smith, Federal Reserve Bank of St. Louis Review, Second Quarter 2021

“The Impact of Juvenile Conviction on Human Capital and Labor Market Outcomes” with Rong Hai, and Hayley Wabiszewski, Federal Reserve Bank of St. Louis Review, Forthcoming

“What is the Source of the Intergenerational Correlation in Earnings ” with with Georg-Levi Gayle and Mehmet Soytas. *Journal of Monetary Economics*, Vol 129 pp. 24-45, 2022

## **OTHER PUBLICATIONS**

“Gender Gap May Be Linked To Flexible and Irregular Hours,” with Maria Canon, July 2016, *Regional Economist*, Federal Reserve Bank of St. Louis

“Home Economics: The Changing Work Roles of Wives and Husbands,” with Usa Kerdnunvong., October 2016, *Regional Economist*, Federal Reserve Bank of St. Louis

“Breaking Down the Gender Wage Gap by Age and by Hours Worked,” with Andres Hincapie, October 2016, Regional Economist, Federal Reserve Bank of St. Louis

## **WORKING PAPERS**

“What Accounts for the Racial Gap in Time Allocation and Intergenerational Transmission of Human Capital?” with George-Levi Gayle and Mehmet Soytas. Revision requested at the *Journal of political Economy*

”What Explains the Racial Gaps in Task Assignment and Pay Over the Life-Cycle?” with Jonathan James and Carl Sanders

“Interlocked Executives, Inside Directors and Compensation” with Andrea Flores, George-Levi Gayle and Robert Miller

“Inequality, Statistical Discrimination, Occupation Sorting and Auto-Expunge Laws” with Rong Hai

## **WORK IN PROGRESS**

“Does Action Speaks Louder than Words? Revealed versus Elicited Preferences”, with George-Levi Gayle and Andres Hincapie

“Intergenerational Persistence of Labor Market Earnings versus Wealth: The Role of Human Capital Transmission and Entrepreneurial Opportunities”, with George-Levi Gayle and Andres Hincapie

“Human Capital in Organizations,” with George-Levi Gayle and Robert Miller

### *Recent Seminar Presentations*

- Johns Hopkins U., October 2022

- Duke, October 2021
- University of Wisconsin, April 2021
- Carnegie Mellon, December 2020
- Ben-Gurion University, October 2020
- Federal Reserve Board of Governors, October 2020
- Emory, December 2019
- Penn State University, September 2019
- Georgetown, September 2019
- Federal Reserve Bank of Minneapolis, April 2019
- Tel Aviv University March 2019
- The Hebrew University, Jerusalem March 2019
- University of Haifa, February 2019
- Interdisciplinary Center Herzliya, February 2019
- University of Pennsylvania, October 2018
- University of College London, July 2017
- University of Minnesota, April 2017
- NY Federal Reserve Bank, May 2017
- University of Miami, March 2017
- Michigan State, April 2016
- University of Houston, March 2016
- Yale, February 2016
- Indiana University, December 2015
- ASU, October 2015
- St. Louis Fed, October 2015

- Washington University, October 2015
- St. Louis Fed, December 2014
- Bristol, November 2014
- University of Missouri, October 2014
- UCL, May 2014
- IDB, November 2013
- Georgetown University, November 2013
- University of Chicago, May 2013

*Recent Conference Talks*

- Econometric Society 2023 North American Winter Meeting, New Orleans, session on Skills, Tasks, and Jobs, Invited Speaker, Jan 2023
- Econometric Society annual summer school in Dynamic Structural Econometrics (DSE), Invited lecture, December 2022
- Econometric Society annual conference in Dynamic Structural Econometrics (DSE), Invited Speaker, December 2022
- KU Leuven Summer Event Labor/Family Economics, Invited Speaker, June 2022
- System Applied Microeconomics Conference, Plenary Talk, The Federal Reserve Bank of St. Louis, May 2022
- Southern Economics Association, November 2020
- NBER Summer Institute, Micro and Macro Perspectives, July 2019
- University of Wisconsin Alumni Conference May 2019
- Barcelona GSE summer forum, structural econometrics, June 2018
- Conference on Understanding Human Capital Formation and Its Determinants, University of Chicago, November 2017

- University College of London/Georgetown University Labor Conference, DC, May 2017
- Barcelona GSE summer forum, structural econometrics, June 2016
- Society of Labor Economists, June 2015
- SED, June 2014
- IDC Conference in Economics, June 2013, Israel
- Cowles Summer Conference-structural microeconomics, June 2013

### **Conferences and Workshops Participation and Organization**

- Scientific program committee, Econometric Society Summer Meeting, June 2021
- Scientific Program Committee member, North America Econometric Society Summer Meetings, May 2017
- Semi Plenary Session Chair, Econometric Society Summer Meeting, Washington University in St. Louis, May 2017
- Cowles Summer Conference-structural microeconomics (invited participant), June 2014
- Dynamic Policy Design with Human Capital, Santa Barbara, December 2013
- New Directions in Applied Microeconomics, Cal Tech, November 2013. Co-Organizer
- Southern Economics Association, Tampa, Nov 2013, Sessions Organizer

### *Referee*

NSF, American Economic Review, Econometrica, QJE, Journal of Political Economy, Review of Economic Studies, International Economic Review, Journal of Labor Economics, , Journal of Public Economic, RAND, Journal of Economic Theory, Journal of Finance, Journal of Applied Econometrics,

Review of Economic Dynamics, Journal of Human Resources, European Economic Review, Journal of Business and Economic Statistics, Labour Economics, Journal of Public Economic Theory, Journal of Economics and Management Strategy, Economics Inquiry, Journal of Human Capital, Quantitative Economics

## **GRANTS**

- “Insider and Outsider Insider and Outsider Careers in Executive Management. Small Grant, Weidenbaum Center, Washington University in St. Louis- Fall 2022
- Inequality, Statistical Discrimination, and Occupation Sorting. Small Grant, Weidenbaum Center, Washington University in St. Louis- Fall 2020
- “Race, Education and Income Inequality” Small Grant, Weidenbaum Center, Washington University in St. Louis-Spring 2018
- “Experience, Learning and Occupation Choice What explains the Gender Earnings Gap?” Small Grant, Weidenbaum Center, Washington University in St. Louis-Fall 2013
- Weil Prize for the best problem solving paper, (with George-Levi Gayle), Carnegie Mellon University-2008
- “Promotion, Turnover and Compensation in the Executive Market,” – Grant from the Center for Organizational Learning, Innovation and Performance-Carnegie Mellon, 2008
- Berkman Development Fund award- November 2003, Carnegie Mellon University
- Christensten award for empirical economics, University of Wisconsin, 2001 (with John Kennan)

## **PAST DOCTORAL STUDENTS SUPERVISION**

- Andrea Flores, Washington University in St. Louis, Thesis committee member, PhD 2022, Placement: Assistant Professor, EPGE Brazilian School of Economics and Finance

- Mariana Odio-Zuniga, Washington University in St. Louis, Thesis committee member, PhD 2022, Placement: Bates White Economic Consulting, DC
- DoHun Kim, Washington University in St. Louis, Thesis committee member, PhD 2021, Placement: Korea Development Institute
- Andres Hincapie, Washington University in St. Louis, Thesis committee member , PhD 2017, Placement: Assistant Professor, University of North Carolina
- Sunha Myong, Washington University in St. Louis, Co-Chair of the Thesis committee, PhD 2016, Placement: Assistant Professor, School of Economics, Singapore Management University
- Emircan Yurdagul, Washington University in St. Louis, 2015, Thesis committee member, placement: Universidad Carlos III de Madrid
- Tanapon Janpen, Washington University in St. Louis, Thesis committee member, 2013, placement: Economics-Finance Ministry, Thailand
- Ari Kang, CMU, 2010, Thesis Committee Member, placement: University of North Dakota
- Mehmet A. Soytaş, University of Pittsburgh, 2011, Thesis committee member, placement: Ozyegin University, Turkey.
- Judy Geyer, CMU, 2011 Thesis Committee Member, placement: Abt Associates

## **MEMBERSHIP IN PROFESSIONAL SOCIETIES**

- Member of the Human Capital and Economics Opportunity: A Global Working Group- Family Inequality Group, and Markets Group, the Milton Friedman Institute, University of Chicago
- Member of the American Economic Association 2001 — present
- Member of Econometric Society 2002 — present
- Member of Society of Labor Economists 2002 — present

## MEDIA MENTIONS

- Interview, Human Capital and Economic Opportunity Global Working Group, University of Chicago, December 2016
- Boston Globe, September 10 2015, What your company’s telecommuting policy has to do with your kids’ futures. Featured paper: What is the Source of Intergenerational Correlation in Earnings?
- The Atlantic, September 8 2015, Job Flexibility Helps Poor People Move to the Middle Class. Featured paper: What is the Source of Intergenerational Correlation in Earnings?
- JEZEBEL, June 8, 2014 article “We could stand to have more female executives to overpay” features the paper: Gender Differences in Executive Compensation and Job Mobility.
- The New York Times, June 7 2014 article “An Elusive Jackpot” features the paper: Gender Differences in Executive Compensation and Job Mobility.
- The Upshot blog at the NYT, June 6, 2014, summarizes finding on Gender differences in compensation and promotion among top executives.
- The New York Times, March 10 2013 article “Sandberg ’s Hot-Button Book rings true for Silicon Valley. discusses our work on gender difference among executives.
- Chicago Tribune, March 10 2013 Article discusses ”Gender Differences in Executive Compensation and Job Mobility”
- US News and World Report Article on: “Gender Differences in Executive Compensation and Job Mobility”, 2010
- Yahoo News Article on: “Gender Differences in Executive Compensation and Job Mobility”, 2010
- The Daily Femme Blog on: “Gender Differences in Executive Compensation and Job Mobility”, 2010
- Chicago Tribune Article on: “Gender Differences in Executive Compensation and Job Mobility”, 2010

- Canoe.ca - Article on “Gender Differences in Executive Compensation and Job Mobility”, 2009
- Talent Management -Article on “Gender Differences in Executive Compensation and Job Mobility”, 2009
- Front Page story in Pittsburgh Post Gazette discussing the findings in “Are There Glass Ceilings for Female Executives?”, 2008
- Women Voices Blog, discussion of the findings in “Are There Glass Ceilings for Female Executives?”, 2008
- Portfolio.com Odd Numbers Blog, discussion of the findings in “Are There Glass Ceilings for Female Executives?”,2008
- BNET Insight, story on the findings in “Are There Glass Ceilings for Female Executives?”, 2008
- Philadelphia Business Journal, story on the findings in “Are There Glass Ceilings for Female Executives?” 2008
- Women in Biomedical Careers, New Letter, Dec 2008, discussed the findings in “Are There Glass Ceilings for Female Executives?”
- The Network for Enlightened Women wrote an article discussing the findings in “Are There Glass Ceilings for Female Executives?”, 2008
- The Examiner.com, wrote an article discussing the findings in “Are There Glass Ceilings for Female Executives?”, 2008
- UNjobs.org, wrote an article discussing the findings in “Are There Glass Ceilings for Female Executives?” 2008
- PRNewswire Press Release on “Are There Glass Ceilings for Female Executives?”
- Politicalbyline.com, wrote an article discussing the finds in “Are There Glass Ceilings for Female Executives?”2008, 2008
- Zimbio.com, wrote article discussing “Are There Glass Ceilings for Female Executives?”2008
- LawKT.com, wrote article discussing “Are There Glass Ceilings for Female Executives?”2008

- HRStrategies, wrote article discussing “Are There Glass Ceilings for Female Executives?” 2008
- ihmissuhteet.blogspot.com, wrote article discussing “Are There Glass Ceilings for Female Executives?”, 2008