

VITA
January 2026

Michael Waldman

Current Title: Charles H. Dyson Professor in Management and Professor of Economics
Samuel Curtis Johnson Graduate School of Management
Cornell University

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 323 Sage Hall
 Ithaca, NY 14853, (607) 255-8631, mw46@cornell.edu

Education

Massachusetts Institute of Technology, BS (Economics), May 1977

University of Pennsylvania, PhD (Economics), May 1982

Current Research Interests

Internal Labor Markets/Personnel Economics

Human Capital and/or Signaling Theory

Durable Goods Markets

Innovation and Firm Organization

Limited Rationality and the Strategic Environment

Early Childhood Electronic Screen Viewing and Autism

Teaching Experience

Microeconomics at the MBA (including online), Undergraduate (introductory, intermediate, and managerial), and PhD levels

Pricing Tactics and Strategies at the MBA and Undergraduate levels

Industrial Organization at the Undergraduate and PhD levels

Labor Economics at the Undergraduate and PhD (Personnel Economics) levels

Game Theory and Applications (including online) at the PhD level

Awards and Honors

University Fellowship Awarded by the Department of Economics, University of Pennsylvania: 1978-1979

Fellowship Awarded by the Center for the Study of Organizational Innovation, University of Pennsylvania: 1979-1980

Sloan Foundation Graduate Fellowship Administered through the Department of Economics, University of Pennsylvania: 1981-1982

Dissertation Nominated by the Department of Economics at the University of Pennsylvania for the University of Pennsylvania's Sigma Xi Chapter Award for the Outstanding Dissertation in Science: 1982

Post-Doctoral Fellow Awarded by the Foundation for Research in Economics and Education (taken in residence at the Department of Economics, University of California, Los Angeles): 1982-1983

Research Grant Support, Committee on Research of the Academic Senate, University of California, Los Angeles: 1983-1984, 1984-1985, 1985-1986, 1986-1987, 1987-1988, 1988-1989, 1989-1990, 1990-1991

Warren C. Scoville Distinguished Teaching Award, Department of Economics, University of California, Los Angeles: Spring 1984, Winter 1985, Fall 1986

Nominated for University Teaching Award by the Department of Economics, University of California, Los Angeles: 1987

Research Associate of the Institute of Industrial Relations, University of California, Los Angeles: 1987-1988, 1988-1989, 1989-1990

May Department Stores Summer Faculty Fellowship, Department of Economics, University of California, Los Angeles: Summer 1990

Distinguished Teaching List or Teaching Honor Roll, Johnson Graduate School of Management, Cornell University: Spring 1994, Fall 1994, Fall 1996, Summer 2001, Summer 2007, Fall 2007, Summer 2008, Summer 2012, Fall 2012, Summer 2013, Summer 2014, Fall 2015, Fall 2016, Summer 2016, Fall 2018, Spring 2023, Spring 2024

Top Teacher and Course in the MBA Core (measured by student ratings), Johnson Graduate School of Management, Cornell University: Summer 1995, Summer 1996, Fall 1996, Summer 1997, Summer 2007, Summer 2008, Summer 2010, Fall 2015 (Tsinghua Program), Spring 2024 (Tsinghua Program)

Clifford H. Whitcomb Faculty Fellow, Johnson Graduate School of Management, Cornell University: 1996-1997

Listed in *Who's Who in Economics* (3rd and 4th editions – 1999 and 2003)

Listed in Various Editions of Marquis *Who's Who in America*, *Who's Who in the World*, *Who's Who in Science and Engineering*, and *Who's Who in American Education*

Faculty Research Award, Johnson Graduate School of Management, Cornell University: 2003

Robert F. Lanzillotti Prize for the Best Paper in Antitrust Economics Presented at the 2008 International Industrial Organization Conference

Research Grant Support (Project Title: Health and Early Childhood Television and Video Viewing), Institute for the Social Sciences, Cornell University: 2008-2009

Nominated for the Johnson School's Apple Teaching Award by the MBA graduating class of 2010, 2022

Research Grant Support (Project Title: Limited Rationality and the Strategic Environment: An Experimental Study), Institute for the Social Sciences, Cornell University: 2010-2011

Keynote Speaker at the *Tournaments, Contests, and Relative Performance Evaluation Conference* held at North Carolina State University in 2011

Excellence in Refereeing Award, *Quarterly Journal of Economics*: 2011, 2012

Keynote Speaker at the *Society for Economic Research on Copyright Issues Annual Conference* held in Paris, France in 2013

Keynote Speaker at the *17th Colloquium on Personnel Economics* held at the University of Cologne in 2014

RERCI Best Paper Award for the Best Paper published in the *Review of Economic Research on Copyright Issues* during 2015-2016

Outstanding Reviewer Certificate, *Labour Economics*: 2017

AMBA Class of 2017 Core Faculty Award Winner (given to the professor that the class felt best exhibits teaching excellence during the core)

Keynote Speaker at an IZA International Conference on *The Role of the Firm in the Labor Market* held at Humboldt University in Berlin in 2017

Cornell-Tsinghua Dual Degree MBA Program Class of 2017 Gravitas Teaching Award

Keynote Speaker at the *Human Capital, Corporate Governance, and Industry Evolution Conference* held at Seoul National University in 2017

Keynote Speaker at the *Michael Waldman Workshop on Internal Labor Markets*
jointly sponsored by Hitotsubashi University's Institute for Economic Research and
Tokyo University's Labor Economics Workshop held in Tokyo in 2018

Weatherall Distinguished Fellow, Department of Economics, Queens University, Fall
2019

Keynote Speaker at the *2019 International Symposium on Contemporary Labor Economics* sponsored by the Department of Economics, The Chinese University of Hong Kong held in Shenzhen, China in 2019

Keynote Speaker at the *2019 Shanghai Empirical Micro Workshop* sponsored by the School of Economics and Institute of Advanced Research, Shanghai University of Finance and Economics held in Shanghai, China in 2019

Top Scientists in the Field of Economics and Finance, 2022 and 2025 Editions,
Research.com

Cornell-Tsinghua FMBA Program Class of 2024 Best Teaching Award

Academic Work Experience

Post-Doctoral Fellow, Department of Economics, University of California, Los Angeles:
1982-1983

Assistant Professor of Economics, Department of Economics, University of California,
Los Angeles: 1983-1989

Visiting Professor of Economics, Yale School of Organization and Management, Yale
University: 1989-1990

Associate Professor of Economics, Department of Economics, University of California,
Los Angeles: 1989-1991

Professor of Economics, Department of Economics, University of California, Los
Angeles: 1991-1993

Professor of Economics, Johnson Graduate School of Management, Cornell University:
1991-1997

John M. Olin Visiting Professor, Graduate School of Business and the George J. Stigler Center for the Study of the Economy and the State, University of Chicago: 1997-1998

Visiting Professor of Economics, Graduate School of Business, University of Chicago: Winter and Spring 1999

Charles H. Dyson Professor in Management and Professor of Economics, Johnson Graduate School of Management, Cornell University: 1997-present

Distinguished Visiting Scholar, National Taiwan University and Academia Sinica, Fall 2010

Visiting Lecturer, Massachusetts Institute of Technology, Spring 2011, Spring 2015

Professor of Economics, Department of Economics, College of Arts & Sciences and School of Industrial and Labor Relations, Cornell University: 2011-2015

Visiting Lecturer, University of New South Wales, Fall 2012

Visiting Lecturer, Hitotsubashi University, Fall 2018

Other Work Experience

Occasional Outside Consultant for Compass Lexecon, Cornerstone Research, Keystone Strategy

Other Professional Positions

University Positions

Chair, Graduate Admissions, Fellowships, and Teaching Assistants Committee, Department of Economics, University of California, Los Angeles: 1987-1988

Co-Organizer, Applied Microeconomics Workshop, Department of Economics and Johnson Graduate School of Management, Cornell University: 1991-1996, 1999-2007

Chair, MBA Curriculum Review Committee, Johnson Graduate School of Management, Cornell University: 1993-1994, 1996-1997, 2003-2005

Chair, Curriculum Committee, Johnson Graduate School of Management, Cornell University: 1996-1997

Chair, Faculty Recruiting – Economics/Strategy, Johnson Graduate School of Management, Cornell University: 1996-1997, 1999-2001, 2004-2006

Chair, Faculty Policy Committee, Johnson Graduate School of Management, Cornell University: Winter/Spring 2000, 2003-2005, Summer/Fall 2007, 2012-2013 (Co-Chair)

Chair, Faculty By-Laws Update Committee, Johnson Graduate School of Management, Cornell University: 2008-2009

Director, Institute for the Advancement of Economics at Cornell, Cornell University: 2008-2012

Member, Strategic Planning Advisory Council, Cornell University: 2009-2010

Chair, Economics Reorganization Committee, Cornell University: 2010-2011

Chair, Peer Evaluation of Teaching Committee, Johnson Graduate School of Management, Cornell University: 2011-2012

Co-Chair, SBE/AEP Structure Review Committee, Johnson College of Business, Cornell University: 2025-2026

Disciplinary Positions and Other Positions

Co-Editor, *Journal of Economic Perspectives*: 2000-2006

Associate Editor, *Quarterly Journal of Economics*: 2000-2014

Editor, *Journal of Labor Economics*: 2009-2019

Member of the 2004 American Economics Association Program Committee (subject area – microeconomic theory)

Member of the 2009 International Industrial Organization Conference Program Committee (on the subcommittee that chose the Robert F. Lanzillotti Prize Winner for the Best Paper presented at the conference in antitrust economics)

Member of the 2013 Society of Labor Economists Annual Meetings Program Committee

Member of the 2013 International Industrial Organization Conference Program Committee (specialty area – Information)

Member of the First Scientific Committee of the Product Lifetimes and the Environment (PLATE) Conference (conference held at Nottingham Trent University in Summer 2015)

Member of the Second Scientific Committee of the Product Lifetimes and the Environment (PLATE) Conference (conference to be held at Delft University in November 2017)

Journal Articles and Selected Publications

“Worker Allocation, Hierarchies and the Wage Distribution,” *Review of Economic Studies*, 51, January 1984, pp. 95-109.

“The Effects of Increased Copyright Protection: An Analytic Approach,” *Journal of Political Economy*, 92, April 1984, pp. 236-246 (co-authored with Ian E. Novos).

Reprinted in Ruth Towse and Rudi Holzhauer (eds.), *The Economics of Intellectual Property*, Volume I, Edward Elgar Publishers, 2002.

“Job Assignments, Signalling and Efficiency,” *Rand Journal of Economics*, 15, Summer 1984, pp. 255-267.

Reprinted in Michael Sattinger (ed.), *Income Distribution*, Volume II, Edward Elgar Publishers, 2001; Michael Waldman (ed.), *Learning in Labour Markets*, Edward Elgar Publishers, 2017.

“Rational Expectations and the Limits of Rationality: An Analysis of Heterogeneity,” *American Economic Review*, 75, June 1985, pp. 326-340 (co-authored with John Haltiwanger).

“Insurance and Labor Market Contracting: An Analysis of the Capital Market Assumption,” *Journal of Labor Economics*, 4, July 1986, pp. 355-375 (co-authored with John Haltiwanger).

“Noncooperative Entry Deterrence, Uncertainty, and the Free Rider Problem,” *Review of Economic Studies*, 54, April 1987, pp. 301-310.

“The Emergence of Copying Technologies: What Have We Learned?,” *Contemporary Policy Issues*, 5, July 1987, pp. 34-43 (co-authored with Ian E. Novos).

“Complementarity and Partial Nonexcludability: An Analysis of the Software/Computer Market,” *Journal of Institutional and Theoretical Economics*, 144, June 1988, pp. 433-461 (co-authored with Ian E. Novos).

“Limited Rationality and Strategic Complements: The Implications for Macroeconomics,” *Quarterly Journal of Economics*, 104, August 1989, pp. 463-483 (co-authored with John Haltiwanger).

“Rational Expectations in the Aggregate,” *Economic Inquiry*, 27, October 1989, pp. 619-636 (co-authored with John Haltiwanger).

Finalist for “Best Article” published by *Economic Inquiry* during 1989.

“Information on Worker Ability: An Analysis of Investment Within the Firm,” *Information Economics and Policy*, 4, 1989/90, pp. 57-80.

“The Rotten-Kid Theorem Meets the Samaritan’s Dilemma,” *Quarterly Journal of Economics*, 105, February 1990, pp. 155-165 (co-authored with Neil Bruce).

Reprinted in Donald Wittman (ed.), *The Economics of Governance*, Edward Elgar Publishers, 2017.

“Up-Or-Out Contracts: A Signaling Perspective,” *Journal of Labor Economics*, 8, April 1990, pp. 230-250.

“The Macroeconomic Effects of False Announcements,” *Quarterly Journal of Economics*, 105, November 1990, pp. 1017-1034 (co-authored with Seonghwan Oh).

“Responders Versus Nonresponders: A New Perspective on Heterogeneity,” *Economic Journal*, 101, September 1991, pp. 1085-1102 (co-authored with John Haltiwanger).

“The Role of Multiple Potential Entrants/Sequential Entry in Noncooperative Entry Deterrence,” *Rand Journal of Economics*, 22, Autumn 1991, pp. 446-453.

“Transfers In Kind: Why They Can Be Efficient and Non-Paternalistic,” *American Economic Review*, 81, December 1991, pp. 1345-1351 (co-authored with Neil Bruce).

“A New Perspective on Planned Obsolescence,” *Quarterly Journal of Economics*, 108, February 1993, pp. 273-283.

“The Role of Altruism in Economic Interaction,” *Journal of Economic Behavior and Organization*, 21, May 1993, pp. 1-15 (co-authored with John Haltiwanger).

“Strategic Complementarity Slows Macroeconomic Adjustment to Temporary Shocks,” *Economic Inquiry*, 32, April 1994, pp. 318-329 (co-authored with Seonghwan Oh).

“Systematic Errors and the Theory of Natural Selection,” *American Economic Review*, 84, June 1994, pp. 482-497.

Reprinted in Andrew Lo and Ruixun Zhang (eds.), *Biological Economics*, Edward Elgar Publishers, 2018.

“Planned Obsolescence and the R&D Decision,” *Rand Journal of Economics*, 27, Autumn 1996, pp. 483-495.

“Durable Goods Pricing When Quality Matters,” *Journal of Business*, 69, October 1996, pp. 489-510.

“Asymmetric Learning and the Wage/Productivity Relationship,” *Journal of Economic Behavior and Organization*, 31, December 1996, pp. 419-429.

“Eliminating the Market for Secondhand Goods: An Alternative Explanation for Leasing,” *Journal of Law and Economics*, 40, April 1997, pp. 61-92.

Reprinted in Michael Waldman and Justin P. Johnson (eds.), *Pricing Tactics, Strategies, and Outcomes*, Volume II, Edward Elgar Publishers, 2007.

“Returns to Tenure: Conceptual and Empirical Issues,” *Eastern Economic Journal*, 23, Summer 1997, pp. 337-346 (co-authored with Ian E. Novos).

“Careers in Organizations: Theory and Evidence,” in O. Ashenfelter and D. Card (eds.), *Handbook of Labor Economics*, Volume 3, North-Holland, 1999, pp. 2373-2437 (co-authored with Robert Gibbons).

“A Theory of Wage and Promotion Dynamics Inside Firms,” *Quarterly Journal of Economics*, 114, November 1999, pp. 1321-1358 (co-authored with Robert Gibbons).

Reprinted in Edward P. Lazear and Robert McNabb (eds.), *Personnel Economics*, Edward Elgar Publishers, 2004; Michael Waldman (ed.), *Learning in Labour Markets*, Edward Elgar Publishers, 2017.

“The Strategic Use of Tying to Preserve and Create Market Power in Evolving Industries,” *Rand Journal of Economics*, 33, Summer 2002, pp. 194-220 (co-authored with Dennis W. Carlton).

Reprinted in Michael Waldman and Justin P. Johnson (eds.), *Pricing Tactics, Strategies, and Outcomes*, Volume II, Edward Elgar Publishers, 2007; Benjamin Klein and Andres V. Lerner (eds.), *Economics of Antitrust Law*, Volume II, Edward Elgar Publishers, 2008; and George Norman (ed.), *Recent Developments in Monopoly and Competition Policy*, Edward Elgar Publishers, 2008.

“Ex Ante Versus Ex Post Optimal Promotion Rules: The Case of Internal Promotion,” *Economic Inquiry*, 41, January 2003, pp. 27-41.

“Durable Goods Theory for Real World Markets,” *Journal of Economic Perspectives*, 17, Winter 2003, pp. 131-154.

“Leasing, Lemons, and Buy-Backs,” *Rand Journal of Economics*, 34, Summer 2003, pp. 247-265 (co-authored with Justin P. Johnson).

Reprinted in Michael Waldman and Justin P. Johnson (eds.), *Pricing Tactics, Strategies, and Outcomes*, Volume II, Edward Elgar Publishers, 2007.

“Task-Specific Human Capital,” *American Economic Review, Papers and Proceedings*, 94, May 2004, pp. 203-207 (co-authored with Robert Gibbons).

“Durable Goods, Monopoly Maintenance, and Time Inconsistency,” *Journal of Economics and Management Strategy*, 13, Summer 2004, pp. 273-302 (co-authored with Hodaka Morita).

“The Index of Leading Economic Indicators as a Source of Expectational Shocks,” *Eastern Economic Journal*, 31, Winter 2005, pp. 75-95 (co-authored with Seonghwan Oh).

“The Limits of Indirect Appropriability in Markets for Copiable Goods,” *The Review of Economic Research on Copyright Issues*, 2, June 2005, pp. 19-37 (co-authored with Justin P. Johnson).

Reprinted in Ruth Towse and Richard Watt (eds.), *Recent Trends in the Economics of Copyright*, Edward Elgar Publishers, 2008.

“How Economics can Improve Antitrust Doctrine Towards Tie-In Sales,” *Competition Policy International*, 1, Spring 2005, pp. 27-40 (co-authored with Dennis W. Carlton).

“Enriching a Theory of Wage and Promotion Dynamics Inside Firms,” *Journal of Labor Economics*, 24, January 2006, pp. 59-107 (co-authored with Robert Gibbons).

“Safe Harbors for Quantity Discounts and Bundling,” *George Mason Law Review*, 15, August 2008, pp. 1231-1239 (co-authored with Dennis W. Carlton).

“Autism Prevalence and Precipitation Rates in California, Oregon, and Washington Counties,” *Archives of Pediatrics & Adolescent Medicine*, 162, November 2008, pp. 1026-1034 (co-authored with Sean Nicholson, Nodir Adilov, and John Williams).

“Assessing the Anticompetitive Effects of Multiproduct Pricing,” *Antitrust Bulletin*, 53, Fall 2008, pp. 587-622 (co-authored with Dennis W. Carlton and Patrick Greenlee).

“Competition, Monopoly Maintenance, and Consumer Switching Costs,” *American Economic Journal: Microeconomics*, 2, February 2010, pp. 230-255 (co-authored with Hodaka Morita).

“Competition, Monopoly, and Aftermarkets,” *Journal of Law, Economics, and Organization*, 26, April 2010, pp. 54-91 (co-authored with Dennis W. Carlton).

“Leasing, Lemons, and Moral Hazard,” *Journal of Law and Economics*, 53, May 2010, pp. 307-328 (co-authored with Justin P. Johnson).

“Standard Promotion Practices Versus Up-or-Out Contracts,” *Rand Journal of Economics*, 41, Summer 2010, pp. 301-325 (co-authored with Suman Ghosh).

“Why Tie a Product Consumers Do Not Use?,” *American Economic Journal: Microeconomics*, 2, August 2010, pp. 85-105 (co-authored with Dennis W. Carlton and Joshua Gans).

Winner of the Robert F. Lanzillotti Prize for the Best Paper in Antitrust Economics Presented at the 2008 International Industrial Organization Conference.

“The Signaling Role of Promotions: Further Theory and Empirical Evidence,” *Journal of Labor Economics*, 30, January 2012, pp. 91-147 (co-authored with Jed DeVaro).

Reprinted in Michael Waldman (ed.), *Learning in Labour Markets*, Edward Elgar Publishers, 2017.

“Upgrades, Switching Costs, and the Leverage Theory of Tying,” *Economic Journal*, 122, June 2012, pp. 675-706 (co-authored with Dennis W. Carlton).

“Brantley Versus NBC Universal: Where’s the Beef?,” *Competition Policy International*, 8, Autumn 2012, pp. 1-12 (co-authored with Dennis W. Carlton).

“Theory and Evidence in Internal Labor Markets,” in R. Gibbons and J. Roberts (eds.), *The Handbook of Organizational Economics*, Princeton University Press, 2012, pp. 520-574.

“Optimal Copyright Length and Ex Post Investment: A Mickey Mouse Approach,” *Economic Inquiry*, 51, April 2013, pp. 1101-1122 (co-authored with Nodir Adilov).

“Classic Promotion Tournaments Versus Market-Based Tournaments,” *International Journal of Industrial Organization*, 31, May 2013, pp. 198-210.

“Piracy of Intellectual Property: Past, Present, and Future,” *Review of Economic Research on Copyright Issues*, 10, 2013, pp. 1-26 (co-authored with Ian E. Novos).

“What Limits Indirect Appropriability?,” in R. Watt (ed.), *Handbook on the Economics of Copyright*, Edward Elgar Publishing, 2014, pp. 26-47.

“The Role and Growth of New-Car Leasing: Theory and Evidence,” *Journal of Law and Economics*, 57, August 2014, pp. 665-698 (co-authored with Justin Johnson and Henry Schneider).

“Robert Bork’s Contributions to Antitrust Perspectives on Tying Behavior,” *Journal of Law and Economics*, 57, August 2014, pp. S121-S144 (co-authored with Dennis W. Carlton).

“An Exploration of the Promotion Signaling Distortion,” *Journal of Law, Economics, and Organization*, 32, March 2016, pp. 119-149 (coauthored with Ori Zax).

“The Dual Avenues of Labor Market Signaling,” *Labour Economics*, 41, August 2016, pp. 120-134.

“Mergers in Durable-Goods Industries: A Re-Examination of Market Power and Welfare Effects,” *Research in Economics*, 70, December 2016, pp. 677-692 (co-authored with Ari Gerstle).

“Digital Rights Management and Hardware Market Power,” *Review of Economic Research on Copyright Issues*, 13, 2016, pp. 27-67 (co-authored with Jin-Hyuk Kim).

Winner of the RERCI Best Paper Award for the Best Paper published in the *Review of Economic Research on Copyright Issues* during 2015-2016.

“Limited Rationality and the Strategic Environment: Further Theory and Experimental Evidence,” *Games and Economic Behavior*, 106, November 2017, pp. 188-208 (co-authored with Kristen Cooper and Henry Schneider).

“Bonuses and Promotion Tournaments: Theory and Evidence,” *Economic Journal*, 129, August 2019, pp. 2342-2389 (co-authored with Emre Ekinci and Antti Kauhanen).

“Performance, Career Dynamics, and Span of Control,” *Journal of Labor Economics*, 37, October 2019, pp. 1183-1213 (co-authored with Valerie Smeets and Frederic Warzynski).

“Promotion Signaling and Human Capital Investments,” *American Economic Journal: Microeconomics*, 12, February 2020, pp. 125-155 (co-authored with Ori Zax).

“Lateral Moves, Promotions, and Task-Specific Human Capital: Theory and Evidence,” *Journal of Law, Economics, and Organization*, 36, March 2020, pp. 1-46 (co-authored with Xin Jin).

“Limited Rationality and the Strategic Environment: Further Evidence from a Pricing Game,” *Journal of Behavioral and Experimental Economics*, 90, February 2021, Article 101632 (co-authored with Kristen Cooper and Henry Schneider).

“A Tying Perspective on Apple, the iPhone, and the App Store,” *CPI Antitrust Chronicle*, September 2021, Article 2.

“The Total Compensation Gap, Wage Gap, and Benefit Gap Between Workers with and without Disabilities,” *British Journal of Industrial Relations*, 60, March 2022, pp. 3-31 (co-authored with Kevin F. Hallock and Xin Jin).

“Self-Reported Signaling,” *American Economic Journal: Microeconomics*, 15, August 2023, pp. 78-117 (co-authored with Thomas Jungbauer).

“Promotions, Adverse Selection, and Efficiency,” *Journal of Labor Economics*, 43, January 2025, pp. 121-159 (co-authored with Zhenda Yin).

“Economic Analyses of Post-Production Services” (translated from Japanese), *The Economic Review*, 76, April 2025, pp. 1-24 (co-authored with Hodaka Morita, Jota Ishikawa, Hiroshi Muku, and Tomohira Ara).

“Actions and Signals,” *Journal of Economic Theory*, 230, October 2025, Article 106100 (co-authored with Thomas Jungbauer).

“The Organization of Innovation: Property Rights and the Outsourcing Decision,” *American Economic Journal: Microeconomics*, Forthcoming (co-authored with Thomas Jungbauer, Sean Nicholson, June Pan, and Lucy Wang).

“Intra-Firm Employer Learning, Talent Hoarding, and Managerial Practices,” *Rand Journal of Economics*, Forthcoming (co-authored with Qiwei He).

Books

Pricing Tactics, Strategies, and Outcomes, Volumes I and II, edited volumes, Edward Elgar Press, 2007 (co-edited with Justin P. Johnson).

Learning in Labour Markets, edited volume, Edward Elgar Press, 2017.

Other Publications

Book Review of *Passions within Reason: The Strategic Role of the Emotions*, by Robert H. Frank, *Journal of Political Economy*, 98, April 1990, pp. 438-440.

“Quasi-Specific Human Capital: Theory and Implications,” in Kenneth L. Sokoloff (ed.), *Studies in Labor Economics and Institutions*, UCLA Institute of Industrial Relations, Monograph and Research Series, 1992, pp. 127-151.

Book Review of *The Firm as a Nexus of Treaties*, edited by Masahiko Aoki, Bo Gustafsson, and Oliver Williamson, *Industrial and Labor Relations Review*, 46, October 1992, pp. 206-207.

Commentary on “Work Norms and Professional Labor Markets,” by Renee Landers, James Rebitzer, and Lowell Taylor, in Francine Blau and Ronald Ehrenberg (eds.), *Gender and Family Issues in the Workplace*, Russell Sage Foundation, 1997, pp. 203-205.

“Why Tie an Essential Good?,” in Robert Hahn (ed.), *Antitrust Policy and Vertical Restraints*, AEI-Brookings Joint Center, Books and Monographs 06-04, 2006, pp. 38-64 (co-authored with Dennis W. Carlton).

“Antitrust Perspectives for Durable-Goods Markets,” in Jay Pil Choi (ed.), *Recent Developments in Antitrust: Theory and Evidence*, MIT Press, 2007, pp. 1-37.

“Introduction,” in Michael Waldman and Justin P. Johnson (eds.), *Pricing Tactics, Strategies, and Outcomes*, Volume I, Edward Elgar Press, 2007, pp. xi-xxv (co-authored with Justin P. Johnson).

“Durable Goods Markets and Aftermarkets,” in Larry Blume and Steven Durlauf (eds.), *The New Palgrave Dictionary of Economics*, 2nd edition, Volume 2, Palgrave Macmillan, 2008, pp. 563-566.

“Tying,” in Wayne Dale Collins (ed.), *Issues in Competition Law and Policy*, Volume III, American Bar Association, 2008, pp. 1859-1880 (co-authored with Dennis W. Carlton).

“Autism Prevalence and Precipitation: The Potential for Cross-Level Bias – Reply,” *Archives of Pediatrics & Adolescent Medicine*, 163, May 2009, pp. 492-493 (co-authored with Sean Nicholson).

“Introduction,” in Michael Waldman (ed.), *Learning in Labour Markets*, Edward Elgar Press, 2017.

Recent Working Papers

“Durable Goods, Adverse Selection, and Innovation,” mimeo, December 2025 (co-authored with Chenyang Li).

“Education Signaling and Employer Learning Heterogeneity,” mimeo, revised December 2025 (co-authored with Yuhan Chen and Thomas Jungbauer).

“Asymmetric Learning and the CEO Labor Market,” mimeo, revised August 2025 (co-authored with Jan Zabojnik).

“Overcoming Discrimination: Harassment and Discrimination Dynamics,” NBER Working Paper 33065, October 2024 (co-authored with Yi Chen and Adam Dearing).

“Deferred Training,” mimeo, revised August 2025 (co-authored with Zhenda Yin).

“A Behavioral Approach to Durability Choice, New-Product Introductions, and Planned Obsolescence,” mimeo, revised April 2024 (co-authored with Chenyang Li and Hester Zhang).

“Autism and Screens: The Current State of the Evidence,” mimeo, November 2022 (co-authored with Sean Nicholson).

“Vertical Integration, Secrecy, and High Tech Industries,” mimeo, revised September 2022 (co-authored with Catherine Barrera).

“Autism Diagnosis Rates and Precipitation: Is Screen Viewing an Autism Trigger?,” mimeo, revised December 2025 (co-authored with Sean Nicholson and Robin Wang).

“Positive and Negative Mental Health Consequences of Early Childhood Television Watching,” NBER Working Paper No. 17786, revised February 2017 (co-authored with Sean Nicholson and Nodir Adilov).

Selected Older Unpublished Working Papers

“Leasing Solves the Lemons Problem,” mimeo, September 1997 (co-authored with Rahul Guha).

“Does Television Cause Autism?,” NBER Working Paper No. 12632, Revised December 2006 (co-authored with Sean Nicholson and Nodir Adilov) – this paper was highlighted in the NBER’s *Bulletin on Aging and Health*, Issue No. 18, Winter 2007 and in the *Annual Report of Research at Cornell - 2006* published by the Office of the Vice Provost for Research at Cornell University.

Work in Progress

“Policy Incentivized Innovation Under Incomplete IPRs,” work in progress (co-authored with Zhihua Xiao).

“The Components of Executive Compensation: Theory and Evidence,” work in progress (co-authored with Emre Ekinci and Lakshita Sharma).

“Talent Hoarding Meets Promotion Signaling,” work in progress (co-authored with Qiwei He).

Conference Presentations, Panel Discussions, etc.

Econometric Society Summer Meetings (1984,1986,1993), Econometric Society Winter Meetings (1984,1989,1995,1996,1998,1999,2000,2001,2002,2003,2005), Econometric Society World Congress (1985), Western Economics Association Annual Conference (1986,1988), NBER Summer Institute on Economic Fluctuations (1986), Far Western Economic Theory Conference (Cal Tech, 1990), Stanford Institute for Theoretical Economics Summer Institute (1991), Compensation and Incentives: Theory and Evidence (Labor Conference, University of Montreal, 1992), Marketing Science Institute Conference on Pricing Decision Models (1994), Toronto/Rochester Applied Microeconomics Conference (1995), INFORMS Annual Conference (1996), Competition Policy Conference (University of British Columbia, 1996), Society of Labor Economics Annual Meetings (1997,1998,2002,2005,2012,2013,2015,2016,2022,2024),

Cornell/Rochester Applied Microeconomics Conference (1997), Handbook of Labor Economics Conference (1997), Summer Conference on Industrial Organization (University of Toronto, 1999), Trading Under Asymmetric Information: Thirty Years After Market for Lemons (Tinbergen Institute, 1999), Allied Social Science Associations Annual Meetings (2001, 2004, 2009, 2014, 2015, 2019), JEP Conference on Transition Economies (CERGE-EI, 2001), JEP Conference on Current Issues (Macalester College, 2001), Panel Discussion on Microsoft Monopoly (Cornell Computer Policy and Law, 2001), Conference on Macroeconomic Coordination Failure (Middlebury College, 2001), Conference on Governance of Higher Education (Cornell, 2002), Panel Discussion on Microsoft Case (Cornell Law School, 2002), Conference on Social and Economic Mobility (Cornell, 2003), NBER Summer Personnel Economics Conference (2004, 2011, 2013, 2017, 2022), NBER Fall Organizations Conference (2004, 2013, 2017, 2018, 2020), CESifo Antitrust Conference (Venice, 2004), Industrial Organization Theory Conference (Austin, 2005), NBER Fall Health Economics Conference (2006), NBER Handbook of Organizational Economics Conference (2006), International Industrial Organization Conference (2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2019, 2020), UBC Summer IO Conference (2006), Joint FTC/DOJ Panel Discussion on Tying (2006), Society for Economic Research on Copyright Issues Annual Conference (2007, 2012, 2013), Conference on Empirical Legal Studies (Cornell Law School, 2008), FTC Microeconomics Conference (2008), The Throwaway Society: Origins, Causes, and Consequences (Conference held at Sheffield Hallam University, 2008), Tournaments, Contests and Relative Performance Evaluation (Conference held at North Carolina State University, 2008, 2014), Cornell in the Capital (alumni event in Washington, DC, 2009), Chilean Conference on Industrial Organization and Antitrust (2009), Cornell Board of Trustees (2011), IIOC Session at ASSA Meetings (2012), NBER Spring Organizations Conference (2012, 2024), Drip Pricing Conference (FTC, 2012), Presidential Economics Debate Viewing Party (Johnson School, 2012), Institutional and Organizational Economics Conference (University of Tokyo, 2013), Joint FTC/DOJ Conference on Conditional Pricing Practices (2014), 7th Annual Trans-Pacific Labor Seminar (Sydney, 2014), 2014 Zhejiang University Conference on Industrial Economics (2014), Colloquium on Personnel Economics Conference (2014, 2020), Conference on Information Frictions in the Labor Market (Montreal, 2015), Workshop on Why Screen Free Helps ASD (A Step Up Academy, Jenkinstown, PA, 2015), Economics of Organization Workshop (Queens University, 2016), Faculty “Last Lecture” for Graduating MBA Class (Johnson School, 2016), Community Presentation: ASD and Screen Reduction (York, PA, 2016), Conference on the Role of the Firm in the Labor Market (Berlin, 2017), Conference on Stop Virtual Autism (Bucharest, 2017), Conference on Human Capital, Corporate Governance, and Industry Evolution (Seoul National University, 2017), Michael Waldman Workshop on Internal Labor Markets (Tokyo, 2018), International Symposium on Contemporary Labor Economics (Shenzhen, 2019), Shanghai Empirical Micro Workshop (Shanghai, 2019), Society for Institutional and Organizational Economics Conference (2020, 2022, 2024), Organizational Economics Conference (Conference held at Cornell, 2024)

Academic Seminars

Academia Sinica (Institute of Economics), AEI-Brookings Joint Center, Boston University (Department of Economics), Columbia University (Department of Economics), Cornell University (Applied Economics and Management, Department of Economics, Industrial and Labor Relations, Johnson Graduate School of Management), Carleton University (Department of Economics), Chinese University of Hong Kong (Department of Economics), Drexel University (Department of Economics), Duke/University of North Carolina (Departments of Economics and Business Schools), Federal Trade Commission (Bureau of Economics), Georgia Tech (Department of Economics), Goethe University Frankfurt (Department of Economics), Hitotsubashi University (Department of Economics), Hong Kong University of Science and Technology (Department of Economics), Johns Hopkins University (Department of Economics), Michigan State University (Department of Economics), MIT (Department of Economics, Sloan School of Management), National University of Singapore (Department of Economics), Northwestern University (Department of Economics, Kellogg School of Management), New York University (Stern School of Business), National Taiwan University (Department of Economics), Ohio State University (Department of Economics), Peking University (HSBC Business School), Queens University (Department of Economics), Rensselaer Polytechnic Institute (Department of Economics), Rutgers University (Department of Economics), Stockholm School of Economics (Department of Economics), Texas A&M University (Department of Economics), U.S. Department of Justice (Antitrust Division), Universidad Carlos III de Madrid (Business School), University of Aarhus (Department of Economics), University of Antwerp (Department of Economics), University of British Columbia (Sauder School of Business), University of California, Berkeley (Haas School of Business), University of California, Davis (Department of Economics), University of California, Los Angeles (Department of Economics), University of California, San Diego (Department of Economics), University of Chicago (Booth School of Business), University of Colorado (Department of Economics), University of Delaware (Department of Economics), University of Florida (Department of Economics), University of Frankfurt (Department of Economics), University of Hong Kong (School of Business), University of Lausanne (Department of Economics), University of Maryland (Department of Economics), University of Melbourne (Department of Economics), University of Michigan (Department of Economics, Ross School of Business), University of New South Wales (Department of Economics), University of Notre Dame (Department of Economics), University of Pennsylvania (Department of Economics, Wharton School), University of Rochester (Department of Economics, Simon School of Business), University of South Carolina (Department of Economics), University of South Florida (Department of Economics), University of Southern California (Department of Economics, Marshall School of Business), University of Sydney (Department of Economics), University of Toronto (Department of Economics), University of Virginia (Department of Economics), University of Washington (Department of Economics), University of Washington, St. Louis (Olin Business School)

University Service

Doctoral and Undergraduate Thesis Advising

UCLA Doctoral Dissertations (partial list): Harold Mulherin (member, completed 1984), Kevin Green (member, completed 1986), Bruce Kobayashi (member, completed 1986), Manuelita Ureta (member, completed 1987), Mark Kuga (Chair, completed 1988), Jay Stewart (member, completed 1989), Matt Wright (member, completed 1989), John Simpson (member, completed 1990), Elizabeth Granitz (member, completed 1990), Siu-Ki Leung (member, completed 1991)

Cornell Doctoral Dissertations: Rafi Mohammed (member, completed 1994), Rahul Guha (member, completed 1996), Jan Zabojnik (Chair, completed 1997), Felipe Balmaceda (member, completed 1998), Theodore Borek (Chair, completed 1999), Hodaka Morita (Chair, completed 2000), Suman Ghosh (Chair, completed 2002), Ari Gerstle (Chair, completed 2003), Nodir Adilov (member, completed 2005), Kameshwari Shankar (Chair, completed 2006), Young-Ro Yoon (member, completed 2006), Bryan Michael Ricchetti (Chair, completed 2007), Jin-Hyuk Kim (Chair, completed 2008), Jonathan Peterson (Chair, completed 2010), Joe Podwol (Chair, completed 2010), Emre Ekinci (Chair, completed 2012), Jin Xu (member, completed 2013), Ying Wang (Chair, completed 2013), Kristen Cooper (member, completed 2013), Xin Jin (Chair, completed 2014), June Pan (Chair, completed 2016), Zhenda Yin (Chair, completed 2018), Yang Zhang (member, completed 2018), Lucy Wang (Chair, completed 2020), Hester Zhang (Co-Chair, completed 2022), Chenyang Li (Co-Chair, completed 2023), Qiwei He (Chair, completed 2024), Yujie Feng (Chair, completed 2024), Si Zuo (Chair, completed 2025), Lakshita Sharma (Chair, in progress), Maha Rehman (member, in progress), Luis Moyano Garcia (Co-Chair, in progress), Pei Chen Luo (member, in progress)

Outside Reader or Outside Member of Dissertation Committee: Edward Kutsoati (outside reader, Queen's University, completed 1999), Kris Boschmans (outside reader, University of Antwerp, completed 2008), Xiao Xin Chen (outside member dissertation committee, Hong Kong University of Science and Technology – Guangzhou, in progress)

Cornell Undergraduate and Masters Theses: Robin Wang (Co-Chair, completed 2018), Ziqi Ding (member, completed 2025)

Committee Assignments

UCLA - Department of Economics (partial list): Graduate Committee (1983-1984, 1985-1986), Graduate Admissions, Fellowships, and Teaching Assistantships Committee (1983-1984, Chair 1987-1988), Junior Staffing (1988-1989, 1990-1991), Graduate Program Review (1990-1991)

Cornell - Johnson Graduate School of Management (partial list): Curriculum

Committee (1992-1995, Chair 1996-1997), MBA Curriculum Review Committee (Chair 1993-1994, Chair 1996-1997, Chair 2003-2005, 2011-2013), Faculty Policy Committee (1994-1997, 1999-2001 (Chair Winter/Spring 2000), Chair 2003-2005, 2007-2009 (Chair Summer/Fall 2007), 2011-2013 (Co-Chair 2012-2013), 2015-2016), Faculty Recruiting-Economics/Strategy (Chair 1996-1997, Chair 1999-2001, Chair 2004-2006, 2013-2014, 2015-2016), Faculty Recruiting-Chair in Sustainable Global Enterprise (2001-2002), Dean's Chair Advisory Committee (2001-2003), Faculty By-Laws Update Committee (Chair 2008-2009), Johnson School Budget Task Force (2009), Peer Evaluation of Teaching Committee (2009-2010, Chair 2011-2012, 2012-2016), NYC Tech Curriculum Committee (2012), Faculty Governance Review Group (Fall 2012), Research Committee (Spring 2013), PhD Committee (2016-2017, 2018-2022)

Cornell - Other (partial list): Co-Organizer Applied Microeconomics Workshop, Department of Economics and Johnson Graduate School of Management (1991-1996, 1999-2007), University Appeals Committee (1995-2000, 2018-2022), Faculty Recruiting Department of Economics (1999-2002, 2003-2005, 2007-2010), Faculty Recruiting Labor Economics in ILR (2000-2001, 2009-2010), Economics Coordinating Committee (2002-2005, 2006-2007), Economics Field Ad Hoc Committee (2007), Faculty Advisory Committee on Tenure Appointments – FACTA (2007-2008, 2014-2016), Director, Institute for the Advancement of Economics at Cornell (2008-2012), Social Science Task Force (2009), University Strategic Planning Advisory Council (2009-2010), Economics Reorganization Committee (Chair 2010-2011), Graduate Field of Economics Executive Committee (2010-2014 (Chair 2012-2013)), Economics Department Strategic Planning Committee (2011-2012), Graduate Admissions Department of Economics (2015-2026), Committee to Choose Candidates for Director of Graduate Studies for the Econ Field (2019), Dyson Graduate AEM Graduate Qualifying Exam Committee (2019-2020, 2022-26), Dyson Graduate Curriculum Review Committee (2022-23), SBE/AEP Structure Review Committee (Co-Chair 2025-2026)

Other Professional Activities

Member: American Economic Association, Econometric Society, Industrial Organization Society, Royal Economic Society, Society for Economic Research on Copyright Issues, Society of Labor Economists

Member of the following Graduate Fields at Cornell: Economics (since 1991), Management (since 1991), Applied Economics and Management (since 2018)

Referee or Reviewer: *American Economic Journal: Microeconomics, American Economic Review, American Economic Review: Insights, American Journal of Agricultural Economics, American Journal of Health Economics, Archives of Pediatrics and Adolescent Medicine, Australian Economic Papers, B.E. Journals in Economic Analysis and Policy, B.E. Journals in Theoretical Economics, British Journal of Industrial Relations, Bulletin of Economic Research, Canada Research*

Chairs Program, Canadian Journal of Economics, Eastern Economic Journal, Econometrica, Economic Inquiry, Economic Journal, Economic Modelling, Economic Theory, Economica, Economics Letters, Economics and Philosophy, European Economic Review, European Journal of Political Economy, Games and Economic Behavior, Industrial and Labor Relations Review, Industrial Relations, Information Economics and Policy, International Economic Review, International Journal of the Business of Economics, International Journal of the Economics of Business, International Journal of Health Geographics, International Journal of Industrial Organization, International Review of Law and Economics, IZA Journal of Labor Economics, JAMA Pediatrics, Japanese Economic Review, Journal of Bioeconomics, Journal of Business, Journal of Economic Behavior and Organization, Journal of Economic Dynamics and Control, Journal of Economic Education, Journal of Economic Surveys, Journal of Economics, Journal of Economics and Business, Journal of Economics and Management Strategy, Journal of the European Economic Association, Journal of Evolutionary Economics, Journal of Human Resources, Journal of Industrial Economics, Journal of Labor Economics, Journal of Law and Economics, Journal of Law, Economics, and Organization, Journal of Macroeconomics, Journal of Money, Credit, and Banking, Journal of Political Economy, Journal of Population Economics, Journal of Public Economics, Labour Economics, Management Science, Managerial and Decision Economics, Marketing Science, National Science Foundation, Oxford Economic Papers, PLOS ONE, Quantitative Marketing and Economics, Quarterly Journal of Business and Economics, Quarterly Journal of Economics, Rand Journal of Economics, Rationality and Society, Regional Science and Urban Economics, Research Grants Council of Hong Kong, Review of Industrial Organization, Review of Economic Studies, Review of Economics and Statistics, Review of Financial Studies, Scandinavian Journal of Economics, Social Sciences and Humanities Research Council of Canada, Southern Economic Journal, Studies in Higher Education, Technovation, The Manchester School, University of Michigan Press