

# FIDAN ANA KURTULUS

Professor of Economics  
University of Massachusetts Amherst

## CONTACT INFORMATION

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University of Massachusetts  
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## PERSONAL INFORMATION

D.O.B: June 3, 1979; United States Citizen; Female

## CURRENT POSITIONS

Department of Economics, University of Massachusetts, Amherst, MA  
Professor of Economics, September 2018 – present  
(Associate Professor, June 2013 – Sept. 2018; Assistant Professor, Sept. 2007 - June 2013)

EEO Data Center, University of Massachusetts, Amherst, MA  
Faculty Director, September 2017 – present

Institute for the Study of Labor (IZA), Bonn, Germany  
Research Fellow, March 2012 – present

LERA Employment Policy Research Network  
Research Coordinator, Equal Employment Opportunity Topical Area, January 2011 - present

## EDUCATION

Cornell University, Ithaca, NY  
Ph.D. in Economics, January 2008  
Dissertation Title: “The Organization of Workers within Firms”

The University of Chicago, Chicago, IL  
A.B. in Economics, Phi Beta Kappa, Student Marshal, Departmental Honors, June 2000  
Honors Thesis: “Substitution Effects and the Growth in Fertility in the United States: 1936-1957”

Suncoast Magnet High School, Riviera Beach, FL  
Diploma, June 1996

## RESEARCH AND TEACHING FIELDS

Labor Economics, Law and Economics, Public Policy, Economics of Organizations, Personnel Economics, Applied Econometrics, Applied Microeconomics

## BOOK

*How Did Employee Ownership Firms Weather the Last Two Recessions? Employee Ownership, Employment Stability, and Firm Survival: 1999-2011.* (with Douglas Kruse), February 2017, W.E. Upjohn Institute for Employment Research.

## ARTICLES

“The Impact of Eliminating Affirmative Action on Minority and Female Employment and Occupational Representation: A Natural Experiment Approach Using State-level Affirmative Action Ban Laws”, *Working Paper*.

“An Empirical Analysis of the Relationship between Employee Ownership and Employment Stability in the U.S.” (with Doug Kruse), *British Journal of Industrial Relations (Lead Article)*, Vol. 56, No. 2 (2018), pp. 245-291.

“The Impact of Affirmative Action on the Employment of Women and Minorities Over Three Decades: 1973-2003”, *Journal of Policy Analysis and Management*, Vol. 35, No. 1 (2016), pp. 34-66.

“An Empirical Analysis of Risk, Incentives and the Delegation of Worker Authority” (with Jed L. DeVaro), *Industrial and Labor Relations Review*, Vol. 63, No. 4 (July 2010), pp. 641-661.

“What Types of Diversity Benefit Workers? Empirical Evidence on the Effects of Co-Worker Dissimilarity on the Performance of Employees”, *Industrial Relations*, Vol. 50, No. 4 (October 2011), pp. 678-712.

“Worker Attitudes Towards Employee Ownership, Profit Sharing and Variable Pay” (with Douglas Kruse and Joseph Blasi), *Advances in the Economic Analysis of Participatory and Labor Managed Firms*, Vol. 12, 2011, pp. 143-168.

“Affirmative Action and the Occupational Advancement of Minorities and Women During 1973-2003”, *Industrial Relations*, Vol. 51, No. 2 (April 2012), pp.213-246.

“Do Women Top Managers Help Women Advance? A Panel Study Using EEO-1 Records” (with Don Tomaskovic-Devey), *Annals of the American Academy of Political and Social Science*, Vol. 639, No. 1 (January 2012), pp. 173-197.

“Risk Preferences, Compensation Risk, and Worker Outcomes” (with Douglas Kruse and Joseph Blasi), *2011 Annual LERA Research Volume: Employee Ownership and Shared Capitalism: New Directions and Debates for the 21<sup>st</sup> Century*, Cornell University ILR Press, 2011, pp. 147-176.

“What Types of Organizations Benefit from Team Production, and How Do They Benefit?” (with Jed L. DeVaro), *Advances in the Economic Analysis of Participatory and Labor Managed Firms*, Vol. 9, 2006, pp. 3-56 (lead article).

## **BOOK REVIEWS**

Review of "The Color of Law: The Forgotten History of How Our Government Segregated America" by Richard Rothstein, NY: W.W. Norton, 2017. *Labor History*, January 2019.

## **AWARDS AND HONORS**

Rutgers Senior Fellow, 2016-2017

Women and Public Policy Fellow, Harvard Kennedy School of Government, 2015-2016

Joseph Cabral Distinguished Scholar and Fellow, 2014-2016

Wertheim Fellow, Harvard Law School, 2013-2015

Early Career Research Award, Upjohn Institute for Employment Research, 2012

Chancellor's Junior Faculty Fellow, University of Massachusetts Amherst, 2010-2012

Research summarized in the Spring and Fall Newsletters of the American Economic Association Committee on the Status of Women in the Economics Profession, 2008

National Science Foundation Graduate Fellowship Competition Honorable Mention

Dean's List, all semesters, University of Chicago

Phi Beta Kappa, University of Chicago

Student Marshal of the University of Chicago (highest academic honor conferred upon students of the Undergraduate College)

## **GRANTS**

W.K. Kellogg Foundation Grant: Building the UMass EEO Research and Data Center (co-PI, with Don Tomaskovic-Devey and M.V. Lee Badgett), 2017-2020, \$656,588

Upjohn Institute for Employment Research, Book Project Grant (co-PI, with Doug Kruse), 2012-2017, \$40,000

Rutgers Senior Fellowship Grant, 2016-2017

National Science Foundation Grant (BCC-SBE/EHR): Building Equal Employment Opportunity Research and Data Capacity (co-PI, with Don Tomaskovic-Devey and M.V. Lee Badgett), 2013-2016

Joseph Cabral Fellowship Grant, 2014-2016

Upjohn Institute for Employment Research Early Career Research Award Grant, 2012-2013

Joseph Cabral Fellowship Grant, 2014-2016

Healey Endowment Faculty Research Grant, 2012-2013

SADRI Social Science Research Scholar Grant, 2012-2013

Rutgers University Research Grant, 2012-2013

Michael W. Huber Fellowship Grant, 2010-2012

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2011

University of Massachusetts Amherst College of Social and Behavioral Sciences Proposal Preparation Grant, 2011

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2010

J. Robert Beyster Fellowship Grant, 2009-2010

University of Massachusetts Amherst Department of Economics Sheridan-Barber Grant, 2009 (part-time RA support)

University of Massachusetts Amherst Chancellor's Computing Grant, 2009

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2009

Political Economy Research Institute Research Grant, 2009 - 2012

University of Massachusetts College of Social and Behavioral Sciences Research Grant, 2009

Center for Public Policy Administration Visitor Grant, 2009

Mellon Foundation Mutual Mentoring Individual Micro Grant, 2008 – 2009

Mellon Foundation Mutual Mentoring Departmental Grant, 2008 – 2009

University of Massachusetts Amherst College of Social and Behavioral Sciences Travel Grant, 2008

National Science Foundation Grant No. 0531171: Societal Implications of Nanotechnology Component of Center for Hierarchical Manufacturing Program (in collaboration with Douglas Anderton, Emily Erikson, Jennifer Geertsma, James Watkins, and Mark Tuominen), 2007 – 2011

Political Economy Research Institute Research Grant, 2007

University of Massachusetts Amherst Department of Economics Research Grant, 2007

Cornell University Fellowship, 2002 – 2007 (tuition and stipend)

Cornell University Conference Grant, 2006

## **PREVIOUS PROFESSIONAL EXPERIENCE**

Harvard Kennedy School of Government, Cambridge, MA  
Women and Public Policy Fellow, September 2015 – January 2016

Harvard Law School, Cambridge, MA  
Wertheim Fellow, February 2013 – June 2015

Department of Economics, Boston University, Boston, MA  
Visiting Scholar, September 2014 - December 2014

Department of Economics, University of Massachusetts, Amherst, MA  
Assistant Professor, September 2007 – June 2013

School of Management and Labor Relations, Rutgers University, New Brunswick, NJ  
J. Robert Beyster Fellow, September 2009 – May 2010

Department of Economics, Cornell University, Ithaca, NY  
Graduate Teaching Assistant to Professors Francine D. Blau, Robert M. Hutchens, Jed L. DeVaro, Jennifer Wissink, August 2003 – May 2007

International Food Policy Research Institute, Washington, DC  
Research Intern, Development Strategy and Governance Unit, July 2005 – August 2005

Department of Economics, Cornell University, Ithaca, NY  
Research Assistant to Professor Francine D. Blau, August 2002 – July 2005

Department of Economics, Cornell University, Ithaca, NY  
Research Assistant to Professors Michael Waldman and Jed DeVaro, May 2004– September 2004

U.S. Department of Labor, Bureau of Labor Statistics, Washington, DC  
Research Economist, Branch of Information and Analysis, Division of Consumer Expenditure Surveys, February 2002 – July 2002

Federal Reserve Bank of Chicago, Chicago, IL  
Research Intern, Economic Research Division, June 1999 – August 1999

Department of Economics, The University of Chicago, Chicago, IL  
Research Assistant to Professor James J. Heckman, December 1998 – June 1999

## **SEMINAR AND CONFERENCE PRESENTATIONS**

Beyster Fellows Winter Conference, Rutgers University, New Brunswick, NJ, January 2017

NSF Third Annual EEODataNet Conference, Washington, DC, June 2016

Harvard University Kennedy School of Government Seminar, Cambridge, MA, October 2015

University of Connecticut Seminar, West Hartford, CT, October 2015

University of California San Diego Rady School of Management Employee Ownership Symposium, LaJolla, CA, June 2015

NSF Second Annual EEODataNet Conference, Washington, DC, May 2015

University of Massachusetts, College of Social and Behavioral Sciences Celebration, Amherst, MA, November 2015

Annual Meetings of the Society of Labor Economists, Washington, DC, May 2014

NSF First Annual EEODataNet Conference, Washington, DC, May 2014

Annual Meetings of the American Economic Association, Philadelphia, PA, January 2014

University of Connecticut Applied Microeconomics Seminar, Storrs, CT, December 2013

Annual Meetings of the Academy of Management, Orlando, FL, August 2013

University of Massachusetts Center for Public Policy Administration Faculty Colloquium, Amherst, Ma, May 2013

Beyster Fellows Winter Conference, Rutgers University, New Brunswick, NJ, January 2013

Annual Meetings of the American Economic Association, San Diego, CA, January 2013

Lafayette College Economics Seminar, Easton, PA, November 2012

Biennial Research Conference of the International Association for the Economics of Participation, Rutgers University, New Brunswick, NJ, July 2012

Annual Meetings of the Allied Social Sciences Associations, Chicago, IL, January 2012

Beyster Fellows Winter Conference, LaJolla, CA, December 2011

Triennial Research Conference of the International Confederation of Associations for Pluralism in Economics, Amherst, MA, November 2011

Tulane University Economics Seminar, New Orleans, LA, September 2011

London School of Economics, CEP/NIESR Seminar, London, England, May 2011

Annual Meetings of the Midwest Economics Association, St. Louis, MO, March 2011

Beyster Fellows Winter Conference, Rutgers University, New Brunswick, NJ, February 2011

Annual Meetings of the Allied Social Sciences Associations, Denver, CO, January 2011

University of Massachusetts CPPA Discrimination Lunch, Amherst, MA, October 2010

World Congress of the International Association for the Economics of Participation, University of Paris II, Paris, France, July 2010

Symposium on “Re-Capitalizing the Economy: Envisioning the Role of Broad Employee Ownership”, LaJolla, CA, June 2010

Rutgers University Microeconomics Seminar, New Brunswick, NJ, March 2010

Beyster Fellows Winter Conference, Rutgers University, New Brunswick, NJ, February 2010

Colgate University Economics Seminar, Hamilton, NY, February 2010

Annual Meetings of the American Economic Association, Atlanta, GA, January 2010

American Time Use Survey Conference, College Park, MD, June 2009 (participant)

Annual Meetings of the Society of Labor Economists, Cambridge, MA, May 2009

Rutgers University SMLR Seminar, New Brunswick, NJ, February 2009

Annual Meetings of the Eastern Economic Association, New York, NY, February 2009

University of Massachusetts Economic Theory Seminar, Amherst, MA, September 2008

NBER Summer Institute, Labor Studies and Personnel Economics Meetings, Cambridge, MA, July 2008 (participant)

Annual Meetings of the Western Economic Association, Honolulu, HI, July 2008

Annual Meetings of the Society of Labor Economists, New York, NY, May 2008

Nanobank Research Conference, Cambridge, MA, May 2008

NBER Emerging Industries, Nanotechnology and NanoIndicators Conference, Cambridge, MA, May 2008 (participant)

Annual Meetings of the Eastern Economic Association, Boston, MA, March 2008

Cornell University Labor Economics Seminar, Ithaca, NY, October 2006

Annual Meetings of the Society of Labor Economists, Cambridge, MA, May 2006

International Food Policy Research Institute / Cornell Conference on Threshold Effects and Non-Linearities in Growth and Development, Washington, DC, May 2005 (participant)

## **MEDIA COVERAGE**

*Bloomberg*  
*The New York Times*  
*The Republican (Springfield, MA)*  
*VoxEU - Research-Based Policy Analysis and Commentary (Europe)*

## **PROFESSIONAL AFFILIATIONS**

American Economic Association  
The Econometric Society  
Society of Labor Economists  
Labor and Employment Relations Association

International Association for the Economics of Participation  
Eastern Economic Association  
Midwest Economic Association  
Western Economic Association  
Committee on the Status of Women in the Economics Profession  
Center for Public Policy and Administration, University of Massachusetts Amherst  
Institute for Social Science Research, University of Massachusetts Amherst

## **PROFESSIONAL SERVICE**

Grant Reviewer, *National Science Foundation*, Economics Program

Grant Reviewer, *National Science Foundation*, Science of Science and Innovation Program

Research Coordinator, LERA Employment Policy Research Network, Equal Employment Opportunity Topical Area

Conference Organizer, NSF Equal Employment Opportunity Data and Research Conference, EEOC Headquarters, Washington DC, May 2015

Panel Member, Report for the Computershare/NIESR/London School of Economics Research Project on Employee Ownership, July 2014

Session Chair and Discussant, Employee Ownership Symposium, LaJolla, CA, June 2015

Session Organizer for LERA Labor Markets Interest Section, Sessions on "Democratic Workplace Practices and Employee Ownership" and "Gender, Race, and the Labor Market", Annual Meetings of the Allied Social Sciences Associations, Philadelphia, PA, January 2014

Session Chair and Discussant, Annual Meetings of the Allied Social Sciences Associations, Philadelphia, PA, January 2014

Program Committee, Biennial Research Conference of the International Association for the Economics of Participation, Rutgers University, New Brunswick, NJ, July 2012

Session Discussant, Annual Meetings of the Allied Social Sciences Associations, Chicago, IL, January 2012

Session Discussant, Annual Meetings of the Allied Social Sciences Associations, Denver, CO, January 2011

Session Chair and Discussant, Annual Meetings of the Western Economic Association, Honolulu, HI, July 2008

Session Chair and Discussant, Annual Meetings of the Eastern Economic Association, Boston, MA, March 2008

Referee, *Quarterly Journal of Economics*  
*Journal of Political Economy*  
*European Economic Review*  
*Journal of Labor Economics* (2)  
*Industrial Relations* (2)



*British Journal of Industrial Relations* (2)  
*Journal of Population Economics*  
*Labour Economics* (2)  
*Journal of Policy Analysis and Management*  
*Journal of Human Resources*  
*Journal of Labor Research*  
*Journal of Law, Economics and Organization* (2)  
*Journal of Economic Behavior and Organization*  
*LABOUR*  
*Journal of Economics and Management Strategy* (2)  
*Oxford Bulletin of Economics and Statistics*  
*IZA Journal of Labor Economics*  
*IZA World of Labor*  
*Empirical Economics*  
*Management Research Review*  
*Applied Economics*  
*Advances in the Economic Analysis of Participatory and Labor Managed Firms* (2)  
*International Journal of Manpower* (2)  
*American Journal of Agricultural Economics*  
*Research in Labor Economics*  
Oxford University Press

## **TEACHING EXPERIENCE**

Economics 781: Ph.D. Labor Economics (Fall 2010, Fall 2012, Spring 2017) at UMass

Economics 341: Labor Economics (Fall 2007, Spring 2008, Fall 2008, Spring 2009, Fall 2010, Spring 2011, Fall 2011, Spring 2012) at UMass

Economics 397N: Compensation, Incentives and Productivity (Spring 2008, Fall 2008, Spring 2009, Spring 2012, Spring 2014, Spring 2015, Fall 2016, Spring 2017) at UMass

Economics 348: Women in the Economy (Fall 2018)

Economics 397EC: Economics of Cooperative Enterprises (Fall 2013, Spring 2014, Spring 2015) at UMass

Guest Lecturer for Econ 144Honors: Political Economy of Race (Spring 2012) at UMass

Guest Lecturer for Econ 397EC: Economics of Cooperative Enterprises (Spring 2012) at UMass

Guest Lecturer for ILR 669: Managing Compensation (Spring 2007) at Cornell

## **UNIVERSITY SERVICE**

UMass College of Social and Behavioral Sciences Research Council, 2016-2017

Economics Executive Committee, 2016-2017

Economics Merit and Awards Committee, 2015

Economics Department Hiring Committee, 2013-2014

Applied Microeconomics Seminar Series Organizer, 2011-2013

Economics and Afro-American Studies Departments Joint Hiring Committee, 2012-2013

Economics Department Working Paper Series Coordinator, 2012-2013

Economics Department Executive Committee, Spring 2011, 2011-2012  
Sheridan-Barber Committee, Spring 2012  
Economics Department Coordinator for the UMass Amherst Community Campaign, 2010-2012  
Economics Department Undergraduate Committee, 2008-2009  
Economics Department Computing Committee, 2008-2009

#### **OTHER SKILLS AND ACTIVITIES**

Native speaker of English and Turkish, speaking ability of Azeri, rudimentary knowledge of Russian and German

CeMent Mentoring Workshop participant (organized by the American Economic Association Committee on the Status of Women in the Economics Profession), January 2012

Traveled to 33 countries: Uganda, Malawi, Kenya, Egypt, Azerbaijan, Georgia, Turkmenistan, Saudi Arabia, Singapore, Thailand, Indonesia, Australia, Turkey, Barbados, US, Sweden, Denmark, Germany, Switzerland, England, Belgium, Austria, Greece, Holland, France, Ireland, Canada, Mexico, Bahamas, Turks and Caicos, Italy, Maldives, Spain, Bermuda

Piano, zither, saxophone, tennis, backgammon, skiing, certified open water scuba diver, rock climbing, and viniculture

*August 31, 2018*