

The 2021 Knee Center for the Study of Occupational Regulation Emerging Scholars Conference

Virtually Hosted By: Saint Francis University

June 7th - June 10th, 2021



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WELCOME

Dear Colleague:

Welcome to the annual Knee Center Occupational Regulation Conference! The Center's mission is to inform citizens, policy makers, and other researchers of the extent, scope, and effects of occupational regulation. Our new annual conference has two primary goals: (1) to provide a forum for discussion and feedback on occupational regulation research and (2) to bring scholars and policy analysts together to consider the implications for public policy.

We hope you take advantage of opportunities to network with one another and to share and improve your research. If you are not already a part of our mailing list, please contact a member of our team. We are always working to organize panels at academic conferences and continue academic dialogue and discussion in the area of occupational regulation.

- Best Wishes,

Edward Timmons

The Knee Center for the Study of Occupational Regulation Staff and Conference Hosts

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We would like to acknowledge the sponsorship of:



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AGENDA

Date	Presenters Name	Title of Paper / Event	Time	Zoom Link
Monday, June 7	Edward Timmons and Darwynn Deyo	Conference Welcome and Meet Your Mentors	6:00 PM EST	https://francis-edu.zoom.us/j/3033401172
Tuesday, June 8	Edward Timmons and Darwynn Deyo	Welcome	12:50PM EST	https://francis-edu.zoom.us/j/3033401172
Tuesday, June 8	Tingting Zhang and Mengjie Lyu	Occupational licensing in China: The effects on wages and benefits	1:00 PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Tuesday, June 8	Bobby Chung and Jian Zou	Teacher licensing, teacher supply, and student outcomes: Evidence from the recent nationwide reform	2:00 PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Tuesday, June 8	Edward Timmons and Darwynn Deyo	Mentee and Mentor Project Pitches	3:00PM EST	https://francis-edu.zoom.us/j/3033401172

AGENDA

Date	Presenters Name	Title of Paper / Event	Time	Zoom Link
Wednesday June 9	Edward Timmons and Darwynn Deyo	Welcome	12:50 PM EST	https://francis-edu.zoom.us/j/3033401172
Wednesday June 9	Tanner Corley	License to Exclude	1:00PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Wednesday June 9	Jason Hicks	The Historical Origins and Evolution of Criminal Records-Occupational Licensing Requirements	2:00 PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Wednesday June 9	Protik Nandy	The Impact of Licensing Requirements on the wages of Barbers in the state of Tennessee: An evaluation using the difference-in - difference approach	3:00 PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Wednesday June 9	Edward Timmons and Darwynn Deyo	Mentee and Mentor Peer Mentoring	4:00PM EST	https://francis-edu.zoom.us/j/3033401172

Date	Presenters Name	Title of Paper / Event	Time	Zoom Link
Thursday, June 10	Edward Timmons and Darwyyn Deyo	Welcome	12:50 PM EST	https://francis-edu.zoom.us/j/3033401172
Thursday, June 10	Ilya Kukaev	Regulating overly-regulated occupations: the case of public notaries in Russia	1:00PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Thursday, June 10	Yair Osheroff	Examining Occupational Licensing in an institutional context	2:00 PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Thursday, June 10	Andrew Smith and Sara Markowitz	Nurse Practitioner Oversight Ratios and Labor Market Outcomes	3:00 PM EST (45 min session)	https://francis-edu.zoom.us/j/3033401172
Thursday, June 10	Edward Timmons and Darwyyn Deyo	Closing Remarks	4:00PM EST	https://francis-edu.zoom.us/j/3033401172

Day 1, Tuesday, June 8

Tingting Zhang and Mengjie Lyu:
Occupational licensing in China: The effects on wages and benefits

- Abstract:
A previous study suggests that licensing is associated with an average of 15 percent higher wages in China (Chi, Kleiner, and Qian 2017). In the present study, we documented the changing landscape of occupational regulation in China over the past two decades. Using national representative data collected in 2014 and 2016, we find a pay premium of 0.116 log points for those with an occupational license or certification compared to those without one a decade later. In addition, licensed workers benefit more from their licensing status in access to employment benefits, such as health, maternal, injury, unemployment insurance, housing subsidy, and pension.

Bobby Chung and Jian Zou:
Teacher licensing, teacher supply, and student outcomes: Evidence from the recent nationwide reform

- Abstract:
A performance-based examination that requires semester-long preparation of prospective PreK-12 teachers has gained popularity across the nation in recent years. By 2018, nine states had mandated the assessment for initial teacher licensure to improve the pedagogy of new teachers. This research offers the first causal evidence about the effects of this nationwide initiative on teacher supply and student outcomes of new teachers, leveraging the quasi-experimental setting of different adoption timing by states. Analyzing the graduation data in the Integrated Postsecondary Education Data System from 2011 to 2019, we find that the new license requirement reduced the number of graduates majoring in education by 17.4%. We also find that the black representation of new teacher graduates decreased significantly in higher-selective universities, with a magnitude between -1 to -1.8 percentage points. For student outcomes, contrary to the policy intention, the license requirement had negative impacts on the students of new teachers. We analyze the restricted-use data of the National Assessment of Educational Progress from 2009 to 2017 that contains the test scores of a nationally representative sample of students. We find that students of new teachers in the reform states scored significantly lower in Reading and Mathematics than those in the non-reform states. The negative impact was stronger for students at higher ability percentiles.

Presenters

Day 1, Tuesday, June 8



Tingting Zhang

Tingting Zhang is an Assistant Professor of Organizational Studies and Analytics at the Girard School of Business, Merrimack College. She will be joining The School of Labor and Employment Relations at the University of Illinois at Urbana-Champaign in August 2021. She earned a Doctorate in Industrial Relations and Human Resources and a Masters in Economics from the University of Toronto in Canada. She also holds a Bachelor in Economics from the University of British Columbia in Canada and a Bachelor in Computer Science from Shandong University in China. Her research focuses on various training and development mechanisms both within and outside organizations, such as occupational regulation and the emergence of non-degree credentials, shape individuals' career outcomes, especially marginalized groups such as women and immigrants. Tingting's research has appeared in such journals as International Migration Review, British Journal of Industrial Relations, International Journal of Training and Development, and Canadian Public Policy.



Mengjie Lyu

Mengjie Lyu is an Assistant Professor in the School of Labor and Employment Relations at the University of Illinois at Urbana-Champaign. She received her Ph.D. in Labor Economics, from the Renmin University of China, in 2015, a Masters in Labor Relations, from the Renmin University of China, in 2012 and a Bachelor's degree in Labor and Social Security, from the Southwest University of China, in 2010. Her research interests include stratification and inequality in labor market, employee voice, labor union and union effects and early human capital development



Bobby Chung

Bobby is a labor economist. He received his Ph.D. in Economics at Clemson University. He is now a postdoctoral research associate at the School of Labor and Employment Relations at the University of Illinois (Urbana-Champaign). He is also a network member of the Human Capital and Economic Opportunity Global Working Group. Bobby's recent work includes social network, teacher licensing, and real estate licensing.



Jian Zou

Jian Zou is a Ph.D. candidate in the Economics department at the University of Illinois Urbana Champaign. His research interests currently focus on Economics of Education, Labor Economics, and Applied Microeconometrics.

Day 2, Wednesday June 9

Tanner Corley:
License to Exclude

- Abstract: “License to Exclude: Minority Barbers in Arkansas,” explores the cartelization of the barber industry in Arkansas during the progressive era. Predominantly white union barbers, with the goal of increasing wages and decreasing competition, implemented voluntary regulations that would be self-enforced by the union. African Americans and other minority barbers who often had more success than white barbers prior to unionization tended to ignore these regulations, destabilizing the cartel. Lacking an enforcement mechanism with actual teeth, white union barbers turned to the state in an attempt to eliminate what they saw as “unfair competition.” Finding success in the Arkansas legislature, rent-seeking union barbers captured control of the regulatory apparatus and the cartel they desired. By implementing a licensing law and creating the Board of Barber Examiners, established barbers were able to give themselves a stark advantage over future entries into the profession. Furthermore, the board consisted of union barbers who were able to establish further regulations and deliver examinations over the years. Though the barber licensing law and its regulations were racially neutral, its effect on minority barbers was detrimental. African Americans failed to pass barber licensing exams at an equivalent rate as their white counterparts, and the number of black barbers in Arkansas decreased significantly over the decade that the regulations were implemented. Given that the licensing law was implemented during the 1930s, African Americans and other minorities lacked equal opportunities and often had lower literacy rates, educational opportunities, and access to capital. These disparate opportunities excluded an unknowable amount of minority barbers who could have been successful prior to licensure. Taking into account the progressive era tactics and fervor of the Journeyman Barber Union, this paper attempts to explain how the emerging cartel was able to maintain its privileges over time and why the new regulations, though beneficial to cartel members, were detrimental to minorities.

Jason Hicks:
The Historical Origins and Evolution of Criminal Records-Occupational Licensing Requirements

- Abstract:
We collected data on the origins and evolution of state laws affecting the ability of people with criminal records to be issued an occupation license. The data range from year of initial licensure, which occurred as early as the mid-19th century, to 2020 for thirty occupations ranging across different industries, but currently requiring licensure in all states. Additionally, we collected data on universal criminal records-occupational licensing (CROL) requirements, which are requirements that apply to all occupations requiring licensure in a state. These requirements were typically enacted in states from the mid-1970s through the late-2010s. The CROL requirements we collected include (1) good moral character clauses, which allow licensing authorities to reject applicants who are deemed to not be of good moral character, (2) criminal records restrictions, which prevent an individual from being issued an occupational license due to a previous conviction, (3) the requirement of a relationship between an offense and the tasks and duties of an occupation, (4) consideration of rehabilitation, (5) ability to appeal licensure rejection, and (6) limitations on scope of inquiry, which limit the ability of licensing authorities to consider certain criminal records. We will describe how the distribution of CROL requirements varies across states, occupations, and industries. Additionally, we will describe how the stringency of the requirements have changed through time. We intend to use the data to examine the effects of different CROL requirements on labor market outcomes of minority populations who have disproportionate felony conviction and incarceration rates.

Day 2, Wednesday June 9

Protik Nandy:

The Impact of Licensing Requirements on the wages of Barbers in the state of Tennessee: An evaluation using the difference-in-difference approach

- Abstract:

This novel study uses the difference-in-difference approach to exploit variation across groups that receive treatment at different times to study the extent and influence of occupational licensing on Barbers in the state of Tennessee. The inconsistency of requirements for Barbers to obtain an occupational license effective June 2015, requiring a twelfth-grade education or equivalent for a Tennessee license being valid, basically creates an occupational barrier, by restricting entry and reducing competition and thereby leading to rising wages and closing of some of the shops. Contrary to what often being assumed the results suggests that this kind of disparity creates variations in earnings or earning potentials. Using the state level data pre and post 2015 and the treatment effect we look at the effect of such practices on Barbering through law governing the practices and rules as proposed by the Tennessee Cosmetology board on wages. The findings implicate that the rules are being drafted to protect the existing license holder rather than promotion of public health or public safety. The paper also looks at one of the case studies and suggests some of the policy implication and reforms that could essentially reduce wage reduction and promote greater competition leading to better consumer production and higher quality.

Presenters

Day 2, Wednesday June 9



Tanner Corley

Tanner Corley recently graduated with a BS at the University of Central Arkansas where he majored in history and political science with a minor in economics. Since high school, Tanner has been interested in economic and political history. Since May 2019, he has worked as an undergraduate history fellow for the Arkansas Center for Research in Economics. His research on the history of barber licensing in Arkansas produced a paper co-authored with Dr. Marcus Witcher that was published in the 2021 Winter edition of Cato Journal. After the summer, Tanner will be entering a Masters program in American History at the University of Alabama with the goal of ultimately getting his Ph.D. When Tanner isn't busy meeting deadlines, he enjoys reading books, traveling, and working as a lifeguard, an interest which has earned him the position of Head Guard at the UCA Aquatic Center since May 2019.



Jason Hicks

Jason Hicks has a Master of Public Policy degree from the Humphrey School. Jason's research interests lie at the intersection of public policy, labor economics, and racial and socio-economic inequality. Jason has extensive experience in statistics and econometrics and has served as a teaching assistant for a variety of statistics and economics courses, including Multivariate Techniques, Accelerated Regression Analysis, and Economics of Policy Analysis and Planning. He will serve as the primary instructor for PA 5033 – Multivariate Techniques during the spring 2016 semester. His capstone paper, "Diagnosing Healthcare in America: Impacts of Immigrants and Occupational Licensing," won the Lloyd B. Short Award for best capstone paper at the Humphrey School in 2014. This paper was also published in the Humphrey Public Affairs Review. Additionally, Jason has a Master of Science degree in Wildlife Resources and Conservation Genetics from the University of Idaho. His wildlife genetics research has been published in the Journal of Mammalogy, Conservation Biology, and The Southwestern Naturalist.



Morris M Kleiner

Morris M. Kleiner is professor and AFL-CIO Chair in Labor Policy at the Humphrey School of Public Affairs. He also teaches at the University's Center for Human Resources and Labor Studies. He has received many teaching awards including University and school-wide ones for classes in public affairs, business, and economics. He has served as an expert on labor issues to government, labor, nonprofits, and business. He has published extensively in the top academic journals in labor economics and industrial relations, and is the author, co-author, or co-editor of eight books. Kleiner is a research associate with the National Bureau of Economic Research in Cambridge, Massachusetts. He is currently serving as a visiting scholar at the Federal Reserve Bank of Minneapolis.



Peter Q. Blair

Peter Blair is a faculty research Fellow of the National Bureau of Economic Research and an assistant professor of education at the Harvard Graduate School of Education. He serves as principal investigator of the Blair Economics Lab (BE-Lab), an economic research group based at Clemson University. His group's research in applied micro-economic theory focuses on: supply-side issues in higher education, the effects of occupational licensing on labor market discrimination, and the link between residential segregation and educational outcomes.

Blair received his Ph.D. in applied economics from the Wharton School, his M.A. in theoretical physics from Harvard University, and his B.Sc. in physics and mathematics from Duke University. He is from the beautiful islands of the Bahamas.



Protik Nandy

Protik Nandy is currently a Ph.D. candidate in Economics at Middle Tennessee State University, focusing on Public Choice. His research interests are Occupational Licensing, Macro-labor economics, and International Macroeconomics. He will be joining AIER this summer as an E.C. Harwood Visiting Research Fellow.

Day 3, Thursday June 10

Ilya Kukaev:
Regulating overly-regulated occupations: the case of public notaries in Russia

- Abstract:
Some licensed occupations may face additional restrictions on the number of practitioners. Not only Russia licenses public notaries, but federal subjects impose caps on both the number of licensed practitioners and the fees they charge. Using data sets from 2017 and 2021 of all public notaries in Russia and comparing variation in the changes of the caps, this paper explores effects of the cap legislation changes on the numbers of those who passed a qualifying exam and active notaries in fixed effects models. Preliminary results show a positive one to one ratio of an increase in the cap size for active notaries and mixed effects on the number of people who passed the qualifying exam. In particular, in a subset of regions where the caps are not met, a one unit increase in cap size results in a one unit increase for number of active notaries and a one unit decrease for the number of people who passed the exam. Furthermore, in a subset of regions where the caps are met, a one unit increase in cap size results in a one unit increase in number of active notaries whereas the number of people who passed the exam increases by 3 units. Given almost non-existent migration patterns for public notaries across the regions, the paper argues that the cap sizes are low and can be increased further with a possibility of future partial elimination.

Yair Osheroff:
Examining Occupational Licensing in an Institutional Context

- Abstract:
Occupational Licensing (OL) is one of the most prominent and impactful labor market regulations across developed economies. Nevertheless, the variance of OL between states, and its broad institutional settings is yet underexplored. This study addresses these gaps by analyzing OL with three relevant features in the labor market: labor organization, government size, and vocational education. The study first introduces the great variance in the share of licensed workforce between 31 developed democratic states, that ranges from 14% to 33%. Then, by studying macro-level data of the states, the study finds several relations of OL with the other features. It shows that the broader is the scope of OL, the lower is the scope of labor organization and the smaller is the government size; while the broader is the scope of OL the more developed is the vocational education, and vice versa. Drawing on the literature of regulatory governance and institutional political economy, the paper suggests that these correlations are results of complementarity and substitutionary between OL and the other institutions in the labor market. With regard to the negative correlation of OL and labor organization, it suggests that OL materializes organization of occupations, that substitutes the more traditional labor organization materialized by unions. With regard to the negative correlation of OL and government size, it suggests that OL exercises control over occupations that substitutes the other more direct and traditional forms of governmental control, as employment and budgeting that determine its size. With regard to the positive correlation of OL and vocational education, it suggests that practitioners that go through vocational education are more likely to promote and achieve licensing for their profession, while in addition licensing promotes participation in vocational education in the licensed occupations.

Day 3, Thursday June 10

Andrew Smith and Sara Markowitz:
Nurse Practitioner Oversight Ratios and Labor Market Outcomes

- Abstract:

Nurse Practitioners (NPs) play an important role in the United States’ healthcare system; however, their ability to practice is often constrained by restrictive scope of practice (SOP) regulations. Many states’ SOP regulations include a physician oversight ratio, which limits the number of full-time equivalent NPs with whom a physician may legally enter into a supervisory, delegative, or collaborative relationship. Previous research has shown that more restrictive SOP laws do not improve health outcomes. Studies looking at the effect of SOP stringency on labor market outcomes have reached mixed results; some studies have found more permissive regulatory environments to be associated with increased NP labor supply, while others have found no or little difference. However, to date, no study has specifically considered the impact of physician oversight ratios. In this study, we evaluate the impact of physician oversight ratios on NP labor market outcomes. In recent decades, several states have lowered and eliminated their oversight ratios in addition to transitioning to full practice authority. We exploit this state-by-state variation over time using difference-in-difference, event study, and synthetic control methodologies. We further examine how these regulatory changes affect rural and health professional shortage areas in particular. Our findings will inform policy debates about healthcare professional licensing.

Presenters

Day 3, Thursday June 10



Ilya Kukaev

Ilya Kukaev is a Ph.D. student in Economics at Lehigh University and a Research Fellow at Knee Center for Study of Occupational Regulation. His research interests include effects of occupational regulation and migration.



Yair Osheroff

Yair Osheroff is a PhD candidate in the Department of Political Science at the Hebrew University of Jerusalem. His field of interests includes political economy, regulatory governance, public policy and sociology and politics of professions. Yair also serves as a consultant for labor market policies and regulation in the Kohelet Policy Forum.



Andrew Smith

Andrew Smith is from Atlanta, Georgia, and holds a Bachelor's degree in International Relations from Brown University and Doctor of Jurisprudence (JD) from Vanderbilt University Law School. His professional experience includes research assistant at Vanderbilt Law, which culminated in the publication of his research in the San Diego Journal of Climate and Energy (2014). His economics research interest is in the area of applied microeconomics.



Sara Markowitz

Sara Markowitz is Professor of Economics and Director of Graduate Studies in the Economics Department at Emory University. She holds a joint appointment in the Department of Health Policy and Management in the Rollins School of Public Health, and is a Research Associate at the National Bureau of Economics Research. Sara's research interests are on the economics of healthy and unhealthy behaviors, with an emphasis on the role of public policies in determining health outcomes. She served as an editor of the Southern Economic Journal and is currently on the editorial boards of the Journal of Health Economics and Review of Economics of the Household. Her research has been supported by the National Institutes of Health, the Agency for Healthcare Research and Quality, and the Robert Wood Johnson Foundation.

New CSOR Affiliated Scholars



Tingting Zhang

Tingting Zhang is an Assistant Professor of Organizational Studies and Analytics at the Girard School of Business, Merrimack College. She will be joining The School of Labor and Employment Relations at the University of Illinois at Urbana-Champaign in August 2021. She earned a Doctorate in Industrial Relations and Human Resources and a Masters in Economics from the University of Toronto in Canada. She also holds a Bachelor in Economics from the University of British Columbia in Canada and a Bachelor in Computer Science from Shandong University in China. Her research focuses on various training and development mechanisms both within and outside organizations, such as occupational regulation and the emergence of non-degree credentials, shape individuals' career outcomes, especially marginalized groups such as women and immigrants. Tingting's research has appeared in such journals as International Migration Review, British Journal of Industrial Relations, International Journal of Training and Development, and Canadian Public Policy.



Bobby Chung

Bobby is a labor economist. He received his Ph.D. in Economics at Clemson University. He is now a postdoctoral research associate at the School of Labor and Employment Relations at the University of Illinois (Urbana-Champaign). He is also a network member of the Human Capital and Economic Opportunity Global Working Group. Bobby's recent work includes social network, teacher licensing, and real estate licensing.

CSOR Visiting Scholar 2021-2022



Darwynn Deyo

Darwynn Deyo is an Assistant Professor of Economics at San José State University who publishes on law and economics, health economics, and economic history of thought. She is also a Research Affiliate with the Knee Center for the Study of Occupational Regulation, in which capacity she works on interdisciplinary research with other scholars and graduate students. She also teaches law and economics and labor economics to both undergraduate and graduate students, with a focus on bringing research into the classroom. She earned a Doctorate in Economics and a Masters in Economics from George Mason University. She is also an alumnus of Saint Mary's College of California, where she earned a dual Bachelor of Science in Economics and a Bachelor of Arts in International Area Studies. Prior to joining San José State University in 2017, she worked as a Research Fellow with the Harvey L. Neiman Health Policy Institute and was an affiliate scholar with the Center for Micro-Economic Policy Research at George Mason University. Before beginning her doctorate, she also worked as an investigative journalist in Pennsylvania.

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