

# CURRICULUM VITAE

**Name:** DANIEL PARENT

- Address (office): Institute of Applied Economics, HEC Montréal, 3000 Chemin de la Côte Sainte-Catherine, Montréal, Québec H3T 2A7 Tél: 514-340-7002, Email: parent.daniel@hec.ca

**Citizenship:** Canadian

## FIELDS

Labour economics

## EDUCATION

- Ph.D. Economics, Université de Montréal, May 1995.
- M.A. Economics, Université Laval, June 1984.

## AFFILIATIONS

- Research Fellow, Institute for Compensation Studies, Industrial and Labor Relations School, Cornell University
- Researcher at the Centre interuniversitaire sur le risque, les politiques économiques et l'emploi (CIRPÉE).
- External Research Fellow, Center for Research and Analysis of Migration (CReAM), University College London.
- Research Fellow at the Center for Inter-University Research on the Analysis of Organizations (CIRANO).

## WORK EXPERIENCE

- Starting June 1, 2010, Associate Professor, Institute of Applied Economics, HEC Montreal.
- Visiting Faculty, Center for Labor Economics, University of California, Berkeley, August 2004-June 2005.
- Starting June 1, 2003, Associate Professor and William Dawson Scholar, Department of Economics, McGill University.
- January 1999 to May 2003: Assistant Professor, McGill University.
- May 1995-December 1998, Professeur adjoint, département d'économique, Université de Sherbrooke.
- August 1987 to June 1990: Senior analyst, transportation and tariffs, Trans Québec and Maritimes Pipeline Inc., Montréal.

- February 1987 to July 1987: Export Markets Analyst, Natural Gas Branch, Department of Energy, Mines and Resources, Ottawa.
- August 1984 to February 1987: Policy Analyst, Energy Strategy Branch, Department of Energy, Mines and Resources, Ottawa.

## RESEARCH

### Papers

- “Performance Pay and the White-Black Wage Gap (joint with John Heywood), June 2010. Forthcoming in the *Journal of Labor Economics*.
- “The Effect of Pay-for-Performance Contracts on Wages”, *Empirical Economics* (36), May 2009: pp. 269-295.
- “Performance Pay and Wage Inequality” (joint with Thomas Lemieux and Bentley MacLeod), *Quarterly Journal of Economics*, Vol. 124, No. 1, February 2009: pp. 1-49.
- “Education and Smoking: Were Vietnam War Draft Avoiders Also More Likely to Avoid Smoking?” (joint with Franque Grimard). *Journal of Health Economics*, Vol. 26. No. 5, September 2007: pp. 896-926.
- “Tax Incentives and Fertility in Canada: Quantum vs. Tempo Effects”. *Canadian Journal of Economics*. Vol. 40, No. 2, May 2007: pp. 371-400.
- “Work While in High School in Canada: Its Labour Market and Educational Attainment Effects” *Canadian Journal of Economics*, Vol.39, No. 4, November 2006: pp. 1125-1150.
- “Comparative Advantage, Learning, and Sectoral Wage Determination” (joint with Robert Gibbons, Lawrence Katz, and Thomas Lemieux), *Journal of Labor Economics*, Vol. 23, No. 4, October 2005: pp. 681-724.
- “Incentives? The Effect of Profit Sharing Plans Offered by Previous Employers on Current Wages.” *Economics Letters* 83 (2004): 37-42.
- "Employer-Supported Training in Canada and its Impact on Mobility and Wages", *Empirical Economics* 28 (2003): 431-459.
- “Matching, Human Capital, and the Covariance Structure of Earnings”, *Labour Economics* 9(2002): pp. 375-404.
- “Travail pendant les études, performance scolaire et abandon” (joint with Claude Montmarquette, CIRANO and Université de Montréal, Marcel Dagenais, CIRANO, and Nathalie Viennot-Briot, CIRANO). *Économie Publique*, no. 5-2001, special issue Efficacité des systèmes éducatifs et de formation, vol. 1.
- "Industry-Specific Capital and the Wage Profile: Evidence from the NLSY and the PSID". *Journal of Labor Economics*, vol. 18, No. 2, April 2000: pp. 306-323.
- “What is Happening in the Youth Labour Market in Canada?” (Joint with Paul Beaudry and Thomas Lemieux). *Canadian Public Policy/Analyse de politiques* vol. 26, May 2000,p.S1-S25.

- "Methods of Pay and Earnings: A Longitudinal Analysis". *Industrial and Labor Relations Review*, Vol. 53, No. 1, October 1999: pp. 71-86.
- "Job Characteristics and the Form of Compensation" (joint with Bentley MacLeod), *Research in Labor Economics*, Vol. 18, JAI Press, 1999: pp. 177-242.
- "Job Characteristics, Wages, and the Employment Relationship" (joint with Bentley MacLeod) *Federal Reserve Bank of St.Louis Review*, Vol. 821, No. 3, May/June 1999: pp.13-28.
- "Wages and Mobility: the Impact of Employer-Provided Training". *Journal of Labor Economics*, vol. 17, No. 2, 1999: pp. 298-317.
- "Survol des contributions théoriques et empiriques liées à la théorie du capital humain" *L'Actualité économique*, vol. 72, no. 3, 1996.

### Book Chapters and Misc.

- "From Unemployment to Employment Insurance: Towards Transitional Labour Markets in Canada?" (joint with Axel van den Berg, Claus-H. von Restorff, and Anthony C. Masi), in Ruud J.A. Muffels, Editor, *Flexibility and Employment Security in Europe: Labour Markets in Transition*, Edward Elgar Publishing Ltd., 2008.
- "Natalité et politiques gouvernementales", in "Le Québec, un paradis fiscal pour les familles? Regards sur la famille et la fiscalité", Luc Godbout et Suzie St-Cerny, eds. Les Presses de l'Université Laval, Québec, 2008.
- "What Determines Labor Market Participation by Youth in Burkina Faso", in Marito Garcia and Jean Fares (World Bank), editors, *Youth in Africa's Labor Market*, Directions in Development, Human Development, The World Bank, Washington D.C., 2008.
- "Youth Labor Markets In Burkina Faso: Recent Trends", Social Protection Discussion Paper 0607, World Bank, Washington D.C., July 2006.
- "Exode des cerveaux: phénomène imaginaire?" in "L'insertion professionnelle des diplômés des cycles supérieurs-Réflexions", W. Mamboudou and S. Laaroussi, eds. Presses de l'Université du Québec, 2005: pp. 73-92.
- "Incentive Pay in the United States: Its Determinants and Its Effects" (2002). in Michelle Brown (University of Melbourne) and John S. Heywood (University of Wisconsin), editors, *Paying for Performance: An International Comparison*, M.E. Sharpe, publisher, New York: pp. 17-51.
- "TIMMS in Ontario: Comment". In *Towards Evidence-Based Policy for Canadian Education/Vers des politiques d'éducation fondées sur la recherche*, Patrice de Broucker and Arthur Sweetman, Editors. John Deutsch Institute for the Study of Economic Policy, Queens University (2002): pp. 321-332.
- "Return to a High School Diploma and the Decision to Drop out: New Evidence from Canada", Special Issue on Education, *Canadian Themes/ Thèmes Canadiens*, Association for Canadian Studies, March /April 2001, pp:14-17.
- "Formation, salaires et mobilité de la main d'oeuvre." in *Le progrès technologique: évolution ou révolution?*, D. Racette, Ed., Presses de l'École des Hautes Études Commerciales, 1997: pp. 55-76.

## Reprints

- "Industry-Specific Capital and Wage Profile: Evidence from the NLSY and the PSID", Reprinted in John T. Addison, Editor, *Recent Developments in Labor Economics*, Volume II, Edward Elgar Publishing Ltd., 2007.
- "Wages and Mobility: the Impact of Employer-Provided Training", Reprinted in Francis Green, Editor, *Recent Developments in the Economics of Training*, Volume II, Edward Elgar Publishing Ltd., 2007.
- "Employer-Supported Training in Canada and its Impact on Mobility and Wages" Reprinted in Badi H. Baltagi, Editor, *Panel Data: Theory and Applications*, Heidelberg: Physica-Verlag, 2004.

## Ongoing Projects/Working Papers

- "Performance Pay, Wage Flexibility, and Hours Worked" (joint with Thomas Lemieux and Bentley MacLeod), mimeo, March 2009.
- "Resisting the Melting Pot: A Case Study of the Long Term Impact of Maintaining Identity on Franco-Americans in New England" (joint with Mary MacKinnon). Revised October 2010. Under revision for resubmission to *Explorations in Economic History*
- Learning and the Form of Compensation (with Bok Hoong Young Hoon). Submitted.
- Residual Wage Inequality and Performance Pay (with Bok Hoong Young Hoon).

## Referee Work

- *American Economic Journal: Applied Economics, American Economic Review, Berkeley Electronic Journals, The British Journal of Industrial Relations, Canadian Journal of Economics, Canadian Journal of Higher Education, Canadian Public Policy/Analyse de politiques, Eastern Economic Journal, Econometrica, Economic Development and Cultural Change, Economic Inquiry, Economic Journal, Economics Letters, European Economic Review, Industrial and Labor Relations Review, Industrial Relations: A Journal of Economy & Society, International Economic Review, International Journal of Manpower, Journal of Applied Econometrics, Journal of Business and Economic Statistics, Journal of the European Economic Association, Journal of Health Economics, Journal of Human Resources, Journal of Institutional and Theoretical Economics, Journal of Labor Economics, Journal of Population Economics, Journal of Political Economy, Journal of Public Economics, L'Actualité économique, Labour Economics, Oxford Bulletin of Economics and Statistics, Quarterly Journal of Economics, Rand Journal of Economics, The Review of Economics and Statistics, The Review of Economic Studies, Scandinavian Journal of Economics, Southern Economic Journal.*

## Misc.

Associate Editor, *Journal of Labor Economics* (2008-)

Editorial advisor for the *Canadian Journal of Economics* (2003-2006)

Member of Statistics Canada's Advisory Committee on Labour and Income Statistics (2004-)

Member of Research Review Committee, Measuring the Effectiveness of Student Aid (MESA), Canada Millennium Scholarship Foundation (2008-Dec. 2009)

Program Co-Director, Canadian Labour Market and Skills Researcher Network (2006-)

Director of Graduate Studies, Department of Economics, McGill University (2005-August 2009)