

## **GEORGE-LEVI GAYLE**

Associate Professor of Economics and Strategy  
Tepper School of Business  
Carnegie Mellon University  
(December 05, 2011)

## **EDUCATION**

- 2004            PhD, Economics, Department of Economics, University of Pittsburgh, Pittsburgh, PA “Essays in Structural Econometrics”
- 1998            M.Sc. in Game Theory and Financial Economics, University of the West Indies, Mona, Jamaica, WI
- 1996            B.Sc. in Economics, University of the West Indies, Mona, Jamaica, WI

## **POSITIONS HELD**

- 2010-           Associate Professor, Tepper School of Business, Carnegie Mellon University
- 2004-2010     Assistant Professor, Tepper School of Business, Carnegie Mellon University
- 2003-2004     Instructor, Economics, Tepper School of Business, Carnegie Mellon University

## **TEACHING AND RESEARCH INTERESTS**

Econometric Theory, Contract Theory, Labor Economics, Personnel Economics, Corporate Governance, and Corporate Strategy.

## **PUBLICATIONS**

“ $\sqrt{N}$  -Consistent Semiparametric Estimator of Dynamic Sample Selection Model”, with C. Viauoux, 2007, Journal of Econometrics, Vol. 141: 179-212

“*Insider Information and Performance Pay*,” with R. A. Miller, 2009, CESifo Economic Studies, Vol. 55(3-4):515-541.

“*Has Moral Hazard Become a More Important Factor in Managerial Compensation?*” with R. A. Miller, 2009, American Economic Review, Vol. 99(5): 1740–1769

*“Estimating a Dynamic Adverse Selection Model: Labor Force Experience and the Changing Gender Earnings Gap”*, with Limor Golan, Forthcoming, Review of Economic Studies.

*“Gender Differences in Executive Compensation and Job Mobility”*, with Limor Golan and R. A. Miller, Forthcoming, Journal of Labor Economics.

## **NON-PUBLISHED PAPERS**

### **Completed Working Papers:**

*“Life-cycle Fertility Behavior and Human Capital Accumulations”*, with Robert A. Miller, TSB WP 2004-E16, August 2006

*“Identifying and Testing Models of Managerial Compensation”*, with R. A. Miller, TSB WP 2009-E7, November 2011 (revised and resubmitted to Review of Economic Studies)

*“Promotion, Turnover and Compensation in the Executive Labor Market”*, with Limor Golan and R. A. Miller, TSB WP 2008-E32, April 2011 (Under review )

*“Estimation of Dynastic Lifecycle Discrete Choice Models”*, with Limor Golan and Mehmet Ali Soytas, December 2010.

*“Estimating the Returns to Parental Time Investment in Children Using a Life Cycle Dynastic Model”*, with Limor Golan and Mehmet Ali Soytas, June 2011.

### **Other Papers:**

*“Understanding the Gender Earnings Gap: Home Production, Intra-household Bargaining and Statistical Discrimination”*, with Limor Golan.

*“Home Hours, Returns to Education and the Education Gender Gap”*, with Limor Golan and Mehmet Ali Soytas

*“Human Capital in Organizations”*, with Limor Golan and Robert A. Miller

*“Are Risk Attitude Elicited from Hypothetical Gambles Structural?”* with Limor Golan

*“The Effect of Moral Hazard and Adverse Selection on the Pricing of Employer Provided Health Insurance”*, with Jian Ni

## **RESEARCH GRANTS AND CONTRACTS**

### **Awarded to Date**

Berkman Faculty Development Grant, **Human Capital Accumulation, Marriage, Life-Cycle Fertility and Labor Market Behavior in an Intra household Bargaining Model**, 2004 (\$6,000)

**Role:** Principal Investigator

## **PROFESSIONAL ACTIVITIES**

### **Invited talks at Conference/Symposium (after critical review)**

“Human Capital Accumulations and Life-Cycle Fertility Behavior”, **Numerically Intensive Policy Analysis**, Queens University, September 2002

“Estimating a Dynamic Adverse Selection Model: Labor Force Experience and the Changing Gender Earnings Gap”, **Stanford Institute for Theoretical Economics, Summer Workshop**, July 2006.

“Identifying and Testing Models of Managerial Compensation” **Stanford Institute for Theoretical Economics, Summer Workshop**, July 2008.

“Identifying and Testing Models of Managerial Compensation” **Econometrics of Industrial Organization Workshop, Toulouse School of Economics**, December 2008.

“Identifying and Testing Models of Managerial Compensation” **2nd Annual CAPCP Conference, Pennsylvania State University**, April 2009.

“Identifying and Testing Models of Managerial Compensation” **CRES Applied Economics conference, Washington University, St. Louis, May 2009.**

“Estimating the Returns to Parental Time Investment in Children Using a Life Cycle Dynastic Model”, **New Directions in Applied Microeconomics: Theory and Evidence, Villa La Pietra, Florence, Italy**, July, 2011.

### **Conference talks after critical review prior to presentation**

“Human Capital Accumulations and Life-Cycle Fertility Behavior”, **North America Meetings of the Econometric Society**, June, 2003

“ $\sqrt{N}$ -Consistent Semiparametric Estimator of A Dynamic Sample Selection Model”, **North America Meetings of the Econometric Society**, June, 2003

“Estimating a Dynamic Adverse Selection Model: Labor Force Experience and the Changing Gender Earnings Gap, **Society of Labor Economists Meetings**, June, 2005

“Has Moral Hazard Become a More Important Factor in Managerial Compensation?”  
**Society of Labor Economists Meetings**, May, 2006

“Has Moral Hazard Become a More Important Factor in Managerial Compensation?”  
**North America Meetings of the Econometric Society**, June, 2006

“Identifying and Testing models of Managerial Compensation”, **North America Meetings of the Econometric Society**, June, 2007

“Gender Differences in Executive Compensation and Job Mobility”, **Society of Labor Economists Meetings**, June, 2010

### **Seminars at other academic institutions**

“Human Capital Accumulations and Life-Cycle Fertility Behavior”, State University of New York Stony Brook, September 2002

“Semi-Structural Estimation of Auctions: *The Case of Asymmetric Auctions*”, State University of Pennsylvania, August 2002

“Human Capital Accumulations and Life-Cycle Fertility Behavior”, University of Pennsylvania, January, 2003

“Human Capital Accumulations and Life-Cycle Fertility Behavior”, University of Illinois at Urbana-Champaign, January, 2003

“ $\sqrt{N}$ -Consistent Semiparametric Estimator of Dynamic Sample Selection Model”, University of Wisconsin at Madison January, 2003

“Estimating a Dynamic Adverse Selection Model: Labor Force Experience and the Changing Gender Earnings Gap”, Purdue University, December, 2005

“Estimating a Dynamic Adverse Selection Model: Labor Force Experience and the Changing Gender Earnings Gap”, Northwestern University, April, 2006

“Estimating a Dynamic Adverse Selection Model: Labor Force Experience and the Changing Gender Earnings Gap”, Boston University, December, 2006

“Identifying and Testing models of Managerial Compensation”, University of Pittsburgh, March 2007

“Identifying and Testing models of Managerial Compensation”, SUNY at Stony Brook, November 2007

“Identifying and Testing models of Managerial Compensation”, Northwestern University, March 2009

“Promotion, Turnover and Compensation in the Executive Labor Market”, University of Minnesota, November 2009

“Promotion, Turnover and Compensation in the Executive Labor Market”, New York University, March 2011.

“Identifying and Testing models of Managerial Compensation”, University of North Carolina –Chaplin Hill, October 2011

### **Membership in Professional Societies, Honorary Fraternities**

Member, American Economic Association (Since 2002)

Member, Econometric Society (Since 2002)

Member, Society of Labor Economists (Since 2003)

### **Courses Taught**

#### **A. Undergraduate Economics**

Experimental Foundations of Equilibrium (Carnegie Mellon University)

Junior Honors Research Seminar (Carnegie Mellon University)

Principles of Economics (University of Pittsburgh)

Introduction to Statistics (UWI-Mona)

#### **B. Undergraduate Business**

Corporate Strategy (Carnegie Mellon University)

#### **C. Masters of Business Administration**

Statistical Applications in Management (Carnegie Mellon University)

Experimental Methods of Business Strategy (Carnegie Mellon University)

#### **D. Doctorial Program in Economics**

Econometrics I: *Introduction to Probability and Statistics* (Carnegie Mellon University)

Econometrics IV: *Structural Estimation and Applications* (Carnegie Mellon University)

Nonparametric and Semi parametric Econometrics (Carnegie Mellon University)

Advanced Economic Analysis II: *Estimation of Strategic Interaction Models* (Carnegie Mellon University)

### **Doctoral Student Supervision**

Tao Chen (Thesis Committee) (Tepper School of Business)  
(Thesis Title: “An Empirical Investigation of Consumer Purchases and Intertemporal Pricing of Retailers’ Extended Service Contracts”) (2008)  
(Currently Assistant Professor, University of Maryland)

Jian Ni (Thesis Committee) (Tepper School of Business)  
(Thesis Title: “A Dynamic Structural Analysis of Health Care Service Market with Information Asymmetry”) (2010)  
(Currently Assistant Professor, John Hopkins University)

Ari Kang (Co-Chair, Thesis Committee) (Tepper School of Business)  
(Thesis Title: “Essays on the Labor Market and the Family”) (2010)  
(Currently Assistant Professor, University of North Dakota)

Natalia Khorunzhina (Thesis Committee) (University of Pittsburgh)  
(Thesis Title: “Essays in Lifecycle Behavior and Habits”) (2011)  
(Currently Assistant Professor, Stockholm School of Economics)

Mehmet Ali Soytas (Co-Chair of Thesis Committee) (University of Pittsburgh)  
(Thesis Title: “Essays on Estimation of Intergenerational Models”) (2011)  
(Currently Assistant Professor, Sabanci University)

### **Awards, Prizes, Honors**

Andrew Mellon Research Fellowship, 2001

Rueben Slesinger Research Paper Award, 2001

Richard Thorn Memorial Award for Excellence in Teaching, 2000

Richard M. Cyert Undergraduate Economics Teaching Award, Tepper School of Business, 2006

BP Junior Chair, Tepper School of Business, 2007-2008

The Roman Weil Prize for the Best Problem Solving Paper by a Non-tenured Faculty,  
Tepper School of Business, 2008

Faculty Giving Junior Chair, Tepper School of Business, 2010-2011

### **Scientific/Professional Journals**

Ad Hoc Referee for *Journal of Business and Economic Statistics*, *Journal of Finance*,  
*Journal of Econometrics*, *Economic Enquiry*, *European Economic Review*, *Journal of*  
*European Economic Association*, *International Economic Review*, *Journal of Economic*  
*Theory*, *Journal of Political Economy*, *Journal of Labor Economics*, *Rand Journal of*  
*Economics*

### **External Relations**

A. Discussion of your work (in the media, other university courses), Op Eds

Conde Nast Portfolio - *Cracks widening in the glass ceiling, Tepper School*  
*research shows*, October 8, 2008

Pittsburgh Post Gazette - *Study: Women executives out-earn male counterparts*,  
December 12, 2008.

Women Voices Blog, discussion of the findings in “*Are There Glass Ceilings for*  
*Female Executives?*”, 2008

Portfolio.com Odd Numbers Blog, discussion of the findings in “*Are There Glass*  
*Ceilings for Female Executives?*”, 2008

BNET Insight, story on the findings in “*Are There Glass Ceilings for Female*  
*Executives?*”, 2008

Philadelphia Business Journal, story on the findings in “*Are There Glass Ceilings*  
*for Female Executives?*”, 2008

Women in Biomedical Careers, New Letter, discussed the findings in “*Are There*  
*Glass Ceilings for Female Executives?*”, Dec 2008

The Network for Enlightened Women wrote an article discussing the findings in  
“*Are There Glass Ceilings for Female Executives?*”, 2008

The Examiner.com, wrote an article discussing the findings in “*Are There Glass*  
*Ceilings for Female Executives?*”, 2008

UNjobs.org, wrote an article discussing the findings in “*Are There Glass Ceilings*  
*for Female Executives?*”, 2008

Politicalbyline.com, wrote an article discussing the finds in “*Are There Glass Ceilings for Female Executives?*”, 2008

Zimbio.com, wrote article discussing “*Are There Glass Ceilings for Female Executives?*”, 2008

LawKT.com, wrote article discussing “*Are There Glass Ceilings for Female Executives?*”, 2008

HRStrategie, wrote article discussing “*Are There Glass Ceilings for Female Executives?*”, 2008

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

Talent Management - *Study: Women tend to retire earlier or switch careers more than men*, January 7, 2009.

Canoe.ca - *Study: Limited number of women in top executive positions*, June 29, 2009.

Modern Healthcare - *Research studies incentive-based executive pay*, August, 3, 2009.

US News and World Report Article on: “*Gender Differences in Executive Compensation and Job Mobility*”, May 14, 2010

Yahoo News Article on: *Gender Differences in Executive Compensation and Job Mobility*”, May 17, 2010

The Daily Femme Blog on: *Gender Differences in Executive Compensation and Job Mobility*”, May 20, 2010

Chicago Tribune Article on: *Gender Differences in Executive Compensation and Job Mobility*”, June 24, 2010