

Yariv David Fadlon
Curriculum Vitae, October 2021

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Department of Accounting, Business,
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Muhlenberg College,
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Citizenship: U.S.

Current Appointment

Muhlenberg College, Department of Accounting, Business, Economics, and Finance.
Assistant Professor of Economics (tenure-track), 2016-today

Past Appointments

Claremont Graduate University, Department of Economics
Clinical Assistant Professor, 2012-2016

Vanderbilt University, Department of Economics
Senior Lecturer, 2010-2012

University of California Riverside, Department of Economics
Lecturer, Spring 2011

Graduate Education

Vanderbilt University

Ph.D. in Economics, August 2010

Dissertation Title: Essays on Statistical Discrimination and on the Payoff to
Publishing in Economics Journals

Undergraduate Education

Ben-Gurion University, Israel

M.A. in Economics, 2004

B.A. in Economics and Computer Science, with honors, 2001

Research and Teaching Fields

Labor Economics, Applied Econometrics, Microeconomics.

Honors and Fellowships

Rising Scholar Award, Muhlenberg College Spring 2020 semester.

Summer Research Grant, Muhlenberg College 2017, 2018 and 2021.

Graduate Fellowship, Vanderbilt University, 2005-2010.

Full Scholarship, Ben-Gurion University, 2001-2003.

Teaching Experience

Undergraduate level:

Labor Economics, Corporate Finance, Economics Statistics, Principles of
Microeconomics, Intermediate Microeconomic Theory, Strategic Analysis (game
theory), Trade, Development and Globalization, Game Theory.

Graduate level:

Labor Economics, Econometrics I (introduction to econometrics) and II (advanced
econometrics), Statistical Analysis, Microeconomics, Corporate Finance.

Publications

"Promotions and Race: An Analysis of Wage Returns and Job Satisfaction." (with Sophie Tripp) *LABOUR* 34, no. 2 (2020): 176-190.

"Statistical Discrimination and the Implication of Employer-Employee Racial Matches" *Journal of Labor Research*, 2015, 36, 232-248

"The Gray Area: High School Dropout Likelihood among Skin Tone Levels of Blacks" (with Sophie Tripp) *Econometric Letters*, October 2015, Volume 2, Issue 2.

Work Papers

"The Effects of an Increase in Minimum Wage on Labor Market Transitions: Evidence from NLSY" *submitted June 2021 to Industrial and Labor Relations Review*

This study tests the effects of a change in the binding real minimum wage on the likelihoods of hiring and separation. The findings suggest that an increase in the real minimum wage is associated with a reduction in the hiring rates that is mediated by a reduction in the likelihood of separation. The final results are a small and noisy decrease in the likelihood of employment and an increase in the likelihood of layoffs. The findings support an incomplete information model where employers pay a stochastic sunk cost at hiring.

"The Role of Supervisor Race and Gender on Promotion Likelihood" (with Sophie Tripp) *submitted June 2021 to Economics Bulletin*

Using a nationally representative sample of workers from the National Longitudinal Survey of Youth 1997, we study the role of supervisor race and gender on employees' promotion likelihoods. We use an endogenous switching model to account for the selection issue of employees and supervisors self-selecting into employment with each other. We find both male and female employees have lower promotion likelihoods when they have a female supervisor compared with a male supervisor. We find black employees have a higher promotion likelihood with a white supervisor compared with a black supervisor. The results add to the growing literature on the role of supervisors on labor market outcomes

"Social Skills and Promotion: A Study of Racial and Gender Gaps"

This study tests for racial and gender gaps in the effects of social skills on promotion likelihoods and wages. The findings suggest that workers with higher social skills are more likely to be promoted. These findings are significant across races and genders. There is no evidence for gender or racial gaps in the marginal effects of social skill on the likelihood of promotion. There is evidence for substantial racial and gender gaps in the wage returns to social skills. The empirical conclusions are consistent with a standard model of statistical discrimination.

Work in Progress

“The Impact of Social Skills in the Labor Market and the Implication of Supervisor-Employee Racial and Gender Matches” (with Sophie Tripp)

In this paper, I test whether the wage return to social skills varies by the race and gender of the supervisor and the worker. I argue that if such variations are confirmed, it can explain some of the racial and gender wage inequalities. That is because there are significantly fewer females and African Americans compared to white males in managerial positions.

Other Research Experience and Employment

Research Assistant for Professor Myrna Wooders, Spring 2009
Research Assistant for Professor Andrea Moro, Fall 2009
Economist at Leumi Bank (Israel): 2003- 2005

Professional Activities

Presentations of Research

Lehigh University October 2021 (scheduled), MBAA April 2020 (conference was canceled), Eastern Economic Association in NYC, March 2019; Society of Labor Economics, May 2018; MBAA, April 2018; Federal Reserve Bank of Philadelphia, January 2016; Muhlenberg College, January 2016; Western Economic Association Conference, June 2015; Oberlin College, May 2015; Claremont Graduate University, April 2014 and 2012; Moravian College, March 2011; Kansas State University, March 2010; Southern Economic Association Meetings, 2009

Referee after 2016

August 2020 for International Journal of Manpower. Title: “Minimum wage effects, compliance and firm size in a developing economy”

Referee before 2016

Review of Economic Studies, Journal of Public Economic Theory, Human Rights Review, Economica

Non- peer-reviewed articles

“Now Hiring” *Muhlenberg Magazine*, Fall 2021.

This article summarizes the reasons for the labor shortage in August 2021.

“The Economy” *Muhlenberg Magazine*, Summer 2020.

This article summarizes the economic agendas of the two major political parties in the United States.

Media Interviews

Interview with Megan Frank from 91.3 FM WLVR (NPR Lehigh Valley). Summary of reasons for the current labor shortage in the United States. October 2021.