

# Yariv David Fadlon

## *Curriculum vitae March 2022*

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Citizenship: USA

### Employment

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

### Education

Vanderbilt University  
Ph.D. in Economics, August 2010

Ben-Gurion University, Israel  
M.A. in Economics, 2004  
B.A. in Economics and Computer Science, with honors, 2001

### Research Fields

Labor Economics, Applied Econometrics, Microeconomics.

### Teaching Experience

Undergraduate level:

Labor Economics, Corporate Finance, Economics Statistics, Principles of Microeconomics, Principles of Macroeconomics, Intermediate Microeconomic Theory, Strategic Analysis (game theory), 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 Role of Supervisor Race and Gender on Promotion Likelihood”

(with Sophie Tripp) *revise-and-resubmitted (January 2022) 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

“The Effects of an Increase in Minimum Wage on Labor Market Transitions: Evidence from NLSY” *submitted January 2021*

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.

“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.

“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.

## Professional Activities

### Supervisory of Ph.D. dissertations and honors projects

Andrew Elsner – Honors project  
Dr. Sophie Tripp – Ph.D. advisor  
Dr. Firas Kotait – Ph.D. advisor  
Dr Caitlin Storm – Ph.D. advisor

### Presentations of Research

*Lehigh University October 2021, 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

*January 2022 for Economic Bulletin. August 2020 for International Journal of Manpower. Prior to 2020: 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.

### Committee services

Search committee member for new faculty in 2017, 2018, 2019, 2020, and 2021.  
A member in the Retirement Planning Committee: 2017-2022.