

Herman Sahni

✉ hsahni@bw.edu 🐦 @HermanHsahni
☎ +1.440.826.3747 📞 +1.440.826.3868
🌐 hermansahni.com
🏠 bw.edu/academics/bios/sahni-herman
🌐 <https://www.linkedin.com/in/hermansahni>
📍 Kamm Hall 144 · Department of Finance
Baldwin Wallace University · Berea, OH 44017, USA.



Employment History

- 2017 – 📌 **Assistant Professor of Economics and Finance,**
School of Business, Baldwin Wallace University.
- 2016 – 2017 📌 **Assistant Professor of Economics,**
Department of Economics, Baldwin Wallace University.
- 2010 – 2016 📌 **Research and Teaching Assistant,**
Northern Illinois University.

Education

- 2010 – 2016 📌 **Ph.D. Economics,** Northern Illinois University.
Dissertation title: Economics of Network, Gender, and CEO Compensation.
Available at <https://search.proquest.com/docview/1795563764>.
Committee: [Virginia Wilcox](#) (chair), Eliakim Katz, [Maria Ponomareva](#).
- 2001 – 2003 📌 **M.A. Labor and Employment Relations,** University of Cincinnati.
- 1999 – 2001 📌 **M.A. Business Economics,** University of Madras, India.
- 1996 – 1999 📌 **Bachelor of Commerce,** University of Madras, India.

Peer-reviewed Publications

Journal Articles

- 1 **Sahni, H.,** Nsiah, C. & Fayissa, B. (2020a). Institutional Quality, Infrastructure and Economic Growth in Africa. *Journal of African Development* (forthcoming). Special issue on Infrastructure & Finance in Africa.
- 2 **Sahni, H.,** Nsiah, C. & Fayissa, B. (2020b). The African Economic Growth Experience and Tourism Receipts: A Threshold Analysis and Quantile Regression Approach. *Tourism Economics* (forthcoming). 🔗 <https://doi.org/10.1177/1354816620908688>
- 3 **Sahni, H. & Nsiah, C.** (2018). The Impact of Firm Financial Efficiency on Executive Compensation of United States Apparel Stores Industry: An Application of Panel Data Envelopment Analysis. *International Business Research*, 11(6), 165–184. 🔗 <https://doi.org/10.5539/ibr.v11n6p165>

Books and Chapters

- 1 **Sahni, H.** & Paul, S. (2019). Economic value of agro waste in developing countries In: *Byproducts from Agricultural and Fisheries: Adding Value for Food, Feed, Pharma and Fuels*. In B. K. Simpson, A. N. Aryee & F. Toldrá (Eds.), (Chap. 25, Vol. 2, pp. 201–213). John Wiley & Sons, NJ. <https://doi.org/10.1002/9781119383956.ch25>

Other Publications

eJournals

- 1 **Sahni, H.** & Paul, S. (2017a). *Boys and Girls Have Different Friends: Gender Differences in CEO Network and Wage Premiums*. SSRN Women & Work eJournal.

Talks and Conference Presentations

Talks

- 1 Campus Climate Study on Sexual Misconduct. (2018). Baldwin Wallace University, Berea, OH.
- 2 Introduction to Finance and Bloomberg for High School Students. (2018). Baldwin Wallace University, Berea, OH. President's Day Preview Program.
- 3 Panel member, Advice for Job Seekers. (2017). Midwest Economics Association conference, Cincinnati, OH.
- 4 Invited Speaker, New Faculty Member in a Liberal Arts Institution. (2017). [University of Kentucky Preparing Future Faculty \(PFF\) Program](#).
- 5 Guest Lecturer, Human Capital versus Signaling Theory. (2013). Northern Illinois University's PhD Labor Market Analysis Course.
- 6 Guest Lecturer, Signaling and Occupational Self Selection. (2012). Northern Illinois University's PhD Labor Market Analysis Course.

Academic Conference Presentations

- 1 **Sahni, H.** & Sinha, E. (2021). Climate Shock and Domestic Violence. In *The 136th annual American Economic Association meeting*, Online.
- 2 Nsiah, C., Fayissa, B. & **Sahni, H.** (2020). Institutional Quality, Infrastructure and Economic Growth in Africa. In *The 135th annual Allied Social Sciences Association meeting*, San Diego, CA, USA*.
- 3 Nsiah, C., Fayissa, B. & **Sahni, H.** (2019). Revisiting the Short and Long-run Impacts of Trade Openness: The African Growth Experience. In *The 134th annual Allied Social Sciences Association meeting*, Philadelphia, PA, USA*.
- 4 **Sahni, H.**, Nsiah, C. & Fayissa, B. (2018). The African Growth Experience and Tourism Receipts: A Threshold Analysis and Quantile Regression Approach. In *The 133rd annual Allied Social Sciences Association meeting*, Philadelphia, PA, USA*.
- 5 **Sahni, H.**, Paul, S. & Fejzullari, L. (2018a). Another Gender Disparity in the C-Suite: Do Beauty Premiums differ between Male and Female CEOs. In *The 82nd annual Midwest Economics Association meeting*, Evanston, IL, USA.

- 6 **Sahni, H., Paul, S. & Fejzullari, L. (2018b).** Another Gender Disparity in the C-Suite: Do Beauty Premiums differ between Male and Female CEOs. In *The 44th annual Eastern Economic Association meeting*, Boston, MA, USA*.
- 7 **Sahni, H. & Sinha, E. (2018).** Climate Shock and Domestic Violence. In *The 88th annual Population Association of America meeting*, Denver, CO, USA.
- 8 **Sahni, H., Sinha, E. & Paul, S. (2018).** The Effect of Electrification on Childhood Education in India. In *The 133rd annual American Economic Association meeting*, Philadelphia, PA, USA.
- 9 **Sahni, H. & Paul, S. (2017b).** Women in Top Management and Job Self Selection. In *The 81st annual Midwest Economics Association meeting*, Cincinnati, OH, USA.
- 10 **Sahni, H. & Wilcox, V. (2017).** The Effect of Caring for Older Family Members on Younger Individuals' Labor Market Outcomes. In *The 95th annual Western Economic Association meeting*, San Diego, CA, USA.
- 11 **Sahni, H. & Wilcox, V. (2016).** The Effect of Caring for Older Family Members on Younger Individuals' Labor Market Outcomes. In *The 80th annual Midwest Economics Association meeting*, Evanston, IL, USA.
- 12 **Sahni, H. & Paul, S. (2015a).** Boys and Girls have Different Friends: Gender Differences in CEO Network and Wage Premiums. In *The 93rd annual Western Economic Association meeting*, Waikiki, HI, USA.
- 13 **Sahni, H. & Paul, S. (2015b).** Boys and Girls have Different Friends: Gender Differences in CEO Network and Wage Premiums. In *The 45th annual Financial Management Association meeting*, Orlando, FL, USA.
- 14 **Sahni, H. & Paul, S. (2014a).** Sociability Capital and the Gender Wage Gap. In *The 92nd annual Western Economic Association meeting*, Denver, CO, USA.
- 15 **Sahni, H. & Paul, S. (2014b).** Sociability Capital and the Gender Wage Gap. In *The 44th annual Illinois Economic Association meeting*, Chicago, IL, USA.
- 16 **Sahni, H. & Paul, S. (2014c).** Sociability Capital and the Gender Wage Gap. In *The 1st annual Northern Illinois University ECONference meeting*, Dekalb, IL, USA.
- 17 **Sahni, H. & Paul, S. (2013).** Sociability Capital and the Gender Wage Gap. In *The 85th annual Southern Economic Association meeting*, Tampa, FL, USA.
- 18 **Sahni, H. & Paul, S. (2010).** Women in Top Management and Job Self Selection. In *The 82nd annual Southern Economic Association meeting*, Atlanta, GA, USA.
- 19 **Sahni, H. & Paul, S. (2009).** Women in Top Management and Job Self Selection. In *The 39th annual Financial Management Association meeting*, Reno, NV, USA*.

* denote presentations made by a coauthor.

Preliminary Works

- 2019 ■ Anti-discrimination Policies and the Experiences for Transgender People within the United States, with E. Lombardi and S. Banik.
- Electricity and Health Outcomes in India, with E. Sinha.

Preliminary Works (continued)

- 2018 ■ The impact of corporate governance on efficiency, with C. Nsiah.
- Does board composition affect efficiency?, with C. Nsiah.
- 2017 ■ Indian Demonetization and Bank Shareholder Wealth Effects, with S. Paul.
- 2016 ■ CEO Networks and Shareholder Value, with S. Paul.
- 2013 ■ Corporate Governance Provisions: Do Repeal Matter?, with S. Paul and X. Wang.

Editorial Service

Journal referee

- 2020 ■ Cogent Food & Agriculture (2)
- 2017 ■ Cogent Economics & Finance (2)

Teaching

Baldwin Wallace University

- Finance ■ Financial Management (MBA); Finance Manager's perspective (MA); Corporate and Organizational Finance; Intermediate finance.
- Statistics ■ Applied Financial Statistics; Empirical Methods in Finance; Statistical Methods in Population Health (MPH); Excel & Bloomberg Certifications; Advanced SAS Programming; Advanced Statistical Methods; Elements of Statistics.
- Economics ■ Health economics (MBA); Labor economics; Micro (Principles).
- Other ■ Intro to Business.

Northern Illinois University







- Economics ■ Labor economics; Micro – Ph.D. Qualifier Camp; Micro (Principles).

Research Grants

- 2019 ■ Nonlinearities in the Impact of Public-Private Infrastructure Investments on the Long-run Economic Growth: Evidence from African Countries, Baldwin Wallace University's Boesel Faculty Fund, \$750.
- 2018 ■ Indian Demonetization and Bank Shareholder Wealth Effects, Baldwin Wallace University's Boesel Faculty Fund, \$1,323.46.
- Climate Shock and Domestic Violence, Baldwin Wallace University's Boesel Faculty Fund, \$3,075.
- The Impact of Firm Financial Efficiency on Executive Compensation of United States Apparel Stores Industry: An Application of Panel Data Envelopment Analysis, Baldwin Wallace University's Boesel Faculty Fund, \$300.

Honors and Awards

Baldwin Wallace University

- 2019  Dayton C. Miller Inductee Most Influential Professor.
- 2018  Travel Grant, FDC, Baldwin Wallace University.
  Travel Grant, Boesel Faculty Fund, School of Business.
- 2017  Dayton C. Miller Inductee Most Influential Professor.
  Travel Grant, FDC, Baldwin Wallace University.
  Travel Grant, Boesel Faculty Fund, School of Business.











Northern Illinois University

- 2016  Outstanding Teaching Assistant Award, Department of Economics.
- 2015  Outstanding PhD Student, Department of Economics.
  Outstanding Graduate Student, Graduate School.
  Travel Grant, Graduate School (2).
- 2014  Dissertation Completion Fellowship.
  La Tourette Scholarship in Economics.
  Outstanding Graduate Scholar, Department of Economics.
  Travel Grant, Graduate School.
- 2013  Outstanding Graduate Student, Division of Research and Graduate Studies.
  Outstanding PhD Student, Department of Economics.
  Travel Grant, Graduate School.
- 2010  Doctoral Scholarship (2010-2013, 2015).

University of Cincinnati

- 2002  University Graduate Scholarship.

Service

- 2020  Chair, Honors Advisory Council, Baldwin Wallace University.
  Member, Core Curriculum Committee, Baldwin Wallace University.
  Researcher, Campus Climate Study on Sexual Misconduct, Baldwin Wallace University.
- 2019  Chair, Honors Advisory Council, Baldwin Wallace University.
  Member, Core Curriculum Committee, Baldwin Wallace University.
  Member, Health Informatics program development committee, School of Business, Baldwin Wallace University.
  Researcher, Campus Climate Study on Sexual Misconduct, Baldwin Wallace University.
- 2018  Member, Core Curriculum Committee, Baldwin Wallace University.
  Member, Honors Advisory Council, Baldwin Wallace University.
  Member, Health Informatics program development committee, School of Business, Baldwin Wallace University.

Service (continued)

- Researcher, Campus Climate Study on Sexual Misconduct, Baldwin Wallace University.
- Member, Business Information Systems program development committee, School of Business, Baldwin Wallace University.
- Member, Healthcare MBA program revision committee, School of Business, Baldwin Wallace University.
- 2017 ■ Researcher, Campus Climate Study on Sexual Misconduct, Baldwin Wallace University.
- Member, Honors Advisory Council, Baldwin Wallace University.
- Reviewer, Student Research Projects, Ovation, Baldwin Wallace University.
- Reviewer, The Pavsek Award for Excellence in Economics, Department of Economics, Baldwin Wallace University.
- 2016 ■ Researcher, Campus Climate Study on Sexual Misconduct, Baldwin Wallace University.
- Member, Honors Advisory Council, Baldwin Wallace University.
- Member, Graduate Colloquium Executive Committee, Northern Illinois University.
- Member, Graduate Colloquium Committee, Northern Illinois University.
- President, Economics Graduate Students Association, Department of Economics, Northern Illinois University.
- 2015 ■ Member, Graduate Colloquium Executive Committee, Northern Illinois University.
- Member, Graduate Colloquium Committee, Northern Illinois University.
- President, Economics Graduate Students Association, Department of Economics, Northern Illinois University.
- Member, Graduate Associate Dean Search Committee, College of Arts and Science, Northern Illinois University.
- 2014 ■ Member, Graduate Colloquium Executive Committee, Northern Illinois University.
- Member, Graduate Colloquium Committee, Northern Illinois University.
- President, Economics Graduate Students Association, Department of Economics, Northern Illinois University.
- Member, Graduate Associate Dean Search Committee, College of Arts and Science, Northern Illinois University.
- Member, Undergraduate Associate Dean Search Committee, College of Arts and Science, Northern Illinois University.
- 2013 ■ Member, Graduate Colloquium Committee, Northern Illinois University.
- President, Economics Graduate Students Association, Department of Economics, Northern Illinois University.
- 2012 ■ Vice President, Economics Graduate Students Association, Department of Economics, Northern Illinois University.

Service (continued)

- 1997 ■ Editor, Comet Magazine, Department of Commerce, Ethiraj College, University of Madras, India.

Workshop/Conference Participation

- 2019 ■ Gender and the Labor Market Conference, Becker Friedman Institute, University of Chicago • The Global Antitrust Economics Conference, Conferences Review, NYU Stern School of Business.
- 2018 ■ American Economic Association • Midwest Economics Association • Eastern Economics Association • Higher Education Data Sharing Consortium, Otterbein University.
- 2017 ■ American Economic Association • Western Economic Association (session chair & discussant) • Midwest Economics Association (panel speaker & discussant) • Bloomberg for Education, New York, NY, USA.
- 2016 ■ American Economic Association • Midwest Economics Association (discussant) • Healthcare Financial Management Association, Baldwin Wallace University • National Science Foundation Grants Conference Webcast.
- 2015 ■ American Economic Association • Western Economic Association (session chair & discussant) • Midwest Economics Association • Financial Management Association.
- 2014 ■ Western Economic Association (session chair & discussant) • ECONference, Northern Illinois University.
- 2013 ■ Southern Economic Association (session chair & discussant).
- 2010 ■ Southern Economic Association.
- 2009 ■ Financial Management Association (discussant).

Miscellaneous

- 2020 ■ Jacqueline M. Buchheister (MPH), Graduate Thesis
 ■ Hannah Stein, Undergraduate Honors Thesis
- 2019 ■ Samantha Catlin, Undergraduate Honors Thesis
 ■ Yash-Deep Kahai, Undergraduate Summer Scholars Research Program
- 2018 ■ Laert Fejzullari, Undergraduate Honors Thesis
 ■ Samantha Catlin, Undergraduate Summer Scholars Research Program
- 2017 ■ Laert Fejzullari, Undergraduate Summer Scholars Research Program

Active professional memberships

- 2015 – 2020 ■ Committee on the Status of Women in the Economics Profession.
 ■ American Economic Association.
 ■ Midwest Economics Association.

Miscellaneous (continued)

Skills

- Coding 📌 SAS · Stata · Python · R · L^AT_EX.
- Database 📌 Finance.— [CRSP](#) · S&P Compustat · Bloomberg.
Economics.— [MEPS](#) · [IHDS](#) · [DHS](#) · [CMS](#).
- Languages 📌 English, Hindi, Tamil.

Last updated: 28th September 2020