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📍 Kamm Hall 144 · Department of Finance & Analytics
Baldwin Wallace University · Berea, OH 44017, USA.



Employment History

- 2022 – 📌 **Associate Professor of Economics and Finance & Coordinator of Economics Program,**
School of Business, Baldwin Wallace University.
- 2017 – 2022 📌 **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. (2022b).** Tourism Specialization, Growth Stage, and Economic Growth. *Tourism Economics* (forthcoming). 🔗
<https://doi.org/10.1177/xxxxxx>
- 2 **Sahni, H., Nsiah, C. & Fayissa, B. (2021a).** Institutional Quality, Infrastructure and Economic Growth in Africa. *Journal of African Development*, 22(1), 7–37. Special issue on Infrastructure & Finance in Africa. 🔗
<https://doi.org/10.5325/jafrideve.22.1.0007>
- 3 **Sahni, H., Nsiah, C. & Fayissa, B. (2021b).** The African Economic Growth Experience and Tourism Receipts: A Threshold Analysis and Quantile Regression Approach. *Tourism Economics*, 27(5), 915–932. 🔗 <https://doi.org/10.1177/1354816620908688>

- 1 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.

Revise & Resubmit

- 1 Wilcox, V. & Sahni, H. (2022). Elder Caregiving and Labor Supply: Gender and Wage Rate Effects. In *Journal of Family and Economic Issues*.

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., Nsiah, C. & Fayissa, B. (2022a). Revisiting Nonlinearities in the Quality of Economic Growth Story and the Age Dependency Impact in Africa. In *The 137th annual Allied Social Sciences Association meeting*, Online.

- 2 Wilcox, V. & **Sahni, H.** (2021). The Effect of Elder Caregiving on Labor Market Outcomes. In *The 85th annual Midwest Economics Association meeting*, Online.
- 3 **Sahni, H.** & Sinha, E. (2021). Climate Shock and Domestic Violence. In *The 136th annual American Economic Association meeting*, Online.
- 4 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*.
- 5 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*.
- 6 **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*.
- 7 **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.
- 8 **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*.
- 9 **Sahni, H.** & Sinha, E. (2018). Climate Shock and Domestic Violence. In *The 88th annual Population Association of America meeting*, Denver, CO, USA.
- 10 **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.
- 11 **Sahni, H.** & Paul, S. (2017b). Women in Top Management and Job Self Selection. In *The 81st annual Midwest Economics Association meeting*, Cincinnati, OH, USA.
- 12 **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.
- 13 **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.
- 14 **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.
- 15 **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.
- 16 **Sahni, H.** & Paul, S. (2014a). Sociability Capital and the Gender Wage Gap. In *The 92nd annual Western Economic Association meeting*, Denver, CO, USA.

- 17 **Sahni, H. & Paul, S. (2014b).** Sociability Capital and the Gender Wage Gap. In *The 44th annual Illinois Economic Association meeting*, Chicago, IL, USA.
- 18 **Sahni, H. & Paul, S. (2014c).** Sociability Capital and the Gender Wage Gap. In *The 1st annual Northern Illinois University ECONference meeting*, Dekalb, IL, USA.
- 19 **Sahni, H. & Paul, S. (2013).** Sociability Capital and the Gender Wage Gap. In *The 85th annual Southern Economic Association meeting*, Tampa, FL, USA.
- 20 **Sahni, H. & Paul, S. (2010).** Women in Top Management and Job Self Selection. In *The 82nd annual Southern Economic Association meeting*, Atlanta, GA, USA.
- 21 **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.
- Electricity and Health Outcomes in India, with E. Sinha.
- 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

- 2022 ■ **Journal of Industrial and Business Economics**
- 2021 ■ **Journal of African Development**
- 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.

Teaching (continued)

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

- 2020 ■ Dayton C. Miller Inductee Most Influential Professor.
- 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).






Honors and Awards (continued)






University of Cincinnati






2002  University Graduate Scholarship.





Service







Baldwin Wallace University





2022  Chair, Honors Advisory Council
  Member, Core Curriculum Committee
  Administrator, Bloomberg Disaster Recovery
  Coordinator, Economics
  Member, MBA Overview Task Force



2021  Chair, ACBSP Accreditation Curriculum Committee, School of Business
  Administrator, Bloomberg Disaster Recovery
  Member, Quantitative Literacy Undergraduate Learning Outcomes Committee
  Chair, Honors Advisory Council
  Member, Core Curriculum Committee

2020  Member, Quantitative Literacy Undergraduate Learning Outcomes Committee
  Administrator, Bloomberg Disaster Recovery
  Chair, Honors Advisory Council
  Member, Core Curriculum Committee
  Researcher, Campus Climate Study on Sexual Misconduct

2019  Chair, Honors Advisory Council
  Member, Core Curriculum Committee
  Member, Health Informatics program development committee, School of Business
  Researcher, Campus Climate Study on Sexual Misconduct

2018  Member, Core Curriculum Committee
  Member, Honors Advisory Council
  Member, Health Informatics program development committee, School of Business
  Researcher, Campus Climate Study on Sexual Misconduct
  Member, Business Information Systems program development committee, School of Business
  Member, Healthcare MBA program revision committee, School of Business

2017  Researcher, Campus Climate Study on Sexual Misconduct
  Member, Honors Advisory Council
  Reviewer, Student Research Projects, Ovation
  Reviewer, The Pavsek Award for Excellence in Economics, Department of Economics

2016  Researcher, Campus Climate Study on Sexual Misconduct
  Member, Honors Advisory Council

Service (continued)

Northern Illinois University

- Member, Graduate Colloquium Executive Committee
- Member, Graduate Colloquium Committee
- President, Economics Graduate Students Association, Department of Economics
- 2015 ■ Member, Graduate Colloquium Executive Committee
- Member, Graduate Colloquium Committee
- President, Economics Graduate Students Association, Department of Economics
- Member, Graduate Associate Dean Search Committee, College of Arts and Science
- 2014 ■ Member, Graduate Colloquium Executive Committee
- Member, Graduate Colloquium Committee
- President, Economics Graduate Students Association, Department of Economics
- Member, Graduate Associate Dean Search Committee, College of Arts and Science
- Member, Undergraduate Associate Dean Search Committee, College of Arts and Science
- 2013 ■ Member, Graduate Colloquium Committee
- President, Economics Graduate Students Association, Department of Economics
- 2012 ■ Vice President, Economics Graduate Students Association, Department of Economics

University of Madras, India

- 1997 ■ Editor, Comet Magazine, Department of Commerce, Ethiraj College

Workshop/Conference Participation

- 2019 ■ Gender and the Labor Market Conference, Becker Friedman Institute, University of Chicago • The Global Antitrust Economics Conference, Concurrences 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).

Advisees

- 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

Miscellaneous

Active professional memberships

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

Skills

- Coding ■ R · Python · Stata · SAS · L^AT_EX.
- Database ■ Finance.— [CRSP](#) · S&P Compustat · Bloomberg.
 Economics/Health.— [MEPS](#) · [IHDS](#) · [DHS](#) · [CMS](#) · [Explorys](#)