

Herman Sahni

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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 **Wilcox, V. & Sahni, H. (2022).** The Effects on Labor Supply of Living with Older Family Members Needing Assistance with Activities of Daily Living. *Journal of Family and Economic Issues* (forthcoming). 🔗 <https://doi.org/10.1007/s10834-022-09880-x>
- 3 **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>

- 4 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>
- 5 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., 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.

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).

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

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

Service (continued)

- 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

Advisees (continued)

- 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](#)

Last updated: 19th December 2022