

UNIVERSITY OF VICTORIA
FACULTY CURRICULUM VITAE

May 5, 2025

Name: **Hicks, Jason Francis**

Faculty: Social Sciences

Department/School: Economics

1. Degrees and Diplomas

Degree or Diploma/Field/Institution/Granted

PhD, Public Affairs (Social Policy and Policy Analysis), University of Minnesota, 2022
MPP, Advanced Policy Analysis Methods, University of Minnesota, 2014
MS, Wildlife Resources, University of Idaho, 2004
BS, Biology, Northland College, 1999

Title of Thesis or Dissertation:

“The Effects of Occupational Licensing on Quality, Safety and Labor Market Outcomes”

2. Positions Held Prior to Appointment at University of Victoria

Project manager and supervisor, University of Minnesota, 9/2015-5/2022
Consultant, Organisation for Economic Co-operation and Development (OECD), 6/2019-8/2019
Researcher, Federal Reserve Bank of Minneapolis, 9/2017-12/2017
Research Assistant, University of Minnesota, 6/2014-8/2014
Laboratory supervisor, University of Montana, 1/2005-7/2006

3. Major Field(s) of Scholarly or Professional Interest

Labour economics, policy evaluation, economic history

4. Memberships and Offices Held in Learned and Professional Societies

Member, The Society of Labor Economics (SOLE), 2022-present
Member, Western Economic Association International (WEAI), 2023-present

5. Scholarships, Fellowships, Honours and Awards

Recipient of the Lloyd B. Short Award for Best Capstone Paper of the Year at the Humphrey School of Public Affairs (2014)

6. Appointments at University of Victoria

a. Academic

Inclusive Years/Rank/Academic Unit

2022-present, Visiting Assistant Professor, Economics

b. Administrative

Inclusive Years/Rank/Academic Unit

n/a

7. Scholarly and Professional Achievements

a. Articles Published in Refereed Journals

Hicks, J.F., Rachlow, J.L., Rhodes, Jr., O.E., Williams, C.L., & Waits, L.P. (2007). Reintroduction and genetic structure: Rocky Mountain elk in Yellowstone and the western states. *Journal of Mammalogy* 88, 129-138.

Hicks, J.F., & Rachlow, J.L. (2006). Is there a genetic basis for antler and pedicle malformations in reintroduced elk in northern Arizona? *Southwestern Naturalist* 51, 276-282.

Garner, A., Rachlow, J.L., & **Hicks, J.F.** (2005). Patterns of genetic diversity and its loss in mammalian populations. *Conservation Biology* 19, 1215-1221.

b. Books, Chapters, Monographs

n/a

c. Other Publications

Carollo, N., **Hicks, J.F.**, Karch, A., Kleiner, M.M. (2025, April 9). The Origins and Evolution of Occupational Licensing in the United States. Research Briefs in Economic Policy No. 341. *Cato Institute*.

Hicks, J.F. & Kleiner, M.M. (2019, February). Dental Therapists: A Solution to Wisconsin's Costly Dental Access Problem? *Badger Institute*.

Hicks J.F., Benson, J. Garry, T., Dworin, J., & Schicker, T.M. (2014). Diagnosing healthcare in America: Impacts of immigrants and occupational licensing. *Humphrey Public Affairs Review*. Issue 1.

Working Papers

Carollo, N., **Hicks, J.F.,** Karch, A., Kleiner, M.M. (2019, March). The Origins and Evolution of Occupational Licensing in the United States. NBER Working Paper 33580. National Bureau of Economic Research, Cambridge, MA.

Carollo, N., **Hicks, J.F.,** Karch, A., Kleiner, M.M. (2019, March 27). The Origins and Evolution of Occupational Licensing in the United States. Staff Report 667. Federal Reserve Bank of Minneapolis.

Hall, J., **Hicks, J.F.,** Kleiner, M.M., & Solomon, R. Occupational Licensing of Uber Drivers.

Pretis, F., **Hicks, J.F.,** Ghimire, P., Enns, S.W., Gulati, S. Environmental and Anthropogenic Drivers of Human-Black Bear Conflict in British Columbia.

Pretis, F., **Hicks, J.F.,** Ghimire, P., Enns, S.W., Gulati, S. Do Lethal Control Interventions Reduce Human-Wildlife Conflict? Evidence from Black Bears in British Columbia.

d. Papers, Lectures, Addresses

Invited Presentations

Hicks, J.F., (2025, March 5), Invited speaker for the Panel: The 51st State? Canada-U.S. Relations in the Age of Trump. The Rising Economy Annual Conference, South Island Prosperity Partnership (SIPP), Victoria, BC.

Hicks, J.F., (2019, January 6), Invited discussant for "How Much of a Barrier to Entry is Occupational Licensing?" Panel: Regulation of Occupations Across Nations, Labor and Employment Relations Association (LERA) Session at the Allied Social Sciences Association (ASSA) 2019 Annual Meeting, Atlanta, GA.

Hicks, J.F., (2016, May 27), Invited discussant for "Licensure or License: Reconsidering Occupational Regulation," Occupational Regulation in the Age of Uber Symposium, 68th Annual Meeting of the Labor and Employment Relations Association (LERA), Minneapolis, MN.

Hicks, J.F., (2016, November 5), Invited discussant for "Nurse Practitioner Labor Supply Responses to Payment Increases," Panel: Wages and Employment in the Face of Occupational Licensing, 38th Annual Fall Research Conference for the Association for Public Policy Analysis & Management, Washington, D.C.

Contributed Paper Presentations and Posters

- Pretis, F., **Hicks, J.F.**, Enns, S.W., Gulati, S., Ghimirie, S. (2024, September 20), Do Lethal Control Interventions Reduce Human-Wildlife Conflict? Evidence from Black Bears in British Columbia, 28th International Association for Bear Research and Management Conference, Edmonton, AB.
- Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R. (2024, July 3), Occupational Licensing of Uber Drivers, 99th Annual Conference of the Western Economic Association International, Seattle, WA.
- Carollo, N., **Hicks, J.F.**, Kleiner, M.M., Karch, A. (2024, July 10), The Origins and Evolution of Occupational Licensing in the United States, National Bureau of Economic Research (NBER) Summer Institute Development of the American Economy, Cambridge, MA.
- Carollo, N., **Hicks, J.F.**, Kleiner, M.M., Karch, A. (2023, September 1), The Origins and Evolution of Occupational Licensing in the United States, American Political Science Association Annual Meeting and Exhibition, Los Angeles, CA.
- Carollo, N., **Hicks, J.F.**, Kleiner, M.M., Karch, A. (2023, July 12), The Origins and Evolution of Occupational Licensing in the United States. 28th Annual Meeting of the Society of Labor Economists (SOLE).
- Carollo, N., **Hicks, J.F.**, Kleiner, M.M., Karch, A. (2022, July 1), The Origins and Evolution of Occupational Licensing in the United States. 97th Annual Conference for the Western Economic Association International (WEAI).
- Blair, P.Q., **Hicks, J.F.**, and & Kleiner, M.M. (2021, June 27), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Occupational Licensing Barriers Across Groups, Virtual 96th Annual Conference for the Western Economic Association.
- Hicks, J.F.** (2021, June 9), The Historical Origins and Evolution of Criminal Records – Occupational Licensing Requirements, Emerging Scholars Conference for the Center for the Study of Occupational Regulation.
- Blair, P.Q., Deyo, D., **Hicks, J.F.**, and & Kleiner, M.M. (2021, January 9), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Disparities in Law Enforcement and Criminal Justice, Session: National Economic Association at the Virtual 2022 Allied Social Sciences Association (ASSA) Annual Meeting.
- Hicks, J.F.**, & Johnson, J. (2021, January 3), Labor Market Effects of Occupational Licensing Exams in Spanish: Evidence from Cosmetology, 2021 American Economic Association (AEA) Poster Session Annual Meeting.

Blair, P.Q., **Hicks, J.F.**, and & Kleiner, M.M. (2020, December 8), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Labor Market Regulations and the Outcomes of Vulnerable Workers, 2021 Grantee Conference for the Washington Center for Equitable Growth.

Hicks, J.F., Karch, A., & Kleiner, M.M., (2020, May 30), The Origins and Evolution of Occupational Licensing in the U.S. States, Political Economy Panel, 1st Annual Knee Center Occupational Licensing Conference.

Hicks, J.F., Karch, A., & Kleiner, M.M., (2020, January 5), The Origins and Evolution of Occupational Licensing in the U.S., Panel: The Evolution and Growth of Occupational Regulation and the Work Force, Labor and Employment Relations Association (LERA) Session at the 2020 Allied Social Sciences Association (ASSA) Annual Meeting, San Diego, CA.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2019, July 8), Occupational Licensing of Uber Drivers, 2019 Stanford Institute for Theoretical Economics (SITE): Occupational Licensing Session, Stanford, CA. (*Current doctoral research)

Hicks, J.F., & Johnson, J., (2018, November 9), Labor Market Effects of Occupational Licensing Exams in Spanish: Evidence from Cosmetology, Panel: Labor Market Effects of Occupational Licensing and Other Credentials, 40th Annual Fall Research Conference for the Association for Public Policy Analysis & Management, Washington, D.C.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2018, January 6), Occupational Licensing of Uber Drivers, Panel: Occupational Licensing: A Case Study of Barriers to Entry in the Labor Market and Beyond, American Economic Association (AEA) Session at the 2018 Allied Social Sciences Association Annual Meeting, Philadelphia, PA.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2017, October 5), Occupational Licensing of Uber Drivers, Occupational Regulation Workshop, Turin, Italy.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2017, July 26), Occupational Licensing of Uber Drivers, National Bureau of Economic Research (NBER) Summer Institute Personnel Economics Workshop, Cambridge, MA.

e. Professional Activities

Session Chair, Session: Labor Supply and Health Professionals (2023, May 12), 28th Annual Meeting of the Society of Labor Economists (SOLE).

Journal Referee, British Journal of Industrial Relations.

Journal Referee, Labour Economics.

8. Teaching Duties at the University of Victoria

a. Courses Taught

Class/Term/Number of Students

ECON 325 – Public Economics, Fall 2022, 75

ECON 325 – Public Economics, Spring 2023, 80

ADMN 581 – Quantitative Methods for Public Policy Analysis and Program Evaluation, Spring 2023, 19

ADMN 548 – Introduction to Causal Inference in Quantitative Policy Analysis, Spring 2023, 5

ECON 325 – Public Economics, Fall 2023, 89

ECON 325 – Public Economics, Spring 2024, 84

ADMN 581 – Quantitative Methods for Public Policy Analysis and Program Evaluation, Spring 2024, 23

ECON 103 – Principles of Microeconomics, Fall 2024, 570

b. Graduate Student Supervision

Role/Student/Title of Thesis or Extended Essay/Date

Second Reader, Efran Jamali, “The Impact of Refugee Camps on the Labour Market Outcomes in Rwanda,” January 14, 2025

Second Reader, Atefeh Zeinolebadi, “California’s Energy Revolution: Economic and Policy Strategies for a Renewable Future,” December 12, 2024

Supervisor, Jacob Genert, “Occupation Licensing/Mandatory Certification in British Columbia’s Trades Occupations,” August 19, 2024

Second Reader, Oyindamola O. Oginni, “An intersectional analysis of client satisfaction with home care in Canada,” May 14, 2024

Chair, Michael R. Janes, “Examining the Price of Housing on First Nation Land: A Case Study from Vancouver Island,” January 10, 2024

Chair, Katrina Elbassiouny, “Pockets of Safety: Implementing an Overdose Prevention Site into an Emergency Shelter During a Public Health Emergency,” December 8, 2023

Chair, Matheson Gillis, “Investigating the Nexus of Historical Displacement and Contemporary Indigenous Suicide Rates in the USA (1999-2004),” August 24, 2023

Second Reader, Julia Bilinski, “Perception of Professionalism and Impacts on Health Human Resource Decision-Making,” August 18, 2023

PhD Committee Member, Ash Moosavi (PhD Candidate in Public Administration), 2023 – current

PhD Committee Member, Noura Abusamann (PhD Candidate in Public Administration), 2023 – current

Chair, Katherine Baillie-David, “Examining shifts in boreal carnivore species’ resource selection in response to predator control to conserve woodland caribou (*Rangifer tarandus caribou*) in western Canada,” September 16, 2022

Chair, Harlan Dohm, “Recommendations for a Formalized Gladue Report Ordering System in British Columbia,” September 9, 2022

9. Administrative Activities

a. Department/School Committees and Responsibilities (include dates)

n/a

b. Department/School Committees and Responsibilities

Social Sciences and Humanities Research Council (SSHRC) Doctoral Award Applications Review, School of Public Administration, 2023

PhD Working Group Committee, School of Public Administration, 2023

Vanier Scholarship Applications Review Committee Member, School of Public Administration, 2023

10. Other Information

Research Grants

Co-Applicant, “The impact of international students on Canadian labour and housing markets,” Funder: Social Sciences and Humanities Research Council, Insight Development Grant (under review)

Co-Investigator, “The Effectiveness of Public Policy Intervention in Reducing Racial Disparities in Drowning: Lifeguard Certification, Pool Regulations, and Swimming Instruction Programs, National,” Funder: National Institutes of Health (NIH), 2023 – current

Co-Principal Investigator, “An Analysis of Public Choice and Occupational Licensing,” Funder: Knee Center for the Study of Occupational Regulation, 2022 – current

Co-Principal Investigator, "Development of a Comprehensive Database of State-Level Occupational Licensing Requirements from 1870-1991,” Funder: Knee Center for the Study of Occupational Regulation, 2022 – current

Co-Investigator, “The Historical Occupational Licensing Requirements for Partially Licensed Occupations,” Funder: Charles Koch Foundation, 2020 – current

Co-Investigator, “The Labor Market Consequences of Ex-Offender Occupational Licensing Laws,” Funder: Washington Center for Equitable Growth, 2019 – 2020

Co-Investigator, “Data Collection on the Scope of Practice Laws on Occupational Licensing: Are These Laws Limiting Access to Work?,” Funder: Russell Sage Foundation, 2018 – 2019

Co-Investigator, “ Developing New Data on the Origins, Evolution, and Composition of Occupational Licensing Statutes and Procedures,” Funder: Ewing Marion Kauffman Foundation, 2015 – 2018

Co-Investigator, “The U.S. Labor Market, Economic Growth, Social Mobility: The Role of Occupational Licensing,” Funder: Smith Richardson Foundation, 2015 – 2018