

Stanford University
Graduate School of Business
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Education:

Princeton University, Ph.D., Economics, 1996
Princeton University, M.A., Economics, 1994
Yale University, School of Management, M.B.A., 1989
Middlebury College, B.A., Mathematics and Computer Science, *magna cum laude*, Phi Beta Kappa, with High Honors, 1985

Current Positions:

Senior Associate Dean for Academic Affairs, Graduate School of Business, Stanford University, Stanford, CA, October 2019 – .
Mary and Rankine Van Ande Entrepreneurial Professor, Graduate School of Business, Stanford University, Stanford, CA, April 2018 – .
Professor of Economics, Graduate School of Business, Stanford University, Stanford, CA, September 2009 – .
Research Associate, National Bureau of Economic Research, September 2003 – .
Senior Fellow, Stanford Institute for Policy Research, October 2015 – .
Research Fellow, IZA, March 2016 – .
Faculty Director, Stanford Latino Entrepreneurship Initiative, Stanford University Graduate School of Business, January 2017 – .

Past Academic Positions:

Faculty Co-Director, Center for Entrepreneurial Studies, Stanford University Graduate School of Business, 2016 – 2019.
Fred H. Merrill Professor of Economics, Graduate School of Business, Stanford University, Stanford, CA, 2011 – 2018.
Faculty Fellow, Stanford Center for Population Health Sciences, February 2018 – 2020.
Dhirubhai Ambani Faculty Fellow in Entrepreneurship, 2016 – 2017.
Joseph and Laurie Lacob Faculty Fellow, 2013 – 2014.
Editor in Chief and Editor, *Journal of Labor Economics*, 2007 – 2019.
Louise and Claude N. Rosenberg, Jr. Faculty Scholar, 2008 – 2009.
Associate Professor of Economics, Graduate School of Business, Stanford University, Stanford, CA, 2002 – 2009.
Assistant Professor of Economics, Graduate School of Business, Stanford University, Stanford, CA, 2000 – 2002.
Assistant Professor of Management and Strategy, J.L. Kellogg Graduate School of Management, Northwestern University, Evanston, IL, 1996 – 2000.

Morgridge Faculty Fellow in Entrepreneurship, Graduate School of Business, Stanford University, Stanford, CA, 2000 – 2001.

Faculty Research Fellow, Institute for Policy Research, Northwestern University, Evanston, IL, 1998 – 2000.

Affiliate, Center for the Study of Industrial Organization, Northwestern University, Evanston, IL, 2000.

Teaching:

“Harnessing AI for Breakthrough Innovation and Strategic Impact” – Stanford Executive Education Program Founding Faculty Co-Director

“Big Data, Strategic Decisions: Analysis to Action” – Stanford Executive Education Program Founding Faculty Director

“Business and Public Policy Perspectives on U.S. Inequality” – MBA Elective

“Strategies for Growth” – MBA Elective

“Strategic Leadership” – MBA Core Class

“Microeconomics” – MBA and MSx Program Core Class

“Data and Decisions” – MBA and MSx Program Core Class

“Human Resource Management” – MBA Core Class

“Critical Analytical Thinking” – MBA Core Class

“Empirical Investigations in Human Resource Management” – MBA Elective

“Field Research in Human Resources” – MBA Elective

“Hiring and Selection” – MBA Elective

“Personnel Economics” – PhD Course

“Incentives and Productivity” – MBA Elective

“Strategy and Organization” – MBA Elective

“Empirical Issues in Business Strategy” – PhD Course

Books:

An Economist Goes to the Game: How to Throw Away \$580 Million and Other Surprising Insights from the Economics of Sports, Yale University Press, forthcoming in 2022.

Everything I Ever Needed to Know About Economics I Learned from Online Dating, Harvard Business Review Press, 2014.

- Silver Medalist, 2014 Axiom Business Book Awards.

Roadside MBA: Backroad Lessons for Entrepreneurs, Executives and Small Business Owners (with Michael Mazzeo and Scott Schaefer), Business Plus, 2014.

Academic Publications:

“The Gender Gap in the Gig Economy: Evidence from a Million Uber Drivers” (with Cody Cook, Rebecca Diamond, Jonathan Hall, and John List), *Review of Economic Studies*, 88, October 2021, 2210-2238.

“Older Workers and the Gig Economy” (with Cody Cook and Rebecca Diamond), *AEA Papers and Proceedings*, 109, May 2019, 372-376.

“Welcome to the Club: The Returns to an Elite Degree for American Lawyers” (with Scott Schaefer), *ILR Review*, 72, March 2019, 446-479.

- “Exploration for Human Capital: Theory and Evidence from the MBA Labor Market,” (with Camelia M. Kuhnen), *Journal of Labor Economics*, 34, April 2016, 255-286.
- “Firm/Employee Matching: An Industry Study of American Lawyers” (with Scott Schaefer), *ILR Review*, 69, March 2016, 378-404.
- “Personnel Economics” (with Edward P. Lazear), In: Robert Gibbons and D. John Roberts, *The Handbook of Organizational Economics*, Princeton University Press, 2013, pp. 479-519.
- “Personnel Economics: Hiring and Incentives” (with Scott Schaefer), In: Orley Ashenfelter and David Card, editors: *Handbook of Labor Economics*, Vol 4b, Great Britain, North Holland, 2011, pp. 1769-1823.
- “The Making of an Investment Banker: Macroeconomic Shocks, Career Choice, and Lifetime Income”, *Journal of Finance*, 63, December 2008, 2601-2628. (Brattle Group Prize, Distinguished Paper, for outstanding paper on corporate finance in *Journal of Finance*.)
- “Salary or Benefits?”, *Research in Labor Economics*, 28, 2008, 429-467.
- “Ability and Employer Learning: Evidence from the Economist Labor Market”, *Journal of the Japanese and International Economies* (special issue on “Organizational Innovation and Firm Performance”), 22, June 2008, 268-289.
- “Wage Structure and Labor Mobility in Sweden, 1970-1990”, in *The Structure of Wages: An International Comparison*, edited by Edward P. Lazear and Kathryn Shaw, University of Chicago Press, 2008, 419-447.
- “Is There an Insider Advantage in Getting Tenure?”, *American Economic Review Papers and Proceedings*, 97, May 2007, 501-505.
- “Initial Labor Market Conditions and Long-Term Labor Market Outcomes for Economists”, *Journal of Economic Perspectives*, 20, Summer 2006, 143-160.
- “Mandated Disclosure, Stock Returns, and the 1964 Securities Acts Amendments” (with Michael Greenstone and Annette Vissing-Jorgensen), *Quarterly Journal of Economics*, 121, May 2006, 399-460.
- “Co-Worker Complementarity and the Stability of Top Management Teams” (with Rachel M. Hayes and Scott Schaefer), *Journal of Law, Economics, and Organizations*, 22, Spring 2006, 184-212.
- “Costs of Broad-Based Stock Option Plans” (with Scott Schaefer), *Journal of Financial Intermediation*, 15, October 2006, 511-534.
- “Why Do Some Firms Give Stock Options To All Employees?: An Empirical Examination of Alternative Theories” (with Scott Schaefer), *Journal of Financial Economics*, 76, April 2005, 99-133.
- “Internal and External Labor Markets: A Personnel Economics Approach” (with Edward P. Lazear), *Labour Economics*, 11, October 2004, 527-554.
- “Why Do Firms Use Incentives That Have No Incentive Effects?”, *Journal of Finance*, 59, August 2004, 1619-1649. (Nominated for the Brattle Prize for outstanding paper on corporate finance in *Journal of Finance*.)
- “The Structure of Wages and Internal Mobility” (with Edward P. Lazear), *American Economic Review Papers and Proceedings*, 94, May 2004, 212-216.
- “Recall Bias Among Displaced Workers”, *Economics Letters*, 82, March 2004, 392-397.
- “Litigation Costs and Returns to Experience” (with Scott Schaefer), *American Economic Review*, 92, June 2002, 683-705.

- “Sorting, Quotas, and the Civil Rights Act of 1991: Who Hires When It's Hard to Fire?” (with Scott Schaefer), *The Journal of Law and Economics*, 65, April 2002, 41-68. (Reprinted in Italian as “Selezione, Quote e il Civil Rights Act Del 1991: Chi Assume Quando e Difficile Licenziere?”, *Revista Italiana Di Diritto Del Lavoro*, 22, 2003, 137-165.)
- “Layoffs and Litigation” (with Scott Schaefer), *RAND Journal of Economics*, 31, Summer 2000, 345-358.
- “A Theory of Sales Quotas with Limited Liability and Rent Sharing”, *Journal of Labor Economics*, 18, July 2000, 405-426.
- “Are There Sectoral Anomalies Too? The Pitfalls of Unreported Multiple Hypothesis Testing and a Simple Solution” (with Michael Greenstone), *Review of Quantitative Finance and Accounting*, 15, July 2000, 37-55.
- “The Timeliness of Performance Information in Determining Executive Compensation” (with Kevin Hallock), *Journal of Corporate Finance*, 5, November 1999, 303-321.
- “Fiscal Year Ends and Non-Linear Incentive Contracts: The Effect on Business Seasonality”, *Quarterly Journal of Economics*, 113, February 1998, 149-185.

Other Publications:

- “The Gig Economy”, *IZA World of Labor*, January, 2020.
- “The Independent Workforce in America: The Economics of an Increasingly Flexible Labor Market”, Upwork White Paper, November, 2016.
- “Some Thoughts on the ‘Gathering Storm’, National Security, and the Global Market for Scientific Talent”, in *Perspectives on U.S. Competitiveness in S&T and National Security*, edited by Titus Galama and James Hosek, Washington, DC: RAND Corporation, forthcoming.
- “The Value of Knowing” (with Michael Greenstone and Annette Vissing-Jorgensen), *Regulation*, Summer 2006, 52-61.
- “The Impact of Mandatory Disclosure Laws on Public Companies: New Evidence from OTC Firms” (with Michael Greenstone and Annette Vissing-Jorgensen), Stanford Institute for Economic Policy Research Policy Brief, January 2006.
- “The Bias Backfire” (with Scott Schaefer), *Harvard Business Review*, November 2004, 26.
- “The Unintended Consequences of the ‘91 Civil Rights Act” (with Scott Schaefer), *Regulation*, Summer 2003, 42-47.
- “Stock Options – It’s Not Just About Motivation”, Stanford Institute for Economic Policy Research Policy Brief, October 2002.
- “The ‘Dos’ and ‘Don’ts’ of Options Grants”, *Strategy and Business*, Q4, 2002.
- Review of *Internal Labour Markets in Japan* by Kenn Ariga, Giorgio Brunello, and Yasushi Ohkusa, *Industrial and Labor Relations Review*, 54, July 2001, 895-896.

Working Papers:

- “Spatial Mismatch and the Preferences of Marginalized Workers” (with Yichen Su), September 2019
- “The Roles of Nature and Nurture in Entrepreneurial Success” (with Hans Hvide), December 2019
- “What Do MBAs Know? When Do They Know It?” (with Monica Bhole), April 2016

“American BigLaw Lawyers and the Schools that Produce Them: A Profile and Rankings” (with Scott Schaefer), January 2011

“Managerial Incentives and Value Creation: Evidence from Private Equity” (with Phillip Leslie), August 2013

Work in Progress:

“Gender and the Value of Flexibility” (with Cody Cook, Rebecca Diamond, and Jonathan Hall)

Fellowships and Grants:

“The Effects of Regulation: Evidence from the Securities Acts Amendments of 1964” (with Michael Greenstone and Annette Vissing-Jorgensen), funded by the Stigler Center at the University of Chicago and the John M. Olin Program in Law and Economics at Stanford Law School.

“Employer Responses to Displacement Costs and Wrongful Termination Litigation” (with Scott Schaefer), funded by the Searle Fund.

“Downsizing: A Look at Those Who Stay and Those Who Go”, Citigroup Behavioral Sciences Research Council project.

“Determinants of Non-CEO Managerial Turnover” (with Rachel M. Hayes and Scott Schaefer), funded by the GM Strategy Center and the American Compensation Association's Emerging Scholar's Program.

“Facing an Aging Workforce: A Test of the Effects of Mandatory Retirement” (with Orley Ashenfelter), Citigroup Behavioral Sciences Research Council project.

Alfred P. Sloan Foundation Dissertation Fellowship, September 1995 - June 1996

Princeton University Industrial Relations Section Fellowship, September 1992 - May 1996

Recent and Scheduled Presentations:

2020: Haas School of Business

2019: Future of Work Conference at Texas A&M, University of North Carolina

2018: Yale, IZA Conference on Gender and Family Economics, Society of Labor Economics Meetings, Utah Winter Business Economics Conference, UC Santa Cruz

2017: UC Berkeley, University of Illinois

2016: NBER Summer Institute, Chinese University of Hong Kong, Tuck FOM Conference, Kellogg School

2015: Harvard Business School

Keynote Addresses:

New Zealand Government Economics Network Conference, Wellington, New Zealand, 2014.

Middle Market Forum, Palo Alto, 2016.

Staffing Industry Analysts Collaboration in the Gig Economy Conference, Dallas, 2017.

International Symposium on Labor Economics, Xiamen, China, 2018.

Google Home Services Summit, Mountain View, California, 2019.

Other Professional Activity and Awards:

Fellow of the Society of Labor Economics, 2021 – .

Member of the SIEPR Steering Committee, 2019 – .

Awarded the Robert K. Jaedicke Silver Apple Award for contributions to GSB Alumni Relations, 2017.

Awarded Key to the City of Dothan, Alabama, 2014.

Area Coordinator, Economics Group, Stanford GSB, 2009 - 2019.

Member of the Stanford Long-Range Planning “Beyond Stanford” committee, 2017.

Member of the Future of Management Education committee, Stanford GSB, 2017 - .

Member of the SIEPR Steering Committee, 2015 - .

Member of the Online Education Taskforce, Stanford GSB, 2016 - 2017.

Member of the Stanford University Committee on Libraries, 2015-2017.

Member of Steering Committee for Stanford University K-12 Initiative, 2006-2011.

Referee for *American Economic Review*, *British Journal of Industrial Relations*, *Economic Inquiry*, *Economic Journal*, *Economics Bulletin*, *Economics Letters*, *Econometrica*, *Economica*, *Educational Evaluation and Policy Analysis*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Journal of Industrial Organization*, *Japanese Economic Review*, *Journal of Accounting and Economics*, *Journal of Business*, *Journal of Comparative Economics*, *Journal of Corporate Finance*, *Journal of Economic Behavior and Organizations*, *Journal of Economic Literature*, *Journal of Economics and Management Strategy*, *Journal of Finance*, *Journal of Financial Economics*, *Journal of Industrial Economics*, *Journal of Labor Economics*, *Journal of Law, Economics, and Organization*, *Journal of Institutional and Theoretical Economics*, *Journal of Political Economy*, *Labour Economics*, *Management Science*, *Managerial and Decision Economics*, National Science Foundation, *Quarterly Journal of Economics*, *RAND Journal of Economics*, *Review of Accounting Studies*, *Review of Economics and Statistics*, *Review of Economic Studies*, *Review of Financial Studies*, and *Sociological Focus*.

Served on 2009 Science of Science and Innovation Panel, National Science Foundation.

Co-Organizer, NBER Conference on “The Economics of High-Skill Labor Markets”, December 2007

Co-Organizer, Stanford Institute for Theoretical Economics (SITE) Workshop on “Personnel Economics”, June 2002

Program Committee for 2004 Olin School Conference on Corporate Governance and 2006-2011 Utah Winter Business Economics Conference

Discussant at American Compensation Association Academic Conferences (1998, 2000), Econometric Society Winter Meetings (2000, 2004), EALE/SOLE World Congress (2000), American Economic Association Meetings (2002, 2005, 2007, 2008, 2010, 2013, 2019, 2020), Stanford Strategy Conference (2003), Society of Labor Economists Meetings (2003, 2006, 2007), American Finance Association Meetings (2004, 2009, 2019), NBER Summer Institute (2005, 2006, 2009, 2011, 2015, 2017), Conference on Empirical Legal Studies (2007, 2012), Incentives and Risk Taking Workshop (2012), NBER Immigration Conference (2012), NBER Great Recession Conference (2013), the Haas-Sloan Conference on the Law and

Economics of Organization (2012), NBER Conference on Firms and Inequality (2015), NBER Entrepreneurship Meetings (2019), and SIEPR Working Longer and Retirement Conference (2019).

Other Experience:

Market Analyst, ASK Computer Systems, Mountain View, CA, 1991 - 1992

Product Manager, 3Com Corporation, Santa Clara, CA, 1990 - 1991

Production Planner, 3Com Corporation, Santa Clara, CA, 1989 - 1990

Research Associate, Booz Allen and Hamilton, Inc., New York, NY, 1985 - 1987