

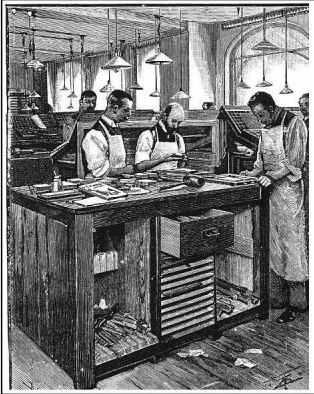
ALUMNI NEWS

DEPARTMENT OF ECONOMICS

INDIANA UNIVERSITY OF PENNSYLVANIA ☞ INDIANA, PA 15705-1087

Issue 60, Fall 2016

MEASURING THE GENDER WAGE GAP IN APPALACHIA BY DR. BRANDON C. VICK AND LUCAS L. MAFRICA

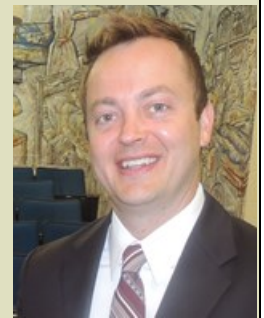


Editor's Note: Lucas Mafrica is a senior economics major at IUP. He will be continuing this analysis as part of a semester-long Independent Study course in Spring 2017. Dr. Brandon Vick has worked on a number of research projects related to gender wage gaps and has recently been working on measuring wage gaps between veterans and non-veterans. This work stems from research they started as part of the Appalachian Teaching Project (ATP). The ATP is sponsored by the Appalachian Regional Commission, which invests in sustainable development initiatives in the region. Dr. Vick has taken two groups of IUP students to Washington, DC, to present their research as part of the ATP.

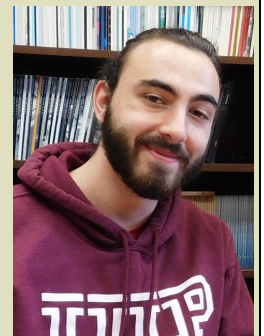
The Appalachian region has struggled to adjust to the changing economy of the U.S. In 1960, President John F. Kennedy formed a federal-state partnership with 13 state governors called the Appalachian Regional Commission to address the persistent poverty, unemployment, and harsh living conditions being experienced since the 1950s. Fifty years later, nearly half of the 420 Appalachian counties are still economically “distressed,” defined as having 1.5 times the national rates of poverty and unemployment and having two-thirds the average national per-capita income. Researchers have pointed to many reasons for this persistent poverty, including a reliance on extractive industry, a lack of investment in education and infrastructure, a lack of incentives for new industry development, and a lack of opportunities for individuals to stay in the labor force.

Due to its historical reliance on industries that hire more unskilled and blue-collar workers, Appalachian women may experience even greater economic disadvantage. Research has found that as more women moved into blue-collar work, which had been male-dominated historically, they experienced more sexual harassment. Such harassment disincentivizes women from entering these labor markets and lowers their opportunities to earn pay equal to men. Gendered job segregation has also been found in high-skilled and white-collar jobs in the region, creating barriers for women in finding higher-paying occupations.

Given Appalachia’s harsher economic environment, its lack of economic modernization and growth, and its barriers against women entering the workforce, one would expect women to experience a higher pay gap than the rest of the nation. Nationwide comparisons for 2016 find that women earn 79% of what men make, on aver-



Dr. Brandon Vick



Lucas L. Mafrica

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Editor:

Dr. Nicholas Karatjas

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MEASURING THE GENDER WAGE GAP IN APPALACHIA (CONT.)

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age. However, this “raw gap” comparing the average male and female wages obscures how various factors affect wage differences. For instance, if men tend to work in higher-paying occupations or industries, part of the female pay gap is due to the barriers they face getting into these jobs. On the other hand, if women are paid less despite working in the *same* jobs as men (i.e., she has the same education, experience, occupation, etc.), then part of the pay gap is due to some other factor – possibly discrimination. Statistical methods can better compare men and women with similar education, experience, and occupation. This “adjusted pay gap” shows that women are paid 91% of what men make nationwide.

Our current research estimates the gender wage gap in Appalachia and examines which factors particularly affect it and which workers experience the largest gaps. While previous research has determined that Appalachian workers experience a pay gap compared to workers in surrounding regions, no research has measured the gender pay gap within Appalachia. We use 2010–2014 American Community Survey (ACS) for the 13 Appalachian states to measure the gender wage gap in three stages. First, we employ OLS regression to gain a statistical understanding of the association between gender and wages and how gender interacts with other factors, such as education, race, occupation, and industry. Second, we use Blinder–Oaxaca decomposition methods to estimate the relative effect that observed factors have on the gap. Finally, we use Nopo’s non-parametric decomposition methods to further understand how structural barriers against women possibly increase the pay gap. For instance, a larger proportion of female workers in the ACS work as office administrators and work in social services. On the other hand, more male workers in the ACS work in engineering. Nopo’s method separates the effect that non-comparable females have on the wage gap as well as the effect of non-comparable males, rather than averaging these differences into one comparison.

Preliminary regression results are presented in Table 1. For all regions in the 13 states analyzed, the female pay gap is 17%, suggesting female workers make 83% of male workers, after controlling for demographics, education, veteran status, occupation, and industry. Workers in Appalachian regions make 6% less than workers in other regions. The female pay gap is approximately 5 percentage points larger in Appalachian regions than non-Appalachian ones. Female workers make approximately 22% less than males in Appalachia and 17% less than males in surrounding areas. This is the first evidence we have seen of a larger female earnings penalty in Appalachia.

Table 1: Estimates of the Adjusted Gender Pay Gap, by Region

VARIABLES	Weekly Wage		
	All Regions	Appalachia	Non-Appalachia
Female	-0.171***	-0.216***	-0.173***
Appalachia	-0.0636***		
Female x Appalachia	-0.0528***		
Observations	1,276,827	354,781	922,046
R-squared	0.482	0.450	0.487

Source: Author’s calculations of 2011–2014 ACS of 13 States. OLS regression coefficient estimates shown. Dependent variable is the log of weekly wages.

*** p<0.01, ** p<0.05, * p<0.1

(continued on page 6)

GREETINGS FROM THE CHAIR: A TIME FOR A NEW CHAPTER BY DR. NICHOLAS KARATJAS

Greetings, Alumni:

I hope this issue of the newsletter finds you well. I have some important news to report to you. As I have written, my wife and I moved to the Pittsburgh area a few years ago and I have been commuting 150 miles each day that I come to the university. The prospect of commuting another winter was too much to ignore and I came to the conclusion that I should retire after this semester. Consequently, I am saddened to say that this will be the last note I will be writing to you – effective January 2017, I will be retiring from IUP. This has not been an easy decision for me to make.

It has been 38 years since I first came to IUP and it has been a marvelous journey (even though we went on strike during my last semester!). My time with Indiana University of Pennsylvania has been an enjoyable, fulfilling experience. While I will surely enjoy the leisure time and intellectual pursuits afforded by retirement, I am sad to leave and will miss my colleagues, many of whom have become true friends.

The recently demolished Keith Hall was my home at IUP for my first 20 years here at IUP. Then the Department of Economics moved into McElhaney Hall in the late 90's. So when I teach from McElhaney 206, I can look out and see the space that Keith Hall once occupied and it makes me pause and think about all my years at IUP. It has been an honor to serve IUP as a member of the faculty and as chairperson. I am extremely proud of my colleagues who have given you great examples of people who work hard because they love what they do. I have enjoyed all of the "talks" I have had with my friend and colleague Dr. Will Radell. Like our students, I have learned much from him. We have been part of the department together for over 35 years and been through some good times and bad times. I am saddened that Dr. Jim Dyal is no longer with us. He was a great friend and was the brother I never had. I was privileged to write a textbook with him. I will also miss my secretary Debbie Bacco. She has kept me on task and I will miss working with her. She has become a good friend.



Dr. Nicholas Karatjas

As I said above, I *am* looking to the future. My grandson, who lives just 10 minutes from our house, just started first grade and I am looking forward to many adventures together. His sister is two years old, and I love seeing her every day. When she asks her *pappou* (Greek for grandpa) for something, I am eager to please. She and my grandson have me wrapped around their fingers. I just love spoiling them. *And* I will have more time to spend with my other two grandchildren who live in New England. The thought of being able to spend more time with the four of them gives me great joy.

Thank you all for reading this. I know I leave the department in great hands. Dr. David Yerger will be an excellent chairperson. Thank you all for sharing your time at IUP with me. It has been a blast. Now on to the next chapter!

Sincerely yours,

Dr. Nicholas Karatjas

P.S. Best wishes for a happy holiday season. Please be sure to "Like" the "new" department page on Facebook too! You can search for it at "IUP Department of Economics".

MY SUMMER IN CHINA, FRANCE, AND THE UNITED KINGDOM

BY DR. YAYA SISSOKO

I had the opportunity, along with three other faculty members from IUP, to teach ECON 121 Principles of Macroeconomics, ECON 122 Principles of Microeconomics, and ECON 325 Monetary Economics at Juan University (JNU) in Guangzhou, China, this summer. Every year, JNU invites faculty from the U.S. to teach at one of their 6 campuses in China and Taiwan. The program runs for 5 weeks over the months of June and July. This was my first time to visit China and it was a great and overwhelming experience for me. The faculty and staff at JNU were very courteous and gracious hosts. The students were hard-working, determined, and eager to learn.

The teaching load was three courses taught Monday through Thursday. JNU provided a lot of guided sightseeing within the city of Guangzhou and outside the city around Southern China over the weekends. It is worth noting that the weather in Southern China is very typical of the weather in South Florida in the summer with an average temperature over 90 degrees Fahrenheit and a lot of sunshine. If you are coming over to visit Southern China in the summer, you will need to dress appropriately (some friendly advice).

I visited the Guangzhou Temple and Guangzhou Historical Museum, two of the top religious and tourist attractions in the area. In addition, I had the chance to visit a local market in Guangzhou where I enjoyed eating very traditional and delicious local food, but completely different from the Chinese food in the U.S. I spent one weekend at a hot spot resort with different stations of massage, various swimming pools including a skim room, accompanied with various Chinese dishes. I also visited Ocean Kingdom, a huge recreational park, similar to Disney World in Florida. I enjoyed the rides there which included water slides and cannoning. There were also sea lions, penguins, polar bears, fireworks, and water skier shows. The highlight of the night was a live musical performance with acrobat dancers. The visit to the park was fun and relaxing. However, the highlight of my trip to China was spending each Friday with the African community in Guangzhou. Indeed, there are more than 12,000 African people, most of whom run their own businesses. I enjoyed spending time with them, watching them run their businesses with energy and passion, negotiating great deals with their Chinese suppliers, going to the warehouse, and shipping their merchandise all over Africa. What amazed me the most about these African businessmen and businesswomen was that they were speaking Mandarin (Chinese main language) fluently. There were several hundred businessmen from Mali. In addition to my visit to the African business community, I went shopping, with the assistance of a translator, where I bought a lot of gifts and souvenirs for my family and friends.

Finally, I stayed in Paris and London for two weeks on my way back to the U.S. I had a wonderful time sightseeing on the famous boulevard, the Champs Elysees, and some of the tourist standbys such as the Arc de Triomphe, the Musée du Louvre, the Chateau de Versailles (Louis XIV), and the Eiffel Tower. I enjoyed a relaxing two-hour boat ride over the Seine River and I ate some delicious French cuisine. The highlight of my trip to London was seeing Buckingham Palace, with its enormous and beautiful ancient architecture, along with the historical Westminster Palace, Elizabeth Tower, and Westminster Bridge of London.

My summer trip to China was very exciting and amazing and gave me the opportunity of learning a few words in Mandarin. Experiencing everyday life in China was arguably what I loved the most. Of course, I cannot wait to go back to China next summer.



Dr. Sissoko at Juan University.

SCHOLARSHIPS: HOW YOU CAN HELP

As current economics students juggle financing their college education with other responsibilities, they often look towards scholarships to help fill the gap. Through the support of generous alumni, faculty and staff members, emeriti professors, and friends, three endowed scholarships are currently available to current economics students:

- 0505 – Karl A. McDermott Scholarship for Economics
- 0449 – Robert J. Stonebraker Scholarship for Economics
- 0359 – Donald A. Walker Department of Economics Scholarship

The Donald A. Walker Department of Economics Scholarship and the Robert J. Stonebraker Scholarship for Economics were established to provide a lasting tribute to acknowledge the impact of these (emeriti) professors on economics students during their tenure at IUP. Scholarships can also be established by alumni. Dr. Karl McDermott set up an endowed scholarship to recognize the impact of his IUP education on his professional career and to provide scholarship assistance to future economics students. These funds will continue to supply annual scholarships for IUP students for years to come. However, to increase the impact of the annual scholarship payout, additional donations to these funds are needed. Your gift will assist in increasing the annual scholarship payout. You can support future economics students by designating your gift to any of these scholarship funds. Go to the IUP secure on-line giving form at www.iup.edu/giveagift to make your gift now. Be sure to select the "specific area at IUP" option and indicate your fund designation (see account numbers above) in the "other" area on the form.

For more information about how you can support one of these economics scholarships or to discuss the process of establishing your own scholarship, please contact: Chrystie Raymond, Development Officer, at (724) 357-1961 or chrystie.raymond@iup.edu.

I would like to support scholarships for IUP students in the Economics Department by making a gift to the Foundation for IUP.

Name(s): _____ IUP ID (if known):_@_____

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With my gift or pledge to the Foundation for IUP of \$_____, to be paid by:

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To make a one-time or recurring gift online, visit www.iup.edu/giveagift.

Please mail this form along with payment, if applicable to: Foundation for IUP, Sutton Hall, Room G1, 1011 South Drive, Indiana, PA 15705-1046. Or, to pay by credit card visit www.iup.edu/stonebraker.

___ I prefer not to have my name included in IUP's online donor listing (please initial).

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MEASURING THE GENDER WAGE GAP IN APPALACHIA (CONT.)

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Preliminary results of the Blinder–Oaxaca and Ćopo decompositions show how various factors serve to lessen or expand the female wage penalty. For instance, females in the region have higher levels of educational attainment, which serves to lower the pay penalty. However, females work fewer hours on average and work in lower-paying industries, which serves to increase the pay penalty, essentially nullifying gains to education. The largest effects on the pay gap are measured but unexplained by the analyses to this point, however. For various reasons, men are rewarded for their educational attainment at much higher rates than women are (despite women having higher levels of education). Potential reasons for this could be barriers that women face to getting high-skilled jobs (mentioned above), barriers to moving up in an organization, or barriers to selecting specific occupations where her degree would earn the highest potential pay. Additionally, women are penalized more for having children than men are. This could potentially be related to cultural barriers that push the burden of raising children (i.e., leaving work to pick them up from school) disproportionately on working women, compared to working men. Disproportionate child-raising responsibilities for women could also keep them from competing against men for higher-paying jobs.

Results from this preliminary analysis suggest the need to further investigate the sources of the gender pay gap in Appalachia. We will continue to do this into the Spring 2017 semester and look for opportunities to present and publish our results.



Keep in touch!

The faculty in the Department of Economics are always thrilled to hear from their former students. Please keep us posted on your work and well-being. Feel free to drop us a note via email, letter, or phone call. Or, complete the Alumni Information Form (on page 10).

INTERESTED IN BEING AN ECONOMICS CLUB SPEAKER?

If you plan to be in the area (or live in the area) and would be interested in speaking to the Economics Club, please contact Dr. Chris Jeffords at Christopher.Jeffords@iup.edu.



The Department of Economics is now on Facebook! You can find us on Facebook at:
IUP Department of Economics

FACULTY NOTES

Drs. Stephanie Brewer Jozefowicz, James Jozefowicz, and Yaya Sissoko attended the PEA Board of Directors meeting at the Pennsylvania Economic Association (PEA) annual conference at Slippery Rock University, Slippery Rock, PA, in June. **Dr. Stephanie Jozefowicz** was reelected PEA secretary.

“Marcellus Shale and Structural Breaks in Oil and Gas Markets: The Case of Pennsylvania,” by **Drs. Todd B. Potts** and **David B. Yerger** was published in *Energy Economics*, 2016, vol. 57, pp. 50–58. *Energy Economics* is one of the world’s preeminent academic journals for energy research, ranking 9th out of over 700 ranked energy-related journals based on citations impact (www.scimagojr.com).

“How Pretrial Expectations and Anticipated Obstacles Impact University Brand Identification,” by Drs. Amber Stephenson and **David B. Yerger** was published in the *Journal of Promotion Management*, online September 2016. Dr. Stephenson is a Ph.D. graduate of IUP’s Administration and Leadership Studies program.

Dr. Yaya Sissoko presented three research papers titled: 1. “Does Regional Variation in Startup Concentration Predict Employment Growth?” (co-authored with Brian Sloboda); 2. “Recent Experiences of Capital Flows and Fiscal Imbalances since the Creation of Eurozone” (co-authored with Brian Sloboda); and 3. “The Colombian Peso: Commodity Currency or Cocaine Currency?” (co-authored with colleague **Dr. Alexi S. Thompson**) at the Pennsylvania Economic Association (PEA) annual conference at Slippery Rock University, Slippery Rock, PA, in June. In addition, Dr. Sissoko also led the Sixth Best Undergraduate Student Paper Contest at the conference.

Dr. Brandon C. Vick will publish research titled “Gender, Race & the Veteran Wage Gap” in a forthcoming issue of *Social Science Research*. **Gabrielle Fontanella** (’15), an IUP Economics and Sociology graduate, co-authored the paper. This paper analyzes earnings outcomes of Iraq/Afghanistan-era veterans.

Drs. Brandon C. Vick and Abigail Adams (Department of Anthropology) have been awarded a grant from the Appalachian Teaching Project to create a public history trail using geocaching to promote the history of Downtown Indiana. IUP will partner anthropology majors from the Introduction to Cultural Anthropology class (ANTH 211) with two community organizations, Downtown Indiana and the Historical and Genealogical Society of Indiana County, to create an Adventure Learning Trail. The objective of this collaboration is to link the intellectual and creative resources of IUP students with community partners to help preserve and promote the charm, quality, and culture of Indiana by creating a sustainable community program that provides educational resources for the larger public. Students will create a virtual, historic excursion in downtown Indiana that will serve to stimulate tourism, encourage learning, and promote economic revitalization of the town through linking historical knowledge to Global Positioning Systems (i.e., geocaching) technology.

Drs. Christopher R. Jeffords and Josh Gellers, professor in the Department of Political Science and Public Administration at the University of North Florida, expand upon their recent contribution to the United Nations Report on Implementing Environmental Rights by providing a summary of recent quantitative and qualitative research on constitutional environmental rights. Their research summary is in the form of a guide for practitioners. Their paper will appear in late 2016 in the *Journal of Human Rights Practice*.

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FACULTY NOTES (CONT.)

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“A Dynamic Panel Data Study of the Unemployment–Crime Relationship: The Case of Pennsylvania,” co-authored by applied mathematics alumna **Sarah Frederick** ('15), economics alumnus **Zackary Nelson** ('14), and **Dr. James J. Jozefowicz**, has been published in *Economics Bulletin*. The paper analyzes county-level crime rates and unemployment rates from 1990 to 2009 using an estimation methodology that overcomes several statistical problems ignored in previous analyses. The article can be accessed online at: <http://www.accessecon.com/Pubs/EB/2016/Volume36/EB-16-V36-I3-P148.pdf>

Dr. Brandon C. Vick attended the annual meeting of the Ohio Association of Economists and Political Scientists (OAEPS) at Northern Kentucky University in September.

Dr. Brandon C. Vick attended meetings on Intellectual Property Issues for Small Online Businesses, held in Austin, TX, in October.

Dr. David B. Yerger attended the Middle Atlantic and New England Council for Canadian Studies Conference in Portland, ME, in October. In addition to continuing his service on the Executive Board, Dr. Yerger was elected as secretary for the organization. He also presented the research paper “Diverging Trends in Suicide by Firearm in Canada and the United States: A State and Provincial Analysis.”

Drs. Stephanie Brewer Jozefowicz, James Jozefowicz, and Yaya Sissoko attended the annual fall meeting of the Pennsylvania Economic Association (PEA) board of directors, held at the Penn State in State College, PA, on Saturday, October 15, 2016. Stephanie Brewer Jozefowicz serves as PEA secretary, Yaya Sissoko coordinates the PEA Best Undergraduate Student Paper Contest, and James Jozefowicz is an ex-officio member of the PEA board of directors.

Dr. Yaya Sissoko presented “Does Regional Variation in Startup Concentration Predict Employment Growth?” (co-authored with Brian Sloboda) at the 39th Annual Meeting of the Northeastern Association of Business, Economics and Technology (NABET) held in State College, PA, in October.

In a forthcoming edition of *Water Resources Management*, **Drs. Alexi S. Thompson and Christopher R. Jeffords** examine the relationship between a novel, country-level water independence index and water pollution as measured by biochemical oxygen demand. Controlling for the effects of income, rule of law, and trade openness, they find that importing water-intensive goods may lower water pollution levels. They also find that an improvement in trade openness and a stronger rule of law may also lead to lower levels of water pollution.

Drs. Christopher R. Jeffords and Josh Gellers, professor in the Department of Political Science and Public Administration at the University of North Florida, contributed a chapter to *Implementing Environmental Constitutionalism* (Cambridge University Press) edited by Erin Daly and James May – both faculty at Delaware Law School (Widener University) – forthcoming in 2017. Evaluating the relationship between state administrative capacity and the fulfillment of constitutional environmental rights, their results show that the successful implementation of said rights is associated with higher levels of economic productivity and quality legal institutions.

Dr. Christopher R. Jeffords reviewed book manuscripts for Oxford University Press and Routledge, and refereed articles for the *Review of Social Economy* and the *Journal of Human Rights*.

Congratulations to **Dr. Nicholas Karatjas** who will be retiring after more than 38 years at Indiana University of Pennsylvania (see page 3). Everyone here wishes him the very best! We will miss you!!

STUDENT NOTES

Congratulations to **Hannah Mercer** who was chosen by the College Sports Information Directors of America (CoSIDA) for the 2016 Academic All-District Softball Team. This honor ranks Hannah among the top student-athletes in the nation and reflects her combined accomplishments athletically and academically. In addition to being enrolled in the honors track in economics, Hannah's academic accolades include receiving the College of Humanities and Social Sciences Dean's Award for her co-authored presentation, "An Analysis of Gender Inequality in Professional Tennis," at the 2016 Undergraduate Scholars Forum and being awarded the Karl A. McDermott Scholarship for Economics.

Hannah Mercer had an internship with Thermo Fisher Scientific in Pittsburgh, PA, during the spring of the last academic year. Hannah writes: "I eagerly anticipated the various mechanisms and tools that I would be learning in my first real professional experience. Fast forward to my last week at Thermo Fisher Scientific as a Business Development Intern and you would've found me presenting my summer-long project to an auditorium full of presidents, vice presidents, general managers, and other employees. In this final presentation, I was able to showcase the various opportunity, gap, statistical, and geographical analyses I had conducted in an attempt to maximize Fisher Scientific's presence in the science education market. I was able to work diligently all summer using my EViews software I had previously purchased for my Econometrics classes at IUP. Once I had manipulated millions of pieces of data, I was able to analyze and interpret descriptive statistics, t-tests, and skewness measures to assemble statistically significant evidence to support my research findings. Not only did I use various analytical techniques that I had learned in my two semesters of Econometrics at IUP, but I also applied economic theory when proposing a one-year marketing strategy plan that implemented the use of complementary products, allowing Fisher Scientific to become an integrated provider for science education across every science discipline.

In October, **Hannah Mercer** and **Megan Gochenauer** had an opportunity to meet with **Dr. Karl A. McDermott ('76)** while he was on campus to attend the Dean's Advancement Council meetings. Hannah and Megan were recipients of the Karl A. McDermott Scholarship for Economics. (See picture on right.)

Congratulations to economics major **Olivia Habacivch** who was selected to be a member of the College of Humanities & Social Sciences Dean's Student Advisory Council (DSAC). Members of the Dean's Student Advisory Council provide a student voice to the Dean's initiatives. DSAC members represent the student body at university and college events and are responsible for planning student-focused events.

The Foundation for IUP recently featured **Hannah Mercer** in its "You Are Part of Our Stories" philanthropic report distributed to its donors. In the publication, Hannah's accomplishments as an IUP student-athlete and scholarship recipient were highlighted.

Congratulations to economics scholar-athletes **Lauren Wolosik** and **Jacobo Diaz**, who recently were named IUP Athletes of the Week. A guard for the IUP women's basketball team, this marks Lauren's first career Athlete of the Week award. Jacobo plays forward for the IUP men's basketball team, and this is his second straight Athlete of the Week honor. Both Lauren and Jacobo are enrolled in the Honors Track in Economics. Go Hawks!



Left to right: Hannah Mercer, Dr. Karl A. McDermott, Megan Gochenauer, and Mary Jo Ludwig (Assistant Director of Annual Giving).

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