

**TAMMY SCHIRLE**  
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**CURRENT EMPLOYMENT**

July 2017-      Professor, Department of Economics, Wilfrid Laurier University  
2015-           Co-Editor, Canadian Public Policy

**EDUCATION**

2006            Ph.D., Economics, University of British Columbia  
2000            M.A. Economics, Dalhousie University  
1999            B.A. Hons., Economics, University of Manitoba (First Class)

**EMPLOYMENT HISTORY**

2011-2017      Associate Professor, Wilfrid Laurier University  
2012-2013      Visitor, Department of Economics, McMaster University  
2007-2012      Affiliation as Assistant and Associate Professor with the Balsillie School of International Affairs (Masters of International Public Policy)  
2006-2011      Assistant Professor, Department of Economics, Wilfrid Laurier University  
                    (*Interruption: Maternity Leave taken in 2010*)  
2005            Sessional Lecturer, Department of Economics, University of British Columbia  
2001-2005      Research and Teaching Assistant, University of British Columbia  
2000-2001      CIDA Internship, Researcher (MEDA, Canada and Romania)  
1999-2000      Research and Teaching Assistant, Dalhousie University  
1999            Special Projects Manager, Manitoba Department of Labour, Labour Management Services Division  
1998 & 1999    Researcher, Manitoba Department of Labour, Research Branch

## PUBLICATIONS

### PEER-REVIEWED JOURNAL ARTICLES

1. Schirle, T. *Accepted*. "Pensions, retirement incentives, and the role of inflation." *Canadian Tax Journal*.
2. Ferrer, A., Y. Pan and T. Schirle. 2023. "The work trajectories of married Canadian immigrant women, 2006-2019." *Journal of International Migration and Integration*. <https://doi.org/10.1007/s12134-023-01011-1>
3. Milligan, K. and T. Schirle. 2021. "The Evolution of Longevity: Evidence from Canada." *Canadian Journal of Economics*., vol. 54(1), February 2021.
4. Lemieux, T, K. Milligan, T. Schirle, and M. Skuterud. 2020. "Initial impacts of the COVID-19 pandemic on the Canadian labour market." *Canadian Public Policy*, DOI: 10.3138/cpp.2020-049.
5. Milligan, K. and T. Schirle. 2019. "Push and Pull: Disability Insurance, Regional Labor Markets, and Benefit Generosity in Canada and the United States." *Journal of Labor Economics*, vol. 37, no. S2, July 2019: S289-S323. (*This volume was awarded the Doug Purvis Prize in 2020.*)
6. Milligan, K. and T. Schirle. 2018. "Health and capacity to work of older Canadians: Gender and regional dimensions." *Canadian Public Policy*, June 2018, 44(2): 159-172.
7. Legree, S., T. Schirle and M. Skuterud. 2017. "The Effect of Labor Relations Laws on Unionization Rates within the Labor Force: Evidence from the Canadian Provinces" *Industrial Relations: A Journal of Economy and Society*, 56(4): 605-639.
8. Koebel, K. and T. Schirle. 2016. "The differential impact of universal child benefits on the labour supply of married and single mothers" *Canadian Public Policy*, March 2016, 42(1): 49-64.
9. Schirle, T. 2015. "The gender wage gap in the Canadian Provinces, 1997-2014." *Canadian Public Policy*, Vol. 41(4), December 2015, 309-319.
10. Schirle, T. 2015. "The effect of universal child benefits on labour supply." *Canadian Journal of Economics*. Vol. 48(2), May 2015, 437-463.
11. Ariizumi, Hideki, Yaqin Hu and T. Schirle. 2015. "Stand together or alone? Family structure and the business cycle in Canada." *Review of Economics of the Household*. Volume 13(1), March 2015, 135-161. DOI: 10.1007/s11150-013-9195-8
12. Schirle, T. 2013. "Senior poverty in Canada: A decomposition analysis." *Canadian Public Policy*, Volume 39(4) December 2013, 517-540.
13. Ariizumi, Hideki and T. Schirle. 2012. "Are Recessions Really Good for Your Health? Evidence From Canada." *Social Science & Medicine*, Vol. 74, April 2012, pp. 1224-1231.
14. Schirle, T. 2012. "Age-adjusted measures of earnings inequality in the United States, 1980-2010." *Economics Bulletin*, Vol. 32, no.3, pp. 2662-2669.
15. Schirle, T. 2012. "Wage Losses of Displaced Older Men: Does Selective Retirement Bias Results?" *Canadian Public Policy*, Vol. 38(1) March 2012, pp. 1-13.
16. Lu, Yuqian, René Morissette, and T. Schirle. 2011. "The Growth of Family Earnings

- Inequality in Canada, 1980-2005." *Review of Income and Wealth*, Vol. 57, Issue 1, pp. 23-29.
17. Schirle, T. 2010. "Health, Pensions, and the Retirement Decision: Evidence from Canada" *Canadian Journal On Aging*, Vol. 29 no. 4, pp. 519-527.
  18. Schirle, T. 2008. "Why Have the Labour Force Participation Rates of Older Men Increased Since the Mid-1990s?" *Journal of Labor Economics*. Vol. 26 no.4 (October 2008) pp. 549-594.
  19. Milligan, Kevin and T. Schirle. 2008. "Improving the Labour Market Incentives in Canada's Public Pension System" *Canadian Public Policy* Vol. 34, no.3 (September 2008) pp. 281-304.

## BOOKS

1. Benjamin, D., M. Gunderson, T. Lemieux, T. Schirle, and W.C. Riddell. 2021. *Labour Market Economics*, 9<sup>th</sup> ed. Toronto: McGraw-Hill Ryerson.

## CHAPTERS IN BOOKS, EDITED VOLUMES, OTHER PUBLICATIONS

1. Michaud, P-C., Milligan, K. and T. Schirle. 2023. "Guest Editors' Introduction: Pensions, Retirement, Longevity, and Long-Term Care II." *Canadian Public Policy*, 49(S1) February 2023.
2. Michaud, P-C., Milligan, K. and T. Schirle. 2022. "Guest Editors' Introduction: Pensions, Retirement, Longevity, and Long-Term Care." *Canadian Public Policy*, 48(S2) November 2022. <https://doi.org/10.3138/cpp.48.S2-001>
3. Schirle, T. 2022. "Gender dimensions of the COVID-19 recession on the Canadian labour market." In Robson, J. and L. Tedds (eds.) *Impacts of COVID-19 on Women in Canada*, Royal Society of Canada Collection of Essays. November 2022. (*This volume was awarded honourable mentions for the Doug Purvis Prize in 2023.*)
4. Ferrer, A., Pan, Y, and T. Schirle. 2022. "Uneven Odds: Men, Women and the Obstacles to Getting Back to Work with Kids." C.D. Howe Institute E-Brief, September 2022.
5. Petit, Gillian, L.M. Tedds and T. Schirle. 2021. "An examination of the Conservative Party of Canada's proposed childcare refundable tax credit." School of Public Policy publication, August 2021.
6. Milligan, K. and T. Schirle. 2021. "Retirement Incentives and Canada's Social Security Programs." In *Social Security Programs Around the World: Reforms and Retirement Incentives*, Courtney Coile and Axel Borsch-Supan (eds.) NBER Books Series. University of Chicago Press. February 2021.
7. Schirle, T. and M. Sogaolu. 2020. "A Work in Progress: Measuring Wage Gaps for Women and Minorities in the Canadian Labour Market." C.D. Howe Institute Commentary no. 561. January 2020.
8. Milligan, K. and T. Schirle. 2019. "The labour force participation of older men in Canada." In *Social Security Programs Around the World: Working Longer*, Courtney C. Coile, Kevin Milligan, David A. Wise (ed.) NBER Book Series. University of Chicago

- Press.
9. Milligan, K. and T. Schirle. 2018. "Rich Man, Poor Man: The Policy Implications of Canadians Living Longer." C.D. Howe Institute E-Brief 282, August 2018.
  10. Schirle, T. and M.R. Veall. 2018. "Retirement in the Canadian Longitudinal Study on Aging." In P. Raina, C. Wolfson, S. Kirkland, and L. Griffith (eds.) *The Canadian Longitudinal Study on Aging (CLSA) Report on Health and Aging in Canada, Findings from Baseline Data Collection 2010-2015*, May 2018, <https://www.clsa-elcv.ca/doc/2639>
  11. Schirle, T. 2017. "Gender equity and the income tax system" in *Income Tax at 100 Years: Essays and Reflections on the Income War Tax Act*, Jinyan Li, J. Scott Wilkie and Larry F. Chapman, eds., Canadian Tax Foundation.
  12. Milligan, K. and T. Schirle. 2017. "Health Capacity to work at Older Ages: Evidence from Canada." In *Social Security Programs Around the World: The Capacity to Work at Older Ages*, David A. Wise (ed.) NBER Book Series. University of Chicago Press.
  13. Legree, S., T. Schirle, and M. Skuterud. 2016. "Can Labour Relations Reform Reduce Wage Inequality?" In Green DA, Riddell C, St-Hilaire F. (eds.), *Income Inequality: The Canadian Story* (Montreal: Institute for Research on Public Policy), 399-434. (*The book was awarded the Doug Purvis Prize in 2017*)
  14. Milligan, K. and T. Schirle. 2016. "Option Value of Disability Insurance in Canada." in *Social Security Programs Around the World: Disability Insurance Programs and Retirement*, David A. Wise (ed.) NBER Book Series. University of Chicago Press.
  15. Milligan, K. and T. Schirle. 2016. "The Pressing Question: Does CPP Expansion Help Low Earners?" C.D. Howe Institute E-Brief, July 2016.
  16. Milligan, K. and T. Schirle. 2014. "Simulated Replacement Rates for CPP Reform Options." The School of Public Policy SPP Research Papers, Volume 7, Issue 7, March 2014.
  17. Laurin, Alexandre, Kevin Milligan and Tammy Schirle. 2012. "Comparing nest eggs: how CPP reform affects retirement choices." C.D. Howe Institute Commentary No. 352, May 2012.
  18. Milligan, K. and T. Schirle. 2009. "Working while receiving a pension: Will double dipping change the elderly labour market?" in *Retirement Policy Issues in Canada*. Edited by Michael G. Abbott, Charles M. Beach, Robin W. Boadway, and James G. MacKinnon. McGill-Queen's University Press.
  19. Neill, C. and T. Schirle. 2009. "Remain , retrain or retire: Options for older workers following job loss" in *Retirement Policy Issues in Canada*. Edited by Michael G. Abbott, Charles M. Beach, Robin W. Boadway, and James G. MacKinnon. McGill-Queen's University Press.
  20. Schirle, T. 2008. "Greener Pastures: Understanding the impact of retirement incentives in defined-benefit pension plans" C.D.Howe Institute Commentary No. 262, May 2008.
  21. Fortin, N.M. and T. Schirle. 2006. "Gender Dimensions of Changes in Earnings Inequality in Canada" in *Dimensions of Inequality in Canada*, ed. David A. Green and Jonathan R. Kesselman. Vancouver: UBC Press. (*The book was awarded the 2007 Doug Purvis Prize by the Canadian Economics Association.*)

## OTHER REPORTS, PAPERS, AND COMMENTARY

1. Schirle, T. 2023. "The surprisingly smaller gender wage gap." C.D. Howe Institute Intelligence Memo. March 7, 2023.
2. Robson, J., L.M. Tedds and T. Schirle. 2022. "The federal dental plan may fall short of expectations." Policy Options, IRPP, December 1, 2022.
3. Ferrer, A. and T. Schirle. 2022. "Helping moms find their way back to work." C.D. Howe Institute Intelligence memo, October 14, 2022.
4. Petit, G., L.M. Tedds, and T. Schirle. 2021. "The Conservatives' child care plan will help poorer families but reinforce regional inequity." Policy Options, IRPP, September 10, 2021.
5. Schirle, T. 2021. "The illusion of a narrowing gender wage gap in 2020" CD Howe Institute Intelligence memo, March 8, 2021.
6. Coile, C., D.A. Wise, A.H. Börsch-Supan, J. Gruber, K. Milligan, R. Woodbury, (and 71 more including T. Schirle). "Social Security and Retirement Around the World: Lessons from a Long-Term Collaboration." NBER Retirement and Disability Research Centre Paper NB19-14. June 2020.
7. Schirle, T. and M. Skuterud. 2020. "Long-term joblessness: a significant policy challenge on the horizon?" CD Howe Institute Intelligence memo, October 20, 2020.
8. Schirle, T. 2020. "Unemployment in the 21st Century" CD Howe Institute Intelligence memo, October 7, 2020.
9. Schirle, T. and M. Skuterud. 2020. "The challenge of designing income support for the self-employed." Finances of the Nation Commentary, September 2020.
10. Schirle, T. "Post-CERB plan is costly, but alternative would be worse." First Policy Response commentary, August 21, 2020.
11. Schirle, T. and M. Skuterud. 2020. "Job search, new jobs, and what it means for future policy. CD Howe Institute Intelligence Memo, August 12, 2020.
12. Schirle, T. and M. Skuterud. 2020. "The moms are not all right." CD Howe Institute Intelligence memo, July 15, 2020.
13. Lemieux, T., Schirle, T. and M. Skuterud. 2020. "Initial impacts of COVID-19 on the labour market." CD Howe Institute Intelligence Memo, June 12, 2020.
14. Schirle, T., K. Milligan, and M. Skuterud. 2020. "What April's Jobs Data Shows for the Future." CD Howe Institute Intelligence Memo, May 13, 2020.
15. Schirle, T. 2020. "Designing a CERB that supports efforts to re-open the economy." CD Howe Institute Intelligence Memo, May 12, 2020.
16. Schirle, T. K. Milligan and M. Skuterud. 2020. "Digging one level deeper into March's workforce numbers." CD Howe Institute Intelligence Memo, April 14, 2020.
17. Milligan, K. and T. Schirle. 2020. "A Labour Force Survey pandemic primer." CD Howe Institute Intelligence Memo, April 8, 2020.
18. Milligan, K. and T. Schirle. 2020. "Retirement decisions and retirement incentives: New evidence from Canada."

19. Schirle, T. and M. Sogaolu. 2020. "The broad and persistent wage gaps in Canada's labour market." C.D. Howe Institute Intelligence Memo, February 2020.
20. Schirle, T. "Ministerial mandate letter: Minister of Women and Gender Equality." CD Howe Institute, October 2019.
21. Milligan, K. and T. Schirle. 2018. "The Evolution of Longevity: Evidence from Canada." NBER Working Paper No. 24929, August 2018.
22. Milligan, K. and T. Schirle. 2018. "The Labor Force Participation of Older Men in Canada." NBER Working Paper No. 24874, July 2018.
23. Milligan, K. and T. Schirle. 2017. "Push and Pull: Disability Insurance, Regional Labor Markets, and Benefit Generosity in Canada and the United States." NBER Working Paper No. 23405. May 2017.
24. Arcila, A., A. Ferrer, and T. Schirle. 2017. "Occupational Segregation, Skills, and the Gender Wage Gap." Report prepared as part of the Gender Wage Gap Grant Program, Ontario Pay Equity Commission, March 2017.
25. Arcila-Vasquez, A., A. Ferrer, and T. Schirle. 2016. "The gender wage gap and returns to skills: evidence from Ontario." Report prepared as part of the Gender Wage Gap Grant Program, Ontario Pay Equity Commission, LCERPA Commentary No. 2016-2, March 2016.
26. Schirle, T. 2015. "The Gender Gap in Canadian Labour Markets, and Economics." Report prepared for the Ontario Ministry of Labour Gender Wage Gap Strategy Steering Committee consultations.
27. Schirle, T. and E. Vickers. 2015. "The 2014 Gender Wage Gap in Ontario." Report prepared for the Ontario Pay Equity Commission, LCERPA Commentary No. 2015.-1, March 2015.
28. Schirle, T. 2014. "The labour market activities of Canada's youth." Brief prepared for the House of Commons Finance Committee Study of Youth Employment, March 2014.
29. Schirle, T. 2013. "Engaging Experience: Opportunities for Older Persons in the Workforce." LCERPA Policy Brief, June 2013. (Comments prepared for the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities.)
30. Milligan, K. and T. Schirle. 2012. "The Retirement Income System and the Risks Faced by Canadian Seniors: A Synthesis of the HRSDC/CLSRN Project 'Challenges for Canada's Retirement Income System'." with Kevin Milligan. Report for HRSDC, December 2012.
31. Schirle, T. 2009. "Women and Pension Security." Comments prepared for the House of Commons Standing Committee on the Status of Women, November 2009.
32. Schirle, T. 2009. "The Consequences and Effects the Current Employment Insurance Programs Have on Women in Canada" Laurier LCERPA Commentary 2009-02, March 2009. (Comments prepared for the House of Commons Standing Committee on the Status of Women)
33. Schirle, T. 2009. "A Living Wage Policy for the Region of Waterloo - Will it help the working poor?" Laurier LCERPA Commentary 2009-01, January 2009. (Prepared for presentation to the Kitchener-Waterloo Chamber of Commerce.)

34. Milligan, K. and T. Schirle. 2006. "Public Pensions and Retirement: International Evidence in the Canadian Context." HRSDC-IC-SSHRC Skills Research Initiative Working Paper Series 2006-A-13.

## **INVITED SEMINARS**

- 2022 University of Regina (March)  
2020 Laval University (January)  
2018 University of Saskatchewan (February), HEC Retirement and Savings Institute (visitor, October), Brock University (September)  
2015 University of Ottawa (February), University of Toronto (July), McMaster University (November)  
2014 University of Victoria (January), University of Winnipeg (October)  
2012 McMaster University (November)  
2011 University of Calgary (November), York University (April)  
2010 University of Manitoba (November), University of Guelph (October)  
2009 Dalhousie University (November)  
2008 HRSDC (October)  
2006 Bank of Canada, University of Ottawa, University of Manitoba, Wilfrid Laurier University, University of Saskatchewan

## **CONFERENCE PARTICIPATION AND OTHER INVITED PRESENTATIONS (since 2009)**

- 2023 1. CEA meetings (present, panelist, June, Winnipeg)  
2. NBER International Social Security Workshop (coauthor present, June, Stockholm)  
3. PENSINEQ workshop (coauthor present, June, Stockholm)  
4. CRDCN and CPP webinar (chair, April, online)  
5. CLEF webinar (present, March, online)  
2022 1. C.D. Howe, Fiscal and Tax Competitiveness Council, METRs (present, November, Online)  
2. PENSINEQ (coauthor present, September, Venice)  
2. CRDCN-WAGE webinar (present, June, online)  
3. NBER ILTC Workshop (coauthor present, June, Munich)  
4. CEA meetings (present, panelist, chair, organize CLEF sessions, June, Ottawa)  
5. C.D. Howe, Human Capital Policy Council, Labour Shortages (present, May, Online)  
6. NRCAN Just Transition Roundtable (invited participant, April, online)  
7. LEC Policy Workshop Keynote Speaker (January, online)  
2021 1. PENSINEQ (present, December, online)  
2. NBER International Long Term Care Workshop (presenter, December, online)

3. Royal Society of the Canada, Celebration of Excellence & Engagement (Women and the Economy) (panelist, November, online)
  4. C.D. Howe, Human Capital Policy Council, Income support during COVID-19 (present, November, online)
  5. University of Winnipeg, EFSA (present, October, online)
  6. CEA meetings and CLEF sessions (online, chair, June 2021)
  7. Celebrating women's leadership and resiliency amidst a global pandemic (IWD panelist, March)
- 2020
1. Economics Society of Northern Alberta (present, December)
  2. IRPP The Future of EI Within Canada's Social Safety Net Webinar (present, November)
  3. NBER ISS Workshop (presenter, October, online)
  4. CRDCN Public Policy and the Data Revolution (panelist, October, online)
  5. CLEF Annual conference (co-organizer, May, online)
  6. NBER International Social Security Workshop (presenter/cancelled, April, Venice)
- 2019
1. Third Age Learning (presenter, October, Burlington)
  2. NBER International Social Security Workshop (presenter, September, Barcelona)
  3. Canadian Economics Association (presenter, discussant, chair, Banff, May/June 2019)
  4. Models of Basic Income in Canada (presenter, March, Waterloo)
- 2018
1. NBER International Social Security Workshop (presenter, December, Munich)
  2. Statistics Canada: 100 years and counting (presenter, December, Ottawa)
  3. CRDCN conference (presenter, scientific committee, October, Hamilton)
  4. CEA Annual Meetings (discussant, chair, Montreal, June)
  5. CLEF Labour Economics Conference (presenter, Montreal, May)
  6. NBER International Social Security Workshop (presenter, May, Washington)
  7. NBER Aging Program Meeting (coauthor presented, March, Cambridge)
- 2017
1. NBER International Social Security Workshop (presenter, November, Munich)
  2. Waterloo-Laurier Labour seminar (presenter, November, Waterloo)
  3. Laurier internal seminar (presenter, November, Waterloo)
  4. Economic Outlook 2018 (Panelist, November, Waterloo)
  5. Poverty reduction strategy conference (presenter, September, Gatineau)
  6. CEA Annual Meetings (presenter, panelist, discussant, June, Antigonish)
  7. CLEF Labour Economics Conference (organizing committee, June, Antigonish)
  8. NBER International Social Security Workshop (presenter, April, Venice)
  9. CRDCN webinar (co-presenter, March)
- 2016
1. Future well-being of the elderly, CIQSS (presenter and invited panelist, December, Montreal)
  2. NBER Public Policies in Canada and the United States Conference (presenter, October, Gatineau QC)
  3. C.D. Howe Panel: CPP Enhancement, Winners and Losers (invited panelist, September, Toronto)



4. NBER International Social Security Workshop (co-author presenter, September, Paris)
  5. CLEF Labour Economics Conference (Organizer, June, Ottawa)
  6. CEA Annual Meetings (Organizer with CLEF, panelist x2, discussant, June, Ottawa)
  7. Canadian Tax Foundation 100 years of the Income Tax Act (discussant, May, Toronto)
  8. ESDC Webinar – Senior poverty - (presenter, May, online)
  9. Plurality Project Conference (presenter, April, Rotman School of Management, Toronto)
  10. WALL Seminar Series (presenter, April, Waterloo)
- 2015
1. NBER International Social Security Workshop (presenter, December, Paris)
  2. Women in Science (presenter, WLU, November)
  3. CEA Annual Meetings (presenter, CWEN panel, discussant, Toronto, May)
  4. CLSRN 9<sup>th</sup> Annual Conference (presenter, Toronto, May)
  5. NBER International Social Security workshop (presenter, May, Sicily)
  6. Gender Wage Gap Workshop (Co-organizer, presenter, Guelph, April)
  7. NBER International Social Security workshop (presenter, February, Paris)
- 2014
1. Ontario Ministry of Intergovernmental Affairs, Lunch and Learn Series (“Pension issues and options”, invited presenter, December)
  2. Queen’s International Institute on Social Policy (invited presenter, August, Kingston)
  3. CEA Annual Meetings (presenter & coauthor presented, chair, discussant, June, Vancouver)
  4. CLSRN 8<sup>th</sup> Annual Conference (organizing committee, chair, May, Vancouver)
  5. IRPP-CLSRN conference “Inequality In Canada: Driving Forces, Outcomes and Policy” (presenter, February, Ottawa)
- 2013
1. CIRANO-UC School of Public Policy conference "Proposals for Canada/Quebec Pension Plan Expansion: Are we on the right path?" (invited, presented with coauthor, November, Ottawa),
  2. CRDCN Annual Conference (presenter, chair, organizing committee, October, Waterloo)
  3. Ideas and Issues lecture series, Kitchener Public Library, (invited presenter, November, Kitchener)
  4. NBER International Social Security research workshop, (presenter, September, Madrid)
  5. CEA Annual Meetings (Chair x2, June, Montreal)
  6. CLSRN 7<sup>th</sup> Annual Conference (presenter, May, Montreal)
  7. "Income, Health and Social Programs in an Aging Population" conference (invited speaker), SSRHC Cluster on Population Change and Lifecourse, (presenter, March, Ottawa)
  8. NBER International Social Security research workshop (Presenter, February, Paris)

- 2012
  - 1. CRDCN Conference 2012: Evidence -Based Policy Formation and Evaluation (presenter, Fredericton October)
  - 2. C.D. Howe Institute, Pensions Policy Council (presenter, June, Toronto)
  - 3. NBER International Social Security research workshop (presenter, February, Rome)
  - 4. CLSRN-HRSDC Challenges for Canada's Retirement Income Programs workshop, Ottawa (presenter, co-director, Ottawa, April)
  - 5. C.D. Howe Institute, Pensions Policy Council, (presenter, Toronto, January)
- 2011
  - 1. CLSRN Challenges for Canada's Retirement Income Programs workshop, Waterloo (presenter, co-director, October, Waterloo)
  - 2. Tax Time, CTF and U of T School of Public Policy and Governance (discussant, Cambridge ON)
- 2010
  - 1. CEA Annual Meetings (coauthor presented, June, Quebec City)
- 2009
  - 1. CEA Annual Meetings, Toronto (presenter, discussant, June, Toronto)
  - 2. CLSRN Annual Conference, Toronto (presenter, June, Toronto)
  - 3. C.D. Howe Institute Policy Conference - Atlantic Canada's Demographic Future: Labour challenges and migration issues (presenter by invitation, Halifax)
  - 4. Mothers, Workers, and Retirees: The evolution of women's roles in the economy (organizer, presented, April, Waterloo)

## **GRANTS, HONOURS, AWARDS**

- Doug Purvis Memorial Prize Honourable Mention, 2023 (Awarded for the Royal Society of Canada Collection of Essays, organized by Lindsay Tedds and Jennifer Robson, 2022)
- Doug Purvis Memorial Prize, 2020 (Awarded June 2021 to the Editorial Board of Canadian Public Policy for the COVID-19 Special Issues)
- John Vanderkamp Award (Runner-up, announced at the June 2021 CEA meetings for our CPP 2020 publication.)
- CIHR Joint Programming Initiative, More Years Better Lives (with Kevin Milligan, in partnership with colleagues in Germany, Sweden, UK and France, 2021-2024)
- CRDCN-WAGE (Department of Women and Gender Equality Canada) Research Grant (with Ana Ferrer, 2021-23)
- Dynamic Microsimulation Initiative (as a member of the academic partner, with ESDC, RSI HEC and Statistics Canada, 2019-2023)
- Merit Award, Wilfrid Laurier University (awarded July 2020)
- Merit Award (service), Wilfrid Laurier University (awarded July 2018)
- Ontario Pay Equity Commission, Gender Wage Gap Grant Program (with Ana Ferrer, 2016-2017)
- Merit Award (research), Wilfrid Laurier University (awarded July 2016)
- Ontario Pay Equity Commission, Gender Wage Gap Grant Program (with Ana Ferrer, 2015-2016)

SSHRC Insight Development Grant (with Kevin Milligan, 2015-2018)  
 Lazaridis School Outreach Award (2015)  
 MITACS (Supporting MABE student Huijie Guo, 2015)  
 Ontario Pay Equity Commission, Gender Wage Gap Grant Program (2014-2015)  
 WLU Internal grant – Undergraduate Research Assistant (awarded March 2014, with Kourtney Koebel)  
 Merit Award, Wilfrid Laurier University (awarded July 2012)  
 WLU internal grant for the project "The effect of the Universal Child Care Benefit on Women's Labour Supply" (2012-2013)  
 CLSRN grant for the project "The incidence of low income among seniors in Canada" (2009-2012)  
 HRSDC grant "Challenges for Canada's Retirement Income System" on behalf of CLSRN (as co-director of the research program, 2009-2012)  
 Merit Award, Wilfrid Laurier University (awarded July 2009)  
 CLSRN Grant for the project "The evolution of women's labour market experiences and the implications for retirement today." (2008-2009)  
 SSHRC Aid to Workshops grant, and the Laurier Centre for Economic Policy Conference Grant for organizing the workshop "Mothers, Workers, and Retirees: The evolution of women's roles in the economy over the past 50 years." (2008-2009)  
 Short term research grant from WLU, with Christine Neill, for the project "Evaluating the Economic Impact of Adult Investments in Post-Secondary Education in Canada." (2007-2008)  
 CLSRN Grant for the project "Examining the Consequences of Displacement Among Canadian Workers Nearing Retirement". (2006-2008)  
 TARGET Fellowship, UBC (2004-2006)  
 University Graduate Fellowship, UBC (2002-2003)  
 Dalhousie University Graduate Fellowship (1999-2000)

## **RECENT PROFESSIONAL ACTIVITIES**

Research Fellow, C.D. Howe Institute, 2023-Present  
 Board Member, Canadian Labour Economics Forum (CLEF), 2015-present.  
 Co-Editor, Canadian Public Policy, 2015-present.  
 Research Advisory Committee, Canadian Research Data Centre Network, August 2020-present.  
 Scientific Council, School of Public Policy at the University of Calgary, April 2020-present.  
 Fellow, Retirement and Savings Institute, HEC Montréal, 2018-Present  
 Roger Phillips Scholar of Social Policy, C.D. Howe Institute, 2021-2022  
 Member of the Technical Advisory Group for the Pay Equity Division of the Canadian Human Rights Commission, 2020.  
 Editorial Advisor, Canadian Journal of Economics, July 2017-2020  
 Research Fellow, C.D. Howe Institute, 2016-2020  
 C.D. Howe Institute Human Capital Council, 2016-present.  
 C.D. Howe Institute Pension Policy Council, 2007-present.

Editor, BE Journal of Economic Analysis & Policy, 2016-2018.  
 Director, Laurier Centre for Economic Research and Policy Analysis, 2014-2019.  
 Chair, Waterloo Region Collaborative Economic Research Group, 2014-2018  
 Co-Director, CLSRN project “Challenges for Canada’s Retirement Income System” with  
 Kevin Milligan, 2009-2013.  
 Reviewer, Statistics Canada, Canadian Center for Data Development and Economic  
 Research CDER (2012 - present)  
 Contributor, Globe and Mail Economy Lab (2011-2014)

## PEER REVIEWING

(May-April)

2023-2024	Equity, Diversity and Inclusion: an International Journal
2022-2023	Journal of Pension Economics and Finance (1) , Review of Economics and Statistics (1), Newfoundland and Labrador Studies (1), National Institute for Aging, FAO
2021-2022	CLEF (awards), CRDCN (awards), Industrial Relations (2), Journal of Pension Economics and Finance (1)
2020-2021	Journal of Labor Economics (1), Journal of Pension Economics and Finance (2), School of Public Policy (1), Canadian Journal of Economics (2), Industrial Relations (1)
2019-2020	Canadian Journal of Economics (2), Labour Economics (1), Review of Economics of the Household (1), IRPP (1)
2018-2019	Economic Inquiry (1), Journal of Pension Economics and Finance (1), Applied Economics (1), Canadian Journal of Economics (1), Oxford Economic Papers (1), Canadian Journal of Sociology (1)
2017-2018	Review of Economics of the Household (1), Labour Economics (1), Journal of Health Economics (1), Social Science and Medicine (1), Journal of Population Economics (1), Canadian Journal of Economics (2), Journal of Population Ageing (1), Statistics Canada (1),
2016-2017	Labour Economics (1), Canadian Journal of Economics (2), ESDC (2), National Tax Journal (1), Icelandic Research Fund (1), Journal of Public Economics (1)
2015-2016	ILRR (1), National Tax Journal (1), Review of Economics of the Household (2), Canadian Journal of Economics (1), Canadian Journal on Aging (1), Canadian Public Administration (1), Canadian Public Policy (1), SPP Research Papers (1), CD Howe (2)
2014-2015	Journal of Pension Economics and Finance (1), Canadian Journal on Aging (1), Journal of the European Economic Association (1), Canadian Public Policy (1), Canadian Journal of Economics (1), Canadian Tax Journal (1), Canadian Public Administration (1), B.E. Journal of Economic Analysis and Policy (1), SSHRC IG (1), Review of Economic Analysis (1)
2013-2014	Canadian Public Policy (2), Osgoode Hall Law Journal (1), Canadian Journal of Economics (1), French National Research Agency (ANR, Grant) (1),

	Canadian Journal on Aging (1), Review of Economics of the Household (1), Oxford Economic Papers (1), Labour Economics (1), Empirical Economics (1), CD Howe Institute (4)
2012-2013	Journal of Economic Inequality (1), Demography (1), Alfred P. Sloan Foundation (1), Canadian Public Policy (2), Journal of Pension Economics and Finance (1), Economic Development and Cultural Change (1)
2011-2012	Research on Aging (1), American Economic Journal: Applied Economics (1), Canadian Public Policy (1), Journal of Population Economics (1), B.E. Journal of Economic Analysis & Policy (1), Review of the Economics of the Household (1), Contemporary Economic Policy (1), John Wiley publishers UK (1), HRSDC (1), University of Calgary School of Public Policy (1)
2010-2011	National Tax Journal (1), Journal of Population Economics (1), Canadian Journal on Aging (2)
2009-2010	Applied Economics (1), Canadian Public Policy (5)
2008-2009	Applied Economics (1), Canadian Public Policy (1)
2007-2008	Applied Economics (2), Economic Inquiry (1), Journal of Health Economics (1), Economic Development and Cultural Change (1)

## **SUPERVISION OF STUDENTS**

1. Derek Mikola (External Examiner, PhD, Carleton University, May 2023): Four papers in empirical economics
2. Yalian Xu (MRP Supervisor, MABE, Winter 2022)
3. Tiantian Wang (MRP Supervisor, MABE, Spring 2021)
4. Jacob Loree (External Examiner, PhD, Ryerson University, June 2020): Essays in Occupation Skill Characteristics.
5. Jordan Manning (MRP Supervisor, MABE, Fall 2018)
6. Mackenzie Fielding (MRP Supervisor, MABE, Summer 2018)
7. Haris Harsiman (MRP Supervisor, MABE, Summer 2018)
8. Eden Hennessey (External-Internal Examiner, PhD, Wilfrid Laurier University, June 2018): Confronting Sexism in Science, Technology, Engineering and Math (STEM): What are the consequences.
9. Arezou Zaresani (External Examiner, PhD, University of Calgary, August 2017): Three Essays in Labor, Public and Health Economics.
10. Moyosoreoluwa Sogaolu (MRP Supervisor, MABE, Spring 2017): Income recovery of Canadian widows.
11. Donovan Colombe (MRP Supervisor, MABE, Winter 2017): Estimating the impact of the change in age of eligibility for OAS on hours of work.
12. Stephen Bonnar (External examiner, PhD, McMaster University, August 2016): Consumption patterns of the elderly.
13. Shelby Eyre (MRP Supervisor, MABE, Winter 2016): Non-standard employment in Canada
14. Huijie Guo (MABE, Summer 2015, MITACS Internship): Women in self-employment
15. Jacky Lam (MRP Supervisor, MABE, Summer 2015): Measuring poverty with Low-

Income Cut Off – an Investigation and Update.

16. Sonia Kumar (MRP Supervisor, MABE, Summer 2015): The long-run well-being impact of paternity leave.
17. Ali Syed (MRP Supervisor, MABE, Winter 2015): Examining public sector wages.
18. Golnaz Sedigh (External Examiner, PhD, University of Ottawa, November 2014): Essays on the Economics of Sleeping time and Work Stress.
19. Robert Marc Dales (MRP Supervisor, MABE, 2014): Identifying the effect of the business cycle on crime.
20. Dörte Heger (External Examiner, PhD Thesis Queen's University, Kingston, June 2014): Three essays on informal care, health and education.
21. Kourtney Koebel (Supervised directed studies, Undergraduate Research, Honours Econ, 2014): The effect of universal child benefits on the labour supply of single mothers.
22. Sundip Dhanjal (MRP Supervisor, MABE, 2014): Aging and Labour Market Outcomes of Young Men in Canada
23. Cecilia Garcia (External Examiner, PhD Thesis University of Calgary, 2013)
24. Boniface Oye-Adeniran (MRP Supervisor, MABE, 2011): Social capital and health outcomes
25. Kelly Mao (MRP Supervisor, MABE, 2011): Measuring earnings differentials between generations of Canadians
26. Xi Luan (MRP Supervisor, MABE, 2009): The gender wage gap in the Canadian Labour Market
27. Jin Meng (MRP Supervisor, MABE, 2009): The gender earnings gap in Canada, 1997-2008
28. Anita DiNardo (MRP Supervisor, MABE, 2008): The employment effects of the minimum wage on teenagers
29. Nicholaos Zografos (MRP Supervisor, MABE, 2007): The effect of immigration on housing prices in major Canadian cities

## **JOURNALISTIC CONTRIBUTIONS**

- 2021 Globe and Mail: If you got an AstraZeneca Covid-19 vaccine, you made the right decision, according to economics, May 12, 2021 (coauthored)
- 2019 Macleans: Contributed to Charts to Watch in 2020, included in print version
- 2018 Macleans: Contributed to Charts to Watch in 2019, included in print version
- 2017 Macleans: Contributed to the 91 most important charts to watch in 2018, December 2017
- 2016 Macleans: Contributed to 75 charts every Canadian should watch in 2017, December 2016  
Globe and Mail: CPP: A smaller paycheck today is a good thing for Canadians tomorrow, online June 21, in print June 22.  
Policy Options (IRPP): Gender equity and 100 years of income taxes, May 13  
Policy Options (IRPP): Employment equity policies in 2016, March 7

- Policy Options (IRPP): Don't fear the baby boomer, February 11
- 2015 Globe and Mail: What the Liberal victory could mean for your pension (print version: The pension race is on, yes, but pace yourself), October 24
- Policy Options (IRPP): Who cares about poverty? September 17
- Policy Options (IRPP): Lifting seniors out of poverty, September 2
- Policy Options (IRPP): The demise of the male breadwinner, and his pension, June 29
- Policy Options (IRPP): Horribly unsatisfactory employment trends, May 12
- Policy Options (IRPP): Universal benefits: are they worth it? May 4
- Policy Options (IRPP): On the 'typical' family in Budget 2015, April 22
- Policy Options (IRPP): Who wants to work part-time? March 24
- Policy Options (IRPP): Puzzling: Ontario men and women and full-time employment, March 17
- Policy Options (IRPP): Please define precarious, March 5
- 2014 Globe and Mail: Why is Ottawa giving me a child care benefit I don't need, October 14
- Globe and Mail: Six questions Ontario must answer before it starts a pension plan, July 11
- Policy Options: Would you want to be in your mother's shoes? May issue (Print).
- Globe and Mail: No easy answer to underemployment of twentysomething men, March 21
- 2013 Globe and Mail: A simple feasible way to expand CPP (with Kevin Milligan and Alexandre Laurin), December 12, 2013
- Globe and Mail Economy Lab – regular contributor, 17 articles online and/or in print from 2011-13.

## **TEACHING**

Undergraduate: Public Economics: Taxation, Economics and Gender, Labour Economics  
 Graduate: Tools for Public Policy Analysis and Program Evaluation (MIPP), Labour Economics (MABE)

## **RECENT UNIVERSITY AND ACADEMIC SERVICE**

International student liaison (2022-24)  
 South Western Ontario Research Data Centre Management Committee (since 2011)  
 Research Data Centre Regional Coordinating Committee (since 2011)  
 LSBE Strategic Planning (2022)  
 Economics hiring subcommittees (2020-21)  
 WLU Economics Internal Seminars (2020-21)  
 LSBE Merit Committee (2019)  
 Indigenous Initiatives Liaison (2018-19)  
 Systemic Gender Equity Committee (2018-19)  
 Website Coordinator, Economics (2017-18)

Economics Curriculum Committee (2015-17)  
 Salary Anomaly and Pay Equity Committee, WLU (2015-17)  
 WLU Daycare Planning Committee (2011-2014)  
 SBE Research Committee (2013-2015)  
 Economics Internal seminars coordinator (2013-2014)  
 Economics Strategic Planning Committee, Part-time Appointments Committee, LCERPA Sub-committee (2013-14)

## **SELECT ACTIVITIES AND SERVICE**

- Invited to contribute to policy consultations with various government departments, including
  - National Seniors Council (Aging at home), June 2023
  - ON Ministry of Finance, June 2023
  - Finance Canada (RRIF), February 2023
  - NRCan (Just transition/Sustainable Jobs Plan), April 2022
  - Finance Canada (Career Extension Tax Credit), August 2022
  - Statistics Canada (Census income statistics), May & October 2022
  - Ontario Minister of Finance, January 2022
- Witness for the House of Commons Standing Committees:
  1. HUMA – Government’s response to the COVID-19 Pandemic (May 22, 2020)
  2. CHPC – Gender parity on boards (May 2018)
  3. HUMA – Income security for vulnerable seniors (October 2017)
  4. Status of Women – Economic Security of Women (February 2017)
  5. Finance – Bill C-26, Act to amend the CPP, CPPIB and IT Acts (November 2016)
  6. Finance – Study of youth employment (March 2014)
  7. Human Resources, Skills and Social Development and the Status of Persons with Disabilities - Engaging Experience: Opportunities for Older Persons in the Workforce (June 2013)
  8. Status of Women - *Women and Pension Security* (November 2009)
  9. Status of Women - *Consequences and effects the current employment insurance programs have on women in Canada* (April 2009)
- Interviewed by the U.S. Senate Government Accountability Office in their study ‘Income, Wealth, and Longevity II’, April 2021
- Member of the C.D. Howe Institute’s COVID-19 Crisis Working Group on Household Income and Credit Support, active March 2020 – June 2020, with regular reports published online at <https://www.cdhowe.org/public-policy-research/covid-19-cd-howe-institute’s-complete-policy-analysis>.
- Production and organization of the Think Like a Canadian Economist video series ([lcerpa.org/TLCE](http://lcerpa.org/TLCE)) in 2016, also published with IRPP.



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