

Andrew J. Seltzer

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Citizenship United States, United Kingdom (permanent resident)

Education

Ph.D. in Economics, University of Illinois at Urbana-Champaign, 1994.
M.S. in Economics, University of Illinois at Urbana-Champaign, 1991.
B.A. with Distinction in Economics, Colby College, 1987.

Current Position

University of London, Royal Holloway College, Department of Economics, Professor of Economics and Economic History, January 2004-present; Reader, Sept. 2001– Dec. 2003; Senior Lecturer, Sept. 1999–Sept. 2001; Lecturer, Nov. 1997–Sept. 1999.

Other Affiliations

IZA, Research Fellow in Behavioral and Personnel Economics, April 2012- present.
Institute for Compensation Studies, Cornell University, Research Fellow, August 2011-present.

Previous Positions

University of Melbourne, Lecturer, Department of Economic History, Feb. 1994-Nov. 1997.
University of Sydney, Westpac Postdoctoral Fellow in Economics, July 1993-Feb.1994.
University of Sydney, Department of Economics, Tutor, July 1993-Dec. 1993.
University of Illinois, Teaching Assistant, Department of Economics, Aug. 1988-May 1990 and Aug. 1991-May 1993.
University of Illinois, Research Assistant, Department of Economics, July 1990-Aug. 1991.

Visiting Positions

Monash University, Department of Economics, Visiting Professorial Fellow, March 2011-May 2011.
Brandeis University, International Business School, Visiting Professor of Economics, July 2007-July 2008.
University of Illinois, Department of Economics, Visiting Assistant Professor, Jan. 2002 – May 2002.

Publications

Refereed Journal Articles

21. “Female Salaries and Careers in British Banking, 1915-41”, *Explorations in Economic History*, 48, 4, (2011), pp. 461-477.

20. “Deferred Compensation in Multi-Period Labor Contracts: An Experimental Test of Lazear’s Model” (co-authors Steffen Huck and Brian Wallace), *American Economic Review*, 101, 2 (2011), pp. 819-43.
19. “Nominal Wage Rigidity Prior to Compulsory Arbitration: Evidence from the Victorian Railways, 1902-21” (co-author André Sammartino), *Clometrica*, 5, 1 (2011), pp. 53-78.
18. “Salaries and Promotion Opportunities in the English Banking Industry, 1890-1936”, *Business History*, 52, 5 (2010), pp. 737-759.
17. “Did Firms Cut Nominal Wages in a Deflationary Environment?: Micro-Level Evidence from the Late 19th and early 20th Century Banking Industry”, *Explorations in Economic History*, 47, 1 (2010), pp. 112-125.
16. “A New Look at Australian Labour Contracts: Evidence from Inside Large Firms” (co-author André Sammartino), *Australian Economic History Review*, 4, 2 (2009), pp. 107-137 (Lead article).
15. “The Effects of Remedial Mathematics on the Learning of Economics: Evidence from a Natural Experiment” (co-author Johan N. M. Lagerlöf), *Journal of Economic Education*, 40, 2 (2009), pp. 115-137 (Lead article).
14. “Promotion Tournaments and White Collar Careers: Evidence from Williams Deacon’s Bank, 1890 – 1941” (co-author Jeff Frank), *Oxford Economic Papers*, 59, 5 (2007), pp. i49-i72.
13. “The Effects of Mid-Career Military Enlistment on Civilian Career Prospects: Evidence from the Australian Banking Industry During World War II”, *Clometrica*, 1, 3, (2007), pp. 239-261.
12. “Internal Labour Markets in the Australian Banking Industry: Their Nature Prior to the Second World War and Their Recent Decline”, *Accounting, Business & Financial History*, 14, 3 (2004), pp. 237-56.
11. “Democratic Opposition to the Fair Labor Standards Act: A Comment on Fleck”, *Journal of Economic History*, 64, 1 (2004), pp. 227-231.
10. “Can Incomes Policies Reduce Real Wages?: Micro-Evidence from the 1931 Australian Award Wage Cut”, *Research in Economic History*, 21 (2003), pp. 105-33.
9. “Monopsony and Minimum Wages: Evidence from the Tobacco Leaf-Processing Industry”, *Essays in Economic and Business History*, 20 (2002), pp. 167-182.
8. “Salaries and Career Opportunities in the Banking Industry: Evidence from the Personnel Records of the Union Bank of Australia” (co-author Kenneth Simons), *Explorations in Economic History*, 38, 2 (2001), pp. 195-224 (Lead article).

7. “Controlling and Motivating the Workforce: Evidence from the Banking Industry in the Late 19th and Early 20th Centuries”, *Australian Economic History Review*, 40, 3 (2000), pp. 219-38 (Lead article).
6. “Personnel Practices at the Union Bank of Australia: Panel Evidence from the 1887-1900 Entry Cohorts” (co-author David Merrett), *Journal of Labor Economics*, 18, 4 (2000), pp. 573-613 (Lead article).
5. “The Nature of Bank Work and Worker Monitoring: A Study of the Union Bank of Australia in the 1920s” (co-author David Merrett), *Business History*, 42, 3 (2000), pp. 133-152, also published in David Merrett, editor, *Business Institutions and Behaviour in Australia*, Frank Cass, London & Portland, OR., 2000, pp. 133-152.
4. “Neighbourhood and Family Effects in Educational Progress” (co-author Ben Jensen), *Australian Economic Review*, 33, 1 (2000), pp. 17-31.
3. “An Evaluation of the International Evidence on the Employment Effects of Minimum Wage Legislation”, *Australian Economic Review*, Policy Forum: Minimum Wages, 30, 2 (1997), pp. 208-14.
2. “The Effects of the Fair Labor Standards Act of 1938 on the Southern Seamless Hosiery and Lumber Industries”, *Journal of Economic History*, 57, 2 (1997), pp. 396-415.
1. “The Political Economy of the Fair Labor Standards Act of 1938”, *Journal of Political Economy*, 103, 6, (1995), pp. 1302-1344.

Other Publications

5. “Labour, Skills and Migration”, commissioned for Simon Ville and Glenn Withers, *The Cambridge Economic History of Australia*, Cambridge University Press, forthcoming.
4. “Effects of Remedial Mathematics on the Learning of Economics” (co-author Johan N. M. Lagerlöf), invited contribution for Seel, Norbert M. (Ed.), *Encyclopaedia of the Sciences of Learning*, forthcoming, 2012.
3. “Wages and Incentives in the Late 19th and Early 20th Century Australia Banking Industry”, *International Journal of Development and Conflict*, 1, 1 (2011), pp. 11-26. Invited contribution for the inaugural issue.
2. “Labour Demand” (Co-author Phillip Lewis), Chapter 3 in K. Norris and M. Wooden, eds., *The Changing Australian Labour Market*, Commission Paper 11 (ISBN: 0644 46497 6), Canberra: Economic Planning and Advisory Council, 1996, pp. 39-52.
1. “Causes and Consequences of American Minimum Wage Legislation, 1911-1947”, Dissertation Summary, *Journal of Economic History*, 55, 2 (1995), pp. 376-378. Invited submission as one of the three finalists for the Nevins dissertation prize in American economic history.

Book Reviews

8. Michael Heller, London Clerical Workers, *Economic History Review*, forthcoming, 2012.
7. William Brown, Alex Bryson, John Forth, and Keith Whitfield, eds. The Evolution of the Modern Workplace, *Industrial and Labor Relations Review*, forthcoming.
6. Gregor Gall. Labour Unionism in the Financial Services Sector: Fighting for Rights and Representation, *Business History*, 51, 4 (2009): 628-30.
5. Francine D. Blau and Lawrence M. Kahn. At Home and Abroad. *Journal of Economic History*, 63, 1 (2003): pp.312-14.
4. Alex Lichtenstein. Twice the Work of Free Labor: The Political Economy of Convict Labor in the New South. *Australian Economic History Review*, 37, 3 (1997): 311-12.
3. Ulla Wikander et al. eds. Protecting Women: Labor Legislation in Europe, the United States and Australia, 1880-1920. *Journal of Economic History*, 56, 4 (1996): 964-65.
2. A. Soli-Mano, O. Sunkel and M.I. Blejer, eds. Rebuilding Capitalism: Alternative Roads after Socialism and Dirigisme. *Economic Record*, 71, 213 (1995): 198-200.
1. Adrian Graves. Cane and Labour: The Political Economy of the Queensland Sugar Industry, 1862-1906. *Industrial and Labor Relations Review*, 47, 4 (1994): 733-34.

Research Impact

There are 288 citations of my published research (source: Google Scholar April 23, 2012).

Teaching

University of Illinois: Principles of Economics, Statistics, Econometrics, Intermediate Microeconomics, American Economic History

University of Sydney: Intermediate Macroeconomics (seminars only)

University of Melbourne: Labour History, Business Development Strategy, Evolution of Labour Markets, Australia in the Global Economy (seminars only), Research Strategy, Trends in Corporate Organisation

Royal Holloway College: Principles of Economics, Industrial Organization, International Economics History, Topics in Economic History, Labour Economics, Economics Workshop (seminars, occasional lectures, and course coordinator), Undergraduate Dissertation in Economics (supervisions)

Brandeis University: American Economic History, Econometrics

Teaching Awards

Royal Holloway: Voted by students to be “Most Interesting Economics Lecturer”, 2004

Faculty of History and Social Sciences Teaching Prize (1 of 6 awarded), 2009

The student feedback has been consistently positive and above the Royal Holloway Economics Department average. Summary statistics of student evaluations are available on request.

Professional Mentoring

PhD Supervision

Primary Supervisor:

Sarah Khan (Royal Holloway) – ongoing

Angeliki Dimopoulou (Royal Holloway) – ongoing

Ben Jensen, 1997, advisor after I left University of Melbourne (completed 2002) First job: Hartwick College, Economics

Andre Sammartino, 1996-97, advisor after I left University of Melbourne (completed 2002), Butlin Prize for best dissertation in Australian economic history, First job: U. of Melbourne, Management

Edwynna Harris 1996-97, advisor after I left University of Melbourne (U. of Melbourne, completed 2001) First job: RMIT, Management

Advisor:

Samuel Smith (Royal Holloway, completed 2004) – First job: National Health Service

Tazeen Fasih (Royal Holloway, Completed 2005) – First job: World Bank

PhD Upgrade Committees:

Chiara Rosazza-Bondibene, 2009

BSc and MSc Supervision – I have supervised more than 30 dissertations

Probation Advisor for the following junior academics

Sotiris Geoganis, 2009-present

Stacey Chen, 2008-2011

Invited lectures to PhD students

London School of Economics, Department of International Development, November 2010 and November 2011.

Research Grants and Awards

- Royal Holloway College, Research Strategy Fund, 2011.
- Royal Holloway College, Faculty Research Grant, 2005.
- Royal Holloway College, Research Strategy Fund, 2002.
- Nuffield Foundation, Small Research Grant (with Steffen Huck), “The impact of deferred compensation on workplace incentives: An experimental investigation into multi-period labour markets”, £4,550, 2001 .
- Royal Economic Society, Conference Travel Grant, 1999.
- Economic History Association, Arthur B. Cole Grant in Aid, 1999.
- University of London, Central Research Fund Grant, 1999.
- Royal Economic Society, Small Budget Scheme Grant, 1999.
- ARC Small Grant, Australian Research Council, \$10,000, 1995.
- Economic History Association Dissertation Panel, 1994, selected as one of the three best dissertations in American economic history.
- B. McNutt Award, University of Illinois Department of Economics, 1993, given annually to the outstanding student in labor economics.
- Thrift Award, University of Illinois College of Commerce, 1991, given annually to the outstanding graduate student essay on savings or savings institutions.

- Champion Federal Fellowship in Economics, 1988-89, given to outstanding incoming domestic students.

Administration

Royal Holloway, University of London:

Head of the Department of Economics, April 2004-March 2007

Economics Department Undergraduate Admissions Tutor, 1998-2001, 2009-present

Travel Grants Awards Committee, May 2007.

Member of 11 Appointment Panels in Management and Economics, 2003-present

Economics Department Hiring Committee, 1997-present

Economics Department Research Committee, 1999-2007 (chair 2002-2004)

Economics Department Teaching Committee, 1998-2000

History and Social Sciences Faculty Board, 2002-2007

History and Social Sciences Faculty Executive, 2004-2007

Academic Board, 2004-2007

Academic coordinator for Periodic Department Review (of teaching), 2007

Economics Department Undergraduate Open Day Presenter, 1998-present

Economics Department Seminar Coordinator, 2002-2003

Acting Chair of Economics Exams Sub-board, 2004

Acting Coordinator of Economics Overseas Exchange Programs, 2006

Faculty Representative on a student recruiting trip to China (Guangzhou, Shenzhen, and Hong Kong), 2007.

Faculty Representative on a student recruiting trip to China (Beijing, Xi' An and Hong Kong), 2012.

Chair of the Student-Staff Liaison Committee, 2010-2011

Member of the validation panel for the Royal Holloway International Foundation Programme, 2011

Member of College Working Group on Strategy for Science, 2012.

University of Melbourne:

Seminar coordinator, 1994-1997

External Service:

External examiner, Department of Economic History, London School of Economics, 2012-present.

External referee, Promotions Committee, Department of Economic History, London School of Economics, 2008, 2012.

External examiner, Department of Economics, Warwick University, 2011-present.

External member, Professorial Hiring Committee, University College, London, 2010, 2011.

International Society for New Institutional Economics Dissertation Prize Panel, member 2007-08 and chair 2009-10.

Reviewer for Kingston University's RAE dry run in economics, 2006-2007.

External Reviewer for Queen Mary College, Periodic Department Review, 2007.

Selector for the Economic History Society Young Researcher Prize, 2004.

Rapporteur for the *Cliometric Society Newsletter*, ASSA meetings, 1997.

Organized Australia/New Zealand Economic History Society sessions,

Economics Society of Australia, Conference of Economists, 1995 and 1996.

Coordinator and academic organizer of the Australia/New Zealand Economic History Society Conference, University of Melbourne, Mar. 31-Apr. 2, 1995.

Other Professional Activities

- Media attention:

Coverage of work on remedial math and university economics (with Johan Lagerlöf)

“Do remedial mathematics courses help economics students?” (Vox Online.

“Remedial maths help for university economics students does nothing to boost their academic performance, research has suggested.” Featured in the Times Higher Education Supplement, April 14, 2006, p. 7.

“Stalls impart market values”, The Times, April 18, 2006.

Coverage of work on employment effects of the minimum wage

Australian Financial Review, 7/8/1997.

Australian Financial Review, 3/8/1997.

“Treasury alone should not carry the can”, The Australian, 4/8/1997.

New Zealand Business Roundtable, “Submission on the 1998 Review of the Statutory Minimum Wage”

Australian Chamber of Commerce and Industry, “ACCI Submission in Response to the ACTU [Australian Council of Trade Unions] 7% Wage Claim” and “ACCI Submission in Response to the ACTU for a \$24 or 4.5% general increase in award rates”

- Coverage of broader research within the profession

Economics Now interview, Monash University e- zine

Profiled young researcher in Cliometrics, Cliometric Society web page

- Keynote Lecture - European Society of New Institutional Economics (ESNIE), Summer School, May 17, 2011.

- Seminars Presentations: Australian Industry Commission; Australian National University (2); Barnard College; Brandeis University; Central Queensland University; Claremont McKenna College; Colby College (2); La Trobe University; London School of Economics (5); Lund University; Monash University (2); North Carolina State University; Northwestern University; Nuffield College, University of Oxford; Royal Holloway College (3); SOAS; Union College; University College, London; University of Calgary; University of Essex; University of Illinois (4); University of Indiana; University of Melbourne (4); University of Sydney; University of Vermont; University of Warwick; University of Western Australia; Williams College.

- Conference Presentations: Conference on Long Run Australian Development; World Congress of Cliometrics (3); Allied Social Sciences Association Annual Meeting; International Economic History Congress (2); International Atlantic Economic Conference; European Historical Economics Society Conference; International Society for New Institutional Economics Conference (2); Society of Labor Economics Conference; Economic and Business Historical Society Conference (3); Economic History Society Conference (2); Midwest Economic Association Conference; UK Labour Markets Workshop; Western Economics Association Conference (2); Australia Labour Market Research Conference (2); Economics Society of Australia Conference (2);

- Economic History Association Conference (3); Australia/New Zealand Economic History Society Conference (2); New Perspectives on Work and Wages Conference.
- Editorial Board membership: *Australian Economic History Review*, 2007-present, *Explorations in Economic History*, 2012-present.
 - Referee: *Agenda*, *Australian Economic History Review* (6), *Australian Economic Review*, *Business History* (3), Cambridge University Press, *Economic History Review* (4), *Economic Inquiry*, *Economica*, *Education Finance and Policy*, *Emerging Markets Review*, *European Review of Economic History*, *Explorations in Economic History* (10), *Games and Economic Behavior*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Journal of Manpower*, Irish Research Council for the Humanities and Social Sciences, *Journal of Economic Behavior & Organization* (3), *Journal of Economic History* (6), *Journal of Labor Economics*, *Journal of Pension Economics and Finance*, *Journal of Political Economy* (2), *Labour Economics* (2), and *Routledge Press*.

References

Available on request

The current position is held by Henry M. Paulson - He Assumed office July 3, 2006. I'm not sure what you mean by current first secretary. If you mean the very first to hold that position then the above contributors answer is correct. Current Job Position Tell the interviewer the title of your position with your current employer. If the title is not clear in regards to what you do, you might offer a short explanation of what the title means. Does lamp in off position use electricity? No. Examples of current position in a sentence, how to use it. 22 examples: State your current position at your school. - Pc is the current position of of These examples are from corpora and from sources on the web. Any opinions in the examples do not represent the opinion of the Cambridge Dictionary editors or of Cambridge University Press or its licensors. State your current position at your school. From the Cambridge English Corpus. Pc is the current position of robot. From the Cambridge English Corpus. Current position display device, and current position display method. UN-2. Designated individual (current position). Common crawl. Get the current position for text printing. Giga-fren. Thus its current position can be represented as a fraction of a revolution from this reference. Common crawl. Fetch the requested row by relative position from the current position of the cursor in the result set. OpenSubtitles2018.v3. That's the current position of Polaris. Giga-fren. For your current positions leave the end date blank.