

## CURRICULUM VITAE

**Elizabeth A. Paulin, Ph.D.**  
**510 Beechwood Lane**  
**Narberth, Pennsylvania 19072**  
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### EDUCATION

Ph.D., Economics, 1987  
University of Texas at Austin  
Austin, Texas  
  
Dissertation Title: *The Determination of Women's Work and Wages: Implications for Public Policy*  
  
Dissertation Advisor: Dr. F. Ray Marshall, former U.S. Secretary of Labor

B.S., Economics, 1980  
University of Houston  
Houston, Texas

### POSITIONS HELD

#### Academic

August 1988 to present	Associate Professor of Economics La Salle University Philadelphia, Pennsylvania
August 1987 to May 1988	Assistant Professor of Economics Wellesley College Wellesley, Massachusetts
January 1987 to May 1987	Instructor in Economics Concordia Lutheran College Austin, Texas
January 1982 to May 1983; August 1984 to May 1986	Assistant Instructor, Economics University of Texas at Austin Austin, Texas

#### Administrative (La Salle University)

June 1, 2012 to present	NCAA Faculty Athletic Representative
May 2004 to May 2008	President, Faculty Senate
July 1998 to July 2006	Chair, Department of Political Science
February 2003 to August 2003	Interim Chair, Department of Economics
July 1993 to July 1998	Director, Women's Studies Program

## AREAS OF SPECIALIZATION

### Research

Labor Economics  
Economics of Gender and Race

### Teaching

Econometrics  
Statistics  
Labor Economics  
Finance

## PROFESSIONAL ACTIVITIES

### Consulting

Expert Witness, Philadelphia Fraternal Order of Police, Act 111 Arbitration Hearings, 2008, 2009, and 2012.  
Expert Witness, Fraternal Order of Police, Lodge #85 (Capitol Police), Act 111 Arbitration Hearings, 2012.  
Expert Witness, Lancaster Professional Firefighters' Association, Local 319, Act 111 Arbitration Hearings, 2012.  
Expert Witness, Chester Fraternal Order of Police, William Penn Lodge #19, Act 111 Arbitration Hearings, 2011.  
Expert Witness, Lancaster City Police Officers Association, Act 111 Arbitration Hearings, 2011.  
Expert Witness, Phoenixville Police Association, Act 111 Arbitration Hearings, 2011.  
Expert Witness, United Police Society of Mt. Lebanon, Act 111 Arbitration Hearings, 2011.  
Expert Witness, Rose of Sharon Police Officers Association, Act 111 Arbitration Hearings, 2011.  
Expert Witness, West Goshen Fraternal Order of Police, Act 111 Arbitration Hearings, 2010.  
Expert Witness, Westtown East-Goshen Police Association, Act 111 Arbitration Hearings, 2009.

### Publications

Elizabeth A. Paulin. 1999. "Wage Determination" and "Human Capital," in **Encyclopedia of Political Economy**, ed. Phillip Anthony O'Hara. London: Routledge, 464-467 and 1233-1236.  
Elizabeth A. Paulin. 1998. "The Seditious Dissent of Barbara Bergmann," in **Economics and its Discontents**, eds. Richard P.F. Holt and Steven Pressman. Cheltenham, UK: Edward Elgar Publishing Limited, 1-20.  
Elizabeth A. Paulin and Jennifer M. Mellor. 1996. "Gender, Race and Promotions within a Private Sector Firm." **Industrial Relations**, Vol. 35, No.2, 276-295.

- Jennifer M. Mellor and Elizabeth A. Paulin. 1995. "The Effects of Gender and Race on Salary Growth: The Role of Occupational Structure in a Service Sector Firm." **Eastern Economic Journal**, Vol. 21, No. 3, 375-92.
- Ray Marshall and Beth Paulin. 1987. "Employment and Earnings of Women: Historical Perspective," in **Working Women: Past, Present, Future**, IRRA series, eds. K.S. Koziara, M.H. Moskow, and L.D. Tanner, 1-36. Washington D.C.: Bureau of National Affairs.
- Ray Marshall and Beth Paulin. 1984. "The Employment and Earnings of Women: The Comparable Worth Debate," in **Comparable Worth: Issues for the 80's -- A Consultation of the U.S. Commission on Civil Rights**, Vol. 1, 196-214. Washington D.C.: Government Printing Office.

### **Selected Paper Presentations**

- "Social Security Reform and Inequality Among Elderly Women". Presented at the *Fifty-Fourth International Atlantic Economic Conference*, Washington, D.C., October 2002.
- "The Effects of Gender and Race on Promotion and Salary Growth," with Jennifer M. Mellor. Presented at the *Twentieth Annual Convention of the Eastern Economics Association*, Boston, Massachusetts, March 1994.
- "Is No News Good News? Earnings Inequality Among Women: 1967- 1988," (version 2) with Marcia J. Van Wagner. Presented at the *67th Annual Conference of the Western Economics Association*, San Francisco, California, July 1992.
- "The Impact of Race and Gender on Promotion with a Large Financial Services Firm," with Jennifer M. Mellor. Presented at the *Eighteenth Annual Convention of the Eastern Economics Association*, New York, New York, March 1992.
- "The Determination of Women's Work and Wages: A Power Oriented Approach." Presented at the *Sixteenth Annual Convention of the Eastern Economics Association*, Cincinnati, Ohio, March 1990.

### **Journal Referee**

*American Sociological Review*  
*Feminist Economics*  
*Industrial Relations*  
*Journal of Income Distribution*

### **Selected Community Consultation/Activities**

President, Board of Directors, The Germantown Cricket Club, a \$4 million 501(c)(7), November 2009 to November 2012.

Treasurer, Board of Directors, The Germantown Cricket Club, November 2005 to November 2009.

Member, Budget and Finance Committee, USTA Middlestates Tennis Association, June 2007 to June 2009.

Member, Coalition for the Welfare of Women and Children, January 1995 to 1998.

Member, Philadelphia Pay Equity Committee (a.k.a. PhilaPEC), Women's Alliance for Job Equity, June 1989 to 1996.

Member, Neighborhood Services Review Committee, United Way of Southeastern Pennsylvania, 1989 - 1991.

### **Affiliations**

American Economic Association  
Committee on the Status of Women in the Economics Profession  
Eastern Economic Association  
Omicron Delta Epsilon (Economics Honor Society)

### **AWARDS AND HONORS**

**Research Grant**, La Salle University, 3-year course reduction grant, Fall 2011 through Spring 2014: for research on public sector employment and compensation.

**Research Leave**, La Salle University, Fall 2008.

**Faculty Distinguished Service Award**, La Salle University, 2007.

**Summer Grant**, La Salle University, 1993: for the completion of two research papers, "A Comparative Analysis of Salary Growth Within Two Divisions of a Financial Services Firm: The Role of Gender and Race," and "The Racial Dimensions of Earnings Inequality Among Women."

**Research Leave**, La Salle University, Fall 1992: for the completion of "Labor Force Attachment, Occupational Distribution, and Earnings Inequality Among Women" with Dr. Marcia J. Van Wagner and "Gender, Race, and Promotions Within A Private Sector Firm" with Ms. Jennifer M. Mellor (accepted for publication in *Industrial Relations*).

**Summer Grant**, La Salle University, 1991: for the completion of a paper on pay equity and continued empirical research on earnings inequality among women.

**Course Reduction Grant**, La Salle University, Fall 1990: in order to do a comparative analysis of the three major labor market theories (orthodox, institutional, and radical) as they attempt to explain and/or predict the direction of women's work and wages.

**Summer Grant**, La Salle University, 1990: in order to begin work on (1) the empirical testing of several hypotheses generated in a previously written paper, "The Determination of Women's Work and Wages: A Power-Oriented Approach," and (2) a review of the literature on women's work and wages, covering orthodox, institutional, and radical economic theories.

**Summer Grant**, La Salle University, 1989: to complete a paper entitled "The Determination of Women's Work and Wages in Primary Firms: A Power-Oriented Approach," and to begin work on an empirical project with a colleague from Mount Holyoke College (testing for differences in wage discrimination between the four types of employment subsystems typically used by firms to structure their internal labor markets).

## **SELECTED UNIVERSITY ACTIVITIES**

### **Faculty Senate and Standing Committees**

**Member**, Faculty Senate, May 2012 to present.

**Member**, University Curriculum Committee, August 2009 to present.

**President**, Faculty Senate, May 2004 to May 2008.

**Representative to University Council**, Faculty Senate, May 1994 to May 1996, and May 2002 to May 2008.

**Member**, Graduate Council, August 1996 to May 2000

**Secretary and Member of the Executive Committee**, Faculty Senate, May 1993 to May 1994.

**Member**, Leaves and Grants Committee, August 1992 to May 1995.

**Member**, Athletic Committee, August 1989 to May 1992.

### **Other Boards and Committees**

**Member**, Planning Advisory Board, Fall 2006 to May 2008.

**Member**, Avian Flu Task Force Committee, Spring 2006 to May 2008.

**Chair**, Search Committee: Political Science Department Chair, Fall 2004 to Spring 2005 and Fall 2006 to Spring 2007.

**Member**, Vice-President for Business Affairs Search Committee, Spring 2005.

**Member**, Middles States Task Force (VII), Spring 2004 to Spring 2006.

**Member**, Dean of Arts & Sciences Search Committee, Fall 2001 to Spring 2003.

**University Representative**, Philadelphia Women's Studies Consortium, Fall 1993 to 1998.

**Member**, Ad Hoc University Council FASB 106 Committee, April 1995 to September 1995.

**Co-chair**, Provost Search Committee, Spring 1995.

**Member**, Ad Hoc Senate Committee on the Faculty Contract, Summer 1994.

**Member**, Women's Studies Board, Summer 1991 to 2002.