

# Wenchen Wang

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## EDUCATION

*Humphrey School of Public Affairs, University of Minnesota, Minneapolis, MN*

**Ph.D. in Public Affairs** 2023

Minor: Applied/Labor Economics

Dissertation: “The Heterogenous Effects of Occupational Licensing  
on Labor Market Outcomes”

Committee: Morris Kleiner (advisor), Samuel Myers Jr (chair), Janna Johnson  
Aaron Sojourner

*Humphrey School of Public Affairs, University of Minnesota, Minneapolis, MN*

**Master of Public Policy** 2017

*Sichuan International Studies University, Chongqing, China*

**B.A. in English** 2015

## POSITION/EMPLOYMENT

### Academic Employment

2024-Present **Industry Assistant Professor of Business Economics**, Stuart School of  
Business, Illinois Institute of Technology

2023 - Present **Postdoctoral Research Associate**, School of Labor & Employment  
Relations, University of Illinois, Urbana Champaign

2018 - 2023 **Principal Investigator**, Institute for Social Research & Data Innovation  
(ISRDI), University of Minnesota, Twin Cities

2015 - 2017 **Graduate Research Assistant**, Institute for Urban and Regional  
Infrastructure Finance (IURIF), University of Minnesota, Twin Cities

### Professional Employment

2022 **Summer Research Fellow**, Department of Labor Chief Evaluation Office,  
District of Columbia, United States

2017 - 2018 **Data and Policy Analyst**, Minnesota Department of Human Services, Minneap  
MN, United States

2016-2017 **Data analyst Intern**, Hennepin County Human Services and Public Health  
Department, Minneapolis, United States

- 2016            **Project Consultant**, Federal Reserve Bank of Minneapolis, Minneapolis, MN, United States
- 2016            **Project Manager**, Conflict Resolution Center of Minneapolis, Minneapolis, MN, United States
- 2014            **Research Intern**, Xiangyang Bureau of Commerce, Xiangyang City, Hubei Province, China

## **WORKING PAPERS**

**Wang, W.** “Universally Licensing Recognition (ULR) Law, Whether Illinois Should Adopt It?”

**Wang, W., & Ting, Z.** “How Does Wage Pay Gaps Drive Employment?”

Kleiner, M. M. & **Wang, W.** “[The Labor Market Effects of Occupational Licensing in the Public Sector](#)” *NBER Working Paper (Under Review)*

**Wang, W.** “The Effects of Occupational Licensing on Wage Comparison Between Asian and White”

Kleiner, M. M., & **Wang, W.** “Analyzing the Labor Market Outcomes of Regulating Eye Care Occupations—Opticians and Optometrists”

## **PROFESSIONAL PUBLICATIONS**

**Wang, W.** (2024) “[Examining Illinois Wage Gaps 2018-2022: Gender and Race Differences Matter](#)” *Project for Middle Class Renewal (PMCR), School of Labor and Employment Relations, University of Illinois Urbana Champaign.*

Dumas, W., Erdenemandakh, J., Karongo, L., Oh, Y. T., Teed, D., **Wang, W.**, & Watkins, J. (2017). [Origins and Consequences of the Humphrey Hawkins Act of 1978.](#)

Alliance, V. (2017). [Truth and Integrity in State Budgeting: What is the Reality.](#) *Truth and Integrity in Government Finance Project. New York, : Volcker Alliance.*

## **PROFESSIONAL AFFILIATIONS**

American Economic Association (AEA)

Labor and Employment Relations Association (LERA)

Association for Public Policy Analysis & Management (APPAM)

Industrial Studies Association (ISA)

Midwest Economics Association (MEA)

Society of Labor Economics (SOLE)

Western Economics Association International (WEAI)

## **HONORS/AWARDS**

- 2022            CEO Summer Fellowship Department of Labor
- 2017            North of the Star Fellowship Minnesota State Government
- 2017            Lloyd B. Short Award—Best Capstone Project of the Year

2016	Harold W. Rosenthal Fellowship in International Relations
2016	Babak Armajani Prize for professional development—Humphrey School
2015	Hubert H. Humphrey Public Leadership Awards Scholarship
2015	Most Distinguished Graduates Award Sichuan International Studies University
2011 - 2015	China First-Grade National Scholarship

## **PRESENTATIONS, POSTERS AND PARTICIPATIONS**

### **Presentations at Conferences**

2025	LERA@ASSA 2025, San Francisco, CA “Universally Licensing Recognition (ULR) Law, Whether Illinois Should Adopt It?”, <i>presenter</i>
2024	LERA 76 <sup>th</sup> Annual Meeting, New York, NY “How Do Workers Know a Good Job When They Have One?”, <i>presenter</i>
2024	WEAI 99 <sup>th</sup> Annual Conference, Seattle, WA “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2024	2024 Midwest Economics Association (MEA) Annual Conference, Chicago, IL “University Licensing Recognition Law (ULR), Whether Illinois Should Adopt It?”, <i>presenter</i> “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2023	2023 APPAM Fall Research Conference, Atlanta, GA “The Effects of Occupational Licensing on Wage Comparison between Asian and White” , <i>poster</i>
2023	2023 Data-Intensive Research Conference, Minneapolis, MN “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>poster</i>
2023	LERA 75 <sup>th</sup> Annual Meeting, Detroit, MI “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2023	Industrial Studies Association Conference 2023, Columbus, OH “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2023	SIPP Conference 2023, Virtual “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2022	ASSA Annual Meeting, Virtual “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2022	Mercatus Markets & Society Conference, Washington DC “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2021	Labor and Employment Relations Association (LERA) Annual Meetings, Virtual, “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2020	CSOR Knee Conference, Virtual “The Effects of Regulating Overlapping Occupations: An Analysis for Opticians and Optometrists”, <i>poster</i>

### Active Participation in the Following Workshops

2020	13 <sup>th</sup> China Economics Summer Institute, Virtual
2019	12 <sup>th</sup> China Economics Summer Institute, Beijing, China
2019	AEA Annual Meeting, San Diego, California, United States
2018	Federal Reserve Bank of Chicago Conference on Occupational Licensing Over Time and Across Countries, Chicago, Illinois, United States

### Services

#### Conference Leadership

2024	LERA 76 <sup>th</sup> Annual Meeting, New York, NY “Navigating Skill Demands”, <i>chair</i> “Job Quality”, <i>discussant</i>
2024	2024 Midwest Economics Association (MEA) Annual Conference, Chicago, IL “Heterogenous Labor Market Outcomes in the Contemporary Labor Market”, <i>session organizer</i>
2023	2023 APPAM Fall Research Conference, Atlanta, GA “Racial and Gender Equity in the Workplace”, <i>discussant</i> “Mission and Job Satisfaction in the Workplace”, <i>chair</i>

#### Ad-hoc Referee

AEJ: Economic Policy; Labour Economics; Economic Development Quarterly

## TEACHING EXPERIENCE

### Graduate Instructor, University of Minnesota—Humphrey School of Public Affairs

Fall 2022 - Spring 2023	<u>PA 3003: Nonprofit and Public Financial Management</u>
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### Teaching Assistant, University of Minnesota—Humphrey School of Public Affairs

2020 - 2021	<u>PA 5431 + HRIR 5655: Public Policy on Work and Pay</u>
2020 - 2021	<u>PA 5022: Labor Market Consequences of Economics Policies</u>
2021	<u>PA 5033: Multivariate</u>
2021; 2017	<u>PA 5032: Applied Regression</u>
2017	<u>PA 5043: Economic and Demographic Data Analysis</u>
2016 - 2017	<u>PA 5033: Introduction to Financial Management</u>

## SKILLS PROFILE

**Research interests:** labor economics, applied econometrics; impact and program evaluation; causal inference; data science and data quality; employment and industrial relation; public economics; public policy and administration.

**Technical skills:** Proficient in statistical software and programming language of Stata, R, Tableau, SQL and Microsoft Office software including Word, Excel, PowerPoint, Outlook and Access. Trained in SAS, Matlab, Python, and GIS.

**Language skills:** Native in Chinese, excellent in English and elementary level in Spanish.

## **REREFERNCES**

Morris Kleiner  
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University of Minnesota  
[morris.kleiner@gmail.com](mailto:morris.kleiner@gmail.com)

Lonnie Golden  
School of Economics and Labor-Human  
Resources  
Penn State Abington  
[lmg5@psu.edu](mailto:lmg5@psu.edu)

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School of Labor and Employment Relations  
University of Illinois Urbana Champaign  
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[myers006@umn.edu](mailto:myers006@umn.edu)