

Andrew J. Seltzer

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Citizenship United States, United Kingdom (indefinite leave to remain)

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, Jan. 2004-present; Reader, Sept. 2001-Dec. 2003; Senior Lecturer, Sept. 1999-Sept. 2001; Lecturer, Nov. 1997-Sept. 1999.

Other Affiliations

Centre for Economic History, Australian National University, Research Affiliate, August 2012-present.
IZA, Research Fellow in Behavioral and Personnel Economics, April 2012-present.
Institute for Compensation Studies, Cornell University, Research Fellow, August 2011-present.
London School of Economics, Department of Economic History, Visiting Professor, November 2015 – present.
Fellow, Academy of Social Sciences, elected 2017.

Previous Positions

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

Previous Visiting Positions

Lund University, Department of Economic History, Visiting Professor, October 2017.
London School of Economics, Department of Economic History, Visiting Senior Fellow, September 2014 – November 2015.
University of Melbourne, Department of Economics, Visiting Scholar, January 2015 – February 2015.
WZB Berlin Social Science Center, Visiting Scholar, October 2014.
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

26. “The Impact of the 1896 Factory and Shops Act on the Labor Market in Victoria, Australia” (co-author Jeff Borland), *Journal of Economic History*, forthcoming.
25. “Implicit contracts and acquisitions: An econometric case study of the nineteenth century Australian banking industry”, *German Journal of Human Resources, Special Issue Advances in Personnel Economics*, 31, 2 (2017), pp. 185-208.
24. “Are Information Security Professionals Expected Value Maximisers?: An Experimental and Survey-based Test” (co-authors Konstantinos Mersinas, Bjoern Hartig, and Keith M. Martin), *Journal of Cybersecurity*, 2, 1 (2016), pp. 57-70.
23. “Data Survey: Administrative and Survey Data in Personnel Economics” (co-author Jesper Bagger), *Australian Economic Review*, 47, 1 (2014), pp. 137-46.
22. “The Impact of Female Employment on Male Salaries and Careers: Evidence from the English Banking Industry, 1890-1941”, *Economic History Review*, 66, 4 (2013), pp. 1039–1062.
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), *Econometrica*, 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", *Cliometrica*, 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. 237-256.
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. 105-133.
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. 219-238 (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. 208-214.
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. This paper has been featured as a box in several editions of Ehrenberg and Smith, *Modern Labor Economics*. See, for example, Ed. 11, p. 114.

1. “The Political Economy of the Fair Labor Standards Act of 1938”, *Journal of Political Economy*, 103, 6, (1995), pp. 1302-1344.

Other Publications

9. “Editors’ Notes” (co-author Edwynna Harris), *Australian Economic History Review*, 57, 1 (2017): 130-131.
8. “Measuring Attitude Towards Risk Treatment Actions Amongst Information Security Professionals: An Experimental Approach” (co-authors Konstantinos Mersinas, Bjoern Hartig, Keith M. Martin), Refereed Conference Paper, Workshop on the Economics of Information Security, 2016.
7. “Editors’ Notes” (co-author Lionel Frost), *Australian Economic History Review*, 55, 3 (2015): 235-237.
6. “Experimental Elicitation of Risk Behaviour Amongst Information Security Professionals” (co-authors Konstantinos Mersinas, Bjoern Hartig, Keith M. Martin), Refereed Conference Paper, Workshop on the Economics of Information Security, 2015.
5. “Labour, Skills, and Migration”, in Simon Ville and Glenn Withers, eds. *The Cambridge Economic History of Australia*, Cambridge University Press, pp. 178-201, 2014.
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, Springer, 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

10. Björn Eriksson, Dynamic Decades: A Micro Perspective on Late Nineteenth Century Sweden, *Historisk Tidskrift* (the journal of the Swedish Association of Historians), 136, 3, 2016. Invited review of PhD dissertation (as external “opponent”).

9. Jean-Christian Vinel, The Employee: A Political History, *Economic History Review*, 68, 2 (2015): 759-760.
8. Michael Heller, London Clerical Workers, *Economic History Review*, 65, 2 (2012): 801-802.
7. Gregor Gall. Labour Unionism in the Financial Services Sector: Fighting for Rights and Representation, *Business History*, 51, 4 (2009): 628-630.
6. Francine D. Blau and Lawrence M. Kahn, At Home and Abroad, *Journal of Economic History*, 63, 1 (2003): pp.312-14.
5. Robert H. Zieger, Southern Labor in Transition, 1940–1995, *Journal of Economic History*, 59, 1 (1999): pp. 238-239.
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): 311-312.
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): 964-965.
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): 733-734.

Research Impact

There are 536 citations of my published research (source: Google Scholar 2 August, 2017).

Research Grants, Fellowships, and Awards

Economic History Society, Carnevali Small Research Grants Scheme, £1,960, 2014.

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 Economics 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.

Editorial Service

Editor-in-Chief, *Australian Economic History Review*, 2015-present.

Associate Editor: *Australian Economic History Review*, 2013-2015.

Editorial Boards: *Australian Economic History Review*, 2007-2013; *Explorations in Economic History*, 2012-2015.

Referee:

1. Academic Journals: *Agenda*, *Australian Economic History Review* (8), *Australian Economic Review*, *Business History* (5), *Economic History Review* (5), *Economic Inquiry*, *Economic Papers*, *Economic Record*, *Economica*, *Education Finance and Policy*, *Emerging Markets Review*, *Empirical Economics*, *European Review of Economic History* (4), *Explorations in Economic History* (10), *Feminist Economics*, *Financial History Review*, *Games and Economic Behavior*, *Historical Methods* (2), *Industrial and Labor Relations Review* (2), *Industrial Relations*, *International Journal of Manpower*, *Journal of Economic Behavior & Organization* (4), *Journal of Economic Education* (2), *Journal of Economic History* (8), *Journal of Human Recourses*, *Journal of Labor Economics*, *Journal of Pension Economics and Finance*, *Journal of Political Economy* (2), *Labour Economics* (2), and *Scandinavian Economic History Review*.
2. Academic Presses: Cambridge University Press (2), Palgrave Macmillan, and Routledge Press.
3. Research Councils: Irish Research Council for the Humanities and Social Sciences, Qatar National Research Fund (3).

Research Presentations

Conferences:

CUP Economic History of Australia Symposium, Conference on Long Run Australian Development; World Congress of Cliometrics (4); Allied Social Sciences Association Annual Meeting; World Economic History Congress (2); Frontier Research in Economic History; International Atlantic Economic Conference; European Historical Economics Society Conference; International Society for New Institutional Economics Conference (2); Society of Labor Economics Conference; Labour Markets and Living Standards in Britain; Economic and Business Historical Society Conference (3); Economic History Society Conference (5); 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 (4); Australia/New Zealand Economic History Society Conference (2); Asia/Pacific Business and Economic History Conference, New Perspectives on Work and Wages Conference; World Economic History Congress (3); Beyond Wages Workshop; Work and Pensions Economic Group.

Seminars:

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 (6); Lund University (3); Monash University (2); North Carolina State University; Northwestern University; Nuffield College, University of Oxford; Royal Holloway

College (6); SOAS; Union College; University College, London; University of Adelaide; University of Calgary; University of Essex; University of Illinois (4); University of Indiana; University of Melbourne (5); University of Sydney; University of Vermont; University of Warwick; University of Western Australia; Williams College.

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: Personnel Economics, Principles of Economics, Industrial Organization, International Economic History, Topics in Economic History, Labour Economics, Post-Crisis Economics, Economics Workshop (seminars, occasional lectures, and course coordinator), Undergraduate Dissertation in Economics (supervisions), MSc 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

Faculty of Management and Economics, Nominated for teaching prize, 2013

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:

Martin Gunther (Royal Holloway) – ongoing

Angeliki Dimopoulou (Royal Holloway) – ongoing

Sarah Khan (Royal Holloway - completed 2015) - first job: postdoc University of Göttingen.

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), winner of the Butlin Prize for best dissertation in Australian economic history, first job: U. of Melbourne, Management

Edwyna Harris 1996-97, advisor after I left University of Melbourne (U. of Melbourne, completed 2001), finalist for the Butlin Prize for best dissertation in Australian economic history, first job: RMIT, Management

Advisor:

Margaret Antony (Royal Holloway) – ongoing

Konstantinos Mersinas (Royal Holloway, Information Securities, completed 2017) –
First job lecture in information security, Royal Holloway
Samuel Smith (Royal Holloway, Politics, completed 2004) – First job: National Health
Service

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

PhD Upgrade Committees:

Chiara Rosazza-Bondibene, 2009

PhD Viva, external examiner (“opponent”)

Bjorn Eriksson, University of Lund, 2015.

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

Probation Advisor for junior academics

Sotiris Geoganis, 2009-2013

Stacey Chen, 2008-2011

Invited lectures to PhD students

London School of Economics, Department of International Development,
Research Seminar in Development Studies, 2010, 2011, 2012.

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

Referee/coach for junior scholars

European Review of Economic History fast-track meeting (conference designed to
expedite publication in the EREH for junior scholars), 2012.

Leadership and Service

Royal Holloway, University of London:

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

Deputy Head of the Department of Economics (Planning and Strategy), April 2013 –
July 2014.

Economics Department Undergraduate Admissions Tutor, 1998-2001, 2009-
2013.

Member of 15 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

Travel Grants Awards Committee, May 2007

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

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

Faculty Representative on a student recruiting trip to China (Beijing, Xi' An and

Hong Kong), 2012
 Member of College Working Group on Strategy for Science, 2012
 Chair, Workload Model Committee for the Economics Department, 2012
 Member, College Professorial Pay Banding Committee, 2013
 Experimental Lab Scientific Committee, 2013-present (acting director August-October 2013)
 Annual Appraisal of Junior Staff, 2015
 Co-organizer of the Department of Economics Twentieth Anniversary Conference, 2016.

University of Melbourne:
 Seminar coordinator, 1994-1997

External Service:
 Co-organiser of Frontier Research in Economic History Conference to be held at Royal Holloway in 2018.
 Local Organizer, Economic History Society Conference at Royal Holloway, 2017.
 Reviewer for National Agency for the Evaluation of Universities and Research Institutes (Italian equivalent of the REF), Area 13: Economics and Statistics, 2016.
 Standing Committee on Research Archives and Data Bases, Economic History Association, 2015 – 2018 (chair 2017-18).
 Session Organizer, XVII World Economic History Congress, Kyoto, 2015 (with Price Fishback and Jessica Bean).
 Executive Committee, Office-bearer (ex officio), Economic History Society of Australia and New Zealand, from 2015.
 Programme Committee, 29th European Economic Association Annual Congress, Toulouse France, 2014.
 Reviewer for National Agency for the Evaluation of Universities and Research Institutes (Italian equivalent of the REF), Area 13: Economics and Statistics, 2012.
 External examiner, MSc in Economic History/Global History/Political Economy of Late Development, Department of Economic History, London School of Economics, 2011-2015.
 External referee, Promotions Committee, Department of Economic History, London School of Economics, 2008, 2012.
 External examiner, BA in Economics/PPE/Economics and Politics, Department of Economics, Warwick University, 2011-2013.
 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 and 2012.
 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:

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

“Do remedial mathematics courses help economics students?” (Vox Online <http://www.voxeu.org/article/do-remedial-mathematics-courses-help-economics-students>)

“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.

“Real Time Economics”, Wall Street Journal Blogs, 11/8/2008.

<http://blogs.wsj.com/economics/2008/08/11/secondary-sources-no-boost-for-econs-math-laggards-mobile-remains-must-have/>

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

<http://www.econnow.com/wp/>

Profiled young researcher in Cliometrics, Cliometric Society web page

<http://cs.muohio.edu/Clio/index-ClioResearch.html> (no longer available)

References

Available on request