Curriculum Vitae

KEITH A. BENDER

Address:
Department of Economics, School of Business, S49 Edward Wright Building, University of Aberdeen, Aberdeen AB24 3QY, Scotland, UK ; Phone: 44-(0)1224-273411; Email: kabender@abdn.ac.uk

Professional Positions:

Present Position:

Jaffrey Chair of Political Economy, Univ. of Aberdeen, Feb 2026 to present.

Concurrent Positions:

IZA Research Fellow, 2021 to present.
Member, Centre for Labour Market Research, Univ. of Aberdeen, 2000 to present.
Research Committee, Chartered Association of Business Schools, 2025 to present.

Editorial Position:

Associate Editor, *British Journal of Industrial Relations*, January 2020 to present.

Previous Post-Graduate Positions:

Univ. of Aberdeen, SIRE Professor of Economics (8/2012 – 1/2026)
Univ. of Wisconsin-Milwaukee, Dept of Economics: Professor (8/2011 – 8/2012), Associate Professor with tenure (6/2005 – 7/2011), Assistant Professor (8/1999 – 6/2005)
Visiting Positions: National Institute of Labour Studies, Flinders Univ. (2017), Univ. of Aberdeen (2006-2007); Giessen University (Summer 2006)
Social Security Administration, Office of Research, Evaluation, and Statistics: Economist (7/1998 – 7/1999)
Louisiana State Univ., Dept of Economics: Visiting Assistant Professor (8/1997 – 6/1998)
Univ. of Aberdeen, Dept of Economics: Research Fellow (11/1995 – 7/1997); Leverhulme USA/Commonwealth Visiting Research Fellow (9/1994 – 9/1995)

Education:

Ph.D. Economics, Duke University, 1994; M.A. Economics, Duke University, 1992; B.A. Economics, Furman University, 1990

Post-Graduate Academic Honors and Awards:

University Excellence Award for Interdisciplinary Research as part of the Just Transition Lab, 2025
Finalist to Univ. of Aberdeen Lecturer of the Year/'Best' Lecturer: 2014-2015; 2015-2016; 2018-19; 2019-20; 2020-21; 2021-22
Honorary Research Fellowship, Department of Economics, Univ. of Aberdeen, Scotland, Aug. 1997 to July 2002.
Leverhulme USA/Commonwealth Visiting Research Fellowship, Univ. of Aberdeen, Scotland, 1994-1995.

Teaching and Research Interests:

Labor Economics; Performance Pay and Health; Educational Mismatch; Institutions and Labor Markets; Economics of Aging; Applied Microeconometrics

Papers and Research:

Peer-Reviewed Publications:

Nicole Andelic, Julia Allan, Keith A. Bender, Daniel Powell, and Ioannis Theodossiou, "Performance-related Pay and Sorting into Stress," *Oxford Economic Papers*, 77(4), 2025: 938-953. https://doi.org/10.1093/oep/gpaf008

Daria Shapovalova, Keith A. Bender, John Bone and Tavis Potts, "A Place-Based Approach to Measuring a Just Transition: Evidence from the North-East of Scotland," *Energy Research and Social Science*, 127, 2025. https://doi.org/10.1016/j.erss.2025.104236

Shamima Haque, Thereza de Aguiar and Keith A. Bender, "Managing the Unwanted: An Application of Foucault's Dispositives on Athena SWAN Initiative in UK Business Schools," *Gender, Work and Organisation*, 32(4), July 2025: 1540-55. https://doi.org/10.1111/gwao.13247

Nicole Andelic, Julia Allan, Keith A. Bender, Dan Powell and Ioannis Theodossiou, "Performance-related Pay, Mental and Physiological Health." *Industrial Relations*, 63(1), 2024: 3-25. https://doi.org/10.1111/irel.12334 (earlier version published as IZA Working paper 15000)

Nicole Andelic, Julia Allan, Keith A. Bender, Dan Powell and Ioannis Theodossiou, "Stress in Performance-related Pay: The Effect of Motivated Performance and Social-Evaluative Threat," *Stress*, 26:1, 2283435, 2023. https://doi.org/10.1080/10253890.2023.2283435

Nicole Andelic, Julia Allan, Keith A. Bender, Dan Powell and Ioannis Theodossiou, "Salivary Cortisol in University Students after the COVID-19 Pandemic." *Comprehensive Psychoneuroendocrinology*, 12, Nov 2022, 100160. https://doi.org/10.1016/j.cpnec.2022.100160

Thereza Raquel de Aguiar, Shamima Haque, Keith A. Bender, "Athena SWAN Gender Equality Plans and the Gendered Impact of COVID-19," *Gender, Work & Organisation*, 29(2), March 2022: 591-608. https://doi.org/10.1111/gwao.12784

Keith A. Bender, Colin P. Green and John S. Heywood, "Performance Related Pay and Assortative Matching," *Scottish Journal of Political Economy*, 68(4), Sept 2021: 485-93. https://doi.org/10.1111/sjpe.12232

Julia Allan, Nicole Andelic, Keith A. Bender, Daniel Powell, Sandro Stoffel and Ioannis Theodossiou, "Employment Contracts and Stress: Experimental Evidence," *Journal of Economic Behavior and Organization*, 187, July 2021: 360-73. https://doi.org/10.1016/j.jebo.2021.04.015

Julia Allan, Keith A. Bender and Ioannis Theodossiou, "Performance Related Pay and Stress – An Experimental Study," *Work: A Journal of Prevention, Assessment, and Rehabilitation*, 67(2), 2020: 449-57. https://doi.org/10.3233/WOR-203294

Peer-Reviewed Publications continued:

Keith A. Bender and Ioannis Theodossiou, "The Unintended Consequences of Flexicurity: The Health Consequences of Flexible Employment," *Review of Income and Wealth*, 64(4), Dec 2018: 777-99. https://doi.org/10.1111/roiw.12316

Keith A. Bender and Kristen Roche, "Educational Mismatch and the Earnings Distribution," *Southern Economic Journal*, 85(2), Oct 2018: 441-56. https://doi.org/10.1002/soej.12282

Daniel Kopasker, Catia Montagna and Keith A. Bender, "Economic Insecurity: a Socioeconomic Determinant of Mental Health," *SSM: Population Health*, 6, 2018: 184-94. https://doi.org/10.1016/j.ssmph.2018.09.006

Keith A. Bender, John S. Heywood and Michael Kidd, "Claims of Employment Discrimination and Worker Voice," *Industrial Relations Journal*, 48(2), March 2017: 133-53. https://doi.org/10.1111/irj.12172

Keith A. Bender and John S. Heywood, "Educational Mismatch and Retirement," *Education Economics*, 25(4), 2017: 347-65. https://doi.org/10.1080/09645292.2016.1234586

Keith A. Bender and Ioannis Theodossiou, "Economic Fluctuations and Crime: Temporary and Persistent Effects," *Journal of Economic Studies*, 43(4), 2016: 609-23. https://doi.org/10.1108/JES-05-2015-0085

Keith A. Bender and Kristen Roche, "Self-Employment and the Paradox of the Contented Female Worker," *Small Business Economics*, 47(2), August 2016: 421-35. https://doi.org/10.1007/s11187-016-9731-z

Keith A. Bender and Ioannis Theodossiou, "A Reappraisal of the Unemployment-Mortality Relationship: Transitory and Permanent Effects," *Journal of Public Health Policy*, 36(1), 2015: 81-94. https://doi.org/10.1057/jphp.2014.40

Keith A. Bender and Ioannis Theodossiou, "The Unintended Consequences of the Rat Race: The Detrimental Effects of Performance Pay on Health," *Oxford Economic Papers*, 66(3), July 2014: 824-47. https://doi.org/10.1093/oep/gpt032

Keith A. Bender, Athina Economou, and Ioannis Theodossiou, "The Temporary and Permanent Effects of Unemployment on Mortality in Europe," *International Labour Review*, 152(2), June 2013: 275-86. https://doi.org/10.1111/j.1564-913X.2012.00002.x

Keith A. Bender and Kristen K. Roche, "Educational Mismatch and Self Employment," *Economics of Education Review*, 34, June 2013: 85-95. https://doi.org/10.1016/j.econedurev.2013.01.010

Keith A. Bender, Rebecca Neumann, and John Skåtun, "Real and Perceived Losses from Unemployment: A Cross Country Study," *Applied Economics*, 45(25), 2013: 3625–3636. https://doi.org/10.1080/00036846.2012.727977

Peer-Reviewed Publications continued:

Keith A. Bender, "An Analysis of Well-Being in Retirement: The Role of Pensions, Health, and the 'Voluntariness' of Retirement," *Journal of Socio-Economics*, 41(4), August 2012: 424-33. https://doi.org/10.1016/j.socec.2011.05.010

Keith A. Bender, Colin Green, and John S. Heywood, "Piece Rates and Workplace Injury: Does Survey Evidence Support Adam Smith?" *Journal of Population Economics*, 25(2), April 2012: 569-90. https://doi.org/10.1007/s00148-011-0393-5

Keith A. Bender and Hosne Mridha, "The Effect of Local Area Unemployment on Compensating Wage Differentials for Injury Risk," *Southern Economic Journal*, 78(2), October 2011: 287-307. https://doi.org/10.4284/0038-4038-78.2.287

Keith A. Bender and John S. Heywood, "Educational Mismatch and the Careers of Scientists," *Education Economics*, 19(3), July 2011: 253-74. https://doi.org/10.1080/09645292.2011.577555

Keith A. Bender and Ioannis Theodossiou, "Controlling for Endogeneity in the Health-Socioeconomic Status Relationship of the Near Retired," *Journal of Socio-Economics*, 38(6), December 2009: 977-87. https://doi.org/10.1016/j.socec.2009.07.009

Keith A. Bender and John D. F. Skåtun, "Constrained by Hours and Restricted in Wages: The Quality of Matches in the Labor Market," *Economic Inquiry*, 47(3), July 2009: 512-29. https://doi.org/10.1111/j.1465-7295.2008.00159.x

Keith A. Bender, "How are Pension Integration and Pension Benefits Related?" *Quarterly Review of Economics and Finance*, 49(1), February 2009: 26-41. https://doi.org/10.1016/j.qref.2008.10.003

Keith A. Bender and Steffen Habermalz, "Are There Differences in the Health-Socioeconomic Status Relationship over the Life Cycle? Evidence from Germany," *LABOUR: Review of Labour Economics and Industrial Relations*, 22(1), March 2008: 107-125. https://doi.org/10.1111/j.1467-9914.2007.00400.x

Keith A. Bender, "Replacing Income in Retirement for the Newly Retired: A Distributional Analysis of Gross and Net Replacement Rates," *Journal of Income Distribution*, 16(2), June 2007: 83-105. https://ideas.repec.org/a/jid/journl/y2007v16i2p83-105.html

Keith A. Bender, Rebecca Neumann, and John D. F. Skåtun, "Unemployment and Other Measures of Labor Market Inefficiency: The Evolution of US and UK Labor Markets 1931-1996," *Economic Inquiry*, 44(4), October 2006: 629-43. https://doi.org/10.1093/ei/cbj039

Keith A. Bender and John S. Heywood, "The Job Satisfaction of the Highly Educated: The Role of Gender, Academic Tenure, and Comparison Income," *Scottish Journal of Political Economy*, 53(2), May 2006: 253-79. https://doi.org/10.1111/j.1467-9485.2006.00379.x

Peer-Reviewed Publications continued:

Keith A. Bender, Hosne A. Mridha, and James Peoples, "Risk Compensation for Hospital Workers: Evidence from Relative Wages of Janitors," *Industrial and Labor Relations Review*, 59(2), January 2006: 226-42. https://doi.org/10.1177/001979390605900203

Keith A. Bender, Susan M. Donohue, and John S. Heywood, "Job Satisfaction and Gender Segregation," *Oxford Economic Papers*, 57(3), July 2005: 479-96. https://doi.org/10.1093/oep/gpi015

Keith A. Bender, "Examining Equality between Public and Private Sector Wage Distributions," *Economic Inquiry*, 41(1), January 2003: 62-79. https://doi.org/10.1093/ei/41.1.62

Keith A. Bender and Robert F. Elliott, "The Role of Job Attributes in Understanding the Public-Private Wage Differential," *Industrial Relations*, 41(3), July 2002: 407-421. https://doi.org/10.1111/1468-232X.00253

Keith A. Bender, "Comparing Public and Private Sector Earnings Distributions over Time," in *Proceedings of the 53rd Annual Meeting*, ed. by Paula B. Voos, Urbana-Champaign, IL: Industrial Relations Research Association, 2001: 301-8.

Keith A. Bender, "Pension Integration and Retirement Benefits," *Monthly Labor Review*, 124(2), Feb 2001: 49-58. https://www.jstor.org/stable/41861564

Keith A. Bender and Ioannis Theodossiou, "International Comparisons of the Real Wage - Employment Relationship," *Journal of Post-Keynesian Economics*, 21(4), Summer 1999: 621-38. https://doi.org/10.1080/01603477.1999.11490219

Keith A. Bender and Peter J. Sloane, "Trade Union Membership, Tenure and the Level of Job Insecurity," *Applied Economics*, 31, 1999: 123-35. (ANBAR Citation of Excellence Award.) https://doi.org/10.1080/000368499324615

Keith A. Bender, "The Central Government - Private Sector Wage Differential," *Journal of Economic Surveys*, 12(2), April 1998: 177-220. https://doi.org/10.1111/1467-6419.00052

Keith A. Bender and Peter J. Sloane, "Job Satisfaction, Trade Unions, and Exit-Voice Revisited," *Industrial and Labor Relations Review*, 51(2), January 1998: 222-240. https://doi.org/10.1177/001979399805100204

Robert F. Elliott and Keith A. Bender, "Decentralisation and Pay Reform in Central Government: A Study of Three Countries," *British Journal of Industrial Relations*, 35(3), September 1997: 447-75. https://doi.org/10.1111/1467-8543.00063

Keith A. Bender, "Specification Issues in the Modelling of Union Status Determination," *Applied Economics Letters*, 4(8), 1997: 481-5. https://doi.org/10.1080/758536630

Peer-Reviewed Publications continued:

Keith A. Bender, "The Changing Determinants of U.S. Unionism: An Analysis using Worker-Level Data," *Journal of Labor Research*, 18(3), Summer 1997: 403-23. https://doi.org/10.1007/s12122-997-1047-y

Book:

Keith A. Bender and Ioannis Theodossiou, *Precarious Employment and Well-being: How Job Insecurity Impacts Health and Well-being*, CRC Press, Taylor & Frances Group, forthcoming.

K. A. Bender and R. F. Elliott, *Decentralised Pay Setting: A Study of the Outcomes of Collective Bargaining Reform in the Civil Service in Australia, Sweden and the UK*, Aldershot, UK: Ashgate, 2003. ISBN: 07546 3604 6.

Book Chapters:

Keith A. Bender, "Political Economy at Aberdeen: The Legacy of Sir Thomas Jaffrey (1861-1952)," in *525 Years in the Pursuit of Truth: A New History of The University of Aberdeen*, ed by Bradford Bow and Michael Brown, University of Aberdeen Press: Aberdeen, forthcoming.

Keith A. Bender and John D. Skåtun, "Performance-Related Pay: The Expected and Unexpected," in *Handbook of Labor, Human Resources and Population*, ed by Klaus F. Zimmermann, Springer, Cham, 2022. https://doi.org/10.1007/978-3-319-57365-6_316-1

Cynthia Bansak, Keith A. Bender, Michael Coon, "The Political Economy of Skilled Workers and Innovation," in *Handbook of Labor, Human Resources and Population*, ed by Klaus F. Zimmermann, Springer, Cham, 2021. https://doi.org/10.1007/978-3-319-57365-6_225-1

Harminder Battu and Keith A. Bender, "Educational Mismatch in Developing Countries," *Economics of Education: A Comprehensive Overview*, 2nd Edition, ed by Steve Bradley and Colin Green, Elsevier, 2020, pp. 269-89. https://doi.org/10.1016/B978-0-12-815391-8.00020-3

Keith A. Bender, "Pensions and Financing Retirement," *Encyclopedia of Elder Care*, 4th edition, ed. by L. Capezuti, M. Malone, P. Katz and M. Mezey, New York: Springer, 2018, pp. 549-51 (also in 3rd edition, ed by L. Capezuti, M. Malone, P. Katz, and M. Mezey, Springer, 2014, pp. 557-9).

Keith A. Bender and John S. Heywood, "Trends in the Relative Compensation of State and Local Employees," in *Public Jobs and Political Agendas: The Public Sector in an Era of Economic Stress*, ed by Daniel J.B. Mitchell, Champaign, IL: Labor and Employment Relations Association and University of Illinois Press, 2012, pp. 133-66. http://lerachapters.org/OJS/ojs-2.4.4-1/index.php/PFL/article/viewFile/2628/2609#page=137

Book Chapters continued:

Keith A. Bender and Ioannis Theodossiou, "The Health-Socioeconomic Status Relationship and the Role of Public Policies in the US and the UK," in *Knowledge-based Technologies and OR Methodologies for Strategic Decisions of Sustainable Development*, edited by M. Grasserbauer, L. Sakalauskas, and E.K. Zavadskas, Conference Proceedings of 5th International Vilnius Conference, 2009, Vilnius, Lithuania.

Keith A. Bender and John S. Heywood, "Educational Mismatch among Ph.D.s: Determinants and Consequences," in *Science and Engineering Careers in the United States*, ed by Richard B. Freeman and Daniel F. Goroff, Chicago, IL: University of Chicago Press for NBER Science Engineering Workforce Project, 2009, pp. 229-55. (Earlier version published as *NBER Working Paper #12693*)

R. Carter Hill, Lee C. Adkins, and Keith A. Bender, "Test Statistics and Critical Values in Selectivity Models," in *Maximum Likelihood Estimation of Misspecified Models: Twenty Years Later, Advances in Econometrics Volume 17*, ed by Thomas B. Fomby and R. Carter Hill, New York: Elsevier, 2003: 75-105.

Robert F. Elliott and Keith A. Bender, "Decentralisation and Pay Reform in Central Government: A Study of Three Countries," in *Industrial Relations: Critical Perspectives on Business and Management, Vol. 3 (Employers and the State)*, ed by John Kelly, London: Routledge, 2001. (Reprint of 1997 *British Journal of Industrial Relations* article.)

Keith A. Bender and Robert F. Elliott, "Relative Earnings in the UK Public Sector: The Impact of Pay Reform on Pay Structure," in *Public Sector Pay Determination within the European Union*, ed by Robert Elliott, Claudio Lucifora and Dominique Meurs, London: Macmillian, 1999.

Other Publications and Distributions of Research and Teaching:

Keith A. Bender, "Nuclear Decommissioning, Supply Chains and Skills: Achievements, Opportunities and Challenges," report for the National Decommissioning Centre and Nuclear Decommissioning Authority, December 2025. https://doi.org/10.57064/2164/26521

Keith A. Bender, "Bonnie Banks," December 2025. https://youtu.be/pdwRKwVk3sg

Daria Shapalova, Keith A. Bender, Clare Bond, John Bone and Tavis Potts, "Just Transition Policy in the Context of Nuclear Decommissioning in Dounreay," report for the National Decommissioning Centre and Nuclear Decommissioning Authority, December 2024. https://aura.abdn.ac.uk/bitstream/handle/2164/25130/final_Just_Transition_and_Nuclear_Decommisioning_Dec2024.pdf

Daria Shapovalova, Keith A. Bender, Claire E. Bond, John Bone and Tavis Potts, "Initial report to Just Transition Commission: Just transition activities, planning, and policy landscape in Aberdeen and the North East," University of Aberdeen 2024. http://aura.abdn.ac.uk/bitstream/2164/24903/1/30_Sep_DS_JTC_North_East_Pre-briefing_1_.pdf

Other Publications and Distributions of Research and Teaching con'd

Keith A. Bender, "Take Me Home," December 2024. https://www.youtube.com/watch?v=uAIXO56HCTs

Nicole Andelic, Julia L. Allan, Keith A. Bender, Daniel Powell, and Ioannis Theodossiou, "Does How You Get Paid at Work Affect Your Time off Work? The Relationship between Performance-Related Employment Contracts and Leisure Activities," IZA Working Paper 16886, March 2024. https://docs.iza.org/dp16886.pdf

Keith A. Bender, "Hello Econ," December 2023. https://www.youtube.com/watch?v=zoT4jrInqaE

Daria Shapovalova, Tavis Potts, John Bone and Keith A. Bender, "Measuring Just Transition : Indicators and scenarios for a Just Transition in Aberdeen and Aberdeenshire," University of Aberdeen 2023. https://doi.org/10.57064/2164/22364

Daria Shapovalova, Tavis Potts, John Bone and Keith A. Bender, "Just Transition for Workers and Communities in Aberdeen and Aberdeenshire: Rapid Evidence Review," University of Aberdeen 2023. https://doi.org/10.57064/2164/19887

Keith A. Bender, "Price, Price Baby," December 2022, https://www.youtube.com/watch?v=jM8tcNY1UZw

Nicole Andelic, Julia L. Allan, Keith A. Bender, Daniel Powell, and Ioannis Theodossiou, "Performance-Related Pay and Objective Measures of Health after Correcting for Sample Selection," IZA Working Paper 15000, January 2022. https://docs.iza.org/dp15000.pdf

Keith A. Bender, "You'll Be Back: The EC1006 Remix," December 2021, https://www.youtube.com/watch?v=ng9xMUEcpUE

Nicole Andelic, Julia Allan, Keith A. Bender, Dan Powell and Ioannis Theodossiou, "How does the type of payment you receive impact your health?" Futurum Careers, October 2021, https://futurumcareers.com/how-does-the-type-of-payment-you-receive-impact-your-health

Keith A. Bender, "Sir Thomas Jaffrey and Political Economy," Café Connect podcast, 25 June 2021, https://www.abdn.ac.uk/engage/podcasts/cafe-connect-14.php

Keith A. Bender, "Stress and the Post-Covid Economy," Business School Blog, 1 April 2021, https://www.abdn.ac.uk/business/blog/stress-and-the-postcovid-economy-/

Keith A. Bender, "Economics at Aberdeen: The Legacy of Sir Thomas Jaffrey," University of Aberdeen Podcast Series: 525 Years in the Pursuit of Truth – A New History of The University of Aberdeen, March 2021, https://www.abdn.ac.uk/events/resources/index.php#panel1550https://www.abdn.ac.uk/events/resources/index.php#panel1550.

Other Publications and Distributions of Research and Teaching con'd

Keith A. Bender, "Job Contracts, Health and COVID: Are Flexible Jobs Like Zero-Hours Contracts and 'Gig' Jobs the Future?" talk to Stirling University Economics Society, February 2021 https://drive.google.com/file/d/1ngw3ZJsJZqYgDBNX_Kxjq4Ob4kcIJ3HT/view

Keith A. Bender, "A Sea Shanty Ode to EC1006," February 2021, https://youtu.be/UgUGzlC5R6c and https://www.youtube.com/watch?v=DpIoPhqceMA

Keith A. Bender, "Economics at Aberdeen: The Legacy of Sir Thomas Jaffrey," University of Aberdeen Little Lecture, Nov 2020, https://www.youtube.com/watch?v=vUGAYqa2um0&feature=emb_logo

Nicole Andelic and Keith A. Bender, "Performance-Related Pay: The Good, The Bad, The Stressful," Explorathon'20, Nov 2020, https://www.explorathon.co.uk/events/explorathon-lunch-bytes-performance-related-paythe-good-the-bad-the-stressful/

Keith A. Bender, "LatWord: Flexible Work Contracts," October 2020, https://www.youtube.com/watch?v=mrx9ezKL8NI

Keith A. Bender, "Performance Related Pay: The Good, the Bad and the Ugly," *Business Bulletin*, Aberdeen and Grampian Chamber of Commerce, April 2019, 20, https://issuu.com/aberdeenchamber/docs/april_2019_digital

Keith A. Bender and Ioannis Theodossiou, "How Zero-Hours Contracts Could Be Making You Ill," *The Conversation*, 7 June 2017, https://theconversation.com/how-zero-hours-contracts-could-be-making-you-ill-77998.

Keith A. Bender, "The Living Wage May Cut Poverty, But Not By Very Much," *The Conversation*, 7 November 2014, https://theconversation.com/the-living-wage-may-cut-poverty-but-not-by-very-much-33918.

Alex J. Bryson and Keith A. Bender, "Performance Pay: Trends and Consequences Introduction," *National Institute Economic Review*, 226(1), November 2013: R1-R3. (Joint co-editors of special issue of the *National Institute Economic Review* on performance pay.) https://doi.org/10.1177%2F002795011322600101

Keith A. Bender and Ioannis Theodossiou, " 'And He Laid Down His Hammer and He Died': Health and Performance Pay," Oxford University Press blog, 21 October, 2013, http://blog.oup.com/2013/10/health-and-performance-pay/.

Keith A. Bender and John S. Heywood, "Out of Balance? Comparing Public and Private Sector Compensation over 20 Years," Report for the National Institute for Retirement Security and the Center for State and Local Government Excellence, April 2010.

Other Publications and Distributions of Research and Teaching con'd

Keith A. Bender, "The Older Workforce in Wisconsin," *Monitoring Wisconsin*, Institute for Survey and Policy Research, University of Wisconsin-Milwaukee, Winter 2007.

Keith A. Bender and John S. Heywood, "Educational Mismatch among Ph.D.s: Determinants and Consequences." *NBER Working Paper #12693*, November 2006 (found at http://www.nber.org/papers/w12693).

Keith A. Bender and Bjorn Eberhardt, "The Economic Well-Being of the Elderly in Wisconsin," *Monitoring Wisconsin*, Institute for Survey and Policy Research, University of Wisconsin-Milwaukee, Spring 2005.

Keith A. Bender and Natalia A. Jivan, "What Makes Retirees Happy?" *Center for Retirement Research Issue in Brief #28*, Boston College, February 2005.

Keith A. Bender, "The Well-Being of Retirees: Evidence using Subjective Data," *Center for Retirement Research Working Paper 2004-24*, Boston College, November 2004.

Keith A. Bender, "Characteristics of Workers with Integrated Pensions," *Social Security Bulletin*, 62(3), 1999: 28-40. Previously published as *Social Security Administration ORES Working Paper*, No. 83, July 1999.

Working Papers submitted or in progress

"Child Schooling in Bangladesh: Understanding Parental Contributions." (With Nazmunnessa Bakth and Ioannis Theodossiou)

"Decentralisation of Bargaining and the Size of the Gender Pay Gap: Evidence from Alternative Wage-Setting Regimes in Australia." (With Michael P. Kidd, Aydogan Ulker and Jeff Woodridge)

"Does How You Get Paid at Work Affect Your Time Off Work? The Relationship between of Performance-Related Employment Contracts and Leisure Activities." (With Nicole Andelic, Julia Allan, Daniel Powell and Ioannis Theodossiou)

"Job Satisfaction of UK Graduates: The Role of Job Attribute Match Level and Educational Mismatch." (With Bei Chen)

Presentations at Seminars and Professional Meetings:

Seminars: Curtin University Bankwest Curtin Economics Centre; Duke University; Employment and Manpower Research Unit, Department of Employment, London; Global Labour Organisation; Heriot-Watt University; Louisiana State University; Louisiana Tech University; Marquette University Burkes Scholar Seminar; Northern Illinois University; University of Aberdeen; University of Giessen, Germany; University of Lancaster; University of Macedonia; Universite de Paris II Pantheon-Assas; University of Potsdam; St Lawrence University; Strathcylde University; University of Stirling; University of Swansea; University of Utrech; University of Wisconsin-Milwaukee; US Social Security Administration; Wisconsin Chapter of the Labor and Employment Relations Association

Conferences: American Economic Association Annual Meetings; Association of Public Policy Analysis and Management Research Conference; Australian Labour Market Research Conference 2010; Beyond Wages Conference 2013; CIPD Applied Research Conference (2023); Civic Federation Forum at the Chicago Federal Reserve Bank; Education and Skills Mismatches in the Labour Market Workshop 2010 (Adelaide, Australia); European Association of Labour Economists Conference (1996, 2013, 2020 (joint with the Society of Labor Economics)); Industrial Relations Research Association National Meetings; International Workshop on the Applied Economics of Education; Midwestern Economic Association Meetings; National Bureau of Economic Research Science and Engineering Workforce Project Conference; National Institute for Economic and Social Research Performance Pay Conference; National Science Foundation; New Directions in Human Capital Theory Workshop (University of Birmingham), Scottish Economic Society Conference 2013, 2016, 2017; Scottish Graduate Programme in Economics Methodology Workshop 2012, Workshop on Pensions in International Organisations, OECD, Washington, DC

Other talks on economic topics: Alverno University School of Business; Economics Society of Stirling University; Lathallan School, Marquette University Economics Association; Mayfair (WI) Rotary Club; Milwaukee Interfaith Conference; Milwaukee Professionals Association; Politics and International Relations Student Association (Aberdeen)

Teaching Experience:

Undergraduate Courses Taught:

Introduction to Macroeconomics; Introduction to Microeconomics (Economics of Business and Society); Economics of Aging; Economics of Discrimination and Poverty; Intermediate Microeconomics; Economics of Employment Relations

Postgraduate Courses Taught:

Comparative Labor Markets and Employment Relations; Economics of Energy Transition; Employment Relations: The Domestic and International Context; Human Resource Management; Industrial and Labor Relations; Labor/Labour Economics/Economics of Labour Markets; Managerial Economics; Mathematics for Economists; Quantitative Methods

Ph.D. Dissertation Committees:

Current Students:

Adebola Akinsanpe (co-chair with Mauro Papi)

Past Supervisor/Chair, year of defense:

Saad Mohamed Alobaid, "Three Analytical Essays on the Saudi Labour Market: Trends, Challenges, and Opportunities," (co-chair with Ioannis Theodossiou), 2025.

Ibzan Darius, "Crime Response to Labour Market Dynamics and Law Enforcement Incentives," (co-chair with John Skåtun), 2024.

Bei Chen, "Examining Subject Choice, Job Satisfaction, and Student Loan Decisions: Unravelling the Determinants and Consequences for Early Labour Market Outcomes of UK Graduates," (co-chair with Yu Aoki and Alexandros Zangelidis) 2023.

Nazmunnessa Bakth, "The Socioecocnomic Causes of Schooling Non-Attendance: The Case of Bangladesh," (co-chair with Ioannis Theodossiou) 2023.
Kwan Phetsawang, "Essays on Routine Jobs, Technological change and Educational Mismatch," (co-chair with Harminder Battu) 2023.
Abigail Dumulas, "Subjective Life Satisfaction Evaluations of Inequality, Macroeconomic Shifts and Electoral Participation," (co-chair with Alexandros Zangelidis) 2020.
Pietro Vanin, "Regional Differences in Skill Mismatch: Workers, Firms and Industries," (co-chair with Catia Montagna) 2018.
Michael Coon, "Essays on Remittances" (co-chair with Rebecca Neumann), 2012.
Emily Lechtenberg, "Essays in the Economics of the US Education Industry," 2011.
Kristen Roche Carioti, "Self-Employment, Retirement, and Education," 2011.
Bjorn Eberhardt, "Essays in Retirement Economics," 2006.
Hosne Mridha, "Health Care Labor Costs, Evidence from Relative Wages of Janitors," (Co-Chair with James Peoples) 2002.

Member:
Aberdeen Second Supervisor: Daniel Kopasker (2018), Gulbin Erdin (2018)
UWM: Benjamin Artz (2008), Sourav Batabyal (2012), Miao Chi (2011), Darnell Cloud (2000), Chad Cotti (2006), Ozlem Eren (2009), Daniel Fuhrmann (2010), Lori Geddes (2002), Juan Gelves (2009), Steffen Habermalz (2002), Richard McGregory (2004), Murat Mercan (2009), Laurie Miller (2012), Scott Niederjohn (2003), Patrick O'Halloran (2003), Tanyamat Srungboonmee (2012), Steve Trick (2010), Bin Wang (2005)

External Examiner (year of defense and institution):
Sepehr Cyrusian (2025, Norwegian University of Science and Technology)
Yuan Feng (2025, Queen's University, Belfast)
Jiarui Nan (2023, Cardiff University)
Colin Mang (2015, Lancaster University)
Georgios Panos (2010, University of Aberdeen)
Effrosyni Vasileiou (2009, Université de Paris 2 – Assas)

Internal Examiner at Aberdeen (year of viva)
Nelson Nkalu (2023); Abdul Ganiyu Iddrisu (2023); Olatunji Shobande (2022); Imoh Ekpenyong (2021); Haidy Amer (2020); Embarika Mostafa (2020); Mike Tiraphap (2020); Borhan Abdullah (2018); Deboshree Ghosh (2018)

Masters Thesis/Paper Major Advisor:
SGPE: Xiang Chai (2015), Yugen Chen (2017), Sophie Cook (2019), Ilemore Feyisike (2014), Vsevolog Iakovlev (2021), Tanishtha Khurana (2021), Zhao Le (2015), Dimitrios Tsitsiklis (2018)
UWM: Duke Damron (2005), Elizabeth Goodman (2003), Jessica Milli (2009), Michael Williamson (2010)

Other Professional Activities:

Links:

Google Scholar: https://scholar.google.com/citations?user=mPMGiWMAAAAJ&hl=en
LinkedIn: https://www.linkedin.com/in/keith-bender-phd/
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Scopus: https://www.scopus.com/authid/detail.uri?authorId=7102050379
ResearchGate: https://www.researchgate.net/profile/Keith-Bender

Externally Sponsored Research (awarded):

"Nuclear Decommissioning, Supply Chains and Skills: Achievements, Opportunities and Challenges," Nuclear Decommissioning Authority (PI with CoPI Clare Bond, 7/2025-8/2025.

"Just Transition Commission - Aberdeen and Regional Planning," Just Transition Commission, (CoPI with Daria Shapovalova (PI), John Bone (CoPI), Tavis Potts (CoPI)), 9/2024-12/2024.

"Socio Economic Impact Study of Nuclear Decommissioning in Scotland," Nuclear Decommissioning Authority (via the National Decommissioning Centre), (CoPI with Tavis Potts (PI) and CoPI's Claire Bond, John Bone and Daria Shapovalova), 2024.

"Just Transitions," Uplift (CoPI with Daria Shapovalova (PI), John Bone (CoPI), and Tavis Potts (CoPI), 2022-23.

"Performance Pay and Stress: An Interdisciplinary Study," ESRC (PI with CoPI's J. Allan, D. Powell and I. Theodossiou), 1/1/2019-31/12/2021. (Funded extension until 31/12/2022) https://www.abdn.ac.uk/business/research/PRPH.php

"Performance Pay and Stress: A Pilot Study," Scottish Economic Society (PI with CoPI's J. Allen and I. Theodossiou), 2015-2016.

"International Comparisons of Retirement Decisions and Well-being of Mature Age Populations: Applied Micro-economic Analysis," Australian Research Council. (Co-Investigator with K. Mavromaras (PI), J.W. Freebairn, B.W. Headley, and I. Theodossiou). 2010-2013.

"Reproductive Outcomes and Cost-Effectiveness among Native Americans in Wisconsin," Great Lakes Native American Research Center for Health (subcontracted from a grant from the National Institute of General Medical Services). (Co-Investigator with Jeanne Hewitt (PI), Mary Kay Madsen, and Jingnan Mao). Sept 2002 – Sept 2007.

"The Well-Being of Retirees: The Role of Social Security and Private Pensions," Sandell Grant Program, Center for Retirement Research, Boston College. June, 2003 – May, 2004.

"Retirement Income Adequacy and Taxes of the Newly Retired," US Department of Labor, Pension and Welfare Benefits Administration. Oct, 2000 – Sept, 2001.

"The Effect of Pension Integration on Pension Income and the Timing of Retirement," US Department of Labor, Pension and Welfare Benefits Administration. Oct, 1999 – Sept, 2000.

UWM Sponsored Research:

"The Quality of Matches in the Labor Market: The Constraint in Hours and Its Associated Loss," UWM Center for International Education. May 2004.

"Job Satisfaction of the Highly Educated," UWM Center for International Education. June 2002.

"Socio-Economic Factors and Health Status: A Comparative Analysis," UWM Graduate School Research Committee Awards, July, 2000-June 2001.

University of Aberdeen Administration:

Current: Business School Director of External Engagement and Impact; Member of the University TRAC Advisory Committee; Member of University Promotions Panel

Past: Interim Head of School for Business School; Business School Director of Research; Business School Athena SWAN Co-Lead; Business School Director of Personnel; Business School Academic Line Manager for Management Studies; Deputy Head of the Business School; Business School Internal Seminars Organizer; Business School REF Impact Co-Lead; Economics Department Research Director; Economics Department External Seminar coordinator; Economics Department Policy and Knowledge Exchange Steering Committee; University Reward Strategy Working Group

University of Wisconsin-Milwaukee Administration:

Age and Community Initiative Action Team, Economic Benefits Committee, Economics Department Exchange Programs Committee, Economics Department Faculty Hiring Committee, Economics Department Labor Economics Preliminary Examination Committee, Economics Department Undergraduate advisor, Economics Department website coordinator, Faculty Senate, Faculty Senate Rules Committee, Graduate School Committee on Reviews, MHRLR Program Coordinating Committee, Special Committee to Study Faculty Salary, School of Public Health Administration and Public Policy PhD Work Team, Social Science Team for the Teachers for a New Era Carnegie Grant, TNE Assessment Team.

Professional Affiliations:

American Economic Association, European Association of Labour Economists, Royal Economic Society, Scottish Economic Society

Professional Service as Referee and Reviewer:

Journals: *African Journal of Business and Management; Ageing International; Ageing and Society; The American Economist; American Journal of Preventative Medicine; Applied Economics; Applied Economics Letters; Applied Research in the Quality of Life; B.E. Journal of Economic Policy and Analysis; Bulletin of Economic Research; British Journal of Industrial Relations; Demographic Research; Demography; Economic Development and Cultural Change; Economic Inquiry; Economic Modelling; Economics of Education Review; Education Economics; Educational Research and Reviews; Health Economics; Higher Education; Industrial and Labor Relations Review; Industrial Relations; International Economic Journal; International Journal of Human Resource Management; International Journal of Manpower; International Review of Administrative Sciences; Journal of Applied Economics; Journal of Behavioral and Experimental Economics; Journal of Business and Economics; Journal of Business Venturing; Journal of Economic Behavior and Organization; Journal of Economic Studies; Journal of Economic Surveys; Journal of Happiness Studies; Journal of Income Distribution; Journal of Labor Research; Journal of Policy Analysis and Management; Journal of Property Research; Journal of Public Administration and Management; Journal of Public Economics; Journal of Public Health; Journal of Public Health Policy; Journal of Public Health; Journal of Risk and Insurance; Journal of the Royal Statistical Society: Statistics in Society Series A; Journal of Socio-Economics; Journal of Women and Minorities in Science and Engineering;*

Kyklos; Labour Economics; Labour: Review of Labour Economics and Industrial Relations; National Tax Journal; Open Economics; Oxford Economic Papers; Proceedings of Rijeka School of Economics: Journal of Economics and Business; Public Finance Review; Quarterly Review of Economics and Finance; Research in Labor Economics; Review of Black Political Economy; Review of Economics of the Household; Scottish Journal of Political Economy; Small Business Economics; Social Science Quarterly; Sociological Forum; Southern Economic Journal; State and Local Government Review

Publishers: Cambridge University Press; Cengage Publishers; McGraw Hill Publishing; MIT Press; Oxford University Press; Pearson Press; Prentice-Hall Publishing Company; Routledge Publishing Company; Sage Publishing Company; Wiley-Blackwell Publishers; Worth Publishers

Grant Agencies: Austrian Science Fund; UK Economic and Social Research Council; Fund for Scientific Research (Belgium); Icelandic Research Fund; Leverhulme Foundation; UKRI Interdisciplinary Assessment College, Luxembourg National Research Fund; Retirement Research Foundation; Swiss National Science Foundation; US National Science Foundation

Professional Community Service:

Media Interviews with: ABCNews.com, *The American-Statesman* (Austin, TX), *Appleton (WI) Post-Crescent*, The Associated Press, BBC Capital, BBC Radio 4 'Today' Programme, BBC Radio Aberdeen, BBC Radio Scotland, BBC Scotland 'The Nine', *The Business Journal of Milwaukee*, *The Capital Times* (Madison, WI), *The Chicago Reporter*, CNN.com, *The Daily Northwestern*, *The Daily Reporter (Milwaukee)*, *District Administrators Magazine*, *Destinations*, *Financial Post* (Canada), *Green Bay Press-Gazette*, *The Herald*, *Holyrood Magazine*, 'International Focus' program on Milwaukee Public TV, *Kansas City Star*, *Marquette (Univ.) Tribune*, Medill News Service, *Milwaukee Journal Sentinel*, Minyanville.com, *MKE*, *Money Magazine*, *MoneySense Magazine*, MPTV (Milwaukee Public Television), MSN.com, *The New York Sun*, *The New York Times*, *The News-Press* (Ft. Meyers, FL), NPR.org, *Oshkosh Northwestern*, *People Management*, PolitiFact.com, *Press and Journal* (Aberdeen), *Retirement Weekly*, *The Scotsman*, *Shepherd Express*, ThirdCoastDigest.com, *UWM Post*, *U.S. News and World Report*, *Wall Street Journal*, *Washington Post Magazine*, Wisconsin Public Radio, *Wisconsin Reporter*, *Wisconsin State Journal*, WDJT (Milwaukee CBS TV affiliate), WGO (San Francisco ABC TV affiliate), WISN (Milwaukee ABC TV affiliate), 'The World Today Programme' BBC World Service, WTMJ (Milwaukee NBC TV affiliate), WUWM (Milwaukee Public Radio)

Consulting:

Equal Employment Opportunity Commission (Milwaukee Office), *Milwaukee Journal-Sentinel* newspaper, National Institute for Retirement Security, Scottish Police Federation

References: Supplied upon request.