

## CURRICULUM VITAE (ABBREVIATED)

Stephen V. Burks, Ph.D. Professor Emeritus of Economics and Management,  
Division of Social Science, University of Minnesota Morris  
December 22, 2024

### College and University Education

Ph.D. Economics: University of Massachusetts at Amherst, February 1, 1999  
M.A. Economics: University of Massachusetts at Amherst, 1993  
M.A. Philosophy: Indiana University, Bloomington, 1979  
B.A. Philosophy: Reed College, Portland, OR, 1974

### Professional Employment

2024 to Present Principal Investigator and Professor Emeritus of Economics and Management, University of Minnesota Morris  
2014-24 Professor of Economics and Management, University of Minnesota Morris (the residential undergraduate liberal arts college of the University)  
2005-14 Associate Professor of Economics and Management, UMN Morris  
1999-05 Assistant Professor of Economics and Management, UMN Morris  
1998-99 Post-Doctoral Research Fellow, Institute of Labor and Industrial Relations, University of Michigan

### Other Employment

1976-88 Tractor-Trailer Driver and Freight Handler, For-Hire Motor Freight Industry

### Professional Honors and Awards

2024 UMN Morris Alumni Association Teaching Award  
2023 'E. Grosvenor Plowman Award' as best of conference to Paper #23, presented by co-author Phares, 2023 Council of Supply Chain Management Professionals (CSCMP) Annual Academic Research Symposium  
2020 Editor's Choice paper in the April 2020 issue of *Sleep*: paper #22, listed below  
2019 Center for Transportation Studies "Robert C. Johns Research Partnership Award" for Truckers & Turnover Project work on trucker medical conditions and safety  
2014 Distinguished Faculty Research Award, University of Minnesota Morris  
2013 Editors' Award for Best Paper of 2013 in *Experimental Economics*: paper #14, below

### Professional Service and Research Affiliations

2022-24 Member, National Academies/TRB Consensus Studies research committee on Impacts of Alternative Compensation Methods on Truck Driver Retention and Safety Performance (mandated by the Bipartisan Infrastructure Act of 2021)  
2005-present Research Fellow, Institute of Labor Economics (IZA), Bonn, DE  
2017-24 Research Scholar, Center for Transportation Studies, University of Minnesota, Twin Cities (Research Affiliate, 2005-17)  
2011-present External Fellow, Center for Decision Research and Experimental Economics (CeDEx), University of Nottingham, UK  
2014-17 Chair, Trucking Industry Research Committee (AT060), Transportation Research Board, National Academies of the U.S. (also, Vice-Chair 2012-13, founding member, 2006-12)  
2006-07 President, Minnesota Economics Association (also Board of Directors, 2002-06)

### Refereed Journal Articles

- (24) Phares, J., Miller, J.W., and S.V. Burks (2024), "Shedding light on truck driver supply and demand: Heterogeneous state-level recovery of trucking employment following the COVID-19 employment shock," *Transportation Journal*, online 16 November, DOI: 10.1002/tjo3.12038.  
(23) Miller, J.W., J. Phares and S.V. Burks (2024). "Job gain and job loss dynamics in the

- truck transportation industry." *Journal of Business Logistics* 45(3): e12391.
- (22) S.V. Burks, J.E. Anderson, B. Panda, R. Haider, T. Ginader, N. Sandback, D. Pokutnaya, D. Toso, N. Hughes, H. S. Haider, R. Brockman, A. Toll, N. Solberg, J. Eklund, M. Cagle, J.S. Hickman, E. Mabry, M. Berger, C.A. Czeisler, S.N. Kales, "Employer-Mandated Obstructive Sleep Apnea Treatment and Healthcare Cost Savings among Truckers," *Sleep*, Vol. 42, No. 3 (April), 2020 zsz262, (online release 10/2019), <https://doi.org/10.1093/sleep/zsz262> [Lead article and Editor's Choice, April, 2020 issue.]
- (21) S.V. Burks, J.E. Anderson, B. Panda, H.S. Haider, R. Haider, D. Shi, Y. Li, M. Cagle, D. Ostroushko, Z. Sun, J. Zaharick, J.S. Hickman, E. Mabry, M. Berger, C.A. Czeisler, S.N. Kales, "The Pre-Registry Commercial Driver Medical Examination: Screening Sensitivity and Certification Lengths for Two Safety-Related Medical Conditions," *Journal of Occupational and Environmental Medicine*, Vol. 62, No. 3 (March), 2020, pp. 237-245.
- (20) M. Hoffman and S.V. Burks, "Worker Overconfidence: Field Evidence and Implications for Employee Turnover and Firm Profits," *Quantitative Economics*, Vol 11, No. 1 (January), 2020, pp. 315-348.
- (19) A. Rustichini, C. DeYoung, J.E. Anderson, and S.V. Burks, "Toward the Integration of Personality Theory and Decision Theory in the Explanation of Economic and Health Behavior," *Journal of Behavioral and Experimental Economics*, Vol. 64, October 2016, pp. 122-137.
- (18) S.V. Burks, J. Anderson, M. Bombyk, R. Haider, D. Ganzhorn, X. Jiao, C. Lewis, A. Lexvold, H. Liu, J. Ning, A. Toll, J.S. Hickman, E. Mabry, M. Berger, A. Malhotra, C.A. Czeisler, and S.N. Kales, "Non-Adherence with Employer-Mandated Sleep Apnea Treatment and Increased Risk of Serious Truck Crashes," *Sleep*, Vol 39, No. 5 (May), 2016, pp. 967-975.
- (17) S.V. Burks, C. Lewis, P. Kivi, A. Wiener, J. Anderson, L. Götte, C. DeYoung, and A. Rustichini, "Cognitive Skills, Personality, and Economic Preferences in Collegiate Success," *Journal of Economic Behavior and Organization*, Vol. 115, (July), 2015, pp. 30-44.
- (16) S.V. Burks, B. Cowgill, M. Hoffman, and M. Housman, "The Value of Hiring through Employee Referrals," *Quarterly Journal of Economics*, Vol 130, No. 2 (May), 2015, pp. 805-839.
- (15) S.V. Burks, J. Carpenter, L. Götte, and A. Rustichini, "Overconfidence and Social Signaling," *Review of Economic Studies* Vol. 80, No. 3 (July), 2013, pp. 949-983.
- (14) J. Anderson, S.V. Burks, J. Carpenter, L. Götte, K. Maurer, D. Nosenzo, R. Potter, K. Rocha, and A. Rustichini, "Self-Selection and Variations in the Laboratory Measurement of Other-Regarding Preferences across Subject Pools: Evidence from One College Student and Two Adult Samples," *Experimental Economics*, Vol. 16, No. 2 (June), 2013, pp. 170-89. ["Editors' Award" for best paper of the year in the journal for 2013.]
- (13) J. Anderson, M. Govada, T. Steffen, C. Thorne, S. Kales, V. Varvarigou, and S.V. Burks, "Obesity is Associated with the Future Risk of Heavy Truck Crashes among Newly Recruited Commercial Drivers," *Accident Analysis and Prevention*, Vol. 49 (November), 2012, pp. 378-384.
- (12) S.V. Burks, J. Carpenter, L. Götte, and A. Rustichini, "Which Measures of Time Preference Best Predict Outcomes: Evidence from a Large-Scale Field Experiment," *Journal of Economic Behavior and Organization*, Volume 84, No. 1, (September), 2012, pp. 308-320.
- (11) S.V. Burks and E. Krupka, "A Multi-method Approach to Identifying Norms and Normative Expectations within a Corporate Hierarchy: Evidence from the Financial

- Services Industry,” *Management Science*, Vol. 58, No. 1 (January), 2012, pp. 203-217.
- (10) S.V. Burks, J. Carpenter, L. Götte, and A. Rustichini, “Cognitive Skills Affect Economic Preferences, Social Awareness, and Job Attachment,” *Proceedings of the National Academy of Science*, Vol. 106, No. 19 (May 12), 2009, pp. 7745-50.
  - (9) K. Boyer and S.V. Burks, "Stuck in the Slow Lane: Undoing Traffic Composition Biases in the Measurement of Labor Productivity in the U.S. Trucking Industry," *Southern Economic Journal*, Vol. 75, No. 4 (April), 2009, pp. 1220-1237
  - (8) S.V. Burks, J. Carpenter, and L. Götte, “Performance Pay and Worker Cooperation: Evidence from an Artefactual Field Experiment,” in special issue on field experiments of the *Journal of Economic Behavior and Organization*, Vol. 70, No. 3 (June), 2009, pp. 459-469.
  - (7) E. Verhoogen, S.V. Burks, and J. Carpenter, “Fairness and Freight-Handlers: Local Labor Market Conditions and Wage-Fairness Perceptions in a Trucking Firm,” *Industrial and Labor Relations Review*, Vol. 60, No. 4 (July), 2007, pp. 477-498.
  - (6) J. Carpenter, S.V. Burks, and E. Verhoogen, “Comparing Students to Workers: The Effects of Social Framing on Behavior in Distribution Games”, volume title “Field Experiments in Economics,” *Research in Experimental Economics*, Volume 10 (2005): 261-290.
  - (5) J. Carpenter, E. Verhoogen, and S.V. Burks, “The Effect of Stakes in Distribution Experiments”, *Economics Letters*, Vol. 86, No. 3 (March), 2005, pp. 393-398.
  - (4) S.V. Burks, K. Monaco, and J. Myers-Kuykindall, “Trends in the Use of Large Trucks by Truckload and Less-than-Truckload Motor Carriers in the 1990’s,” *Journal of the Transportation Research Forum*, Vol. 43, No.2 (October), 2004, pp. 173-188.
  - (3) S.V. Burks, K. Monaco, and J. Myers-Kuykindall, “The Balance between Private and For-Hire Carriage and Trends in the Use of Large Trucks (1977 to 1997),” *Journal of the Transportation Research Forum*, Vol. 43, No.2 (October), 2004, pp. 159-172.
  - (2) S.V. Burks, F. Guy, and B. Maxwell, “Shifting Gears in the Corner Office: Deregulation and the Earnings of Trucking Executives,” volume title: “Transportation Labor Issues and Regulatory Reform,” *Research in Transportation Economics*, Volume 10, 2004, pp. 137-164.
  - (1) S.V. Burks, J. Carpenter, and E. Verhoogen, “Playing Both Roles in the Trust Game,” *Journal of Economic Behavior and Organization*, Vol. 51, No. 2 (June), 2003, pp. 195-216.

#### **Refereed Conference Volume Article**

- (1) S.V. Burks, J. Carpenter, L. Götte, K. Monaco, K. Porter, and A. Rustichini, “Using Behavioral Economic Field Experiments at a Large Motor Carrier: the Context and Design of the Truckers and Turnover Project,” in *The Analysis of Firms and Employees: Quantitative and Qualitative Approaches*, S. Bender, J. Lane, K. Shaw, F. Andersson, and T. Von Wachter (editors), NBER, University of Chicago Press, 2008.

#### **Invited Journal Article**

- (1) S.V. Burks, and K. Monaco, “Is the US Labor Market for Truck Drivers Broken?”, Featured Article, *Monthly Labor Review*, U.S. Bureau of Labor Statistics, March, 2019, <https://doi.org/10.21916/mlr.2019.5>.

#### **Book Chapters**

- (2) K. Monaco and S.V. Burks, "Trucking," Chapter 8 of *Intermodal Freight Transportation: Moving Freight in a Global Economy*, Hoel, L., G. Giuliano, and M. Meyer, editors, Eno Transportation Foundation, 2010.
- (1) P.F. Swan and S.V. Burks, “Less-Than-Truckload Motor Carriers: A Story of Diversity and Change,” in D. Belman and C. White, editors, *Trucking in the Age of Information*,

Ashgate Publishing, Burlington, VT, 2005, pp. 43-75.

### **Other Publications**

- (6) S.V. Burks, along with nine other members of the Committee for a Study of the Impacts of Alternative Compensation Methods on Truck Driver Retention and Safety Performance, and staff of the National Academy of Science, Engineering, and Medicine, "Pay and Working Conditions in the Long-Distance Truck and Bus Industries: Assessing for Effects on Driver Safety and Retention," Transportation Research Board Special Report #355, National Academies Press, October, 2024.
- (5) J. Hickman, F. Levy, S.V. Burks, S. Viscelli, and J. Lee, "Effect of Automated Trucks on the Truck Driver Workforce" *National Science Foundation Workforce Report*, Virginia Tech Transportation Institute, Blacksburg, VA. August 2018, pp. 1-29.
- (4) S.V. Burks, K. Kearns, M. Luetmer, A. Austin, and R. Bishop, "EOBRs and Driver Harassment: An Integrative Literature Review," issued as Appendix A to Report FMCSA-RRR-14-009, "Attitudes of Truck Drivers and Carriers on the Use of Electronic Logging Devices and Driver Harassment," November 2014, Federal Motor Carrier Safety Administration.
- (3) R. Knipling, K. Nelson, S.V. Burks, G. Bergoffen, "Safety Management in Small Carriers," *Commercial Truck & Bus Safety Synthesis Program (CTBSSP) Synthesis 22*, Transportation Research Board, National Academies Press, 2012
- (2) R. Knipling, S.V. Burks, K. Starner, C. Thorne, and M. Barnes G. Bergoffen, "Driver Selection Tests and Measurements," *Commercial Truck & Bus Safety Synthesis Program (CTBSSP) Synthesis 21*, Transportation Research Board, National Academies Press, 2012.
- (1) S.V. Burks, M. Belzer, Q. Kwon, S. Pratt, and S. Shackelford, "Trucking 101: An Industry Primer," *Research Circular Number E-C146*, Transportation Research Board, Washington, DC, December 2010. URL: <http://www.trb.org/main/blurbs/164560.aspx>

### **Working Papers**

- (6) S.V. Burks, J. Anderson, B. Panda, N. Bastin, O. Diver, Y. Hu, Z. Lyu, M. Mahoney, Y. Yu, "Did the Registry of Certified Medical Examiners Improve the Screening Effectiveness of the Commercial Driver Medical Exam for Obstructive Sleep Apnea?" (In preparation.)
- (5) S.V. Burks, A. Kildegaard, K. Monaco, and J. Miller, "When is High Turnover Cheaper? A Simple Model of Cost Tradeoffs in a Long-distance Truckload Motor Carrier, with Empirical Evidence and Policy Implications." *Institute for Labor Economics (IZA), Bonn, DE, Discussion Paper #16477*, September 2023.
- (4) S.V. Burks, J. Anderson, B. Panda, J. Zaharick, J. Eklund, I. Johnson, S. Knipfer, S. Mastel, C. Mahoney, M. Berger, C.A. Czeisler, and S.N. Kales, "Adherence to Employer-mandated Sleep Apnea Treatment and Preventable Crash Liability Cost Differences" (in preparation).
- (3) M. Hoffman and S.V. Burks, "Training Contracts, Employee Turnover, and the Returns from Firm-Sponsored General Training," University of Toronto. *Institute for Labor Economics (IZA), Bonn, Discussion Paper #10835*, June 2017.
- (2) S.V. Burks, J. Anderson, M. Bombyk, D. Ganzhorn, L. Götte, D. Nosenzo, and A. Rustichini, "Lab Measures of Other-Regarding Preferences Can Predict Some Related on-the-Job Behavior: Evidence from a Large Scale Field Experiment," *Institute for Labor Economics (IZA), Bonn, Discussion Paper #9767*, March 2016.
- (1) S.V. Burks and F. Guy, "What Are Over-the-Road Truckers Paid For? Evidence from an Exogenous Regulatory Change on the Role of Social Comparisons and Work Organization in Wage Determination," *Institute for Labor Economics (IZA), Bonn, Discussion Paper #6375*, February 2012.

### **Objective Indicators of Research Impact**

Note: each of these measures captures only part of a social scientist's research work, but as they

have different strengths and weaknesses, they should be viewed as complementary.

- (7) Google Scholar citation count as of December 22, 2024: 4,503 total citations (2,011 in the last 5 years), 27 items with at least 10 citations (22 in the last 5 years).
- (6) Ranked in the top 3% in Discussion Paper downloads (number 350) among the 13,148 Research Fellows of the Institute of Labor Economics (IZA), Bonn, Germany, as of December 20, 2024. (The IZA web site was ranked #20 out of 8,114 ranks for sites in the world as a download source in economics by LogEc, the statistical analysis service of RePEc, the Research Papers in Economics archive, as of November 2024.)
- (5) Ranked in the top 10% in a score composed of a weighted sum of publications, downloads, and citations (rank 6,915) among the 69,871 economists worldwide with papers in the Research Papers in Economics (RePEc) archive, as of December 06, 2024.
- (4) Ranked in the top 2% by all-time downloads (#21,570) among the 1,801,841 scientific authors who were registered with SSRN (formerly Social Science Research Network) as of August 2023. (Note: SSRN added fields outside of social science a few years ago; this appears to have increased the total author count by a large amount)
- (3) Paper #23 won “E. Grosvenor Plowman Award” as best of conference (presentation by coauthor Phares), Council of Supply Chain Management Professionals (CSCMP) annual Academic Research Symposium, 2023
- (2) Paper #21 was selected as the Editor’s Choice and lead article in the April 2020 issue of the journal *Sleep*. (*Sleep* was ranked 44th, or in the top 15th percentile, among 310 journals in the category Neurosciences in 2023 by the Clarivate’s Web of Science/Journal Citation Reports).
- (1) Paper #14 was selected by the editors as the best article of 2013 in the journal *Experimental Economics*.

**External Grants Received (selection; total at UMN Morris since 1999 > \$1,250,000)**

- (8) Federal Motor Carrier Safety Administration, subcontractor to prime contractors ARA Research and University of Utah, for contributions to “Understanding International Commercial Motor Vehicle Driver Compensation Methods.” Period of performance: 2025.
- (7) U.S. Department of Transportation, Region 5 Roadway Safety Institute, based at the Center for Transportation Studies, University of Minnesota Twin Cities, a USDOT University Transportation Center; for the extension and expansion of work related to driver health and vehicle safety 10/2014 to 9/2019). See also item (4) under Working Papers and (21) and (22) under Refereed Journal Articles.
- (6) Federal Motor Carrier Safety Administration (FMCSA), subcontract to prime contractor Mainway Services for contributions, including a synthetic literature review, to “Research to Support Revisions to the Agency’s Electric Onboard Recorder (EOBR) Rule.” See item (3) under Other Publications.
- (5) Commercial Truck and Bus Safety Synthesis Program, Transportation Research Board (TRB), subcontract to contribute to a synthesis through supervision of UMN Morris student researcher K. Nelson.
- (4) Commercial Truck and Bus Safety Synthesis Program, Transportation Research Board (TRB), subcontract to contribute to two syntheses i) MC-20 “Potential Safety Benefits of Motor Carrier Operational Efficiencies,” and ii) MC-21 “Driver Selection Tests and Measurement. See item (2) under Other Publications.
- (3) “Measuring Group Opinions in the Field Using Coordination Games,” interim funding for pilot work in the Corporate Norms Project from the Institute for Labor Economics (IZA), Bonn. See item (11) under Refereed Journal Articles.
- (2) “Truckers and Turnover, a Statistical and Experimental Study of Employees at a Large

Motor Carrier,” Organizer and principal investigator for sponsored research project funded by the cooperating firm, the MacArthur Foundation’s Norms and Preferences Research Network, the Sloan Foundation, and the Trucking Industry Program of Georgia Tech.; Contract term July 1, 2005 to June 30, 2022. See item (1) under Refereed Conference Volume, items (10) and (12) through (21) under Refereed Journal Articles, and items (1)-(6) under Working Papers. Funding sources (in order of contribution level): cooperating trucking firm, MacArthur Foundation Norms and Preferences Research Network, Alfred P. Sloan Foundation, University of Minnesota Morris, Trucking Industry Program (Georgia Institute of Technology), and the Federal Reserve Bank of Boston.

- (1) “Velo-Productivity: Team Production Experiments with Swiss Bicycle Messengers,” jointly with Jeffery Carpenter, Middlebury College, and L. Götte, Federal Reserve Bank of Boston, awarded cost-sharing funding by the MacArthur Foundation’s Norms and Preferences Research Network, June 2002, and by Grant-in-Aid of Faculty Research, University of Minnesota, December 2002. The proposal to the University of Minnesota was judged “exemplary” and put on the web to be used for reference by applicants for the 2003-04 funding round. See item (8) under Refereed Journal Publications.

#### **Conference and Seminar Presentations (Since January 2009; co-authors omitted)**

- (62) “Pay and Working Conditions in the Long-Distance Truck and Bus Industries: Assessing for Effects on Driver Safety and Retention,” joint remote presentation to the Federal Motor Carrier Safety Administration, October 10, 2024.
- (61) “Pay and Working Conditions in the Long-Distance Truck and Bus Industries: Assessing for Effects on Driver Safety and Retention,” joint remote presentation to staff members of Congressional committees that requested the study, October 10, 2024.
- (60) “How a Reed Phil Major Became an Economist,” Reed College symposium, October 8, 2024.
- (59) “Is There a Long-Distance Truck Driver Shortage and Will Teenaged Interstate Truckers Fix It?”, Faculty Seminar Series, University of Minnesota Morris, May 2, 2024
- (58) “When is High Turnover Cheaper? A Simple Model of Cost Tradeoffs in a Long-distance Truckload Motor Carrier, with Empirical Evidence and Policy Implications.” Markets, Organizations, and Behavior Seminar Series, School of Business and Social Sciences, Aarhus University, Aarhus, DK, March 13, 2024
- (57) “Is there a Long-Distance Truck Driver Shortage, and Will Teenaged Interstate Truckers Fix It?”, Midwest Commercial Vehicle Safety Summit, Federal Motor Carrier Safety Administration and Commercial Vehicle Safety Alliance, Kansas City, MO, Nov. 30, 2023.
- (56) “When is High Turnover Cheaper? A Simple Model of Cost Tradeoffs in a Long-distance Truckload Motor Carrier, with Empirical Evidence and Policy Implications.” Midwest Economic Research Group, University of Minnesota Duluth, August 5, 2023
- (55) “Why Teenaged Truckers Will Not Fix What the US Trucking Industry Perceives as a Driver Shortage,” Centre for Decision Research and Experimental Economics (CeDEx), School of Economics, University of Nottingham, UK, March 30, 2022 (on zoom).
- (54) “Lab Measures of Other-Regarding Preferences Can Predict Related on-the-Job Behavior: Evidence from a Large Scale Field Experiment,” Workshop “Predicting Actions and Behavior in the Lab and Outside,” Loyola University Andalucía, Córdoba, Spain, July 15, 2021 (in person).
- (53) Minneapolis Chapter, Transportation Research Forum, Minneapolis, MN, May 12, 2021: “Panel Discussion: Is Our Workforce Ready for CAVs?”
- (52) Economics Department, University of Pittsburgh, Labor/Development Seminar Series,

- March 1, 2021: "Lab Measures of Other-Regarding Preferences Can Predict Related On-The-Job Behavior" Evidence from a Large Scale Field Experiment" (on zoom).
- (X) CANCELLED DUE TO COVID-19. Talks on truck driver labor market in April and May 2020 at:
- a) LISER, Luxembourg,
  - b) IZA, Bonn, DE, and
  - c) University of Nottingham.
- (51) Rocky Mountain Center for Occupational Health and Safety, University of Utah, and WCF Insurance, Seminar Series, February 20, 2020: "Medical Cost Savings Associated with an Employer-Mandated Obstructive Sleep Apnea Program."
- (50) Central Economics Department Seminar, Tribhuvan University, Kathmandu, Nepal, January 13, 2020: "Statistical Case Study: Retrospective Difference-in-Differences Analysis of the Medical Cost Changes Resulting from OSA Treatment."
- (49) Department of Work and Organizations, Carlson School of Management, University of Minnesota Twin Cities, Seminar Series, November 15, 2019: "High Turnover in U.S. Long Distance Truck Load (TL) Motor Freight: Is it a Driver Shortage and will Teenage Drivers or Autonomous Trucks Fix it?"
- (48) Minneapolis Chapter, Transportation Research Forum, Minneapolis, MN, December 17, 2019: "High Turnover in Long Distance Truckload (TL) Motor Freight: Is it a Shortage, and Will Autonomous Trucks Fix It?"
- (47) Center for Transportation Studies Annual Research Conference, November 7, 2019: "High Turnover in U.S. Long Distance Truck Load (TL) Motor Freight: Is it a Driver Shortage and will Teenage Drivers Fix it?"
- (46) Workshop on Intelligent Infrastructure for Road Transportation, National Science Foundation, Washington, DC (web presentation), October 4, 2019: "High Turnover in Long Distance Truck Load (TL) Motor Freight: Is it a Driver Shortage and Will Autonomous Trucks Fix it?"
- (45) Industry Studies Association Annual Conference, Nashville, TN, June 1, 2019: "High Turnover in Long Distance Truck Load (TL) Motor Freight: Is it a Driver Shortage and Will Autonomous Trucks Fix it?"
- (44) Next Generation Truck Freight Summit, Mobility21 National USDOT Transportation Center, University of Pennsylvania, October 27, 2018: "Why Does One Part of the Trucking Industry Have Persistently High Turnover?"
- (43) Workshop on Autonomous Trucks and the Truck Driver Workforce, National Science Foundation Headquarters, Alexandria, VA, June 27, 2018: "Why Does One Part of the Trucking Industry Have Persistently High Turnover?"
- (42) 59<sup>th</sup> Annual Transportation Research Forum, Minneapolis, MN April 11, 2018: "Is the Labor Market for Truck Drivers Broken and will Autonomous Trucks Fix It."
- (41) Region 5 Roadway Safety Institute, Annual Public Seminar Series, February 15, 2018: "Nonadherence with Employer-Mandated Sleep Apnea Treatment and Increased Risk of Serious Truck Crashes."
- (40) University of Minnesota Morris Faculty Seminar Series, September 7, 2017: "Nonadherence with Employer-Mandated Sleep Apnea Treatment and Increased Risk of Serious Truck Crashes."
- (39) 10<sup>th</sup> International Conference on Managing Fatigue, San Diego, CA, March 20, 2017: "Nonadherence with Employer-Mandated Sleep Apnea Treatment and Increased Risk of Serious Truck Crashes."
- (38) Federal Motor Carrier Safety Administration, web presentation to the Research Division, April 12, 2016: "Nonadherence with Employer-Mandated Sleep Apnea

- Treatment and Increased Risk of Serious Truck Crashes.”
- (37) Region 5 Roadway Safety Institute, Advisory Board Meeting, April 4, 2016: “Nonadherence with Employer-Mandated Sleep Apnea Treatment and Increased Risk of Serious Truck Crashes.”
  - (36) Transportation Research Board 95<sup>th</sup> Annual Meeting, Session 516 Industry-Based Trucking Research, Washington, DC, January 12, 2016: “Is the Labor Market for Truck Drivers Broken?”
  - (35) London Experimental Workshop III, Middlesex University, London, UK, November 16, 2015: “Lab Measures of Other Regarding Behavior Predict Some Field Behavior: Evidence from a Large Scale Field Experiment.”
  - (34) Economics Department Seminar, Wayne State University, Detroit, MI, March 10, 2015: “Failure to Comply with Employer-Mandated Obstructive Sleep Apnea (OSA) Treatment and the Risk and Cost of Preventable Truck Crashes.”
  - (33) Social, Behavioral, and Experimental Economics Seminar, Economics Department, Ross School of Business, and School of Information, University of Michigan, Ann Arbor, MI, March 9, 2015: “Cognitive Skills, Personality, and Economic Preferences in Collegiate Success.”
  - (32) Transportation Research Board Annual Meeting, Washington, DC, January 12, 2015: “What Happened Last Time: The Context for our Story,” as presiding officer of lectern Session 428 “Shortening Supply Chains and U.S. Trucking: The Facts and the Implications.”
  - (31) Roadway Safety Institute (Region 5 USDOT Transportation Research Center), Minneapolis, MN, RSI Seminar, Minneapolis, MN, October 30, 2014: “Obesity and Crash Risk in a Population of Tractor-Trailer Drivers.”
  - (30) Total Worker Health Symposium, National Institute of Occupational Safety and Health, Bethesda, MD, October 7, 2014 (“Total Trucker Health Session”): “Failure to Comply with Employer-Mandated Obstructive Sleep Apnea Treatment is Associated with Increased Risk of Preventable Heavy Truck Crashes.”
  - (29) China Meeting of the Econometric, Society, Xiamen, Fujian Province, China, June 25, 2014 (poster): “Moving Ahead by Thinking Backwards: Cognitive Skills, Personality, and Economic Preferences in Collegiate Success.”
  - (28) Center for Human Resources and Labor Studies (CHRLS) Seminar, Carlson School of Management, University of Minnesota, Twin Cities, May 2, 2014: “Social Preferences in the Lab and in the Field: Evidence from Students, Townspeople, and Truckers.”
  - (27) Economic Science Institute, Chapman University, March 17, 2014: “Social Preferences in the Lab and in the Field: Evidence from Students, Townspeople, and Truckers.”
  - (26) Antigua Experimental Economics Conference, Antigua, Guatemala, February 20, 2014: "Personality and Cognitive Skills in On Time College Graduation."
  - (25) Transportation Research Board, standing technical committee AT060 Trucking Industry Research, Washington, DC, January 14, 2014: “Update on Sleep Apnea and the Risk of Crashes among Tractor-Trailer Drivers.”
  - (24) Workshop on Self-Control, Self-Regulation, and Education at the Aarhus University, Aarhus, Denmark, December 1, 2013, "Personality and Cognitive Skills in On Time College Graduation."
  - (23) Center for Decision Research and Experimental Economics (CeDEx) at the University of Nottingham, in Nottingham, UK, November 30, 2013: "Personality and Cognitive Skills in On Time College Graduation."
  - (22) Applied Microeconomics Seminar, Economics and Resource Economics Departments, University of Massachusetts at Amherst, November 1, 2013: “Social Preferences in the



- Lab and in the Field: Evidence from Students, Townspeople, and Truckers.”
- (21) Transportation Research Board, Annual Meeting, January 14, 2013: Presiding Officer of Session 432, Health, Obstructive Sleep Apnea, and Accident Risk among Truckers, and also presented “Accident Risks Associated with Obstructive Sleep Apnea Among Truckers.”
  - (20) Harvard School of Public Health, Cambridge, MA, invited plenary speaker at conference on Sleep and Shift Work: Optimizing Productivity and Health Management in the 24/7 Global Economy: “The Effects on Accident Risk and Medical Cost of Employer Mandated Screening, Diagnosis, and Treatment of Obstructive Sleep Apnea in Commercial Truck Drivers,” Sept. 27, 2012.
  - (19) Industrial Relations Research Center, Australian School of Business, University of New South Wales, Sydney, Australia: “The Effects on Accident Risk and Medical Cost of Employer Mandated Screening, Diagnosis, and Treatment of Obstructive Sleep Apnea in Commercial Truck Drivers,” July 24, 2012.
  - (18) Industry Studies Association Annual Meeting, Pittsburgh, PA: “A Multi-method Approach to Identifying Norms and Normative Expectations within a Corporate Hierarchy: Evidence from the Financial Services Industry,” June 1, 2012.
  - (17) Transportation Research Board, standing technical committee AT060 Trucking Industry Research, Washington, DC, January 23, 2012: “Overview of Sleep Apnea and the Risk of Crashes among Tractor-Trailer Drivers.”
  - (16) American Sleep Apnea Association’s Sleep Apnea and Multi-Modal Transportation Conference, Baltimore, MD, November 9, 2011: “Sleep Apnea and the Risk of Crashes among Tractor-Trailer Drivers,”
  - (15) Center for Transportation Studies, University of Minnesota, Annual Research Conference, Minneapolis, MN, May 2011: "The Predictive Power of Differences in Exposure and Individual Driver Characteristics for Accidents among Tractor-Trailer Drivers."
  - (14) Centre for Decision Research & Experimental Economics (CeDEx), University of Nottingham, Nottingham, UK, February 2011: "Lab Measures of Other-Regarding Behavior Predict (Some) Choices in a Natural On-the-job Social Dilemma: Evidence from the Truckers & Turnover Project."
  - (13) Paris School of Economics, University of Paris 1 Panthéon-Sorbonne, Paris, France, February 2011: "Lab Measures of Other-Regarding Behavior Predict (Some) Choices in a Natural On-the-job Social Dilemma: Evidence from the Truckers & Turnover Project."
  - (12) Allied Social Science Associations, Economic Science Association (ESA) session, Denver, CO, January 2011: "Lab Measures of Other-Regarding Behavior Predict (Some) Choices in a Natural On-the-job Social Dilemma: Evidence from Truckers"
  - (11) Advances in Field Experiments, Wharton School of Business, University of Pennsylvania, Philadelphia, PA, October 2010: "Lab Measures of Other-Regarding Behavior Predict (Some) Choices in a Natural On-the-job Social Dilemma: Evidence from Truckers"
  - (10) Happiness Symposium, St. John's University, Collegeville, MN, September 2010: "When Are They Happy Enough to Keep on Truckin'?: How Pay Profiles over Time Affect the Quit Decisions of Truckers."
  - (9) Behavioral Decision-Making Research in Management 2010, Carnegie Mellon University, Pittsburgh, PA, June 2010: "Lab Measures of Other-Regarding Behavior Predict (Some) Choices in a Natural On-the-job Social Dilemma: Evidence from Truckers."
  - (8) Asia/Pacific Economic Science Association regional meeting, Melbourne, Australia,

- February 2010: "Lab Measures of Other-Regarding Behavior Predict Choices in a Natural On-the-job Social Dilemma: a Poisson Regression Model of Trucker Behavior."
- (7) Australian School of Business, Industrial Relations Research Center, University of New South Wales, Sydney, Australia, February 2010: "Truckers, Turnover and Accidents: Links to Cognitive Skills, Economic Preferences and Strategic Behavior."
  - (6) Birkbeck College, University of London, London, UK, October 21, 2009: "The Truckers & Turnover Project: Context, Design, and a Sample of Results."
  - (5) Center for Experimental Social Science, Nuffield College, University of Oxford, Oxford, UK, October 20, 2009: "The Truckers & Turnover Project: Context, Design, and a Sample of Results."
  - (4) Centre for Decision Research & Experimental Economics (CeDEx), University of Nottingham, Nottingham, UK, October 19, 2009: "The Truckers & Turnover Project: Context, Design, and a Sample of Results."
  - (3) Economic Science Association International Meetings, Washington, DC, June 2009. "I Quit!' versus 'You're Fired!' A Competing Risks Survival Analysis of Exits among Truckers Using Incentivized Measures of Cognitive Skill."
  - (2) Allied Social Science Associations, Society for the Advancement of Behavioral Economics (SABE) session, San Francisco, CA, January 2009: "Cognitive Skills Predict Economic Preferences, Social Awareness, and Job Attachment."
  - (1) Allied Social Science Associations, American Economic Association (AEA) session, San Francisco, CA, January 2009, discussant for a session on cognitive and non-cognitive skills.

**Professional Service Activities** (referee activity, selected)

*PLOS-ONE, Science, Journal of Public Economics, Economic Inquiry, Risk Analysis, Economic Journal, Experimental Economics, Games and Economic Behavior, National Science Foundation (NSF), National Academies of Sciences, Engineering and Medicine, Transportation Research Record, Journal of Economic Psychology, Journal of Economic Behavior and Organization, Management Science, Public Works Management and Policy, Research in Transportation Economics, Journal of Behavioral Economics.*

(MULTIPLE SECTIONS, INCLUDING THOSE ON TEACHING AND ADVISING, AND BALANCE OF PROFESSIONAL SERVICE, ARE OMITTED.)