
Wayne A. Grove

The Distinguished John T. "Jack" Boorman '63
Chair in Business and Economics

Madden College of Business and Economics

Department of Economics

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Current Position

Professor, Le Moyne College, Department of Economics, 2010-.

The Distinguished John T. "Jack" Boorman '63 Chair in Business and Economics, 2023-.

Urban Institute, Health Policy Center, Washington, DC, Jan.-April 2023.

Chair, Department of Economics, 2019-.

Visiting Research Scholar, National Bureau of Economic Research, 2019-2020.

Francis J. Fallon Endowed Professorship, Le Moyne College, 2016-2019.

Associate Professor, Le Moyne College, Department of Economics, 2005-2010.

Assistant Professor, Le Moyne College, Department of Economics, 2002-2005.

Education

University of Illinois, Urbana-Champaign, Ph.D. in Economics, 2000

American University, School of International Service, M.A. International Affairs, 1986

Illinois Wesleyan University, B.A. Spanish and International Relations, 1983

Publications

Articles in Refereed Journals

"How does Stakes-Based Pressure Affect Performance? A Literature Review of the Yerkes Dodson Hypothesis in Sport and other Labor Settings," 2025, *American Behavioral Scientist*, Wayne Grove, Robert Lantis, Erik Nesson and Shane Sanders.

"How does Stakes-Based Pressure Affect Performance? A Literature Review of the Yerkes Dodson Hypothesis and Empirical Extension to NCAA Basketball Free Throw Shooting using Win Probability," 2025, *American Behavioral Scientist*, Dylan Blechner, Wayne Grove, Robert Lantis, Erik Nesson, and Shane Sanders.

- “Career Lotto? Labor Supply in a Superstar Market,” with Michael Jetter and Kerry Papps, *Journal of Economic Behavior & Organization*, 2021, 183 (March), 362-76.
- “Self-Confidence and Post-Baccalaureate Academic and Labor Market Outcomes,” with Weiwei Chen and Andrew Hussey, *Journal of Economic Behavior and Organization*, 2017, 138, 10-29.
- “Preferential Admission and MBA Outcomes: Mismatch Effects by Race and Gender,” with Andrew Hussey, *B.E. Journal of Economic Analysis and Policy: Advances in Economic Analysis and Policy*, 2014, 14:3 (July), 613-668.
- “Returns to MBA Quality: Pecuniary and Non-Pecuniary Returns to Peers, Faculty, and Institution Quality,” with Andrew Hussey, *Labour Economics*, 2014, 26:1, 43-54.
- “Systematically Biased Beliefs About Political Influence: Evidence from the Perceptions of Political Influence on Policy Outcomes Survey,” with Bryan Caplan, Eric Crampton and Ilya Somin, *PS: Political Science & Politics* 2013, 46:4, 760-767.
- “The Payoff to School Selectivity: An Application of Dale and Krueger’s Method to MBA Programs,” with Weiwei Chen and Andrew Hussey, *Economic Letters*, 2012, 116(2), 247-249.
- “The Gender Pay Gap Beyond Human Capital: Heterogeneity in Noncognitive Skills and in Labor Market Tastes,” with Andrew Hussey and Michael Jetter, *Journal of Human Resources*, 2011, 46:4, 827-867.
- “Returns to Field of Study versus School Quality: MBA Selection on Observed and Unobserved Heterogeneity,” with Andrew Hussey, *Economic Inquiry*, 2011, 49:3 (July), 730-49.
- “‘Machinery Has Completely Taken Over,’ the Diffusion of the Mechanical Cotton Picker, 1949-1964,” with Craig Heinicke, *Journal of Interdisciplinary History*, 2008, 39:1, 65-96.
- “Survive Then Thrive: Determinants of Success in the Economics Ph.D. Program,” with Donald H. Dutkowsky and Andrew Grodner, *Economic Inquiry*, 2007, 45:4, 864-871.
- “The Search for Ph.D. Talent: Doctoral Completion and Research Productivity of Economists,” with Stephen Wu, *American Economic Review*, 2007, 97:2 (May), 506-511.
- “Incentives and Student Learning: A Natural Experiment with Economics Problem Sets,” with Tim Wasserman, *American Economic Review*, 2006, 96:2 (May), 447-452.
- “Choosing a Proxy for Academic Aptitude,” with Tim Wasserman and Andrew Grodner, *Journal of Economic Education*, 2006, 37:2 (spring), 131-147.
- “Labor Markets, Regional Diversity, and Cotton Harvest Mechanization in the Post-WWII U.S.,” with Craig Heinicke, *Social Science History*, 2005, 29:2 (summer), 269-97.
- “The Life-Cycle Pattern of Collegiate GPA: Longitudinal Cohort Analysis and Grade Inflation,” with Tim Wasserman, *Journal of Economic Education*, 2004, 35:2 (spring), 162-174.

“Better or Worse Opportunities?: The Demise of Cotton Harvest Labor, 1949-64,” with Craig Heinicke, *Journal of Economic History*, 2003, 63:3, 736-767 (Sept.).

“The Economics of Cotton Harvest Mechanization in the United States, 1920-1970,” *Journal of Economic History*, 2002, 62:2 (June), 545-549.

“Cotton on the Federal Road to Economic Development: Technology and Labor Policies Following World War II,” *Agricultural History*, 2000, 74:2 (spring), 272-292.

"The Mexican Farm Labor Program, 1942-1964: Government-Administered Labor Market Insurance for Farmers," *Agricultural History*, 1996, 70:2 (spring), 302-320.

"Why Do Banks Fail? Evidence from the 1920s," *Explorations in Economic History*, with Lee Alston and David Wheelock, 1994, 31:4 (Oct.), 409-431.

Monograph

Survive Then Thrive: Completing the Economics Ph.D., with Donald H. Dutkowsky and Andrew Grodner, 2009, VDM Verlag, 82 manuscript pages.

Contributions to Edited Volumes

“Incentive and Student Learning,” *Encyclopedia of the Sciences of Learning* (2012), Edited by Norbert M. Seel, Vol. 3, pp. 1511-1517. New York: Springer.

“Class and Instructor Characteristics,” *The International Handbook on Teaching and Learning Economics*, with Steve Wu, edited by Gail Hoyt and KimMarie McGoldrick, Edward Elgar Press, 2012, 351-359.

“The Cotton Industry,” in *Encyclopedia of American Business History* (Dec. 2005).

Popular Press

“Veel jonge topsporters worden nooit prof, maar zitten zonder plan B als het niet lukt” translated as “Many young top athletes will never become professional players but have no plan B if they don’t,” April 4, 2018, Dean Ballegeer, *Het Financieele Dagblad*.

“Why so many tennis players go pro even though few ‘make it’”, January 4, 2018, *The Conversation*, Michael Jetter, Kerry L. Papps, and Wayne A. Grove.
<https://theconversation.com/why-so-many-tennis-players-go-pro-even-though-few-make-it-88243>.

Works in Progress

Professional Male Sports Participation and Suicide-related Mortality: 1979-2019, Rachel Grashow, Nikki Konstantinides, Benjamin Anderson Eric Fung, Charlot Bakalar, Asron Baggish, Dan Daneshvar, Wayne A. Grove, Ross Zafonte and Marc Weisskopf.

Occupational mortality risks by industry and specific jobs: Cause of death for National Football League (NFL) players and by playing position compared to National Basketball Association (NBA) and Major League Baseball (MLB) players, Benjamin Anderson, Colgate University, Rachel Grashow, Harvard T.H. Chan School of Public Health, Harvard University, Wayne A.

Grove, Le Moyne College, Marc Weisskopf, Harvard T.H. Chan School of Public Health, Harvard University, and Ross Zafonte, Spaulding Rehabilitation Hospital.

Do Very Small Bonus Incentives Affect Productivity for Routine Skill Tasks? Wayne A. Grove (Le Moyne College), Robert Landis (Ball State U), Erik Nesson (Ball State U), Shane Sanders (Syracuse U).

“Superbosses: How Do Leaders’ Influence Assistants’ Managerial Careers” with Ben Anderson.

“The Comparative Macroeconomics Project: “Doing Economics” by Gathering and Writing About Macroeconomic Data,” Anirban Acharya, Wayne A. Grove, and Chandan Kumar Jha.

“Covid as a personnel Bayesian updating experiment: the effect of Covid-mandated non-work time from in-person team production,” Kacper Piekarek (Le Moyne College), Wayne A. Grove (Le Moyne College), Robert Landis (Ball State U), and Erik Nesson (Ball State U).

Book Reviews

Cotton’s Renaissance: A Study in Market Innovation by Timothy Curtis Jacobson and George David Smith in the *Journal of Interdisciplinary History*, Spring 2003, XXXIII: 4, 670-672.

The Second Great Emancipation: The Mechanical Cotton Picker, Black Migration, and How They Shaped the Modern South by Donald Holley in the *Journal of Economic History*, September 2001, 61(3), 851-52.

New Frontiers in Agricultural History: Advances in Agricultural Economic History, edited by Kyle D. Kauffman in *Agricultural History*, Summer 2001, 75(3), 370-371.

The Rural South Since World War II, edited by R. Douglas Hurt in the *Journal of Economic History*, March 2000, 60(1).

The White Scourge: Mexicans, Blacks, and Poor Whites in Texas Cotton Culture by Neil Foley in the *Journal of Economic History*, June 1999, 59(2).

Conference Presentations of Research, Since 2000

January, 2023, American Economic Association meeting, New Orleans, LA:

“Superbosses: Managerial Career Effects of Leaders on Assistant Managers,” with Benjamin Anderson;

“Cause of Death and Longevity Due to Job Risk, Race and Ethnicity, and Institutional Policies: Pro Baseball, Basketball and Football Players, 1946-2018,” with Benjamin Anderson, Rachel Grashow and Marc Weisskopf.

Nov., 2022, Southern Economic Association, Ft. Lauderdale, FL:

Superbosses: Managerial Career Effects of Leaders on Assistant Managers, with Benjamin Anderson;

“Cause of Death and Longevity Due to Job Risk, Race and Ethnicity, and Institutional Policies: Pro Baseball, Basketball and Football Players, 1946-2018,” with Benjamin Anderson, Rachel Grashow and Marc Weisskopf;

“Performance bonus incentives, productivity effects, and heterogeneous responses,” with Robert Lantis, Erik Nesson and Shane Sanders.

January, 2021, American Economic Association meeting, Virtual:
 Poster Session: “Comparative Macroeconomic Data Project,” with Anirban Acharya, and Chandan Jha.

February 2020, Eastern Economic Association meeting, Boston, MA:
 “Role Model Effects on Gender Role Beliefs: Evidence from a Global Media Event,” with Michael Jetter and Kerry Papps

March 2019, Midwest Economic Association/SOLE meeting, St. Louis, MO:
 “Do Screening Mechanisms Influence Talent Identification?,” with Ben Anderson.

March 2018, Midwest Economic Association/SOLE meeting, Evanston, IL:
 “Career Lotto: Labor Supply in Winner-Take-All Markets: Evidence from Professional Tennis,” with Michael Jetter and Kerry Papps

January 2017, American Economic Association meeting, Chicago:
 “Career Lotto: Labor Supply in Winner-Take-All Markets: Evidence from Professional Tennis,” with Michael Jetter and Kerry Papps

July 2016, Western Economic Association meeting, Portland, OR:
 “Labor Supply in Winner-Take-All Markets: Evidence from Youth and Professional Tennis” with Michael Jetter and Kerry Papps.

January 2014, American Economic Association meeting, Philadelphia:
 “A Labor Market Punishing to Mothers?": Gender Gaps in Human Capital Acquisition, Earnings, and Labor Supply Among MBAs” with Andrew Hussey.

December 2013, 9th Annual Growth & Development Conference, Indian Statistical Institute, New Delhi, India.

May 2012, Society of Labor Economics, Chicago:
 “Affirmative Action in MBA Programs: Investigating the Mismatch Hypothesis for Race and Gender,” with Andrew Hussey.

Nov., 2011, Southern Economic Association, Washington, D.C.:
 “Returns to MBA Quality: Pecuniary and Non-Pecuniary Returns to Peers, Faculty, and Institution Quality,” with Andrew Hussey.

April 2011, Midwest Political Science Association meeting, Chicago:
 “Systematically Biased Beliefs About Political Responsibility,” with Bryan Caplan, Ilya Somin and Eric Crampton.

Jan. 2011, American Economic Association meeting, Denver:
 “The Gender Pay Gap Beyond Human Capital: Heterogeneity in Noncognitive Skills and in Labor Market Tastes,” with Andrew Hussey and Michael Jetter.

“Factors Influencing Student Performance in Economics: Class and Instructor Characteristics,” with Steve Wu.

Nov. 2010, Southern Economic Association meeting, San Antonio, TX:
 “Affirmative Action in MBA Programs: Investigating the Mismatch Hypothesis for Race and Gender,” with Andrew Hussey.

Nov. 2009, Southern Economic Association meeting, San Antonio, TX:

- “Mismatch in MBA Programs,” with Andrew Hussey, and
 “Gender Wage Gaps of MBAs: The Roles of Human Capital, Character Traits, Expectations, Preferences, and Choices,” with Andrew Hussey and Michael Klaus Jetter.
- July, 2009, Western Economic Association International, Vancouver, CA:
 “Estimating the Intrinsic and Extrinsic Returns to Multiple Measures of MBA Quality,” with Andrew Hussey.
- Jan. 2009, American Economics Association meeting, San Francisco:
 “Lost in Translation: The Difficulty of Identifying Foreign Talent,” with Steve Wu and Andrew Grodner.
- Jan. 2008, American Economic Association meeting, New Orleans:
 “Closing the Loop: Enhancing Collegiate Performance Through Self-Assessment” with Jerry Evensky, Yue Hu, and Tim Wasserman.
- April 2007, NBER Higher Education Conference, Cambridge, MA:
 “Lost in Translation: The Difficulty of Identifying Foreign Talent,” with Steve Wu.
- Jan. 2007, American Economic Association meeting, Chicago:
 “The Search for Economics Talent: Doctoral Completion and Research Productivity.”
- Nov. 2006, Southern Economics Association, Charleston, SC:
 “The Making of Economists: From Ph.D. Applicants to Economics Professionals”
- July 2006, American Economic Association Summer Pipeline Program, Duke University:
 “Survive and Thrive: Determining Success in the Economics Ph.D. Program” and
 “The Search for Ph.D. Talent”
- Jan. 2006, American Economic Association meeting, Boston:
 “The Search for Ph.D. Talent”
- Sept. 2004, Economic History Association meeting, San Jose, CA:
 “Diffusion of the Cotton Picking Machine, 1949-1964.”
- Jan. 2004, American Economic Association meeting, San Diego:
 “Aggregation Bias and Estimates of Student Learning.”
 “Diffusion of the Cotton Picking Machine, 1949-1964.”
- Jan. 2003, American Economic Association meeting, Washington, D.C.:
 “The Life-Cycle Pattern of Collegiate GPAs: A Longitudinal Study of Learning Assessment.”
- Oct. 2002, Social Science History Association meeting, St. Louis:
 “The Persistence and Demise of the Tenant Cotton Plantation, 1900-1950.”
- Oct. 2002, Economic History Association meeting, St. Louis:
 “Technology Choice: Mechanical Cotton Pickers or Stripper in Texas, 1947-62,”
- Jan. 2002, American Economic Association meeting, Washington, D.C.:
 “With So Many Proxies (for Academic Aptitude), Which is a Scholar to Choose? Does it Matter?” with Tim Wasserman.

“Better Opportunities or Worse? The Demise of Hand Harvest Labor and Cotton, 1949-64,” with Craig Heinicke.

Jan. 2001, American Economic Association meeting, New Orleans:
“Student Learning from Required vs. Encouraged Practice: A Natural Experiment,” with Tim Wasserman.

“Weather and Regional Labor Market Arrangements in U.S. Cotton Production, 1900-1945,” with Craig Heinicke.

Oct. 2001, Economic History Association, Philadelphia:
“Better or Worse Opportunities?: The Demise of Cotton Harvest Labor, 1949-1964,” with Tim Wasserman

Oct. 2000, Northeast Universities Development Conference, Cornell University:
“A Climatic Explanation for Plantation Cotton Production: 1800-1945”

Resting Papers

“A Labor Market Punishing to Mothers?: Opting Out and Gender Gaps in Earnings and Labor Supply Among MBAs ,” with Andrew Hussey.

“The Role of Gender, Cognitive and Noncognitive Attributes in Human Capital Acquisition and Labor Supply” with Andrew Hussey.

“Closing the Loop: Enhancing Collegiate Performance by Self-Assessment” with Jerry Evensky, Yue Hu, and Tim Wasserman.

“How Accurately Does the Public Attribute Responsibility for Policy Outcomes? Systematically Biased Beliefs about Political Influence,” with Bryan Caplan, Eric Crampton and Ilya Somin.

“Lost in Translation? The Economics Ph.D. Pipeline for U.S. versus Foreign Applicants,” with Steve Wu and Andrew Grodner.

“Best Proxies for Latent Academic Aptitude,” with Andrew Grodner.

“Aggregation Bias and Estimates of Student Learning,” with Tim Wasserman.

“Farmer's Technology Choices: Texas Strippers or Picking Machines, 1947-1964,” with Craig Heinicke.

“The Logic of the Southern Tenant Plantation in the Twentieth Century: Weather and Regional Labor Market Arrangement in U.S. Cotton Production: 1900-1945.”

Workshops

Binghamton University, Sept. 2005.

California State University, Fullerton, March 2020.

Colgate University/Hamilton College, Economics Department, Oct. 2010 and 2004, Spring 2003.

Cornell University, Economics Department Labor Workshop, Nov. 2005.

Curtin University (Perth Australia), Economics Department, 2016.

George Mason University, Center for Public Choice, Nov. 2007.

Harvard University, Economic History, Fall 2002.

Le Moyne College: SEAL, Oct. 2002; Management Workshop, April 2005 and 2003.

Northwestern University, Economic History, Fall 2001.
Ohio State University, Economic History, Fall 2003.
Syracuse University, Labor Economics, Spring 2005, 2004 and 2001.
University of Albany, Economics Department, Spring 2007.
University of Illinois, Economic History, Fall 2001.
University of Western Australia, Economics Department, 2016.

Professional Service

Referee for: *Journal of Labor Economics*, *Journal of Economic Literature*, *Labour Economics*, *Economic Inquiry*, *Economics of Education Review*, *Review of Economics and Statistics*, *Journal of Economic History*, *Southern Economic Journal*, *Journal of Economic Education*, *Education Economics*, *Social Science History*, *Social Science Quarterly*, *Eastern Economics Review*, *Higher Education*, and *American Behavioral Scientist*.

Grants

The Distinguished John T. "Jack" Boorman '63 Chair in Business and Economics, 2023-; \$7,000/year research funds.
Athanasius Kircher Senior Researcher Fellowship (Le Moyne College) for 2022-24: \$3,000/year.
Francis J. Fallon Endowed Professorship (2016-2019): \$21,000.
Management Education Research Institute (MERI) Research Grant, 2008-2010: \$80,835, with Andrew Hussey.
Project SEAPHE Research Grant, 2008-2009: \$40,000 with Andrew Hussey.
Le Moyne College Summer Research and Development Stipend, 2003, 2004, 2007, 2010, 2012: \$2,500.
Le Moyne College Research and Development Grant, 2005: \$3,686; 2013: \$792.45; 2019-2020: \$1,250; 2020-21: \$3,750; 2021-22: \$2,500.

Previous Appointments

Research Associate Professor, Syracuse University, Dept. of Economics, 2005-2011.
Visiting Assistant Professor, Syracuse University, Dept. of Economics, 1994-95, 1998-2002
Visiting Assistant Professor, Colgate University, Department of Economics, 1995-98
Visiting Assistant Professor, College of William and Mary, Department of Economics, 1992-94

Service to Le Moyne College

Chair, Economics Department, 2011-2016, 2019-.
Chair, Strategic Planning and Finance Committee, 2011-2015, 2019-.
Faculty Advisor to the Economics Club, 2009-
Member of the Athletic Director Selection Committee, May-November 2024.
Member of the Reclassification of Athletics (from DII to DI) Committee, 2023-2024.
Member, Strategic Planning and Finance Committee, 2009-2010, 2015, 2019-.
Member of the Madden College of Business and Economics Curriculum Committee, 2023-.
Member of the Madden College of Business and Economics Research Committee, 2023-.

Member Administrative Council, 2009-2010, 2011-5.

Board of Trustees, Finance Committee, Faculty Representative, 2009-15.

Academic Excellence Committee co-chair of the OneLeMoyne strategic planning process, 2010-2011.

Faculty Compensation Task Force, 2009-11.

Chair, Research & Development Committee, 2007-2009.

Co-Chair of Advisory Committee for the Social Science Empirical Analysis Laboratory (SEAL), 2003-2006.

Selection Committee for Scholar of the Year award, 2009-2012.

College-wide committee membership:

Athletic Director Search Committee, June-Oct. 2024.

Reclassification Committee, May 2022-May 2024.

AVP for Marketing and Communications Search Committee, 2013.

Director of Career Services & Development Search Committee, 2012.

Library Advisory Committee, 2011-.

Director of Internships and Global Education Search Committee, 2011.

Core Curriculum Committee, 2004-2009.

Library Director Search Committee, 2007-2008.

Research & Development Committee, 2004-2009.

Renovations Committee, 2004-5.

Finance Committee, 2003-2004.

Division of Management Committee membership:

Curriculum Task Force, 2004-2006.

Dean Search Committee, 2003-2004.

Intellectual Contributions committee, 2003-2004.

Instructional Resources & Responsibility Leadership, 2002-2003.

Faculty Advisor for the Economics Club, 2006-.

Honors

The Distinguished John T. "Jack" Boorman '63 Chair in Business and Economics

Francis J. Fallon, S.J., Endowed Professorship, 2016-2019.

Scholar of the Year, Le Moyne College, The Rev. Richard M. McKeon, S.J., Award, 2008.

Economic History Association, Allan Nevins Dissertation Award, Finalist, 2001.

Undergraduate Teaching:

American Economic History

Managerial Economics

Economics of Public Policy

Introductory Microeconomics

Introductory Macroeconomics

Sports Economics

Intermediate Microeconomics

Economic Development

International Economics

Graduate Teaching:

Microeconomics for Managers, Le Moyne College, MBA Program.

Managerial Economics for the Masters Program in Public Administration,

Maxwell School, Syracuse University

Microeconomic Theory for the Economics Department, Maxwell School, Syracuse University

Honors Theses I have Supervised:**Community Service**

Member of the Vestry of Grace Episcopal Church, Syracuse, NY: 2014-2016; 2022-.

Eastside Deer Management Committee, 2017-2019.

Member Education and Training Committee of the Empowerment Zone, City of Syracuse: 2006-2009.

Member of the Vestry of St. David's Episcopal Church, DeWitt, NY: 2002-2005.

Last Revised, Sept. 2023.