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### EDUCATION

Ph.D., Economics - University of California, Riverside, *expected* June 2010.

*Dissertation Title:* "Unions, Job Training, and the Wages of Foreign-Born Workers in the U.S."

*Dissertation Committee:* Dr. David Fairris (Co-Chair), Dr. Todd Sorensen (Co-Chair),  
Dr. Aman Ullah, Dr. Mindy Marks.

M.S., Agricultural Economics - National Chung-Hsing University (NCHU), Taiwan, 1999.

B.S., Agricultural Economics - National Chung-Hsing University (NCHU), Taiwan, 1997.

### RESEARCH INTERESTS

Labor Economics, Immigration, Applied Econometrics, Applied Microeconomics.

### TEACHING INTERESTS

Labor Economics, Principles of Economics, Intermediate Microeconomics, Statistics for Economics,  
Managerial Economics.

### COMPLETED DISSERTATION CHAPTERS

Chapter 1: "Unions and Foreign-Born Workers in the U.S.", October 2008.

Chapter 2: "The Union Impact on Wages for Foreign-Born Workers: Estimates Using Propensity Score  
Matching", October 2009 (**JOB MARKET PAPER**).

### DISSERTATION CHAPTER IN PROGRESS

Chapter 3: "The Determinants and Effects of Job Training on U.S. Immigrant Workers" (with Charles  
Mutsalklisana, Graduate Student), 2009.

### AWARDS

Graduate Student Association Conference Travel Grants, 2009.

Conference Travel Grants for SOLE, UC, Riverside, May 2009.

Graduate Teaching Assistantship, UC, Riverside, March 2006- August 2009.

### CONFERENCE PARTICIPATION

Poster Session

Conference on "2009 All UC Labor Workshop", UC, Riverside, September 2009.

Attendee

Conference on "The Society of Labor Economists", Boston, May 2009.

UCR Labor Studies Conference: Crossing Borders, Crossing Movements: Immigrant Workers

Rights in Southern California and Beyond, UC, Riverside, May 2008.

## **RESEARCH EXPERIENCE**

Research Assistant for Distinguished Prof. Richard Arnott - UC, Riverside, October 2009-Jun 2010.

Collect relevant research information and assist in teaching and administration.

Research Assistant for Prof. Been-Lon Chen - Economics, Academia Sinica, Taiwan, 1999-2003.

Collected relevant research information, helped computer programming and assisted in *Advanced Economics Research Workshop (2001-2003)*.

Research Assistant for Prof. Ching-Kai Hsiao - NCHU, Taiwan, 1997-1999.

Collected relevant research information and provided fundamental data analysis.

## **TEACHING EXPERIENCE**

Teaching Assistant - Department of Economics, University of California, Riverside, 2006- August 2009.

Undergraduate Courses:

Principles of Economics(Winter 2008),

Introduction to Microeconomics(Summer 2007),

Introduction to Macroeconomics(Summer 2008, Fall 2008, Winter 2009, Summer 2009),

Intermediate Microeconomics(F. 2006, W. 2007, S. 2007, F. 2007, S. 2008, S. 2009),

Statistics for Economics(Summer 2007),

Managerial Economics(Spring 2006),

Women's Labor and the Economy (reader) (Fall 2009, Prof. Mindy Marks),

Trade, Globalization, and Development (reader) (Fall 2009).

Teaching Assistant - Department of Agricultural Economics, NCHU, Taiwan, 1997-1999.

Statistics for Economics(1997-1999).

## **SKILLS**

Computer Skill: STATA, EViews, GAUSS, L<sup>A</sup>T<sub>E</sub>X, Scientific WorkPlace, MS Office, Web Page Designing.

Language: Mandarin (native), English (fluent), Japanese (beginner).

## **REFERENCES**

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## RESEARCH SUMMARY

### **The Union Impact on Wages for Foreign-Born Workers: Estimates Using Propensity Score Matching (Job Market Paper)**

In light of the numerous criticisms against estimating the wage differential between union and nonunion workers using ordinary least squares (OLS) method, this paper compares the union impact on wages for foreign-born and native-born workers by utilizing propensity score matching methodologies (nearest neighbor and kernel matching method) proposed by Rosenbaum and Rubin (1983) with those utilizing OLS regressions. The data on wage and salary male workers aged 16 years and above are from the Current Population Survey and span the period 1994 to 2008. Both propensity score matching and OLS estimates present that the union/nonunion wage differentials for male foreign-born workers are between 13.1% and 16.2%. In addition, our results present that there is little difference in the union/nonunion wage differential between native- and foreign-born workers. The estimates of union impact on wages using nearest neighbor matching technique are higher than OLS results for both native- and foreign-born workers. However, kernel matching estimates are similar to OLS results in this study. Furthermore, of the foreign-born workers, Mexican-born workers have a higher union relative wage effect (23.9-31.5%) than that for native-born workers (14.9-19.5%), while that for Asian-born workers are lower and statistically insignificant from OLS and kernel matching estimates. Further decomposition of the data into three different skill groups (high school dropout, with high school degree, with college degree or higher) reveals that, in general, the less skilled (high school dropout) foreign-born workers have the greatest union wage premium (17.8%). However, among Mexican-born workers, the union wage premium is relatively greater (40.3%) for highly skilled workers (college degree or higher).

### **Unions and Foreign-Born Workers in the U.S.**

According to U.S. Department of Labor's Bureau of Labor Statistics, between 1994 and 2008, the share of foreign-born workers has increased from 14% to 17%. At the same time, the union density rate decreased from 18% to 14%, in spite of foreign-born workers union density increased from 9% to 11%. Since more and more foreign-born workers work in the U.S. and unionized sector after 1994, it is important for researchers to know how foreign-born workers are affected by unions. In this connection, the goal of this paper is twofold: one, to estimate the willingness of foreign-born workers to join unions, and two, to determine whether there is a statistical difference in the union relative wage effect for foreign- and native-born workers. The results show that foreign-born workers have a lower probability of joining unions, *ceteris paribus*. The wage differential between union and nonunion workers for native-born workers is 14%, while that for foreign-born workers is only 12%. This 2-percent difference of the union impact on wages of native- and foreign-born workers is statistically significant. In particular, the Chow test rejects the null hypothesis of equality of the coefficients for the both worker groups at the 0.1% level of significance. Moreover, among the foreign-born workers, Mexicans have the highest union relative wage effect (25.1%). This paper also finds that the union/nonunion wage differential for both foreign- and native-born female workers are smaller than that for their male counterparts. Moreover, the union wage premium is greater for foreign-born workers in the private sector than for those in the public sector. By region, unions have higher wage impact in the West Coast than in the East Coast.