

LALITH MUNASINGHE

Assistant Professor
Department of Economics
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Education

Columbia University; 1995 Ph.D., 1990 M.Phil., 1989 M.A., Economics
Cambridge University, England; 1987 B.A., Honors, Economics
Princeton University; 1985 B.A., Magna Cum Laude, Philosophy

Research Fields

Labor Economics and Applied Microeconomics

Professional Experience

Barnard College, Department of Economics, 1997-present, Assistant Professor
Barnard College, Department of Economics, 1994-1997, Visiting Assistant Professor
Columbia University, Department of Economics, July 1993-June 1994, Lecturer

Honors and Awards

ISERP Seed for project on "Residential Segregation and Human Capital Formation," with Rajiv Sethi, April 2002
Special Assistant Professor Leave, 2000-2001
Bradley Fellowship, 1996-1997
Sloan Dissertation Fellowship, 1992-1993
Columbia University, President's Fellowship, 1988-1992
Princeton University Scholarship, 1981-1985

Research

Articles published/forthcoming

- "Wage Growth and the Theory of Turnover," *Journal of Labor Economics*, Volume 18, Number 2, April 2000: 204-220.
- "Globalization and the rate of Technological Progress: What track and Field Records Show," co-authored with Brendan O'Flaherty and Stephan Danninger, *Journal of Political Economy*, Volume 109, Number 5, October 2001: 1132-1149.
- "A Hobo Syndrome? Mobility, Wages, and Job Turnover" with Karl Sigman, forthcoming in *Labour Economics*, 2003.

Articles under submission

- "A Theory of Wage and Turnover Dynamics."
- "Turnover Better Reflects Firm-Specific Training than Do Wages," with Brendan O'Flaherty.
- "Expectations Matter: Job Search, Matching, and Turnover."
- "Why Do Dancers' Smoke? Discount Rates, Career Choice, and Wage Growth," with Nachum Sicherman, NBER Working Paper 7542.
- "Strategic Human Capital Investments: Analysis of Returns to Experience and Tenure across Gender," with Tania Reif.

Working Papers in Progress

- "Residential Segregation and Human Capital Formation," with Rajiv Sethi
- "Wage Volatility and Labor Mobility: Theory and Evidence," with Tack-Seung Jun.

- "Earnings Dynamics and unobserved heterogeneity; A Discriminating Test between Preferences and Ability," with Nachum Sicherman.
- "Why Firm Reputation Matters: Economics of Being Employer of Choice."
- "Wage Gains across Gender and Race," with Tack-Seung Jun
- "A Two Step Estimation Procedure of a Multi-Sectoral Bivariate Selectivity Model: Employer Size and Union Wage Differential," with Todd Idson and Tavis Barr
- "Impact of Local Labor Markets on Wages and Turnover."
- "Philosophical Foundations of Immigration Policy."

Referee

American Economic Review, Journal of Labor Economics, Review of Economic Studies, Feminist Economics, Journal of Economic Behavior and Organization, Review of Economics and Statistics, Economics and Politics, and Journal of Economic Growth

Conference and Seminar Participation

- Presented "A Theory of Wage and Turnover Dynamics," at Cambridge, Oxford, LSE, and UPF (Barcelona), November 2002
- Presented "A Theory of Wage and Turnover Dynamics," at French Economic Association Meetings (May 2002), University of Delaware (March 2002), Rutgers University (November 2001), and New York Federal Reserve Bank (March 2001)
- Presented "Why Do Dancers Smoke," at CUNY Graduate Center (April 2001), Barnard College (Willen Seminar, April 2001), the Society of Advanced Behavioral Economics (SABE) conference in San Diego, California (June 1999), and Federal Reserve Bank of (December 1998)
- Presented "How Wages Grow," at Hunter College (December 2000), and Columbia (October 1999)
- Invited as discussant to The Synergos Institute University, United Nations (May 1999)
- Econometric Society Meetings, Discussant on "Incentives in Poor Societies," (Jan 1999)
- Presented "Wage Growth and the Theory of Turnover," at Stanford University Personnel Economics Conference (July 1998)
- Presented "Technical Progress, Globalization, and Speed of Change," at Columbia Labor Workshop (fall 1997)
- Presented "Wage Growth and the Theory of Turnover," at Columbia Labor Workshop (spring 1996)

Consulting Projects

- William M. Mercer Inc., New York, project on modeling and estimating impact of internal mobility on productivity, promotions and compensation, summer 2000.
- William M. Mercer Inc., New York, project on modeling and estimating opportunities of labor hire, summer 1999.
- William M. Mercer Inc., New York, project on modeling hiring rates of employees, summer 1998.
- World Bank, Washington, D.C., research project on "Current Domestic Debt Sustainability in Ghana," summer 1997.
- William M. Mercer Inc., New York, research project on "Impact of External Labor Markets Conditions on Retention and Attraction of Employees," summer 1997.
- William M. Mercer Inc., survey paper on "Human Capital Theory," summer 1996.
- William M. Mercer Inc., survey paper on "Labor Turnover," summer 1996.
- William M. Mercer Inc., research paper on "Human Capital Theory, Internal Labor Markets, and Plant Level Productivity," summer 1996.
- Mitchell Madison Inc., New York, a time series study of labor mobility across industries, summer 1995.
- Analysis of Lost Earnings for New York Law Firm, summer 1994.