

Wenchen Wang

1326 S Michigan Ave, Chicago, Illinois, 60605

+1 612-594-0331 | wency5878@gmail.com

EDUCATION

Humphrey School of Public Affairs, University of Minnesota, Minneapolis, MN

Ph.D. in Public Affairs

2023

Minor: Applied/Labor Economics

Dissertation: “The Heterogenous Effects of Occupational Licensing
on Labor Market Outcomes”

Committee: Morris Kleiner (advisor), Samuel Myers Jr (chair), Janna Johnson,
Aaron Sojourner

Humphrey School of Public Affairs, University of Minnesota, Minneapolis, MN

Master of Public Policy

2017

Sichuan International Studies University, Chongqing, China

B.A. in English

2015

RESEARCH INTERESTS

Public Policy, Labor Economics, Applied Microeconomics, Econometrics

POSITION/EMPLOYMENT

Academic Employment

2024-Present	Industry Assistant Professor of Business Economics , Stuart School of Business, Illinois Institute of Technology
2023 - 2024	Postdoctoral Research Associate , School of Labor & Employment Relations, University of Illinois, Urbana Champaign
2018 - 2023	Principal Investigator , Institute for Social Research & Data Innovation (ISRDI), University of Minnesota, Twin Cities
2015 - 2017	Graduate Research Assistant , Institute for Urban and Regional Infrastructure Finance (IURIF), University of Minnesota, Twin Cities

Research Affiliations

2025-Present **Research Affiliate**, Knee Regulatory Research Center, West Virginia University

Professional Employment

2022 **Summer Research Fellow**, Department of Labor Chief Evaluation Office, District of Columbia, United States
2017 - 2018 **Data and Policy Analyst**, Minnesota Department of Human Services, Minneapolis, United States
2016-2017 **Data analyst Intern**, Hennepin County Human Services and Public Health Department, Minneapolis, United States
2016 **Project Consultant**, Federal Reserve Bank of Minneapolis, Minneapolis, MN, United States
2016 **Project Manager**, Conflict Resolution Center of Minneapolis, Minneapolis, MN, United States
2014 **Research Intern**, Xiangyang Bureau of Commerce, Xiangyang City, Hubei Province, China

PAPERS

Publications (Peer Reviewed)

“The Labor Market Effects of Occupational Licensing in the Public Sector”. (with Morris M. Kleiner)
Industrial Relations: A Journal of Economy and Society 65(2), 200-229.

“Job Quality Unpacked: Dimensions and Determinants”. (with Hyeri Choi and Lonnie Golden)
Labor Studies Journal 51(2), 105-141.

Working Papers

“Board Governance of Occupational Licensing and Labor Market Outcomes in Eye Care Occupations”
Under Review, *Journal of Regulatory Economics*, Available at SSRN 6277638

Work in Progress

“Beyond Wages: Occupational Licensing and Multidimensional Job Quality”.

“Measuring Licensing Stringency: New Evidence from a Comprehensive Dataset on Cosmetology Regulation”.
(with Kihwan Bae and Morris M. Kleiner)

“What is Job Quality? Evidence from a New Latent Index”. (with Hyeri Choi, Lonnie Golden and Smriti Anand)

“Universal Licensing Recognition (ULR), Whether Illinois Should Adopt It”.

“How Does Gender and Racial Wage Gaps Drive Employment”. (with Ting Zhang)

Professional Publications (Non Peer Reviewed)

“Examining Illinois Wage Gaps 2018-2022: Gender and Race Differences Matter”.

Illinois Labor and Employment Relations, 2024 May. Press: [Illinois Public Media](#)

“What Makes Work More Than Just a Living? Determinants of Employment Quality in Illinois”. (with Lonnie Golden, Hyeri Choi, Dylan Bellisle, Alison Dickson, and Robert Bruno)

Illinois Labor and Employment Relations, 2024 October. Press: [Illinois Public Media](#)

“Origins and Consequences of the Humphrey Hawkins Act of 1978”. (with William Dumas, Jargalmaa Erdenemandakh, Lawrence Karongo, Yun Taek Oh, Derek Teed, and Jonathan Watkins)

University of Minnesota Twin Cities, 2017.

“Truth and Integrity in State Budgeting: What is the Reality”.

Volcker Alliance, 2017.

FELLOWSHIPS/AWARDS

2022	CEO Summer Fellowship Department of Labor
2017	North of the Star Fellowship Minnesota State Government
2017	Lloyd B. Short Award—Best Capstone Project of the Year
2016	Harold W. Rosenthal Fellowship in International Relations
2016	Babak Armajani Prize for professional development—Humphrey School
2015	Hubert H. Humphrey Public Leadership Awards Scholarship
2015	Most Distinguished Graduates Award Sichuan International Studies University
2011 - 2015	China First-Grade National Scholarship

PROFESSIONAL AFFILIATIONS

Association for Public Policy Analysis & Management (APPAM); American Economic Association (AEA); Labor and Employment Relations Association (LERA); Midwest Economics Association (MEA); Society of Labor Economics (SOLE); Western Economics Association International (WEAI)

PRESENTATIONS, POSTERS AND PARTICIPATIONS

Presentations at Conferences

2026	LERA 78 th Annual Meeting, Minneapolis, MN “Measuring Licensing Stringency: New Evidence from a Comprehensive Dataset on Cosmetology Regulation”, <i>presenter</i>
2026	2026 Midwest Economics Association (MEA) Annual Conference, Chicago, IL “Beyond Wages: Occupational Licensing and Multidimensional Job Quality”, <i>presenter</i>
2025	LERA 77 th Annual Meeting, Seattle, WA “Analyzing the Labor Market Outcomes of Regulating Eye Care Occupations—Opticians and Optometrists”, <i>presenter</i> “Measuring What Matters: Building a Multi-Dimensional Job Quality Index to Address Labor Market Disparities”, <i>panelist</i>
2025	LERA@ASSA 2025, San Francisco, CA

	“Universally Licensing Recognition (ULR) Law, Whether Illinois Should Adopt It?”, <i>presenter</i>
2024	LERA 76 th Annual Meeting, New York, NY
	“How Do Workers Know a Good Job When They Have One?”, <i>presenter</i>
2024	WEAI 99 th Annual Conference, Seattle, WA
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2024	2024 Midwest Economics Association (MEA) Annual Conference, Chicago, IL
	“University Licensing Recognition Law (ULR), Whether Illinois Should Adopt It?”, <i>presenter</i>
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2023	2023 APPAM Fall Research Conference, Atlanta, GA
	“The Effects of Occupational Licensing on Wage Comparison between Asian and White”, <i>poster</i>
2023	2023 Data-Intensive Research Conference, Minneapolis, MN
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>poster</i>
2023	LERA 75 th Annual Meeting, Detroit, MI
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2023	Industrial Studies Association Conference 2023, Columbus, OH
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2023	SIPP Conference 2023, Virtual
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2022	ASSA Annual Meeting, Virtual
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2022	Mercatus Markets & Society Conference, Washington DC
	“The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2021	Labor and Employment Relations Association (LERA) Annual Meetings, Virtual, “The Labor Market Effects of Occupational Licensing in the Public Sector”, <i>presenter</i>
2020	CSOR Knee Conference, Virtual
	“The Effects of Regulating Overlapping Occupations: An Analysis for Opticians and Optometrists”, <i>poster</i>

Active Participation in the Following Workshops

2025	Northwestern Workshop on Research Design for Causal Inference, Chicago, Illinois, United States
2020	13 th China Economics Summer Institute, Virtual
2019	12 th China Economics Summer Institute, Beijing, China
2019	AEA Annual Meeting, San Diego, California, United States
2018	Federal Reserve Bank of Chicago Conference on Occupational Licensing Over Time and Across Countries, Chicago, Illinois, United States

PROFESSIONAL SERVICES

Conference Leadership

- | | |
|------|---|
| 2024 | LERA 76 th Annual Meeting, New York, NY
“Navigating Skill Demands”, <i>chair</i>
“Job Quality”, <i>discussant</i> |
| 2024 | 2024 Midwest Economics Association (MEA) Annual Conference, Chicago, IL
“Heterogenous Labor Market Outcomes in the Contemporary Labor Market”,
<i>session organizer</i> |
| 2023 | 2023 APPAM Fall Research Conference, Atlanta, GA
“Mission and Job Satisfaction in the Workplace”, <i>chair</i>
“Racial and Gender Equity in the Workplace”, <i>discussant</i> |

Ad-hoc Referee

AEJ: Economic Policy; Labour Economics; Economic Development Quarterly; Public Choice; Time & Social; British Journal of Industrial Relations

Advising

Rayda Albalawi, Illinois Institute of Technology, Dissertation Committee Member

Chaoqun Guo, Illinois Institute of Technology, Dissertation Committee Member

Mei Xu, University of La Verne, Dissertation Committee Member

TEACHING EXPERIENCE

Instructor, Illinois Institute of Technology

- ECON 251: Introduction to Econometrics (Undergraduate)
- ECON 152: Introduction to Macroeconomics (Undergraduate)
- ECON 311: Intermediate Microeconomics (Undergraduate)
- ECON 312: Intermediate Macroeconomics (Undergraduate)
- PA 580: Policy and Program Evaluation (Graduate)
- PA 581: Policy Economic Modeling and Design (Graduate)

Graduate Instructor, University of Minnesota—Humphrey School of Public Affairs

- | | |
|----------------------------|--|
| Fall 2022 -
Spring 2023 | PA 3003: Nonprofit and Public Financial Management |
|----------------------------|--|

Teaching Assistant, University of Minnesota—Humphrey School of Public Affairs

- | | |
|-------------|--|
| 2020 - 2021 | PA 5431 + HRIR 5655: Public Policy on Work and Pay |
| 2020 - 2021 | PA 5022: Labor Market Consequences of Economics Policies |
| 2021 | PA 5033: Multivariate |
| 2021; 2017 | PA 5032: Applied Regression |
| 2017 | PA 5043: Economic and Demographic Data Analysis |
| 2016 - 2017 | PA 5033: Introduction to Financial Management |

LANGUAGES

Chinese (native), English (native), Spanish (basic).

REREFERNCES

Morris Kleiner
Humphrey School of Public Affairs
University of Minnesota-Twin Cities
morris.kleiner@gmail.com

Lonnie Golden
School of Economics and Labor-Human
Resources
Penn State Abington
lng5@psu.edu

Smriti Anand
Stuart School of Business
Illinois Institute of Technology
sanand12@illinoistech.edu