

## Eric Hoyt

Research Director  
 Center for Employment Equity, University of Massachusetts, Amherst  
 Ph.D.  
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### Education

Ph.D. in Economics, University of Massachusetts Amherst, defended May 15, 2018, conferred Sept. 1, 2018  
 B.A. in Economics, University of Wisconsin Madison, May 2010

### Primary Fields

- Labor Economics
- Law and Economics
- Economic History

### Dissertation

Title: Constraining Labor's "Double Freedom": Revisiting the Impact of Wrongful Discharge Laws on Labor Markets, 1979-2014

Committee: Fidan Ana Kurtulus (Chair), Gerald Friedman, Eve Weinbaum

- Empirical analysis of the impact of wrongful discharge laws on union density from 1983 to 2014
- Investigation of the distributional impact of wrongful discharge laws on employment and wages using quantile regression methods
- Analysis of the effect of wrongful discharge law adoption on incidence and intensity of on-the-job training

### Papers

The Impact of Wrongful Discharge Laws on Wages: 1979-2014, **Job Market Paper**

The Impact of Adoption of Wrongful Discharge Laws on Union Density: 1983-2014, **Revise and Resubmit at *Industrial and Labor Relations Review***

The Effect of Wrongful Discharge Laws on Job Training: 1979-2014

Reasserting Employment-at-Will: The Impact of Repeal and Restriction of Wrongful Discharge Laws on Labor Markets

The Gig Economy: Bad for Your Health? An Analysis of Pay for Performance on the Health of US Workers, coauthored with Mary. E. Davis, Assoc. Professor & Chair, Urban and Environmental Policy & Planning, Tufts University

Examining the Effect of Wrongful Discharge Laws on Employment: Gender and Race Composition Using EEO-1 Records, coauthored with Fidan Ana Kurtulus, Professor, Economics, University of Massachusetts, Amherst

Occupational Health and Pollution Emissions: Linking Workplace Safety and Environmental Justice

### Research Experience

University of Massachusetts Center for Employment Equity, Amherst, MA, Research Director, June 2018 – Present

- Conduct empirical analyses using restricted-access EEO-1 data obtained from the US Equal Opportunity Commission (EEOC), oversee the work of several research assistants, hire staff, coordinate the Center's grant activity, and identify significant changes and trends to be highlighted in our online interactive visualizations

Tufts University Dept. of Urban and Environ. Policy & Planning, Medford, MA, Research Assistant, June 2017-June 2018

- Research the effect of performance pay on U.S. workers physical and emotional health, using data from the NLSY 1979 and 1997, and funded by a grant from the U.S. Department of Labor

Center for Economic and Policy Research, Washington, D.C., Summer Research and Outreach Intern, June-August 2012

- Research for a long-term project regarding labor law and labor market institutions, write a draft policy paper on employment law, and compile weekly labor market policy research reports summarizing recent findings

UW-Center for Cooperatives, Madison, Wisconsin, Cooperative Business Study Researcher, September 2010-2011

- Interview general managers and board chairman of cooperatives, collect and code data on firm governance and finance structures, and promote the Center for Cooperatives as a resource for cooperative businesses

### Awards and Honors

Association for Institutional Thought 12<sup>th</sup> Annual Student Scholars Award, 2017

Awarded to three graduate students per year in recognition of original research in institutional economics

Political Economy Research Institute (PERI) Dissertation Fellowship, University of Massachusetts Amherst, 2015-16,  
Awarded to a few graduate students each year in recognition of promising research on political economic issues

Solomon Barkin Award for Commitment to the Rights of Workers, University of Massachusetts Amherst, 2015-16,  
Awarded to the top 1-2 graduate students each year in the UMass Amherst Economics doctoral program in  
recognition of outstanding research concerning problems faced by working people

Honors Study Abroad in Florence, Italy, Summer, 2006,  
A selective program for freshman and sophomore honors college students at UW-Madison focused on economic  
and art history of Tuscany, Italy

### Seminars and Presentations

Association for Institutional Thought session, Western Social Science Association, 59<sup>th</sup> Annual Conference, San  
Francisco, CA, April 2017

Paper presented: 'The Impact of Wrongful Discharge Laws on Union Density: 1983-2014'

Applied Microeconomics Workshop, University of Massachusetts Amherst, December 2016,

Paper presented: 'The Impact of Wrongful Discharge Laws on Union Density: 1983-2014'

Applied Microeconomics Seminar, University of Massachusetts Lowell, October 2016

Paper presented: 'The Impact of Wrongful Discharge Laws on Union Density: 1983-2014'

Chamber of Labour Vienna and Society for Pluralism in Economics, 5<sup>th</sup> Annual Young Economists Conference, Vienna,  
Austria, October 2016

Paper presented: 'The Impact of Wrongful Discharge Laws on Union Density: 1983-2014'

Eastern Economic Association, 42<sup>nd</sup> Annual Conference, Washington D.C., February 2016

Paper presented: 'Private Sector Union Density, A Benefit of Wrongful Discharge Laws?'

### References in Popular Media

Boston Globe: "Keeping wages up helps the economy", by Richard Kazis, July 14, 2012

Center for Economic and Policy Research: "Poor Sales, Not High Wages, Worry Small Businesses", by Eric Hoyt, July 10,  
2012

Center for Economic and Policy Research: "State-level Evidence that Unions Are Associated with Higher Economic  
Mobility", by Eric Hoyt and John Schmitt, June 5, 2012

Center for Economic and Policy Research: "The Erskine Bowles Stock Index", by Dean Baker and Eric Hoyt, September  
4, 2012

Center for Economic and Policy Research: "Government Expenditure and Interest Rates", by Eric Hoyt, June 12, 2012

### Service Experience

United Automobile Workers (UAW) Local 2322, Holyoke, MA

Member of Executive Board, May 2013-August 2015

- Contribute to conversations regarding the servicing and organizing strategies of the Local Union
- Attend and Participate in biweekly board meetings, organize and facilitate biyearly membership meetings,  
and organize and attend union rallies and events
- Coordinate and facilitate collaboration with local union and community organizations

Worker Rights Consortium (WRC), Washington, D.C.

Member of Governing Board, July 2008-May 2010

- Approve the corporation's annual operating budget of \$1,324,872 in advance of the 2009 fiscal year, which  
consisted mostly of staff salaries, consulting, and travel expenses, and conduct performance review of the  
Executive Director of the WRC
- Review investigations of working conditions in factories worldwide that validated successful campaigns for  
the labor rights of garment workers in Honduras and Haiti

### Teaching Experience

*Lead Instructor in the Department of Urban and Environmental Policy & Planning at Tufts University, September-  
December 2017*

Quantitative Reasoning and Statistical Methods for Policy and Planning, a core curriculum course for Master's students (Fall 2017)

*Co-Lead Instructor in the Department of Urban and Environmental Policy & Planning at Tufts University, January-May 2018*

Economics for Policy and Planning Analysis, a core curriculum course for Master's students (Spring 2018)

*Instructor for the Online Program in the Department of Economics at the University of Massachusetts Amherst, May 2014– July 2016*

Intermediate Macroeconomics (Summer 2016), Money and Banking (Summer 2014), Introduction to Microeconomics (Winter 2016)

*Visiting Instructor and Head TA/Review Session Leader in the Department of Economics at University of Massachusetts Amherst*

Introduction to Microeconomics Lecture (Fall 2016), Organization of American Industry Lecture (Spring 2016), Economics of Cooperatives Lecture (Spring 2016), Introduction to Macroeconomics Review Session (Spring 2012)

*Teaching Assistant in the Department of Economics at the University of Massachusetts Amherst, September 2011 – May 2017*

Money and Banking (Spring 2017), Political Economy of the Environment (Fall 2016, Fall 2014), Organization of American Industry (Spring 2016), Economics of Cooperatives (Spring 2016), Labor in the American Economy (Spring 2015), Introduction to Microeconomics (Fall 2016, Fall 2014, Spring 2013, Spring 2012, Fall 2011), Introduction to Macroeconomics (Fall 2012, Spring 2012)

### Teaching Interests

Labor Economics  
Microeconomic Theory  
Economic History  
Political Economy of the Environment

### Software Experience

Expert in STATA and Microsoft Office; Proficient in ArcGIS, Microsoft Access, R, Squarespace, and WordPress

### References

Fidan Ana Kurtulus (Dissertation Chair)  
Professor  
Department of Economics  
312 Crotty Hall  
University of Massachusetts Amherst  
fidan@econs.umass.edu  
(607) 272-3743

Eve Weinbaum  
Associate Professor  
Department of Sociology and UMass Labor Center  
Thompson 724  
University of Massachusetts Amherst  
weinbaum@lrrc.umass.edu  
(413) 949-0332

Gerald Friedman  
Professor  
Department of Economics  
204 Gordon Hall  
University of Massachusetts Amherst  
gfriedma@econs.umass.edu  
(413) 218-2701

Mary E. Davis (Principal Investigator in recent research)  
Associate Professor and Chair  
Department of Urban and Environmental Policy & Planning  
72 Professors Way  
Tufts University  
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