
BIOGRAPHICAL SKETCH

NAME: Stephen J. Trejo

eRA COMMONS USER NAME: strejo

POSITION TITLE: Professor, Department of Economics

EDUCATION/TRAINING

| INSTITUTION AND LOCATION | DEGREE | Completion Date MM/YYYY | FIELD OF STUDY |
|---|--------|----------------------------|----------------|
| University of California, Santa Barbara, CA | BA | 06/1981 | Economics |
| University of Chicago, Chicago, IL | MA | 06/1983 | Economics |
| University of Chicago, Chicago, IL | PhD | 06/1988 | Economics |

A. Personal Statement

I am a labor economist, and most of my recent and ongoing research focuses on three interrelated questions: 1) How do immigrants perform in the U.S. labor market, especially those immigrants who arrive with very low levels of schooling, English proficiency, and other skills that have become increasingly important determinants of success? 2) How much socioeconomic mobility is experienced by the U.S.-born descendants of immigrants, including the third and later generations, and what factors shape this mobility? 3) How does intermarriage complicate immigrant generations and weaken ethnic identification, and to what extent does the ensuing "ethnic attrition" distort assessments of the socioeconomic attainment and integration of later-generation descendants of U.S. immigrants? Over the next five years, I will continue to explore these research questions. Much of the socioeconomic mobility achieved by U.S. immigrant families takes place across rather than within generations. When assessing the long-term integration of immigrants, it is therefore important to analyze differences not just between the foreign-born and U.S.-born, but also across generations of the U.S.-born. The large inflows of immigrants that the U.S. has received over the past forty years, dramatic changes in the skills and source country composition of these inflows, and the subsequent growth in the population of U.S.-born, second-generation descendants of the initial immigrants all make it essential that we gain a better understanding of these research questions in the coming years.

My research dovetails with two of the PRC's primary research areas: Demography: Educational, Work and Inequality and Demography: Family Demography and Intergenerational Relationships. As a research associate of the PRC, I benefit enormously from the wide range of resources provided by the Center, including grants administration support for the preparation of grant applications and project management. I rely on the Scientific & Technical Core for desktop management and hardware and software support of my projects, and I have drawn on the Development Core as a past participant in the proposal Boot Camp and also as a member of a topical working group interested in the transition to adulthood. As an associate director of the PRC in the recent past, I helped to run the proposal Boot Camp and mentored junior researchers on their grant applications.

B. Positions and Honors**Positions and Employment**

1987-1993 Assistant Professor, Department of Economics, University of California, Santa Barbara, CA
1993-1999 Associate Professor, Department of Economics, University of California, Santa Barbara, CA
1999-2014 Associate Professor, Department of Economics, University of Texas at Austin, TX
1999-Present Faculty Research Associate, Population Research Center, University of Texas at Austin, TX
2001-2004 Associate Chair, Department of Economics, University of Texas at Austin, TX
2008-2015 Associate Director, Population Research Center, University of Texas at Austin, TX
2008-2010 Associate Director, American Economics Association Summer Training Program and Minority Fellowships, University of California, Santa Barbara, CA
2012-Present Associate Chair, Department of Economics, University of Texas at Austin, TX
2014-Present Professor, Department of Economics, University of Texas at Austin, TX

Other Experience and Professional Memberships

1998-2003 Member, Committee on the Status of Minority Groups in the Economics Profession, American

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| | Economic Association |
| 2000-2003 | Member, Institute of Medicine Committee to Study the Consequences of Health Uninsurance |
| 2000-Present | Research Fellow, IZA Institute for the Study of Labor, Bonn, Germany |
| 2003-2005 | Member, Panel to Study U.S. Hispanics, National Academies of Sciences |
| 2003-Present | National Associate, National Academies |
| 2006-Present | Research Fellow, Centre for Research and Analysis of Migration, University College London |
| 2008-2010 | Associate Director, American Economics Association Summer Training Program and Minority Fellowships, University of California at Santa Barbara |
| 2008-2012 | Member, Population Sciences Subcommittee for reviewing grant applications to the National Institute of Child Health and Human Development |
| 2011-2014 | Member, Hispanic Research Work Group, Administration for Children and Families, U.S. Department of Health and Human Services |
| 2011-2015 | Mentor, Diversity Initiative for Tenure in Economics, Duke University |
| 2013-Present | Member, Welfare and Family Self-Sufficiency Research Technical Working Group, Administration for Children and Families, U.S. Department of Health and Human Services |
| 2013-2015 | Associate Editor, <i>Journal of Human Capital</i> |
| 2013-Present | Co-Editor, <i>Journal of Human Resources</i> |
| 2014-2015 | Member, National Academy of Sciences panel to study immigrant integration |
| 2015-Present | Research Associate, National Bureau of Economic Research program in Labor Studies |
| 2016-Present | Deputy Editor, <i>Demography</i> |

Honors

2012 Academic Achievement Award, American Society of Hispanic Economists

C. Contributions to Science

Overtime Pay Regulation

The federal requirement that covered workers be paid time-and-a-half for weekly hours of work beyond forty is meant to discourage the use of long hours and encourage firms to instead hire additional employees. My research shows how flexibility of straight-time hourly wages could neutralize this regulation and result in a statutory overtime premium having little or no ultimate impact on work schedules or employment. My empirical analyses of the effects of overtime pay regulation confirm the importance of this theoretical insight, and I also develop identification strategies that improve upon previous work in terms of both sophistication and credibility. My research has advanced our understanding of the impacts of overtime pay regulation and the limitations of using such regulation for purposes of job creation.

Trejo, S.J. 1991. The Effects of Overtime Pay Regulation on Worker Compensation. *American Economic Review* 81(4):719-740.

Trejo, S.J. 1993. Overtime Pay, Overtime Hours, and Labor Unions. *Journal of Labor Economics* 11(2):253-278.

Hamermesh, D.S. and S.J. Trejo. 2000. The Demand for Hours of Labor: Direct Evidence from California. *Review of Economics and Statistics* 82(1):38-47.

Trejo, S.J. 2003. Does the Statutory Overtime Premium Discourage Long Workweeks? *Industrial and Labor Relations Review* 56(3):530-551.

Immigrant Selectivity and Assimilation

I conducted innovative and informative research into what factors shape the skill composition and labor market assimilation of immigrants (i.e., the foreign-born first generation). I uncovered early evidence of a slowdown in the pattern for the postwar United States of declining earnings and skills for more recent arrival cohorts, and I employed time use data from the United States and Australia to probe more deeply into the specific activities that enhance immigrant assimilation. Comparative analyses of Australia, Canada, and the United States provide new insights into how immigration policies and labor market institutions in host countries shape immigrant selectivity and assimilation.

Funkhouser, E. and S.J. Trejo. 1995. The Labor Market Skills of Recent Male Immigrants: Evidence from the Current Population Survey. *Industrial and Labor Relations Review* 48(4):792-811.

Antecol, H., D.A. Cobb-Clark and S.J. Trejo. 2003. Immigration Policy and the Skills of Immigrants to Australia, Canada, and the United States. *Journal of Human Resources* 38(1):192-218.

Antecol, H., P. Kuhn and S.J. Trejo. 2006. Assimilation via Prices or Quantities? Sources of Immigration

Earnings Growth in Australia, Canada, and the United States. *Journal of Human Resources* 41(4):821-840.
Hamermesh, D.S. and S.J. Trejo. 2013. How do Immigrants Spend Their Time? The Process of Assimilation. *Journal of Population Economics* 26(2):507-530. PMC3891674

Intergenerational Progress for Mexican Americans

Exploiting unique data that allow me to identify Mexican-American men in the third-and-higher generations (i.e., the U.S.-born grandchildren or later descendants of the original Mexican immigrants), I show that, even among individuals in the third generation and beyond, Mexican schooling levels are low not just in comparison with non-Hispanic whites, but also relative to African Americans. Because of this educational deficit, the economic disadvantage of Mexican Americans persists even among those whose families have lived in the United States for more than two generations. That the substantial educational and labor market progress observed between the first and second generations seems to stall thereafter raises doubts whether the descendants of Mexican immigrants are experiencing the same kind of intergenerational advancement enjoyed by previous groups of unskilled immigrants to the United States.

Trejo, S.J. 1997. Why Do Mexican Americans Earn Low Wages? *Journal of Political Economy* 105(6):1235-1268.

Trejo, S.J. 2003. Intergenerational Progress of Mexican-origin Workers in the U.S. Labor Market. *Journal of Human Resources* 38(3):467-489.

Duncan, B., V.J. Hotz and S.J. Trejo. 2006. Hispanics in the U.S. Labor Market. In M. Tienda and Faith Mitchell, eds., *Hispanics and the Future of America*, Washington, DC: National Academies Press, 228-290.

Duncan, B. and S.J. Trejo. 2015. Assessing the Socioeconomic Mobility and Integration of U.S. Immigrants and Their Descendants, *Annals of the American Academy of Political and Social Science*, 657:108-135.

Ethnic Attrition

Much of my recent and ongoing research develops and investigates a potential explanation for why socioeconomic progress seems to stagnate for later-generation Mexican Americans. Because of data limitations, virtually all studies of the later-generation descendants of U.S. immigrants rely on subjective measures of ethnic self-identification rather than arguably more objective measures based on the countries of birth of the respondent and his ancestors. A potential problem with this approach is that assimilation and intermarriage can cause ethnic attachments to fade across generations, and therefore subjective measures of racial/ethnic identification might miss a significant portion of the later-generation descendants of immigrants. As a result, biases can arise from "ethnic attrition" (e.g., U.S.-born individuals who do not self-identify as Mexican despite having ancestors from Mexico). Furthermore, if such ethnic attrition is selective on socioeconomic attainment, then it can distort assessments of integration and generational progress.). For third-generation Mexican-American youth, this work shows that ethnic attrition is substantial and could produce significant downward bias in standard measures of attainment which rely on ethnic self-identification. Extending this analysis to national origin groups besides Mexicans produces evidence that ethnic attrition is sizeable and selective for the second- and third-generation populations of key Hispanic and Asian immigrant groups. The results indicate that ethnic attrition generates measurement biases that vary across national origin groups in direction as well as magnitude, and that correcting for these biases is likely to raise the socioeconomic standing of the U.S.-born descendants of most Hispanic immigrants relative to their Asian counterparts. This work on ethnic attrition has important implications not just for research on measuring the generational progress of immigrant groups, but also for the growing literature in sociology and demography that explores the determinants and consequences of variability in racial/ethnic identification.

Duncan, B. and S.J. Trejo. 2009. Ancestry versus Ethnicity: The Complexity and Selectivity of Mexican Identification in the United States. *Research in Labor Economics*, 29:31-66.

Duncan, B. and S.J. Trejo. 2011. Intermarriage and the Intergenerational Transmission of Ethnic Identity and Human Capital for Mexican Americans. *Journal of Labor Economics* 29(2):195-227. PMC3207354.

Duncan, B. and S.J. Trejo. 2016. The Complexity of Immigrant Generations: Implications for Assessing the Socioeconomic Integration of Hispanics and Asians, *Industrial and Labor Relations Review*, forthcoming. NIHMS828109

Duncan, B., J. Grogger, A.S. Leon and S.J. Trejo. 2016. The Generational Progress of Mexican Americans, unpublished manuscript.

Complete List of Published Work in MyBibliography:

D. Research Support

Ongoing Research Support

93-16-03 (J. Grogger, PI)

12/01/15-11/30/17

University of Chicago/Russell Sage Foundation

The Generational Profess of Mexican Americans

We analyze previously untapped information from the National Longitudinal Survey of Youth 1997 (NLSY97) to estimate both intergenerational progress between second- and third-generation Mexican Americans and the extent of selective ethnic attrition.

Role: Principal Investigator of the subcontract to UT Austin

Responsibilities: In conjunction with overall PI Jeff Grogger, Stephen Trejo will help to develop and refine the theoretical framework that will guide the project's analyses of intergenerational mobility among Mexican Americans. Trejo will also formulate and direct the empirical analyses of data from the NLSY97 and from recent years of the Current Population Survey in order to fulfill the project's objectives.

Completed Research Support

None at present