

# Jason F. Hicks

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## EDUCATION

### PhD Candidate, Humphrey School of Public Affairs

Specialization: Public Policy

Dissertation: The Effects of Occupational Licensing on Quality and Safety and Labor Market Outcomes

September 2015-current  
Minneapolis, MN

### Master of Public Policy, Humphrey School of Public Affairs

Concentration: Advanced Policy Analysis

Expected Graduation: Spring 2015

Capstone Paper: Diagnosing Healthcare in America: Impacts of Immigrants and Occupational Licensing

September 2012-May 2014  
Minneapolis, MN

### Master of Science, University of Idaho

Major: Wildlife Resources, Emphasis: Conservation Genetics

Thesis: Genetic diversity within and among source and reintroduced populations of elk (*Cervus elaphus*) in the western United States

2001-2004  
Moscow, ID

### Bachelor of Science, Northland College

Majors: Biology and Outdoor Education

1995-1999  
Ashland, WI

## RELEVANT RESEARCH AND MANAGEMENT EXPERIENCE

### Project Manager and Supervisor

Occupational Licensing Law and Research Project

Minnesota Population Center (MPC)

Institute for Social Research and Data Innovation (ISRDI), University of Minnesota Twin Cities

Fall 2015-current  
Minneapolis, MN

### Consultant - Occupational Licensing Data Collection

Organisation for Economic Co-operation and Development (OECD)

June 2019-August 2019  
Minneapolis, MN

### Researcher - Occupational Licensing Law and Research Project

Federal Reserve Bank of Minneapolis

Fall 2017  
Minneapolis, MN

### Research Assistant - New Jersey Transit Disparity Study

Roy Wilkens Center for Human Relations and Social Justice

Humphrey School of Public Affairs, University of Minnesota

June 2014-August 2014  
Minneapolis, MN

### Laboratory Supervisor

University of Montana, Department of Forestry, Wildlife Biology Program

January 2005-July 2006  
Missoula, MT

## TEACHING

### Instructor: Applied Economics for Planners and Policymakers

Junior Summer Institute - Public Policy and International Affairs Program

Humphrey School of Public Affairs, University of Minnesota Twin Cities

Summer 2020, Summer 2019  
Minneapolis, MN

### Instructor: PA5044 Accelerated Regression

Humphrey School of Public Affairs, University of Minnesota Twin Cities

Spring 2020  
Minneapolis, MN

<b>Instructor: PA5033 Multivariate Techniques</b> Humphrey School of Public Affairs, University of Minnesota Twin Cities	Spring 2016 Minneapolis, MN
<b>Teaching Assistant: PA5032 Intermediate Regression</b> Humphrey School of Public Affairs, University of Minnesota Twin Cities	Spring 2014, Spring 2015 Minneapolis, MN
<b>Teaching Assistant: PA5033 Multivariate Techniques</b> Humphrey School of Public Affairs, University of Minnesota Twin Cities	Spring 2014, Spring 2015 Minneapolis, MN
<b>Teaching Assistant: PA5022 Introduction to Policy Analysis</b> Humphrey School of Public Affairs, University of Minnesota Twin Cities	Fall 2014 Minneapolis, MN
<b>Teaching Assistant: PA8302 Applied Policy Analysis</b> Humphrey School of Public Affairs, University of Minnesota Twin Cities	Fall 2014 Minneapolis, MN
<b>Teaching Assistant: PA5021 Economics for Policy Analysis and Planning</b> Humphrey School of Public Affairs, University of Minnesota Twin Cities	Fall 2013 Minneapolis, MN

## **RESEARCH GRANTS**

<b>Co-Investigator: The Historical Occupational Licensing Requirements for Partially Licensed Occupations</b> Charles Koch Foundation	2020-2022
<b>Co-Investigator: The Labor Market Consequences of Ex-Offender Occupational Licensing Laws</b> Washington Center for Equitable Growth	2019-2020
<b>Co-Investigator: Data Collection on the Scope of Practice Laws on Occupational Licensing: Are These Laws Limiting Access to Work?</b> Russell Sage Foundation	2018-2019
<b>Co-Investigator: Developing New Data on the Origins, Evolution, and Composition of Occupational Licensing Statutes and Procedures</b> Ewing Marion Kauffman Foundation	2015-2018
<b>Co-Investigator: The U.S. Labor Market, Economic Growth, Social Mobility: The Role of Occupational Licensing</b> Smith Richardson Foundation	2015-2018

## **SELECT PUBLICATIONS**

- Hicks, J.F.** & Kleiner, M.M. (2019, February). Dental Therapists: A Solution to Wisconsin's Costly Dental Access Problem? *Badger Institute*.
- Hicks J.F.**, Benson, J. Garry, T., Dworin, J., & Schicker, T.M. (2014). Diagnosing healthcare in America: Impacts of immigrants and occupational licensing. *Humphrey Public Affairs Review*. Issue 1.
- Hicks, J.F.**, Rachlow, J.L., Rhodes, Jr., O.E., Williams, C.L., & Waits, L.P. (2007). Reintroduction and genetic structure: Rocky Mountain elk in Yellowstone and the western states. *Journal of Mammalogy* 88, 129-138.

**Hicks, J.F.**, & Rachlow, J.L. (2006). Is there a genetic basis for antler and pedicle malformations in reintroduced elk in northern Arizona? *Southwestern Naturalist* 51, 276-282.

Garner, A., Rachlow, J.L., & **Hicks, J.F.** (2005). Patterns of genetic diversity and its loss in mammalian populations. *Conservation Biology* 19, 1215-1221.

## **MANUSCRIPTS IN PREPARATION**

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., Occupational Licensing of Uber Drivers.

**Hicks, J.F.**, & Johnson, J., Labor Market Effects of Occupational Licensing Exams in Spanish: Evidence from Cosmetology.

## **PRESENTATIONS AND POSTERS**

### *Invited Presentations*

**Hicks, J.F.**, (2019, January 6), Invited discussant for “How Much of a Barrier to Entry is Occupational Licensing?” Panel: Regulation of Occupations Across Nations, Labor and Employment Relations Association (LERA) Session at the Allied Social Sciences Association (ASSA) 2019 Annual Meeting, Atlanta, GA.

**Hicks, J.F.**, (2016, May 27), Invited discussant for “Licensure or License: Reconsidering Occupational Regulation,” Occupational Regulation in the Age of Uber Symposium, 68<sup>th</sup> Annual Meeting of the Labor and Employment Relations Association (LERA), Minneapolis, MN.

**Hicks, J.F.**, (2016, November 5), Invited discussant for “Nurse Practitioner Labor Supply Responses to Payment Increases,” Panel: Wages and Employment in the Face of Occupational Licensing, 38<sup>th</sup> Annual Fall Research Conference for the Association for Public Policy Analysis & Management, Washington, D.C.

### *Contributed Paper Presentations and Posters*

Carollo, N., **Hicks, J.F.**, Kleiner, M.M., Karch, A. (Accepted, 2022, June-July) The Origins and Evolution of Occupational Licensing in the United States. 97<sup>th</sup> Annual Conference for the Western Economic Association.

Blair, P.Q., Deyo, D., **Hicks, J.F.**, and & Kleiner, M.M. (2021, January 9), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Disparities in Law Enforcement and Criminal Justice, Session: National Economic Association at the Virtual 2022 Allied Social Sciences Association (ASSA) Annual Meeting. (\*Current doctoral research)

Blair, P.Q., **Hicks, J.F.**, and & Kleiner, M.M. (2021, June 27), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Occupational Licensing Barriers Across Groups, Virtual 96<sup>th</sup> Annual Conference for the Western Economic Association. (\*Current doctoral research)

**Hicks, J.F.** (2021, June 9), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Emerging Scholars Conference for the Center for the Study of Occupational Regulation. (\*Current doctoral research)

**Hicks, J.F.**, & Johnson, J. (2021, January 3), Labor Market Effects of Occupational Licensing Exams in Spanish: Evidence from Cosmetology, 2021 American Economic Association (AEA) Poster Session Annual Meeting.

- Blair, P.Q., **Hicks, J.F.**, and & Kleiner, M.M. (2020, December 8), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Labor Market Regulations and the Outcomes of Vulnerable Workers, 2021 Grantee Conference for the Washington Center for Equitable Growth. (\*Current doctoral research)
- Hicks, J.F.**, Karch, A., & Kleiner, M.M., (2020, May 30), The Origins and Evolution of Occupational Licensing in the U.S. States, Political Economy Panel, 1<sup>st</sup> Annual Knee Center Occupational Licensing Conference.
- Hicks, J.F.**, Karch, A., & Kleiner, M.M., (2020, January 5), The Origins and Evolution of Occupational Licensing in the U.S., Panel: The Evolution and Growth of Occupational Regulation and the Work Force, Labor and Employment Relations Association (LERA) Session at the 2020 Allied Social Sciences Association (ASSA) Annual Meeting, San Diego, CA.
- Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2019, July 8), Occupational Licensing of Uber Drivers, 2019 Stanford Institute for Theoretical Economics (SITE): Occupational Licensing Session, Stanford, CA. (\*Current doctoral research)
- Hicks, J.F.**, & Johnson, J., (2018, November 9), Labor Market Effects of Occupational Licensing Exams in Spanish: Evidence from Cosmetology, Panel: Labor Market Effects of Occupational Licensing and Other Credentials, 40<sup>th</sup> Annual Fall Research Conference for the Association for Public Policy Analysis & Management, Washington, D.C.
- Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2018, January 6), Occupational Licensing of Uber Drivers, Panel: Occupational Licensing: A Case Study of Barriers to Entry in the Labor Market and Beyond, American Economic Association (AEA) Session at the 2018 Allied Social Sciences Association Annual Meeting, Philadelphia, PA. (\*Current doctoral research)
- Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2017, October 5), Occupational Licensing of Uber Drivers, Occupational Regulation Workshop, Turin, Italy. (\*Current doctoral research)
- Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2017, July 26), Occupational Licensing of Uber Drivers, National Bureau of Economic Research (NBER) Summer Institute Personnel Economics Workshop, Cambridge, MA. (\*Current doctoral research)

## **RESEARCH AWARDS**

Recipient of the Lloyd B. Short Award for Best Capstone Paper of the Year at the Humphrey School of Public Affairs (2014)

## **PROFESSIONAL ASSOCIATION MEMBERSHIP**

Labor and Employment Relations Association (LERA)

Association for Public Policy Analysis and Management (APPAM)

American Economic Association (AEA)

## **PUBLIC AND OTHER SERVICE**

### ***Journal Referee Service***

British Journal of Industrial Relations

### ***Committee Appointments***

Hiring Committee for the Student Personnel Coordinator at the Humphrey School of Public Affairs at the University of Minnesota Twin Cities (2015)