

# Andrew D. McGee

February 2026

Department of Economics  
University of Alberta  
Tory Building 8-14  
Edmonton, AB T6G 2H4

Office: Tory Building 7-18  
Email: [mcgee1@ualberta.ca](mailto:mcgee1@ualberta.ca)

## Current Appointments

Professor, University of Alberta, 2025 – present  
Research Fellow, Institute of Labor Economics (IZA), 2013 - present  
Faculty Affiliate, Alberta Centre for Labour Market Research, 2024 - present

## Prior Appointments

University of Alberta, Associate Professor (with tenure), 2016-2025  
Simon Fraser University: Assistant and Associate Professor (with tenure), 2010-2016  
Research Affiliate, Institute of Labor Economics (IZA), 2010-2013  
Faculty Associate, Center for Education Research and Policy, 2010-2017

*Parental leaves:* Winter 2016, Fall 2017

## Education

Ph.D. Economics, The Ohio State University, 2010  
M.A. Economics, The Ohio State University, 2005  
B.S.F.S. International Economics, Georgetown University, 1999

## Publications

- (18) “Measuring employers’ demand for personality traits in job ads” (with Vera Brenčič). *Journal of Economic Psychology*, 113, March 2026, 102887.  
<https://doi.org/10.1016/j.joep.2026.102887>
- (17) “Gender and race differences on incentivized personality measures” (with Peter McGee). *Frontiers in Behavioral Economics*, 4, April 2025.  
<https://doi.org/10.3389/frbhe.2025.1499464>
- (16) “Gender differences in reservation wages in search experiments” (with Peter McGee). *Labour Economics*, 94, June 2025, 102698. <https://doi.org/10.1016/j.labeco.2025.102698>
- (15) “Whoever you want me to be: personality and incentives” (with Peter McGee). *Economic Inquiry*, 62(3), 1268-1291, July 2024. Available from: <https://doi.org/10.1111/ecin.13220>
- (14) “Demand for personality traits, tasks, and sorting” (with Vera Brenčič). [Elsner, B.](#) and [Polachek, S.W.](#) (Ed.) *Big Data Applications in Labor Economics, Part A (Research in Labor Economics, Vol. 52A)*, Emerald Publishing Limited, Leeds, pp. 161-211. <https://doi.org/10.1108/S0147-91212024000052A024>
- (13) “Gender Differences in the Relationships between Research Impact and Compensation and Promotion: A Case Study Among PhD/PharmD Medical/Dental School Faculty” (with Lacy, P., Oswald, A., & Rosychuk, R. J.). *Canadian Journal of Higher Education*, 52(2), 96–122, August 2022.

- (12) “How Do Peers Impact Learning? An Experimental Investigation of Peer-to-Peer Teaching and Ability Tracking” (with Erik Kimbrough and Hitoshi Shigeoka). *Journal of Human Resources*, Vol. 57(1), pp. 304-339, January 2022.
- (11) “After the Tournament: Outcomes and Effort Provision” (with Peter McGee). *Economic Inquiry*, Vol. 57 (4), pp. 2125-2146, October 2019.
- (10) “Moving up or falling behind? Gender, promotions, and wages in Canada” (with Mohsen Javdani). *Industrial Relations: A Journal of Economy and Society*, Vol. 58 (2), pp. 189-228, March 2019.
- (9) “Labour market mobility and the early-career outcomes of immigrant men.” (with Mohsen Javdani). *IZA Journal of Development and Migration*, Vol. 8 (20), October 2018.
- (8) “Search, Effort, and Locus of Control.” (with Peter McGee). *Journal of Economic Behavior and Organization*, 126 (Part A), pp. 89-101, June 2016.
- (7) “Performance pay, competitiveness, and the gender wage gap: evidence from the United States.” (with Peter McGee and Jessica Pan). *Economics Letters*, Vol. 128, pp. 35-38, January 2015.
- (6) “Does Employer Learning Vary by Schooling Attainment? The Answer Depends on How Career Start Dates are Defined.” (with Audrey Light). *Labour Economics*, Vol. 32, pp. 57-66, January 2015.
- (5) “Employer Learning and the ‘Importance’ of Skills.” (with Audrey Light). *Journal of Human Resources*, Vol. 50 (1), pp. 72-107, January 2015.
- (4) “How the Perception of Control Influences Unemployed Job Search.” *Industrial and Labor Relations Review*, Vol. 68 (1), pp. 184-211, January 2015.
- (3) “Delegation and Consultation with Contingent Information.” *Journal of Institutional and Theoretical Economics*, Vol. 169 (2), pp. 229-252, June 2013.
- (2) “Cheap Talk with Two Senders and Complementary Information.” (with Huanxing Yang). *Games and Economic Behavior*, Vol. 79, pp. 181-191, May 2013.
- (1) “Skills, Standards, and Disabilities: How Youth with Learning Disabilities Fare in High School and Beyond.” *Economics of Education Review*, Vol. 30, pp. 109-129, February 2011.

## Working Papers

“The effects of entering gig work on the careers and retirement readiness of older workers” (with Kayla Layden\*).

## Work in progress

“Examining the effects of the Japanese internment in the United States using linked, longitudinal Census data” (with Charles Aina\* and Nida Arya\*).

\* = indicates current or former undergraduate student

## Seminars

University of Arkansas (2016), University of Alberta (2015, 2016), University of Manitoba (2013), Colgate University (2013), University of Richmond (2012), University of Victoria (2012), National University of Singapore (2012)

## Conference Presentations

Midwest Economics Association Meetings (2008, 2009, 2010)

Association for Education Finance and Policy Annual Conference (2011)

Society of Labor Economists Annual Meetings (2011, 2012, 2013, 2016)  
Economic Science Association International Meetings (2011, 2012, 2017)  
SWUFE International Workshop on Applied Microeconomics (2012)  
Canadian Economics Association Annual Meetings (2013, 2018)  
Southern Economics Association Annual Meetings (2013, 2014)  
Canadian Labour Market and Skills Research Network Annual Conference (2014)  
European Association of Labor Economists Annual Meetings (2014)  
Western Economics Association Annual Meetings (2016)  
IZA World Labor Conference (2018)  
5<sup>th</sup> IDSC of IZA Workshop: Matching Workers and Jobs Online (2022)  
Economics Society of Northern Alberta Outlook Conference (2022)  
Pre-ACLMR Labour Economics Workshop (2023)  
Alberta Centre for Labour Market Research (ACLMR) Launch Workshop (2024)

## Referee for

*Australian Economic Papers, Canadian Journal of Economics, Canadian Journal of Higher Education, Canadian Public Policy, China Economic Review, Economic Inquiry, Economics of Education Review, European Economic Review, Industrial and Labor Relations Review, Industrial Relations, International Economic Review, IZA Journal of Labor Economics, Journal of Behavioral and Experimental Economics, Journal of Economic Behavior and Organization, Journal of Economic Surveys, Journal of Human Resources, Journal of Labor Economics, Journal of Policy Analysis and Management, Journal of Population Economics, Journal of the Japanese and International Economies, Labour Economics, Management Science, PNAS Nexus, Review of Economics and Statistics, Scandinavian Journal of Economics, Scottish Journal of Political Economy, Social Sciences and Humanities Research Council of Canada, Southern Economic Journal*

## Teaching Experience

Instructor, University of Alberta

- Directed Research Project (Graduate), Summer 2015
- Intermediate Microeconomic Theory, Fall 2016, 2018, 2019 (x2), 2021, 2022, 2025 (x2), Winter 2020, 2023, 2024
- Introductory Econometrics, Winter 2017 (x2), Fall 2018, Winter 2019 (x2)
- Econometric Methods, Winter 2018
- Labour Economics, Winter 2020, 2022, 2023, 2024
- Advanced Microeconomic Theory, Fall 2021, 2022, 2023 (x2), 2024 (x2), 2025, Winter 2022

Instructor, Simon Fraser University

- Economics of Education, Fall 2010, Fall 2011, Spring 2013, Fall 2013, Fall 2015
- Applied Econometrics (Undergraduate), Fall 2010, Spring 2012
- Intermediate Microeconomic Theory, Spring 2011, Fall 2011, Fall 2012, Spring 2013, Fall 2013, Spring 2014, Spring 2015, Fall 2015
- Applied Econometrics (Graduate), Spring 2014, Spring 2015

Instructor, Ohio State University

- Principles of Microeconomics: Spring 2009
- Intermediate Microeconomic Theory: Winter 2010, Fall 2009, Winter 2009, Fall 2008, Summer 2006
- Economics of Social Issues: Spring 2008, Winter 2008, Spring 2007

- Elementary Econometrics: Spring 2010

## Student Supervision

University of Alberta:

Undergraduate students:

Charles Aina (2024, URI Undergraduate Research Stipend Award winner)

Adam Hussein (2018, Roger S. Smith Undergraduate Research Award winner)

PhD students:

Ashiqul Chowdhury (primary advisor, 2021-ongoing)

Yuhan Wang (Committee member, 2022-ongoing)

Yizhuang Sun (Committee member, 2022-ongoing)

Simon Fraser University MA Students:

Xiao Feng (senior supervisor, 2014)

Catherine Michaud-Leclerc (committee member, 2014)

## Professional Service

Special issue Co-editor, *Frontiers in Behavioral Economics*, 2023 - present

Department of Economics, University of Alberta

- Computer Services Committee (2016-2020)
- Chair Selection Committee (2016-2017, 2021-2022)
- Hiring Committee (2019-2020)
- Placement Officer (2019-2020)
- Library Coordinator (2021-2022)
- Teaching Committee, Chair (2022 - present)
- Micro Comprehensive Exam Committee (2023-2024)

Faculty of Arts, University of Alberta

- Arts Executive Committee (2022 - 2024)
- Nominations Committee (2022 - 2024)

University of Alberta

- General Faculties Council, Faculty of Arts Representative (2022 - 2024)
- GFC Nominations Committee (2022 - 2024)

Alberta Centre for Labour Market Research, University of Alberta

- Steering Committee Member (2024-present)

Faculty of Graduate Studies and Research, University of Alberta

- Canada Graduate Scholarships—Master's Adjudication Committee (2018-2019)

Association of Academic Staff University of Alberta

- Salary Equity Task Force (2017)

Department of Economics, Simon Fraser University

- Appointments Committee (2010-2011, 2014-2015)
- Computing Committee (2010-2011)
- Graduate Program Committee (2011-2012)
- Graduate Admissions Committee (2011-2012, 2015-2016)
- Seminar Committee (2012-2013, 2013-2014)
- Chair Selection Committee (2012-2013)
- Nominations Committee (2013-2014)

## Professional Experience

Intern, Economic Analysis Group, Department of Justice, June 2007-September 2007  
Graduate Teaching Associate, Ohio State University, September 2005-June 2010  
Surface Warfare Officer, United States Navy, 1999-2004

## **Grants**

Alberta Centre for Labour Market Research Knowledge Creation Grant, Principal Investigator, “Artificial intelligence, the demand for soft skills, and entry-level hiring”, 2025, \$29,040.

Alberta Centre for Labour Market Research Knowledge Creation Grant, Principal Investigator, “Facilitating research using ad-level data from Vicinity Jobs” with Leonard Goff, 2025, \$20,808.

Calgary Social Policy Collaborative, Principal Investigator, “Understanding Canada’s Gig Economy and Its Implications for Workers,” 2024, \$41,940.

Canadian Research Data Centre Network/Global Risk Institute Research Grant, Principal Investigator, “The implications of “gig” work for older Canadians,” 2022, \$22,300.

SSHRC Insight Development Grant, Principal Investigator, “Whoever you want me to be: personality and incentives” with Peter McGee, 2013-2015, \$49,370

SSHRC Insight Development Grant, Co-investigator, “The effects of competition & peer-to-peer teaching on learning” with Erik Kimbrough & Hitoshi Shigeoka, 2013-2015, \$72,530

SFU Small SSHRC Institutional Grant, Principal Investigator, “From Rival to Boss: Promotions with Continued Interaction” 2011, \$6,160

Metropolis British Columbia Research Grant, Principal Investigator, “Native-Immigrant Differences in Promotion Opportunities and the Role of Firms” with Mohsen Javdani 2011, \$15,000

President’s Research Start-up Grant, Simon Fraser University 2010, \$17,500

Endowed Research Fellowship, Simon Fraser University 2010, \$5,000

**Citizenship:** United States, Canada