

---

# The Journal of Human Resources

## Referees

### Volume 53

---

The Editors of the *Journal of Human Resources* wish to thank the following persons who served as manuscript reviewers between June 1, 2017 and May 31, 2018.

Björn Öckert	Silvia Helena Barcellos	Mariano Bosch
Daniel Aaronson	Andrew Barnes	Vincent Boucher
Joelle Abramowitz	Andrew Barr	John Bound
Anjali Adukia	Alan Barreca	Leah Boustan
Farzana Afridi	Felipe Barrera-Osorio	Margaret Brehm
Amanda Agan	Lisa Barrow	Erin Todd Bronchetti
Jorge M. Agüero	Alex Bartik	Charles C. Brown
Hie Joo Ahn	Mary Ann Bates	Jennifer Brown
Robert Ainsworth	Erich Battistin	Giorgio Brunello
Randall Akee	Natalie Bau	Kasey S. Buckles
Jenny Carson Aker	Stefan Bauernschuster	George Bulman
Richard Akresh	Nate Baum-Snow	Simon M. Burgess
Dionissi Aliprantis	Lori Beaman	Ian Burn
Martin Sparre Andersen	Simona Bejenariu-Tudor	Leonardo Bursztyn
Michael L. Anderson	Clive Belfield	Shawn D. Bushway
Rodney J. Andrews	Annette Bergemann	Matias Busso
Massimo Anelli	Peter Bergman	Kristin F. Butcher
Xiaoling Lim Ang	Samuel Berlinski	Patrick Button
Manuela Angelucci	James Berry	Tanya Byker
Heather Antecol	Eric P. Bettinger	Brian C. Cadena
Jesse Antilla-Hughes	Debopam Bhattacharya	Pierre Cahuc
Kate Antonovics	Nicola Bianchi	Lorenzo Cappellari
Maria Caridad Araujo	Stephen Billings	David Card
Eva Olimpia Arceo-Gomez	Marianne P. Bitler	Deven Carlson
Anne Ardila Brenøe	Martina Björkman	Pedro Carneiro
Sam Asher	David M. Blau	Mariana Carrera
Brian Asquith	David Blazar	Celeste K. Carruthers
Alison Aughinbaugh	Hoyt Bleakley	Maria Casanova
Chris Avery	Hans Bloemen	Benjamin L. Castleman
Ben Backes	Matteo Bobba	Sarah Cattan
Sarah Baird	Gustavo J. Bobonis	Stephanie Riegg Cellini
Rachel Baker	Christopher Bollinger	Bastien Chabé-Ferret
Briana Ballis	Teodora Boneva	Aaron Chalfin
Omar Bamieh	Jacob Bor	Stacey H. Chen
	Evan Borkum	Yuyu Chen

---

Arnaud Chevalier	Taryn Dinkelman	David E. Frisvold
Matthew Mark Chingos	Rebecca Dizon-Ross	Delia Furtado
Alberto Chong	Will Dobbie	S. Michael Gaddis
Garret Christensen	Carlos Dobkin	Lucie Gadenne
Eric Chyn	Yingying Dong	Yana Gallen
Damon Clark	Kirk Doran	Ina Ganguli
Damian Clarke	David Dorn	Alejandro Jorge Ganimian
Jeffrey Clemens	Benoit Dostie	Peter Ganong
Michael Clemens	Shaun Dougherty	Robert Garlick
Michael Bernard Coelli	William R. Doyle	Craig Garthwaite
Shawn Cole	Mark Duggan	Alex Gelber
Dylan Conger	Brian Duncan	Seth Gershenson
Marie Connolly	Valentina Duque	Michael Geruso
C. Justin Cook	Andrew Dustan	Rand Ghayad
Sean P. Corcoran	Avraham Y. Ebenstein	Chloe Gibbs
Brice Corgnet	Alex Eble	Matthew Gibson
Lucia Corno	Eric V. Edmonds	Dora T. Gicheva
Christopher Cornwell	Kathryn Anne Edwards	David Gill
Kalena E. Cortes	Anna Egalite	Xavier Gine
Patricia Cortes	Pablo Egana Del Sol	Michela Giorcelli
Charles Courtemanche	Karen Eggleston	Laura Giuliano
James Cowan	Todd Eric Elder	Steven M. Glazerman
Gordon Dahl	Benjamin Elsner	Paul Glewwe
Anna Piil Damm	Herb Emery	Albrecht Glitz
Michael Darden	Ozkan Eren	Susan Godlonton
Rajeev Darolia	Katherine Eriksson	Ezra Golberstein
Jonathan Martin Villars Davis	Stefan Eriksson	Jessica Goldberg
Meltem Daysal	Bilge Erten	Joshua Goodman
Giacomo de Giorgi	William N. Evans	Sarena Goodman
David de la Croix	Raissa Fabregas	Andrew Goodman-Bacon
Marta De Philippis	Gabrielle Fack	Erik Grönqvist
Damien De Walque	Robert Fairlie	David C. Grabowski
Sandra L. Decker	Francesco Fasani	David A. Green
Thomas Dee	James Feigenbaum	Andrew Griffen
Emilia Del Bono	Jan Feld	Amanda L. Griffith
Jeffrey T. Denning	Li Feng	Jason A. Grissom
Kevin J. Denny	Marian Vidal Fernandez	Jeffrey A. Groen
Briggs Depew	Ada Ferrer-i-Carbonell	Jevay Grooms
Catherine Deri Armstrong	Bernd Fitzenberger	Tal Gross
Manasi Deshpande	Maria Fitzpatrick	Michel Grosz
Jeffrey DeSimone	Jason Fletcher	Melanie Guldi
Mesmin Destin	Margherita Fort	Nils Gutacker
Lisa Dettling	Gigi Foster	Camille Hémet
Michele Di Maio	Brigham R. Frandsen	Martin Hackman
Christina Diaz	Matthew Freedman	Youjin Hahn
Michael Dinerstein	Eric Baird French	Timothy J. Halliday
	Willa Friedman	Michael Handel

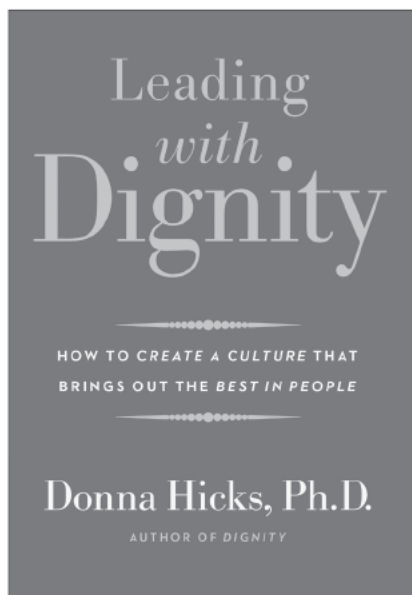
Maria Hanratty	Gueorgui Kambourov	Phillip B. Levine
Eric A. Hanushek	Jonathan Kaminski	Ethan G. Lewis
Douglas N. Harris	Jennifer Kane	Hongbin Li
Cassandra Marie Doll Hart	Timothy Kane	Andreas Lichter
Alex Xi He	Ethan Kaplan	Dean R. Lillard
Rachel Heath	Kanika Kapur	William Lincoln
Jennifer Heerwig	Mounir Karadja	Mikael Lindahl
Bradley T. Heim	Krzysztof Karbownik	Jason M. Lindo
Jennifer Heissel	Katja Maria Kaufmann	Constance A. Lindsay
Sara Heller	Neeraj Kaushal	Molly Lipscomb
Erik Hembre	Harounan Kazianga	Stephan Litschig
Steven W. Hemelt	David Keiser	Benjamin Lockwood
Mariesa Herrmann	William Kerr	Susanna Loeb
Brad Hershbein	Jason Kerwin	Katrine V. Loken
Melissa Hidrobo	Pinar Keskin	Leonard M. Lopoo
Nathaniel Hilger	Hyuncheol Bryant Kim	Michael Lovenheim
Barry T. Hirsch	Ju Hyun Kim	Sara Lowes
Randi Hjalmarsson	Joshua Kinsler	Shrangent Loyalka
Thomas Hoe	Martina Kirchberger	Susan Lu
Mark Hoekstra	Kristin Klopfenstein	Darren Lubotsky
Mitchell Hoffman	Jochen Kluge	Margaux Luflade
Joanne W. Hsu	Thomas J. Kniesner	Petter Lundborg
Fali Huang	Melissa Knox	Sai Luo
Mai Hubbard	Cory Koedel	Lester Lusher
Sally Hudson	Michael Stephens Kofoed	Hugh Macartney
Mathias Huebener	Florence Kondylis	Stephen Machin
Iftikhar Hussain	Andreas Ravndal Kostøl	Katherine A. Magnuson
Joshua Hyman	Andreas Kotsadam	Alexey Makarin
Scott Imberman	Matthew A. Kraft	Ofer Malamud
Clement Imbert	Daniel Kreisman	Irene Mammi
Michael A. Insler	Evan Plous Kresch	Colleen Flaherty Manchester
Radha Iyengar	Adriana D. Kugler	Dayanand Manoli
Lakshmi Iyer	Peter Kuhn	Richard Mansfield
Kelsey Jack	Elira Kuka	Miriam Marcen
Mireille Jacobson	Aitor Lacuesta	Michelle Marcus
Simon Jaeger	Jeanne Lafortune	Mindy Marks
Jyotsna Jalan	Joanna N. Lahey	Claudia Martinez
Jonathan Garry James	Sara LaLumia	Paco Martorell
Julian Jamison	Kevin Lang	Ben Marx
Jade Marcus Jenkins	Kurt Lavetti	Keith Marzilli Ericson
Peter Jensen	Victor Lavy	Jordan D. Matsudaira
Christopher Jepsen	Timothy Layton	Eric Maurin
David William Johnston	Ajin Lee	Bhashkar Mazumder
Nicholas Jolly	Soohyung Lee	Fabrizio Mazzonna
Daniel B. Jones	Lars J. Lefgren	Isaac Mbiti
Theodore J. Joyce	Jessica Leight	Ian McCarthy
	Gianmarco Leon	

Margaret McConnell	Serkan Ozbeklik	Jonathan Robinson
Patrick J. McEwan	Umut Ozek	Sylvia Robles
Isaac McFarlin	Owen Ozier	William M. Rodgers III
Andrew McGee	Lindsay C. Page	Mauricio Romero
Peter McHenry	Lionel Page	Maria Rosales-Rueda
Melissa McInerney	Marianne E. Page	Daniel Rosenblum
Terra McKinnish	Jessica Pan	Matthew B. Ross
Sandra McNally	Juan Pantano	Stephen L. Ross
Robyn Meeks	Nicholas W. Papageorge	Martín Rossi
Jonathan Meer	John P. Papay	Sefi Roth
Silvia Mendolia	Kerry L. Papps	Jesse Rothstein
Michael Meuller-Smith	Matthias Parey	Heather Royer
Douglas L. Miller	WooRam Park	Joakim Ruist
Sarah Miller	Susan W. Parker	Odd Rune Straume
Joshua Mitchell	Luigi Pascali	Derek Rurty
Oscar A. Mitnik	Zhuan Pei	John Sabelhaus
Nikolas Mittag	Michele Pellizzari	Joseph J. Sabia
Alejandra Mizala	Cecilia Peluffo	Nicholas J. Sanders
Robert Moffitt	Ricardo Perez-Truglia	Cezar Santos
Alan C. Monheit	Uros Petronijevic	Itay Saporta-Eksten
Timothy Moore	Brian J. Phelan	Tim R. Sass
Sankar Mukhopadhyay	Justin Pierce	Jessamyn Schaller
Richard Murphy	Rodrigo Ribeiro Pinto	Jeffrey C. Schiman
Matthew Naven	Erik Plug	Analia Schlosser
Rodolfo M. Nayga, Jr.	R. Vincent Pohl	Ian Schmutte
Christopher Neilson	Solomon W. Polachek	Kevin T. Schnepel
Arash Nekoei	Anne Polivka	Juanna Schrøter Joensen
David Neumark	David Powell	Lauren Schudde
Austin Nichols	Nishith Prakash	Lisa Schulkind
Helena Skyt Nielsen	Anne Preston	Hannes Schwandt
Peter Nilsson	Joseph Price	Judith Scott-Clayton
Emily Nix	Victoria Prowse	Seth Seabury
Patrick Nolen	Patrick Alexander Puhani	Richard Alan Seals
Takako Nomi	Javaeria Qureshi	Bruce Alan Seaman
Paul Novosad	Birgitta Rabe	Sheetal Sekhri
Ana Nuevo-Chiquero	Ishita Rajani	Almudena Sevilla Sanz
Martin Nybom	Neel Rao	Gopi Shah Goda
Martin Olszen	Randall Reback	Adi Shany
Hessel Oosterbeek	Sarah J. Reber	Kartini Shastry
Philip Oreopoulos	Daniel I. Rees	Olga Shemyakina
Sandra Orozco-Aleman	Stephanie Rennane	Na'ama Shenhav
Chiara Orsini	Brandon Restrepo	Slesh Shrestha
Una Okonkwo Osili	Jessica Wolpaw Reyes	Zahra Siddique
Ben Ost	Evan Riehl	Thomas Siedler
Emily Oster	Kevin Rinz	Hans Henrik Sievertsen
Amine Ouazad	David Rivers	David Silver
Emily Owens	Steven G. Rivkin	Kosali I. Simon

Marianne Simonsen	Harsha Thirumurthy	Robert R. Weathers II
David P. Sims	Owen Thompson	Douglas A. Webber
Perry Singleton	Stephan Lothar Thomsen	Dinand Webbink
Oskar Nordström Skans	Christopher Timmins	Shu Lin Wee
Meghan Skira	Anja Karolina Tolonen	Emily Weimers
Peter Skogman Thoursie	Emma Tominey	Jennie Wenger
Jeffrey Andrew Smith	Lesley J. Turner	James E. West
Justin Smith	Matthew Turner	Martin West
Aaron Sojourner	Cody Tuttle	Laura R. Wherry
Benjamin D. Sommers	John H. Tyler	Joshua Wilde
Isaac Sorkin	Sergio Urzua	Kevin Williams
Dean Spears	Mallory Carlson Vachon	Riley Wilson
Jamin Speer	Christine Valente	Tanya Wilson
Matthew Staiger	Wilbert van der Klaauw	John Virgil Winters
Kevin Stange	Clementine Van Effenterre	Matt Wiswall
Stefan Staubli	Reyn Van Ewijk	Matthew Wiswall
Jenna Stearns	Gregory Veramendi	Simon Woodcock
Bryce Steinberg	Martina Viarengo	Ansgar Wuebker
Melvin Stephens	Chris Vickers	James Wyckoff
Ann Huff Stevens	Marian Vidal-Fernandez	Danny Yagan
Katrien Stevens	Jacob Vigdor	Olga Yakusheva
Megan T. Stevenson	Johan Vikstrom	Shintaro Yamaguchi
Todd Stinebrickner	Tom Vogl	David Yanagizawa-Drott
Bjarne Strom	Sonia Vogt	Noam Yuchtman
Bryan Stuart	Hans-Martin von	Mary Zaki
Jan Stuhler	Gaudecker	Madeline Zavodny
Sandip Sukhtankar	Kelly Vosters	Dan Zeltzer
Paul Sullivan	Mark Edward Votruba	Junsen Zhang
Michael Svarer	Glen R. Waddell	Xiaobo Zhang
Olive Sweetman	Fabian Waldinger	Nicolas Ziebarth
Marcus Tamm	Christopher Walters	Laura Zimmerman
Alessandro Tarozzi	Marianne Wanamaker	Seth Zimmerman
Harold Tauchmann	Fan Wang	Julie Zissimopoulos
Lowell J. Taylor	Shing-Yi Wang	Ulf Zolitz
Rusty Tchernis	Yongxiang Wang	Wenbo Zou
Nathan Tefft	Tara Watson	Andrew Zuppann

yalebooks

**Leading  
with Dignity**  
*How to Create a Culture  
That Brings Out the  
Best in People*  
**Donna Hicks, Ph.D.**



Also by Donna Hicks:

**Dignity**  
*Its Essential Role in Resolving Conflict*  
Paperback



“Donna Hicks articulates for business leaders not only a grand concept but also a practical framework for strengthening corporate culture by recognizing and promoting the inherent value in each employee.”—Kenneth C. Frazier, Chairman and CEO, Merck & Co., Inc.

“*Leading with Dignity* conveys a simple, but powerful message: people want to be treated well, and when they are, it brings out the best in them.”—Jon Gordon, author of *The Energy Bus* and *The Power of Positive Leadership*

“Corporate codes of ethics list treating people with dignity as a core value. Hicks’s book *Leading with Dignity* brilliantly explains its meaning through practical steps resulting in an ethical culture.”—W. Michael Hoffman, Executive Director of the Center for Business Ethics, Bentley University

Yale UNIVERSITY PRESS  
[www.YaleBooks.com](http://www.YaleBooks.com)