

DEBORAH MARION WEISS

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EMPLOYMENT

Northwestern Pritzker School of Law, *Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, School of Law* (Fall 2012-present)
University of Texas-Austin, *Visiting Scholar, McCombs School of Business* (Fall 2010-present); *Research Fellow, Center for Law, Business and Economics* (Spring 2008-Spring 2010); *Lecturer, School of Law* (Spring 2006-Fall 2007); *Visiting Scholar, School of Law* (Fall 2000-Spring 2001)
George Mason University, *Associate Professor of Law* (Fall 1999-Spring 2000)
University of Southern California, *Visiting Associate Professor of Law and Olin Fellow* (Fall 1998-Spring 1999)
New York University, *Visiting Associate Professor of Law* (Spring 1997-Spring 1998)
Stanford University, *Associate Professor of Law* (1992-99); *Assistant Professor of Law* (1989-92); *Research Fellow, Olin Program in Law and Economics* (1989-90)

EDUCATION

Harvard University, Department of Economics, M.A. (March 1988)
Columbia Law School, J.D. (May 1983)
Articles Editor, Columbia Law Review
Yale College, B.A., cum laude, Philosophy (May 1980)

CURRENT RESEARCH

Sectoral and Occupational Differences in the Role of Elite Credentials in Economic Mobility

Graduates of elite institutions have high average lifetime earnings and are overwhelmingly drawn from affluent families. Elite credentials thus seem to be exacerbating economic inequality and mobility. Yet a large body of anecdotal evidence suggests that the market for highly-paid software engineers relies far more on evidence of skills than on elite credentials. This study examines occupational differences in employer reliance on elite credentials and attempts to identify causal mechanisms for these differences.

Criminal Records, Hiring, and Job Performance

The sparse previous research on criminal records and job performance has relied on observational data. In this study we exploit an employer's voluntary shift to a ban on pre-offer criminal records inquiries to examine the effect of a criminal record on the subsequent performance of hired individuals.

De-biasing: A Systematic Study

(with Matthew Spitzer) The study examines techniques for reducing bias in personnel decisions against outgroups such as women and minorities. We develop an experimental framework that extends the previous literature by (i) allowing comparison of different debiasing techniques; (ii) providing more realistic incentives; and (iii) exploring the value of diversity-neutral techniques (i.e. ones that do not explicitly target bias against specific outgroups) in reducing bias, with the goals of improving overall personnel decisionmaking, reducing multiple biases simultaneously, and eliminating the backlash that sometimes results from debiasing techniques explicitly focused on outgroups

The Value of Psychological Tests in Predicting Work Outcomes

(with the University of Texas Medical Branch). This study develops psychometric test battery for use in pre-employment hiring on the largest scale to date. These tests will measure predictive value of personality, cultural fit, and ability.

The Legal Regulation of the Employment Relationship

Create novel and detailed data set of state employment laws to exploit variations among them to investigate the extent to which employment law affects economic activity and the historical origins of differences in state legal regimes.

PUBLICATIONS AND WORKING PAPERS

Sexual Harms without Misogyny, forthcoming UNIVERSITY OF CHICAGO LAW FORUM (2019)

Criminal Background and Job Performance (with Dylan Minor and Nicola Persico), IZA JOURNAL OF LABOR POLICY 7:8 (2018)

All Work Cultures Discriminate, 24 HASTINGS WOMEN'S LAW JOURNAL 247 (FALL 2012)

A Grudging Defense of Wal-Mart v. Dukes, 24 YALE JOURNAL OF LAW AND FEMINISM 119 (2012)

The Impossibility of Agnostic Discrimination Law, 2011 UTAH LAW REVIEW 1677

The Annoyingly Indeterminate Effects of Sex Differences, 19 TEXAS JOURNAL OF WOMEN AND THE LAW 99 (2010)

Hidden Taxes and Representative Government: The Political Economy of the Ramsey Rule (with Susanne Lohmann), 30 PUBLIC FINANCE REVIEW 579 (2002)

The Regulation of Funded Social Security, 64 BROOKLYN LAW REVIEW 993 (1998)

Worker Ownership and Retirement Security, in EMPLOYEE REPRESENTATION IN THE EVOLVING AMERICAN WORKPLACE: ALTERNATIVES/SUPPLEMENTS TO COLLECTIVE BARGAINING (1998) (Kluwer)

Liberal Estate Tax Policy, 51 TAX LAW REVIEW 403 (1996)

Prudent Risks for Anxious Workers (with Marc Sgaraglino), 1996 WISCONSIN LAW REVIEW 1175 (1996)

A Political Theory of Corporate Taxation (with Jennifer Arlen), 105 YALE LAW JOURNAL 325 (1995). This paper was chosen as one of the best corporate law articles of 1995, and reprinted in the 1996-97 CORPORATE PRACTICE COMMENTATOR.

Tax Incentives Without Inequity, 41 U.C.L.A. LAW REVIEW 1949 (1994)

Can Capital Tax Policy Be Fair? Stimulating Savings Through Differentiated Tax Rates, 78 CORNELL LAW REVIEW 206 (1993)

Paternalistic Pension Policy: Psychological Evidence and Economic Theory, 58 UNIVERSITY OF CHICAGO LAW REVIEW 1275 (1991), reprinted in INTERDISCIPLINARY READER ON LABOR AND EMPLOYMENT LAW (Estreicher and Schwab, eds.)

RECENT CONFERENCE AND SEMINAR PRESENTATIONS

Indiana University Robert H. McKinney School of Law (October 2018)
University of Chicago School of Law (October 2018)
Association for Public Policy Analysis and Management (October 2017)
Society of Labor Economists (May 2017)
Northwestern University School of Law (December 2016)
Northwestern University School of Law and Loyola University Chicago School of Law, Labor and Employment Law Colloquium (September 2012)
University of Virginia School of Law (April 2011)
University of Texas-Austin McCombs School of Business (March 2011)
University of Texas-Austin McCombs School of Business (March 2010)
University of Texas-Austin School of Law (October 2009)
Vanderbilt University Law School (April 2009)
University of Texas-Austin School of Law (October 2008)
Indiana University-Bloomington School of Law (October 2007)
University of Wisconsin-Madison School of Law (October 2007)
University of Texas-Austin School of Law (March 2007)
Emory University School of Law (December 2006)

RESEARCH FIELDS OF INTEREST

Employment law and economics, diversity, personnel economics, education and workforce development, behavioral psychology and economics, employee benefits

TEACHING EXPERIENCE

Broad variety of law school courses in Employee Benefits, Employment Law, Employment Discrimination, Tax, Securities Law, Finance Theory.
Introductory microeconomics for undergraduates.