

# Herman Sahni

Baldwin Wallace University  
School of Business  
Kamm Building  
Berea, OH 44017

Phone: (440) 826-3747  
Email: [hsahni@bw.edu](mailto:hsahni@bw.edu)  
Webpage: [hermansahni.com](http://hermansahni.com)  
Homepage: [bw.edu/academics/bios/sahni-herman](http://bw.edu/academics/bios/sahni-herman)

## Interests

Labor and Health economics.

## Employment

Baldwin Wallace University

*Assistant Professor of Economics and Finance*: 2016–present [ 1 year, 9 months ].

## Education

Ph.D. Economics, Northern Illinois University, 2016.

M.A. Labor & Employment Relations, University of Cincinnati, 2003

M.A. Business Economics, University of Madras, 2001

B.Com., University of Madras, 1999.

## Publications

### *Journal*

1. Sahni, Herman and Christian Nsiah. (2018). **The Impact of Firm Financial Efficiency on Executive Compensation of United States Apparel Stores Industry: An Application of Panel Data Envelopment Analysis.** *International Business Research*, 11(6), pp 165–184. doi: <https://doi.org/10.5539/ibr.v11n6p165>.

### *Book Chapters*

1. **Economic value of agro waste in developing countries** In: Benjamin K. Simpson, Ebenezer M. Kwofie, and Alberta N. Aryee, *Byproducts from Agricultural and Fisheries: Adding Value for Food, Feed, Pharma and Fuels* by John Wiley & Sons, NJ (in production) with Suresh Paul.

## Research papers

### *Working Papers*

1. **Climate Shock and Domestic Violence** with Esha Sinha, 2017.  
*presented at* Population Association of America [2018].
2. **The Effect of Electrification on Childhood Education in India** with Esha Sinha, 2017.  
*presented at* American Economic Association [2018].
3. **The Effect of Caring for Older Family Members on Younger Individuals' Labor Market Outcomes**, with Virginia Wilcox 2016.  
*presented at* Midwest Economic Association [2016] and Western Economic Association [2017].
4. **Boys and Girls have Different Friends: Gender Differences in CEO Network and Wage Premiums** with Suresh Paul, 2016.  
*presented at* Western Economic Association [2015] and Financial Management Association [2015].
5. **Sociability Capital and the Gender Wage Gap**, 2015.  
*presented at* Southern Economic Association [2013], Northern Illinois University ECONference [2014], Western Economic Association [2014], and Illinois Economic Association [2014].
6. **Women in Top Management and Job Self Selection** with Suresh Paul, 2010.  
*presented at* Financial Management Association [2009], Southern Economic Association [2010], and Midwest Economic Association [2017].

## Teaching

Health economics, Corporate Finance, Labor economics, Econometrics, and Microeconomics.

## Memberships

Committee on the Status of Women in the Economics Profession (CSWEP), American Economic Association (AEA), and Midwest Economics Association (MEA).

## Grants

Department of Health, State of Illinois awarded to coauthor [Virginia Wilcox] for the paper, "The Effect of Caring for Older Family Members on Younger Individuals' Labor Market Outcomes."

## Selected recognitions

*at Northern Illinois University:* Dissertation Completion Fellowship [2014], Outstanding Graduate Scholar, Division of Research [2013], and La Tourette Research Scholarship, Department of Economics [2014].

## Service

### *Panel Speaker*

“Advice for Job Seekers,” Midwest Economics Association, Cincinnati, OH [Mar 31, 2017].

### *Invited Speaker*

Northern Illinois University’s PhD Labor Market Analysis Course.

- Signaling and Occupational Self Selection [Mar 21, 2012].
- Human Capital versus Signaling Theory [Nov 26, 2013].

University of Kentucky’s Preparing Future Faculty (PFF) Program [Feb 14, 2017].

### *Session chair or discussant*

Midwest Economics Association, Southern Economic Association, and Western Economic Association.