

HERMAN SAHNI

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Department of Economics, Finance, & Analytics
Carmel-Boyer School of Business
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ACADEMIC POSITIONS

Baldwin Wallace University, Department of Economics, Finance, & Analytics

Associate Professor with tenure, 2022-.

Coordinator of Economics, 2022-.

Assistant Professor, 2016-2022.

Northern Illinois University, Department of Economics, Research and Teaching Assistant, 2010-2016.

Binghamton University, Department of Finance, Research and Teaching Assistant, 2005-2009.

EDUCATION

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

Dissertation Title: “Economics of Network, Gender, and CEO Compensation”.

Committee: Virginia Wilcox (chair), Eliakim Katz, Maria Ponomareva

Ph.D. (ABD) Finance, Binghamton University, 2009.

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

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

B.Com., University of Madras, India, 1999.

RESEARCH INTERESTS

Labor, Health, Applied Microeconomics

PEER-REVIEWED PUBLICATIONS

- [1] Reema Gulati, Kabir Gulati, Naim Alkhouri, Herman Sahni, Maroun Mhanna, David Kaelber, Hafiza Durrani, and Roamaa Suri. “Missed Opportunities in Guideline-based Fatty Liver Screening among 3.5 million children”. In: *Academic Pediatrics* (2024). DOI: [10.1016/j.acap.2024.01.019](https://doi.org/10.1016/j.acap.2024.01.019).
- [2] Emilia Lombardi and Herman Sahni. “The Impact of Anti-discrimination Legislation on Transgender People within the USA”. In: *Sexuality Research and Social Policy* 1 (2023), pp. 76–85. DOI: [10.1007/s13178-023-00851-x](https://doi.org/10.1007/s13178-023-00851-x).
- [3] Herman Sahni, Christian Nsiah, and Bichaka Fayissa. “Tourism Specialization, Growth Stage, and Economic Growth”. In: *Tourism Economics* 29.6 (2022), pp. 1533–1550. DOI: [10.1177/13548166221111311](https://doi.org/10.1177/13548166221111311).
- [4] Virginia Wilcox and Herman Sahni. “The Effects on Labor Supply of Living with Older Family Members Needing Assistance with Activities of Daily Living”. In: *Journal of Family and Economic Issues* (forthcoming) (2022). DOI: [10.1007/s10834-022-09880-x](https://doi.org/10.1007/s10834-022-09880-x).

- [5] Herman Sahni, Christian Nsiah, and Bichaka Fayissa. “Institutional Quality, Infrastructure and Economic Growth in Africa”. In: *Journal of African Development* 22.1 (Sept. 2021). Special issue on Infrastructure & Finance in Africa, pp. 7–37. DOI: [10.5325/jafrideve.22.1.0007](https://doi.org/10.5325/jafrideve.22.1.0007).
- [6] Herman Sahni, Christian Nsiah, and Bichaka Fayissa. “The African Economic Growth Experience and Tourism Receipts: A Threshold Analysis and Quantile Regression Approach”. In: *Tourism Economics* 27.5 (Aug. 2021), pp. 915–932. DOI: [10.1177/1354816620908688](https://doi.org/10.1177/1354816620908688).
- [7] Herman Sahni and Christian Nsiah. “The Impact of Firm Financial Efficiency on Executive Compensation of United States Apparel Stores Industry: An Application of Panel Data Envelopment Analysis”. In: *International Business Research* 11.6 (May 2018), pp. 165–184. DOI: [10.5539/ibr.v11n6p165](https://doi.org/10.5539/ibr.v11n6p165).

BOOKS AND CHAPTERS

- [1] Herman Sahni and Suresh Paul. “Economic value of agro waste in developing countries In: *Byproducts from Agricultural and Fisheries: Adding Value for Food, Feed, Pharma and Fuels*”. In: ed. by Benjamin K. Simpson, Alberta N. Aryee, and Fidel Toldrá. Vol. 2. John Wiley & Sons, NJ, Oct. 2019. Chap. 25, pp. 201–213. ISBN: 978-1-119-38397-0. DOI: [10.1002/9781119383956.ch25](https://doi.org/10.1002/9781119383956.ch25).

REVISE AND RESUBMIT

- [1] Herman Sahni, Christian Nsiah, and Bichaka Fayissa. “Revisiting Nonlinearities in the Quality of Economic Growth Story and the Age Dependency Impact in Africa”. In: *Journal of African Development*. 2023.

WORKING PAPERS

- [1] Herman Sahni and Esha Sinha. *Climate Shock and Domestic Violence*. 2022.
- [2] Herman Sahni and Suresh Paul. *Sociability Capital and Gender Wage Gap*. 2019. DOI: [10.2139/ssrn.3346955](https://doi.org/10.2139/ssrn.3346955).
- [3] Herman Sahni, Suresh Paul, and Laert Fejzullari. *Another Gender Disparity in the C-Suite: Do Beauty Premiums differ between Male and Female CEOs*. 2018.
- [4] Herman Sahni, Suresh Paul, and Esha Sinha. *The Effect of Electrification on Childhood Education in India*. 2018.
- [5] Herman Sahni and Suresh Paul. *Women in Top Management and Job Self Selection*. 2017. DOI: [10.2139/ssrn.2870673](https://doi.org/10.2139/ssrn.2870673).
- [6] Herman Sahni and Suresh Paul. *Boys and Girls have Different Friends: Gender Differences in CEO Network and Wage Premiums*. 2015. DOI: [10.2139/ssrn.2850666](https://doi.org/10.2139/ssrn.2850666).
- [7] Herman Sahni, Suresh Paul, and Xue Wang. *Corporate Governance Provisions: Do Repeal Matter?* 2013.
- [8] Herman Sahni and Suresh Paul. *Do Shareholders Agree With ISS? Evidence from ISS Vote Recommendations*. 2009.

EDITORIAL SERVICE

Referee for Healthcare (2), Behavioral Sciences, Transgender Health, International Journal of Environmental Research and Public Health, Economies (2), Journal of Industrial and Business Economics (Economia E Politica Industriale), Journal of African Development, Cogent Food & Agriculture (2), Cogent Economics & Finance (2).

ACADEMIC CONFERENCE PRESENTATIONS

- [1] *Revisiting Nonlinearities in the Quality of Economic Growth Story and the Age Dependency Impact in Africa*. The 137th Allied Social Sciences Association meeting, Online, 2022.
- [2] *Climate Shock and Domestic Violence*. The 136th American Economic Association meeting, Online, Jan. 2021.
- [3] *The Effect of Elder Caregiving on Labor Market Outcomes*. The 85th Midwest Economics Association meeting, Online, Mar. 2021.
- [4] *Institutional Quality, Infrastructure and Economic Growth in Africa*. The 135th Allied Social Sciences Association meeting, San Diego, CA, USA, 2020.
- [5] *Revisiting the Short and Long-run Impacts of Trade Openness: The African Growth Experience*. The 134th Allied Social Sciences Association meeting, Philadelphia, PA, USA, 2019.
- [6] *The African Growth Experience and Tourism Receipts: A Threshold Analysis and Quantile Regression Approach*. The 133rd Allied Social Sciences Association meeting, Philadelphia, PA, USA, 2018.
- [7] *Another Gender Disparity in the C-Suite: Do Beauty Premiums differ between Male and Female CEOs*. The 82nd Midwest Economics Association meeting, Evanston, IL, USA, 2018.
- [8] *Another Gender Disparity in the C-Suite: Do Beauty Premiums differ between Male and Female CEOs*. The 44th Eastern Economic Association meeting, Boston, MA, USA, 2018.
- [9] *Climate Shock and Domestic Violence*. The 88th Population Association of America meeting, Denver, CO, USA, 2018.
- [10] *The Effect of Electrification on Childhood Education in India*. The 133rd American Economic Association meeting, Philadelphia, PA, USA, 2018.
- [11] *Women in Top Management and Job Self Selection*. The 81st Midwest Economics Association meeting, Cincinnati, OH, USA, 2017.
- [12] *The Effect of Caring for Older Family Members on Younger Individuals' Labor Market Outcomes*. The 95th Western Economic Association meeting, San Diego, CA, USA, 2017.
- [13] *The Effect of Caring for Older Family Members on Younger Individuals' Labor Market Outcomes*. The 80th Midwest Economics Association meeting, Evanston, IL, USA, 2016.
- [14] *Boys and Girls have Different Friends: Gender Differences in CEO Network and Wage Premiums*. The 93rd Western Economic Association meeting, Waikiki, HI, USA, 2015.
- [15] *Boys and Girls have Different Friends: Gender Differences in CEO Network and Wage Premiums*. The 45th Financial Management Association meeting, Orlando, FL, USA, 2015.
- [16] *Sociability Capital and the Gender Wage Gap*. The 92nd Western Economic Association meeting, Denver, CO, USA, 2014.
- [17] *Sociability Capital and the Gender Wage Gap*. The 44th Illinois Economic Association meeting, Chicago, IL, USA, 2014.
- [18] *Sociability Capital and the Gender Wage Gap*. The 1st Northern Illinois University ECONference meeting, Dekalb, IL, USA, 2014.
- [19] *Sociability Capital and the Gender Wage Gap*. The 85th Southern Economic Association meeting, Tampa, FL, USA, 2013.

- [20] *Corporate Governance Provisions: Do Repeal Matter*. The 46th Eastern Finance Association meeting, Miami Beach, FL, USA, 2010.
- [21] *Women in Top Management and Job Self Selection*. The 82nd Southern Economic Association meeting, Atlanta, GA, USA, 2010.
- [22] *Women in Top Management and Job Self Selection*. The 39th Financial Management Association meeting, Reno, NV, USA, 2009.

GRANTS AND SPONSORED PROJECTS

Nonlinearities in the Impact of Public-Private Infrastructure Investments on the Long-run Economic Growth: Evidence from African Countries, Baldwin Wallace University's Boesel Faculty Fund, \$750.

Indian Demonetization and Bank Shareholder Wealth Effects, Baldwin Wallace University's Boesel Faculty Fund, \$1,323.46.

Climate Shock and Domestic Violence, Baldwin Wallace University's Boesel Faculty Fund, \$3,075.

The Impact of Firm Financial Efficiency on Executive Compensation of United States Apparel Stores Industry: An Application of Panel Data Envelopment Analysis, Baldwin Wallace University's Boesel Faculty Fund, \$300.

Travel Grant – 2018 (2), 2017 (2).

INVITED SPEAKING ENGAGEMENTS AND GUEST LECTURES

- [1] *Guest Lecturer, On the Use of MS Excel for Higher Ed Administrators*. Baldwin Wallace University's MA Leadership and Higher Education Program - Funding & Finance Course. Mar. 2023.
- [2] *Campus Climate Study on Sexual Misconduct*. Baldwin Wallace University, OH. Sept. 2018.
- [3] *Introduction to Finance and Bloomberg for High School Students*. Baldwin Wallace University, Berea, OH. President's Day Preview Program. Feb. 2018.
- [4] **Invited panel member**, *Advice for Job Seekers*. Midwest Economics Association conference, Cincinnati, OH. Mar. 2017.
- [5] **Invited Speaker**, *New Faculty Member in a Liberal Arts Institution*. University of Kentucky Preparing Future Faculty (PFF) Program. Feb. 2017.
- [6] *Guest Lecturer, Human Capital versus Signaling Theory*. Northern Illinois University's PhD Labor Market Analysis Course. Nov. 2013.
- [7] *Guest Lecturer, Signaling and Occupational Self Selection*. Northern Illinois University's PhD Labor Market Analysis Course. Mar. 2012.

HONORS AND AWARDS

Dayton C. Miller Inductee Most Influential Professor, Baldwin Wallace University, 2020, 2019, 2017.

Dissertation Completion Fellowship, Northern Illinois University, 2015.

La Tourette Scholarship in Economics, Northern Illinois University, 2014.

Outstanding Graduate Student, Graduate School, Northern Illinois University, 2014.

Outstanding Graduate Scholar, Division of Research and Graduate Studies, Northern Illinois University, 2013.

SERVICE TO PROFESSION, UNIVERSITY, SCHOOL, & DEPARTMENT

Profession

Liaison, Committee on the Status of Women in Economics Profession (2022-)
Conference Session Chair, Midwest Economic Association (2021, 2017, 2016), Western Economics Association (2017, 2015, 2014), Southern Economics Association (2013).
Conference Discussant, Midwest Economic Association (2021, 2017, 2016, 2015), Western Economics Association (2017, 2015, 2014), Southern Economics Association (2013), Financial Management Association (2009, 2006).

Baldwin Wallace University

University Curriculum Committee (2023-).
Core Curriculum Committee (2018-2022).
Honors Advisory Council, Chair (2019-2022), Member (2016-2017).
Quantitative Literacy Undergraduate Learning Outcomes Committee (2020-2021, Spring 2023).
Transfer Credit for International Student Committee (2019).
Researcher, University's Campus Climate Study on Sexual Misconduct (2016-2020).
Reviewer, Ovation Student Projects (2017, 2021).

Carmel-Boyer School of Business, Baldwin Wallace University

Chair, School of Business' ACBSP Accreditation Curriculum Committee (2021-2023).
Program development committee, Health Informatics (2018-2019).
Program development committee, Business Information Systems (2018).
Program development committee, Healthcare MBA (2018).
School of Business' Business Core Committee (2023-).
MBA Overview Task Force (2022).
Healthcare MBA program revision committee (2018).

Department of Economics, Finance, and Analytics, Baldwin Wallace University

Coordinator, Economics program (2022-).
Reviewer, The Pavsek Economics Award for Excellence (2017).
Administrator, Bloomberg Disaster Recovery (2020-2022).

Northern Illinois University

Graduate Colloquium Executive Committee (2014-2016).
Graduate Colloquium Committee (2013-2016).

College of Arts and Science, Northern Illinois University

Graduate Associate Dean Search Committee (2014-2015).
Undergraduate Associate Dean Search Committee (2014).

Department of Economics, Northern Illinois University

President, Economics Graduate Students Association (2013-2016).
Vice President, Economics Graduate Students Association (2012).

Department of Commerce, University of Madras, India

Editor, Comet Magazine (1997).

TEACHING

Baldwin Wallace University

Health economics (MBA): Fall 2022, Spring 2019, Spring 2018.

Financial Management (MBA): Spring 2019.

Statistical Methods in Population Health (MPH): Summer 2018.

Finance Manager's perspective (MA): Spring 2019, Fall 2018, Summer 2018.

Corporate and Organizational Finance: Summer 2022, Summer 2021, Summer 2020, Spring 2020, Fall 2019, Summer 2019, Spring 2019.

Intermediate finance: Spring 2020.

Empirical Methods in Finance: Fall 2022, Fall 2021, Fall 2020, Fall 2017, Fall 2016.

Applied Financial Statistics: Spring 2023, Spring 2022, Fall 2021, Spring 2021, Fall 2020, Spring 2020, Fall 2019, Spring 2017.

Labor economics: Fall 2017.

Excel & Bloomberg Certifications: Fall 2022, Summer 2022, Spring 2022, Fall 2021, Summer 2021, Spring 2021, Fall 2020, Summer 2020, Spring 2020, Fall 2019, Summer 2019, Spring 2019, Fall 2018, Summer 2018, Spring 2018.

Advanced SAS Programming: Fall 2017.

Micro (Principles): Spring 2023, Fall 2017, Spring 2017, Fall 2016.

Intro to Business: Fall 2018.

Independent Study: Spring 2023, Fall 2022, Fall 2019, Fall 2018, Fall 2017.

Northern Illinois University

Micro Qualifier Camp (Ph.D.): Summer 2015, Fall 2014.

Labor economics: Spring 2016.

Micro (Principles): Spring 2013, Fall 2012, Spring 2012.

Binghamton University

International Corporate Finance: Fall 2006.

Investments: Spring 2008, Fall 2007.

Economics of Developing Countries: Fall 2005.

ADVISING

Undergraduate Summer Scholars Research Program

Emma Stamper (2023), YashDeep Kahai (2019), Sam Catlin (2018), Laert Fejzullari (2017)

Graduate Thesis

Jacqueline M. Buchheister (MPH, 2020)

Undergraduate Honors Thesis

Hannah Stein (2020), Samantha Catlin (2019), Laert Fejzullari (2018)

PROFESSIONAL MEMBERSHIPS

Committee on the Status of Women in the Economics Profession (2010-).

American Economic Association (2015-).

Midwest Economics Association (2005-).

MISCELLANEOUS

Programming Languages: \LaTeX , Python, Stata, R, SQL.

Updated: February 14, 2024