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VICK PUBLISHES ON WAGE GAP FACING YOUNGER VETERANS

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Brandon Vick ([Department of Economics](#)) will publish research titled “Gender, Race & the Veteran Wage Gap” in a forthcoming issue of *Social Science Research*. Gabrielle Fontanella, an IUP Economics and Sociology graduate, co-authored the paper.

This paper analyzed earnings outcomes of Iraq/Afghanistan-era veterans. We utilized the 2009–13 American Community Survey and a worker-matching methodology to decompose wage differences between veteran and non-veteran workers. Among fully-employed, 25–40 year-olds, veteran workers make 3 percent less than non-veteran workers. While male veterans make 9 percent less than non-veterans, female and black veterans experience a wage premium (2 percent and 7 percent respectively).

Decomposition of the earnings gap identifies some of its sources. Relatively higher rates of disability and lower rates of educational attainment serve to increase the overall wage penalty against veterans. However, veterans work less in low-paying occupations than non-veterans, serving to reduce the wage penalty.

Finally, among male and white subgroups, non-veterans earn more in the top quintile due largely to having higher educational attainment and greater representation in higher-paying occupations, such as management.

College of Humanities and Social Sciences

Economics Department

McElhaney Hall, Room 213

441 North Walk

Indiana, PA 15705

Phone: 724-357-2640

Fax: 724-357-6485

Office Hours

Monday through Friday

8:00 a.m. – 12:00 p.m.

1:00 p.m. – 4:30 p.m.

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1011 South Drive, Indiana, Pa. 15705 | 724-357-2100