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Employment

1999-PRESENT MIDDLE TENNESSEE STATE UNIVERSITY

2010–present *Professor of Economics*
2008–2014 *Chair, Department of Economics and Finance*
2004–2010 *Associate Professor of Economics*
2004–2008 *Director of the Economics Graduate Programs (Master's and Ph.D. Programs)*
1999–2004 *Assistant Professor of Economics*

Education

1999 UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
Ph.D., Economics
1995 WAKE FOREST UNIVERSITY
B.A., Political Science

Academic Publications

2017 Gaughan, Patrick A., and Charles L. Baum “The Accuracy of the Social Security Wage and Other Economic Projections.” *Journal of Legal Economics*, 23 (1): 3-29.
2017 Baum, Charles L. “The Effects of College on Weight: Examining the Freshman Fifteen Myth.” *Demography*, 54 (1): 311-336.
2016 Baum, Charles L., and Christopher J. Ruhm. “The Effects of Paid Family Leave in California on Labor Market Outcomes.” *Journal of Policy Analysis and Management*, 35 (2): 333-356.
2016 Baum, Charles L., and Christopher J. Ruhm. “The Changing Benefits of Early Work Experience.” *Southern Economic Journal*, 83 (2): 343-363.
2016 Baum, Charles L., and Shin-Yi Chou. “Why Has the Prevalence of Obesity Doubled.” *Review of Economics of the Household*, 14 (2): 251-267.
2012 Baum, Charles L. “The Effects of Food Stamp Receipt on Weight Gained by Expectant Mothers.” *Journal of Population Economics*, 25 (4): 1307-1340.
2012 Baum, Charles L., William F. Ford, and Kevin M. Zhao. “Top Five Executives’ Share of Core Earnings.” *Journal of Financial and Economic Practice*, 12 (2): 103-115.

- 2012 Owens, Mark F., and Baum, Charles L. "The Effects of Welfare Vehicle Asset Rules on Vehicle Assets." *Applied Economics*, 44 (13): 1603-1619.
- 2011 Baum, Charles L. "The Effects of Food Stamps on Obesity." *Southern Economic Journal*, 77 (3): 623-651.
- 2009 Baum, Charles L. "The Effects of Cigarette Taxes on Obesity." *Health Economics*, 18 (1): 3-19.
- 2009 Baum, Charles L. "The Effects of Vehicle Ownership on Employment." *Journal of Urban Economics*, 66 (3): 151-163.
- 2009 Baum, Charles L., and Christopher J. Ruhm. "Age, Socioeconomic Status, and Obesity Growth." *Journal of Health Economics*, 28 (3): 635-648.
- 2009 Owens, Mark F., and Charles L. Baum. "The Effects of Federal Housing Assistance on Exiting Welfare and Becoming Employed for Welfare Recipients." *Journal of Poverty*, 13 (2): 130-151.
- 2009 Zhao, Kevin M., Charles L. Baum, and William F. Ford. "The CEO Share of Earnings: A New Approach to Evaluating Executive Compensation." *Business Economics*, 44 (2): 120-122.
- 2007 Baum, Charles L. "The Effects of Race, Ethnicity, and Age on Obesity." *Journal of Population Economics*, 20 (3): 687-705.
- 2006 Baum, Charles L., William F. Ford, and Jeffery D. Hopper. "The Obese Smoker's Wage Penalty." *Social Science Quarterly*, 87 (4): 863-881.
- 2006 Baum, Charles L. "The Effects of Government-Mandated family Leave on Employer Family Leave Policies." *Contemporary Economic Policy*, 24 (3): 432-445.
- 2005 Baum, Charles L. "The Effects of Employment while Pregnant on Health at Birth." *Economic Inquiry*, 43 (2): 283-302.
- 2004 Baum, Charles L., and William F. Ford. "The Wage Effects of Obesity: A Longitudinal Study." *Health Economics*, 13 (9): 885-899.
- 2004 Baum, Charles L. "Has Family Leave Legislation Increased Leave-Taking?" *Journal of Law and Policy*, 15 (1): 93-114.
- 2004 Baum, Charles L., Lee Sarver, and Thomas Strickland. "EVA, MVA, and CEO Compensation: Further Evidence." *American Business Review*, 22 (2): 82-87.
- 2004 Baum, Charles L. "The Long-Term Effects of Early and Recent Maternal Employment on a Child's Academic Achievement." *Journal of Family Issues* 25 (1): 29-60.
- 2003 Baum, Charles L. "The Effects of State Maternity Leave Legislation and the 1993 Family and Medical Leave Act on Employment and Wages." *Labour Economics* 10 (5): 573-596.
- 2003 Baum, Charles L. "The Effects of Maternity Leave Legislation on Mothers' Labor Supply Patterns after Childbirth." *Southern Economic Journal* 69 (4): 772-799.
- 2003 Baum, Charles L. "Does Early Maternal Employment Harm Child Development? An Analysis of the Potential Benefits of Leave-Taking." *Journal of Labor Economics* 21 (2): 409-448.
- 2002 Baum, Charles L. "A Dynamic Analysis of the Effect of Childcare Costs on the Work Decisions of Low-Income Mothers with Infants." *Demography* 39 (1): 139-164.
- 2002 Baum, Charles L. "The Effect of Work Interruptions on Women's Wages." *Labour* 16 (1): 1-36.

- 2002 Baum, Charles L., Richard L. Hannah, and William F. Ford. "The Effect of the Senior Citizens' Freedom to Work Act of 2000 on Employer-Provided Pension and Medical Plans." *Benefits Quarterly* 18 (2): 65-72.
- 2002 Baum, Charles L., and William F. Ford. "Federal Freedom to Work Law Challenges Academic Planning." *Planning for Higher Education* 30 (2): 28-34.
- 2002 Hannah, Richard L., and Charles L. Baum. "An Analysis of the Linkages Between High School Allowance, High School Labor Supply, and Academic Success in Higher Education." *The High School Journal* 85 (3): 1-12.
- 2001 Baum, Charles L., and William F. Ford. "The Effect of 'The Senior Citizens' Freedom to Work Act of 2000' on Delayed Retirement Incentives." *The Labor Law Journal* 52 (1): 3-9.
- 2001 Hannah, Richard L., and Charles L. Baum. "An Examination of College-Bound High School Students' Labor Market Behavior: Why Some Students Work and Why Some Do Not." *Education* 121 (4): 787-794.

Working Papers

- 2014 Baum, Charles L., and Christopher J. Ruhm. "The Changing Benefits of Early Work Experience." National Bureau of Economic Research (NBER), No. 20413.
- 2013 Baum, Charles L., and Christopher J. Ruhm. "The Effects of Paid Family Leave in California on Labor Market Outcomes," National Bureau of Economic Research (NBER), No. 19741.
- 2011 Baum, Charles L., and Shin-Yi Chou. "The Socio-Economic Causes of Obesity." Working Paper, National Bureau of Economic Research (NBER), No. 17423.

Instruction - Courses Taught at MTSU (on campus, unless otherwise indicated)

ECON 2410 Principles of Economics, Macroeconomics

ECON 2420 Principles of Economics, Microeconomics (on-campus and online)

ECON 2420 (Honors) Principles of Economics, Microeconomics

ECON 4420 Labor and Human Resource Economics (on-campus and online)

ECON 4510 Unions and Collective Bargaining (on-campus and online)

ECON 4650 Comparative Economic Systems (on-campus and online)

ECON 5420 Labor and Human Resource Economics (on-campus and online)

ECON 5510 Unions and Collective Bargaining (on-campus and online)

ECON 6120 Microeconomics I

ECON 7120 Microeconomics II

ECON 7121 Microeconomics III

ECON 7520 Advanced Labor Economics II

Media

Research has been highlighted by media sources such as *Businessweek*, *the Chattanooga Times Free Press*, *the Daily News Journal*, *the Economist*, *the Gazette.com*, *International Business Times*, *the New Haven Register*, *the New York Times*, *the PBS NewsHour*, *the Oakland Press*, *the Philadelphia Inquirer*, *the Portland Press*, *the Red Bluff Daily News*, *San Francisco KCBS Radio*, *SGVTribune.com*, *the Tennessee Ratio Network*, *the Tennessean*, *USA Today*, *U.S. News and World Report*, *Your World with Neil Cavuto*, *the Washington Post*, and various other local TV and radio news stations.

External Research Grants and Awards

Baum, Charles L. College of Business Outstanding Faculty Member Award, 2008-2009.

Baum, Charles L. (Principal [sole] investigator). "The Effect of Food Stamps on Weight: Extensions." United States Department of Agriculture (USDA), Economic Research Service (ERS), Food Assistance and Nutrition Research Program, June 2007-February 2009, \$37,000.

Baum, Charles L. Middle Tennessee State University Distinguished Research Award, 2006-2007.

Baum, Charles L. (Principal [sole] investigator). "The Effects of Public Housing Assistance on Transitions off Welfare, Employment, and Childcare Arrangements for Welfare Recipients." University of Kentucky (Lexington, KY) Center for Poverty Research, Regional Small Grants Program (through the United States Department of Health and Human Services), June 2007-July 2008, \$17,850.

Baum, Charles L. (Principal [sole] investigator). "The Effects of the Food Stamp Program on Weight Gained by Expectant Mothers." University of Wisconsin (Madison, WI) Institute for Research on Poverty, Small Grants Program (through the United States Department of Agriculture), July 2006-December 2007, \$27,833.

Baum, Charles L. State Farm Insurance Company Distinguished Associate Professor Award, 2005-2006.

Baum, Charles L. (Principal [sole] investigator). "The Effect of the Food Stamp Program on Obesity." United States Department of Agriculture (USDA), Economic Research Service (ERS), Food Assistance and Nutrition Research Program, May 2005-May 2007, \$120,000.

Baum, Charles L. (Principal [sole] investigator). "The Effect of Vehicle Asset Rules on Food Stamp Program Participation." University of Kentucky (Lexington, KY) Center for Poverty Research, Young Investigator Development Grant (through the United States Department of Health and Human Services), May 2004-May 2005, \$5,000.

Baum, Charles L. College of Business Outstanding Faculty Member Award, 2003-2004.

Baum, Charles L. Bridgestone-Firestone Distinguished Assistant Professor Award, 2001-2002.

Professional Presentations

2017 "Rutherford County Government," Leadership Rutherford (January 4, 2017).

2016 "Advisory Arbitration," Tennessee Labor-Management Conference (August 17, 2016).

2016 "Rutherford County Government," Kiwanis Club (June 8, 2016).

2016 "Calculating Economic Losses in Personal Injury and Wrongful Death Cases in Alabama," Huntsville Bar Association, Continuing Legal Education (May 11, 2016).

2016 "Rutherford County Government," Leadership Rutherford (January 6, 2016).

2015 "Healthcare in Tennessee," Non-Partisan Community Forum on Insure Tennessee (November 10, 2015).

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- 2015 "Healthcare in the United States," College Republicans (March 4, 2015).
 - 2015 "Rutherford County Government," Leadership Rutherford (January 7, 2015).
 - 2014 "Economic Growth in Tennessee and Rutherford County," Murfreesboro/Rutherford County Realtors Association, Breakfast of Champions Academy (March 13, 2014).
 - 2012 "The Government and Economy of Tennessee and Rutherford County," Newcomers' Club of Murfreesboro (October 9, 2012).

Academic Presentations

- 2017 "Calculating Hedonic Damages in Arkansas," National Association of Forensic Economists Winter Meetings, Cancun, Mexico.
- 2017 "The Economic Impacts of Wrongful Incarceration," National Association of Forensic Economists Winter Meetings, Cancun, Mexico.
- 2016 "The Accuracy of Social Security Wage Projections," National Association of Forensic Economists Winter Meetings, Key West, FL.
- 2015 "Employee Tenure and Economic Losses," National Association of Forensic Economists Winter Meetings, San Juan, Puerto Rico.
- 2012 "The Effects of College on Weight: Examining the Freshman Fifteen Myth," University of Alabama-Birmingham, Birmingham, AL.
- 2011 "The Socio-Economic Causes of Obesity," Vanderbilt University, Nashville, TN.
- 2009 "The Effects of Food Stamps on Pregnancy Weight Gain," Wake Forest University, Winston-Salem, NC.
- 2008 "The Effects of In-Kind Government Transfer Programs on Transitions Off Welfare and Employment for AFDC/TANF Recipients," University of Kentucky, Lexington, KY.
- 2007 "The Effects of Food Stamps on Pregnancy Weight Gain," The United States Department of Agriculture, Economic Research Service, Washington, D.C.
- 2007 "The Effects of Food Stamps on Obesity," The United States Department of Agriculture, Economic Research Service, Washington, D.C.
- 2007 "The Effects of Food Stamps on Pregnancy Weight Gain," University of Wisconsin, Madison, WI.
- 2006 "The Effects of Cigarette Taxes on Obesity," Vanderbilt University, Nashville, TN.
- 2005 "The Effects of Cigarette Taxes on Obesity," University of North Carolina at Greensboro, Greensboro, NC.
- 2005 "The Effects of Cigarette Taxes on Obesity," University of South Florida (Louis de la Parte Florida Mental Health Institute), Tampa, FL.
- 2005 "The Effects of Cigarette Taxes on Obesity," Florida State University (Department of Economics and the Center for Demography and Population Health), Tallahassee, FL.
- 2004 "The Obese Smoker's Wage Penalty," The University of Alabama-Birmingham (School of Public Health), Birmingham, AL.

- 2004 "The Obese Smoker's Wage Penalty," *The Academy of Economics and Finance*, Biloxi, MS.
- 2003 "The Wage Effects of Obesity," *The Academy of Economics and Finance*, Savannah, GA.
- 2002 "The Effect of Work Interruption on Women's Wages," *Southern Economic Association*, Tampa, FL.
- 2001 "The Effect of 'The Senior Citizen's Freedom to Work Act of 2000' on Delayed Retirement Incentives," *The Academy of Economics and Finance*, Biloxi, MS.
- 2001 "The Long-Term Effects of Early and Recent Maternal Employment on a Child's Educational Attainment," *The Middle Tennessee State University Faculty Research Symposium*, Murfreesboro, TN.
- 2000 "An Analysis of High School Labor Supply and its Effect on College," *The 21st Annual Southern Industrial Relations and Human Resources Conference*, Birmingham, AL.
- 2000 "Evaluating Electronic Networks and Internet Applications in Employment Relations and Benefits," *The Institute for Organizational Development 2000 Conference*, Murfreesboro, TN.

Conferences Attended

- 2016 National Association of Forensic Economics, Key West, FL.
- 2015 National Association of Forensic Economics, San Juan, Puerto Rico.
- 2014 American Economic Association, Philadelphia, PA.
- 2013 Financial Management Association, Chicago, IL.
- 2013 American Economic Association, San Diego, CA.
- 2012 American Economic Association, Chicago, IL.
- 2011 Financial Management Association, Denver, CO (October 2011).
- 2011 American Economic Association, Denver, CO (January 2011).
- 2009 American Economic Association, San Francisco, CA.
- 2007 American Economic Association, Chicago, IL.
- 2006 American Economic Association, Boston, MA.
- 2005 American Economic Association, Philadelphia, PA.
- 2004 Federal Mediation and Conciliation Service (FMCS) Institute (Becoming A Labor Arbitrator), Seattle, WA.
- 2004 Academy of Economics and Finance, Biloxi, MS.
- 2003 Academy of Economics and Finance, Savannah, GA.
- 2002 Southern Economic Association, Tampa, FL.
- 2001 Academy of Economics and Finance, Biloxi, MS.
- 2000 Annual Southern Industrial Relations and Human Resources Conference, Birmingham, AL.
- 1999 American Economic Association, New York, NY.

Ph.D. Dissertation Supervision

2016	Kars, Asli. Dissertation Chair.
2013	Traian, Anca (Tennessee Wesleyan University). "Three Essays in Applied Microeconomics." Dissertation Chair.
2012	Kirby, Laron (The U.S. Food and Drug Administration). "Empirical Essays on Wage Determination and Mobility." Dissertation Committee Member.
2010	Allen, Brandeanna (U.S. Department of Defense). "Empirical Essays on Public Health and Family Policies." Dissertation Chair.
2009	Wilson, Rachel (Urbana University). "Essays on the Regulations of Advanced Practice Nurses and the Healthcare System." Dissertation Chair.
2008	Hopper, Jeffrey (Transylvania University). "The Effects of Private Pension Labor Program Participation on Recidivism." Dissertation Committee Member.
2008	Nunley, John (University of Wisconsin - La Crosse). "Empirical Essays on Divorce and Child Investment." Dissertation Co-Chair.
2008	Seals, Alan (Auburn University). "Essays in Applied Microeconomics." Dissertation Chair.
2005	Gong, Tao (University of Maryland - Eastern Shore). "Two Essays on Youths' Labor Supply." Dissertation Co-Chair.
2003	Joshi, Prathibha (Gordon College). "Two Essays on Human Capital." Dissertation Committee Member.

Professional Service

Served as reviewer for *Agricultural Economics*, *American Economic Review*, *American Journal of Agricultural Economics*, *American Journal of Public Health*, *American Sociological Review*, *Applied Economics*, *Contemporary Economics Policy*, *Demography*, *Developmental Psychology*, *Economica*, *Economics Bulletin*, *Economics and Human Biology*, *Economics of Education Review*, *Economic Inquiry*, *European Journal of Health Economics*, *Food Policy*, *Health Economics*, *Health Economics Letters*, *Health Policy*, *Industrial and Labor Relations Review*, *International Journal of Manpower*, *Journal For Economics Educators*, *Journal of Economic Behavior and Organization*, *Journal of Economic Dynamics and Control*, *Journal of Family Issues*, *Journal of Forensic Economics*, *Journal of Health Economics*, *Journal of Human Capital*, *Journal of Human Resources*, *Journal of Insurance Issues*, *Journal of Labor Economics*, *Journal of Labor Research*, *Journal of Legal Economics*, *Journal of Legal Studies*, *Journal of Marriage and the Family*, *Journal of Policy Analysis and Management*, *Journal of Population Economics*, *Journal of Public Economics*, *Journal of the Royal Statistical Society*, *Journal of the Tennessee Economics Association*, *Journal of Urban Affairs*, *Labour Economics*, National Science Foundation (NSF), *Oxford Bulletin of Economics and Statistics*, RAND Corporation, *Review of Economics of the Household*, Smith Richardson Foundation, *Social Science Journal*, *Southern Economic Journal*, and the USDA's Economic Research Service.

Notable Chaired University Committee Assignments

2009-10	Provost Search Committee Chair (University Committee)
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2008-09 Academic and Instructional Review (AIR) Committee Chair (University Committee, charged with reducing MTSU's budget by \$20 million)

Other Committee Work

College of Business: Agribusiness and Commerce Task Force, Dean's Executive Committee, Development Director Search Committee, Faculty Governance Committee, Financial Literacy Committee, Graduate Curriculum Committee, Intellectual Contributions Committee, Scholar's Week Committee, Students Committee, and Undergraduate Curriculum Committee.

College of Graduate Studies: Graduate Council, Research Council, and Steering Committee.

Department of Economics and Finance: Department Chair Search Committee, Economics Graduate Program Review Committee, Economics Honors Society (Omicron Delta Epsilon), Economics Recruitment Committee, Economics Undergraduate Curriculum Committee, Graduate Curriculum Committee, M.A. Program Review Committee, Outcomes Assessment Committee, Ph.D. Steering Committee, Recruitment Committee, Research and Publications Review Committee, Student Relations Committee, and Undergraduate Curriculum Committee.

University: Chair's Council, Committee for Associate Dean of the College of Graduate Studies, Instructional Evaluation and Development Committee, President's Leadership Council, Research Symposium Planning Committee, and Search Committee for Director of the Tennessee Center for Labor Management Relations.

Curriculum Development

- B.S. Helped revise the Economics undergraduate curriculum, creating a course on intermediate microeconomic theory (ECON 3520), requiring econometrics (ECON 4620), and developing an expanded menu of electives (e.g., Law and Economics, Environmental Economics, and Sports Economics) offered on a rotating basis.
- B.B.A. Helped revise the Finance undergraduate curriculum to require a computer applications course and to re-order courses (e.g., move intermediate financial management to the junior year).
- M.A. Helped revise the Economics M.A. curriculum, adding separate Master's-level macroeconomics and microeconomics theory courses and two applied econometrics courses. Increased focus on applied, econometric techniques.
- M.S. Helped develop (as department chair) the program and curriculum for a Master's degree in Finance.
- B.S./M.A. Helped develop (as department chair) the program and curriculum for a 5-year accelerated joint Economics B.S./Economics M.A. degree.
- Ph.D. Helped develop the initial Economics Ph.D. graduate curriculum, allowing students to complete all graduate coursework within the first two years of the program. Helped develop the qualifying and field examination schedules. Increased focus on graduate student publications.

Experience with Program Reviews

2007-2008 Economics M.A. (as Director of the Economics Graduate Programs)

2007-2008 Economics Ph.D. (as Director of the Economics Graduate Programs)
2010-2011 Finance B.B.A. and Economics B.B.A. for AACSB (as Department Chair)
2012-2013 Economics B.S. (as Department Chair)
2012-2013 Economics M.A. (as Department Chair)
2012-2013 Economics Ph.D. (as Department Chair)

Community Activities

County Commission, Rutherford County (2010-present).

Budget, Finance, and Investment Committee, Rutherford County (Committee Member, 2010-present)

Property Management Committee, Rutherford County (Committee Member, 2010-present)

Audit Committee, Rutherford County (Chair, 2011-present)

American Heart Association, Rutherford County (Board Member, 2012-present).

Murfreesboro City Schools Foundation (Board Member, 2013-present).

United Way of Rutherford and Cannon Counties (Board Member, 2013-present).

Linebaugh Library Foundation (Board Member, 2015-present).

Domestic Violence Center, Murfreesboro (Board Member, 2005-2010; Advisory Board Member, 2010-present).

Eagle Scout (September 12, 1988, Great Smokey Mountain Council, Knoxville, TN).

References

Reuben Kyle, Ph.D., Professor of Economics, Retired, 3074 Briarwood Dr., Murfreesboro, TN 37130-6834, (615) 890-7297, Reuben.Kyle@mtsu.edu.

Gregory E. Givens, Ph.D., Assistant Professor of Economics, University of Alabama, 200 Alston Hall, Box 870224, Tuscaloosa, AL 35487, (205) 348-8961, gegivens@cba.ua.edu.

Alan Seals, Ph.D., Assistant Professor of Economics, Department of Economics, Auburn University, 0335 Haley Center, Auburn University, AL 36849-5049, (334) 844-2907, ras0029@auburn.edu.