

# GEOFFREY SANZENBACHER

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## EDUCATION

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**Ph.D. Candidate, Economics, Boston College, Chestnut Hill, MA** (Fall 2005 – Present)

Fields: Labor Economics, Applied Econometrics, Applied Microeconomics.

Dissertation: “Applications of Modeling and Estimation to Low Income Workers.”

Committee Members: Shannon Seitz (Chair), Peter Gottschalk, Andrew Beauchamp

**M.A. Economics, Boston College, Chestnut Hill, MA** (December 2006).

**B.A. Mathematics and Economics, St. Mary’s College, St. Mary’s City, MD** (Fall 2001-Spring 2005)

Thesis: “An Empirical Analysis of the Impact of Welfare Reform on Welfare Dependence.”

Honors: Paul H. Nitze Scholar with Distinction.

## CURRENT RESEARCH

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- “Wage Growth and the Job Dynamics of Welfare Recipients” (October 2009).
- “Deadbeat Dads” (July 2009), with Shannon Seitz.
- “Growing Pension Inequality: The Consequences of the Pension Type Shift.” (October 2009), with Nadia Karamcheva.

## PEER REVIEWED PUBLICATIONS

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“Pension Type, Tenure, and Job Mobility.” With Alicia Munnell, Kelly Haverstick, and Mauricio Soto.  
*Journal of Pension Economics and Finance*. Forthcoming.

## RESEARCH EXPERIENCE

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- **Center for Retirement Research at Boston College**
  - *Graduate Research Assistant* (June 2006-Present)
- **Boston College**
  - *Dissertation Fellow* (Spring 2009, Fall 2009)
  - *Teaching Fellow* (Spring 2008-Fall 2008)
  - *Research Assistant* for Prof. Shannon Seitz (Summer 2007, Summer 2008)
- **St. Mary’s College of Maryland**
  - *Research Assistant* for Prof. Andrew Kozak (Fall 2002-Spring 2004)

## TEACHING EXPERIENCE

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### **Boston College, Department of Economics**

- *Instructor*, “Principles of Microeconomics” (Spring, Summer, Fall Semesters 2008)
- *Teaching Assistant* to Harold Petersen, “Principles of Microeconomics” (Fall 2007)
- *Teaching Assistant* to Peter Gottschalk, “Cross-Section & Panel Data Econometrics” (Fall 2007)
- *Teaching Assistant* to Susanto Basu, “Graduate Macroeconomic Theory” (Fall 2006-Spring 2007)

### **St. Mary’s College of Maryland, Department of Mathematics**

- *Teaching Assistant*, “Introduction to Real Analysis” (Fall 2004-Spring 2005)

## HONORS AND AWARDS

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- **Donald J. White Award for Excellence in Teaching**, Boston College (Spring 2008-Fall 2008)
- **Dissertation Fellowship**, Boston College Graduate School of Arts and Sciences (Fall 2009)
- **Dissertation Fellowship**, Boston College Department of Economics (Spring 2009)
- **Full Tuition Remission and Stipend**, Boston College (Fall 2005 – Present)
- **Senior Award in Mathematics**, St. Mary’s College of Maryland (Spring 2005)
- **Deke and Beth Reynolds Scholarship for Economics**, St. Mary’s College of Maryland (Spring 2005)
- **Paul H. Nitze Scholarship Award**, St. Mary’s College of Maryland (2002-2005)

## CONFERENCE PRESENTATIONS

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### **Deadbeat Dads**

- *European Centre for European Economic Research, Summer Workshop*. “New Topics in Empirical Labor Economics. (Summer 2009)

## NON-PEER REVIEWED PUBLICATIONS, PUBLIC DISSEMINATION

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“**Growing Pension Inequality: The Consequences of the Pension Type Shift.**” with Nadia Karamcheva. *Center for Retirement Research at Boston College*, Forthcoming Issue in Brief.

“**Can the Bottom Third Work Longer**” with Alicia Munnell and Steven Sass. *Center for Retirement Research at Boston College*, Issue in Brief 9-1.

“**Working Wives Reduce Social Security Replacement Rates**” with Alicia Munnell and Mauricio Soto. *Center for Retirement Research at Boston College*, Issue in Brief 7-15.

“**Job Tenure and the Spread of 401(k)s**” with Kelly Haverstick and Alicia Munnell. *Center for Retirement Research at Boston College*, Issue in Brief 55.

**“Estimating Pension Coverage Using Different Data Sets”** *Center for Retirement Research at Boston College*, Issue in Brief 51.

## **SERVICE TO THE PROFESSION**

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Referee, *Labour: Review of Labour Economics and Industrial Relations*.

## **REFERENCES**

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### *DISSERTATION COMMITTEE*

Shannon Seitz (Chair)  
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### *OTHER REFERENCES*

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## PAPER ABSTRACTS

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### **“Wage Growth and the Job Dynamics of Welfare Recipients”** (October 2009, Job Market Paper)

The welfare reforms of 1996 were designed to encourage single mothers to become self-sufficient through employment. Yet, these women often end up in unstable, low-paying jobs. In this paper, I quantify the importance of (1) the returns to tenure and experience, (2) job mobility, and (3) job exit in leading to these employment outcomes. I estimate a model of full-time work, part-time work, and welfare use. To allow differences in wage growth between recipients and non-recipients, I incorporate heterogeneity in job offer arrival rates, the returns to experience and tenure, and the rate of job destruction. I show that, for welfare recipients, tenure is a more important source of wage growth than work experience. Thus, policies encouraging lengthy employment spells could encourage wage growth. Policy experiments indicate that a work requirement on welfare receipt encourages longer employment spells and four times as much wage growth between ages 18 and 33 as a five-year lifetime welfare receipt time limit.

### **“Deadbeat Dads”** (July 2009), with Shannon Seitz.

Why do some men father many children outside of marriage but not provide support? Why are single women willing to have children out of wedlock when they receive little or no support from unmarried fathers? The goal of this paper is to consider the extent to which two explanations account for the prevalence of ‘deadbeat dads’ and out of wedlock childbearing: economic opportunities, and marriage market conditions. We develop and estimate a dynamic, equilibrium model of marriage, employment, and fertility. Women prefer to have children within marriage, but if faced with a shortage of suitable spouses, it may be optimal to have children with low income men outside of marriage. If women are willing to have children outside of marriage, some men may have incentives to have children but not support them. The model is estimated using data from the National Longitudinal Survey of Youth (1979 cohort).

### **“Job Tenure, Pension Type, and Job Mobility”** (Accepted for Publication October 2009), with Kelly Haverstick, Alicia Munnell, and Maurico Soto.

Over the last 25 years, the United States has seen a dramatic shift in the private sector away from defined benefit plans and towards defined contribution plans. While commentators constantly cite an increase in labor mobility as a major reason for the shift in the private sector from defined benefit to defined contribution plans, researchers to date have not been able to document any difference in mobility by pension type. This study argues that the inability to find such a relationship stems from ignoring the important role of job tenure. Using data from the Survey of Income and Program Participation (SIPP) and the Panel Study of Income Dynamics (PSID), the results of duration analysis that include the interaction of pension type and job tenure reveal that workers with between five to ten years of tenure at a firm are 23 percent more likely to leave a job with a defined contribution plan than with a defined benefit plan. This difference is consistent with differences in the timing of benefit level entitlement between the two types of plans.

### **“Growing Pension Inequality: The Consequences of the Pension Type Shift.”** (October 2009), with Nadia Karamcheva.

Employer-sponsored pensions are an important source of retirement income and often make the difference between having a comfortable retirement and just scraping by. Over the past two decades pension sponsorship and participation have remained relatively constant, declining slightly only in recent years. This constancy however, masks a growing inequality in terms of pension take-up and participation among different income groups. This inequality has become more pronounced as many employers have

shifted their pension sponsorship from traditional defined benefit plans to defined contribution plans. This paper focuses on three issues. The first issue is the importance of private pensions as a source of retirement income, especially among low income households. The second issue pertains to the evolution of pension sponsorship and participation rates among different income groups. In particular, we focus on the decision to participate in a defined contribution plan for low income households. Finally, we examine the reason some individuals may choose not to take up a pension and how this differs across income groups.