

## **Jason Francis Hicks**

Department of Economics  
University of Victoria

### **Research Fields**

Labour economics, political economy, economic history, public economics

### **Academic Appointment**

Visiting Assistant Professor, Department of Economics and Accelerating Community Energy Transformation (ACET), University of Victoria

### **Education**

PhD, Public Affairs (Policy Analysis), University of Minnesota, 2022

Dissertation: The Effects of Occupational Licensing on Quality, Safety and Labor Market Outcomes

MPP, Advanced Policy Analysis Methods, University of Minnesota, 2014

MS, Wildlife Resources, University of Idaho, 2004

BS, Biology, Northland College, 1999

### **Previous positions**

Project manager and supervisor, University of Minnesota, 9/2015-5/2022

Consultant, Organisation for Economic Co-operation and Development (OECD), 6/2019-8/2019

Researcher, Federal Reserve Bank of Minneapolis, 9/2017-12/2017

Research Assistant, University of Minnesota, 6/2014-8/2014

Laboratory supervisor, University of Montana, 1/2005-7/2006

### **Publications**

#### Refereed Journal Articles

**Hicks, J.F.**, Rachlow, J.L., Rhodes, Jr., O.E., Williams, C.L., & Waits, L.P. (2007).

Reintroduction and genetic structure: Rocky Mountain elk in Yellowstone and the western states. *Journal of Mammalogy* 88, 129-138.

**Hicks, J.F.**, & Rachlow, J.L. (2006). Is there a genetic basis for antler and pedicle malformations in reintroduced elk in northern Arizona? *Southwestern Naturalist* 51, 276-282.

Garner, A., Rachlow, J.L., & **Hicks, J.F.** (2005). Patterns of genetic diversity and its loss in mammalian populations. *Conservation Biology* 19, 1215-1221.

### Policy Reports and Other Publications

Carollo, N., **Hicks, J.F.**, Karch, A., Kleiner, M.M. (2025, April 9). The Origins and Evolution of Occupational Licensing in the United States. Research Briefs in Economic Policy No. 341. *Cato Institute*.

**Hicks, J.F.** & Kleiner, M.M. (2019, February). Dental Therapists: A Solution to Wisconsin's Costly Dental Access Problem? *Badger Institute*.

**Hicks J.F.**, Benson, J. Garry, T., Dworin, J., & Schicker, T.M. (2014). Diagnosing healthcare in America: Impacts of immigrants and occupational licensing. *Humphrey Public Affairs Review*. Issue 1.

### Working Papers/Manuscripts in Preparation

Carollo, N., **Hicks, J.F.**, Karch, A., Kleiner, M.M. (2025, March). The Origins and Evolution of Occupational Licensing in the United States. NBER Working Paper 33580. National Bureau of Economic Research, Cambridge, MA.

Carollo, N., **Hicks, J.F.**, Karch, A., Kleiner, M.M. (2025, March 27). The Origins and Evolution of Occupational Licensing in the United States. Staff Report 667. Federal Reserve Bank of Minneapolis.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Oh, Y.T. Occupational Licensing of Uber Drivers.

Pretis, F., **Hicks, J.F.**, Ghimire, P., Enns, S.W., Gulati, S. Environmental and Anthropogenic Drivers of Human-Black Bear Conflict in British Columbia.

Pretis, F., **Hicks, J.F.**, Ghimire, P., Enns, S.W., Gulati, S. Do Lethal Control Interventions Reduce Human-Wildlife Conflict? Evidence from Black Bears in British Columbia.

Abdi, S., Akee, R., Banerjee D., Feir, D., **Hicks, J.F.**, Myers, S.L., Wolfson, J., Zhang, X. The Effects of Local Government Subsidies on Public Safety: The Case of Free Lifeguard Training Programs in the Largest Cities in the United States

Akee, R., Banerjee D., Feir, D., **Hicks, J.F.**, Myers, S.L., Wolfson, J., Zhang, X. The Effectiveness of Personal Flotation Device Regulations on Reducing Racial Gaps in Drowning.

Akee, R., Banerjee D., Feir, D., **Hicks, J.F.**, Myers, S.L., Wolfson, J., Velleux, A. Evaluating the Effectiveness of Conventional Water Safety Regulations on Indigenous Populations.

Gordon, M., **Hicks, J.F.**, Kilgannon, B., Krawchenko, T. Sustainable Jobs in BC: Synthesis of workshop dialogue.

## **Work in Progress**

Carollo, N., **Hicks, J.F.**, Occupational Regulation and Labour Market Outcomes in the U.S. Progressive Era.

Abdelfattah, A., Adnan, W., **Hicks, J.F.**, Wiltshire, J., Zhang, F. The Impact of International Students on Canadian Labour and Housing Markets.

Gordon, M., **Hicks, J.F.**, Kilgannon, B., Krawchenko, T. Sustainable Jobs in BC.

Understanding the energy economy: Labour market analysis (part of the Power for People: Community Energy for Northern BC project)

Understanding youth climate employment: Job quality, workforce pathways, and community capacity.

Regional Energy-Economy Modelling: Territorializing M3 Models for Economic Regions of British Columbia

## **Invited Presentations**

**Hicks, J.F.**, (2025, March 5), Invited speaker for the Panel: The 51<sup>st</sup> State? Canada-U.S. Relations in the Age of Trump. The Rising Economy Annual Conference, South Island Prosperity Partnership (SIPP), Victoria, BC.

**Hicks, J.F.**, (2019, January 6), Invited discussant for “How Much of a Barrier to Entry is Occupational Licensing?” Panel: Regulation of Occupations Across Nations, Labor and Employment Relations Association (LERA) Session at the Allied Social Sciences Association (ASSA) 2019 Annual Meeting, Atlanta, GA.

**Hicks, J.F.**, (2016, May 27), Invited discussant for “Licensure or License: Reconsidering Occupational Regulation,” Occupational Regulation in the Age of Uber Symposium, 68<sup>th</sup> Annual Meeting of the Labor and Employment Relations Association (LERA), Minneapolis, MN.

**Hicks, J.F.**, (2016, November 5), Invited discussant for “Nurse Practitioner Labor Supply Responses to Payment Increases,” Panel: Wages and Employment in the Face of Occupational Licensing, 38<sup>th</sup> Annual Fall Research Conference for the Association for Public Policy Analysis & Management, Washington, D.C.

## **Contributed Paper Presentations and Posters**

Carollo, N., **Hicks, J.F.** (accepted-2026, June-July). Occupational Regulation and Labor Market Outcomes in the U.S. Progressive Era, 101<sup>st</sup> Annual Western Economic Association International (WEAI) Conference, Denver, CO.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Oh, Y.T. (accepted-2026, June). The Occupational Licensing of Uber Drivers, Conference on Occupational Licensing, Hoover Institution, Stanford University, Stanford, CA.

Carollo, N., **Hicks, J.F.** (submitted-2026, May). The Occupational Licensing of Uber Drivers, Annual Canadian Economic Association (CEA) Conference, Vancouver, BC.

Carollo, N., **Hicks, J.F.**, Karch, A., Kleiner, M.M. (2025, October 3). The Origins and Evolution of Occupational Licensing in the United States, Canadian Labour Economics (CLEF) Forum, Webinar Series.

Carollo, N., **Hicks, J.F.**, Karch, A., Kleiner, M.M. (2025, May 30). The Origins and Evolution of Occupational Licensing in the United States, 2025 Annual Canadian Economic Association (CEA) Conference, Montreal, QC.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R. (2024, July 3), Occupational Licensing of Uber Drivers, 99<sup>th</sup> Annual Conference of the Western Economic Association International, Seattle, WA.

Carollo, N., **Hicks, J.F.**, Kleiner, M.M., Karch, A. (2023, July 12), The Origins and Evolution of Occupational Licensing in the United States. 28<sup>th</sup> Annual Meeting of the Society of Labor Economists (SOLE).

Blair, P.Q., **Hicks, J.F.**, and & Kleiner, M.M. (2021, June 27), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Occupational Licensing Barriers Across Groups, Virtual 96<sup>th</sup> Annual Conference for the Western Economic Association.

**Hicks, J.F.** (2021, June 9), The Historical Origins and Evolution of Criminal Records – Occupational Licensing Requirements, Emerging Scholars Conference for the Center for the Study of Occupational Regulation.

Blair, P.Q., Deyo, D., **Hicks, J.F.**, and & Kleiner, M.M. (2021, January 9), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Disparities in Law Enforcement and Criminal Justice, Session: National Economic Association at the Virtual 2022 Allied Social Sciences Association (ASSA) Annual Meeting.

**Hicks, J.F.**, & Johnson, J. (2021, January 3), Labor Market Effects of Occupational Licensing Exams in Spanish: Evidence from Cosmetology, 2021 American Economic Association (AEA) Poster Session Annual Meeting.

Blair, P.Q., **Hicks, J.F.**, and & Kleiner, M.M. (2020, December 8), The Historical Origins and Evolution of Criminal Records - Occupational Licensing Requirements, Panel: Labor Market Regulations and the Outcomes of Vulnerable Workers, 2021 Grantee Conference for the Washington Center for Equitable Growth.

**Hicks, J.F.**, Karch, A., & Kleiner, M.M., (2020, May 30), The Origins and Evolution of Occupational Licensing in the U.S. States, Political Economy Panel, 1<sup>st</sup> Annual Knee Center Occupational Licensing Conference.

**Hicks, J.F.**, & Johnson, J., (2018, November 9), Labor Market Effects of Occupational Licensing Exams in Spanish: Evidence from Cosmetology, Panel: Labor Market Effects of Occupational Licensing and Other Credentials, 40<sup>th</sup> Annual Fall Research Conference for the Association for Public Policy Analysis & Management, Washington, D.C.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2018, January 6), Occupational Licensing of Uber Drivers, Panel: Occupational Licensing: A Case Study of Barriers to Entry in the Labor Market and Beyond, American Economic Association (AEA) Session at the 2018 Allied Social Sciences Association Annual Meeting, Philadelphia, PA.

Hall, J., **Hicks, J.F.**, Kleiner, M.M., & Solomon, R., (2017, July 26), Occupational Licensing of Uber Drivers, National Bureau of Economic Research (NBER) Summer Institute Personnel Economics Workshop, Cambridge, MA.

### **Professional Activities**

Co-organizer, Sustainable Jobs in BC workshop (2025, January 12), Victoria, BC.

Session Chair, Session: Labor Economics 3 (2024, June 29), 99<sup>th</sup> Annual Conference of the Western Economic Association International, Seattle, WA.

Session Chair, Session: Labor Supply and Health Professionals (2023, May 12), 28<sup>th</sup> Annual Meeting of the Society of Labor Economists (SOLE), Philadelphia, PA.

Journal Referee, British Journal of Industrial Relations

Journal Referee, Labour Economics

### **Professional Memberships**

Member, The Society of Labor Economics (SOLE)

Member, Western Economic Association International (WEAI)

Member, Canadian Economics Association (CEA)

Member, Canadian Labour Economics Forum (CLEF)

Affiliate Member, Minnesota Population Center (MPC)

### **Scholarships, Fellowships, Honours and Awards**

Recipient of the Lloyd B. Short Award for Best Capstone Paper of the Year at the Humphrey School of Public Affairs (2014)

## **Teaching**

### University of Victoria

ECON 103 – Principles of Microeconomics (Fall 2022, Spring 2023, Fall 2023, Spring 2024)

ECON 325 – Public Economics (Fall 2022, Spring 2023, Fall 2023, Spring 2024)

ADMN 581 – Quantitative Methods for Public Policy Analysis and Program Evaluation (Spring 2023, Spring 2024)

ADMN 548 – Introduction to Causal Inference in Quantitative Policy Analysis (Spring 2023)

### University of Minnesota

Junior Summer Institute (JSI) – Applied Economics for Planners and Policy Makers (Summer 2019, Summer 2020)

PA5044 – Accelerated Regression (Spring 2020)

PA5033 – Multivariate Techniques in Regression (Spring 2016)

## **Research Grants**

Lead Researcher, “Sustainable Pathways for BC Workers and Regions,” Accelerated Community Energy Transformation (ACET) Project, 2025 – current.

Co-Applicant, “The impact of international students on Canadian labour and housing markets,” Funder: Social Sciences and Humanities Research Council, Insight Development Grant, 2025 – current.

Co-Investigator, “The Effectiveness of Public Policy Intervention in Reducing Racial Disparities in Drowning: Lifeguard Certification, Pool Regulations, and Swimming Instruction Programs, National,” Funder: National Institutes of Health (NIH), 2023 – 2025.

Co-Principal Investigator, “An Analysis of Public Choice and Occupational Licensing,” Funder: Knee Center for the Study of Occupational Regulation, 2022 – 2025.

Co-Principal Investigator, “Development of a Comprehensive Database of State-Level Occupational Licensing Requirements from 1870-1991,” Funder: Knee Center for the Study of Occupational Regulation, 2022 – 2025.

Co-Investigator, “The Historical Occupational Licensing Requirements for Partially Licensed Occupations,” Funder: Charles Koch Foundation, 2020 – 2025.

Co-Investigator, “The Labor Market Consequences of Ex-Offender Occupational Licensing Laws,” Funder: Washington Center for Equitable Growth, 2019 – 2020.

Co-Investigator, “Data Collection on the Scope of Practice Laws on Occupational Licensing: Are These Laws Limiting Access to Work?,” Funder: Russell Sage Foundation, 2018 – 2019.

Co-Investigator, “Developing New Data on the Origins, Evolution, and Composition of Occupational Licensing Statutes and Procedures,” Funder: Ewing Marion Kauffman Foundation, 2015 – 2018.

Co-Investigator, “The U.S. Labor Market, Economic Growth, Social Mobility: The Role of Occupational Licensing,” Funder: Smith Richardson Foundation, 2015 – 2018.