

Conor Norris

Knee Regulatory Research Center
John Chambers College of Business and Economics
West Virginia University

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AFFILIATIONS

- 2018– Knee Regulatory Research Center
 Assistant Director, 2021–
 Research Analyst, 2018–2021
- 2021– West Virginia University
 John Chambers College of Business and Economics
- 2019– Empower Mississippi
 Entrepreneurship Fellow
- 2019–22 Catalyst
 Policy Fellow
- 2019–22 Saint Francis University
 Adjunct Faculty, Shields School of Business

RESEARCH AREAS

Occupational Licensing, State Regulatory Policy, Healthcare Scope of Practice, Labor Economics

EDUCATION

- ongoing PhD in Economics,
 Universidad Francisco Marroquín (Guatemala, Guatemala)
- 2018 M.A. in Economics,
 George Mason University (Fairfax, VA)
- 2014 B.S. in Economics, *summa cum laude*,
 Saint Francis University (Loretto, PA)

PUBLICATIONS

Journal Articles

- 2024 Norris, C. “Is Reform Contagious?: The Diffusion of Universal Recognition Reforms.”
 Journal of Economics and Finance. Forthcoming.
- 2024 Adams, A., Norris, C., and Timmons, E. “How Do Licensing Boards Provide Oversight?: A
 Case Study in Idaho.” *Economic Affairs*. Forthcoming.

- 2024 Shakya, S., Plemmons, A., and Norris, C. "Military spouse licensing: a case study of registered nurses near military bases." *Journal of Regulatory Economics* 66: 135-156. doi: 10.1007/s11149-024-09480-7
- 2024 Norris, C., E. Timmons, E. Kelley, and T. Carneal. "Knee Center Licensing Database Annual Snapshot: 2023." *Journal of Entrepreneurship and Public Policy*. 13 (2): 182-199. doi: 10.1108/JEPP-05-2023-0047
- 2024 Bae, K., C. Norris, S. Shakya, and E. Timmons. "Advanced Practice Registered Nurse Full Practice Authority, Provider Supply, and Health Outcomes: A Border Analysis." *Policy, Politics, and Nursing Practice*. 25 (1): 6-13. doi: 10.1177/15271544231212155
- 2023 Norris, C. and P. Nandy. "The Nurse Licensure Compact's Effect on Telemedicine Usage" *Journal of Patient Experience* 10 (1): 1-4 doi: 10.1177/23743735231179060
- 2023 Jacob, A., C. Norris, and E. Timmons. "Estimating the effect of dialysis staffing ratio regulations on mortality and hospitalizations for Medicare hemodialysis patients" *Hemodialysis International*. 27 (4): 436-443. doi: 10.1111/hdi.13085
- 2022 Shakya, S., S. Ghosh, and C. Norris. "Nurse Licensure Compact and Mobility." *Journal of Labor Research*. 43 (2): 260-274. doi: 10.1007/s12122-022-09333-2
- 2021 Timmons, E. and C. Norris. "Potential Licensing Reforms in Light of COVID-19." *Health Policy OPEN* 3. doi: 10.1016/j.hpopen.2021.100062
- 2021 Timmons, E., C. Norris, G. Martsolf, and L. Poghosyan. "Estimating the Effect of the New York State Nurse Practitioners Modernization Act on Care Received by Medicaid Patients." *Policy, Politics, and Nursing Practice* 22 (3): 212-220. doi: 10.1177/15271544211018152
- 2021 Deyo, D., B. Hoarty, C. Norris, and E. Timmons "Licensing Massage Therapists in the Name of Crime: The Case of Harper v Lindsay." *The Journal of Entrepreneurship and Public Policy* 10 (1): 1-14. doi: 10.1108/JEPP-06-2020-0034
- 2020 Norris, C. and M. Benzel. "Learning from The Financial Crisis: What Can Basel II Teach Us About How Basel III Will Fare?" *Quarterly Journal of Finance and Accounting* 58 (3): 77-106. www.qjbe.unl.edu/
- 2020 Schemenaur, M., C. Norris, E. Timmons, and A. Jacob. "Estimating the Effect of New Jersey's 2005 Administrative Nurse Mandate On Mortality and Hospitalizations for Medicare Hemodialysis Patients." *Seminars in Dialysis*, 33 (5): 410-417. doi: 10.1111/sdi.12905
- 2020 Norris, C. and E. Timmons. "Restoring Vision to Consumers and Competition to the Marketplace: Analyzing the Effects of Required Prescription Release." *Journal of Regulatory Economics*, 57 (1): 1-19. doi: 10.1007/s11149-020-09399-9

Working Papers

- 2024 Shakya, S., A. Plemmons, and C. Norris, "Military Spouse Licensing: A Case Study of Registered Nurses within Military Bases Proximity" *Working Papers 24-09, Department of Economics, Appalachian State University*. <https://ideas.repec.org/p/apl/wpaper/24-09.html>
- 2022 Deyo, D., K. Ampaabeng, C. Norris, E. Timmons. "Public Interest or Policy Diffusion: Analyzing the Effects of Massage Therapist Municipal Licensing" *Working Papers, Department of Economics, West Virginia University*. <https://researchrepository.wvu.edu/econworking-papers/61/>
- 2021 Norris, C. "Priced out of the Market: Barriers to Competition in the Real Estate Market." *Framework for Occupational Licensing in Utah Symposium*.

- <https://marriner.eccles.utah.edu/reforming-occupational-licensing-in-utah/>
- 2021 Norris, C. and E. Timmons. “Man vs. Machine: A Novel Evaluation of Data Analytics Using Occupational Licensing as a Case Study.” *Mercatus Center Working Paper*. George Mason University. doi:10.2139/ssrn.3812496
- 2020 Norris, C. “SB 1070: Assessing the Impact of Expanding Immigration Enforcement on Violent Crime.” *Center for Growth and Opportunity Working Paper*. <https://www.thecgo.org/research/state-immigration-restrictions-and-crime-examining-arizonas-sb-1070/>
- 2019 Schemenaur, M., C. Norris, and E. Timmons. “Estimating the Effect of New Jersey’s 2005 Administrative-Nurse Mandate on Mortality and Availability of Care for Hemodialysis Patients.” *Center for Growth and Opportunity Working Paper*. <https://www.thecgo.org/research/estimating-the-effect-of-new-jerseys-2005-administrative-nurse-mandate-on-mortality-and-availability-of-care-for-hemodialysis-patients/>
- 2018 Timmons, E. and C. Norris. “Restoring Vision to Consumers and Competition to the Marketplace: Analyzing the Effects of Required Prescription Release.” *Mercatus Center Working Paper*. George Mason University. doi:10.2139/ssrn.3169418
- 2016 Timmons, E. and C. Norris. “CLIA Waiver Pharmacy Growth, How Does Broadening Scope of Practice Affect the Pharmacist Labor Market?” *Mercatus Center Working Paper*. George Mason University. doi:10.2139/ssrn.3191398

Policy Briefs and White Papers

- 2024 Timmons, E., C Norris, N. Trudeau. “Licensing Reform in Alaska” *The Archbridge Institute Policy Brief*. <https://www.archbridgeinstitute.org/licensing-reform-in-alaska/>
- 2023 Thom, M. and C. Norris. “Assessing Scope of Practice for Marriage/Family Therapists and Clinical Social Workers in the US” *Knee Center for the Study of Occupational Regulation Policy Brief*. <https://csorwvu.com/assessing-scope-of-practice-for-marriage-family-therapists-and-clinical-social-workers-in-the-us/>
- 2023 Thom, M. and C. Norris. “The High Cost of Licensing Mental Health Occupations” *Knee Center for the Study of Occupational Regulation Policy Brief*. <https://csorwvu.com/high-cost-of-licensing-mental-health-occupations/>
- 2023 Norris, C. “Tangled up in Licensing: The Case of Eyebrow Threading” *Knee Center for the Study of Occupational Regulation Policy Brief*. <https://csorwvu.com/new-hampshire/>
- 2023 Bordelon, R., V. Ginn, C. Norris, and E. Timmons. “Licensing Should Not Be Bigger in Texas: A Roadmap for Licensing Reform” *Texas Public Policy Foundation Report* <https://www.texaspolicy.com/wp-content/uploads/2023/01/2023-01-AfO-Licensing-Should-Not-Be-Bigger-in-Texas-BordelonGinnNorrisTimmons.pdf>
- 2023 Norris, C. “Nurse Practitioners and the Quality of Care” *Empower Mississippi Report*. <https://empowerms.org/wp-content/uploads/2023/01/23-024-EMS-Nurse-Pract-Reportiv2-Web.pdf>
- 2022 Bae, K., C. Norris, S. Shakya, and E. Timmons. “Maryland’s Health Care Lesson for Pennsylvania: How Full Practice Authority Can Increase Access and Improve Outcomes” *Commonwealth Foundation Policy Brief*. <https://www.commonwealthfoundation.org/research/full-practice-authority-pennsylvania/>
- 2022 Thom, M. and C. Norris “How Does Universal Recognition Effect Licensed Industries?”

- Evidence from the Hairstyling Industry” *Knee Center for the Study of Occupational Regulation Policy Brief*. <https://csorwvu.com/how-does-universal-recognition-effect-licensed-industries-evidence-from-the-hairstyling-industry/>
- 2022 Chung, B. and C. Norris “Does Continuing Education Improve the Quality of Services? Evidence from Illinois Real Estate Agents.” *Knee Center for the Study of Occupational Regulation Policy Brief*. <https://csorwvu.com/does-continuing-education-improve-the-quality-of-services-evidence-from-illinois-real-estate-agents/>
- 2022 Timmons, E., C. Norris, and N. Trudeau. “Who Watches the Watchmen? An Examination of Oversight of Licensing Boards in West Virginia: Part One.” *The Cardinal Institute Policy Brief* <https://www.cardinalinstitute.com/publication/who-watches-the-watchmen/>
- 2022 Timmons, E., C. Norris, and R. Latino. “Better Jobs Mississippi: Smart Regulation of Occupations.” *Empower Mississippi. Policy Report*. <https://empowerms.org/empower-mississippi-releases-report-on-how-occupational-regulations-limit-job-opportunities-in-mississippi/>
- 2021 Timmons, E. and C. Norris. “When the Entrepreneurs Go Marching Out: How Licensing Holds Back the Pelican State.” *The Pelican Institute and Archbridge Institute Policy+Insights*. <https://pelicanpolicy.org/reports/when-the-entrepreneurs-go-marching-out/>
- 2021 Timmons, E. and C. Norris. “Not-So Sweet Home Alabama: How Licensing Holds Back The Yellowhammer State.” *The Archbridge Institute Policy + Insights*. <https://www.archbridgeinstitute.org/not-so-sweet-home-alabama-how-licensing-holds-back-the-yellowhammer-state/>
- 2020 Norris, C., J. Smith, and E. Timmons. “How to Reform Occupational Licensing.” *The Center for Growth and Opportunity Policy Paper*. <https://www.thecgo.org/research/how-to-reform-occupational-licensing/>
- 2020 Ampaabeng, K., C. Norris, and E. Timmons. “A Snapshot of Occupational Licensing Regulation in the Midwest and Mid-Atlantic States.” *Mercatus Center Policy Brief* <https://www.mercatus.org/publications/regulation/snapshot-occupational-licensing-regulation-midwest-and-mid-atlantic-states>
- 2020 Bayne, E., C. Norris, and E. Timmons. “Primer on Emergency Occupational Licensing Reforms for Combating COVID-19.” *Mercatus Center Policy Brief Special Edition* <https://www.mercatus.org/publications/covid-19-crisis-response/primer-emergency-occupational-licensing-reforms-combating>
- 2020 Timmons, E. and C. Norris. “Field of Broken Dreams: How Licensing Limits Opportunity in the Hawkeye State.” *The Archbridge Institute Policy + Insights* <https://www.archbridgeinstitute.org/field-of-broken-dreams-how-licensing-limits-opportunity-in-the-hawkeye-state/>
- 2019 Timmons, E., E. Vargo, and C. Norris. “Barriers to Work in the Mountain State: A Closer Look at Occupational Licensing in West Virginia.” *The Cardinal Institute Policy Brief* <https://csorwvu.com/barriers-to-work-in-the-mountain-state/>
- 2019 Miller, S.M., J. Brunk, and C. Norris. “On Bank Size and Bank Asset Holdings.” *The Mercatus Center Bridge Commentary* <https://www.mercatus.org/bridge/commentary/bank-size-and-bank-asset-holdings>
- 2019 Timmons, E. and C. Norris. “Deserting Workers? Barriers to Work in New Mexico.” *The Archbridge Institute Policy + Insights*

- <https://csorwvu.com/deserting-workers-barriers-to-work-in-new-mexico/>
- 2019 Timmons, E., E. Vargo, and C. Norris. "A Mountain of Regulation?: Assessing Barriers to Work in West Virginia." *The Cardinal Institute Policy Brief*
<https://csorwvu.com/a-mountain-of-regulation-assessing-barriers-to-work-in-west-virginia/>
- 2018 Bhai, M. and C. Norris. "Private Certification as an Alternative to Occupational Licensing." *Mercatus Center Policy Brief* <https://www.mercatus.org/publications/regulation/private-certification-alternative-occupational-licensing>

Works in Progress

- 2024 Deyo, D., S. Shakya, K. Ampaabeng, C. Norris, and E. Timmons. "Unintended Endings: The Effects of Municipal Massage Therapist Licensing on Crime"
- 2024 Ghosh, S., C. Norris, A. Plemmons, and E. Timmons. "For Better or Worse: Licensing Reform for Military Spouses."
- 2024 Bae, K., C. Norris, and E. Timmons. "The Effect of Occupational Licensing on Income Inequality."
- 2024 Norris, C., A. Choudhury, and S. Ghosh. "Special Interest Group Theory & CON Laws: Evidence from Lobby Expenditures."
- 2024 Norris, C. "Direct Democracy with Teeth: The Political Economy of Washington Initiative 678"
- 2024 Deyo, D. and Norris, C. "The Spatial Diffusion of Massage Therapy Municipal Licensing Ordinances."

CONFERENCE ACTIVITY

Symposia

- 2024 "Nurse Practitioner Full Practice Authority and Access to Primary Care in North Carolina." Hosted by The Knee Center for the Study of Occupational Regulation and the Pacific Legal Foundation. *Scope of Practice Research Conference*. Morgantown, West Virginia. July 18–19.
- 2024 "Direct Democracy with Teeth: The Political Economy of Washington Initiative 678." Hosted by the Knee Regulatory Research Center and the Institute for Humane Studies. *IHS Graduate Papers Workshop*. Morgantown, West Virginia. June 24–25.
- 2023 "Special Interest Group Theory & CON Laws: Evidence from Lobby Expenditures." Hosted by The Knee Center for the Study of Occupational Regulation and the Pacific Legal Foundation. *Certificate of Need Research Conference*. Morgantown, West Virginia. June 2–3.
- 2021 "The Effect of Occupational Licensing on Income Inequality." Hosted by the Institute for Humane Studies. *IHS Paper Workshop*. Manchester, New Hampshire. August 27–29.
- 2021 "Man vs. Machine: A Novel Evaluation of Data Analytics Using Occupational Licensing as a Case Study." Hosted by the Policy Analytics Society, George Mason University. *Policy Analytics Symposium*. Online. April 12.
- 2019 "Learning from The Financial Crisis: What Can Basel II Teach Us About How Basel III Will Fare?" Hosted by Creighton University. *Special Issue Paper Workshop*. Omaha, Nebraska. August 6–8.

- 2018 Hosted by the Institute for Humane Studies. *Beyond Just the Labor Market: How do Immigrants Affect Institutions? Seminar* Washington, DC. November 17.

Conference Papers Presented¹

- 2023 Shakya, S., A. Plemmons, *C. Norris* “Military Spouse Licensing Recognition: A Case Study of Healthcare Access.” Southern Economic Association Annual Conference. New Orleans, Louisiana. November 18–21.
- 2023 Shakya, S., A. Plemmons, *C. Norris* “Military Spouse Licensing Recognition: A Case Study of Healthcare Access.” Mercatus Center Markets and Society Annual Conference. Arlington, Virginia. October 21–24.
- 2023 Norris, C. “Reform is Contagious: The Diffusion of Universal Recognition.” Western Economic Association Annual Conference. San Diego, California. July 1–5.
- 2023 Ghosh, S., *C. Norris*, A. Plemmons, E. Timmons. “For Better or Worse: Licensing Reform for Military Spouses.” Association of Public Enterprise and Education. Cancun, Mexico. April 16–19.
- 2022 Ghosh, S., *C. Norris*, A. Plemmons, E. Timmons. “For Better or Worse: Licensing Reform for Military Spouses.” Southern Economic Association Annual Conference. Fort Lauderdale, Florida. November 18–21.
- 2021 Ampaabeng, K., D. Deyo, *C. Norris*, and E. Timmons. “Effects of Municipal Massage Therapist Licensing on Crime.” Southern Economic Association Annual Conference. Houston, Texas. November 19–22.
- 2020 Deyo, D., B. Hoarty, *C. Norris*, and E. Timmons. “Licensing Massage Therapists in the Name of Crime: The Case of Harper v. Lindsay.” Western Economic Association Annual Conference. Online. June 26–30.
- 2020 Deyo, D., B. Hoarty, *C. Norris*, and E. Timmons. “Licensing Massage Therapists in the Name of Crime: The Case of Harper v. Lindsay.” Knee Center For the Study of Occupational Regulation Emerging Scholars Conference. Online. May 29–31.
- 2019 Norris, C. and E. Timmons. “Restoring Vision to Consumers and Competition to the Marketplace: Analyzing the Effects of Required Prescription Release.” Eastern Economic Association Annual Conference. New York, New York. March 1–3.
- 2019 Norris, C. “SB 1070: Assessing the Impact of Expanding Immigration Enforcement on Violent Crime.” Eastern Economic Association Annual Conference. New York, New York. March 1–3.
- 2016 Norris, C. and E. Timmons. “Restoring Vision to Consumers and Competition to the Marketplace: Analyzing the Effects of Required Prescription Release.” Eastern Economic Association Annual Conference. Washington, D.C. February 25–28.

Testimony

- 2024 Hawaii Legislature. House Committee on Health and Homelessness. February 7.
- 2024 Washington Legislature. Committee on Appropriations. February 5.
- 2023 Ohio Legislature. House Commerce and Labor Committee. March 28.
- 2023 New Hampshire Legislature. Senate Executive Departments and Administration Committee. March 14.

¹Presenting author *italicized* if other than first author.

- 2023 New Hampshire Legislature. House Executive Departments and Administrative Committee. February 9.
- 2023 New Hampshire Legislature. House Executive Departments and Administration Committee. January 19.
- 2021 Maine Legislature. House IDEA committee. April 8.
- 2019 Virginia Department of Health Professionals. Telemedicine Working Group. August 5.

Panels

- 2024 “Regulatory Reform Week; Occupational Licensing Reform” Hosted by the Cardinal Institute. February 13.
- 2023 “Occupational Hazard: State Licensing Laws in Michigan” Hosted by the Mackinac Center. October 2.
- 2021 “Unleash Mississippi: Work that Matters.” Hosted by Empower Mississippi. June 14.
- 2020 “The Current State of Occupational Licensing.” Hosted by the American Legislative Exchange Council. November 20.
- 2019 “Mercatus MA Fellowship Alumni Reading Group.” Hosted by the Mercatus Center. February 15–17.

GRANTS AND FELLOWSHIPS

- 2023 Nurse Practitioner Scope of Practice and Access to Primary Care in North Carolina (research grant)
- 2021 How Does Political Economy Affect Income Inequality? IHS Paper Workshop (travel stipend).
- 2019 Mercatus MA Fellowship Alumni Colloquium “Applied Topics in Policy” (travel stipend).
- 2018 Beyond Just the Labor Market: How do Immigrants Affect Institutions? IHS Seminar (travel stipend).
- 2016–18 Mercatus Center MA Fellowship (tuition and living stipend)

COURSES TAUGHT

West Virginia University: John Chambers College of Business and Economics

Labor Economics (MHRL) (Fall 2022, 2023, 2024)

Saint Francis University: Shields School of Business

Principles of Microeconomics (Spring 2019, 2020, 2021, 2022, Fall 2020)

Money and Banking (Fall 2019)

Principles of Macroeconomics (Fall 2020)

Managerial Economics (MBA) (Spring 2022)

SERVICE ACTIVITIES

Academic Journal Peer Review

Southern Economic Journal, 2023.

Contemporary Economic Policy, 2023.

Journal of Patient Experience, 2023, 2024.

Journal of Entrepreneurship and Public Policy, 2022, 2023.

Mercatus Center Working Paper, 2019.

Eastern Economic Journal, 2019.

Service to Department

Student Research Internship Supervisor, West Virginia University, 2024.

Hiring Search Committee, Saint Francis University, 2019–20.

Federal Reserve Challenge Faculty Advisor, Saint Francis University, 2018–21.

Academic Advisor Phi Kappa Theta Fraternity, Saint Francis University, 2019–22.

Conference Paper Discussant

Association in Public Enterprise, 2023

Southern Economic Association, 2018, 2020, 2021.

Western Economic Association, 2020.

Eastern Economic Association, 2019.

Mentoring

Mercatus MA Fellow: Working for a University-Based Research Center, 2022.

Saint Francis University Alumni Mentorship day, 2018-21.

Institute for Humane Studies Undergraduate Colloquium "Capitalism Under Siege." Saint Francis University, Nov 2, 2019.

Institute for Humane Studies Undergraduate Colloquium "Occupational Licensing: Protecting the Public or Protecting Private Profit?" Saint Francis University, Sep 22, 2018.

PROFESSIONAL MEMBERSHIPS

American Economic Association, Southern Economic Association

Updated September 2024