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## EDUCATION

- 2015      Ph.D. in Economics, Duke University  
Dissertation: *Dynamic Models of Human Capital Accumulation*.  
Committee: [Peter Arcidiacono](#) (chair), [Patrick Bayer](#), [V. Joseph Hotz](#), [Arnaud Maurel](#)
- 2010      M.A. in Economics, Duke University
- 2009      B.A. in Economics (Magna Cum Laude), Brigham Young University

## EMPLOYMENT & AFFILIATIONS

- 2022-      Associate Professor of Economics (with tenure), University of Oklahoma
- 2017-      Research Affiliate, [Institute for the Study of Labor \(IZA\)](#)
- 2017-2022      Assistant Professor of Economics, University of Oklahoma
- 2015-2017      Postdoctoral Associate, [Social Science Research Institute](#), Duke University

## RESEARCH FIELDS

- Primary:      Labor Economics, Economics of Education
- Secondary:    Urban Economics, Machine Learning applications

## PUBLISHED & FORTHCOMING PAPERS

- 2022      “[Divergent: The Time Path of Legacy and Athlete Admissions at Harvard](#)” (with Peter Arcidiacono and Josh Kinsler), *Journal of Human Resources*, Forthcoming.
- “[Understanding Migration Aversion Using Elicited Expectations and Counterfactuals](#)” (with Gizem Koşar and Wilbert van der Klaauw), *Journal of Econometrics*, Forthcoming.
- “[Recruit to Reject? Harvard and African American Applicants](#)” (with Peter Arcidiacono and Josh Kinsler), *Economics of Education Review*, Volume 88, Article 102255.
- “[Asian American Discrimination in Harvard Admissions](#)” (with Peter Arcidiacono and Josh Kinsler), *European Economic Review*, Volume 144, Article 104079.
- “[Labor Market Frictions and Moving Costs of the Employed and Unemployed](#),” *Journal of Human Resources*, 57 (S): S137–S166.
- “[Legacy and Athlete Preferences at Harvard](#)” (with Peter Arcidiacono and Josh Kinsler), *Journal of Labor Economics*, 40 (1): 133–156.

- 2021 “Changes across Cohorts in Wage Returns to Schooling and Early Work Experiences” (with Jared Ashworth, V. Joseph Hotz and Arnaud Maurel), *Journal of Labor Economics*, 39 (4): 931–964.
- “Selective Migration, Occupational Choice, and the Wage Returns to College Majors,” *Annals of Economics & Statistics*, No. 142: 45–110.
- “Learning during the COVID-19 pandemic: It is not who you teach, but how you teach” (with George Orlov, Douglas McKee, James Berry, Austin Boyle, Thomas J. DiCiccio, Alex Rees-Jones, and Jörg Stoye), *Economics Letters*, Volume 202, Article 109812.
- “Do Foreigners Crowd Natives out of STEM Degrees and Occupations? Evidence from the U.S. Immigration Act of 1990” (with John V. Winters), *ILR Review*, 74 (2): 321–351.
- 2020 “Affirmative Action, Transparency, and the *SFFA v. Harvard Case*” (with Peter Arcidiacono and Josh Kinsler), *The University of Chicago Law Review Online*, October 2020. (Not peer-reviewed)
- 2019 “Has the College Wage Premium Continued to Rise? Evidence from Multiple U.S. Surveys” (with Jared Ashworth), *Economics of Education Review*, 69 (1): 149–154.
- 2018 “Do High School Sports Build or Reveal Character? Bounding Causal Estimates of Sports Participation” (with Michael R Ransom), *Economics of Education Review*, 64 (1): 75–89.

#### PAPERS UNDER REVISION TO RESUBMIT

- “College Attrition and the Dynamics of Information Revelation” (with Peter Arcidiacono, Esteban Aucejo, and Arnaud Maurel), **R & R *Journal of Political Economy***
- “Back to the Drawing Board: A Critical Review of Instrumental Variables in Leadership Studies” (with Nicolas Bastardoz, Tom Kelemen, Michael Matthews, Samuel Matthews and Gwendolin Sajons), **Revised & Resubmitted, *The Leadership Quarterly***

#### WORKING PAPERS

- “What the Students for Fair Admissions Cases Reveal About Racial Preferences” (with Peter Arcidiacono and Josh Kinsler), *Under Review*

#### WORKS IN PROGRESS

- “The Role of Supply and Demand Factors in Explaining the Migration of College Majors” (with Joel McGuire)
- “Beating the Heat: Temperature and Spatial Reallocation over the Long Run” (with Christos Makridis)

## WORKS IN PROGRESS (CONTINUED)

- “Minorities in STEM: The Role of Ability Revelation” (with Nick Huntington-Klein)
- “Learning about College Football Team Quality in the Presence of Endogenous Effort” (with Patrick Coate and Logan Schoonover)
- “What is the Role of College Athletics? An Analysis of the Population of NCAA Athletes”

## POLICY WRITINGS

- 2021 “Amherst Is Dropping Legacy Admissions. Why Other Universities Aren’t.” (with Peter Arcidiacono and Josh Kinsler), *Barron’s*, 2 Nov 2021
- 2020 “Assessing the Effect of Online Instruction on University Students’ Learning” (with George Orlov and Douglas McKee), *IZA World of Labor*, 21 Dec 2020
- “Want to Make Your College Degree Count? Here’s Where to Live”, RealClearEducation, 1 June 2020
- “Assessing the Recruiting Practices of Elite Universities: The Case of Harvard and African Americans” (with Peter Arcidiacono and Josh Kinsler), VoxEU, 22 January 2020
- 2018 “Changes across Cohorts in Wage Returns to Schooling and Early Work Experiences” (with Jared Ashworth, V. Joseph Hotz, and Arnaud Maurel), VoxEU, 14 April 2018

## RECENT CONFERENCE & SEMINAR PRESENTATIONS

\* indicates virtual presentation

- 2021–2022 Tulane University, University of Dayton\*, Hitotsubashi University\*
- 2020–2021 Ohio State University\*, University of Rochester\*, University of Memphis\*, SOLE\*, IZA Workshop on Climate Change and Labor Markets\*
- 2019–2020 Bank of Italy Migration Workshop (Rome), APPAM (Denver)
- 2018–2019 Monopsony in Labor Markets conference (Sundance, Utah), AEA (Atlanta, discussant), University of Oregon
- 2017–2018 OU Arts & Sciences Research Discussion Series, Arizona State University, WEAI (Vancouver, BC)

## TEACHING EXPERIENCE

Oklahoma	<b>Econometrics III</b> (PhD) <b>Econometric Analysis</b> (undergraduate) <b>Data Science for Economists</b> (Master's) Economics of Education (undergraduate)
Duke	<b>Foundations of Matlab</b> (PhD, field course) <b>Causal Inference for Data Scientists</b> (co-developer, with eBay DataLabs) <b>Introduction to Julia</b> (workshop) SSRI Education & Human Development seminar (co-instructor)

## FELLOWSHIPS & AWARDS

2022	OU Dodge Family College of Arts & Sciences <b>Irene Rothbaum Outstanding Assistant Professor Award</b>
2019	OU Presidential International Travel Fellowship
2018	OU Dodge Family College of Arts & Sciences Junior Faculty Summer Fellowship
2012–2015	Triangle Census Research Fellowship

## MEDIA APPEARANCES

2022	<b>"Record Gas Prices Have Lawn Care Pros Scrambling"</b> by Jeff Herman, <i>LawnStarter</i> , 19 May 2022 <b>"Fact-checking Rep. Jamaal Bowman on legacy admissions, affirmative action"</b> by Elizabeth Egan and Marnique O. Panepento, <i>PolitiFact</i> , 7 Mar 2022 <b>"Should elite higher education institutions end favorable admissions practices for children of alumni?"</b> by Stephanie Hughes, <i>Marketplace.org</i> , 18 Feb 2022
2021	<b>"Colorado leads the way in closing the door on legacy admission at public universities"</b> by Jon Marcus, <i>Washington Post</i> , 16 July 2021
2020	<b>"OU community talks student loan debt, presidential candidates' plans to help"</b> by Beth Wallis, <i>OU Daily</i> , 6 April 2020
2019	Numerous appearances in major media outlets (e.g. <i>The Economist</i> , <i>The New York Times</i> , <i>Slate</i> , <i>The Atlantic</i> )
2018	<b>"Students who hold jobs during college earn more money after they graduate,"</b> by Jillian Berman, <i>MarketWatch</i> , 3 January 2018 <b>"Does Participation in High School Sports Predict Long Term Outcomes?"</b> by <i>LRN Media</i> , 10 January 2018 <b>"OU economics professor suggests stock market drop not a concern yet,"</b> by Sierra Rains, <i>OU Daily</i> , 6 February 2018 <b>"Unemployment rate declining in Oklahoma,"</b> interview with <i>KGOU Radio</i> , 27 February 2018

“State Question 801 gives Oklahomans chance to vote on property taxes used for school funding,” by Sierra Rains-Moad, *OU Daily*, 2 November 2018

## STUDENT ADVISING

(Initial placement in parentheses)

PhD Thesis	Gabe Lebovich (2022)
Co-Chair	
PhD Thesis	Cheng Ma (2022)
Committee	Brent Norwood (2020; Oklahoma State University) Chen Xu (2020; St. Edward's University)
MA Thesis	Josie Pruett (2022) Carson Schlittler (2022) Luke Denton (2022) Ethan Maddy (2022) Leah Pomerantz (2022) Ningjing Gao (2021) Hunter McCans (2021) Natalie Cook (2021) Orin Imtiaz (2021; Deloitte) Grant Naberhaus (2021; Ernst & Young) Katy Yut (2021) Emma Reinsch (2021; OU Econ PhD) Joe Ezzell (2020) Sam Quick (2020; Ovintiv) Conrad Polkosnik (2020; Schlumberger) Binyue Ling (2020) Jiongliang Tao (2019) Alex Hinshaw (2019; SMU Law) Alexandra Penner (2018; MSCI) Joel McGuire (2018; Colorado St. Econ PhD) Alex Nongard (2018; City of Tulsa) Jordan Hoehne (2018; Oseberg) Donald Li (2018)
BA Honors	Max Geizsler (2022) Leah Pomerantz (2022) Ethan Maddy (2022) Logesh Balaguru (2021)

BA Honors	Austin Parker (2021) Liam Ferrer (2021; WashU Law) Ryan Mcalister (2021) Logan Schoonover (2020; Goldman Sachs) Katie King (2020; Vanderbilt Nursing MA) Joey Herrera (2020; Texas Econ MA) Stephanie Jansson (2020; Biostatistics PhD) Alex Hinshaw (2019; SMU Law) Alexander Stubblefield (2019; Michigan St. Econ PhD) Parker Strubhar (2019; Georgetown Communications MA) Will Milam (2018; SMU Law)
H&ES	Blake Buchman (2022)
MA Thesis	Megan Yarberry (2021) Joe Castiglione, Jr. (2021)
McNair Scholarship	Joey Herrera (2020; Texas Econ MA)

## SKILLS

Coding Expertise:	Matlab, Stata, R, Julia, <del>La</del> TeX, Shell/Bash, SLURM, Git
Coding Experience:	SAS, Qualtrics, HTML, SQL, Python, Hadoop, Spark
Security Clearance:	Special Sworn Status (US Census Bureau)
Certification:	Certificate in College Teaching (Duke University, 2015)
Languages:	English (native), Japanese (advanced)

## PROFESSIONAL SERVICE

- Referee: *AEJ: Applied Economics* (2); *AEJ: Economic Policy* (2);  
*American Economic Review* (2); *Annals of Economics and Statistics*;  
*Applied Economics Teaching Resources*; *B.E. J. of Economic Analysis & Policy*;  
*Bulletin of Economic Research* (2); *China Economic Review* (2);  
*Contemporary Economic Policy* (3); *Economic Development Quarterly* (4);  
*Economics of Education Review* (8); *Economic Inquiry* (5);  
*Education Economics*; *Educational Researcher*;  
*European Economic Review*; *International Review of Economics Education*;  
*ILR Review* (2); *Journal of Applied Econometrics* (5);  
*Journal of Comparative Economics* *Journal of Economic Psychology* (2);  
*Journal of Family and Economic Issues* (2); *Journal of Housing Economics* (2);  
*Journal of Human Capital* (4); *Journal of Human Resources* (2);  
*Journal of Economics, Race, and Policy* (2); *Journal of Labor Economics* (2);  
*Journal of Policy Analysis and Management* (3); *Journal of Public Economics*;  
*Labour Economics* (3); *Labour: Review of Labour and Ind. & Relations* (2);  
*Oxford Economic Papers*; *Papers in Regional Science* (2);  
*Quantitative Economics* (5); *Regional Science and Urban Economics* (2);  
*Research in Higher Education* (2); *Review of Economics and Statistics* (2);  
*Review of Industrial Organization*; *Scandinavian Journal of Economics*;  
*Scottish Journal of Political Economy*; *Southern Economic Journal* (5);  
Swiss National Science Foundation; Fordham Institute
- 2022 Organizing Committee, International Association for Applied Econometrics Conference

## DEPARTMENTAL & UNIVERSITY SERVICE

- 2021–22 Faculty Advisor, OU Sports Data Analytics Association
- 2021 Member, OU Econ Department Chong Liew Award Committee
- 2021 Member, OU Econ Department Strategic Plan Committee
- 2021 Member, OU Provost's Dissertation Prize Committee
- 2019– Panelist, OU English Communication Capacity (ECC) test
- 2017–21 Member, OU College of Arts & Sciences Big Data and Stats Working Group
- 2016 Member, Duke SSRI Education & Human Development Scholars Recruiting Committee