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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

- 2017-      Assistant Professor of Economics, University of Oklahoma
- 2017-      Research Affiliate, *Institute for the Study of Labor (IZA)*
- 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

- 2020      “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*, Forthcoming.
- 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***
- “Changes across Cohorts in Wage Returns to Schooling and Early Work Experiences” (with Jared Ashworth, V. Joseph Hotz and Arnaud Maurel), **R & R *Journal of Labor Economics***
- “Understanding Migration Aversion Using Elicited Expectations and Counterfactuals” (with Gizem Kosar and Wilbert van der Klaauw), **Revised & Resubmitted, *Journal of Econometrics***

## WORKING PAPERS

- “Recruit to Reject? Harvard and African American Applicants” (with Peter Arcidiacono and Josh Kinsler), *Under Review*
- “Legacy and Athlete Preferences at Harvard” (with Peter Arcidiacono and Josh Kinsler), *Under Review*
- “Divergent: The Time Path of Legacy and Athlete Admissions at Harvard” (with Peter Arcidiacono and Josh Kinsler), *Under Review*
- “Labor Market Frictions and Moving Costs of the Employed and Unemployed”, *Under Review*
- “Selective Migration, Occupational Choice, and the Wage Returns to College Majors”

## 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)
- “Language Environment at Home and Academic Achievement During Early Childhood” (with Jia Gao and Le Wang)
- “Minorities in STEM: The Role of Ability Revelation” (with Nick Huntington-Klein)
- “Machine Learning for Sample Selection Models: A First Report” (with Owen McDevitt and Le Wang)

## POLICY WRITINGS

- 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

## CONFERENCE & SEMINAR PRESENTATIONS

- 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)
- 2016-2017 IZA Workshop on the Economics of Education: Higher Education (Bonn, Germany), SEA (Washington, DC), US Naval Academy, AEA (Chicago), Brigham Young University, Charles River Associates, University of Oklahoma, T-Mobile (Bellevue, WA), Carolina Population Center (Chapel Hill), 2nd IZA Junior/Senior Labor Symposium (Austin), SOLE (Raleigh)
- 2015-2016 NARSC (Portland, OR), SEA (New Orleans), Cal State Fullerton, Oklahoma State University, Barcelona GSE Summer Forum on Migration
- 2014-2015 Wake Forest University, SMU Cox School of Business, Econometric Society World Congress (Montréal)
- 2013-2014 Brigham Young University, WEAI (Denver)
- 2012-2013 Georgia State, NSF Census Research Network Meeting (RTP, NC; poster session)

## TEACHING EXPERIENCE

- Oklahoma **Econometric Analysis** (undergraduate)  
**Data Science for Economists** (Master’s)  
Economics of Education (undergraduate)
- Duke **Foundations of Matlab** (PhD, field course)  
**Causal Inference for Data Scientists** (co-developer, with eBay DataLabs)  
**Introduction to Julia** (workshop)  
SSRI Education & Human Development seminar (co-instructor)  
Conducting Research Using the SIPP (TA, workshop)  
**Data+** (project leader)
- BYU Principles of Economics (TA, undergraduate honors)

## FELLOWSHIPS & AWARDS

2018	OU College of Arts & Sciences Junior Faculty Summer Fellowship
2012–2015	Triangle Census Research Fellowship
2014	Conference Travel Fellowship
2012,2014	Graduate School Summer Research Fellowship

## STUDENT ADVISING

(Initial placement in parentheses)

PhD Thesis	Chen Xu (committee member; expected 2020) Cheng Ma (committee member; expected 2021) Brent Norwood (committee member; expected 2021)
MA Thesis	Sam Quick (expected 2020) Conrad Polkosnik (expected 2020) Binyue Ling (expected 2020) Jiongliang Tao (2019) Alex Hinshaw (2019; SMU Law) Alexandra Penner (2018) Joel McGuire (2018; Colorado St. Econ PhD) Alex Nongard (2018; City of Tulsa) Jordan Hoehne (2018; Oseberg) Donald Li (2018)
BA Honors	Ethan Maddy (expected 2022) Logesh Balaguru (expected 2021) Liam Ferrer (expected 2020) Katie King (expected 2020) Stephanie Jansson (expected 2020) Ryan Mcalister (expected 2020) Joey Herrera (expected 2020) Alex Hinshaw (2019; SMU Law) Alexander Stubblefield (2019; Michigan St. Econ PhD) Parker Strubhar (2019) Will Milam (2018; SMU Law)
McNair Scholarship	Joey Herrera (expected 2020)

## SKILLS

Coding Expertise: Matlab, Stata, R, Julia,  $\text{\LaTeX}$ , 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 (fluent)

## MEDIA APPEARANCES

2019 Numerous appearances in major media outlets (e.g. *The Economist*, *The New York Times*, *Slate*, *The Atlantic*)  
2018 “Students who hold jobs during college earn more money after they graduate,” by Jillian Berman, *MarketWatch*, 3 January 2018  
“Does Participation in High School Sports Predict Long Term Outcomes?” by *LRN Media*, 10 January 2018  
“OU economics professor suggests stock market drop not a concern yet,” by Sierra Rains, *OU Daily*, 6 February 2018  
“Unemployment rate declining in Oklahoma,” interview with *KGOU Radio*, 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

## PROFESSIONAL SERVICE

Referee: *AEJ: Applied Economics*; *AEJ: Economic Policy* (2);  
*American Economic Review* (2); *B.E. Journal of Economic Analysis & Policy*;  
*Bulletin of Economic Research* (2); *Contemporary Economic Policy*;  
*Economic Development Quarterly* (2); *Economics of Education Review* (4);  
*Economic Inquiry* (4); *Journal of Applied Econometrics* (2);  
*Journal of Housing Economics*; *Journal of Human Capital* (3);  
*Journal of Human Resources*; *Journal of Economics, Race, and Policy* (2);  
*Journal of Labor Economics*; *Journal of Policy Analysis and Management*;  
*Journal of Public Economics*; *Labour Economics* (2);  
*Labour: Review of Labour and Ind. Relations* (2); *Oxford Economic Papers*;  
*Papers in Regional Science*; *Quantitative Economics* (3);  
*Regional Science and Urban Economics* (2); *Review of Economics and Statistics*;  
*Southern Economic Journal* (2); *Scottish Journal of Political Economy*;  
Fordham Institute

## **DEPARTMENTAL & UNIVERSITY SERVICE**

2019	English Communication Capacity (ECC) test panelist, OU
2017-	Member, OU College of Arts & Sciences Big Data and Stats Working Group
2016	Member, Duke SSRI Education & Human Development Scholars Recruiting Committee