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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

- 2022      “*Asian American Discrimination in Harvard Admissions*” (with Peter Arcidiacono and Josh Kinsler), *European Economic Review*, Forthcoming.
- “*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.
- “*Labor Market Frictions and Moving Costs of the Employed and Unemployed*,” *Journal of Human Resources*, Forthcoming.
- “*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.

- 2021 “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 Bastardo, Tom Kelemen, Michael Matthews and Samuel Matthews), *R & R The Leadership Quarterly*

#### WORKING PAPERS

- “Recruit to Reject? Harvard and African American Applicants” (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)  
 “Minorities in STEM: The Role of Ability Revelation” (with Nick Huntington-Klein)

## WORKS IN PROGRESS (CONTINUED)

“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\* (scheduled)
- 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) Conducting Research Using the SIPP (TA, workshop)
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

## MEDIA APPEARANCES

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 <b>"State Question 801 gives Oklahomans chance to vote on property taxes used for school funding,"</b> by Sierra Rains-Moad, <i>OU Daily</i> , 2 November 2018

## STUDENT ADVISING

(Initial placement in parentheses)

PhD Thesis	Gabe Lebovich (expected 2022)
Committee	Cheng Ma (expected 2022) Brent Norwood (2020; Oklahoma State University) Chen Xu (2020; St. Edward's University)
MA Thesis	Josie Pruett (expected 2022) Luke Denton (expected 2022) Ethan Maddy (expected 2022) Leah Pomerantz (expected 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 (expected 2022) Leah Pomerantz (expected 2022) Ethan Maddy (expected 2022) Logesh Balaguru (2021) Austin Parker (2021) Liam Ferrer (2021; WashU Law) Ryan Mcalister (2021) Logan Schoonover (2020; Goldman Sachs) Katie King (2020; Vanderbilt Nursing MA) Stephanie Jansson (2020; Biostatistics PhD)

BA Honors	Joey Herrera (2020; Texas Econ MA) 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 (expected 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 (fluent)

## 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. Journal 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);  
*Educational Researcher*; *International Review of Economics Education*;  
*ILR Review*; *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* (3); *Journal of Human Resources* (2);  
*Journal of Economics, Race, and Policy* (2); *Journal of Labor Economics* (2);  
*Journal of Policy Analysis and Management* (2); *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);  
Fordham Institute

## DEPARTMENTAL & UNIVERSITY SERVICE

2021–	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