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Citizenship: United States

## 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      “*Understanding Migration Aversion Using Elicited Expectations and Counterfactuals*” (with Gizem Koşar and Wilbert van der Klaauw), *Journal of Econometrics*, Forthcoming.
- “*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*, 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*, Forthcoming.
- 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

- 2021 “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 (Not peer-reviewed)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***
- “Divergent: The Time Path of Legacy and Athlete Admissions at Harvard” (with Peter Arcidiacono and Josh Kinsler), ***R & R Journal of Human Resources***

#### **WORKING PAPERS**

- “Asian American Discrimination in Harvard Admissions” (with Peter Arcidiacono and Josh Kinsler), *Under Review*
- “Recruit to Reject? Harvard and African American Applicants” (with Peter Arcidiacono and Josh Kinsler)

#### **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)
- “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

- 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

## CONFERENCE & SEMINAR PRESENTATIONS

\* indicates virtual presentation

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

## STUDENT ADVISING

(Initial placement in parentheses)

|                       |   |
|-----------------------|---|
| PhD Thesis            | Cheng Ma (expected 2022)  |
| Committee             | Brent Norwood (2020; Oklahoma State University)<br>Chen Xu (2020; St. Edward's University)  |
| MA Thesis             | Hunter McCans (2021)<br>Natalie Cook (2021)<br>Orin Imtiaz (2021; Deloitte)<br>Grant Naberhaus (2021; Ernst & Young)<br>Katy Yut (2021)<br>Emma Reinsch (2021; OU Econ PhD)<br>Joe Ezzell (2020)<br>Sam Quick (2020; Ovintiv)<br>Conrad Polkosnik (2020; Schlumberger)<br>Binyue Ling (2020)<br>Jiongliang Tao (2019)<br>Alex Hinshaw (2019; SMU Law)<br>Alexandra Penner (2018; MSCI)<br>Joel McGuire (2018; Colorado St. Econ PhD)<br>Alex Nongard (2018; City of Tulsa)<br>Jordan Hoehne (2018; Oseberg)<br>Donald Li (2018) |
| BA Honors             | Ethan Maddy (expected 2022)<br>Logesh Balaguru (expected 2021)<br>Liam Ferrer (2021; WashU Law)<br>Ryan Mcalister (2021)<br>Logan Schoonover (2020; Goldman Sachs)<br>Katie King (2020; Vanderbilt Nursing MA)<br>Stephanie Jansson (2020; Biostatistics PhD)<br>Joey Herrera (2020; Texas Econ MA)<br>Alex Hinshaw (2019; SMU Law)<br>Alexander Stubblefield (2019; Michigan St. Econ PhD)<br>Parker Strubhar (2019; Georgetown Communications MA)<br>Will Milam (2018; SMU Law)   |
| McNair<br>Scholarship | Joey Herrera (2020; Texas Econ MA)  |

## 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

2020 “OU community talks student loan debt, presidential candidates’ plans to help”  
by Beth Wallis, *OU Daily*, 6 April 2020  
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); *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*; *Economic Development Quarterly* (4);  
*Economics of Education Review* (7); *Economic Inquiry* (4);  
*Educational Researcher*; *ILR Review*;  
*Journal of Applied Econometrics* (3); *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*;  
*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* (4);  
*Regional Science and Urban Economics* (2); *Research in Higher Education* (2);  
*Review of Economics and Statistics*; *Southern Economic Journal* (5);  
*Scottish Journal of Political Economy*;  
Fordham Institute

## DEPARTMENTAL & UNIVERSITY SERVICE

|       |   |
|-------|---|
| 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– | Member, OU College of Arts & Sciences Big Data and Stats Working Group        |
| 2016  | Member, Duke SSRI Education & Human Development Scholars Recruiting Committee |