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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      “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.
- 2020      “Understanding Migration Aversion Using Elicited Expectations and Counterfactuals” (with Gizem Kosar and Wilbert van der Klaauw), *Journal of Econometrics*, Forthcoming.
- 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***

“Labor Market Frictions and Moving Costs of the Employed and Unemployed”,  
**2nd Round Revised & Resubmitted *Journal of Human Resources***

“Selective Migration, Occupational Choice, and the Wage Returns to College Majors,”, **R & R *Annals of Economics & Statistics***

“Legacy and Athlete Preferences at Harvard” (with Peter Arcidiacono and Josh Kinsler) , **2nd Round Revised & Resubmitted *Journal of Labor Economics***

## WORKING PAPERS

“Asian American Discrimination in Harvard Admissions” (with Peter Arcidiacono and Josh Kinsler)

“Recruit to Reject? Harvard and African American Applicants” (with Peter Arcidiacono and Josh Kinsler)

“Divergent: The Time Path of Legacy and Athlete Admissions at Harvard” (with Peter Arcidiacono and Josh Kinsler)

“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 Joerg Stoye), *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)

“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 Effect of Online Instruction on University Students’ Learning”  
(with George Orlov and Douglas McKee), *IZA World of Labor*, 21 Dec 2020
- “Affirmative Action, Transparency, and the *SFFA v. Harvard Case*” (with Peter Arcidiacono and Josh Kinsler), *The University of Chicago Law Review Online*, 30 Oct 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

- 2020–2021      Ohio State (scheduled)
- 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)
	<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

## STUDENT ADVISING

(Initial placement in parentheses)

PhD Thesis	Cheng Ma (expected 2021)
Committee	Brent Norwood (expected 2021) Chen Xu (2020; St. Edward's University)
MA Thesis	Sam Quick (2020) Conrad Polkosnik (2020) Binyue Ling (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 2021) Katie King (2020) Stephanie Jansson (2020) Ryan Mcalister (expected 2021) Joey Herrera (2020; Texas Econ MA) Alex Hinshaw (2019; SMU Law) Alexander Stubblefield (2019; Michigan St. Econ PhD) Parker Strubhar (2019) Will Milam (2018; SMU Law)
McNair 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*;  
*B.E. Journal of Economic Analysis & Policy*; *Bulletin of Economic Research* (2);  
*China Economic Review*; *Contemporary Economic Policy*;  
*Economic Development Quarterly* (3); *Economics of Education Review* (5);  
*Economic Inquiry* (4); *Journal of Applied Econometrics* (2);  
*Journal of Family and Economic Issues*; *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*;  
*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* (2);  
*Quantitative Economics* (4); *Regional Science and Urban Economics* (2);  
*Research in Higher Education*; *Review of Economics and Statistics*;  
*Southern Economic Journal* (3); *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