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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

- 2022–      Associate Professor of Economics (with tenure), University of Oklahoma
- 2017–2022   Assistant Professor of Economics, University of Oklahoma
- 2015–2017   Postdoctoral Associate, [Social Science Research Institute](#), Duke University

## AFFILIATIONS

- 2023–      Research Fellow, [Institute for the Study of Labor \(IZA\)](#)
- 2017–2023   Research Affiliate, [Institute for the Study of Labor \(IZA\)](#)
- 2022–      Fellow, [Global Labor Organization \(GLO\)](#)

## EDITORIAL RESPONSIBILITIES

- 2022–      Associate Editor, *Annals of Economics and Statistics*

## RESEARCH FIELDS

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

## PUBLISHED & FORTHCOMING PAPERS

- 2024      15.    [“Divergent: The Time Path of Legacy and Athlete Admissions at Harvard”](#) (with Peter Arcidiacono and Josh Kinsler), *Journal of Human Resources*, 59 (3): 653–683. **(Lead article)**
- 2023      14.    [“What the Students for Fair Admissions Cases Reveal About Racial Preferences”](#) (with Peter Arcidiacono and Josh Kinsler), *Journal of Political Economy Microeconomics*, 1 (4): 615–668. **(Lead article)**
- 13.    [“Instrumental Variables Estimation: Assumptions, Pitfalls, and Guidelines”](#) (with Nicolas Bastardoz, Michael Matthews, Gwendolin Sajons, Tom Kelemen, and Samuel Matthews), *The Leadership Quarterly*, 34 (1): 101673.

- 2022     12. “Understanding Migration Aversion Using Elicited Expectations and Counterfactuals” (with Gizem Koşar and Wilbert van der Klaauw), *Journal of Econometrics*, 231 (1): 123–147.
11. “Recruit to Reject? Harvard and African American Applicants” (with Peter Arcidiacono and Josh Kinsler), *Economics of Education Review*, Volume 88: 102255.
10. “Asian American Discrimination in Harvard Admissions” (with Peter Arcidiacono and Josh Kinsler), *European Economic Review*, Volume 144, Article 104079.
9. “Labor Market Frictions and Moving Costs of the Employed and Unemployed,” *Journal of Human Resources*, 57 (S): S137–S166.
8. “Legacy and Athlete Preferences at Harvard” (with Peter Arcidiacono and Josh Kinsler), *Journal of Labor Economics*, 40 (1): 133–156.
- 2021     7. “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.
6. “Selective Migration, Occupational Choice, and the Wage Returns to College Majors,” *Annals of Economics & Statistics*, No. 142: 45–110.
5. “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*, 202: 109812. **(Lead article)**
4. “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     3. “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     2. “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     1. “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), **2nd Round Revised & Resubmitted, *Journal of Political Economy***

## WORKING PAPERS

Coming soon.

## WORKS IN PROGRESS

- “The Role of Supply and Demand Factors in Explaining the Migration of College Majors”
- “Beating the Heat: Temperature and Spatial Reallocation over the Long Run”  
(with Christos Makridis)
- “What is the Role of College Athletics? An Analysis of the Population of NCAA Athletes” (with Ahmed El Fatmaoui)
- “A Dynamic Analysis of How Life Choices Affect the Wage Returns to Education for Young Women” (with Jared Ashworth)

## 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; † indicates discussant

- 2023–2024 Aspen Institute Future of College Sports Panel\*; Southern Economic Association Annual Meeting (New Orleans); OU Institute for Public Policy & Research Analysis (IPPRA); Clemson University; Future Trends Forum\* (scheduled)
- 2022–2023 Brigham Young University, Chinese Economist Society North American Meeting† (Norman, OK); Society of Labor Economists Annual Meeting (Philadelphia); SFS Cavalcade North America† (Austin, TX)
- 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)

## 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

2023	<b>"US student-athletes in line for salaries"</b> by Paul Basken, <i>Times Higher Education</i> , 6 Dec 2023
	<b>"UC axed 'VIP admissions' in the 90s. Today, Cal enrolls fewer ultra-rich students than its peers"</b> by Ally Markovich, <i>Berkeleyside</i> , 10 Aug 2023
	<b>"The Supreme Court ended affirmative action for colleges. Are legacy admissions next to go?"</b> by Jeff Cercone, <i>PolitiFact</i> , 7 Jul 2023
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

“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

## STUDENT ADVISING

(Initial placement in parentheses); \* = accounting student; † = psychology student; ‡ = co-chair

PhD Thesis     Bowei Dong‡ (expected 2026)

Chair            Ahmed El Fatmaoui‡ (expected 2025)

Dayuan Xie‡ (expected 2024)

Gabe Lebovich‡ (2022)

PhD Thesis     Collin Devore (expected 2026)

Committee     Mahla Shourian (expected 2026)

Sara Asgari (expected 2026)

Mengyang Davila\* (expected 2026)

Hongyu (Jack) Wang\* (expected 2025)

Bill Townsend (expected 2025)

Adon Rosen† (expected 2024)

Cheng Ma (2022)

Brent Norwood (2020; Oklahoma State University)

Chen Xu (2020; St. Edward's University)

MA Thesis     Beth Felkner (expected 2024)

Caden Finley (2023)

Emma Young (2023)

Youngjun Yoon (2023)

Fuqing Yang (2022)

Josie Pruett (2022; Love's)

Carson Schlittler (2022; KPMG)

Luke Denton (2022; LSE Development MA)

Ethan Maddy (2022; Cambridge Health MA)

Leah Pomerantz (2022; UW-Madison Econ PhD)

Ningjing Gao (2021; OU Econ PhD)

Hunter McCans (2021; Oklahoma Policy Institute)

MA Thesis	<p>Natalie Cook (2021; Hertog Foundation Fellowship)</p> <p>Orin Imtiaz (2021; Deloitte)</p> <p>Grant Naberhaus (2021; Ernst &amp; Young)</p> <p>Katy Yut (2021; Bureau of Economic Geology)</p> <p>Emma Reinsch (2021; OU Econ PhD)</p> <p>Joe Ezzell (2020; Paycom)</p> <p>Sam Quick (2020; Ovintiv)</p> <p>Conrad Polkosnik (2020; Schlumberger)</p> <p>Binyue Ling (2020)</p> <p>Alex Hinshaw (2019; SMU Law)</p> <p>Jiongliang Tao (2019)</p> <p>Alexandra Penner (2018; MSCI)</p> <p>Joel McGuire (2018; Colorado St. Econ PhD)</p> <p>Alex Nongard (2018; City of Tulsa)</p> <p>Jordan Hoehne (2018; Oseberg)</p> <p>Donald Li (2018; Verizon)</p>
BA Honors	<p>Max Geizsler (2022)</p> <p>Leah Pomerantz (2022; UW-Madison Econ PhD)</p> <p>Ethan Maddy (2022; Cambridge Health MA)</p> <p>Logesh Balaguru (2021)</p> <p>Austin Parker (2021; Carta)</p> <p>Liam Ferrer (2021; WashU Law)</p> <p>Ryan Mcalister (2021; Booz Allen Hamilton)</p> <p>Logan Schoonover (2020; Goldman Sachs)</p> <p>Katie King (2020; Vanderbilt Nursing MA)</p> <p>Joey Herrera (2020; Texas Econ MA)</p> <p>Stephanie Jansson (2020; Biostatistics PhD)</p> <p>Alex Hinshaw (2019; SMU Law)</p> <p>Alexander Stubblefield (2019; Michigan St. Econ PhD)</p> <p>Parker Strubhar (2019; Georgetown Communications MA)</p> <p>Will Milam (2018; SMU Law)</p>
H&ES MA Thesis	<p>Oluwafemi “Femi” Adeniran (expected 2024)</p> <p>Colton Steele (expected 2024)</p> <p>Blake Buchman (2022; Simplebet)</p> <p>Megan Yarberry (2021; Jacksonville Jaguars and FanDuel)</p> <p>Joe Castiglione, Jr. (2021; Transform Enterprises)</p>

McNair            Joey Herrera (2020; Texas Econ MA)  
Scholarship

## **SKILLS**

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

## **DEPARTMENTAL, COLLEGE, AND UNIVERSITY SERVICE**

2024–            Director, OU Econ BA/MA Program  
2022–23        Core Faculty, OU DFCAS Data Scholarship Program  
2022–23        Faculty Advisor, OU LDS Student Association  
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



## PROFESSIONAL SERVICE

Referee:	<i>AEJ: Applied Economics</i> (2);	<i>AEJ: Economic Policy</i> (3);
(x 131)	<i>AEJ: Macroeconomics</i> ;	<i>American Economic Review</i> (2);
	<i>AER: Insights</i> ;	<i>American Educational Research J.</i> (2);
	<i>Annals of Economics and Statistics</i> (2);	<i>Applied Economics Letters</i> ;
	<i>Applied Economics Teaching Resources</i> ;	<i>B.E. J. of Economic Analysis &amp; Policy</i> ;
	<i>Bulletin of Economic Research</i> (2);	<i>China Economic Review</i> (2);
	<i>Contemporary Economic Policy</i> (3);	<i>Economic Development Quarterly</i> (4);
	<i>Economics of Education Review</i> (13);	<i>Economic Inquiry</i> (5);
	<i>Economic Journal</i> ;	<i>Education Economics</i> (2);
	<i>Educational Researcher</i> ;	<i>Empirical Economics</i> (2);
	<i>European Economic Review</i> (3);	<i>Higher Education</i> ;
	<i>Int'l Journal of STEM Education</i> ;	<i>Int'l Review of Economics Education</i> ;
	<i>ILR Review</i> (2);	<i>Journal of Applied Econometrics</i> (6);
	<i>Journal of Comparative Economics</i> ;	<i>J. of Econ. Behavior &amp; Organization</i> ;
	<i>Journal of Economic Psychology</i> (2);	<i>J. of Family and Economic Issues</i> (2);
	<i>Journal of Housing Economics</i> (2);	<i>Journal of Human Capital</i> (5);
	<i>Journal of Human Resources</i> (3);	<i>J. of Economics, Race, and Policy</i> (2);
	<i>Journal of Labor Economics</i> (4);	<i>J. of Policy Analysis and Mgmt</i> (3);
	<i>JPE Microeconomics</i> ;	<i>Journal of Public Economics</i> (2);
	<i>Labour Economics</i> (4);	<i>Labour</i> (2);
	<i>Nature Human Behavior</i> ;	<i>Oxford Economic Papers</i> ;
	<i>Papers in Regional Science</i> (2);	<i>Quantitative Economics</i> (5);
	<i>Regional Sci. and Urban Economics</i> (3);	<i>Research in Higher Education</i> (2);
	<i>Review of Economics and Statistics</i> (3);	<i>Review of Industrial Organization</i> ;
	<i>Scandinavian Journal of Economics</i> (3);	<i>Scottish Journal of Political Economy</i> ;
	<i>Southern Economic Journal</i> (6);	Swiss National Science Foundation;
	Russell Sage Foundation (2);	Fordham Institute
2022	Organizing Committee, International Association for Applied Econometrics Conference	