




BENJAMIN D. PYLE

 benpyle.com  (818) 517-4921  [ben.d.pyle at gmail.com](mailto:ben.d.pyle@gmail.com)

EDUCATION

University of Michigan

J.D., Magna Cum Laude

August 2018 – May 2021

Journal: Articles Editor for Michigan Journal of Law Reform

Clinic: Workers' Rights/Unemployment Insurance Clinic (2 years)

Awards: Order of the Coif; Book Award for Legal Ethics

Ph.D. in Economics (Expected 2023)

August 2016 – Current

Masters in Economics

January 2018

Fields Completed: Labor, Public Finance

Awards: 2016 - 2017 William Haber Graduate Fellow

Claremont McKenna College

B.A. Philosophy, Politics, and Economics; Mathematics, Magna Cum Laude

May 2013

Awards: Edward J. Sexton PPE Fellow, Robert Day Scholar,

Dean's List, National Merit Scholar, Rotary Scholarship

RESEARCH AND TEACHING INTERESTS

Primary: Criminal Law and Procedure, Torts, Employment Law, Law and Economics

Additional: Income Taxation, Empirical Methods for Lawyers, Social Welfare/Poverty Law

PUBLISHED AND WORKING PAPERS

Law

- [Negligent Hiring: Recidivism and Employment with a Criminal Record](#) (Job Market Paper)
- [Understanding Violent Crime Recidivism](#), 95 NOTRE DAME L. REV. 1643 (2020). (with J.J. Prescott & Sonja Starr)
- [Identifying the Impact of Labor Market Opportunities on Criminal Behavior](#), 59 INT'L REV. L. & ECON. 65 (2019). (with J.J. Prescott)
- Estimating the Impact of the Age of Criminal Majority: Decomposing Multiple Treatments in a Regression Discontinuity Framework (with Michael Mueller-Smith and Caroline Walker)
- [Who Benefits from Corporate Tax Cuts? Evidence from Banks and Credit Unions around the TCJA](#). (with Edward Fox)

- EEOC Title VII enforcement and Ban-the-Box (with Romella El Kharzazi and EEOC staff)

[Manuscript available pending final review by the EEOC Chair's Office]

In 2012, the Equal Employment Opportunity Commission (EEOC) issued guidance regarding how inappropriate use of criminal histories in hiring decisions was a violation of Title VII's race-based protections. This guidance faced both legal challenges (particularly in the 5th Circuit) and practical challenges (it is difficult for applicants to show that it was the criminal record that prevented their hiring). However, as many Ban-the-Box (BtB) laws require a conditional offer to be made prior to a criminal background check, applicants in jurisdictions with BtB laws may be more able to identify criminal history-based hiring discrimination and to file complaints with the EEOC. We show that this is the case: BtB laws allow for a larger number and more successful EEOC complaints alleging improper use of criminal history in hiring, demonstrating the importance of timing restrictions for successful discrimination litigation.

- Washtenaw County's Prosecutor Office Racial Disparity Evaluation (with Grady Bridges and J.J. Prescott) [Manuscript available soon]

Community involvement in prosecutor priorities is a hallmark of the progressive prosecutor movement. How the law and prosecutorial decision-making ought to respond to local preferences and demands for transparency is the next frontier. This paper assesses potential sources of racial disparity in the Washtenaw Prosecutor's Office using the full set of data available in the prosecutor's office, including approved and denied warrants and case documents. It documents trends in racial disparity since 2017, including differential rates of warrant approval, charging decisions, plea offers, diversion, and access to other community programs. It also includes a deeper dive assessment of resisting and obstructing charges (and potential charges) using hand-coded data from police complaints and charging decisions.

- A Second Look at Ban-the-Box: Evidence From Many States' Administrative Data [Work in progress]

Previous research on Ban-the-Box has been limited by data availability. Research has either focused on well-identified call-back rates via correspondence studies around a small number of reforms, administrative data from a single state, national surveys with small sample sizes and only self-reported information, or larger surveys without the ability to match criminal records to earnings data. This study first shows that translating an interview call-back rate to earnings and employment gaps requires a structural labor-search model with a number of currently unknown parameters. It implements three plausible search models from the literature and shows how current call-back rate estimates support a broad range of labor market outcomes. It then uses national administrative data to estimate the impact of Ban-the-Box on those with criminal records as well as other groups that may face statistical discrimination.

- Ban-the-Box in Higher Education: Criminal Histories, Common Application Redesign and College admission [Work in progress]

This in-progress project studies the removal of questions about criminal history from college and graduate school applications. It uses two sources of variation: statutes from a small number of states (Louisiana, Maryland, Washington, and Colorado) and the removal of the question from the Common Application. Using public data on school performance and admissions from IPEDS, criminal offending data at schools federally reported through the Clery Act, and difference-in-differences and synthetic control identification strategies.

Economic Letters

- Benjamin Pyle & John C. Williams, *Data Dependence Awakens*, FRBSF ECON. LETTER 2016-12 (2016).
- Mary C. Daly, Bart Hobijn, & Benjamin Pyle, *What's Up with Wage Growth?*, FRBSF ECON. LETTER 2016-07 (2016).
- Glenn D. Rudebusch, Daniel J. Wilson, & Benjamin Pyle, *Residual Seasonality and Monetary Policy*, FRBSF ECON. LETTER 2015-27 (2015).
- Mary C. Daly, Fernanda Nechio, & Benjamin Pyle, *Finding Normal: Natural Rates and Policy Prescriptions*, FRBSF ECON. LETTER 2015-22 (2015).

AWARDS, GRANTS, AND PROFESSIONAL ENGAGEMENT

- The University of Chicago's Donald M. Ephraim Prize in Law and Economics (\$5,000) (2021) ("Negligent Hiring, Recidivism, and the Employment of Workers with a Criminal History")
 - Vital Projects at Proteus (\$20,000) (2019) ("Understanding Recidivism Rates for Homicide Offenders") (Co-PI: J.J. Prescott)
 - Invited Presentations: Program on Empirical Legal Studies (Claremont, 2018)
 - Referee: American Law and Economics Review; International Review of Law and Economics
 - California Bar (MPRE and Bar exam completed; character and fitness is pending).
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TEACHING EXPERIENCE

University of Michigan

Graduate Student Instructor

Ann Arbor, MI

August 2017 — May 2021

- Crime & Public Policy (Upper Level Writing Course); Fall & Winter 2018, Fall 2019, Winter 2021
- Ethics & Economics (Upper Level Writing Course); Fall 2020
- Principles of Economics II; Winter 2019
- Economics of Education (Upper Level Writing Course); Fall 2017, Summer 2018

Claremont McKenna College

Teaching Assistant

Claremont, CA

September 2012 — December 2012

- Introduction to Economics with Eric Helland
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RESEARCH AND LEGAL EXPERIENCE

Washtenaw Prosecutor's Office and ACLU Michigan

Special Assistant to the Prosecutor

Ann Arbor, MI

March 2022 — Current

- Assist with writing *amici curiae* and background legal research.
- Coordinate with various office departments to improve data gathering techniques.
- Conduct independent research to provide policy-relevant information on the impact of various potential reforms.
- Analyze data generated within the prosecutor's office to evaluate the impact of previous and ongoing policy changes to most effectively use resources informed by recent social science literature.

University of Michigan

Graduate Research Assistant

Ann Arbor, MI

May 2019 — Current

- Researcher at the Criminal Justice Administrative Records System for Michael Mueller-Smith.
- Harmonize court records to link data between state criminal justice administrative agencies and Census data.
- Developed code and statistical methodology for research on the interaction between labor markets and the criminal justice system (both theoretical and empirical work).
- Summarized and synthesized criminal justice research.

Freelance

Litigation Consultant

Ann Arbor, MI

2017 — Current

- Provide analysis and consulting for employment law cases to support expert witness (joint with J.J. Prescott).

Equal Employment Opportunity Commission

Graduate Research Fellowship

Ann Arbor, MI

June 2021 — December 2021

- Provided legal and economic analysis on federal sector employment, criminal records, and credit histories.

National Employment Law Project

Researcher

Ann Arbor, MI

June 2021 — August 2021

- Provided analysis of unemployment insurance programs and laws for litigation and advocacy.

Older employment

pre-2017

- Research Associate at the Federal Reserve Bank of San Francisco (2013-2016); Research Assistant at the Claremont McKenna's Financial Economics Institute (2011-13); Summer Analyst at Deutsche Bank (2012); Research Assistant at the White House Council of Economic Advisers (2011); Research Assistant at RAND Corporation Institute for Civil Justice (2010-2011)

TECHNICAL SKILLS

- Skilled in Microsoft Office Suite, VBA, STATA, Matlab, CUDA (GPU parallel computing), Eviews, Gauss, Bloomberg, Lexis, Westlaw, Haver, and LaTeX.
- Some experience in Java, Python, and Mathematica.