

## CONTACT INFORMATION

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Department of Economics  
1285 University of Oregon  
Eugene, OR 97403-1285

## EDUCATION

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### University of Oregon

*B.S. in Mathematics & B.S. in Economics with honors*

Eugene, OR

*Sept. 2014 – April 2018*

### University of Oregon

*Ph.D. in Economics*

Eugene, OR

*Sept. 2019 – June 2024 (Expected)*

## WORKING PAPERS

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### “How does pension generosity affect labor outcomes?” [\[Job Market Paper\]](#)

I exploit a policy change on U.S. federal workers’ pension benefits to estimate the effect of pension generosity on worker retirement, retention and recruitment. The policy increased pensions by 16%-25% or approximately \$111,000. The findings indicate that pension generosity decreases labor supply for the oldest workers, but increases labor supply for low wage workers. Additionally, there is a 30% decrease in job quits for permanent workers. Last, there is little evidence that pension generosity has an effect on new hires. Altogether, this shows that pensions are effective in retaining workers and have important implications for workforce planning.

### “Affirmative action for people with disabilities: who gets hired?” (with Glen Waddell)

In January 2017, the Equal Employment Opportunity Commission issued a final ruling that required federal agencies to engage in affirmative action for people with disabilities. Agencies had to meet a 2% goal for targeted disabilities and a 10% goal for non-targeted disabilities within upper and lower payscale categories. Additionally, this ruling mandated agencies provide personal assistance services as part of reasonable accommodation. We explore the heterogeneous ways agencies act to meet quotas, specifically if agencies engage in different hiring practices. Further, we explore heterogeneous disability types to see if hiring changed across types.

### “A Second Chance at Financial Inclusion: The Impact of Repayment Plans and Incentives on Delinquent Digital Borrowers” (with Alfredo Burlando, Silvia Prina, and Michael Kuhn)

Why do such a high portion of digital loans result in default? We evaluate two interventions designed to stimulate the repayment of delinquent digital loans. In a field experiment with a mobile digital lender, we will offer repayment plans and a notification of conditional eligibility for a future loan to delinquent borrowers. Using a 2x2 experimental design and administrative data from the lender, we will identify the causal impact of each intervention, on repayment rates, and future credit-seeking and repayment behavior. Using baseline and endline phone surveys, we will also identify impacts on borrower well-being, beliefs about the value of credit, and overall financial inclusion.

### “Measuring anticipatory behavior of pension policy”

## TEACHING EXPERIENCE

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### Instructor

EC 390: Issues in Developing Economies	Spring 2022, Fall 2022, Spring 2023
EC 201: Introduction to Microeconomics (Online)	Summer 2021

### Teaching Assistant

EC 201: Introduction to Microeconomics	Winter 2020, Winter 2021
EC 202: Introduction to Macroeconomics	Fall 2019, Spring 2021
EC 311: Intermediate Microeconomic Theory	Spring 2020
EC 320: Introduction to Econometrics	Fall 2020
EC 390: Issues in Developing Economies	Fall 2021
EC 421: Econometrics	Fall 2020
EC 451: Labor Economics	Fall 2021

## AWARDS, GRANTS AND FELLOWSHIPS

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Graduate Teaching Award, University of Oregon	2023
Kleinsorge Summer Fellowship, University of Oregon	2022
Graduate Teaching Fellowship, University of Oregon	2019 - Present
Summit Scholarship, University of Oregon	2014 - 2018

## EXPERIENCE

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<b>Federal Housing Financing Agency</b>	Washington D.C.
<i>Internship</i>	<i>Summer 2019</i>
<b>Oregon Department of Forestry</b>	Columbia City, OR
<i>Seasonal Forest Officer</i>	<i>June 2014 – September 2018</i>

## OTHER EXPERIENCE

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<b>Alpha Tau Omega</b>	University of Oregon
<i>President</i>	<i>Undergraduate</i>
<b>Alpha Tau Omega National Fraternity</b>	Indianapolis, IN
<i>National Board Member</i>	<i>Undergraduate</i>

## TECHNICAL SKILLS

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**Statistical Computing:** R, Stata  
**Scientific Communication:** L<sup>A</sup>T<sub>E</sub>X, Markdown  
**Other:** Julia, Python, ArcGIS, SQL, Google Compute Engine, GitHub

## REFeree SERVICE

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Economic Inquiry

## REFERENCES

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### Glen Waddell

Professor of Economics  
[waddell@uoregon.edu](mailto:waddell@uoregon.edu)

### Michael Kuhn

Associate Professor of Economics  
[mkuhn@uoregon.edu](mailto:mkuhn@uoregon.edu)

### Keaton Miller

Associate Professor of Economics  
[keatonm@uoregon.edu](mailto:keatonm@uoregon.edu)