

# Matthew D. Baird

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## Summary

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Dr. Matthew Baird is a labor economist with fifteen years of research experience in tech, research institutes, and academia. He is currently a Senior Staff Economist at LinkedIn's Economic Graph Research Institute, where he leads the Economic Opportunity research program. He uses a broad set of econometric and causal inference methods to study work and education, including how policies can best support all workers and workers from disadvantaged groups. Dr. Baird has published over thirty peer-reviewed articles and numerous additional reports, which have been cited thousands of times. He has presented his research widely and has led research grants worth millions of dollars. He has also taught several doctoral courses in labor economics, econometrics, and causal inference. He holds a Ph.D. in economics from UCLA.

## Skills

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**Economics:** Quantitative research, data science, causal inference, econometrics, labor economics, program evaluation, education policy, experimentation, equity

**Programming:** R, Python, SQL, Stata, Matlab, Scala

**Other:** Leadership, research design, technical writing, teaching, communication

## Professional Experience

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Economic Opportunity Program Lead, LinkedIn Economic Graph Research Institute, 2023-present

Senior Staff Economist, LinkedIn Economic Graph Research Institute, 2022-present

Co-director, RAND Center for Causal Inference, The RAND Corporation, 2018-2022

Professor of Policy Analysis, Pardee RAND Graduate School, 2018-2022

Full Economist, The RAND Corporation, 2016-2022

Associate Economist, The RAND Corporation, 2013-2016

Part-Time Instructor (Economics), Carnegie Mellon University, 2016

Part-Time Instructor (Economics), University of Pittsburgh 2014, 2015

Part-Time Instructor (Economics), University of California, Los Angeles, 2012

Part-Time Instructor (Economics), Brigham Young University, 2010

## Education

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Ph.D., Economics: University of California, Los Angeles: 2012

Dissertation Title: Topics in Microeconometrics

M.S. Economics: University of California, Los Angeles: 2009

B.S. Economics, B.A. History, Minor Mathematics: Brigham Young University: 2007

Graduated with University Honors

## Teaching Experience

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Pardee RAND Graduate School, Summer 2021: Causal Inference and Machine Learning (doctoral)  
Pardee RAND Graduate School, Summer 2019: Policy to Improve Labor Markets for Disadvantaged Populations (doctoral)  
Carnegie Mellon University, Fall 2016: Econometric Theory and Methods II (doctoral)  
University of Pittsburgh, Fall 2015: Labor Market Analysis I (doctoral)  
University of Pittsburgh, Spring 2014: Labor Market Analysis I (doctoral)  
University of California Los Angeles, Fall 2012: Intermediate Macroeconomics (undergraduate)  
Brigham Young University, Summer 2010: Statistics for Economists (undergraduate)

## Journal Publications

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Anwar, S., M. Baird, J. Engberg, and R. Smart (2025). "Do Sectoral Training Programs Reduce Arrests? Evidence from a Low-Income Targeted Training Program RCT." *Journal of Human Resources*.

Baird, M., J. Pane, and J. Soland (2024). "Beyond test scores: the impact of test persistence value-added on student achievement." *Education Economics*.

Baird, M., P. Ko, and N. Gahlawat (2024). "Skill Signals in a Digital Job Search Market and Duration in Employment Gaps." *Journal of Labor Research* 45, 403-435.

Smith, R., M. Baird, B. Ghosh-Dastidar, A. Richardson, J. Cantor, and T. Dubowitz (2024). "Do publicly funded neighborhood investments impact individual-level health-related outcomes? A longitudinal study of two neighborhoods in Pittsburgh, PA from 2011 to 2018." *Housing Policy Debate*, 34(4), 489-507.

Siddiqi, S., J. Cantor, M. Ghosh-Dastidar, R. Beckman, A. Richardson, M. Baird, R. Burns, and T. Dubowitz (2024). "Food Insecurity among Aging SNAP Participants and Eligible Nonparticipants in Two Predominantly Low-income Black Neighborhoods: Implications for SNAP Enrollment and Outreach for Older Adults." *Journal of the Academy of Nutrition and Dietetics*, 124(6), 747-756.e3.

Baird, M., J. Engberg, and I. Oppen (2023). "Optimal allocation of seats in the presence of peer effects: Evidence from a job training program." *Journal of Labor Economics*, 41(2), 479-509.

Breslau, J., E. Roth, M. Baird, K. Carman, and R. Collins (2023). "A longitudinal study of predictors of serious psychological distress during COVID-19 pandemic." *Psychological Medicine* 53(6), 2418-2426.

Baird, M., M. Kofoed, T. Miller, and J. Wegner (2022). "Veteran educators or for-profiters? Tuition responses to changes in the Post 9/11 GI Bill." *Journal of Policy Analysis and Management* 41(4), 1012-1039.

Baird, M., R. Bozick, and M. Zaber (2022). "Beyond traditional academic degrees: The labor market returns to occupational credentials." *IZA Journal of Labor Economics*, 11(1).

- Fischer SH, Predmore Z, Roth B, Uscher-Pines L, Baird M, Breslau J (2022). "Use of and willingness to use video telehealth over the course of the COVID-19 pandemic." *Health Affairs*, 41(11).
- Baird, M., J. Engberg, and I. Gutierrez (2022). "Mechanisms for improving employment outcomes for disadvantaged workers through screened job training: Evidence from an RCT." *Labour Economics*, 75.
- Baird, M., J. Cantor, W. Troxel, and T. Dubowitz (2022). "Job loss and psychological distress during the COVID-19 pandemic: longitudinal analysis from residents in nine predominantly African American low-income neighborhoods." *Health Economics*, 31(9), 1844-1861.
- Baird, M., T. Dubowitz, J. Cantor, and W. Troxel (2022). "Examining the impact of employment status on sleep quality during the COVID-19 pandemic in two low-income neighborhoods in Pittsburgh, PA." *Sleep*, 45(3).
- Cantor, J., B. Ghosh-Dastidar, G. Hunter, M. Baird, A. Richardson, S. Siddiqi, and T. Dubowitz (2022). "What is associated with changes in food security among low-income residents of a former food desert?" *Nutrients*, 14(24).
- Anderson, D., M. Baird, and R. Bozick (2021). "Who gets counted as STEM? A new approach for measuring the STEM workforce and its implications for identifying gender disparities in the labor market." *International Journal of Gender, Science and Technology*, 13(3), 254-279.
- Sovero, V., M. Buchinsky, and M. Baird (2021). "Playing catch up: A term-level investigation of the racial gap in STEM retention." *Economics of Education Review*, 83, 1-18.
- Baird, M. and J. Engberg (2021). "Trade-offs in selecting the number of years for estimation of teacher effectiveness." *Education Economics*, 29(4), 341-358.
- Troxel, W., A. Bogart, S. Holliday, T. Dubowitz, B. Ghosh-Dastidar, M. Baird, and T. Gary-Webb (2021). "Mixed effects of neighborhood revitalization on residents' cardiometabolic health." *American Journal of Preventive Medicine*, 61(5), 683-691.
- Siddiqi, S., J. Cantor, B. Ghosh-Dastidar, R. Beckman, A. Richardson, M. Baird, and T. Dubowitz. (2021). "SNAP participants and high levels of food insecurity in the early stages of the COVID-19 pandemic." *Public Health Reports*, 136(4), 457-465.
- Richardson, A., R. Collins, B. Ghosh-Dastidar, F. Ye, G. Hunter, M. Baird, H. Schwartz, J. Sloan, A. Nuhroho, R. Beckman, W. Troxel, T. Gary-Webb, T. Dubowitz (2021). "Improvements in neighborhood socioeconomic conditions may improve resident diet." *American Journal of Epidemiology*, 190(5), 798-806.
- Dubowitz, T., B. Ghosh-Dastidar, W. Troxel, R. Beckman, A. Nugroho, S. Siddiqi, J. Cantor, M. Baird, A. Richardson, G. Hunter, A. Mendoza-Graf, and R. Collins (2021). "Food insecurity in a low-income, predominantly African American cohort following the COVID-19 pandemic." *American Journal of Public Health*, 111(3), 494-497.
- Breslau, J., M. Finucane, A. Locker, M. Baird, E. Roth, and R. Collins (2021). "A longitudinal study of psychological distress in the United States before and during the COVID-19 pandemic." *Preventive Medicine*, 143(2021) 106362.

- Cohen, K., M. Baird, N. Koirala, R. Kandrack, and G. Martsolf (2021). "The surgical and anesthesia workforce and provision of surgical services in rural communities: A mixed-methods examination." *Journal of Rural Health*, 37(1), 45-54.
- Holliday, S., W. Troxel, A. Haas, B. Ghosh-Dastidar, T. Gary-Webb, R. Collins, R. Beckman, M. Baird, and T. Dubowitz (2020). "Do investments in low-income neighborhoods produce objective change in health-related neighborhood conditions?" *Health and Place*, 64, 102361.
- Baird, M., H. Schwartz, G. Hunter, T. Gary-Webb, B. Ghosh-Dastidar, T. Dubowitz, W. Troxel (2020). "Does large scale neighborhood reinvestment work? Effects of public-private real estate investment on local sales prices, rental prices, and crime rates." *Housing Policy Debate*, 30(2), 164-190.
- Baird, M., G. Martsolf, and J. O'Donnell (2020). "Effects of opting-out from federal nurse anesthetists' supervision requirements on anesthesiologist work patterns." *Health Services Research*, 55(1), 54-62.
- Baird, M., Pane, J. (2019). "Translating standardized effects of education programs into more interpretable metrics." *Educational Researcher*, 48(4), 217-228.
- Martsolf, G., Baird, M., Cohen, C., and N. Koirala (2019). "Relationship between state policy and anesthesia provider supply in rural communities." *Medical Care*, 57(5), 341-347.
- Martsolf, G., Kandrack, R., Baird, M., and Friedberg, M. (2018). "Estimating associations between medical home adoption, utilization, and quality: A comparison of evaluation approaches." *Medical Care*, 56(1), 25-30.
- Baird, M. (2017). "Labor supply estimation biases from disregarding non-wage benefits." *Economic Inquiry*, 55(2): 1064-1090.
- Baird, M. (2016). "Gains from joint cross validation bandwidth selection for derivatives of conditional multidimensional densities." *Journal of Statistical Computation and Simulation*, 86(4): 807-819.
- Baird, M., Daugherty, L., Kumar, K. B., & Arifkhanova, A. (2015). "Regional and gender differences and trends in the anesthesiologist workforce." *Anesthesiology*, 123(5), 997-1012.

## Peer-Reviewed Reports

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- Baird, M., D. Kavanagh-Smith, C. Weston, R. Jewett Smith, L. Olander, and J. Wilson (2025). "Momentum at Work: Disability and Career Mobility." *Disability:IN Report*.
- Baller, S., R. Fayad, Y. Guo, K. Piaget, S. Zahidi, M. Baird, S. Lara, and S. Steinberg (2025). "Transforming Capital for the Next Era: Gender Parity and the Expansion of the Investable Frontier." *World Economic Forum White Paper*.
- Perron, R., M. Baird, and R. Hood (2025). "The Untapped Value Older Workers Bring to the Multigenerational Workforce." Washington, DC: *AARP Research*, December 2025.
- Women in Work Group in Partnership with LinkedIn (2025). "WiW Gender Equity Measure 2025 Report."
- Baird, M. and D. Kavanagh-Smith (2025). "Disability Status and Networks: 2025 Gaps in Network Strength and Features." *LinkedIn Economic Graph Research Note*.

Hood, R. and M. Baird (2025). "Paths to Promotion for Women and Flexible Work." *LinkedIn Economic Graph White Paper*.

LinkedIn and UN Women Asia and the Pacific (2025). "Women and Future Jobs." UN Women Brief.

World Economic Forum and LinkedIn Economic Graph Research Institute (2025). "Gender Parity in the Intelligent Age." World Economic Forum White Paper.

Baird, M., S. Lara, and K. Kantenga (2025). "Generative AI & Gender: Global Employment Trends." *LinkedIn Economic Graph Research Note*.

Lara, S. & M. Baird (2025). "The State of Women in Leadership: Global Employment Trends." *LinkedIn Economic Graph Research Note*.

Baird, M. and D. Kavanagh-Smith (2024). "Disability Status and Work: Employment Trends in the US, 2024." *LinkedIn Economic Graph Research Note*.

Liongosari, C., M. Baird, A. Lewis (2024). "The Relationship between Gender Differences in Relocation and Promotion." *LinkedIn Economic Graph White Paper*.

Baird, M. D. Kavanagh-Smith, O. Osoba, and Y. Wu (2024). "Measuring Gender Gaps in Economic Network Strength in the US." *LinkedIn Economic Graph White Paper*.

Carpanelli, M., M. Baird, C. Jara-Figueroa (2024). "Generative AI's Influence on Employment Patterns." *LinkedIn Economic Graph White Paper*.

Carpanelli, M., C. Jara-Figueroa, K. Kimbrough, and M. Baird (2024). "Generative AI's Impact on the Workforce: A Technical Framework." *LinkedIn Economic Graph Technical Note EG TN-3*.

Baird, M. and S. Lara (2024). "Gender Differences in Skills: Global Differences in Shares of Types of Skills." *LinkedIn Economic Graph Research Note*.

Baird, M., M. Carpanelli, and S. Lara (2024). "Generative AI and Gender: Global Measures of Workers in GAI Classifications." *LinkedIn Economic Graph Research Note*.

Baird, M. and D. Kavanagh-Smith (2024). "US Race/Ethnicity Work Trends: Leadership and Remote Work." *LinkedIn Economic Graph Research Note*.

Liongosari, C., B. Xu, and M. Baird (2024). "Insights into U.S. Migrations: Migration's Impact on Network Formation." *LinkedIn Economic Graph Research Note*.

Gahlawat, N., M. Baird, S. Lara, R. Hood, and P. Ko (2023). "Pathways into STEM jobs." *LinkedIn Economic Graph White Paper*.

Baird, M., D. Kavanagh-Smith, O. Osoba, and Y. Wu (2023). "Economic Network Strength: Race, Gender, and Community Gaps in the US" *LinkedIn Economic Graph Research Note*.

Baird, M., S. Lara, R. Hood, N. Gahlawat, and P. Ko (2023). "International Gender Representation in STEM Employment and Skills." *LinkedIn Economic Graph White Paper*.

Baird, M., D. Kavanagh-Smith, O. Osoba, and Y. Wu (2023). "Network Formation Homophily: Race, Gender, and Community Income in the US." *LinkedIn Economic Graph Research Note*.

Baird, M. and K. Kantenga (2023). "Disability Status and Work: Employment and Leadership Trends in the US." *LinkedIn Economic Graph Research Note*.

Baird, M., P. Ko, N. Gahlawat, S. Lara, and R. Hood (2023). "Measuring gender gaps in the U.S. STEM workforce." *LinkedIn Economic Graph White Paper*.

- Baird, M., D. Kavanagh-Smith, O. Osoba, and Y. Wu (2023). "Disparities in U.S. economic network formation." *LinkedIn Economic Graph White Paper*.
- Lara, S., M. Baird, and R. Hood (2023). "Progress and barriers in global gender leadership." *LinkedIn Economic Graph White Paper*.
- Baird, M., N. Gahlawat, R. Hood, P. Ko, and S. Lara (2023). "LinkedIn STEM classification methodology." *LinkedIn Economic Graph Technical Note EG TN-1*.
- Lytell, M., M. Hansen, A. Calkins, M. Baird, N. Reed, K. Leuschner, and C. Grammich (2023). "Retention of Racial-Ethnic Minorities in the Regular Army." *RAND Report RR-A2011-1*.
- Baird, M., M. Zaber, A. Dick, C. Bird, A. Chen, M. Waymouth, G. Gahlon, D. Quigley, H. Al Ibrahim, and L. Frank (2022). "Societal impact of research funding for women's health in rheumatoid arthritis." *RAND Report RR-A708-3*.
- Baird, M., M. Zaber, A. Dick, C. Bird, A. Chen, M. Waymouth, G. Gahlon, D. Quigley, H. Al Ibrahim, and L. Frank (2021). "Societal impact of research funding for women's health in coronary artery disease." *RAND Report RR-A708-2*.
- Baird, M., M. Zaber, A. Chen, A. Dick, C. Bird, M. Waymouth, G. Gahlon, D. Quigley, H. Al-Ibrahim, and L. Frank (2021). "Research funding for women's health: modeling societal impacts," *RAND Report RR-A708-4*.
- Baird, M., M. Zaber, A. Dick, C. Bird, A. Chen, M. Waymouth, G. Gahlon, D. Quigley, H. Al Ibrahim, and L. Frank (2021). "Societal impact of research funding for women's health in Alzheimer's disease and Alzheimer's disease-related dementias." *RAND Report RR-A708-1*.
- Huguet, A., D. Holtzman, A. Robyn, E. Steiner, I. Todd, L. Choi, M. Baird, I. Gutierrez, M. Garet, B. Stecher, J. Engberg (2020). "Variation in improvement among schools in the Intensive Partnerships for Effective Teaching." *RAND Report RR-A124-1*.
- Baird, M., G. Hunter, N. Edenfield, N. Broten, and G. Gonzalez (2020). "Education, employment, and wages in the Appalachia Region: Final report." *RAND Report RR-3217-CHC*.
- Baird, M., J. Engberg, G. Gonzalez, T. Goughnour, I. Gutierrez, and R. Karam (2019). "Effectiveness of pre-screened, demand-driven job training programs for disadvantaged workers: An evaluation of the New Orleans Career Pathway training." *RAND Report RR-2980-CNO*.
- Culbertson, S., M. Baird, S. Meyers, J. Kaufman (2019). "Raising the bar for graduation pathways to college and work: Early signals on how Louisiana's education policy strategies are affecting college and career readiness." *RAND Report RR-2303/4-BRAF*.
- Kaufman, J., E. Steiner, M. Baird (2019). "Raising the bar for K-12 academics: Early signals on how Louisiana's education policy are working for schools, teachers, and students." *RAND Report RR-2303/2-BRAF*.
- Gates, S., M. Baird, B. Master, E. Chavez-Herrerias (2019). "Principal Pipelines: A feasible, affordable, and effective way for districts to improve schools." *RAND Report RR-2666-WF*.

- Gates, S., M. Baird, C. Doss, L. Hamilton, I. Oppen, B. Master, A. Tuma, M. Vuollo, and M. Zaber (2019). "Preparing school leaders for success: Evaluation of New Leaders' Aspiring Principals Program, 2012–2017." *RAND Report* RR-2812-NL.
- Stecher, B., D. Holtzman, M. Garet, L. Hamilton, J. Engberg, E. Steiner, A. Robyn, M. Baird, I. Gutierrez, E. Peet, I. Brodziak de los Reyes, K. Fronberg, G. Weinberger, G. Hunter, and J. Chambers (2018). "Improving teaching effectiveness: Final report. The Intensive Partnerships for Effective Teaching through 2015-2016." *RAND Report* RR-2242-BMFG.
- Baird, M., R. Bozick and M. Harris (2017). "Postsecondary education and STEM employment in the United States: An analysis of national trends with a focus on the oil and natural gas industry." *RAND Report* RR-2115-AMPI.
- Pollard, M., and M. Baird (2017). "The RAND American Life Panel: Technical description." *RAND Report* RR-1651.
- Pane, J., E. Steiner, M. Baird, L. Hamilton, and J. Pane (2017). "Informing progress: Insights on personalized learning implementation and effects." *RAND Report* RR-2042-BMFG.
- Baird, M., E. Keating, O. Bogdan, and A. Resnick (2017). "The effects of travel and tourism on California's economy: A labor market-focused analysis." *RAND Report* RR-1854-CTTC.
- Wenger, J., T. Miller, M. Baird, P. Buryk, L. Daugherty, M. Graf, S. Hollands, S. Jahedi, and D. Yeung (2017). "Are current military education benefits efficient and effective for the services?" *RAND Report* RR-1766-OSD.
- Baird, M., M. Baird, and J. Vesely (2016). "Access to dental providers in Pennsylvania: Exploration of the county-level distribution of dental providers and populations in 2013." *RAND Report* RR-1351-PDH.
- Baird, M., J. Engberg, G. Hunter, and B. Master (2016). "Improving teaching effectiveness: Access to effective teaching: The Intensive Partnerships for Effective Teaching through 2013–2014." *RAND Report* RR-1295/4-BMFG.
- Gonzalez, G., K. Siler-Evans, G. Hunter, and M. Baird (2016). "Wages, employment, and STEM education in Ohio, Pennsylvania, and West Virginia." *RAND Report* RR-1357-CHC.
- Pane, J., E. Steiner, M. Baird, and L. Hamilton (2015). "Continued progress: Promising evidence on personalized learning." *RAND Report* RR-1365-BMFG.
- Baird, M., Daugherty, L., Kumar, K. B., & Arifkhanova, A. (2014). "The anesthesiologist workforce in 2013." *RAND Report* RR-650-ASAI.
- Gates, S., L. Hamilton, P. Martorell, S. Burkhauser, P. Heaton, A. Pierson, M. Baird, M. Vuollo, J. Li, D. Lavery, M. Harvey, and K. Gu (2014). "Preparing principals to raise student achievement." *RAND Report* RR-507-NL.

## Awards & Fellowships

Institute of Education Sciences  
 Experimental evidence on the Efficacy of Virtual Enterprises  
 Role: Co-Principal Investigator

7/01/21 – 06/30/26  
 \$3,799,857

Association of American Medical Colleges	04/21/22 – 03/15/23
Conceptualization and building of a health workforce projections model	\$520,00
Role: Co-Principal Investigator	
Centers for Medicare & Medicaid Services	3/01/21 – 09/01/21
Subcontract to CNA	\$100,000
Criminal background check waivers during COVID and nursing home employment	
Role: Principal Investigator	
Visit California	10/01/20 – 03/31/21
Benchmarking workforce diversity in the travel/tourism industry in CA	\$56,865
Role: Principal Investigator	
Pennsylvania Association of Nurse Anesthetists	3/29/19 – 6/30/20
Anesthesia workforce analysis in Pennsylvania	\$191,434
Role: Co-Principal Investigator	
U.S. Department of Labor	3/1/15 – 9/31/19
Subcontract to City of New Orleans	\$1,599,909
Summer career pathways training evaluation	
Role: Principal Investigator	
American Association of Nurse Anesthetists	11/1/17 – 5/31/19
Why “opt out” matters: the economic impact nurse anesthetists have on surgical and obstetrical services in rural America	\$325,871
Role: Co-Principal Investigator	
KnowledgeWorks Foundation	3/1/18 – 1/31/19
Analysis of student outcomes resulting from RSU2's competency-based education program	\$89,115
Role: Co-Principal Investigator	
American Petroleum Institute	1/1/17 – 8/1/17
STEM workforce trends following postsecondary degree attainment	\$153,202
Role: Principal Investigator	
Pennsylvania Department of Health	1/1/15 – 12/31/15
Evaluating local dental labor shortages	\$10,000
Role: Principal Investigator	
National Institute on Aging	9/1/14 – 6/30/17
Pilot Proposal in P30 AG012815-21-25	\$50,000
RAND Center for the Study of Aging	
Senior wealth effects on expected bequests and inter vivos transfers	
Role: Principal Investigator on \$50,000 pilot proposal in overall center grant	
External Advisory Group member for the <i>IFC Private Sector Gender Data Hub</i>	



Senior Advisory Group to Opportunity@Work, *STARs Demand Curve*  
 U.S. Department of Education *What Works Clearinghouse* certified reviewer, 2021-2022  
 Member of the Career and Technical Education Research Network, 2021-2023  
 Member of the Champions Cabinet of the Davos Alzheimer's Collaborative, 2021-  
 RAND Medal Award, Key Contributor, for *Principal Pipelines* project, 2019  
 Dissertation Year Fellowship, University of California Los Angeles, 2011-2012  
 Teaching Assistant Fellowship, University of California Los Angeles Economics  
 Department, 2010-2011  
 Research Fellowship, California Center for Population Research, 2009-2010  
 Graduate Summer Research Mentorship, University of California Los Angeles, 2009  
 National Institute of Child Health and Human Development Traineeship, California  
 Center for Population Research, 2008-2009  
 Ph.D. Progress Award, University of California Los Angeles Economics Department,  
 2008  
 Gordon B. Hinckley Scholar, Brigham Young University, 2000-2006

## **Presentations & Panels**

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- 2025 American Economic Association ASSA; Gender Inequality: Navigating New Frontiers and Paradigm Shifts (London School of Economics); Stagwell; KKR CMO Summit; Disability:IN Global Conference; Penguin Random House; Disability:IN Webinar; Women in Work Summit; AARP; World Economic Forum Strategic Intelligence; World Bank South Asia Gender Innovation Lab; National Association for Business Economics Tech Conference; Association for Public Policy Analysis and Management Research Conference; Harvard Business School
- 2024 American Economic Association ASSA; Citi Global Insights; AARP; Artificial Intelligence, Cognition, and Economy Spring Workshop; Asia-Pacific Economic Cooperation; AI at Wharton 2nd Annual Business and GenAI workshop; RAND applied microeconomics seminar series; National Association for Business Economics Tech Conference; Disability:IN
- 2023 Association for Public Policy Analysis and Management Research Conference; Southern Economic Association Annual Meetings; Braven Summit; Non-Degree Credentials Research Network Conference; Microsoft Accessibility Connected Community; Understanding the Disability Divide Panel Discussion; Hire Aspirations Institute; Consumer Technology Association Focus Friday; LinkedIn Carahsoft webinar
- 2022 Society of Labor Economists Annual Meetings; Non-Degree Credentials Research Network Conference; LinkedIn TechTalk; Pentagon; LinkedIn Economics Seminar Series
- 2021 Southern Economic Association Annual Meetings; Midwest Economic Association Annual Meetings; National Institutes of Health Coordinating Committee on Research on Women's Health Monthly Meeting

- 2020 Association for Education Finance and Policy Conference; Association for Public Policy Analysis and Management Research Conference; Society for Research on Educational Effectiveness Spring Conference; RAND Center for Causal Inference
- 2019 All-California Labor Economics Conference; Association for Public Policy Analysis and Management Research Conference; How to Build Successful Workforce Development Programs Panel Discussion
- 2018 Association for Public Policy Analysis and Management Research Conference; RAND Education Brownbag; RAND Labor and Population Brownbag; Society for Research on Educational Effectiveness Spring Conference; Southern Economic Association Annual Meetings; Western Economic Association International Annual Conference
- 2017 Association for Education Finance and Policy Conference; Association for Public Policy Analysis and Management Research Conference; Center for Causal Inference; Eastern Economic Association Annual Meetings; Essen Health Conference; STEM Education and the Workforce of the Future Panel Discussion; Southern Economic Association Annual Meetings; Western Economic Association Annual Meetings
- 2016 Association for Education Finance and Policy Conference; Center for Causal Inference
- 2015 American Real Estate and Urban Economics Association National Conference; Brigham Young University; Carnegie Mellon University; Pittsburgh Economics Medley; RAND Labor and Population Brownbag; Southern Economic Association Annual Meetings
- 2014 Association for Education Finance and Policy Annual Conference; Federal Reserve Bank of Philadelphia; NBER Summer Institute; Pittsburgh Economics Medley; RAND Labor and Population Brownbag; Southern Economic Association Annual Meetings
- 2013 Bureau of Labor Statistics; RAND Corporation; Syracuse University Economics Department; U.S. Census Bureau

## **Referee & Review Services**

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American Journal of Preventive Medicine, APPAM Program Committee, BMJ Quality and Safety, Bulletin of Economic Research, Dialogues in Health, Economic Inquiry, Educational Researcher, Economics of Education Review, Educational Evaluation and Policy Analysis, Industrial and Labor Relations Review, Industrial Health, Journal of Econometrics, Journal of Human Capital, Journal of Labor Economics, Journal of Labor Research, Journal of Research on Educational Effectiveness, Journal of Rural Health, Journal of Policy Analysis and Management, Journal of Public Health Dentistry, Journal of Statistical Computation and Simulation, National Science Foundation, Pediatrics, Review of Development Economics, Review of Economics and Statistics, Sleep Health, Smith Richardson Foundation

## **Discussant & Chair Services**

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American Economic Association ASSA (2025); American Economic Association ASSA (2024), Association for Public Policy Analysis and Management Research Conference (2023), Southern Economic Association Annual Meetings (2023), American Causal Inference Conference (2023), Society of Labor Economists Annual Meetings (2022), Association for Public Policy Analysis and Management Research Conference (2022), Southern Economic Association Annual Meetings (2021), Center for Causal Inference Symposium (2021), Association for Public Policy Analysis and Management Research Conference (2020), Association for Education Finance and Policy Conference (2020), Western Economic Association International Annual Meetings (2018), Southern Economic Association Annual Meetings (2017), Association for Public Policy Analysis and Management (2017), Western Economic Association Annual Meetings (2017), Essen Health Conference (2017), Association for Education Finance and Policy Conference (2017), Eastern Economic Association Annual Conference (2017), American Education Finance and Policy (2016), Southern Economic Association Annual Meetings (2015), Western Economic Association Annual Meetings (2014), Southern Economic Association Annual Meetings (2014)

## Doctoral Student Advising

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Claudia Rodriguez, Pardee RAND Graduate School (chair, 2022)  
Ian Morrall, University of Pittsburgh (committee member, 2018)

## Working Papers

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Firms' GitHub Copilot Adoption and Labor Market Outcomes for Software Engineers (Revise and Resubmit at *Contemporary Economic Policy*; Economic Graph Working Paper; with M. Carpanelli, B. Xu, and K. Xu)

The impact of changes in labor market conditions on women hired into leadership roles (Economic Graph Working Paper; with S. Lara).

The public sector and the misallocation of labor: Evidence from a policy experiment in India (with A. Chari, S. Nataraj, A. Rothenberg, S. Telhaj, and A. Winters).

Decomposing gender gaps in US STEM transition from education to employment (Economic Graph Working Paper; with N. Gahlawat, R. Hood, P. Ko, and S. Lara).

Improving estimation of labor market disequilibrium using shortage indicators, with an application to the market for anesthesiologists. IZA Institute of Labor Economics Discussion Paper No. 12129 (with L. Daugherty and K. Kumar).

Controlling for changes in test conditions when estimating education intervention effects, RAND Working Paper WR-1245-BMFG (with J. Pane).

Cross validation bandwidth selection for derivatives of multidimensional densities, RAND Working Paper WR-1060.

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