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Education

Harvard University

Ph.D. Economics, 2018 to 2024 (expected)

M.A. Economics, 2021

Wesleyan University

B.A. Mathematics/Economics, High Honors, 2013

Fields

Labor Economics
Economics of Crime

References

Professor Lawrence F. Katz
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Professor Jesse Shapiro
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Professor Edward Glaeser
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Professor Amanda Pallais
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Fellowships & Awards

Chae Family Economics Research Fund, Harvard University, 2022
James M. and Cathleen D. Stone Scholar in Inequality, Harvard Kennedy School, 2020
National Science Foundation Graduate Research Fellowship, Harvard University, 2018
Phi Beta Kappa, Wesleyan University, 2013
Plukas Thesis Prize, Wesleyan University, 2013
Wilde Prize for Excellence in Economics, Wesleyan University, 2013
White Prize for Advanced Undergraduate Study in Economics, Wesleyan University, 2013
American Economic Association Predoctoral Fellowship, 2012
Lebergott-Lovell Award for Best Paper in Economics, Wesleyan University, 2012
Plukas Teaching Apprentice Award, Wesleyan University, 2012
Phi Theta Kappa, Capital Community College, 2009

Teaching

“An Economics Perspective on Racial Inequality,” Harvard University, Course Designer & Instructor, 2021
“A Libertarian Perspective on Economic and Social Policy,” Harvard University, head teaching fellow for Professor Jeffrey Miron, 2020

Employment

Betsy Lehman Center for Patient Safety, Data Analyst, 2018
Analysis Group, Inc., Senior Analyst, 2013 - 2017

Research

Research Assistant, Harvard University, Professor Isaiah Andrews, 2019
Research Assistant, MIT Sloan School of Management, Professor Susan Perkins, 2012

Job Market Paper

“What Does Federal Oversight Do to Policing and Public Safety?: Evidence from Seattle”

Policing reform advocates have proposed increased oversight to improve quality and reduce officer misconduct. Opponents, however, fear that greater scrutiny of officers will increase crime and harm public safety. I examine a 2011 federal investigation into the Seattle Police Department, focusing on policing responses and the impact on serious crime. In response to heightened scrutiny

from the investigation, officers significantly reduced stops, particularly traffic and suspicious activity stops. Stop reductions were larger in minority neighborhoods and among officers with higher pre-period arrest rates. After the investigation, stops rebounded but remained below pre-period levels in minority neighborhoods. Comparing neighborhoods that experienced larger versus smaller stop reductions, I find no detectable differences in serious crime, though the estimates are imprecise. I also find no significant differences in serious crime rates when comparing Seattle to jurisdictions without a federal investigation. These estimates can rule out large, but not modest, crime increases. Increased oversight can reduce costly policing, particularly in minority neighborhoods, without significantly increasing serious crime.

Working Papers

“Officer Language and Suspect Race: A Text Analysis of Police Reports”
(with Connor Redpath).

We evaluate whether police officers use adjectives and adverbs that systematically differ by the suspect’s race (race-predictive language) and whether race-predictive language use relates to officer characteristics. We leverage a novel data set containing police report text from a single large urban police department. We identify race-predictive language using a linear combination of LASSO and ridge regression regularization with word counts, and we then use predicted race to construct an officer-level measure of race-predictive language. We find evidence that officers use different adjectives and adverbs in reports for Black versus white suspects. Black officers use less race-predictive language. Race-predictive language use correlates positively with officer inexperience and the number of instances of use-of-force.

“Investigator Racial Diversity and Clinical Trial Participation”
(with Marcella Alsan, Lukas Leister, and Ayotomiwa Ojo). NBER Working Paper 31732.

We investigate whether increased racial diversity of clinical trial principal investigators could increase the enrollment of Black patients, which currently lags population and disease-burden shares. We conducted a survey experiment in which respondents were shown a photo of a current NIH investigator in which race (Black/White) was randomized. Sex was also randomized as a relevant benchmark. Black respondents reported 0.35 standard deviation units higher interest in participating in a clinical study led by a race concordant investigator (a 12.6% increase). Sex concordance had no effect. Further analyses indicates that perceived trustworthiness and attractiveness are the most important factors explaining these results.

“Spillover Effects of Black Teachers on White Teachers’ Racial Competency: Mixed Methods Evidence from North Carolina”
(with Seth Gershenson, Constance A. Lindsay, Nicholas W. Papageorge, and Jessica H. Rendon). IZA discussion paper 16258.

The US teaching force remains disproportionately white while the student body grows more diverse. It is therefore important to understand how and under what conditions white teachers learn racial competency. This study applies a mixed-methods approach to investigate the hypothesis that Black peers improve white teachers’ effectiveness when teaching Black students. The quantitative portion of this study relies on longitudinal data from North Carolina to show that having a Black same-grade peer significantly improves the achievement of and reduces the suspension rates of white teachers’ Black students. These effects are persistent over time and largest for novice teachers. Qualitative evidence from open-ended interviews of North Carolina public school teachers reaffirms these findings. Broadly, our findings suggest that the positive impact of Black teachers’ ability to successfully teach Black students is not limited to their direct interaction with Black students, but is augmented by spillover effects on early-career white teachers, likely through peer learning.

“The ‘Gorilla in the Closet’: Regulatory Federalism in Environmental Enforcement”
(with Jenna Anders, her *Job Market Paper*)

How does federal regulatory capacity affect state enforcement outcomes? In this paper, we provide a model in which a stronger federal regulatory agency can either strengthen or weaken states' negotiating position with their regulated entities. The optimal federal enforcement for the states is one that maximizes state-level negotiated penalties. We apply this in the context of environmental regulation to test whether the EPA is too strong or too lenient in two environmental programs. First, using an EPA database of state-issued penalties, we show that when EPA's budget was cut in 2011, state penalties for Clean Air Act violations shrank by 15%. Second, using a dataset with information about environmental remediation projects under California state jurisdiction, we show that firms are more likely to begin cleanup projects during Democratic federal administrations. Our remediation analysis identifies the mechanism: while firm cleanup behavior is affected by EPA strength, cleanups conducted by the state itself are not, providing evidence that the effects operate through firm-state bargaining. We conclude that about 25% of EPA's effect on environmental penalties is through its spillovers to state outcomes, and that states would benefit from a stronger EPA.

Papers in Progress	<p>"Can Diversity Improve Equity? Achieving Racial Parity in Leader Assessment of Minority Team Members" (with Aaron Phipps).</p> <p>"The Impact of Education on Successful Re-entry" (with Logan Lee).</p>
Publications	<p>Cost-analysis model of colonoscopy preparation using split-dose reduced-volume oral sulfate solution (OSS) and polyethylene glycol with electrolytes solution (PEG-ELS) (with Mark Cleveland, Matt Davis, Francis Farraye, Lynn Huynh, Mihran Yenikomshian, and Sander Yermakov), <i>Journal of Medical Economics</i>, 2016, 19(4): 356-363.</p>
Seminars & Conferences	<p>Wesleyan University, 2023 Western Economic Association Annual Conference, 2023 American Economic Association Summer Pipeline Conference, 2023 Midwest Economics Association Annual Conference, 2023 Western Economic Association Annual Conference (discussant), 2022 American Economic Association Summer Pipeline Conference, 2012</p>
Academic Service	<p>Member, Harvard Graduate Economics Peer Support Network, 2019 – Present Nonresidential Undergraduate Advisor, Lowell House, Harvard University, 2019 – Present Chair, Harvard Graduate Economics Professional Development Committee, 2019 – 2021</p>
Software skills	<p>STATA, SQL, SAS, R</p>
Personal information	<p>Citizenship: USA</p>