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## 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

- 2025– Associate Editor, *Economics of Education Review*
- 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

- 2025 16. “College Attrition and the Dynamics of Information Revelation” (with Peter Arcidiacono, Esteban Aucejo, and Arnaud Maurel), *Journal of Political Economy*, 133 (1): 53–110.
- 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.

## WORKING PAPERS

- 2025      “Do Elite Universities Pick Sports to Pick Students? Athletic Admissions and SES Targeting” (with Ahmed El Fatmaoui), Revise & Resubmit, *Review of Industrial Organization*
- 2024      “Are Vegetable Seed Oils Fueling the Obesity Epidemic?”

## WORKS IN PROGRESS

- “Beating the Heat: Temperature and Spatial Reallocation over the Long Run”  
(with Christos Makridis)
- “Elevation in Obesity: Uncovering the Geographical Aspects of Health” (with Pallab Ghosh)
- “The Role of Supply and Demand Factors in Explaining the Migration of College Majors”
- “Measuring Women’s Wage Returns to Human Capital” (with Jared Ashworth)
- “Credit Constraints, College Major Choices, and Upward Mobility” (with Menaka Hampole and Johnathan G. Conzelmann)

## RECENT POLICY WRITINGS

- 2024      “Are Elite Colleges Circumventing the Supreme Court?” (with Peter Arcidiacono), *The Chronicle of Higher Education*, 3 Dec 2024
- “Elite Universities and the Diversity Game” (with Peter Arcidiacono), *City Journal*, 28 Aug 2024
- 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

## RECENT CONFERENCE & SEMINAR PRESENTATIONS

\* indicates virtual presentation; † indicates discussant

- 2025–2026    Heritage Foundation Academic Prize Winner Colloquium (Washington, DC)
- 2024–2025    University of Texas Rio Grande Valley\*; University of Nebraska-Lincoln;  
Washington University in St. Louis; American Society of Health Economists Conference (Nashville, TN)
- 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\*
- 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)

## TEACHING EXPERIENCE

Oklahoma	Econometrics III (PhD) Econometric Analysis (undergraduate) Data Science for Economists (Master's) Economics of Education (undergraduate) Machine Learning with Causal Inference (Online Master's)
Duke	Foundations of Matlab (PhD, field course) Causal Inference for Data Scientists (co-developer, with eBay DataLabs) Introduction to Julia (workshop) SSRI Education & Human Development seminar (co-instructor)

## FELLOWSHIPS & AWARDS

2025	Heritage Foundation Freedom and Opportunity Academic Prize
2022	OU Dodge Family College of Arts & Sciences Irene Rothbaum Outstanding Assistant Professor Award
2019	OU Presidential International Travel Fellowship
2018	OU Dodge Family College of Arts & Sciences Junior Faculty Summer Fellowship
2012–2015	Triangle Census Research Fellowship

## RECENT MEDIA APPEARANCES

2024	“Meet the Class of 2028” by Sara Kumar, <i>Harvard Independent</i> , 19 Sep 2024 “How the Supreme Court Shaped the Class of 2028 at Harvard” by Elyse C. Goncalves and Matan H. Josephy, <i>Harvard Crimson</i> , 13 Sep 2024
2023	“US student-athletes in line for salaries” by Paul Basken, <i>Times Higher Education</i> , 6 Dec 2023 “UC axed ‘VIP admissions’ in the 90s. Today, Cal enrolls fewer ultra-rich students than its peers” by Ally Markovich, <i>Berkeleyside</i> , 10 Aug 2023 “The Supreme Court ended affirmative action for colleges. Are legacy admissions next to go?” by Jeff Cercone, <i>PolitiFact</i> , 7 Jul 2023
2022	“Record Gas Prices Have Lawn Care Pros Scrambling” by Jeff Herman, <i>LawnStarter</i> , 19 May 2022 “Fact-checking Rep. Jamaal Bowman on legacy admissions, affirmative action” by Elizabeth Egan and Marnique O. Panepento, <i>PolitiFact</i> , 7 Mar 2022 “Should elite higher education institutions end favorable admissions practices for children of alumni?” by Stephanie Hughes, <i>Marketplace.org</i> , 18 Feb 2022
2021	“Colorado leads the way in closing the door on legacy admission at public universities” by Jon Marcus, <i>Washington Post</i> , 16 July 2021

## PODCAST APPEARANCES

2025	<a href="#">Silk Road Revival Podcast</a> hosted by Safar Choriev and Abror Abduazizov, 12 Sep 2025
	<a href="#">The Cause &amp; Effect Podcast</a> hosted by Vitor Melo, 28 May 2025
2024	<a href="#">The EconBuff Podcast</a> hosted by Lee Stitzel, 15 Nov 2024

## STUDENT ADVISING

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

PhD Thesis	Sumedha Ray (expected 2028)
Chair	Bowei Dong‡ (expected 2026) Ahmed El Fatmaoui‡ (2025; Wisconsin-La Crosse) Dayuan Xie‡ (2025) Gabe Lebovich‡ (2022)
PhD Thesis	Andrew Zilles* (expected 2028)
Committee	Chang Gao (expected 2027) Justin Canova* (expected 2027) Collin Devore (expected 2026) Mahla Shourian (expected 2026) Sara Asgari (expected 2026) Mengyang Davila* (expected 2026) Hongyu (Jack) Wang* (2025; Illinois Urbana-Champaign Postdoc) Bill Townsend (2025; Cal Poly SLO Agribusiness) Adon Rosen† (2024; Vanderbilt Postdoc) Cheng Ma (2022; TransUnion) Brent Norwood (2020; Oklahoma State) Chen Xu (2020; St. Edward's)
MA Thesis	Will Nguyen (2024; MidFirst Bank) Bradley Rann (2024; OU Medical School) Beth Felkner (2024; Williams Energy) Caden Finley (2023; AXA XL) Emma Young (2023) Youngjun Yoon (2023; Paycom) Fuqing Yang (2022) Josie Pruett (2022; Love's) Carson Schlittler (2022; KPMG) Luke Denton (2022; LSE Development MA)

MA Thesis	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) Natalie Cook (2021; Hertog Foundation Fellowship) Orin Imtiaz (2021; Deloitte) Grant Naberhaus (2021; Ernst & Young) Katy Yut (2021; Bureau of Economic Geology) Emma Reinsch (2021; OU Econ PhD) Joe Ezzell (2020; Paycom) Sam Quick (2020; Ovintiv) Conrad Polkosnik (2020; Schlumberger) Binyue Ling (2020) Alex Hinshaw (2019; SMU Law) Jiongliang Tao (2019) Alexandra Penner (2018; MSCI) Joel McGuire (2018; Colorado St. Econ PhD) Alex Nongard (2018; City of Tulsa) Jordan Hoehne (2018; Oseberg) Donald Li (2018; Verizon)
BA Honors	Max Geizsler (2022; OU Philosophy PhD) Leah Pomerantz (2022; UW-Madison Econ PhD) Ethan Maddy (2022; Cambridge Health MA) Logesh Balaguru (2021) Austin Parker (2021; Carta) Liam Ferrer (2021; WashU Law) Ryan Mcalister (2021; Booz Allen Hamilton) Logan Schoonover (2020; Goldman Sachs) Katie King (2020; Vanderbilt Nursing MA) Joey Herrera (2020; Texas Econ MA) Stephanie Jansson (2020; U of Iowa Biostatistics PhD) Alex Hinshaw (2019; SMU Law) Alexander Stubblefield (2019; Michigan St. Econ PhD) Parker Strubhar (2019; Georgetown Communications MA) Will Milam (2018; SMU Law)
H&ES	Ebenezer Olubayode (2025)
MA Thesis	Kyle Davis (2025; OU Adult and Higher Education PhD)

Colton Steele (2024; LEARFIELD Amplify)  
Blake Buchman (2022; Simplebet)  
Megan Yarberry (2021; Jacksonville Jaguars and FanDuel)  
Joe Castiglione, Jr. (2021; Transform Enterprises)

McNair            Joey Herrera (2020; Texas Econ MA)  
Scholarship

## SKILLS

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

## DEPARTMENTAL, COLLEGE, AND UNIVERSITY SERVICE

2025–26        Chair, OU Econ dept faculty search committee  
2024–25        Member, OU Econ dept faculty search committee  
2024            Member, DFCAS Graduate Fellowship Award Committee  
2024–26        Member, OU Econ dept Executive and Tenure & Promotion Committees (called “Committee A” at OU)  
2024–          Director, OU Econ MA Programs  
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  
2022            Member, DFCAS Graduate Fellowship Award Committee  
2021–25        Chair, OU Econ Applied Microeconomics Brown Bag Seminar Series  
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> (3); <i>AEJ: Macroeconomics</i> ; <i>AER: Insights</i> ; <i>Annals of Economics and Statistics</i> (2); <i>Applied Economics Teaching Resources</i> ; <i>Bulletin of Economic Research</i> (2); <i>Contemporary Economic Policy</i> (3); <i>Econ. Dev. &amp; Cultural Change</i> (2); <i>Economic Inquiry</i> (5); <i>Education Economics</i> (2); <i>Educational Researcher</i> ; <i>European Economic Review</i> (5); <i>Frontiers in Sustainable Food Systems</i> ; <i>Int'l Journal of STEM Education</i> ; <i>ILR Review</i> (2); <i>Journal of Comparative Economics</i> ; <i>J. of Econ. Behavior &amp; Organization</i> (2); <i>J. of Economics, Race, and Policy</i> (2); <i>Journal of Housing Economics</i> (2); <i>Journal of Human Resources</i> (4); <i>Journal of Labor Economics</i> (6); <i>Journal of Political Economy</i> ; <i>Journal of Population Economics</i> ; <i>Labour Economics</i> (6); <i>Nature Human Behavior</i> ; <i>Oxford Bulletin of Econ. and Stats.</i> ; <i>Quantitative Economics</i> (5); <i>Research in Higher Education</i> (2); <i>Review of Economics and Statistics</i> (5); <i>Review of Industrial Organization</i> ; <i>Scottish Journal of Political Economy</i> ; Swiss National Science Foundation; Fordham Institute;	<i>AEJ: Economic Policy</i> (4); <i>American Economic Review</i> (3); <i>American Educational Research J.</i> (2); <i>Applied Economics Letters</i> ; <i>B.E. J. of Economic Analysis &amp; Policy</i> ; <i>China Economic Review</i> (4); <i>Economic Development Quarterly</i> (4); <i>Economics of Education Review</i> (17); <i>Economic Journal</i> (2); <i>Education Finance and Policy</i> (2); <i>Empirical Economics</i> (2); <i>Frontiers in Nutrition</i> ; <i>Higher Education</i> ; <i>Int'l Review of Economics Education</i> ; <i>Journal of Applied Econometrics</i> (7); <i>Journal of Development Economics</i> ; <i>Journal of Economic Psychology</i> (2); <i>J. of Family and Economic Issues</i> (2); <i>Journal of Human Capital</i> (5); <i>Journal of Industrial Economics</i> ; <i>J. of Policy Analysis and Mgmt</i> (5); <i>JPE Microeconomics</i> (3); <i>Journal of Public Economics</i> (2); <i>Labour</i> (2); <i>Oxford Economic Papers</i> ; <i>Papers in Regional Science</i> (2); <i>Regional Sci. and Urban Economics</i> (3); <i>Research in Labor Economics</i> ; <i>Review of Economic Studies</i> ; <i>Scandinavian Journal of Economics</i> (3); <i>Southern Economic Journal</i> (7); Russell Sage Foundation (2); Princeton University Press
2022	Organizing Committee, International Association for Applied Econometrics Conference	