

## CHRISTIAN VALENCIA

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### EDUCATION

Ph.D. in Agricultural and Applied Economics

University of Illinois at Urbana-Champaign (Expected May 2026)

M.A. in Economics

Universidad de San Andrés-Argentina, 2019

B.A. in Economics

Universidad Católica Boliviana, 2012

### WORKING PAPERS

#### **Visa Regulations, Agricultural Employment, and Productivity** (Job Market Paper) [\[link\]](#)

The H-2A visa program provides US farms access to foreign seasonal labor but requires employers to pay a federally mandated minimum hourly wage, the Adverse Effect Wage Rate, to both foreign and domestic workers performing comparable tasks. This paper studies how increases in the H-2A visa wage affect farms' allocation of agricultural inputs. Using county-level data from the 2002–2022 USDA Census of Agriculture and a border-county pair design that compares counties across state lines, I show that higher visa wages lead farms to substitute away from labor and toward capital and materials. I find that a 1% increase in the visa wage on average leads to a 1.2% increase in machinery values, increases intermediate input use by 3.9% on the intensive margin, and expands the range of inputs used by 1.1% on the extensive margin. I find no effect on employment or payrolls. The results are consistent with labor-cost-driven mechanization and input intensification, which together contribute to higher agricultural productivity.

#### **Soft Skills and Hiring Discrimination** (with Sarah Janzen, Yashodhan Ghorpade and Amanina Abdur Rahman) [\[link\]](#)

Hiring discrimination remains widespread in labor markets, raising questions about what workers can do to improve their chances of being considered for jobs in such settings. This paper examines whether soft skills are valued by employers and whether they can help mitigate discrimination. Using a correspondence study in Malaysia, we test the effects of signaling two soft skills: leadership and teamwork. We find that Malay and Indian sounding names are 11 and 14 percentage points less likely to be contacted, compared to Chinese sounding names. Soft skills are not explicitly demanded by employers, but signaling teamwork skills significantly reduces the discrimination gap in 43% and 33% for Malay and Indian candidates. We present a model that uses the soft skill signal to disentangle if the nature of discrimination is statistical or taste based. Our results are consistent with statistical discrimination and highlight the potential of soft skills as a strategic signal to counteract hiring discrimination.

## **PUBLICATIONS**

Peer pressure: Experimental evidence from restroom behavior (with B. Cardinale Lagomarsino, M. Gutman, L. Freira, M. Lanzalet, M. Lauletta, L. Malchik, F. Montano Campos, B. Pacini and M. Rossi). *Economic Inquiry*. Vol 55 (3), 2017. [\[link\]](#)

## **RESEARCH EXPERIENCE**

### **University of Illinois at Urbana-Champaign, Department of Agricultural and Consumer Economics**

- Research Assistant for Professor Nicholas Paulson, Summer 2025
- Research Assistant for Professor Sarah Janzen, Summer 2024
- Research Assistant for Professor Marieke Kleemans, Summer 2020 - Spring 2022

### **The World Bank, Social Protection and Labor**

- Short-Term Consultant, Summer 2022-Spring 2023

## **WORK EXPERIENCE**

CAF Development Bank of Latin America, Buenos Aires - Argentina  
Research Officer Aug 2017 - Jun 2019

Ministry of Production, Buenos Aires - Argentina  
Technical Advisor, Feb 2016 - Jul 2017

Banco Mercantil Santa Cruz, La Paz - Bolivia  
Product Analyst, Apr 2014 - Feb 2015

Institute for Advanced Development Studies, La Paz - Bolivia  
Junior Researcher, Jun 2013 - Nov 2013

Aru Foundation, La Paz - Bolivia  
Research Assistant, Nov 2011 - Feb 2013

## **TEACHING EXPERIENCE**

### **University of Illinois at Urbana-Champaign**

Instructor:

- Behavioral Economics and Financial Decision Making. Fall 2025

Teaching Assistant:

- Behavioral Economics and Financial Decision Making. Spring 2025
- Global Agribusiness Management. Spring 2025
- Environmental Justice and Food Security. Fall 2024
- Applied Statistics Methods and Data Analytics. Spring 2024
- Big Data Analytics in Finance. Fall 2023
- Environmental Economics. Fall 2022 – Spring 2023
- Intermediate Microeconomic Theory. Fall 2020 – Spring 2021

**Universidad de San Andrés:**

Teaching Assistant:

- Introductory Economics. Fall 2016 - Fall 2018
- Labor Economics. Spring 2016

**Universidad Católica Boliviana:**

Teaching Assistant:

- Microeconomics. Spring 2010

**OUTREACH ARTICLES**

- Valencia, C. and N. Paulson. "The Growing Role of H-2A Workers in U.S. Agriculture." *farmdoc daily* (15):125, Department of Agricultural and Consumer Economics, University of Illinois at Urbana-Champaign, July 9, 2025. [\[link\]](#)
- Valencia, C. and N. Paulson. "The role of H-2A Workers in Illinois." *farmdoc daily* (15):129, Department of Agricultural and Consumer Economics, University of Illinois at Urbana-Champaign, July 16, 2025. [\[link\]](#)

**PRESENTATIONS**

**2025:** Midwest International Economic Development Conference, Bogotá Experimental Economics Conference, Illinois Economics Association

**2024:** World Bank Global Solutions Group - Skills Seminar, Illinois Economics Association

**2016:** Argentinian Association of Political Economy

**2015:** Argentinian Association of Political Economy

**GRANTS**

**2015:** Partnership for Economic Policy \$22,000. Evidence on the impacts of Minimum Wage on Labor Market Outcomes: The case of Bolivia (with Marcelo Claire, Alejandra Leyton and Vanessa Sanchez)

**SERVICE**

**2025:** Reviewer for the Midwest International Economic Development Conference

**2023-2024:** International Policy and Development Seminar Graduate Student Coordinator

**PROFESSIONAL DEVELOPMENT**

**2025:** Association of Agricultural and Applied Economics. Post Conference Workshop on Agricultural Labor Economics

**2015:** Study Visit at Université Laval, Quebec-Canada. Financed by Partnership for Economic Policy.

**COMPUTER SKILLS**

Python, R, Stata, SQL, LaTeX, QGIS

## **LANGUAGES**

Spanish (Native), English (Fluent), Portuguese (Fluent)

## **REFERENCES**

### **Sarah Janzen**

Associate Professor

Department of Agricultural and Consumer Economics

University of Illinois at Urbana Champaign

[sjanzen@illinois.edu](mailto:sjanzen@illinois.edu)

### **Marieke Kleemans**

Assistant Professor

Department of Economics

University of Illinois at Urbana Champaign

[kleemans@illinois.edu](mailto:kleemans@illinois.edu)

### **Nicholas Paulson**

Professor

Department of Agricultural and Consumer Economics

University of Illinois at Urbana Champaign

[npaulson@illinois.edu](mailto:npaulson@illinois.edu)