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ACADEMIC POSITION AND RESEARCH AFFILIATIONS

Assistant Professor, School of Labor and Employment Relations and Department of Economics,
University of Illinois at Urbana-Champaign, July 2017-Present

Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany, November 2021 – Present

Research Affiliate, Institute for the Study of Labor (IZA), Bonn, Germany, November 2016 –
November 2021

Assistant Professor, Department of Economics, Rensselaer Polytechnic Institute, July 2014 – June 2017

EDUCATION

Ph.D., Economics, Boston University, Boston, MA, 2014
Dissertation Title: *Firm Recruiting Strategies, Educational Attainment, and the Labor Market
Return to Higher Education*
Dissertation Committee: Kevin Lang, Daniele Paserman, Johannes Schmieder, Marc Rysman

M.A., Political Economy, Boston University, Boston, MA, 2012

A.B., Economics (*magna cum laude*), Harvard University, Cambridge, MA, 2007

FIELDS OF INTEREST

Labor Economics, Urban Economics, Economics of Education, Econometrics

FELLOWSHIPS AND AWARDS

University of Illinois List of Teachers Ranked as Excellent, Spring 2018
Early Career Research Grant, W.E. Upjohn Institute for Employment Research, 2015, \$5,000.
Project Title: “Dynamic Responses to Labor Demand Shocks: Evidence from the Financial
Industry in Delaware”
Special Research Fellowship, Boston University Department of Economics, Fall 2013
Funding for a Research Assistant, RA Mentor Program, Boston University, Department of Economics,
Summer 2012, Spring 2013, Summer 2013
Graduate Student Fellowship, Boston University, 2009-2014
Dean’s Fellow, Boston University, 2009-2014
John Harvard Scholar, Harvard University, 2004
Detur Book Prize, Harvard University, 2004

PUBLICATIONS

- “The Boss is Watching: How Monitoring Decisions Hurt Black Workers,” with Costas Cavounidis and Kevin Lang
Conditionally Accepted, *Economic Journal*
NBER Working Paper w26319
- “Do Universities Improve Local Economic Resilience?” with Greg Howard and Yuhao Yang
Review of Economics and Statistics, Accepted
IZA Discussion Paper 14422
- “Local Labor Markets and Human Capital Investments,” *Journal of Human Resources*, Vol. 57(5), 2022.
IZA Discussion Paper 10598
- “Firm Decisions and Variation Across Universities in Access to High-Wage Jobs: Evidence from Employer Recruiting,” *Journal of Labor Economics*, Vol. 40(1), 2022.
IZA Discussion Paper 11224
- “Employer Screening Costs, Recruiting Strategies, and Labor Market Outcomes: An Equilibrium Analysis of On-Campus Recruiting,” *Labour Economics*, Vol. 55, 2018.
IZA Discussion Paper 10912
- “Dynamic Responses to Labor Demand Shocks: Evidence from the Financial Industry in Delaware,” *Journal of Urban Economics*, 2018, Vol. 106(July).
Upjohn Institute Working Paper 17-276
- “The Consequences of Teenage Childbearing Before Roe v. Wade,” with Kevin Lang,
American Economic Journal: Applied Economics, 2015, 7(4): 169-197.
NBER Working Paper w19627
- “The Wage Effects of Not-for-Profit and For-Profit Certifications: Better Data, Somewhat Different Results,” with Kevin Lang, *Labour Economics*, 2013, Vol. 24: 230-243.
NBER Working Paper w19135

WORKING PAPERS

- “The Great Recession and the Widening Gap Between Alumni of Elite and Less Selective Universities”
Revisions Requested, *American Economic Journal: Economic Policy*
IZA Discussion Paper 14422
- “Recruiting Intensity, Hires, and Vacancies: Evidence from Firm-Level Data,” with Eliza Forsythe
Revisions Requested, *Economic Journal*
IZA Discussion Paper 14138
- “Preference Signaling and Worker-Firm Matching: Evidence from Interview Auctions,” with Ron Laschever
IZA Discussion Paper 14622

“ ‘Workhorses of Opportunity’: Regional Universities Increase Local Social Mobility,” with Greg Howard
IZA Discussion Paper 15622

“University Selectivity, Initial Job Quality, and Longer-Run Salary”
IZA Discussion Paper 10911

“A Test of Adverse Selection in the Market for Experienced Workers,” with Kevin Lang.
NBER Working Paper w22387

“Evaluating Student Outcomes at For-Profit Colleges,” with Kevin Lang, NBER Working Paper w18201.

WORKS IN PROGRESS

“The Effect of Outside Options on Wages: Evidence from Orchestras” (with Dana Shaat)

“Interindustry Competition for Talent: Theory and Evidence on Recruiting Strategies”

CONFERENCES AND PRESENTATIONS

- 2024: (scheduled) Labor and Employment Relations Association (LERA)/ASSA Meetings (session organizer and presenter)
- 2023: (includes scheduled) Labor and Employment Relations Association (LERA)/ASSA Meetings (session organizer and presenter), University of California, Berkeley, Association for Education Finance and Policy Annual Conference, Queen’s/Toronto Labor Workshop on the Economics of Inequality and Discrimination, Federal Reserve Bank of Chicago, University of Warwick, Miami University
- 2022: (including scheduled) Labor and Employment Relations Association (LERA)/ASSA Meetings (session organizer and presenter), Association for Education Finance and Policy Annual Conference, Society of Labor Economists Annual Meeting, IZA/SOLE Transatlantic Meeting of Labor Economists, Iowa State University, Grinnell College
- 2021: Labor and Employment Relations Association (LERA)/ASSA Meetings (session organizer and presenter), Society of Labor Economists Annual Meeting, Midwest Economics Association/Society of Labor Economists Session, Northern Illinois University, Wharton People and Organizations Conference, German Institute for Employment Research/German Centre for Higher Education Research and Science Studies (IAB/DZHW) Conference on Higher Education and The Labour Market, International College of Economics and Finance Conference on Applied Economics
- 2020: Loyola University Chicago (Quinlan School of Business), Society of Labor Economists/European Association of Labour Economists/AASLE World Meeting, People and Organizations Conference, Georgia State University
- 2019: American Real Estate and Urban Economics Association Winter Meetings, Labor and Employment Relations Association (LERA)/ASSA Meetings, University of Edmonton, University of Calgary, Comparative Analysis of Enterprise Data Conference, Industry Studies Association Annual Conference, People and Organizations Conference
- 2018: Econometric Society North American Winter Meetings, Midwest Economics Association/Society of Labor Economists Session, Purdue University, W.E. Upjohn Institute for Employment Research, The Forum on the Future of Public Education: Volatility in State Spending for Higher Education (discussant); IZA World Labor Conference, Society of Labor Economists Annual Meeting, Society for Institutional and Organizational Economics Annual Conference

- 2017: Union College, Association for Education Finance and Policy Annual Conference, UIUC Higher Education Collaborative, University of Kansas
- 2016: Florida State University, Society of Labor Economists Annual Meeting (declined invitation), Rensselaer Polytechnic Institute, Econometric Society North American Summer Meeting, IZA Junior/Senior Labor Symposium, Columbia University (Economics and Education), MIT (Organizational Economics), Urban Economics Association Annual Meetings, Montreal Applied Economics Workshop, University of Illinois Urbana-Champaign.
- 2015: Society of Labor Economists/European Association of Labour Economists World Conference, Rensselaer Polytechnic Institute Mini-Conference on Regional Economic Growth, Econometric Society World Congress, Urban Economics Association Meetings, Williams College, University at Albany, McGill University.
- 2014: Mathematica Policy Research, New York University, Rensselaer Polytechnic Institute, University of North Carolina-Charlotte, University of Pittsburgh, University of Rochester.
- 2013: Boston University/Boston College Greenline Labor Meeting

PRACTITIONER TALKS AND WORKSHOPS

UIUC School of Labor and Employment Relations State of the School (2021); University of Illinois Career Services Council (2020); Campus Recruiting Forum (2019); Midwest Association of Colleges and Employers Annual Conference (2019)

PROFESSIONAL SERVICE

Program Committees: Society of Labor Economists Annual Meeting 2021;
LERA@ASSA Meetings 2023-2025;
Society of Labor Economists Annual Meeting 2023

Sessions Organized:

“Economic Mobility and Higher Education,” LERA@ASSA 2024

“Labor Market Shocks on College Students and Recent Graduates,” LERA@ASSA 2023 (co-organized with Brad Hershbein)

“Universities, Innovation, and Local Economic Growth,” Industry Studies Association Annual Conference 2022

“Adjustment and Resilience to Economic Shocks,” LERA@ASSA 2022

“Matching in Markets with Information Frictions: Applications in Labor Markets and School Choice,” LERA@ASSA 2021

Referee:

American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, American Economic Review: Insights, Canadian Journal of Economics, Contemporary Economic Policy, Economic Inquiry, Economic Journal, Education Finance and Policy, ILR Review, Journal of Development Economics, Journal of Human Resources, Journal of Labor Economics, Journal of Political Economy, Journal of Population Economics, Journal of Public Economics, LABOUR, Labour Economics, Management Science, Review of Economics and Statistics, Quarterly Journal of Economics

Reviewer: National Science Foundation, UIUC Campus Research Board

TEACHING EXPERIENCE

Topics in Nonlinear Econometrics (Undergraduate, Master's), Department of Economics,
University of Illinois at Urbana-Champaign
Economics of Gender and the Workforce (Master's), School of Labor and Employment Relations,
University of Illinois at Urbana-Champaign
Econometrics (Undergraduate), Department of Economics, Rensselaer Polytechnic Institute
Undergraduate Thesis Seminar, Department of Economics, Rensselaer Polytechnic Institute

Teaching Assistant, Poverty and Discrimination, Department of Economics, Boston
University

Teaching Fellow, Introduction to Microeconomics, Department of Economics, Boston
University

ADVISING

University of Illinois at Urbana-Champaign, Dissertation Committee Member:
Dana Shaat (2021), Priyasmita Ghosh (2022), Tatiana Mocanu (2022), Yueyuan Yu (in progress), Jian
Zou (in progress)

RESEARCH EXPERIENCE

Research Assistant to Kevin Lang, Department of Economics, Boston University, 2012-2014
Research Assistant to Shulamit Kahn, School of Management, Boston University, 2011-2012
Research Assistant to Marc Rysman, Department of Economics, Boston University, 2011
Research Assistant to Greg Lewis, Department of Economics, Harvard University, Summer 2010
Research Assistant to Michael Kremer, Department of Economics, Harvard University, 2005-
2007

NON-ACADEMIC WORK EXPERIENCE

Field Manager and Assistant to the Candidate, Jack Markell for Governor of Delaware,
2008
Legislative Analyst, Massachusetts State Senate, 2007-2008

LANGUAGES: English, Spanish

COMPUTER SKILLS: STATA, MATLAB, Mathematica, Unix, Scientific Work Place, Microsoft
Office, LATEX

CITIZENSHIP: USA