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WORK CONTACT INFORMATION

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EDUCATION

B.A. Economics (Summa Cum Laude), University of Florida, May 2007
B.S. Mathematics (Magna Cum Laude), University of Florida, May 2007
M.A. Economics, Cornell University, December 2010
Ph.D. Economics, Cornell University, August 2012

ACADEMIC EMPLOYMENT

2015 Visiting Assistant Professor, Wharton School, University of Pennsylvania
2013- Research Fellow, Institute for Labor Economics (IZA)
2012- Assistant Professor, Department of Economics, Temple University
2012- Research Fellow, Labor Dynamics Institute, Cornell University
2010-12 Economist, US Census Bureau, Center for Economic Studies
2008-12 Research Assistant for Professor Ronald G. Ehrenberg, Cornell University, Cornell Higher Education Research Institute
2006-07 Research Assistant for Professor Sarah Hamersma, University of Florida
2006-07 Research Assistant for Professor David Denslow, University of Florida

TEACHING AND RESEARCH INTERESTS

Labor Economics, Economics of Higher Education, Public Policy

PUBLISHED RESEARCH (PEER-REVIEWED)

“The Returns to College Persistence for Marginal Students: Regression Discontinuity Evidence from University Dismissal Policies ” (with Ben Ost and Victor Pan), *Journal of Labor Economics*, Forthcoming.
“Immigration and Access to Fringe Benefits: Evidence from the Tobacco Use Supplements” (with J. Catherine Maclean and Jody Sindelar), *Industrial Relations*, Forthcoming.
“Health Insurance Benefit Mandates and Firm Size Distribution” (with James Bailey), *Journal of Risk and Insurance*, Forthcoming.
“High School Experiences, the Gender Wage Gap, and the Selection of Occupation” (With Michael Strain), *Applied Economics*, Forthcoming.
“The Political Roots of Health Insurance Benefit Mandates” (with James Bailey), *Journal of Economic Studies*, 2017, 44(2): 170-182.
“Risk-Sharing and Student Loan Policy: Consequences for Students and Institutions”, *Economics of Education Review*, 2017, 57: 1-9.

"Are College Costs Worth It? How Individual Ability, Major Choice, and Debt Affect the Returns to Schooling" *Economics of Education Review*, 2016, 53: 296-310.

"Firm-Level Monopsony and the Gender Pay Gap" *Industrial Relations*, 2016, 55(2): 323-345.

"Firm Market Power and the Earnings Distribution" *Labour Economics*, 2015, 35: 123-134.

"The Health Consequences of Employment Problems: Evidence from Panel Data" (with J. Catherine Maclean, Michael French, and Susan Ettner), *Industrial Relations*, 2015, 54(3): 478-498.

"The Impact of Work-Limiting Disability on Labor Force Participation" (with Melissa Bjelland), *Health Economics*, 2015, 24(3): 333-352.

"Workplace Problems, Mental Health and Substance Abuse" (with J. Catherine Maclean and Michael French), *Applied Economics*, 2015, 47(9) February: 883-905.

"Is the return to education the same for everybody?" *IZA World of Labor*, 2014, 92: 1-10.

"The Lifetime Earnings Premia of Different Majors: Correcting for Selection Based on Cognitive, Noncognitive, and Unobserved Factors", *Labour Economics*, 2014, 28: 14-23.

"An Application of Unconditional Quantile Regression to Cigarette Taxes" (with J. Catherine Maclean and Joachim Marti), *Journal of Policy Analysis and Management*, 2014, 33(1): 188-210.

"Expenditures and Postsecondary Graduation: An Investigation Using Individual-Level Data from the State of Ohio", *Economics of Education Review*, 2012, 31(5): 615-618.

"Do Expenditures Other Than Instructional Expenditures Affect Graduation and Persistence Rates in American Higher Education?" (with Ronald G. Ehrenberg), *Economics of Education Review*, 2010, 29(6): 947-958.

"Student Service Expenditures Matter" (with Ronald G. Ehrenberg), *Change: The Magazine of Higher Learning*, 2010, 42 (3): 36-39.

"Age and disability employment discrimination: Occupational rehabilitation implications." (with Melissa Jo Bjelland, Susanne Marie Bruyere, Sarah von Schrader, Andrew J Houtenville, and Antonio Ruiz-Quintanilla), *Journal of Occupational Rehabilitation*, 2010, 20(4): 456-471.

BOOK CHAPTERS

"Job Loss and Effects on Firms and Workers," (with Kevin Hallock and Michael Strain) Chapter 1 in Cary Cooper, Alankrita Pandey, and James Quick Eds, *Downsizing: Is Less Still More?*, Cambridge University Press, 2012.

"Executive Pay and Firm Performance" (with Beth Florin and Kevin Hallock) *Research in Personnel and Human Resources Management*, 2010, 29: 49-86.

OTHER PUBLICATIONS

"This U.S. State's Free College Plan Isn't All It's Cracked Up to Be" *Fortune* op-ed. April 13th, 2017.

"To Ease the Student Debt Crisis, Hold Colleges Responsible" *Fivethirtyeight* op-ed. April 6th, 2017.

"Low Marks for the Department of Education" *The Hill* op-ed. December 15th, 2016.

"Fancy Dorms Aren't the Main Reason Tuition is Skyrocketing" *Fivethirtyeight* op-ed. September 13th, 2016.

"Clinton Issues a Promising Proposal for Tuition Reform" *The Chronicle of Higher Education* op-ed. August 10th, 2015.

"Hidden Costs of Health Benefit Mandates" (with James Bailey) *Real Clear Policy* op-ed. June 17th, 2015.

"Colleges Should Share the Risk for Student-Loan Defaults" *The Chronicle of Higher Education* op-ed. June 8th, 2015.

CONGRESSIONAL TESTIMONY AND TECHNICAL REPORTS

“Risk-Sharing in Higher Education: A Policy Proposal to Improve Outcomes for Students and Reduce the Taxpayer Burden of Student Loan Debt” December, 2016

“Risk-Sharing Policies and Higher Education” *Testimony before the Senate Committee on Health, Education, Labor, and Pensions*. May 20th, 2015.

GRANTS

Center for American Progress/American Enterprise Institute, Principal Investigator, 5/2016-12/2016. Risk-Sharing in Higher Education. (\$50,000)

Institute for Education Sciences, Co-Principal Investigator, 2017-2022. Affording Degree Completion: A Study of Completion Grants at Accessible Public Universities. (\$3,982,000)

WORKING PAPERS

“Evaluating the Costs and Benefits of a Federal Risk-Sharing System”

“Employment Adjustment Over the Business Cycle: The Impact of Competition in the Labor Market”

“Mass Layoffs and Higher Education Decisions: Evidence from the State of Ohio” (with Ben Ost and Victor Pan), Revise and Resubmit at *Labour Economics*

“The Implicit Costs of Motherhood over the Lifecycle: Cross-Cohort Evidence from Administrative Longitudinal Data” (with Todd Sorensen and Christian Neumeier)

RESEARCH IN PROGRESS

“The Night Shift” (With Kevin Hallock and Darren Lubotsky)

“College Major Premia Over Time: A Supply and Demand Analysis”

“Specific Human Capital and Rates of Decay: Evidence from Linked Employer-Employee Data”

TEACHING EXPERIENCE

Honors Principles of Microeconomics (Undergraduate), Instructor, Temple University

Managerial Economics (MBA), Instructor, Wharton School of Business, University of Pennsylvania

Principles of Microeconomics (Undergraduate), Instructor, Temple University

Labor Economics II (Graduate), Instructor, Temple University

Econometrics I (Graduate), Instructor, Temple University

Economics of Education (Undergraduate), Teaching Assistant and Guest Lecturer, Cornell University

Economics of Education (Graduate), Guest Lecturer, Cornell University

Managerial Economics, Teaching Assistant and Head Grader, University of Florida

Principles of Macroeconomics, Teaching Assistant, University of Florida

CONFERENCE AND SEMINAR PRESENTATIONS

2017: Cornell University, Society of Labor Economists Meetings, William and Mary Conference on Higher Education and Social Mobility, University of Central Florida; 2016: IZA Workshop on the Economics of Education, Wake Forest University, Temple University Financial Wellness Symposium; 2015: Society of Labor Economists Meetings, Society of Government Economists Meetings, Princeton University, Temple University; 2014: Swarthmore College, Society of Labor Economists Meetings, ASSA Annual Meetings; 2013: Southern Economic Association Meetings; 2012: Society of Labor Economists Meetings; 2011: Southern Economic Association Meetings, Cornell University, Canadian

Economic Association; 2010: Society of Labor Economists Meetings, Southern Economic Association Meetings; 2009: Columbia University, American Psychological Association Meetings

GRADUATE STUDENT ADVISING

James Bailey (Chair, 2014); Brian Glassman (Committee Member, 2014); Shu Deng (Committee Member, 2014); Andria Smythe (Committee Member, 2015); Jason Keegan (Committee Member, 2016); Keshar Ghimire (Chair, 2016); Kabir Dasgupta (Committee Member, 2016); Jeremy Crimmel (Committee Member, 2016); Adam Lavallee (Committee Member, 2016); Nathan Blascak (Chair, 2017); Guan Lin (Committee Member, 2017); David Abell (Committee Member, in progress); Victor Pan (Outside Reader, in progress); David Ratigan (Chair, in progress); Jim Kelly (Chair, in progress); Rachel Carse (Committee Member, in progress); Eric Wilkinson (Committee Member, in progress); Edward Kost (Committee Member, in progress).

HONORS AND AWARDS

- 2016 Teacher of the Year Award (Departmental)
- 2015 Best Research Paper Award (Temple Economics Department)
- 2014 Swarthmore College Honors Examiner (Econometrics)
- 2013 Certificate of Excellence in Reviewing (*Economics of Education Review*)
- 2007-12 National Science Foundation Graduate Research Fellowship
- 2007-12 Sage Fellowship
- 2006 American Society of Political and Social Sciences Junior Fellow
- 2005 Anderson Scholar
- 2003 National Merit Scholar

PROFESSIONAL SERVICE

Reviewer for *American Economic Journal: Applied Economics*, *B.E. Journal: Economic Analysis and Policy*, *Contemporary Economic Policy*, *Economics of Education Review*, *Economics Bulletin*, *Economic Inquiry*, *Education Finance and Policy*, *European Economic Review*, *Health Economics*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Journal of Economics and Business*, *Journal of Economic Studies*, *Journal of Empirical Legal Studies*, *Journal of Human Capital*, *Journal of Human Resources*, *Journal of Labor Economics*, *Quarterly Journal of Economics*,.

DEPARTMENTAL AND COLLEGE SERVICE

Graduate Affairs Committee (2012, 2013, 2014, 2015, 2016); Seminar Committee (2012, 2013, 2014, 2015, 2016); Hiring Committee (2012, 2013, 2014, 2015, 2016); Lead writer of Econometrics PhD Field Exam (2012, 2013, 2014, 2015); Lead writer of Labor Economics PhD Field Exam (2012, 2013, 2014, 2015); Lead writer of Econometrics PhD Preliminary Exam (2016, 2017); Strategic Planning Committee (College of Liberal Arts, 2016).

AFFILIATIONS

American Economic Association, Society of Labor Economists, European Association of Labor Economists, Southern Economic Association