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Employment

- 2016 – Paul Sack Associate Professor of Political Economy and Social Studies, Harvard University
- 2015 – 2016 Associate Professor of Economics and Social Studies, Harvard University
- 2011 – 2015 Assistant Professor of Economics and Social Studies, Harvard University

Visiting Positions

- 2014 Visitor, Yale Program in Applied Economics and Policy Research
- 2014 Visiting Fellow, Initiative on Global Markets (IGM), Chicago Booth
- 2013 – 2014 Visiting Assistant Professor of Economics, Princeton University

Affiliations

- 2014 – Affiliate, Abdul Latif Jameel Poverty Action Lab (J-PAL)
- 2012 – Faculty Research Fellow, NBER
- 2011 – Faculty Affiliate, MIT School Effectiveness and Inequality Initiative (SEII)

Education

- 2006 – 2011 Massachusetts Institute of Technology, Ph.D. in Economics
- 2002 – 2006 University of Virginia, B.A. with Highest Distinction, Economics and Mathematics

Fields of Interest

Labor Economics, Economics of Education

Research Grants

- 2015 NSF CAREER Award: “Using Field Experiments to Identify Barriers to Labor Market Success and Human Capital Accumulation”, \$450,850
- 2015 Susan Thompson Buffett Foundation, “Randomized Evaluation of Post-Secondary Financial Aid Services” (with Joshua Angrist, David Autor, and Sally Hudson), \$1,790,877
- 2014 J-PAL Post Primary Education Initiative, “Improving Employment Prospects of Indian College Graduates through Standardized Testing: A Pilot Evaluation” (with David Autor), \$29,614
- 2012 Lab for Economic Applications and Policy, “Referential Treatment: Why Referrals Matter” (with Emily Sands), \$10,000

- 2011 Susan Thompson Buffett Foundation, “Impact Evaluation of the Susan Thompson Buffett Scholarship Program” (with Joshua Angrist and David Autor), \$1,307,468
- 2010 Republic of France, Large Research Grant for Experiments Involving Youth (received high-quality project citation, with William Pariente), \$376,121

Fellowships and Honors

- 2015 Clark Award, Harvard University
- 2015 Excellence in Refereeing Award, *American Economic Review*
- 2014 – 2017 Furer Fellow, Harvard University
- 2014 Empirical Microeconomics Jamboree, Duke University (selected participant)
- 2012 Excellence in Refereeing Award, *Quarterly Journal of Economics*
- 2011 Robert M. Solow Prize for excellence in research and teaching, MIT
- 2006 – 2009 National Science Foundation Graduate Research Fellowship
- 2006 – 2008 Presidential Fellow, MIT
- 2008 – 2010 George and Obie Shultz Fund Grants
- 2006 Economics Outstanding Major Award, University of Virginia
- 2006 Best Economics Thesis, University of Virginia
- 2005 Phi Beta Kappa (junior year)
- 2002 – 2006 Jefferson Scholar, University of Virginia

Teaching

- Graduate Labor Economics, Harvard University
- Undergraduate Economics of Education, Harvard University

Publications

- “Discrimination as a Self-Fulfilling Prophecy: Evidence from French Grocery Stores” with Dylan Glover and William Pariente. *Quarterly Journal of Economics*, forthcoming. NBER Working Paper #22786.
- “Why the Referential Treatment?: Evidence from Field Experiments on Referrals” with Emily Sands. *Journal of Political Economy* 2016. 124(6): 1793-1828. NBER Working Paper #21357
- “Evaluating Econometric Evaluations of Post-Secondary Aid” with Joshua Angrist, David Autor, and Sally Hudson. *American Economic Review: Papers and Proceedings*. 2015. 105(5): 502-507.
- “Small Differences that Matter: Mistakes in Applying to College” *Journal of Labor Economics*. 2015. 33(2): 493-520. NBER Working Paper #19480

“Inefficient Hiring in Entry-Level Labor Markets” *American Economic Review* 2014. 104(11): 3565-3599.

NBER Working Paper #18917

Reprinted in *Learning in Labor Markets*, edited by Michael Waldman (forthcoming).

“Taking a Chance on College: Is the Tennessee Education Lottery Scholarship Program a Winner?” *Journal of Human Resources*. 2009. 44(1): 199-222.

“Access to Elites” with Sarah Turner in *Economic Inequality and Higher Education, Access, Persistence, and Success*, edited by Stacy Dickert-Conlin and Ross Rubenstein. 2007: 128-156. New York: Russell Sage Foundation.

“Opportunities for Low Income Students at Top Colleges and Universities: Policy Initiatives and the Distribution of Students,” with Sarah Turner. *National Tax Journal*. 2006. 59 (2): 357-386.

Working Papers

“Valuing Alternative Work Arrangements” with Alexandre Mas.

NBER Working Paper #22708.

Revise and Resubmit, *American Economic Review*

“Can Online Delivery Increase Access to Education?” with Joshua Goodman and Julia Melkers.

NBER Working Paper #22754.

“‘Acting Wife’: Marriage Market Incentives and Labor Market Investments” with Leonardo

Bursztyn and Thomas Fujiwara.

NBER Working Paper #23043.

“Evaluating Post-Secondary Aid: Enrollment, Persistence, and Projected Completion Effects”

with Joshua Angrist, David Autor, and Sally Hudson.

NBER Working Paper #23015.

“Leveling Up: Early Results from a Randomized Evaluation of Post-Secondary Aid” with Joshua

Angrist, David Autor, and Sally Hudson.

NBER Working Paper #20800.

Other Articles

“The Missing ‘One-Offs’: The Hidden Supply of High-Achieving, Low Income Students’:

Comments and Discussion.” *Brookings Papers on Economic Activity*. Spring 2013. pp. 51-56.

Presentations

2017: (includes scheduled) Cornell University, Northwestern University, University of California – Berkeley, University of Michigan, Wharton

2016: Advances with Field Experiments Conference, Brown University, Executive Office of the President of the United States, Harvard Business School, Harvard University, MIT, NBER Labor Studies, NBER Summer Institute: Joint Labor

- Studies and Personnel Session, NBER Summer Institute: Development Economics (discussant), Tufts University, University of Chicago, Wellesley College
- 2015: Allied Social Science Association, Berkeley Haas School of Business, London School of Economics, NBER Organizational Economics (discussant), Paris School of Economics, Stanford CEPA, University of Illinois Urbana-Champaign, University of California – Santa Barbara, University of Virginia (Merrick Lecture)
- 2014: Allied Social Science Association, Booth School, Brookings, Columbia University, Duke Empirical Microeconomics Jamboree, Harvard University, Institute for International Economic Studies Stockholm University, MIT, NBER Summer Institute: Economics of IT and Digitization (discussant), NBER Summer Institute: Joint Education and Labor Studies Session, University of Chicago, Yale University
- 2013 : Allied Social Science Association (discussant), Brookings Papers on Economic Activity (discussant), Harvard University, Kellogg School, NBER Labor Markets After the Great Recession (discussant), NBER Summer Institute: Labor Studies, NBER-CCER Conference on China and the World Economy, New York Federal Reserve, Princeton University, RAND Corporation, University of British Columbia, University of California--Berkeley, Wharton School
- 2012: Boston College, Future of Children Conference (discussant), Northeastern University, Rutgers University, Yale University,
- 2011: Booth School, Boston University, Columbia University, Cornell University (ILR), Harvard University, Michigan State University, Princeton University, Stanford University, University of California – Irvine, University of California – San Diego, Wharton School, University of Chicago (Economics)
- 2010: Allied Social Science Association (discussant), Association for Public Policy Analysis and Management (session chair), MIT, University of Virginia
- 2009: Allied Social Science Association, Society of Labor Economists
- 2008: NBER Higher Education Working Group
- 2006: European Science Days (poster presentation)
- 2005: Southern Economics Association

Referee

American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, American Economic Review, B.E. Journal of Economic Analysis & Policy, Eastern Economic Journal, Econometrica, Economica, Economic Inquiry, Economics of Education Review, Education Finance & Policy, Educational Evaluation and Policy Analysis, International Journal of Industrial Organization, Journal of Human Resources, Journal of Labor Economics, Journal of Policy Analysis and Management, Journal of Public Economics, Journal of the European Economic Association, Journal of Urban Economics, Management Science, National Tax Journal, Quarterly Journal of Economics, Review of Economic Studies, Review of Economics and Statistics, Southern Economic Journal

Committees

Harvard Athletics Committee, Harvard Economics Department Graduate Instruction Committee, Harvard Economics Department Graduate Admissions Committee, Harvard Economics Department Graduate Recruiting Committee, Harvard Economics Department Junior Hiring Committee, Harvard Social Studies Concentration Junior Hiring Committee, Harvard Social Studies Concentration Standing Committee, Lab for Economic Analysis and Policy Executive Committee, Society of Labor Economists Program Committee