

**AARON SOJOURNER**  
**CURRICULUM VITAE**

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***Employment***

Senior Researcher, W. E. Upjohn Institute for Employment Research, 2022 – present  
Associate Professor (Tenured), Carlson School of Management, U. Minnesota, 2017 – 2022  
Senior Economist, U.S. President’s Council of Economic Advisers, 2016 – 2017  
Assistant Professor, Carlson School of Management, U. Minnesota, 2009 – 2017 (on leave: 2016 – 2017)  
Researcher, Chapin Hall Center for Children, U. Chicago, 2003 – 2004  
Organizer and Asst. to National Political Director, Carpenters Union, 1995 – 2001

***Education***

Northwestern University, Ph.D. in Economics with certificate in Education Sciences, 2009  
University of Chicago, Masters in Public Policy, 2003  
Yale University, B.A. in History, 1995

***Publications***

Sockin, J. & A. Sojourner (2022) What's the Inside Scoop? Challenges in the Supply and Demand for Information about Jobs. *Journal of Labor Economics*

Hotz, J., C. Bollinger, T. Komarova, C. Manski, R. Moffitt, D. Nekipelov, A. Sojourner, & B. Spencer. (2022) Balancing Data Privacy and Usability in the Federal Statistical System. *Proceedings of the National Academy of Sciences*. 119(31)

Flood, S., J. McMurray, A. Sojourner, & M. Wiswall (2022) Inequalities in Early Care Experienced by U.S. Children. *Journal of Economic Perspectives*. 36(2): 199-222

Sojourner, A. & J. Yang. (2022) Effect of Union Certification on Workplace-Safety Enforcement. *ILR Review*. 75(2): 373-401

Larson, R., S. Shannon, A. Sojourner & C. Uggen (2021) Felony History and U.S. Employment Rates. *Social Science Review*

Ruffini, K., A. Sojourner & A. Wozniak (2021) Who's In and Who's Out under Workplace COVID Symptom Screening? *Journal of Policy Analysis and Management*

Greenwood, B., R. Hardeman, L. Huang, & A. Sojourner (2020) Physician-Patient Racial Concordance and Disparities in Birth Outcomes for Newborns. *Proceedings of the National Academy of Sciences*. 117(35): 21194-21200

Benson, A., A. Sojourner & A. Umyarov (2020) Can Reputation Discipline the Gig Economy? Experimental Evidence from an Online Labor Market. *Management Science*. 66(5): 1802-1825

Goda, G., M. Levy, C. Manchester, A. Sojourner & J. Tasoff (2020) Who Is a Passive Saver Under Opt-In and Auto-Enrollment? *Journal of Economic Behavior & Organization*. 173: 301-321

Sajjadiani, S., A. Sojourner, J. Kammeyer-Mueller & E. Mykerezzi (2019) Using Machine Learning to Translate Pre-Hire Work History into Predictors of Performance and Retention. *Journal of Applied Psychology*. 104(10): 1207-1225

Goda, G., M. Levy, C. Manchester, A. Sojourner, & J. Tasoff (2019) Predicting Retirement Saving Using Survey-Based Measures of Exponential-Growth Bias and Present Bias. *Economic Inquiry*. 57(3): 1636-1658

Chaparro, J., A. Sojourner & N. Huey (2019) “Differential Effects of High-Quality Early Care: Lessons from the Infant Health and Development Program” Chapter 13 in *Sustaining Early Childhood Learning Gains*. Eds: A. Reynolds & J. Temple. Cambridge University Press: Cambridge, U.K.

Sojourner, A. & J. Pacas (2019) The relationship between union membership and net fiscal impact. *Industrial Relations*. 58(1): 86-107

Davis, E., W. Lee, & A. Sojourner (2019) Family-Centered Measures of Access to Early Care & Education. *Early Childhood Research Quarterly* 47: 472-486

Budd, J., A. Sojourner, & J. Jung (2016) Are Voluntary Agreements Better? Evidence from Baseball Arbitration. *Industrial & Labor Relations Review*. 70(4): 865-893

Sojourner, A., B. Frandsen, R. Town, D. Grabowski & M. Chen (2015) Impacts of Unionization on Quality and Productivity: Regression Discontinuity Evidence from Nursing Homes. *Industrial & Labor Relations Review*. 68(4): 771-806

Hart, C. & A. Sojourner (2015) Unionization & Productivity: Evidence from Charter Schools. *Industrial Relations*. 55(4): 422-448

Goda, G., C. Manchester & A. Sojourner (2014) What Will My Account Really Be Worth? Experimental Evidence on How Retirement-Income Projections Affect Saving. *Journal of Public Econ*. 119: 80-92

Sojourner, A., E. Mykerezi & K. West (2014) Teacher Pay Reform and Productivity: Panel Data Evidence from Adoptions of Q-Comp in Minnesota. *Journal of Human Resources*. 49(4): 945-981

Duncan, G. & A. Sojourner (2013) Can Intensive Early Childhood Intervention Programs Eliminate Income-based Cognitive and Achievement Gaps? *Journal of Human Resources*. 48(4): 945-968

Sojourner, A. (2013) Identification of Peer Effects with Missing Peer Data: Evidence from Project STAR. *The Economic Journal*. 123(569): 574-605

Sojourner, A. (2013) Do Unions Promote Electoral Office Holding? Evidence from Correlates of State Legislatures' Occupational Shares. *Industrial & Labor Relations Review*. 66(2): 467-486

Sojourner, A., D. Grabowski, M. Chen, & R. Town (2010) Trends in Unionization of Nursing Homes. *Inquiry*. 47(4): 331-342

### ***Working Papers***

Azar, J., Y. Qiu, & A. Sojourner (2021) [Common Ownership and Labor Markets](#)

Budd, J., A. Sojourner, T. VanHeuvelen, and B. Zipperer. (2022) [Growing Up In a Union Household: Impacts of Adult Union Status on Children’s Life Course](#)

Borowsky, J., J. Brown, E. Davis, C. Gibbs, C. Herbst, A. Sojourner, E. Tekin, M. Wiswall (2022) [An Equilibrium Model of the Effects of Public Investments in Early Care and Education](#)

Chaparro, J., A. Sojourner, & M. Wiswall (2020) [Early Childhood Care and Cognitive Skill](#)

Goda, G. M. Levy, C. F. Manchester, A. Sojourner, J. Tasoff, J. Xiao (2022) [Are Retirement Planning Tools Complements or Substitutes to Financial Capability?](#)

Marinescu, I., Y. Qiu, & A. Sojourner (2020) [Wage Inequality and Labor Rights Violations](#)

McDevitt, R. & A. Sojourner (2016) [Demand, Regulation, and Welfare on the Margin of Alternative Financial Services](#)

Qiu, Y. & A. Sojourner (2020) [Labor-Market Concentration and Labor Compensation](#)

Simon, D., A. Sojourner, J. Pedersen & H. Ombisa Skallet (2022) [Economic Incentives, Adoption out of Foster Care, and Child Outcomes](#)

Sockin, J. A. Sojourner, & E. Starr (2021) [Externalities from Silence: Nondisclosure Agreements Distort Firm Reputation](#)

### ***Works in Progress***

Borowsky, J., E. Davis, & A. Sojourner. How Far Will Parents Go? Choice and Distance in Subsidized Child Care

Keo, C., E. Mykerezzi, A. Sojourner & K. West. School and Teacher Preferences: Evidence from a Multi-stage Internal Labor Market

Lee, W., J. Borowsky, A. Sojourner, & E. Davis. How Design of Early Childhood Care Subsidies Impacts Child Care Service Markets

Golberstein, E., I. Zainullina, A. Sojourner & M. Sander. Effects of School-Based Mental Health Services on Youth Outcomes

### ***Resting Papers***

Goldsmith-Pinkham, P., E. Pancotti, & A. Sojourner (2020) Predicting Initial Unemployment Insurance Claims Using Google Trends

Sojourner, A. Partial Identification of Willingness to Pay Using Shape Restrictions with an application to the Value of a Statistical Life

Sojourner, A. & Y. Hur. State Pre-kindergarten Funding and the Child Care Workforce

### ***Popular writing***

- Effects of School-based Mental Health Services on Youth Outcomes in Hennepin County, *Minn-LInK Issue Brief* (with E. Golberstein, I. Zainullina, & M. Sander), Fall 2022
- Protecting High-Risk Individual Means Considering the Economic Costs of COVID-19, *Roosevelt Institute* (with J. Raifman) 6/28/22
- Fixing child care: What expanded public subsidies could mean for children, families, and teachers. *Brookings Brown Center Chalkboard* (with J. Borowsky, J. Brown, E. Davis, C. Gibbs, C. Herbst, A. Sojourner, E. Tekin, M. Wiswall) 6/14/22
- The Unequal Toll of COVID-19 on Workers, *Economic Policy Institute* (with J. Raifman and A. Skinner) 2/7/2022
- The Labor Leverage Ratio: A New Measure that Signals a Worker-Driven Recovery, *Roosevelt Institute* (with E. DiVito) 2/4/2022

- Employer Power and Employee Skills: Recommendations for Workforce Training Practitioners and Funders, *Roosevelt Institute* (with S. Kahn) 12/2021
- Increasing Federal Investment in Early Childhood Care and Education, *LERA Perspectives*, 2021
- What Happens When States Limit Nondisclosure Agreements? Employees Start to Dish. *Washington Post* (with J. Sockin & E. Starr) 10/4/2021
- Examining the uneven and hard-to-predict labor market recovery. *Brookings* (with L. Bauer, A. Dube, & W. Edelberg) 6/3/2021
- July's Jobs Report: Strong Numbers Across the Economy, but a Full Recovery Will Take Continued Support, *Roosevelt Institute* (with M. Konzcal) 8/6/2021
- Americans Are More Pro-Union – and Anti-Big Business – Than at Any Time in Decades. *The Guardian* (with E. DiVito) 5/13/2021
- Increasing Federal Investment in Children's Early Care and Education to Raise Quality, Access, and Affordability. *Hamilton Project* (with E. Davis) 5/12/2021
- Transforming the Financing of Early Care and Education in Minnesota. (Transforming Minnesota's Early Childhood Workforce Project)
- What is at stake if unions wield more clout? *Econofact*, (with J. Budd & B. Frandsen) 3/10/2021
- COVID Symptom Screening at the Workplace. *Econofact*, (with K. Ruffini & A. Wozniak) 3/7/2021
- Designing Workforce Programs with Worker Power in Mind. *Nonprofit Quarterly*, (with S. Kahn & S. Naidu) 12/16/20
- Employer Power and Employee Skills: Understanding Workforce Training Programs in the Context of Labor Market Power. *Roosevelt Institute*, (with Suresh Naidu) 12/10/20
- Unionized workers are more likely to assert their right to a safe and healthy workplace. *The Conversation*, 9/2/20
- Are there parallels between hiring and child protection processes that can help reduce bias and narrow child welfare's front door? *Casey Family Programs*, 8/19/20
- The coronavirus will make child care deserts worse and exacerbate inequality. *Center for American Progress*, (with K. Hamm, R. Malik, E Davis, and W. Lee) 6/22/20
  - National child care access map and technical report: [childcaredeserts.org](http://childcaredeserts.org)
- Child care is key to our economic recovery. *National Women's Law Center and Center on Law and Social Policy* (with R. Ullrich, S. Schmit, and K. Gallagher Robbins) 4/23/20
- Coronavirus job losses of the past 2 weeks could match two years of the Great Recession's job losses. *Economic Policy Institute* (with P. Goldsmith-Pinkham) 4/3/20
- We will have a devastating recession economy until there's widespread testing capacity. *USA Today Opinion* (with A. Dorelien and E. Golberstein) 3/25/20
- The coronavirus crisis led to a record-breaking spike in weekly unemployment insurance claims. *Economic Policy Institute* (with P. Goldsmith-Pinkham) 3/24/20
- Auto-Enrollment Changes Who Is a Passive Saver. *VoxEU* (with Goda, G., M. Levy, C. Manchester & J. Tasoff), 2/12/20
- The Role of Unions. *Econofact* (with Brigham Frandsen) 11/3/19
- Economic analysis of incentives to fraudulently misclassify employees in District of Columbia construction. *Office of D.C. Attorney General* (with Dale Belman) 9/19
- The Mexican Border and U.S. Trade: What Would Be the Impact of a Border Closure? *Econofact* (with Kadee Russ) 4/13/19
- Co-creator of [childcareaccess.org](http://childcareaccess.org), mapping and reporting families' access to child care services in communities across Minnesota (with Won F. Lee and Elizabeth Davis)

- Do Defaults Have Spillover Effects? The Effect of Default Asset on Retirement Plan Contributions *National Bureau of Economic Research Retirement and Disability Research Center* (with Goda, G., M. Levy, C. Manchester, & J. Tasoff), Jan 2019
- If there are right-to-work laws, there must be right-to-invest laws. *The Hill*, 7/2/18
- We ask the most of families when they have the least. *The Hill*, (with N. Dalal) 2/7/18
- Mechanisms Behind Retirement Savings Behavior: Evidence from Administrative and Survey Data, *TIAA Institute*, (with Goda, G., M. Levy, C. Manchester, & J. Tasoff), Feb 2018
- Medicaid Expansion Reduced Unpaid Medical Debt and Increased Financial Satisfaction. *Health Affairs Blog*, (with E. Golberstein) 7/24/17
- The case for mandating paid sick-leave in Minneapolis, *Star-Tribune*, (with N. Ziebarth) 4/19/16
- Reforming Teacher Contracts: A Look at the Impact of Q Comp on Student Achievement, *CURA* (with Mykerezi, E. & K. West), 7/2015
- The Role of Exponential-Growth Bias and Present Bias in Retirement Savings, *Stanford Institute for Economic Policy Research* (with Goda, G., M. Levy, C. Manchester, & J. Tasoff) May 2015
- Should Minnesota Raise Minimum Wage? Yes. *Star-Tribune*, (with M. Reich) 2/23/13
- Unions Foster Middle Class Leadership in American Democracy, *Scholars Strategy Network*, 8/1/2013
- American job seekers think increasing the minimum wage would be good for them. *Economic Policy Institute Working Economics blog*, 2/20/13
- Say No to Right to Work. *Star-Tribune*, 2/18/12

#### ***Honors and Awards***

- Best Paper, 2022 Strategy Science Conference at NYU Stern for *Externalities from Silence*
- Cozzarelli Prize, 2020, Proceedings of the National Academy of Sciences editorial board for *Physician-Patient Racial Concordance and Disparities in Birth Outcomes for Newborns*
- Best Paper, 2019 Cherry Blossom Conference, Global Financial Literacy Excellence Center for *Predicting Retirement Saving Using Survey-Based Measures of Exponential-Growth Bias and Present Bias*
- Senior Fellow, 2019, Casey Family Programs
- Visiting Scholar, 2018, Minneapolis Federal Reserve Bank Opportunity & Inclusive Growth Institute
- Awardee, 2017, Faculty Service, Carlson School of Management
- Awardee, 2017, Mary and Jim Lawrence Fellowship, Carlson School of Management
- Awardee, 2016, John T. Dunlop Outstanding Scholar, Labor & Employment Relations Association
- Finalist, 2015, Paul A. Samuelson Award for Outstanding Scholarship on Lifelong Financial Security, TIAA-CREF for *What Will My Account Really Be Worth?*

#### ***Invited Academic Conference Presentations and Seminars***

*An Equilibrium Model of the Effects of Public Investments in Early Care and Education*  
2023: U Toronto CIRHR. 2022: Association for Public Policy & Management fall conference.

*Economic Incentives, Adoption out of Foster Care, and Child Outcomes*  
2022: NBER Children's Program Summer Institute.

#### ***Common Ownership and the Labor Market***

2022: Midwest Economics Association, Society of Labor Economists (SOLE).

*COVID and the Labor Market*

2022: Brookings Institution – Economic Studies.

*Externalities from Silence: Nondisclosure Agreements Distort Firm Reputation*

2022: U Nebraska Harris Lecture, Upjohn Institute, Yildiz Technical University Econ (Turkey). 2021: Labor & Employment Relations Association (LERA) annual meeting, 4<sup>th</sup> IDSC of IZA Conference.

*What's the Inside Scoop? Addressing Workers' Information Problems with Firm Reputation*

2021: MIT Sloan IWER. ISET (Istanbul, Turkey). 2020: Michigan State U School of Labor and Industrial Relations, 3rd IDSC of IZA/University of Luxembourg Workshop, U Maryland Smith School of Business, U Minn Econ Applied Micro brown bag.

*Labor Market Concentration and Labor Compensation*

2020: LERA@ASSA 2020.

*Child Poverty by Local School District and Allocation of Federal Title-I Funds*

2019: National Academy of Sciences Committee on National Statistics

*Early Childhood Care and Cognitive Skill*

2022: U Minn Institute for Child Development. 2020: NBER Children's Program Summer Institute. 2019: U Minn Life Course Center, U Wisc Institute for Research on Poverty. 2016: Arizona State U Econ, UC Irvine School of Education.

*Using Machine Learning to Translate Pre-Hire Work History into Predictors of Performance & Retention*

2019: U Waterloo (Canada), Northwestern U Institute for Policy Research, LERA@ASSA. 2018: U Minnesota Carlson summer workshop. 2017: Association for Public Policy Analysis & Management

*Family-Centered Measures of Access to Early Care and Education*

2019: Human Capital Research Collaborative

*Locked Out of the Labor Market: Rise of Criminalization and Fall of Employment*

2018: Federal Reserve Opportunity & Inclusive Growth Institute.

*Can Reputation Discipline the Gig Economy?*

2018: U Tennessee Knoxville Economics, Georgia State U's Andrew Young School of Public Policy, Barcelona GSE Summer Forum Digital Economics (Spain), IZA World Labor Conference (Germany). 2017: UMichigan Ross. 2016: MIT Sloan Institute for Work and Employment Research. 2015: Midwest Economics Association.

*Teacher Preferences: Evidence from a Multi-stage Internal Labor Market*

2017: UMinn Econ Applied Micro brown bag.

*Predicting Retirement Saving Using Survey-Based Measures of Exponential-Growth Bias & Present Bias*

2015: NBER Retirement Research Consortium annual conference.

*Relationship between Union Membership & Net Fiscal Impact*

2019: UMinn Political Science Methods seminar. 2015: SOLE.

*Demand, Regulation, and Welfare on the Margin of Alternative Financial Services*

2015: Minneapolis Federal Reserve Bank.

*Understanding Differential Effects from Access to Free, High-quality Early Care*

2015: Iowa State Economics, Northwestern U School of Education and Social Policy; Human Capital Research Collaborative national meeting. 2014: Hong Kong Economics Assoc.; Federal Reserve Bank of Cleveland; Carnegie Mellon Tepper; Econometric Society of North America; UC Irvine School of Ed; Human Capital Research Collaborative; Minnesota Pop Center Work, Family & Time Seminar.

*Effects of Unionization on Workplace-Safety Enforcement*

2015: University of Minnesota Law School.

*Unionization & Productivity: Evidence from Charter Schools*

2014: LERA.

*Impacts of Unionization on Employment, Product Quality, and Productivity*

2014: Industry Studies Association (ISA). 2012: Emory U Econ; U Illinois IR; UC Berkeley IR; UCSF Nursing; UMass Amherst Econ; IZA/SOLE Transatlantic Labor Econ conf. (Germany); American Society of Health Econ; SOLE; LERA. 2011: U Toronto (Canada) Economics; International Health Economics Association; Industry Studies Association.

*Do Unions Promote Electoral Office Holding?*

2013: LERA. 2012: Association for Education Finance & Policy.

*Teacher Pay Reform and Productivity*

2013: International Labor Organization/LERA Pay Systems. 2011: Minn. Economics Association; Association for Public Policy Analysis and Management; Society for Research on Educational Effectiveness; U Minnesota Applied Econ; Macalester Economics; U Minn. Econ. Applied Micro; NBER Education Meeting.

*What Will My Account Be Worth?*

2013: Cornell Univ. 2012: NY Fed Reserve; Arizona State U Econ, NBER Aging Summer Inst, GWU B-School. 2011: Financial Literacy Council.

*Can Intensive Early Childhood Intervention Programs Eliminate Income-based Cognitive and Achievement Gaps?*

2013: UC Irvine School of Education. 2012: World Congress on Remedies for Racial, Ethnic, and Economic Inequalities; U Minnesota - Early Career Investigators Network. 2011: Human Capital Research Collaborative.

*Identification of Peer Effects with Missing Peer Data: Evidence from Project STAR*

2010: Northwestern U Economics Social Interactions Conference; Society for Research on Educational Effectiveness; Southern Economics Association; Econometric Society NASM; Institute for Education Science (poster); U Minnesota Applied Economics; Toulouse School of Economics (France); U Trento Economics (Italy). 2009: CUNY Hunter Economics; University of Chicago Harris School (Distinguished Scholar in Residence); Federal Reserve Bank of Chicago; Upjohn Institute for Employment Research;

Urban Institute; University of Minnesota HRIR; IZA/DIW DC; Federal Reserve Bank of Cleveland;  
RAND Corp. 2008: Harvard Kennedy School.

### **Grants**

U.S. Department of Education's Institute for Education Sciences, "Assessing Teacher Applicants: What Can Be Learned about In-service Teacher Quality and Retention by Applying AI to Applicant Short-Answer Questions". (Co-PIs E. Mykerezi & D. Goldhaber) \$1,378,946. 7/1/22-6/30/2026

U.S. Department of Health and Human Service Office of Planning, Research and Evaluation. "Planning Grant #90YE0254: Coordinated Evaluation of Minnesota's Child Care Assistance Payment Policies and Initiatives." (Co-PI with E. Davis & H. Hendriks) \$149,913. 09/30/21 – 03/29/23

Robert Wood Johnson Foundation, Evidence for Action. "Evaluating the value for children and adolescents of licensed mental health providers working in K-12 school settings in Minnesota," (Co-PI with E. Golberstein and M. Sanders): \$189,751. 6/1/2020 – 2/28/22

Carlson Dean's Small Grant, 2021, \$2,500, data purchase for How Design of Early Childhood Care Subsidies Impacts Child Care Service Markets

U.S. Department of Health and Human Service Office of Planning, Research and Evaluation. "A Research Partnership to Advance Equitable Access to Early Care and Education in Minnesota": \$307,480. 9/29/19 – 9/28/23

McKnight Foundation, "Research-practice partnership project to translate teacher effectiveness research into district human capital practice": \$150,000. 9/19 – 8/21

Casey Family Programs, 2019 Senior Fellow, \$75,000. 1/17/19 – 6/30/20

U.S. Department of Education's Institute for Education Sciences, "Research Partnership to Improve Human Resources Management in Minneapolis Public Schools" (PI with N. Kuncel, C. Moore, E. Mykerezi, M. Sullivan, & K. West): \$399,933. 7/1/16 – 6/30/18

University of Minnesota Grant in Aid of Research, "Access to High-Quality Early Care and Education": \$37,187. 7/1/16 – 1/15/18

National Institutes of Health, "Human Capital Interventions Across Childhood and Adolescence" subcontract from U California Irvine. \$67,260. 9/14/11 – 5/31/16

U.S. Social Security Administration through National Bureau of Economic Research, "The Role of Exponential-Growth Bias and Present Bias in Retirement Savings" (PI with G. Goda, M. Levy, C. Manchester, & J. Tasoff), \$76,930. 9/30/14 – 9/29/15

Carlson Dean's Small Grant for "Who Will Teach Effectively? Linking Applicant Pre-Hire Characteristics to Teacher Productivity and Retention" \$4,344. 7/5/14-6/30/15

Social Media and Business Analytics Collaborative, "Value of Employer Reputation" (PI with A. Benson & A. Umyarov): \$5,000. 4/1/14-3/31/15

Pension Research Council/TIAA-CREF, "Role of Exponential Growth Bias in Savings Accumulation and Decumulation Decisions" (PI with G. Goda & C. Manchester): \$125,000. 6/1/13-12/31/14

U.S. Dept. of Labor Emerging Scholars Grant, "Effects of Unionization on Occupational Fatalities" subcontract from Summit: \$29,204. 9/30/13-10/31/14



U.S. Social Security Administration, Retirement Research Council, “What’s My Account Really Worth?” (PI with G. Goda and C. Manchester): \$62,265. 11/10 – 10/11

University of Minnesota Grant in Aid of Research, “Impacts of Unionization in Nursing Homes”: \$31,153. 1/1/11- 12/31/12

University of Minnesota Center for Urban and Regional Affairs for “Teacher Performance Pay and Student Achievement”: \$2,000. Data purchase. 9/10

TIAA-CREF Foundation for “What’s My Account Really Worth?” (PI with G. Goda & C. Manchester): \$29,216.28. 6/16/10 -7/1/11

Pre-doctoral fellowship, Northwestern Univ. Multi-disciplinary Program in Education Science, U.S. Department of Education Institute for Education Science, 9/06-6/09

### ***Teaching at University of Minnesota Carlson School of Management***

Labor Economics: PhD

Employer Market Power: PhD

Labor Relations & Collective Bargaining: Masters in HRIR and undergrads

Analytics for Human Resources and Industrial Relations: Masters in HRIR

### ***Advising***

*U Minnesota Applied Economics*: 2012: Kristine West, Katie Genadek. 2014: Brandon Trampe, Maria Bravo (MA). 2016: Juan Chaparro. 2017: Jose Pacas, Napat Jatusripitak. 2018: Adan Silverio. 2019: Jose Casco. 2020: Renato Ravina and Won Lee.

*U Minnesota Carlson School*: 2010: Ken Park. 2011: Shuang Liu (MA). 2015: Flo Honore. 2018: Sima Sajjadiani.

*U Minnesota Economics*: 2010: Tolga Kuzubas. 2012: Murat Cengali. 2013: David Wiczer. 2019: Sergio Ocampo Diaz. 2020: Marcello Zouain, Sergiy Golovin. 2023: Joseph Pickens.

*U Minnesota Political Science*: 2013: Lucas Lockhart.

*U Minnesota Psychology*: 2017: Heidi Keiser.

*U Pennsylvania Econ*: 2022: Jason Sockin.

### ***University Service at University of Minnesota***

Member, University of Minnesota, Social Concerns Committee, 2021-2022

Member, Carlson Work & Organizations MA program committee, 2021-2022

Member, Applied Economics Department Ph.D. Committee, 2017-2019

Coordinator, Carlson Work & Organizations Ph.D. program, 2018-2019

Member, Carlson Work & Organizations Ph.D. Committee, 2017-2019

Chair, Carlson 4<sup>th</sup> year reading committee for assistant professor, 2019

Member, WOrg Department reading committee for assistant professor, 2019

Member, University’s K-12 Educational Equity Advisory Board, 2015-2018

Reviewer, President’s Postdoctoral Fellowship Program, 2018

Member, WOrg Department reading committee for assistant professor, 2018

Member, Carlson School P&T committee for assistant professor, 2017

Member, Univ. of Minnesota Community Outreach, Retention & Engagement 2020

Program Curriculum Advisory Committee, 2016

Mentor, Diversity of Viewpoints & Experiences program for new PhD students, 2012

Member, Executive Committee, Department of Work & Organizations, 2010-2017

Co-Organizer, Carlson Early-stage research brown bag, 2010-2017  
Organizer, Center for Human Resources and Labor Studies research seminar, 2009-2016

**Professional Service**

*Editorial board:* Industrial & Labor Relations Review, 2015-

*Ad-hoc referee*

AEJ: Applied Economics	Journal of Law & Political Economy
AER Insights	Journal of Pension Economics & Finance
AERA Open	Journal of Policy Analysis & Management
American Journal of Agricultural Econ.	Journal of Political Economy
American Sociological Review	Journal of Population Economics
British Journal of Industrial Relations	Journal of Public Economics
Brookings Institution	Journal of Urban Economics
Child Development	Labour Economics
Contemporary Economic Policy	Management Science
Developmental Psychology	National Science Foundation
Economic Inquiry	Nonprofit & Voluntary Sector Quarterly
Economic Journal	Organization Science
Economics of Education Review	Politics, Groups, & Identities
Education Finance & Policy	Proceedings of the National Acad. of Sciences
Educational Evaluation & Policy Analysis	Quarterly Journal of Economics
Health Affairs	Review of Economic Studies
Industrial Relations	Review of Economics & Statistics
International Economic Review	Russell Sage Foundation
International Journal of Forecasting	Schmidt Futures
Journal of Applied Econometrics	Sloan Foundation
Journal of Health Economics	Social Service Review
Journal of Human Resources	Southern Economics Journal
Journal of Industrial Economics	Urban Institute
Journal of Labor Economics	WorkRise
Journal of Labor Research	Yale University Press
Journal of Law & Economics	

*Technical advisor*

Urban Institute – Social Genomics Project (consulting), 2020-  
U.S. Bureau of Labor Statistics, National Longitudinal Study of Youth, User Feedback, 2022  
University of Oregon – EC-Rapid Project (consulting), 2021  
University of Michigan ICPSR – Child and Family Data Archive (consulting), 2021  
University of Wisconsin – Madison Applied Population Lab (consulting), 2020

*Affiliations*

Affiliated Researcher, University of Minnesota, Carlson School of Management, 2022-  
Fellow, Roosevelt Institute, (consulting), 2021-  
Visiting Scholar, Opportunity and Inclusive Growth Institute, Federal Reserve Bank of Minneapolis (consulting), 2017-  
Member, Human Capital and Economic Opportunity Global Working Group, 2017-  
Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany, 2009-

Member: American Economic Association, Econometric Society, Labor & Employment Research Association, Scholars Strategy Network, & Society of Labor Economists.

#### *Association Leadership*

Academic vice-chair, program committee, LERA 2021 annual mtg., 2020-21  
Member, nominations committee, LERA, 2019  
Co-Chair, program committee, LERA annual mtg. at ASSA in 2020 & 2021, 2019-2021  
Member, program committee, LERA annual mtg. at ASSA, 2017-2020

#### *Conference Leadership*

Society of Labor Economists annual meeting, program committee, 2023  
APPAM fall meeting, session organizer and chair, 2022  
LERA@ASSA 2019, organizer of 3 sessions, chair & discussant, 2019  
APPAM annual meeting, session co-organizer & chair, 2017  
Minneapolis Fed, Opportunity & Inclusive Growth Institute, panel moderator, 2017  
LERA annual meeting, session chair, 2016  
Society of Labor Economists, annual meeting, session chair, 2015  
Econometric Society, North American annual meeting, session chair, 2014  
LERA annual meeting, chair of two sessions, 2014  
LERA annual meeting, organizer and chair of two sessions, 2013  
ILERA World Congress, Track 5 co-organizer and reviewer, 2012  
International Health Economics Association annual meeting, session organizer, 2012  
APPAM, session organizer, 2011

#### *Community Service*

Member, Minnesota State Advisory Council on Early Childhood Care and Education, 2019-  
Chair, Constellation Impact Council, Constellation Fund, 2018-  
Member, Job Quality Measurement Initiative Advisory Board, The Families & Workers Fund  
(consulting), 2022  
Member, Biden-Harris policy advisory committee, 2020  
Adviser, Nimble K12 (consulting), 2020  
Board Member, Spring Bank Holding Company, 2013-2016 & 2017-2018 (consulting)  
Board Member & Board Chair, Spring Bank, Bronx, N.Y. 2010-2016 (consulting)  
Member, Minneapolis Mayor Hodges's Cradle-to-K Cabinet, 2014-2016  
Steering Committee, Human Capital Research Collaborative, 2009-2016  
Scientific Advisory Board, Minnesota Children's Museum, 2015-2016  
Member, Obama for America policy advisory committee on labor, employment & workforce, 2008  
Member, Obama for Senate policy advisory committee on retirement security, 2004  
Policy Fellow, U.S. Senate Health, Education, Labor and Policy Committee, 2002

Invited testimony or presentations by topic and venue:

- Early childhood investments' impact and policy
  - Minnesota Department of Human Services, 2016-
  - U.S. Representative Dean Phillips forum on early care and education, 2022
  - U.S. Senate Health, Education, Labor and Pensions Committee staff, 2021
  - Minnesota Business Partnership Education and Health committees, 2021
  - Minnesota House Early Childhood Finance and Policy Division, 2021
  - University of Cincinnati Medical School class, 2021
  - Child's Path, 2021
  - Progressive Policy Institute, 2021

- Center for American Progress panel on economics of caregiving & women workers, 2021
- U.S. Department of Health and Human Services, OPRE CCEEPRC, 2020
- Bloom Early Learning panel, 2020
- Hennepin County Medical Center Pediatrics Department grand rounds, 2019
- National Indian Education Association, 2019
- Minnesota Tribal Resources for Early Childhood Care, 2019
- Minnesota House Early Childhood Finance and Policy Division, 2019
- Minnesota Department of Health, children of incarcerated parents working group, 2018-2019
- Federal Reserve Bank of Minneapolis, 2018
- Center for American Progress, 2018
- U Chicago Harris alumni panel on Inequality & Policy, 2018
- Prenatal to 3 Policy Forum of Minn. Rep. Pinto & Sen. Relph, 2018
- Think Small, 2018
- First Children's Finance, 2017
- Early Learning Scholarship Policy DHS/MDE/MDH working group, 2017
- Minnesota Department of Employment & Economic Development, 2017
- Hennepin County Community Health Improvement Partnership – School Readiness Action Team, 2015
- Hennepin-University Partnership, 2015
- Hennepin County government, 2015
- State Legislative Leadership Institute, 2014
- Way to Grow, 2014
- Children's Hospitals & Clinics of Minnesota, 2014
- Heller-Hurwicz Economics Institute, 2014
- Human resource management for public-school teachers
  - Research partnership with Minneapolis Public Schools, 2014-
  - Minnesota Professional Psychology Applied to Work, 2018
  - Future Services Institute, 2018
  - Bloomington Public Schools, 2018
  - Minnesota State House Education Committee, 2014
  - Educators for Excellence Minnesota, 2014
  - Minnesota Assessment Group of K-12 research directors, 2014
  - Minnesota State Department of Education, 2013
  - Teacher Education Redesign Initiative Culture-of-Evidence panelist, 2013
- Labor market and labor relations
  - Cleveland Federal Reserve conference on Inflation and Wages, 2022
  - Minneapolis Federal Reserve conference on Addressing Labor Market Limitations on Minnesota Workers' Economic Success, 2022
  - U.S. Federal Reserve Board of Governors, 2022
  - Minnesota House Judiciary and Civil Law Committee, 2022
  - Office of U.S. Senator Robert Casey (Pennsylvania), 2021
  - MetroTransit, 2021
  - Carlson School alumni, 2021
  - Twin Cities CHROs, Elanta Gartner Group, 2021
  - Chicago Community Trust Committee on Equity, 2021
  - LinkedIn News, 2021
  - Gerson Lerman Group (consulting), 2018-2021

- Roosevelt Institute (consulting), Urban Institute, & Workrise, 2020
- LIFT Fund, 2020
- Labor breakfast at LERA@ASSA, 2020
- Office of the Attorney General of the District of Columbia (consulting), 2019
- U Minnesota Extension Workforce Development symposium, 2018
- Center on Budget & Policy Priorities, 2018
- AFL-CIO, Washington, D.C., 2015
- Minnesota Association of Professional Employees, 2015
- Center for Integrative Leadership, 2014
- U.S. Department of Labor, Office of Evaluation, 2014
- Served as fact-finder hired jointly by League of Voluntary Hospitals and Homes of New York and the SEIU Health Care Workers Local Union District 1199 to advance negotiations of contract covering 70,000 workers (consulting), 2013
- Minnesota Department of Health, 2013
- Minnesota Senate Judiciary Committee, 2012
- University of St. Thomas Employment & Labor Law Association, 2012
  
- Consumer financial services
  - Prepare+Prosper, FAIR services leadership advisory board member, 2016
  - Hennepin County Commissioner Marion Greene's forum, 2016
  - Defined Contribution Institutional Investment Association, 2014
  - Mutual of Omaha, 2014
  - Ohio Deferred Compensation, 2014
  - U.S. Office of Personnel Management, 2014
  
- Economics education
  - Edina, Minn. AP Econ students, 2018 & 2019
  - Minneapolis Federal Reserve High School Essay Winners celebration, 2018

### ***Press Clippings***

Under the listing for each piece of my writing, my [website](#) links to relevant press coverage. The site's [Press Clippings](#) section links coverage that cites my commentary or analysis without reference to a particular piece of my writing.