

Matthew D. Baird

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Summary

Dr. Matthew Baird is a labor economist with fifteen years of research experience in tech, research institutes, and academia. He is currently a Senior Staff Economist at LinkedIn's Economic Graph Research Institute, where he leads the equity research program. He uses a broad set of econometric and causal inference methods to study work, education, and health policy. Dr. Baird has published over thirty peer-reviewed articles and numerous additional reports, which have been cited thousands of times. He has presented his research widely and has led research grants worth millions of dollars. He has also taught several doctoral courses in labor economics, econometrics, and causal inference. He holds a Ph.D. in economics from UCLA.

Skills

Economics: Quantitative research, data science, causal inference, econometrics, labor economics, program evaluation, education policy, experimentation, equity

Programming: R, Python, SQL, Stata, Matlab, Scala

Other: Leadership, research design, technical writing, teaching, communication

Professional Experience

Equity Program Lead, LinkedIn Economic Graph Research Institute, 2023-present
Senior Staff Economist, LinkedIn Economic Graph Research Institute, 2022-present
Co-director, RAND Center for Causal Inference, The RAND Corporation, 2018-2022
Professor of Policy Analysis, Pardee RAND Graduate School, 2018-2022
Full Economist, The RAND Corporation, 2016-2022
Associate Economist, The RAND Corporation, 2013-2016
Part-Time Instructor (Economics), Carnegie Mellon University, 2016
Part-Time Instructor (Economics), University of Pittsburgh 2014, 2015
Part-Time Instructor (Economics), University of California, Los Angeles, 2012
Part-Time Instructor (Economics), Brigham Young University, 2010

Education

Ph.D., Economics: University of California, Los Angeles: 2012

Dissertation Title: Topics in Microeconometrics

M.S. Economics: University of California, Los Angeles: 2009

B.S. Economics, B.A. History, Minor Mathematics: Brigham Young University: 2007

Graduated with University Honors

Teaching Experience

Pardee RAND Graduate School, Summer 2021: Causal Inference and Machine Learning (doctoral)
Pardee RAND Graduate School, Summer 2019: Policy to Improve Labor Markets for Disadvantaged Populations (doctoral)
Carnegie Mellon University, Fall 2016: Econometric Theory and Methods II (doctoral)
University of Pittsburgh, Spring 2014, Fall 2015: Labor Market Analysis I (doctoral)
University of California Los Angeles, Fall 2012: Intermediate Macroeconomics (undergraduate)
Brigham Young University, Summer 2010: Statistics for Economists (undergraduate)

Journal Publications

Anwar, S., M. Baird, J. Engberg, and R. Smart (*forthcoming*). "Do Sectoral Training Programs Reduce Arrests? Evidence from a Low-Income Targeted Training Program RCT." *Journal of Human Resources*.

Baird, M., J. Pane, and J. Soland (*forthcoming*). "Beyond test scores: the impact of test persistence value-added on student achievement." *Education Economics*.

Baird, M., P. Ko, and N. Gahlawat (*forthcoming*). "Skill Signals in a Digital Job Search Market and Duration in Employment Gaps." *Journal of Labor Research*.

Smith, R., M. Baird, B. Ghosh-Dastidar, A. Richardson, J. Cantor, and T. Dubowitz (2024). "Do publicly funded neighborhood investments impact individual-level health-related outcomes? A longitudinal study of two neighborhoods in Pittsburgh, PA from 2011 to 2018." *Housing Policy Debate*, 34(4), 489-507.

Siddiqi, S., J. Cantor, M. Ghosh-Dastidar, R. Beckman, A. Richardson, M. Baird, R. Burns, and T. Dubowitz (2024). "Food Insecurity among Aging SNAP Participants and Eligible Nonparticipants in Two Predominantly Low-income Black Neighborhoods: Implications for SNAP Enrollment and Outreach for Older Adults." *Journal of the Academy of Nutrition and Dietetics*, 124(6), 747-756.e3.

Baird, M., J. Engberg, and I. Oppen (2023). "Optimal allocation of seats in the presence of peer effects: Evidence from a job training program." *Journal of Labor Economics*, 41(2), 479-509.

Breslau, J., E. Roth, M. Baird, K. Carman, and R. Collins (2023). "A longitudinal study of predictors of serious psychological distress during COVID-19 pandemic." *Psychological Medicine* 53(6), 2418-2426.

Baird, M., M. Kofoed, T. Miller, and J. Wegner (2022). "Veteran educators or for-profiters? Tuition responses to changes in the Post 9/11 GI Bill." *Journal of Policy Analysis and Management* 41(4), 1012-1039.

Baird, M., R. Bozick, and M. Zaber (2022). "Beyond traditional academic degrees: The labor market returns to occupational credentials." *IZA Journal of Labor Economics*, 11(1).

Fischer SH, Predmore Z, Roth B, Uscher-Pines L, Baird M, Breslau J (2022). "Use of and willingness to use video telehealth over the course of the COVID-19 pandemic." *Health Affairs*, 41(11).

- Baird, M., J. Engberg, and I. Gutierrez (2022). "Mechanisms for improving employment outcomes for disadvantaged workers through screened job training: Evidence from an RCT." *Labour Economics*, 75.
- Baird, M., J. Cantor, W. Troxel, and T. Dubowitz (2022). "Job loss and psychological distress during the COVID-19 pandemic: longitudinal analysis from residents in nine predominantly African American low-income neighborhoods." *Health Economics*, 31(9), 1844-1861.
- Baird, M., T. Dubowitz, J. Cantor, and W. Troxel (2022). "Examining the impact of employment status on sleep quality during the COVID-19 pandemic in two low-income neighborhoods in Pittsburgh, PA." *Sleep*, 45(3).
- Cantor, J., B. Ghosh-Dastidar, G. Hunter, M. Baird, A. Richardson, S. Siddiqi, and T. Dubowitz (2022). "What is associated with changes in food security among low-income residents of a former food desert?" *Nutrients*, 14(24).
- Anderson, D., M. Baird, and R. Bozick (2021). "Who gets counted as STEM? A new approach for measuring the STEM workforce and its implications for identifying gender disparities in the labor market." *International Journal of Gender, Science and Technology*, 13(3), 254-279.
- Sovero, V., M. Buchinsky, and M. Baird (2021). "Playing catch up: A term-level investigation of the racial gap in STEM retention." *Economics of Education Review*, 83, 1-18.
- Baird, M. and J. Engberg (2021). "Trade-offs in selecting the number of years for estimation of teacher effectiveness." *Education Economics*, 29(4), 341-358.
- Troxel, W., A. Bogart, S. Holliday, T. Dubowitz, B. Ghosh-Dastidar, M. Baird, and T. Gary-Webb (2021). "Mixed effects of neighborhood revitalization on residents' cardiometabolic health." *American Journal of Preventive Medicine*, 61(5), 683-691.
- Siddiqi, S., J. Cantor, B. Ghosh-Dastidar, R. Beckman, A. Richardson, M. Baird, and T. Dubowitz. (2021). "SNAP participants and high levels of food insecurity in the early stages of the COVID-19 pandemic." *Public Health Reports*, 136(4), 457-465.
- Richardson, A., R. Collins, B. Ghosh-Dastidar, F. Ye, G. Hunter, M. Baird, H. Schwartz, J. Sloan, A. Nuhroho, R. Beckman, W. Troxel, T. Gary-Webb, T. Dubowitz (2021). "Improvements in neighborhood socioeconomic conditions may improve resident diet." *American Journal of Epidemiology*, 190(5), 798-806.
- Dubowitz, T., B. Ghosh-Dastidar, W. Troxel, R. Beckman, A. Nugroho, S. Siddiqi, J. Cantor, M. Baird, A. Richardson, G. Hunter, A. Mendoza-Graf, and R. Collins (2021). "Food insecurity in a low-income, predominantly African American cohort following the COVID-19 pandemic." *American Journal of Public Health*, 111(3), 494-497.
- Breslau, J., M. Finucane, A. Locker, M. Baird, E. Roth, and R. Collins (2021). "A longitudinal study of psychological distress in the United States before and during the COVID-19 pandemic." *Preventive Medicine*, 143(2021) 106362.
- Cohen, K., M. Baird, N. Koirala, R. Kandrack, and G. Martsolf (2021). "The surgical and anesthesia workforce and provision of surgical services in rural communities: A mixed-methods examination." *Journal of Rural Health*, 37(1), 45-54.

- Holliday, S., W. Troxel, A. Haas, B. Ghosh-Dastidar, T. Gary-Webb, R. Collins, R. Beckman, M. Baird, and T. Dubowitz (2020). "Do investments in low-income neighborhoods produce objective change in health-related neighborhood conditions?" *Health and Place*, 64, 102361.
- Baird, M., H. Schwartz, G. Hunter, T. Gary-Webb, B. Ghosh-Dastidar, T. Dubowitz, W. Troxel (2020). "Does large scale neighborhood reinvestment work? Effects of public-private real estate investment on local sales prices, rental prices, and crime rates." *Housing Policy Debate*, 30(2), 164-190.
- Baird, M., G. Martsolf, and J. O'Donnell (2020). "Effects of opting-out from federal nurse anesthetists' supervision requirements on anesthesiologist work patterns." *Health Services Research*, 55(1), 54-62.
- Baird, M., Pane, J. (2019). "Translating standardized effects of education programs into more interpretable metrics." *Educational Researcher*, 48(4), 217-228.
- Martsolf, G., Baird, M., Cohen, C., and N. Koirala (2019). "Relationship between state policy and anesthesia provider supply in rural communities." *Medical Care*, 57(5), 341-347.
- Martsolf, G., Kandrack, R., Baird, M., and Friedberg, M. (2018). "Estimating associations between medical home adoption, utilization, and quality: A comparison of evaluation approaches." *Medical Care*, 56(1), 25-30.
- Baird, M. (2017). "Labor supply estimation biases from disregarding non-wage benefits." *Economic Inquiry*, 55(2): 1064-1090.
- Baird, M. (2016). "Gains from joint cross validation bandwidth selection for derivatives of conditional multidimensional densities." *Journal of Statistical Computation and Simulation*, 86(4): 807-819.
- Baird, M., Daugherty, L., Kumar, K. B., & Arifkhanova, A. (2015). "Regional and gender differences and trends in the anesthesiologist workforce." *Anesthesiology*, 123(5), 997-1012.

RAND Reports

- Lytell, M., M. Hansen, A. Calkins, M. Baird, N. Reed, K. Leuschner, and C. Grammich (2023). "Retention of Racial-Ethnic Minorities in the Regular Army." RR-A2011-1.
- Baird, M., M. Zaber, A. Dick, C. Bird, A. Chen, M. Waymouth, G. Gahlon, D. Quigley, H. Al Ibrahim, and L. Frank (2022). "Societal impact of research funding for women's health in rheumatoid arthritis." RR-A708-3.
- Baird, M., M. Zaber, A. Dick, C. Bird, A. Chen, M. Waymouth, G. Gahlon, D. Quigley, H. Al Ibrahim, and L. Frank (2021). "Societal impact of research funding for women's health in coronary artery disease." RR-A708-2.
- Baird, M., M. Zaber, A. Chen, A. Dick, C. Bird, M. Waymouth, G. Gahlon, D. Quigley, H. Al-Ibrahim, and L. Frank (2021). "Research funding for women's health: modeling societal impacts," RR-A708-4.
- Baird, M., M. Zaber, A. Dick, C. Bird, A. Chen, M. Waymouth, G. Gahlon, D. Quigley, H. Al Ibrahim, and L. Frank (2021). "Societal impact of research funding for

women's health in Alzheimer's disease and Alzheimer's disease–related dementias.” RR-A708-1.

- Huguet, A., D. Holtzman, A. Robyn, E. Steiner, I. Todd, L. Choi, M. Baird, I. Gutierrez, M. Garett, B. Stecher, J. Engberg (2020). “Variation in improvement among schools in the Intensive Partnerships for Effective Teaching.” RR-A124-1.
- Baird, M., G. Hunter, N. Edenfield, N. Broten, and G. Gonzalez (2020). “Education, employment, and wages in the Appalachia Region: Final report.” RR-3217-CHC.
- Baird, M., J. Engberg, G. Gonzalez, T. Goughnour, I. Gutierrez, and R. Karam (2019). “Effectiveness of pre-screened, demand-driven job training programs for disadvantaged workers: An evaluation of the New Orleans Career Pathway training.” RR-2980-CNO.
- Culbertson, S., M. Baird, S. Meyers, J. Kaufman (2019). “Raising the bar for graduation pathways to college and work: Early signals on how Louisiana’s education policy strategies are affecting college and career readiness.” RR-2303/4-BRAF.
- Kaufman, J., E. Steiner, M. Baird (2019). “Raising the bar for K-12 academics: Early signals on how Louisiana’s education policy are working for schools, teachers, and students.” RR-2303/2-BRAF.
- Gates, S., M. Baird, B. Master, E. Chavez-Herrerias (2019). “Principal Pipelines: A feasible, affordable, and effective way for districts to improve schools.” RR-2666-WF.
- Gates, S., M. Baird, C. Doss, L. Hamilton, I. Oppen, B. Master, A. Tuma, M. Vuollo, and M. Zaber (2019). “Preparing school leaders for success: Evaluation of New Leaders' Aspiring Principals Program, 2012–2017.” RR-2812-NL.
- Stecher, B., D. Holtzman, M. Garett, L. Hamilton, J. Engberg, E. Steiner, A. Robyn, M. Baird, I. Gutierrez, E. Peet, I. Brodziak de los Reyes, K. Fronberg, G. Weinberger, G. Hunter, and J. Chambers (2018). “Improving teaching effectiveness: Final report. The Intensive Partnerships for Effective Teaching through 2015-2016.” RR-2242-BMFG.
- Baird, M., R. Bozick and M. Harris (2017). “Postsecondary education and STEM employment in the United States: An analysis of national trends with a focus on the oil and natural gas industry.” RR-2115-AMPI.
- Pollard, M., and M. Baird (2017). “The RAND American Life Panel: Technical description.” RR-1651.
- Pane, J., E. Steiner, M. Baird, L. Hamilton, and J. Pane (2017). “Informing progress: Insights on personalized learning implementation and effects.” RR-2042-BMFG.
- Baird, M., E. Keating, O. Bogdan, and A. Resnick (2017). “The effects of travel and tourism on California’s economy: A labor market-focused analysis.” RR-1854-CTTC.
- Wenger, J., T. Miller, M. Baird, P. Buryk, L. Daugherty, M. Graf, S. Hollands, S. Jahedi, and D. Yeung (2017). “Are current military education benefits efficient and effective for the services?” RR-1766-OSD.
- Baird, M., M. Baird, and J. Vesely (2016). “Access to dental providers in Pennsylvania: Exploration of the county-level distribution of dental providers and populations in 2013.” RR-1351-PDH.
- Baird, M., J. Engberg, G. Hunter, and B. Master (2016). “Improving teaching effectiveness: Access to effective teaching: The Intensive Partnerships for Effective Teaching through 2013–2014.” RR-1295/4-BMGF.

- Gonzalez, G., K. Siler-Evans, G. Hunter, and M. Baird (2016). "Wages, employment, and STEM education in Ohio, Pennsylvania, and West Virginia." RR-1357-CHC.
- Pane, J., E. Steiner, M. Baird, and L. Hamilton (2015). "Continued progress: Promising evidence on personalized learning." RR-1365-BMGF.
- Baird, M., Daugherty, L., Kumar, K. B., & Arifkhanova, A. (2014). "The anesthesiologist workforce in 2013." RR-650-ASAI.
- Gates, S., L. Hamilton, P. Martorell, S. Burkhauser, P. Heaton, A. Pierson, M. Baird, M. Vuollo, J. Li, D. Lavery, M. Harvey, and K. Gu (2014). "Preparing principals to raise student achievement." RR-507-NL.

LinkedIn Economic Graph Research Institute Publications

- Baird, M. and D. Kavanagh-Smith (2024). "Disability Status and Work: Employment Trends in the US, 2024." *Economic Graph White Paper*.
- Liongosari, C., M. Baird, A. Lewis (2024). "The Relationship between Gender Differences in Relocation and Promotion." *Economic Graph White Paper*.
- Baird, M. D. Kavanagh-Smith, O. Osoba, and Y. Wu (2024). "Measuring Gender Gaps in Economic Network Strength in the US." *Economic Graph White Paper*.
- Carpanelli, M., M. Baird, C. Jara-Figueroa (2024). "Generative AI's Influence on Employment Patterns." *Economic Graph White Paper*.
- Carpanelli, M., C. Jara-Figueroa, K. Kimbrough, and M. Baird (2024). "Generative AI's Impact on the Workforce: A Technical Framework." *Economic Graph Technical Note EG TN-3*.
- Baird, M. and S. Lara (2024). "Gender Differences in Skills: Global Differences in Shares of Types of Skills." *Economic Graph Research Note*.
- Baird, M., M. Carpanelli, and S. Lara (2024). "Generative AI and Gender: Global Measures of Workers in GAI Classifications." *Economic Graph Research Note*.
- Baird, M. and D. Kavanagh-Smith (2024). "US Race/Ethnicity Work Trends: Leadership and Remote Work." *Economic Graph Research Note*.
- Liongosari, C., B. Xu, and M. Baird (2024). "Insights into U.S. Migrations: Migration's Impact on Network Formation." *Economic Graph Research Note*.
- Gahlawat, N., M. Baird, S. Lara, R. Hood, and P. Ko (2023). "Pathways into STEM jobs." *Economic Graph White Paper*.
- Baird, M., D. Kavanagh-Smith, O. Osoba, and Y. Wu (2023). "Economic Network Strength: Race, Gender, and Community Gaps in the US" *Economic Graph Research Note*.
- Baird, M., D. Kavanagh-Smith, O. Osoba, and Y. Wu (2023). "Network Formation Homophily: Race, Gender, and Community Income in the US." *Economic Graph Research Note*.
- Baird, M. and K. Kantenga (2023). "Disability Status and Work: Employment and Leadership Trends in the US." *Economic Graph Research Note*.
- Baird, M., P. Ko, N. Gahlawat, S. Lara, and R. Hood (2023). "Measuring gender gaps in the U.S. STEM workforce." *Economic Graph White Paper*.
- Baird, M., D. Kavanagh-Smith, O. Osoba, and Y. Wu (2023). "Disparities in U.S. economic network formation." *Economic Graph White Paper*.

Lara, S., M. Baird, and R. Hood (2023). "Progress and barriers in global gender leadership." *Economic Graph White Paper*.

Baird, M., N. Gahlawat, R. Hood, P. Ko, and S. Lara (2023). "LinkedIn STEM classification methodology." *Economic Graph Technical Note EG TN-1*.

Awards & Fellowships

Institute of Education Sciences 7/01/21 – 06/30/26
Experimental evidence on the efficacy of Virtual Enterprises \$3,799,857
Role: Co-Principal Investigator

Association of American Medical Colleges 04/21/22 – 03/15/23
Conceptualization and building of a health workforce projections model \$520,00
Role: Co-Principal Investigator

Centers for Medicare & Medicaid Services 3/01/21 – 09/01/21
Subcontract to CNA \$100,000
Criminal background check waivers during COVID and nursing home employment
Role: Principal Investigator

Visit California 10/01/20 – 03/31/21
Benchmarking workforce diversity in the travel/tourism industry in CA \$56,865
Role: Principal Investigator

Pennsylvania Association of Nurse Anesthetists 3/29/19 – 6/30/20
Anesthesia workforce analysis in Pennsylvania \$191,434
Role: Co-Principal Investigator

U.S. Department of Labor 3/1/15 – 9/31/19
Subcontract to City of New Orleans \$1,599,909
Summer career pathways training evaluation
Role: Principal Investigator

American Association of Nurse Anesthetists 11/1/17 – 5/31/19
Why "opt out" matters: the economic impact nurse anesthetists \$325,871
have on surgical and obstetrical services in rural America
Role: Co-Principal Investigator

KnowledgeWorks Foundation 3/1/18 – 1/31/19
Analysis of student outcomes resulting from RSU2's \$89,115
competency-based education program
Role: Co-Principal Investigator

American Petroleum Institute 1/1/17 – 8/1/17
STEM workforce trends following postsecondary degree attainment \$153,202
Role: Principal Investigator

Pennsylvania Department of Health Evaluating local dental labor shortages Role: Principal Investigator	1/1/15 – 12/31/15 \$10,000
National Institute on Aging Pilot Proposal in P30 AG012815-21-25 RAND Center for the Study of Aging Senior wealth effects on expected bequests and inter vivos transfers Role: Principal Investigator on \$50,000 pilot proposal in overall center grant	9/1/14 – 6/30/17 \$50,000

U.S. Department of Education *What Works Clearinghouse* certified reviewer, 2021-present
Member of the Career and Technical Education Research Network, 2021-present
Member of the Champions Cabinet of the Davos Alzheimer's Collaborative, 2021-present
RAND Medal Award, Key Contributor, for *Principal Pipelines* project, 2019
Dissertation Year Fellowship, University of California Los Angeles, 2011-2012
Teaching Assistant Fellowship, University of California Los Angeles Economics Department, 2010-2011
Research Fellowship, California Center for Population Research, 2009-2010
Graduate Summer Research Mentorship, University of California Los Angeles, 2009
National Institute of Child Health and Human Development Traineeship, California Center for Population Research, 2008-2009
Ph.D. Progress Award, University of California Los Angeles Economics Department, 2008
Gordon B. Hinckley Scholar, Brigham Young University, 2000-2006

Presentations

- 2024 American Economic Association ASSA; Citi Global Insights; AARP; Artificial Intelligence, Cognition, and Economy Spring Workshop; Asia-Pacific Economic Cooperation; AI at Wharton 2nd Annual Business and GenAI workshop; RAND applied microeconomics seminar series; National Association for Business Economics Tech Conference; Disability:IN
- 2023 Association for Public Policy Analysis and Management Research Conference; Southern Economic Association Annual Meetings; Braven Summit; Non-Degree Credentials Research Network Conference; Microsoft Accessibility Connected Community; Understanding the Disability Divide Panel Discussion; Hire Aspirations Institute; Consumer Technology Association Focus Friday; LinkedIn Carahsoft webinar
- 2022 Society of Labor Economists Annual Meetings; Non-Degree Credentials Research Network Conference; LinkedIn TechTalk; Pentagon; LinkedIn Economics Seminar Series
- 2021 Southern Economic Association Annual Meetings; Midwest Economic Association Annual Meetings; National Institutes of Health Coordinating Committee on Research on Women's Health Monthly Meeting

- 2020 Association for Education Finance and Policy Conference; Association for Public Policy Analysis and Management Research Conference; Society for Research on Educational Effectiveness Spring Conference; RAND Center for Causal Inference
- 2019 All-California Labor Economics Conference; Association for Public Policy Analysis and Management Research Conference; How to Build Successful Workforce Development Programs Panel Discussion
- 2018 Association for Public Policy Analysis and Management Research Conference; RAND Education Brownbag; RAND Labor and Population Brownbag; Society for Research on Educational Effectiveness Spring Conference; Southern Economic Association Annual Meetings; Western Economic Association International Annual Conference
- 2017 Association for Education Finance and Policy Conference; Association for Public Policy Analysis and Management Research Conference; Center for Causal Inference; Eastern Economic Association Annual Meetings; Essen Health Conference; STEM Education and the Workforce of the Future Panel Discussion; Southern Economic Association Annual Meetings; Western Economic Association Annual Meetings
- 2016 Association for Education Finance and Policy Conference; Center for Causal Inference
- 2015 American Real Estate and Urban Economics Association National Conference; Brigham Young University; Carnegie Mellon University; Pittsburgh Economics Medley; RAND Labor and Population Brownbag; Southern Economic Association Annual Meetings
- 2014 Association for Education Finance and Policy Annual Conference; Federal Reserve Bank of Philadelphia; NBER Summer Institute; Pittsburgh Economics Medley; RAND Labor and Population Brownbag; Southern Economic Association Annual Meetings
- 2013 Bureau of Labor Statistics; RAND Corporation; Syracuse University Economics Department; U.S. Census Bureau

Referee and Review Services

American Journal of Preventive Medicine, BMJ Quality and Safety, Bulletin of Economic Research, Economic Inquiry, Educational Researcher, Economics of Education Review, Educational Evaluation and Policy Analysis, Industrial and Labor Relations Review, Industrial Health, Journal of Econometrics, Journal of Human Capital, Journal of Labor Economics, Journal of Research on Educational Effectiveness, Journal of Rural Health, Journal of Policy Analysis and Management, Journal of Public Health Dentistry, Journal of Statistical Computation and Simulation, National Science Foundation, Pediatrics, Review of Development Economics, Review of Economics and Statistics, Sleep Health, Smith Richardson Foundation

Discussant & Chair Services

American Economic Association ASSA (2024), Association for Public Policy Analysis and Management Research Conference (2023), Southern Economic Association

Annual Meetings (2023), American Causal Inference Conference (2023), Society of Labor Economists Annual Meetings (2022), Association for Public Policy Analysis and Management Research Conference (2022), Southern Economic Association Annual Meetings (2021), Center for Causal Inference Symposium (2021), Association for Public Policy Analysis and Management Research Conference (2020), Association for Education Finance and Policy Conference (2020), Western Economic Association International Annual Meetings (2018), Southern Economic Association Annual Meetings (2017), Association for Public Policy Analysis and Management (2017), Western Economic Association Annual Meetings (2017), Essen Health Conference (2017), Association for Education Finance and Policy Conference (2017), Eastern Economic Association Annual Conference (2017), American Education Finance and Policy (2016), Southern Economic Association Annual Meetings (2015), Western Economic Association Annual Meetings (2014), Southern Economic Association Annual Meetings (2014)

Doctoral Student Advising

Claudia Rodriguez, Pardee RAND Graduate School (chair, 2022)

Ian Morrall, University of Pittsburgh (committee member, 2018)

Working Papers

The impact of changes in labor market conditions on women hired into leadership roles (Economic Graph Working Paper; with S. Lara).

The public sector and the misallocation of labor: Evidence from a policy experiment in India (with A. Chari, S. Nataraj, A. Rothenberg, S. Telhaj, and A. Winters).

Decomposing gender gaps in US STEM transition from education to employment (Economic Graph Working Paper; with N. Gahlawat, R. Hood, P. Ko, and S. Lara).

Improving estimation of labor market disequilibrium using shortage indicators, with an application to the market for anesthesiologists. IZA Institute of Labor Economics Discussion Paper No. 12129 (with L. Daugherty and K. Kumar).

Controlling for changes in test conditions when estimating education intervention effects, RAND Working Paper WR-1245-BMFG (with J. Pane).

Cross validation bandwidth selection for derivatives of multidimensional densities, RAND Working Paper WR-1060.

Medicaid spend-down: The importance of strategic asset transfers to reach Medicaid eligibility (with M. Hurd and S. Rohwedder).

The effect of wealth shocks on expected bequests: Evidence from the Great Recession (with M. Hurd and S. Rohwedder).