December 2025

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EMPLOYMENT

Associate Professor, Department of Economics, University of Colorado Boulder (2016-)
Assistant Professor, Department of Economics, University of Colorado Boulder (2008-2016)

OTHER PROFESSIONAL AFFILIATIONS

Affiliated Professor, J-PAL North America (2024-); formerly Invited Researcher (2023-2024)
Faculty Affiliate, Lab for Economic Opportunity, University of Notre Dame (2019-)
Research Fellow, Institute for the Study of Labor (IZA) (2015-)
Associate Editor, *The Journal of Human Resources,* (2014-)
National Affiliate, Stanford Center on Poverty and Inequality (2013-)
Faculty Affiliate, CU Population Center, Population Program, Institute for Behavioral Sciences, University of Colorado at Boulder (2009-)

EDUCATION

Ph.D., Economics, University of Michigan (2008)
M.A., Economics, University of Michigan (2005)
B.A., *cum laude*, Economics and Psychology, Northwestern University (2003)

FIELDS OF INTEREST

Labor Economics, Applied Econometrics, Public Economics

PUBLICATIONS

"The International Transmission of Local Economic Shocks Through Migrant Networks" (with Brian K. Kovak and Maria Esther Caballero), *Journal of International Economics 145, November 2023*
-previous version available as NBER Working Paper No. 28696

"Performance Pay, Productivity, and Strategic Non-Compliance: Evidence from a Community Health Center" (with Austin C. Smith), *Journal of Public Economics 206, February 2022*
-previous version available as IZA Discussion Paper No. 12586

"Investment over the Business Cycle: Insights from College Major Choice" (with Erica Blom and Benjamin J. Keys) *Journal of Labor Economics 39(4), October 2021.*

"Measuring Sub-National Migration Patterns using *Matrículas Consulares"* (with Maria Esther Caballero and Brian K. Kovak), *Demography 55(3) pp. 1119-1145, June 2018.*

"The Labor Market Consequences of Impatience" *IZA World of Labor*, 2016: 233.
-updated version (adds Benjamin J. Keys as co-author) 2022:233.

"Immigrants Equilibrate Local Labor Markets: Evidence from the Great Recession" (with Brian K. Kovak) *American Economic Journal: Applied Economics, 8(1), pp. 257-290, January 2016.*

"Human Capital and the Lifetime Costs of Impatience" (with Ben Keys) *American Economic Journal: Economic Policy, 7(3), pp. 126-153, August 2015.*

"The Labor Market Integration and Impacts of U.S. Immigrants" (with Brian Duncan and Stephen J. Trejo) *Handbook of the Economics of International Migration, Barry R. Chiswick and Paul W. Miller eds., Vol. 1B, pp. 1197-1259, Elsevier, 2015.*

"Recent Immigrants as Labor Market Arbitrageurs: Evidence from the Minimum Wage" *Journal of Urban Economics 80, pp.1-12, March 2014.*

"Native Competition and Low-Skilled Immigrant Inflows" *The Journal of Human Resources, 48(4) pp. 910-944, Fall 2013.*

"Can Self-Control Explain Avoiding Free Money? Evidence from Interest-Free Student Loans" (with Ben Keys). *Review of Economics and Statistics 95(4), October 2013.*

"The Dynamics of Food Stamp Receipt after Welfare Reform among Current and Former Welfare Recipients." (2008), in *Income Volatility and Food Assistance in the United States*, Dean Joliffe and James Ziliak eds., Upjohn Institute for Employment Research (with Sheldon Danziger and Kristin Seefeldt).

"Measuring State Welfare Policy Changes: Why Don't They Explain Caseload and Employment Outcomes?" (2006) *Social Science Quarterly, 87*(4), 808-817 (with Sheldon Danziger and Kristin Seefeldt).

WORKING PAPERS

"Taking a Chance on Workers: Evidence on the Effects and Mechanisms of Subsidized Employment from an RCT" (with Tania Barham and Patrick S. Turner), October 2025, *invited revision resubmitted to American Economic Review*
-previous version available as IZA Discussion Paper No. 16221

"Supported Work Leads to Lasting Labor Market Success Among TANF Recipients" (with Tania Barham and Lauren Schechter), December 2025, under review
-available as IZA Discussion Paper No. 18342

"The Extent and Consequences of Attrition in the Women's Employment Study" (2006), available at http://www.fordschool.umich.edu/research/poverty/pdf/WES_Attrition-06.pdf (with Andreas Pape)

WORK IN PROGRESS

"An Impact Evaluation of NPower's Tech Fundamentals Program" (with Tania Barham and Patrick Turner)
- AEA RCT Registry ID 7404
- Supported by external funding to University of Notre Dame's Lab for Economic Opportunities: Russell Sage Foundation, $74,851; Ascendium Foundation via NPower, $309,025

"Migrant Networks and the Effect of Mexican Immigration on US Labor Markets" (with Maria Esther Caballero, Marieke Kleemans, and Brian Kovak)

NON-REFEREED PUBLICATIONS

"Impatience, schooling, and happiness" IZA World of Labor Commentary
http://wol.iza.org/commentary/opinions/impatience-schooling-and-happiness

"Why Did Poverty Rise in 2004? A Preliminary Analysis of the U.S. Census Bureau's Poverty Report." (2005), *Poverty Research Insights,* Fall 2005 (with James Sallee).

PRESENTATIONS

2025: Virginia Tech
2024: IAB
2023: LEO Outsmarting Poverty, Celebration of Michigan Labor Economics, Montana State Applied Micro
2022: SOLE Research Conference
2021: Federal Reserve Board; APPAM Fall Research Conference (postponed to March 2022)
2020: UCSD GPS; University of Arizona
2019: LERA@ASSA Annual Meeting; SDSU CHEPS; IADB; Resek Conference UIUC
2018: RECS; IZA World Labor Conference;
2017: PAA Annual Meeting; II Oxford Workshop on Migration, Health, and Well-Being; APPAM Annual Meeting; FRBNY Higher Education conference; Notre Dame LEO conference
2016: AEFP Annual Meeting; SOLE Annual Meeting; UT-Austin; Georgia State University; University of Pittsburgh
2015: Notre Dame; Purdue; University of Illinois-Chicago; Cornell PAM; WEAI Annual Conference; CEMIR and UC Davis Workshop on Advances in Migration Research
2014: University of Pittsburgh; Wisconsin IRP Summer Workshop; Federal Reserve Board; National Academy of Sciences Immigration Panel; Ford School of Public Policy Conference – Poverty, Policy, and People: 25 Years of Research and Training at the University of Michigan; NBER ITI Program Meeting; University of Western Ontario
2013: SOLE Annual Meeting; University of Chicago Population Research Center Demography Workshop

2012: IZA/SOLE Transatlantic Meeting; SOLE Annual Meeting; University of Washington-Seattle
2011: Federal Reserve Bank of Dallas *Hispanic Economic Experience Conference*; University of Kentucky Center for Poverty Research; NBER Education Program Meeting; University of Wisconsin IRP
2010: APPAM Fall Research Conference (x2); WEAI Annual Conference; University of Colorado-Denver; Colorado State University
2009: AEA Annual Meeting
2008: APPAM Fall Research Conference; University of Colorado Boulder; William and Mary
2007: APPAM Fall Research Conference
2006: National Bureau of Economic Research Higher Education Working Group Meeting; Income Volatility and Implications for Food Assistance Programs II, National Poverty Center and Economic Research Service/USDA; APPAM Fall Research Conference; ACF Annual Welfare Research and Evaluation Conference

INVITED DISCUSSANT

2023: AEA Annual Meeting, APPAM Fall Research Conference 2018: AEA Annual Meeting; 2017: PAA Annual Conference; 2016: AEFP Annual Conference; 2015: WEAI Annual Conference; 2013: Upjohn Institute on Student Loans 2010: WEAI Annual Conference

RESEARCH SUPPORT

Subsidized Employment Evaluation, Colorado Department of Human Services, 2024-2026 (Barham and Cadena, PIs), $258,825
Evaluation of the CW STEP Program, Colorado Department of Human Services, 2018-2021 (Barham and Cadena, PIs), $320,000.
The International Transmission of Local Economic Shocks Through Migrant Networks 2018-2019 (Co-PI w/ Brian Kovak, CMU) Russell Sage Foundation, $108,717 (CU portion: $26,010).
Evaluation of the CDHS ReHire Program, Colorado Department of Human Services, 2014-2021 (Barham and Cadena, PIs), $480,900.
Immigration, Internal Migration, and Local Labor Market Adjustment Following the U.S. Housing Bust, Russell Sage Foundation Great Recession Initiative, 2012-2013 (Co-PI w/Brian Kovak, CMU), $76,231 (CU portion $34,835)
Evaluation of COWorks Program, State of Colorado Department of Human Services, 2011-2012 (Cadena and Zax PIs), $125,000.
Young Investigator Development Grant, University of Kentucky Center for Poverty Research, 2010-2011 (Co-PI w/ Brian Kovak), $7,500.

HONORS AND AWARDS

Excellence in Reviewing Award, *Journal of Human Resources*, 2025
LEAP Growth Grant, University of Colorado Boulder, 2023
Visiting Scholar, Federal Reserve Bank of New York, October 2016
Boulder Faculty Assembly Excellence in Teaching and Pedagogy Award, CU-Boulder, May 2016
Stanford Calderwood Faculty Teaching Award, Department of Economics, CU-Boulder, May 2012.

Visiting Scholar, University of Wisconsin Institute for Research on Poverty, March 2011.
APPAM Poster Session Award, Fall Research Conference (2007).
Honorable Mention, Ford Foundation Diversity Dissertation Award (2007).
Graduate Research Fellowship, National Science Foundation (2004-2007).
Rackham Merit Fellowship, University of Michigan (2003-2004, 2007-2008).
Awarded to students from groups historically underrepresented in graduate education.
Rackham Travel Grant, Rackham Graduate School, University of Michigan (2006, 2007).
John Elliot Parker Memorial Prize for Outstanding Written Contribution to Labor Economics, University of Michigan for "Can Self-Control Explain Avoiding Free Money?: Evidence from Interest-Free Student Loans" (2006).
Summer Research Award, University of Michigan (2004, 2005).
Robert Eisner Memorial Award for Outstanding Empirical Public Policy Thesis, Northwestern University (2003).
Departmental Honors, Department of Economics, Northwestern University (2003).
Phi Beta Kappa, Northwestern University (2003).

CLASSROOM TEACHING EXPERIENCE

University of Colorado

Graduate

ECON 8848 Applied Microeconometrics (Fall 2009, Spring 2011, Spring 2013, Spring 2014, Fall 2015, Fall 2016, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Spring 2022, Fall 2022, Fall 2023, Fall 2024)
ECON 8686 Labor Economics 2 (Spring 2009, Spring 2011, Fall 2012, Spring 2015, Fall 2017, Fall 2020, Spring 2023, Spring 2025)

Undergraduate

ECON 4848 Applied Econometrics (Fall 2008, Spring 2009, Fall 2009, Fall 2010, Fall 2011- two sections, Spring 2013, Fall 2013 – two sections, Spring 2015, Fall 2015, Spring 2016, Fall 2016, Spring 2018, Fall 2018, Spring 2022)
ECON 4309 Honors Seminar (Fall 2019, Fall 2020, Fall 2021, Fall 2022, Fall 2024)

University of Michigan

Undergraduate

Economics 2 – PPIA Junior Summer Institute – Primary Instructor

ADVISING

PhD Student Dissertation Committees

Ongoing: **Tyler Anderson* 2024-present;** Sungyoun Chung 2025-present; Haeseong Park 2025-present; Danielle Parks 2025-present; Sheng Qu 2023-present; Mate Szurop 2024-present; Sara Truesdale 2025-present; Jisu Yu 2025-present

Completed: Alexander Bentz 2021-2024; Avilia Bueno 2017-2023; Anand Butler 2023-2025; Kyle Butts 2022-2024; Maria Esther Caballero Sanchez 2022 (External member of Carnegie Mellon University committee); Lauren Calimeris 2010-2011; Brachel Champion 2021-2022; **Solveig Delabroye* 2017-2021 (Placement: Colorado Governor's Office – Budget and Planning, Denver CO);** Zachary Feldman 2013-2015; Erin Fletcher 2010-2011; James Flynn 2022-2023; Xin Geng

2014-2015; Patrick Gourley 2015-2016; **Anja Gruber* 2021-2025(Placement: University of Wyoming Post-Doctoral Scholar;** Dan Hickman 2009-2010; YoungHo Kang 2010-2011; Pooja Kashyap 2014-2017; Austin Kennedy 2023-2024; **Edward Kosack* 2011-2015 (Placement: Xavier University, Cincinatti OH)**; Jieun Lee 2021-2023; **Gregory Madonia* 2014-2017 (Placement Cal State Chico, Chico, CA);** Daniel Mangan (School of Ed) 2022-2023; **Lilla Marein* 2019-2023; Catherine Massey* 2010-2013 (Placement: US Census Bureau, Washington DC)**; Neil Metz 2009-2011; **Sheena Murray* 2009-2014 (Placement: Curry College, Milton MA)**; **Saigeetha Narasimhan* 2022-2024;** Will Olney 2009-2010; Se Mi Park 2015-2017; Christopher Saldaña (School of Ed) 2020-2022; Jose Ivan Rodriguez Sanchez 2014-2015; **Lauren Schechter* 2018-2022 (Placement: SSRC Post-doc)**; **Paige Schoonover* 2022-2025 (Placement: St. Mary's College – CA);** Evelyn Skoy 2019-2020; **Austin Smith* 2012-2015 (Placement: Miami University, Oxford OH)**; Shawn Swanson 2019-2020; Zachary Szlendak 2018-2020; **Patrick Turner* 2015-2018 (Placement: University of Notre Dame, South Bend IN);** Sasiwimon Warunsiri 2009-2010; Ying Li 2010-2011; Zachary Ward 2013-2014; Corey Woodruff 2019-2021

***Denotes chair or co-chair of dissertation committee**

Undergraduate Honors Students – Primary Advisor

Christina Traficanti 2025-2026, *in progress*
Joshua Koeppel 2024-2025
Meenakshi Manoj 2022-2023, *summa cum laude*
Alexander Herbert 2021-2022, *summa cum laude*
Trevor Heinrichs 2018-2019, *magna cum laude*
Kevin Dageforde 2012-2013, *magna cum laude*
Andrew Roe, 2010-2011, *magna cum laude*
David Silver, 2009-2010, *summa cum laude*
Ramon Rodriguez, 2008-2009, *summa cum laude*

MEDIA COVERAGE OF RESEARCH

Immigrants Equilibrate Local Labor Markets: Evidence from the Great Recession
- Press coverage: Slate, Marginal Revolution, LA Times, Wall Street Journal, Huffington Post, Washington Post,
- General audience summaries: NBER Digest (November 2013), IRP Focus, VoxEU
- Interview with Denver Univision affiliate, November 8, 2013

Human Capital and the Lifetime Costs of Impatience
- General audience summary: AEA Research Highlight

Investment over the Business Cycle: Insights from College Major Choice
- Press coverage: Wall Street Journal, MarketWatch, Chicago Tribune, Inside Higher Ed, IZA Newsroom, Vox

PROFESSIONAL SERVICE

Referee: American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, American Economic Review, BEJEAP, Czech Science Foundation,

Demography, Economics of Education Review, Economic Inquiry, The Economic Journal, Economic Development and Cultural Change, European Economic Review, Industrial and Labor Relations Review, International Journal of Manpower, International Migration Review, Journal of Applied Econometrics, Journal of Demographic Economics, Journal of Development Economics, Journal of Economic Behavior and Organization, Journal of the European Economic Association, Journal of Human Capital, Journal of Human Resources, Journal of International Economics, Journal of Labor Economics, Journal of Political Economy Journal of Population Economics, Journal of Public Economics, Journal of Quantitative Criminology, Journal of Urban Economics, Labour Economics, Macroeconomic Dynamics, National Science Foundation, Oxford Bulletin of Economics and Statistics, Quarterly Journal of Economics, Review of Economics and Statistics, Russell Sage Foundation, Social Sciences and Humanities Research Council (Canada), Social Service Review, Southern Economic Journal

Program Committee – SOLE/EALE/AASLE conference hosted by Society of Labor Economics, 2025

Advisory Committee Member – Russell Sage Foundation Future of Work Program 2019-present

Research Group Co-Leader - Immigration Policy*,* Inequality and Mobility among Hispanics Grant Initiative, Center on Poverty and Inequality, Stanford University.

Invited Speaker, Issues in the Debate: Debate on the Issues CU-Boulder Social Sciences Today Forum; Immigration: Bridges or Walls? CU-Boulder Social Sciences Today Forum; Catholic Association of Latino Leaders, Denver Summit, Workshop on Immigration Reform

Admissions Committee, Public Policy and International Affairs Junior Summer Institute, Gerald R. Ford School of Public Policy, University of Michigan (2006, 2007).

DEPARTMENT AND UNIVERSITY SERVICE

PUEC Research Subcommittee for Economics P&T Case 2025-2026
Shared Governance Group Representative, A&S Budget Redesign 2024-2025
Economics Department Health and Inequality Faculty Search Committee, 2024
IBS Population Program Director Search Committee 2023
Eaton Travel Sabbatical Selection Committee 2023
Faculty Diversity Action Advisory Committee 2022
AABAC/ARMAC Representative 2018-2023
Economics Department Executive Committee 2018-2019; 2021-2022
Arts and Sciences Dean's Budget Committee 2017-present
Economics Department Instructor Search Committee 2020-2022
PUEC Research Subcommittee for Economics reappointment case 2019-2020
Undergraduate Curriculum Committee 2018-2019 (chair 2018-2019)
Arts and Sciences Council Representative 2017-2018
PUEC Teaching Subcommittee for multiple Economics personnel cases 2016-2018
Graduate Admissions Committee 2016-2017
Graduate Placement Director 2009-2017 (co-director for 2009-2010)
Graduate Curriculum Committee 2008-2009, 2010-2012
Instructor Evaluation Committee 2009-2010
Awards Committee 2008-2009

Public Economics Search Committee 2008-2009

PROFESSIONAL MEMBERSHIPS

American Economics Association
Society of Labor Economists

CITIZENSHIP: U.S.