

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 for Labor, 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 Assistant to the 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

Peer-Reviewed Publications

Lee, W. F., A. Sojourner, E. Davis, & J. Borowsky (forthcoming) Effects of Child Care Vouchers on Price, Quantity, and Provider Turnover in Private Care Markets. *Journal of Human Capital*.

Gulamhussein, Q. U. A., Susman-Stillman, A., Zhou, X., Addo, A., Ahmed, F., Flynn, P. M., Gunnar, M. R., Okoro, O., Olson D., Osman, M., Riggs, S. M., Sojourner, A., Walker, S. K., & Lee, R. M. (2024). Feasibility Study of a Mobile Health Parenting Intervention Among Somali/Somali Americans From Refugee Families in the United States. *Journal of Prevention and Health Promotion*. Special Issue: Racial Health Inequities in BIPOC Communities, 1-30

Golberstein, E., I. Zainullina, A. Sojourner & M. Sander (2024) Effects of School-Based Mental Health Services on Youth Outcomes. *Journal of Human Resources*, 59(S), S256-S281.

Goda, G. M. Levy, C. F. Manchester, A. Sojourner, J. Tasoff, & J. Xiao (2023) Are Retirement Planning Tools Complements or Substitutes to Financial Capability? *Journal of Economic Behavior and Organizations*, 214: 561-573

Sockin, J. & A. Sojourner (2023) What's the Inside Scoop? Challenges in the Supply and Demand for Information about Jobs. *Journal of Labor Economics*, 41(4): 1041-1079

McDevitt, R. & A. Sojourner (2023) The Need for Speed: Demand, Regulation, and Welfare on the Margin of Alternative Financial Services. *The Review of Economics and Statistics*

Qiu, Y. & A. Sojourner (2023) Labor-Market Concentration and Labor Compensation. *ILR Review*. 76(3): 475-503

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). e2104906119

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*. 102649
- 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*. 40(2): 614-641
- 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. Mykerezzi & 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 in 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](#)

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

Laverde, M., E. Mykerezi, A. Sojourner & A. Sood (2023) [Gains from Reassignment: Evidence from a Two-Sided Teacher Market](#)

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

Simon, D., A. Sojourner, J. Pedersen & H. Ombisa Skallet (2024) [Financial Incentives for Adoption and Kin Guardianship Improve Achievement for Foster Children](#)

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

Brown, J., C. Gibbs, C. Herbst, A. Sojourner, E. Tekin, & M. Wiswall. Demand-Side Child Care Subsidies When Caregiver Supply Matters: An Equilibrium Analysis

Sockin, J. & A. Sojourner. Will I Ever Be Satisfied? Job Quality and Unionization

Resting Papers

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](#)

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

Publications outside peer-review

- A Promise Not Kept: Early Childhood Education and Care, *Milken Institute Review*, 4/24
- Is Economic News Becoming More Negative, and Does It Matter for Consumers? *Brookings Institution* (with B. Harris), 3/24

- Effects of Subsidies on the Child Care Market: Large Increases in Capacity, Small Increases in Price. *Upjohn Institute Policy Brief* (with W. Lee, E. Davis, and J. Borowsky), 1/24
- Why Are Americans So Displeased with the Economy? *Brookings* (with B. Harris), 12/23
- How Can We Strengthen the Direct Care Workforce? *Briefing Book* (with G. S. Goda), 12/23
- School-Based Mental Health Services Can Increase Access to Care and Decrease Suicide Attempts, *Upjohn Institute Policy Brief* (with E. Golberstein, I. Zainullina, & M. Sanders), 11/23
- Is Black Employment Catching Up with White Employment? *Econofact* (with V. Wilson), 9/23
- Employment and Work Arrangements Content Panel Advisory Report to the U.S. Bureau of Labor Statistics regarding the National Longitudinal Survey of Youth 2026, *NORC/CHRR* (Panel chair and lead author with S. Houseman, C. Muller, L. Cameron, M. Handel, E. Kelly, J. Kemp, K. Kosanovich, D. Kreisman, A. Mas, A. Mueller, D. Pedulla, C. Robertson, W. Rodgers, D. Schneider, & J. Smith), 5/23
- Young children, families, and our economy gain when we invest in early childhood, *RAPID*, 5/23
- Solve shortage of investment in youngest Minnesotans. *Duluth News Tribune*, 4/23
- Franchise owners are colluding to suppress Minnesota workers' wages: The legislature can put a stop to it. *Minnesota Reformer* (with E. Starr), 3/23
- Child Care for CHIPS: Will tying semiconductor incentives to child care help build the system we need? *Upjohn Institute Blog* (with T. Bartik and K. Bolter), 3/23
- How Do Broad Nondisclosure Agreements Affect Labor Markets? *Upjohn Institute Policy Brief* (with J. Sockin & E. Starr), 11/22
- 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 S. 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
- 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, Levy, Manchester & 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 D. Belman) 9/19
- The Mexican Border and U.S. Trade: What Would Be the Impact of a Border Closure? *Econofact* (with K. Russ) 4/13/19
- Co-creator of childcareaccess.org, mapping and reporting families' access to child care services in communities across Minnesota (with W. Lee and E. 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 E. Mykerezi & 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

Will I Ever Be Satisfied? Job Quality and Unionization

2024: International Labor and Employment Relations Association 2024.

Why Are Americans So Displeased with the Economy?

2024: Brookings Institution – Economic Studies.

Financial Incentives for Adoption and Kin Guardianship Improve Achievement for Foster Children

2024: Wayne State U. Econ, Minnesota Legislative Task Force on Child Protection. 2023: Upjohn Institute. 2022: NBER Children’s Program Summer Institute.

Externalities from Silence: Nondisclosure Agreements Distort Firm Reputation

2024: Disclosure, Information Sharing and Secrecy Workshop. 2022: UNebraska Harris Lecture, Upjohn Institute, Yildiz Technical University Econ (Turkey). 2021: Labor & Employment Relations Association (LERA) annual meeting, 4th IDSC of IZA Conference.

Equilibrium Model of the Effects of Public Investments in Early Care and Education

2023: Upjohn Institute, UToronto CIRHR (Canada). 2022: Association for Public Policy & Management (APPAM) fall conference.

Common Ownership and the Labor Market

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

COVID and the Labor Market

2022: Brookings Institution – Economic Studies.

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: APPAM

Family-Centered Measures of Access to Early Care and Education

2019: Human Capital Research Collaborative

Felony History and Change in U.S. Employment Rates

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 Health and Human Service Office of Planning, Research and Evaluation. “Planning Grant #90YE0296: Coordinated Evaluation of Minnesota’s Child Care Assistance Payment Policies” (Subcontract from U. Minnesota). \$86,136. 10/23 – 9/27

Washington Center for Equitable Growth subcontract via U Minnesota, “Novel Measurement of Childcare Customer and Worker Flows Enables Novel Evidence on Recent Supply-Side Subsidies,” (Co-PI with E. Davis, J. Borowsky, & G. Pepin) \$70,000.

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-PI with E. Mykerezzi & 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, data purchase for How Design of Early Childhood Care Subsidies Impacts Child Care Service Markets, \$2,500, 2021.

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” (Co-PI with E. Davis on subaward from Child Trends). \$307,480. 9/29/19 – 9/29/23

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. Mykerezzi, 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

U 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

New Brookwood Labor College

Contract Costing

Advising

New School Econ: 2023: Owen Davis.

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. 2023: Khoa Vua. 2024: Caitlyn Keo.

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. 2024: Martin Garcia Vazquez.

U Minnesota Political Science: 2013: Lucas Lockhart.

U Minnesota Psychology: 2017: Heidi Keiser.

U Minnesota Public Policy 2021: Weston Merrick. 2023: Wenchen Wang.

U Minnesota Sociology 2022: Ryan Larson.

U Pennsylvania Econ: 2022: Jason Sockin.

Organizational Service at Upjohn Institute

Member, Diversity, Equity, and Inclusion Committee, 2024-

Member, Institutional Development Committee, 2024-

Created and administer, monthly Top Topics and Real-Time Economic Analysis meetings, 2023-

Member, Dissertation Grant committees, 2023-

Co-created Dissertation Grant Program prioritizing employment issues in BIPOC communities, 2023-

Member, hiring committee for Senior Communications Director, 2023
Member, Dissertation Award committee, 2022

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 4th 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 Economic Behavior & Organization
AEJ: Economic Policy	Journal of Economics & Management Strategy
AER Insights	Journal of Health Economics
AERA Open	Journal of Human Capital
American Journal of Agricultural Econ.	Journal of Human Resources
American Journal of Health Economics	Journal of Industrial Economics
American Sociological Review	Journal of Labor Economics
British Journal of Industrial Relations	Journal of Labor Research
Brookings Institution	Journal of Law & Economics
Child Development	Journal of Law & Political Economy
Contemporary Economic Policy	Journal of Pension Economics & Finance
Developmental Psychology	Journal of Policy Analysis & Management
Early Childhood Research Quarterly	Journal of Political Economy
Economic Inquiry	Journal of Population Economics
Economic Journal	Journal of Public Economics
Economics of Education Review	Journal of Urban Economics
Education Finance & Policy	Labour Economics
Educational Evaluation & Policy Analysis	Management Science
Health Affairs	National Science Foundation
Industrial Relations	Nonprofit & Voluntary Sector Quarterly
International Economic Review	Organization Science
International Journal of Forecasting	Politics, Groups, & Identities
Journal of Applied Econometrics	Proceedings of the National Acad. of Sciences

Quarterly Journal of Economics
Review of Economic Studies
Review of Economics & Statistics
Russell Sage Foundation
Schmidt Futures
Science Advances

Sloan Foundation
Social Service Review
Southern Economics Journal
Urban Institute
WorkRise
Yale University Press

Technical advisor

Member, Academic Advisory Board, Economic Policy Institute, 2023-
U.S. Department of Health and Human Services, OPRE, infant-toddler access grant reviewer, 2024
Hamilton Project, Author's Conference, 2024
SRI, Minnesota Early Childhood Care & Education Pay Parity project (consulting), 2023-2024
Westat, Technical Working Group member on US DOL worker survey (consulting), 2023
Economic Policy Institute, advise labor Federal Reserve director (consulting), 2023
Chair of U.S. Bureau of Labor Statistics Advisory panel on Employment & Work Arrangements content
for the National Longitudinal Study of Youth 2026 (consulting), 2022-23
U.S. Bureau of Labor Statistics, National Longitudinal Study of Youth, User Feedback, 2022
University of Oregon – EC-Rapid Project (consulting), 2021
Urban Institute – Social Genomics Project (consulting), 2020-2021
University of Michigan ICPSR – Child and Family Data Archive (consulting), 2021
University of Wisconsin – Madison Applied Population Lab (consulting), 2020
Hamilton Project, Author's Conference, 2017

Affiliations

Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany, 2009-
Member, Human Capital and Economic Opportunity Global Working Group, 2017-
Affiliated Researcher, University of Minnesota, Carlson School of Management, 2022-
Nonresident Fellow, Brookings Institution, Metro Program, 2023-
Fellow, Roosevelt Institute, (consulting), 2021-2022
Visiting Scholar, Opportunity & Inclusive Growth Institute, Federal Reserve Bank of Minneapolis
(consulting), 2017-2018
Member: American Economic Association, Econometric Society, Labor & Employment Research
Association, National Association of Business Economists, & 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

U Michigan Ross School of Business, Summit on Workforce Valuation and Performance: Understanding
the Coming Workforce Transition, program committee member, 2024
LERA@ASSA, discussant, 2024
Society of Labor Economists (SOLE) annual meeting, program committee, 2023
LERA@ASSA, discussant in 2 sessions, 2023
APPAM fall meeting, session organizer and chair, 2022
LERA@ASSA, 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

Chair, Constellation Impact Council, Constellation Fund, 2018-
Member, Minnesota State Advisory Council on Early Childhood Care and Education, 2019-
Teacher, New Brookwood Labor College, Course on Contract Costing, 2023-
Member, Minnesota Attorney General's Task Force on Worker Misclassification, 2023-2024
Member, City of St. Paul CollegeBound Saint Paul Social Return on Investment Advisory Group, 2023
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:

- Labor market and labor relations
 - U Michigan, Ross School of Business, Summit on Workforce Valuation and Performance: Understanding the Coming Workforce Transition, 2024
 - Cornell University, guest in Research Methods for Labor Policy class, 2024
 - U.S. House Educ. & Workforce Committee's Workforce Protection Subcommittee, 2023
 - Minnesota House Labor and Industry Policy and Finance Committee, 2023
 - Cleveland Federal Reserve panel 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
- Early childhood investments' impact and policy
 - Minnesota Department of Human Services, 2016-
 - Minnesota Legislative Task Force on Child Protection, 2024
 - Minnesota Children's Cabinet Senior Leadership Team, 2024
 - U.S. Department of Commerce, Office of the Undersecretary for Economic Affairs, 2024
 - U.S. Department of Health and Human Services, Office of Child Care, Cost-Based Alternative Methodology, 2023
 - Minnesota Senate Joint Hearing of Health and Human Services and Education Finance committees, 2023
 - Minnesota House Committee on Child and Family Policy and Finance, 2023
 - 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 Dept. 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 Nimble K12, 2020-
 - 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

- Consumer financial services
 - Community Development Bankers Association annual conference, 2023
 - 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

My [website](#) links to relevant press coverage under the listing for each piece of my writing. The site’s [Press Clippings](#) section links coverage citing my analysis without reference to my writing.