
Education

- Ph.D. Economics, University of Colorado Boulder, expected 2025.
- M.A. Economics, University of Colorado Boulder, 2021.
- M.S. Applied Economics, Montana State University, 2017.
- B.S. Business Administration (*Summa Cum Laude*), University of Vermont, 2014.

Employment

- Adjunct Instructor Economics, Montana State University 2017-2019
- Research Assistant to Carly Urban, Montana State University 2017-2019

Research Interests

- Labor Economics, Health Economics, Public Policy

Publications

- The Impact of Job Loss on Parental Time Investment, 2023, *Research in Labor Economics*.
- Personal Belief Exemptions for School-Entry Vaccinations, Vaccination Rates, and Academic Achievement, 2021, *Journal of Health Economics*. Joint with Carly Urban and Nicole Hair.
- Pneumococcal Vaccination Mandates for Child Care: Impact of State Laws on Vaccination Coverage at 19-35 Months, 2021, *American Journal of Preventative Medicine*. Joint with Carly Urban and Nicole Hair.

Working Papers

- Family Friendly Workplace Policy and Early Career Choice: The Example of Paid Maternity Leave (JMP)

Much of the observed gender wage gap can be explained by differences in the types of jobs held by men and women. This paper examines the role of family friendly job amenities in women's job selection by testing whether their career choices respond to job level changes in access to paid maternity leave. State paid family leave (PFL) programs provide almost universal access to paid leave for new mothers and therefore disproportionately increase access to paid leave in jobs with lower employer-provided leave coverage in the absence of PFL. I test whether state PFL increases the concentration of young women in jobs that prior to the policy change had lower levels of employer-provided paid leave. I use data from the Current Population (CPS) and American Community (ACS) surveys to estimate an industry level measure of employer-provided paid leave taking in the absence of policy. I then exploit the implementation of the California (2004), New Jersey (2009), and Rhode Island (2014) state programs to test whether PFL affects the industry group distribution of college educated women age 25-39 using difference-in-differences (DD) and staggered adoption design estimations. I find that PFL led to a quantitatively meaningful flow into jobs with lower levels of employer-provided paid leave taking in the absence of PFL. Treating my job level measure of paid leave taking as fixed, the distribution of jobs changed enough to lower the average industry level measure of paid leave by two percent. The effects for women are larger than those for men, which helps rule out alternative explanations such as industry-specific demand shocks. The results indicate that women value paid leave as an amenity, even prior to motherhood.

- The Labor Market Impacts of Fair Work Week Regulation (2nd Round Revisions requested at ILRR)

Fair Workweek (FWW) ordinances, which typically require employers to provide workers with advance notice of their schedule and extra pay for last minute changes, have become an increasingly debated policy tool to address the unpredictability of low-wage work in the United States. In this paper, I study the labor market impacts of the Oregon FWW law using data on treated workers from the Quarterly Workforce Indicators and American Community Survey, and a variety of empirical approaches that address the different factors complicating such a labor market analysis. Taken together, the evidence points to limited impact on the average labor market outcomes for treated workers at treated employers. However, I find increased employment and hours worked for men, and decreased employment and hours worked for women. I also find consistent evidence of decreased average monthly earnings for newly hired women at treated employers.

- Soda Taxes, BMI and Obesity: Evidence from Seattle (under review). Joint with James Flynn.
- The Impact of Wildfires on Internal Migration in the United States (2022, CGO working paper).

Work in Progress

- The Current Shortage of U.S. Workers: Exploring Its Causes and the Impacts of Alternative Policy Responses. Joint with Jeronimo Carballo, Rick Mansfield and James Flynn.

Conference Presentations

- Western Economic Association Graduate Workshop (June 2024)
- Research Workshop: Solutions for America's Growing Wildfire Problems (July 2021)

Honors and Awards

- IPUMS Research Award for best contribution using IPUMS ATUS data by a graduate student (2023, \$500)
- CU Boulder Graduate Award for Public Policy Research (Fall 2023 and 2024, \$2500)
- CU Boulder Graduate School GPTI Teaching Recognition Award (Fall 2022, \$500)
- CU Boulder Eric D. Bovet Endowed Fellowship for research in the general area of micro-foundations of employment and the business cycle (Fall 2022, \$2000)
- CU Boulder Stanford Calderwood Student Teaching Award (Fall 2021, \$2000)
- CU Boulder Richard C. Meckley Graduate Fellowship (Fall 2020, \$2000)

Professional Service

- Lead Graduate Instructor, Department of Economics CU Boulder (AY 2023-24, 2024-25)
- *Referee*: Economics and Human Biology

Teaching Experience

CU Boulder

- Certificate of College Teaching (earned Fall 2024)
- Intermediate Macroeconomics (Spring 2023)
- Principles of Microeconomics (Fall 2021, 2022, 2023, 2024)
- Mathematical Tools for Economist 2 (Spring 2022), Online (Summer 2023 and 2024)
- Lead Teaching Assistant for Principles of Microeconomics (Fall 2020 and Spring 2021)

CU Denver Math Camp for Economics Master Students

- Matrix Algebra (2023, 2024) and Probability Statistics (2023) sections

Montana State University

- Economic Way of Thinking (Spring 2019)
- Microeconomics (Fall 2017, Spring 2018, Fall 2018, Spring 2019), Online (Spring 2018)
- Honors Economics (Fall 2017)
- Macroeconomics with Calculus (Fall 2018, Spring 2019)

Skills

- Stata, R, Excel, ArcGIS
- German, English

Personal

- Division 1 Individual NCAA Champion Cross-Country Skiing (2013, 2014)
- German citizenship, American permanent residency
- 2 children (2022, 2024)

References

1. **Brian Cadena**

Associate Professor, Department of Economics
University of Colorado, Boulder
Email: brian.cadena@colorado.edu
Thesis Advisor

2. **Terra McKinnish**

Professor, Department of Economics
University of Colorado, Boulder
Email: terra.mckinnish@colorado.edu
Thesis Committee Member

3. **Rick Mansfield**

Assistant Professor, Department of Economics
University of Colorado, Boulder
Email: richard.mansfield@colorado.edu
Thesis Committee Member

Last updated: October 25, 2024