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Curriculum Vitae

I. Current Position

Professor of Economics, Pomona College	2018-Present
Associate Dean of the College, Pomona College	2014- 2017
Associate Professor of Economics, Pomona College (Tenure granted 12/2010)	2011-2018
Assistant Professor of Economics, Pomona College	2005-2011

II. Education

Ph.D. in Economics, University of California Santa Barbara Dissertation: <i>Language, High School Leadership and the Postsecondary Outcomes of Hispanic Students</i> (advisor: Peter J. Kuhn)	2005
M.A. in Business Economics, University of California Santa Barbara	1999
B.A. in Economics, University of San Diego	1998

III. Other Positions and Fellowships

Chair of the Faculty, Pomona College	2021-present
Co-Editor, Hispanic Economic Outlook	2021-present
California Governor's Council of Economic Advisors (Co-chair)	2020-present
Inland Empire Economic Partnership, Economist	2020-present
Bingham Trust Awards Selection Committee, Transylvania University	2014-present
IZA (Institute for Study of Labor) Research Fellow	2009-present
Chair of the Department of Economics, Pomona College	2020-2021
Chair of the Department of Anthropology, Pomona College	2017-2018
DITE Mentor, Duke University	2012-2013
DITE Fellow, Duke University	2008-2011
Postdoctoral Fellow National Poverty Center Ford School of Public Policy, The University of Michigan	2008-2009
Visiting Scholar Institute in Research in Poverty, University of Wisconsin, Madison	December 2008
Instructor of AEA Summer Training Program, UC Santa Barbara	Summer 2008, 2010
Program Visitor, RSES Economics, Australia National University	Summer 2007
Instructor of AEA Summer Training Program, Duke University	Summer 2005
Pomona College Scholar in Residence	2004-2005

IV. Leadership Positions at Pomona College

Chair of the Faculty	2021-present
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This is a college-wide, elected position. My main responsibility is to advocate for the faculty on all matters related to faculty governance. I collect information from faculty across the College, engage with executive staff on matters related to faculty governance, and oversee the College's faculty committees. As Chair of the Faculty, I chair the faculty's Executive Committee. Pomona College's faculty size is close to one hundred and ninety. The executive committee is composed of six faculty representatives, plus the Chair of the Faculty.

Department of Economics, Chair

2020-2021

My main responsibilities include coordinating course schedules and catalogue design, tracking the progress of economics majors, recruiting faculty, coordinating the Department's budget, and of overseeing departmental programming. The Department has thirteen tenure-track faculty members, three visiting faculty, and one administrator. I ended my appointment as Chair of Economics early because I was elected Chair of the Faculty.

Department of Anthropology, Chair

2017-2018

My main responsibilities included coordinating course schedules and catalogue design, tracking the progress of Anthropology majors, recruiting faculty, coordinating the Department's budget, and of overseeing departmental programming. The Department has three tenure track faculty members, two visiting faculty, and a half-time administrator.

Associate Dean of the College

2014-2017

Principal Responsibilities as Associate Dean for Diversity, Inclusion, and Equity:

- Chaired the President's Advisory Committee on Diversity (PACD, 2014-2016). During this time, we finished writing and released *Lighting the Path to 2025*, the College's long-term plan on diversity.
- Served as one of the College's Title IX Deputy Coordinators. I conducted Title IX investigations, assessed reports, and read appeals. Also, I coordinated a group that wrote the College's new Harassment and Discrimination Policy.
- Managed annual budget for the Academic Dean's Office diversity initiatives, and PACD's budget.
- Led efforts on faculty training and development around Inclusivity and Equity. This included talks by nationally recognized experts like Marcia Chatelain, Jeff Duncan-Andrade, Geoffrey Cohen, and Laura Rendon.
- Worked with a group of faculty to include the *Analyzing Differences* General Education requirement to our curriculum. Also, chaired the first Analyzing Differences Committee, and oversaw the implementation of the GE requirement.
- Worked with a group of faculty to rewrite Pomona's Promotion and Tenure Requirements to enhance our definition of good teaching and advising to that which is attentive to diversity, inclusion, and equity.
- Worked with departments on faculty hiring. During the two years I worked on faculty hiring, we hired fourteen new tenure-track faculty members, ten identify as people of color, and seven of them are members of underrepresented groups.

- Worked as the Equity Officer in the College's Faculty Personnel Committee (Tenure and Promotion Committee) 2014-2015 and 2015-2016.
- Coordinated the programming of the 2015 Faculty-Trustee Retreat. The overall theme of this retreat was Diversity
- Oversaw the Chau-Mellon program. During this time, we hired two fellows that we later converted to tenure track hires (after I left the role of Diversity Officer).
- When I was chair of PACD, we started the tradition of having students meet with the College's Vice Presidents.
- I was the Academic Affairs representative on the College's Mellon-Mays grant, overseeing the academic side from grant writing to implementation of the Mellon-Mays program.

Principal Responsibilities as Research Dean/ Sponsored Research Officer:

- Supported faculty in submitting over thirty external research grants
- Oversaw grant and contracts management and compliance
- Organized three different workshops on grant writing, two having special emphasis on the humanities and social sciences
- Oversaw the faculty conference travel budget, faculty research budget, and the Summer Undergraduate Research Program budget
- Oversaw the budget for the laboratories of the physical and natural sciences
- Coordinated the College's lab and office space policies and allocation
- Chaired the College's Institutional Review Board (2016-2017)
- Chaired the College's Research Committee (2016-2017)
- Oversaw the implementation of the faculty summer stipends
- Worked with the Director of Sponsored Research to fund the Summer Undergraduate Research program using only restricted funds
- I was the Academic Affairs liaison to the College's Emergency Response Team.
- Member of the College Animal Welfare Committee, oversaw the AAALAC reaccreditation process

Other Responsibilities as Associate Dean:

- Presented new guidelines to Executive Staff on the College's Transportation Policy.
- Convene a group of Claremont faculty to organize and plan the initiative that resulted in the Fred and Susan Sontag Center for Collaborative Creativity (The Hive) This resulted in a gift of \$25 million gift.
- Represented Pomona College as the liaison to the Claremont College's Center for Religious Activities
- Consult with different College's departments on budget management
- Convener of a workshop on Design Thinking and the Liberal Arts (over 30 faculty members from more than 15 schools)
- Various Projects

Committees Chaired and Other Service (Highlights)

Tenure and Promotion Ad Hoc Committee

2017-2018

This was an ad-hoc committee composed of five faculty members, our charge was to review the College's tenure and promotion guidelines. We developed a plan to institute peer-review in promotion, and move into quantitative and qualitative electronic student evaluations.

Chair Executive Committee

2013-2014

I was Chair of the Executive Committee. My main responsibility was to advocate on behalf the faculty with the Dean of the College, the President, and Executive Staff. During this year (besides the day-to-day business of the College) we did the initial work that resulted from the COACHE survey that led to the Ad Hoc Committee on Promotion and Tenure, and the Task Force on Work-Life Balance. We also harmonized the class schedules of all Claremont Colleges. We also organized Faculty-Staff lunches. Finally, we defined the future of the Honnold-Mudd Library, and the role that each Claremont College would play in building a sustainable future for it.

Student Affairs Committee

2011-2014

We revised the College's alcohol policy, and we wrote the College's first Title IX Policy after the "Dear Colleague" letter.

Executive Committee and Division 3 Chair

2012-2013

The division chair in the Executive Committee advocates on behalf of the interests of the faculty. I was Divisional Chair for the Social Sciences and Physical Education. Among the highlights of my first year on the EC (besides the day-to-day business of the College) the things we did that will leave a lasting legacy on the College are: The Classroom Video and Recording Policy, the role of Liberal Arts Colleges in on-line teaching, and the work we did on updating and streamlining faculty committees.

Teaching and Learning Committee (Co-Chair)

2011-2012

During my time on the Teaching and Learning Committee we developed the first TLC Website and teaching blog. Also, we were the first TLC to have an Assessment Subcommittee embedded into it.

Assessment Committee (in preparation for WASC reaccreditation)

2010-2011

I was one of the three faculty members assigned to this committee, and our charge was to articulate how assessment fits within the liberal education model. This was the first concerted effort at Pomona to make assessment part of the institutional culture.

V. Service to the Department of Economics at Pomona College

Founding Mentor of the Pomona Economists Cohort

2017-2018

At Pomona we launched a new mentoring model in Economics. It is based on Berkeley's Matsui cohorts. I am the faculty advisor to the first Economics Cohort which is composed of six first-year students, and two second-year students (and whose sociodemographic background is underrepresented in Economics). We meet weekly as a group, and I meet

with them individually three or four times during the semester. Also, to the extent possible, we cluster the cohort within each econ core course.

Economics Colloquium Coordinator 2011-2013 and 2017-2018

Invite speakers, coordinate visits and manage the Colloquium budget.

Study Abroad, Coordinator 2006-2011

I oversaw the study abroad offerings for Economics majors, and approve curricular decisions related to the major. Together with the office of Study Abroad, I launched the first study abroad program focused in Economics.

VI. Service to the Economics Profession

Co-Editor, Hispanic Economic Outlook 2021-present

I am in charge of publishing articles related to Latinxs in the labor market. The HEO is the publication of the American Society of Hispanic Economists, and is published twice a year.

President, American Society of Hispanic Economists 2018-2021

I was elected president of the American Society of Hispanic Economists (ASHE, by majority vote). ASHE's goal is to highlight research by Latinx economists or research that highlights the economic condition of the Latinx community in the U.S. This is a national organization with over 300 members. I served as President Elect in 2018-2019, am serving as President in 2019-2020, and will serve as past-president 2020-2021.

Convener Economists' Workshop in the Liberal Arts 2015-2018

I convened a workshop for a group of economists from different Liberal Arts Colleges. We have convened every year since 2015, we share our efforts on making economics a more inclusive field. We believe that as members of Liberal Arts Colleges, we should be at the forefront of developing inclusivity and equity when teaching economics. Our first meeting was a full day workshop in February 2016 at Pomona College, with 22 economists attending from 15 different colleges. Our second meeting was a half day workshop at the AEA Annual Meeting in Chicago. At this second meeting eighteen economists from nine different colleges were in attendance. We met a third time, last week, for a full-day workshop in Philadelphia, with 32 economists from 18 colleges. The conversations in this group have resulted in the Randomized Control Trials on *Culturally Relevant Information* and on *Values Affirmation*.

Member, Committee on the Status of Minority Groups
American Economic Association 2011-2017

My responsibilities on the Committee included highlighting the research by economists from underrepresented groups by organizing sessions at the annual national Meetings of the American Economic Association (three times), or by curating the committee's website and mailing list. I was also the committee's liaison to the AEA Summer Program (an 8-

week intensive summer camp for undergraduate students thinking of pursuing graduate school in economics).

VII. Service to the Community

Council of Economic Advisors, Governor of California (co-chair) 2020-present

Coordinate and convene the activities and discussions in the Governor's Council of Economic Advisors. Our tasks include to advise the Governor on the State's annual budget, and how to create a more inclusive, progressive economy. We have identified three areas of further development: (1) the electronic infrastructure of the State (broadband, data management, and customer interface); (2) how to promote a friendlier business environment, particularly promoting deregulation; and, (3) the development and execution of worker training programs in the evolving economy. The committee is composed of nine economists, the State's Director of Finance, the State's Director of Go-Biz, and the Lieutenant Governor.

Inland Empire Economic Partnership 2020- present

The Inland Empire, which includes the counties of San Bernardino and Riverside, is among California's most economically vulnerable areas. In the IEEP we promote partnerships between government, business, and academia that promote the wellbeing of the region.

VIII. Peer Reviewed Publications

The Expanding Workweek? Understanding Trends in Long Work Hours Among U.S. Men, 1979-2005 (with Peter Kuhn) *Journal of Labor Economics* Vol 26(2) (April 2008) pp 311-344.

Language, High School Leadership and the Postsecondary Outcomes of Hispanic Students *Economics of Education Review* Vol 27(3) (June 2008) pp 342-353.

The Labor Supply of Immigrants in the United States: The Role of Changing Source Country Characteristics (with Mary J. Lopez) *American Economic Review* Vol 99(2) (May 2009) pp 35-40.

Understanding the Hours of Work of Immigrants in America *Review of Economics of the Household*, Vol 8 (1) (March 2010) pp 83-104

The Schedule's Flexibility of American Workers: Evidence from the FIFA World Cup *Economic Inquiry*, July 2011, 49(2), 512-529

Mexican Immigrants, the Labor Market Assimilation and the Current Population Survey: The Sensitivity of Results across Seeming Equivalent Surveys (with Todd Sorensen) *International Migration* 2015, 53(2), 250-262

Border Enforcement, Immigrant Selection and the Gender Wage Gap of Mexican Immigrants in the United States (with Mary Lopez), *Feminist Economics*, Vol 19(1) January 2013

On the Effectiveness of SB1070 in Arizona (with Catalina Amuedo-Dorantes) *Economic Inquiry* Vol 53(1) 2015, 335-351

Rank-order tournaments, probability of winning and investing in talent: Evidence from Champions League qualifying rules (with Colin Green and Rob Simmons) *NIESR Review Special Issue of Sports Economics* Vol 232 May 2015

Religious Workers' Density and the Racial Earnings Gap (with Jessica Shiwen Cheng '16) *American Economic Review* 106(5) 355-359, May 2016.

The Rise of Secularism and its Economic Consequences *IZA World of Labor* #384 September 2017.

Piecemeal Immigration Enforcement and Interstate Mobility: Evidence from Arizona (with Catalina Amuedo-Dorantes) *Journal of Economics, Race, and Policy* June 2019, Volume 2, Issue 1–2, pp. 109–120.

Does Simple Information Provision Lead to More Diverse Classrooms? Evidence from a Field Experiment on Undergraduate Economics (with Amanda Bayer and Syon Bhanot) *AEA Papers and Proceedings* Vol 109 pp 110-114, May 2019.

IX. Book Chapters and Other Invited Contributions

The Evolution of Intermarriage Among Hispanic Women *Hispanic Economic Outlook* Fall 2012 (with Maria Zhu '13) pp. 7-10.

Empirical Methods used by Economists in the Study of International Migration (with Michael D. Steinberger) (forthcoming in Carlos Vargas-Silva et al (2011) *Handbook of Research Methods in Migration* Edward Elgar Publishing Ltd

The Workweek of Hispanic Male Workers in the United States *Hispanic Economic Outlook* 2009 QIII pp. 6-7.

The Labor Market Effects of Immigration Reform (with Todd Sorensen) *Policy Matters* Winter 2010.

Book Review of *Public Policy and Immigrant Settlement* by Deborah Cobb-Clark and Siew-Ean Khoo *Journal of Population Research* Vol 24(2) 2007 pp. 254-256.

An Economist's Unpredicted Stops: How Two Postdoctoral Positions Framed Me as a Scholar *The Minority Report* Newsletter of the Committee on the Status of Minority Groups in the Economic Profession

Creativity and Innovation: Building Ecosystems to Support Risk Taking, Resiliency, and Collaboration (with Amanda Sabicer) *Liberal Education* American Association of Colleges and Universities (2016)

The Role of School, Peer and Student Characteristics in School Satisfaction in Madrid (with Michael Steinberger) in *El capital humano en la economía digital* in Papeles de Economía Española, N.º 166 FUNCAS January 2021 (in Spanish)

Food Prevalence among Hispanics during the COVID Pandemic (with Emilio Pantoja PI '24) forthcoming *Hispanic Economic Outlook*.

Creating an Anti-Racist Pedagogy in Principles of Microeconomics (with Mary Lopez) forthcoming on Phil Ruder and Mark Maier *Teaching Principles of Microeconomics* Elgar Publishers

X. Fellowships and Grants

Research Grant, UC MEXUS (2008) “*Mexican immigration to the United States: Impacts on natives, impacts on immigrants*” Co-PI with Todd Sorensen (\$15,000)

Research Grant, UC MEXUS Small Grant Competition (2008) "*Seasonal discrepancies in the Current Population Survey, assimilation and cyclical patterns of Mexican migration*" Co-PI with Todd Sorensen (\$2,500)

Research Grant, Association for Institutional Research- National Postsecondary Education Cooperative -National Science Foundation (2004-2005) “*High School Leadership Skills Language Proficiency and the Educational Attainment of Hispanic Students*” Principal Investigator (\$15,000)

Research Grant, UC Linguistic Minority Research Institute (2003-2004) “*High School Leadership Activities and the Earnings of Mexican-American Adults: Evidence from Three Decades*” Co-PI, with Peter Kuhn and Catherine Weinberger (\$15,000)

UCSB Dissertation Preparation Proposal Fellowship (2002) “*High School Leadership Skills, Language Proficiency and the Educational Attainment of Hispanic Students*” (\$2,500)

XI. Awards and Honors

Claremont Colleges Prize for Diversity and Inclusion, Mentoring	2017
Wig Distinguished Professor, Pomona College	2008
Outstanding TA Award, Department of Economics UCSB	2002
Keith Griffith Memorial Award, Department of Economics UCSB	2000

XII. Teaching

Pomona College

- ID 1 Freshman Seminar Immigration Economics
- ID 1 Freshman Seminar Cities
- ID 1 Freshman Seminar Poverty in America
- ID 1 Freshman Seminar World Football- The Economics of the Beautiful Game
- ID 1 Freshman Seminar Magnificent Cities
- Economics 52 Principles of Microeconomics
- Economics 57 Economic Statistics
- Economics 59 Empirical Methods in Economics
- Economics 102 Intermediate Microeconomics
- Economics 115 Immigration Economics
- Economics 116 Race in the U.S. Economy
- Economics 124 Economics of Latin America
- Economics 153 Urban and Regional Economics
- Economics 162 Advanced Microeconomics

Duke University

Economics 296 Research Seminar (Graduate level)

Economics 205 Microeconomics I (Graduate level)

\ UC Santa Barbara

Economics 194SA Applied Economics (Microeconomics and Game Theory)