

Department of Economics
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EMPLOYMENT & AFFILIATIONS

2020- Assistant Professor, Department of Economics, McGill University
2022- Research Affiliate, Institute for the Study of Labor (IZA)
2020- Research Affiliate, Department of Economics, Duke University

EDUCATION

2019 Ph.D. in Economics, University of Maryland, College Park
2012 M.P.P., University of Maryland, College Park
2011 B.A. in Economics, University of Maryland, College Park

RESEARCH FIELDS

Primary: Labor Economics
Secondary: Applied Econometrics, Economics of Education

PUBLISHED & FORTHCOMING PAPERS

“Differences in On-the-Job Learning Across Firms” (with Jaime Arellano-Bover), 2025, *Forthcoming, Journal of Labor Economics*
“Multidimensional Skills and Gender Differences in STEM Majors”, 2023, *The Economic Journal*, 133(651), 1217-1247.
“Voting for Democracy: Chile’s Plebiscito and the Electoral Participation of a Generation” (with Ethan Kaplan, Sergio Urzúa), 2023, *American Economic Journal: Economic Policy*, 15(3), 438-464
“Dynamic Treatment Effects of Job Training” (with Jorge Rodríguez and Sergio Urzúa), *Journal of Applied Econometrics*, 2022, Vol. 37, Issue 2. Pages 242–269
“Does an Increasing Minimum Wage Reduce Formal Sector Employment? Evidence from Brazil” (with Sergio Urzúa), *Economic Development and Cultural Change*, 2022, vol. 70, No. 4.
“Working from Home in Developing Countries” (with Charles Gottlieb, Jan Grobovsek and Markus Poschke), *European Economic Review*, Vol. 133, April 2021.
“Gritting it Out: The Importance of Non-Cognitive Skills in Academic Mismatch”, *Economics of Education Review*, 2020, vol 78.
“Should I Stay or Should I Go? Career Choices for Young Workers in Latin America” (with Graciana Rucci and Sergio Urzúa), *Economic Inquiry*, 2020, vol. 58, No. 3, pages 1430–1449.

WORKING PAPERS

“Business Cycles and Police Hires” (with Cody Tuttle). *Revised and resubmitted, Journal of Human Resources*
“Heterogeneous Returns to Apprenticeships: Evidence from Canada” (with Mahmut Ablay)
“The Impact of Grants on College Savings Accounts” (with Laetitia Renee and William Arbour)

WORKS IN PROGRESS

- “Grade Retention and Multidimensional Skill Development in Young Children” (with Miguel Sarzosa)
- “The Economic Returns to Creativity” (with Uta Bolt)
- “Preschool Interventions and Parental Investment in the Skill Formation Process”

OTHER PUBLICATIONS

- “Lockdown Accounting” (with Charles Gottlieb, Jan Grobovsek and Markus Poschke), *B.E. Journal of Macroeconomics*, 2022. Volume 22, Issue 1.
- “Fast-Track to Success: Evidence on the Returns to Vocational Education in Switzerland”, *Annals of Economics and Statistics*, 2021, No. 142, pages 5–44
- “Who Can Work from Home in Developing Countries?” *Covid Economics*, vol. 7, pages 104–118, 2020
- “Working from home: Implications for developing countries” (with Charles Gottlieb, Jan Grobovsek and Markus Poschke) in *COVID-19 in Developing Economies*, 2020
- “Chapter 2: Cognitive and Socio-Emotional Abilities” (with Miguel Sarzosa and Sergio Urzúa), *Handbook of Contemporary Education Economics*, 2018

PROFESSIONAL SERVICE

Referee for: *American Economic Journal: Applied Economics*, *Annals of Economics and Statistics*, *B.E. Journal of Economic Analysis and Policy*, *Canadian Journal of Economics*, *Economía*, *Economics of Education Review*, *Economic Journal*, *FONDECYT (Chile)*, *IMF Economic Review*, *IZA World of Labor*, *Journal of Development Economics*, *Journal of Economic Inequality*, *Journal of the European Economic Association*, *Journal of Human Capital*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Policy Analysis and Management*, *Journal of Political Economy*, *Journal of Political Economy Microeconomics*, *Journal of Public Economics*, *Labour Economics*, *LABOUR*, *World Bank Economic Review*

Associate Editor: *Economía*, *the Journal of LACEA*. 2020-

Research Affiliate, *MONT*² — Montreal x Montevideo Econ Lab

Co-Organizer: Markets with Frictions Conference: 2022, 2023, 2025

Co-Organizer: RIDGE Virtual Forum: LACEA Labor Network 2021

Co-Organizer: Boston College / McGill Labour Seminar Series 2020-2022

Co-Organizer: McGill Economics Seminar Series, 2023-2025

Co-Organizer: McGill Centre on Population Dynamics Seminar Series, 2023-2025

Department of Economics' Equity, Diversity, and Inclusion (EDI) Officer, 2023-2025

Faculty of Arts' Equity, Diversity, and Inclusion (EDI) Group Member, 2023-2025

Scientific Committee: 41st meeting of the Brazilian Econometric Society, 2021

INVITED CONFERENCE & SEMINAR PRESENTATIONS

2024-25	University of Maryland (scheduled), APPAM 2025 (scheduled), Universidad de Buenos Aires, Development Bank of Latin America and the Caribbean (CAF), Canadian Labour Economics Forum (CLEF)
2023	University of Toronto, NBER Summer Institute, Barcelona Summer Institute, RIDGE Conference: Labor Economics, LACEA Impact Evaluation Network, University of Western Ontario, SOLE Conference 2023, Université de Sherbrooke
2022	SOLE Conference 2022, Canadian Economics Association 2022, University of Oklahoma, England-Clark Conference, McGill CIREQ Lunch, IAAE Conference, Universidad Nacional de la Plata, Universidad de la República, Université de Montréal
2021	NBER Conference Wage Dynamics in the 21 st Century , Université Laval, Queen's University, Einaudi Institute for Economics and Finance, IZA Junior/Senior Symposium, LACEA-LAMES Annual Meeting, EALE Conference 2021, RED-Nie, SEHO 2021, Canadian Economics Association Conference 2021, Econometric Society 2021 North American Summer Meeting, 2021 IAAE Annual Conference
2020	Vanderbilt University, NEUDC 2020, APPAM 2020, Winter Econometric Society, PacDev 2020, Southeastern Micro Labor Workshop, Duke University (Labor Lunch, IPHD)
2019	McGill University, Duke University, PUC-Rio, PUC-Chile, PUC-Chile Business, Universidad de los Andes (Chile), Universitat Autònoma Barcelona, University of Delaware, Banco de Mexico, SOLE Conference, RIDGE-Labour Conference, Society for Economic Dynamics 2019, SEA 2019, Development Studies Workshop (discussant)
Pre-2019	World Bank Gender Innovation Lab, IZA/CREST/OECD Conference on Labor Market Policy Evaluation, LACEA Labor Network 2017, LACEA-LAMES 2017 Annual Meeting, Inter-American Development Bank, LACEA-LAMES 2016 Annual Meeting, LACEA Labor Network 2016 (discussant), Development Bank of Latin America

FELLOWSHIPS & AWARDS

2024	Excellence in Refereeing, <i>Journal of Human Resources</i>
2022-2024	SSHRC Canada Insight Development Grant (PI, \$53,460)
2022-2026	FRQSC Research Team Support Program (Co-Investigator, \$240,000)
2021	Upjohn Institute Early Career Research Award
2020-2023	McGill University Start-Up Grant

TEACHING EXPERIENCE

McGill	Labour Economics (Ph.D. Course, <i>Fall 2022, 2023, 2024</i>) Labour Economics (Master's, <i>Winter 2021, 2022</i>) Advanced Cross-Sectional Methods (Master's, <i>Winter 2023, 2024</i>) Intermediate Microeconomics (Undergraduate, <i>Winter 2021, 2022, 2023, 2024, 2025</i>)
Duke	Economics of Human Capital (Master's, <i>Spring 2020</i>)
Maryland	Promoting Achievement and Diversity in Economics (Graduate Assistant, <i>2017-2019</i>) Economic Development of Underdeveloped Areas (undergraduate, <i>2016-2017</i>)

STUDENT ADVISING (INITIAL PLACEMENT IN PARENTHESES)

PhD Advisor	Laëtitia Renée, co-advisor (2022; Université de Montréal) Mahmut Ablay, co-advisor (2025; Central Bank of the Republic of Turkey) Olivier Gagnon, co-advisor (expected 2026) Jerome Lariviere, co-advisor (expected 2027) Jacob Hazen, co-advisor (expected 2028) Brennan McLachlan, co-advisor (expected 2028)
PhD Committee	Jean-Louis Barnwell (2022; Analysis Group)
MA Thesis	Hamza Ali (2023); Ruixu Zhang (2023); Wenying Deng (2023); Ceci Steyn (2022); Matthieu Torchia (2022); Brittany Ou (2022); Haoxue Zhao (2022); Hassan Hilmi (2021); Yihong Liu (2020; USCB Economics Ph.D.)

RESEARCH AND RELEVANT WORK EXPERIENCE

2019-2020	Postdoctoral Associate, Department of Economics, Duke University
2016-2018	Summer Consultant, Labor Markets Division, Inter-American Development Bank
2015-2016	Research Assistant, Prof. Sergio Urzúa and Melissa Kearney, University of Maryland
2012-2014	Senior Research Assistant, Brookings Institution

LANGUAGES

Spanish (native), English (native), French (advanced).