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EMPLOYMENT HISTORY

2024- Distinguished Professor, Public Policy and Economics, UCLA
2023-24 Professor, Public Policy and Economics, UCLA
2007-23 Professor, Economics, UCSC
2021-23 Visiting Scholar, Stanford University
2016-17 Visiting Scholar, Stanford University
2011 Visiting Fellow, University of California, Berkeley
2007-08 Visiting Fellow, Australian National University
2003 Visiting Fellow, Yale University
2000-07 Associate Professor, Economics, UCSC
1994-00 Assistant Professor, Economics, UCSC
1987-89 Research Assistant, Lewin/ICF

University of California Positions

2025- California Policy Lab, Faculty Advisory Committee
2023- Faculty Affiliate, California Center for Population Research, UCLA
2023- Faculty Advisory Committee, Chicano Research Studies Center, UCLA
2023-26 Chair, Public Policy Department, UCLA
2023-26 Faculty Council, UC Sacramento Center, UCLA Representative
2023-24 UC Network of Appointed Public Policy Leaders
2023 Director, Institute for Social Sciences
2020-25 California Policy Lab, Affiliated Researcher
2020-23 Faculty Council, UC Sacramento Center, UCSC Representative
2018-23 Executive Board, Institute for Social Transformation
2018 Co-leader Academic Priority Area, University's Strategic Academic Plan
2018 Director of M.S. Program in Applied Economics and Finance
2015-17 Governing Board, Center for Innovation and Entrepreneurial Development
2013-16 Chair, Economics Department
2013 Director, Ph.D. Program in Economics
2000-10 Director, M.S. Program in Applied Economics and Finance

EDUCATION

1994 Northwestern University, Ph.D. in Economics
1993 Northwestern University, M.A. in Economics
1987 Stanford University, B.A. in Economics, with honors

SCIENTIFIC MEMBERSHIPS

National Bureau of Economic Research (NBER), Research Associate, Education Program, and
Productivity, Innovation, and Entrepreneurship Program
J-PAL, Affiliated Professor

CITATIONS/RANKINGS

Google Scholar Citations 26,697, h-index=70

AWARDS

2022 Bradford-Osbourne Research Award for the best paper published in any peer-reviewed journal in 2021 on diversity in entrepreneurship

- 2021 Bradford-Osbourne Research Award for the best paper published in any peer-reviewed journal in 2020 on diversity in entrepreneurship
- 2014 California Assembly and Senate Joint Resolution #1066 from Assembly member Luis A. Alejo and Senator William W. Monning
- 2010 Choice Outstanding Academic Title Award for *Race and Entrepreneurial Success: Black-, Asian-, and White-Owned Businesses in the United States*, MIT Press
- 1995 Dissertation Award Finalist, W.E. Upjohn Institute for Employment Research
- 1991-94 National Science Foundation Research Fellowship, Northwestern University
- 1989-90 University Fellowship, Northwestern University
- 1987 Anna Laura Myers Award for Honors Thesis, Stanford University

CONGRESSIONAL TESTIMONY

- 2022 U.S. House of Representatives, Committee on Small Business, "The \$800 billion Paycheck Protection Program and the Impacts of COVID-19 on Small Businesses in the United States"
- 2021 U.S. House of Representatives, Committee on Small Business, "The State of the Small Business Economy in the Pandemic"
- 2011 U.S. Senate, Committee on Small Business and Entrepreneurship, "Closing the Gap: Exploring Minority Access to Capital and Contracting Opportunities"
- 2010 U.S. Senate, Committee on Small Business and Entrepreneurship, "Assessing Access: Obstacles and Opportunities for Minority Small Business Owners in Today's Capital Markets"
- 2010 U.S. House of Representatives, Briefing, "The Troubling Reality of Capital Limitations Faced by Minority Firms"
- 2005 U.S. House of Representatives, Briefing, "Access to Technology in the United States"

GRANTS

- 2026- Kauffman Foundation "Early-Stage Entrepreneurship Indicators Research Project" \$450,000
- 2025- J-PAL "The Long-Term Impact of Small Business Training for Low-Income Black Women" (Co-PI) \$100,000
- 2025-26 Kauffman Foundation, "Early-Stage Entrepreneurship Indicators Research Project" \$135,000
- 2024-25 Walton Family Foundation "Entrepreneurship Measures and Disparities" \$100,000
- 2024-25 Kauffman Foundation "Regional Disparities in Entrepreneurship" \$60,000
- 2023-25 J-PAL North America's Social Policy Research Initiative (SPRI) "The Impact of Small Business Training for Low-Income Black Women" (Co-PI) \$100,000
- 2023-25 Arnold Ventures "The Impacts of Parent PLUS Access on Postsecondary Enrollment and Financial Health" (Co-PI) \$288,501
- 2022-25 Spencer Foundation, "The Credit Consequences of College Attendance" (Co-PI) \$248,961
- 2022 National Academies/National Science Foundation "Impacts of COVID on Racial Inequality"
- 2021-25 University of California's Multicampus Research Programs and Initiatives (MRPI), "California Policy Lab: Data-Driven Solutions to California's Most Complex Issues" (Co-PI) \$3,233,696
- 2021-22 U.S. Small Business Administration, "The Impacts of COVID-19 on Racial Disparities in Small Business Earnings" \$58,000
- 2021 World Bank, "EdTech in China" (Co-PI) \$75,000
- 2021-24 Kauffman Foundation, "Early-Stage Entrepreneurship Indicators" \$175,000

2019-21 Stanford University Rural Education Action Program, "EdTech in China" \$108,000

2018-21 Kauffman Foundation, "Indicators of Entrepreneurship" \$200,000

2017-18 National Bureau of Economic Research "Job Creation among U.S. Entrepreneurs: Evidence from the Universe of Startups in the ILBD/LBD Data"

2014-18 Chicano Latino Research Center Grant

2016-17 U.S. Small Business Administration, "Latino Business Ownership: Contributions and Barriers for U.S. Born and Immigrant Latino Entrepreneurs"

2015-17 Kauffman Foundation, "Kauffman Index: Startup Activity and Main Street Entrepreneurship," Annual Award

2015-16 Association for Enterprise Opportunity and Kellogg Foundation, "U.S. Born and Immigrant Black Business in America "

2004-14 Kauffman Foundation, "Entrepreneurship in the United States - the Kauffman Index of Entrepreneurial Activity," Annual Award

2012-13 U.S. Small Business Administration, "Crossing the Employer Threshold: Evidence on the Determinants of Firms Hiring their First Employee from the Kauffman Firm Survey and the GATE Experiment"

2012 New American Economy Research Fund, "The Economic Contributions of Immigrant Entrepreneurs and Small Business Owners"

2010-11 U.S. Small Business Administration, "Access to Capital among Immigrant Entrepreneurs and Small Business Owners"

2010-11 RAND/Kauffman Center for Entrepreneurship and Policy, "Economic Conditions, the Housing Market, and Entrepreneurship."

2010-11 UC MEXUS, "The Effects of Home Computers on the Educational Outcomes of Low-Income Latino Children: A Proposal for a Randomized Field Experiment in California."

2011 The Networks, Electronic Commerce and Telecommunications ("NET") Institute, New York University, " The Effects of Home Computers on the Educational Outcomes of Low-Income Children: A Randomized-Control Trial in California," (with Jonathan Robinson).

2009 Minority Business Development Agency, U.S. Department of Commerce, "Capital Access among Minority-Owned Businesses"

2008-11 ZeroDivide Foundation, "The Effects of Home Computers on Educational Outcomes for Teenagers." (with Jonathan Robinson)

2008-09 UCACCORD, "Does Improving Access to Computers Help Community College Students on Financial Aid: Evidence from a Field Experiment in Rural Northern California."

2008 The Networks, Electronic Commerce and Telecommunications ("NET") Institute, New York University, "High-Technology Entrepreneurship in Silicon Valley."

2007-08 U.S. Small Business Administration, "Immigrant Entrepreneurship: Estimating the Contribution of Immigrant Entrepreneurs using Census and Matched Current Population Survey Data."

2007 Ford Foundation and National Economic Development and Law Center, "Affirmative Action Programs and Self Employment Rates among Minorities and Women," (with Justin Marion).

2007-08 Kauffman/RAND Center for Entrepreneurship and Public Policy, "Health Insurance and Entrepreneurship," (with Kanika Kapur and Susan Gates) \$140,000.

2007-08 New York City Economic Development Corporation, "Community Development Finance Study." (with Lisa Servon, Greg Stanton, Jason Friedman, and Blaise Rastello), \$250,000.

2006-09 Kauffman Foundation, "Mexican-American and Immigrant Entrepreneurship," (with Chris Woodruff) \$96,000.

- 2006 The Networks, Electronic Commerce and Telecommunications ("NET") Institute, New York University, "ICT Use in the Developing World: Implications of the Global Digital Divide," (with Menzie Chinn).
- 2005-06 U.S. Small Business Administration, "Entrepreneurship in Silicon Valley during the Boom and Bust."
- 2004-06 Russell Sage Foundation and Kauffman Foundation, "Race, Families and Success in Small Business: A Comparison of African American-, Asian-, and White-Owned Businesses" (with Alicia Robb).
- 2004-05 U.S. Small Business Administration, "Minority Entrepreneurship."
- 2003-04 U.S. Small Business Administration, "Technology, Entrepreneurship, and Firm Size Dynamics: A Cross-Industry Analysis of Access to Technology and Business Startups."
- 2004-06 Community Technology Foundation of California, "Immigrant Youth and the Digital Divide in California," Co-Principal Investigator (with Rebecca London), \$110,000.
- 2004-05 U.S. Department of Labor, "The Dynamics of Health Insurance Coverage: Factors Correlated with Insurance Gain and Loss among Adults."
- 2004-05 Employment Policies Institute, "An Analysis of the Dynamics of Health Insurance Coverage and Implications for Employer-Mandated Insurance."
- 2003-06 W.T. Grant Foundation, "Race, Youth, and the Digital Divide: A Research and Policy Initiative," Co-Principal Investigator (with Manuel Pastor), \$250,000.
- 2003 University of California, Latino Policy Institute, "Latinos and the Digital Divide."
- 2001-03 Russell Sage Foundation, "Family Resources, Race, and Small Business Outcomes."
- 2001-02 Institute for Labor and Employment, University of California, "Self-Employment and Economic Advancement among Disadvantaged Minorities."
- 2001-02 University of California Institute for Mexico and the United States, "Latino Flight from Public Schools to Private Schools."
- 2000-01 U.S. Small Business Administration, "Earnings Growth among Disadvantaged Business Owners."
- 2000-01 Spencer Foundation, "Race, Socioeconomic Status, and Flight from Public Schools into Private Schools."
- 1998-00 National Science Foundation, "Drug Dealing, Incarceration, and Self-Employment."
- 1997-01 Public Policy Institute of California, "Immigrants, Natives and the Choice Between Public and Private Schools," Co-Principal Investigator (with Julian R. Betts).
- 1995-96 U.S. Department of Labor, Office of the Assistant Secretary for Policy, "Worker Adjustments to Job Loss: Evidence from the NLSY," (with Lori G. Kletzer).

ACADEMIC PUBLICATIONS

Books

- 2026 *The Fall and Rise of Small Businesses: Race, Government Aid, and Growth after the Pandemics*, Cambridge: MIT Press.
- 2023 *The Promise and Peril of Entrepreneurship: Job Creation and Survival among the Universe of Startups in the United States*, (with Zach Kroff, Javier Miranda and Nick Zolas), Cambridge: MIT Press.
- 2008 *Race and Entrepreneurial Success: Black-, Asian-, and White-Owned Businesses in the United States*, (with Alicia Robb), Cambridge: MIT Press.
- 1996 *Ethnic and Racial Entrepreneurship: A Study of Historical and Contemporary Differences*, New York: Garland Publishing.

Selected Articles in Professional Journals

- 2026 "Affirmative Action, Faculty Productivity, and Caste Interactions: Evidence from Engineering Colleges in India" (with Saurabh Khanna, Prashant Loyalka and Gagandeep Sachdeva) *Journal of Political Economy Microeconomics* (forthcoming)
- 2026 "A Tale of Two Startups: The Loss and Gain of Startups in the U.S. Economy in the Pandemic" (with Frank Fossen and Ke Lyu) *Small Business Economics*, 66, 1665-1672.
- 2025 "English Language Skills and Reducing Poverty in India: A Field Experiment with Job Training" (with Prashant Loyalka, Dinsha Mistree, and Saurabh Khanna) *Economic Development and Cultural Change*, 73(4): 2131-2156.
- 2024 "The Impacts of COVID-19 on Racial Inequality in Business Earnings" *Journal of Policy Analysis and Management*, 43(1): 258–288.
- 2024 "Isolating the “Tech” in EdTech: Experimental Evidence on Computer Assisted Learning in China" (with Ma Yue, Prashant Loyalka, Scott Rozelle) *Economic Development and Cultural Change*, 72(4): 1923-1962.
- 2024 “Generalizable evidence that computer assisted learning improves student learning: A systematic review of education technology in China” (with Cody Abbey, Yue Ma, Muizz Akhtar, Dorien Emmers, Ning Fu, Hannah Faith Johnstone, Prashant Loyalka, Scott Rozelle, Hao Xue, and Xinwu Zhang), *Computers and Education Open*, 6: 1-26.
- 2023 "Evaluating Entrepreneurship Training: How Important are Random Experiments for Estimating Impacts?" *Journal of Economics and Management Strategy*, 32(3): 467-669.
- 2021 "Parental Income and College Outcomes: Evidence from Lottery Wins" (with George Bulman, Sarena Goodman, Adam Isen), *American Economic Review*, 111(4), 1201-40.
- 2022 "Black and White: Access to Capital among Minority-Owned Startups," (with Alicia Robb and David Robinson) *Management Science*, 68(4): 2377-2400 (Lead Article and 2022 Bradford-Osbourne Award).
- 2023 "Racial Disparities in Unemployment during the COVID-19 Pandemic and Recovery: The “Stubborn,” the “Hiccup,” and the “Stall” (with Ken Couch, and Huanan Xu), *Economic Inquiry*, 61(3): 473-765. (Lead Article)
- 2023 "Diminishing Marginal Returns to Computer-Assisted Learning" (with Eric Bettinger, Anastasia Kapuza, Elena Kardanova, Prashant Loyalka, and Andrey Zakharov), *Journal of Policy Analysis and Management*, 42(2): 552–570.
- 2023 "Education and EdTech during COVID-19: Evidence from a Large-Scale Survey during School Closures in China" (with Cody Abby, Prashant Loyalka, Scott Rozelle, Ma Yue, and others), *Comparative Education Review (University of Chicago Press)*, 67(1): 53-77.
- 2023 "Were Small Businesses More Likely to Permanently Close in the Pandemic?" (with Frank Fossen, Reid Johnsen, and Gentian Droboniku) *Small Business Economics*, 60: 1613–1629.

- 2022 The 2021 Paycheck Protection Program Reboot: Loan Disbursement to Employer and Nonemployer Businesses in Minority Communities," (with Frank Fossen), *American Economic Review, Papers and Proceedings*, 112: 287–291.
- 2022 "The Evolving Impacts of the COVID-19 Pandemic on Gender Inequality in the U.S. Labor Market: the COVID Motherhood Penalty" (with Ken Couch and Huanan Xu), *Economic Inquiry*, 60(2): 485–507. (Best Article of 2022 in *Economic Inquiry* Award)
- 2022 "The Impact of COVID-19 on Community College Enrollment and Student Success: Evidence from California Administrative Data" (with George Bulman), *Education Finance and Policy*, 17(4): 745–764.
- 2022 "The Early Impacts of the COVID-19 Pandemic on Business Sales" (with Frank Fossen), *Small Business Economics* 58(4): 1853-1864.
- 2022 "Did the Paycheck Protection Program and Economic Injury Disaster Loan Program get disbursed to minority communities in the early stages of COVID-19?" (with Frank Fossen), *Small Business Economics* 58(2): 829-842.
- 2021 "The Effect of Course Scarcity on Community College Students: Evidence from Waitlist Cutoffs," (with Silvia Robles and Max Gross), *Journal of Public Economics*, 199: 1-15.
- 2021 "Minority Student and Teaching Assistant Interactions in STEM" (with Dan Oliver, Glenn Millhauser, and Randa Roland) *Economics of Education Review*, 83: 1-13.
- 2021 "Automated Enforcement of Irrigation Regulations and Social Pressure for Water Conservation" (with Jeremy West, Bryan Pratt, Liam Rose) *Journal of the Association of Environmental and Resource Economists*, 8(6): 1179–1207.
- 2021 "Instructional Interventions for Improving COVID-19 Knowledge, Attitudes, Behaviors Evidence from a Large-Scale RCT in India" (with Prashant Loyalka and Dinsha Mistree) *Social Science & Medicine*, 276: 1-6.
- 2020 "Early Evidence of the Impacts of COVID-19 on Minority Unemployment" (with Ken Couch and Huanan Xu), *Journal of Public Economics*, 192, December (Lead Article).
- 2020 "The Impact of COVID-19 on Small Business Owners: The First Three Months after Social-Distancing Restrictions" *Journal of Economics and Management Strategy*, 29(4): 727-740 (Lead Article and 2021 Bradford-Osbourne Award).
- 2020 "Schooling and COVID-19: Lessons from Recent Research on EdTech" (with Prashant Loyalka) *Nature: Science of Learning*, 5(1).
- 2020 "The Effects of Male Peers on the Educational Outcomes of Female College Students in STEM: Experimental Evidence from Partnerships in Chemistry Courses" (with Glenn Millhauser, Dan Oliver, Randa Roland) *PLOS One*, 10.1371: 1-13.
- 2021 "Defining Opportunity versus Necessity Entrepreneurship: Two Components of Business Creation" (with Frank Fossen) *Research in Labor Economics*, 48: 253-289.

- 2019 "Measuring Job Creation, Growth, and Survival among the Universe of Start-ups in the United States Using a Combined Start-up Panel Data Set" (with Javier Miranda and Nikolas Zolas), *ILR Review*, 72(5): 1262–1277.
- 2018 "The Effects of Computers and Acquired Skills on Earnings, Employment and College Enrollment: Evidence from a Field Experiment and California UI Earnings Records" (with Peter Bahr), *Economics of Education Review*, 63: 51-63.
- 2018 "Racial Inequality in Business Ownership and Income" *Oxford Review of Economic Policy*, 34(4): 597–614.
- 2018 "Racial Differences in Labor Market Transitions and the Great Recession" (with Ken Couch and Huanan Xu), *Research in Labor Economics*, 46: 1-53. (Lead Article).
- 2017 "Taking the Leap: The Determinants of Entrepreneurs Hiring their First Employee" (with Javier Miranda), *Journal of Economics and Management Strategy*, 26(1): 3–34. (Lead Article).
- 2017 "The Effects of Computers on Children’s Social Development and School Participation: Evidence from a Randomized Control Experiment," (with Ariel Kalil), *Economics of Education Review*, 57: 10-19.
- 2016 "Job-Lock: Evidence from a Regression Discontinuity Design" (with Susan Gates and Kanika Kapur) *Industrial Relations*, 55(1): 92–121.
- 2015 "Behind the GATE Experiment: Evidence on Effects of and Rationales for Subsidized Entrepreneurship Training" (with Dean Karlan and Jonathan Zinman), *American Economic Journal: Economic Policy*, 7(2): 125-61.
- 2015 "Do Boys and Girls Use Computers Differently, and Does It Contribute to Why Boys do Worse in School Than Girls?" *B.E. Journal of Economic Analysis & Policy*, 94: 1-38.
- 2014 "Access to Technology and the Transfer Function of Community Colleges: Evidence from a Field Experiment," (with Samantha Grunberg), *Economic Inquiry*, 52(3): 1040–1059.
- 2014 "A Community College Instructor like Me: Race and Ethnicity Interactions in the Classroom," (with Florian Hoffman and Phil Oreopoulos), *American Economic Review*. 104(8): 2567-2591.
- 2014 "The Impact of City Contracting Set-Asides on Black Self-Employment and Employment," (with Ronnie Chatterji and Kenneth Y. Chay). *Journal of Labor Economics*, 32(3): 507-561.
- 2013 "Experimental Evidence on the Effects of Home Computers on Academic Achievement among Schoolchildren" (with Jon Robinson), *American Economic Journal: Applied Economics*, 5(3): 211-240.

- 2013 "Entrepreneurship, Economic Conditions, and the Great Recession," *Journal of Economics and Management Strategy*, 22(2): 207-231. (Lead Article).
- 2013 "High-Technology Entrepreneurship in Silicon Valley," (with Aaron Chatterji), *Journal of Economics and Management Strategy*, 22(2): 365-389.
- 2012 "The Effects of Home Computers on Educational Outcomes: Evidence from a Field Experiment with Community College Students," (with Rebecca London), *The Economic Journal*, 122(561): 727-753.
- 2012 "Academic Achievement, Technology and Race: Experimental Evidence," *Economics of Education Review*, 31(5): 663-679.
- 2012 "Liquidity Constraints, Household Wealth, and Entrepreneurship Revisited," (with Harry Krashinsky), *Review of Income and Wealth*, 58(2): 279-306.
- 2012 "Little Effect of Insurance Status or Socioeconomic Condition on Disparities in Minority Appendicitis Perforation Rates," (with Edward Livingston), *Journal of the American Medical Association (JAMA): Surgery*, 147(1): 11-17.
- 2012 "Indian Entrepreneurial Success in the United States, Canada and the United Kingdom" (with Harry Krashinsky, Julie Zissimopoulos and Krishna Kumar), *Research in Labor Economics*, 36: 285-314.
- 2012 "Affirmative Action Programs and Business Ownership among Minorities and Women," (with Justin Marion), *Small Business Economics*, 39(2): 319-339.
- 2012 "Entrepreneurship Training, Risk Aversion and Other Personality Traits: Evidence from a Random Experiment" (with William Holleran), *Journal of Economic Psychology*, 33, 366-378.
- 2011 "Is Employer-Based Health Insurance a Barrier to Entrepreneurship?," (with Kanika Kapur and Susan Gates), *Journal of Health Economics*, 30(1): 146-162.
- 2010 "Mexican-American Entrepreneurship," (with Chris Woodruff), *B.E. Journal of Economic Analysis & Policy*, 10(1): 1-42, Article 10.
- 2010 "Last Hired, First Fired? Black-White Unemployment and the Business Cycle," (with Ken Couch), *Demography*, 47(1): 227-247.
- 2010 "ICT Use in the Developing World: An Analysis of Differences in Computer and Internet Penetration," (with Menzie Chinn), *Review of International Economics*, 18(1): 153-167.
- 2010 "Home Computers and Educational Outcomes: Evidence from the NLSY97 and CPS" (with Daniel Beltran and Kuntal Das), *Economic Inquiry*, 48(3): 771-792.
- 2010 "The Five Gaps Facing Small and Microbusiness Owners: Evidence from New York City," *Economic Development Quarterly* (with Lisa Servon, Blaise Rastello and Amber Seely), 24(2): 126-142.

- 2009 "Race, Ethnicity and the Dynamics of Health Insurance Coverage," (with Rebecca London), *Research in Labor Economics*, 29: 335-373.
Outstanding Author Contribution 2010, Emerald Publishing Winner
- 2009 "Gender Differences in Business Performance: Evidence from the Characteristics of Business Owners Survey," (with Alicia Robb), *Small Business Economics*, 33(4): 375-395.
- 2009 "Determinants of Business Success: An Examination of Asian-Owned Businesses in the United States," (with Alicia Robb), *Journal of Population Economics*, 22(4): 827-858
- 2009 "Who Is at Risk of Losing and Gaining Health Insurance?," *Industrial Relations*, (with Rebecca A. London), 48(2): 287-310.
- 2009 "Can the "One-Drop Rule" Tell Us Anything about Racial Discrimination? New Evidence from the Multiple Race Question on the 2000 Census." *Labour Economics*, 16 (4): 451-460.
- 2007 "Why are Black-Owned Businesses Less Successful than White-Owned Businesses: The Role of Families, Inheritances, and Business Human Capital," (with Alicia Robb), *Journal of Labor Economics*, 25(2): 289-323.
- 2007 "Families, Human Capital, and Small Business: Evidence from the Characteristics of Business Owners Survey," (with Alicia Robb), *ILR Review*, 60(2): 225-245.
Emerald Citations of Excellence Award Winner
- 2007 "The Determinants of the Global Digital Divide: A Cross-Country Analysis of Computer and Internet Penetration," (with Menzie Chinn), *Oxford Economic Papers*, 59(1): 16-44.
- 2007 "Access to Financial Capital among U.S Businesses: The Case of African-American Firms," (with Alicia Robb), *The Annals of the American Academy of Political and Social Science*, 613: 47-72.
- 2006 "The Personal Computer and Entrepreneurship," *Management Science*, 52 (2): 187-203.
- 2005 "Self-Employment, Entrepreneurship and the National Longitudinal Survey of Youth," *Monthly Labor Review, Special Issue Commemorating the 25th Anniversary of the NLSY79*, 128(2): 40-47.
- 2005 "An Extension of the Blinder-Oaxaca Decomposition Technique to Logit and Probit Models," *Journal of Economic and Social Measurement*, 30(4): 305-316.
- 2005 "The Effects of Home Computers on School Enrollment," *Economics of Education Review*, 24(5): 533-547.
- 2004 "Race and the Digital Divide," *B.E. Journal of Economic Analysis & Policy*. 3(1), Article 15: 1-38.
- 2004 "Earnings Growth among Less-Educated Business Owners," *Industrial Relations*, 43 (3): 634-659.

- 2003 "Private Schools and "Latino Flight" from Black Schoolchildren." *Demography*, 39(4): 655-674.
- 2003 "The Effect of Immigration on Native Self-Employment," (with Bruce D. Meyer), *Journal of Labor Economics*. 21(3): 619-650.
- 2003 "Does Immigration Induce "Native Flight" from Public Schools into Private Schools," (with Julian R. Betts), *Journal of Public Economics*. 87(5-6): 987-1012.
- 2003 "The Long-Term Costs of Job Displacement among Young Workers," (with Lori G. Kletzer)," *ILR Review*, 56(4): 682-698.
- 2002 "Drug Dealing and Legitimate Self-Employment," *Journal of Labor Economics* 20(3): 538-567.
- 2002 "Is There White Flight into Private Schools? Evidence from the National Educational Longitudinal Survey," (with Alexandra M. Resch), *Review of Economics & Statistics*, 84(1): 21-33.
- 2001 "Explaining Ethnic, Racial, and Immigrant Differences in Private School Attendance" (with Julian R. Betts), *Journal of Urban Economics*, 50, 26-51.
- 2000 "Trends in Self-Employment among White and Black Men: 1910-1990," (with Bruce D. Meyer), *Journal of Human Resources*, 35(4): 643-669.
- 1999 "The Absence of the African-American Owned Business: An Analysis of the Dynamics of Self-Employment," *Journal of Labor Economics*, 17(1): 80-108.
- 1999 "The Emergence, Persistence, and Recent Widening of the Racial Unemployment Gap," (with William A. Sundstrom), *ILR Review*, 52(2): 252-270.
- 1998 "Jobs Lost, Jobs Regained: An Analysis of Black/White Differences in Job Displacement in the 1980s" (with Lori G. Kletzer), *Industrial Relations*, 37(4): 460-477.
- 1997 "The Racial Unemployment Gap in Long-Run Perspective" (with William A. Sundstrom), *American Economic Review*, 87(2): 306-310.
- 1997 "The Effect of Incremental Benefit Levels on Births to AFDC Recipients" (with Rebecca A. London), *Journal of Policy Analysis & Management*, 16(4): 575-597.
- 1996 "Ethnic and Racial Self-Employment Differences and Possible Explanations" (with Bruce D. Meyer), *Journal of Human Resources*, 31(4): 757-793.
Reprinted in *The Economics of Migration, Volume III*, Edward Elgar.
- 1996 "Race and the Shifting Burden of Job Displacement: 1982-93," (with Lori G. Kletzer), *Monthly Labor Review*, 119(9): 13-23.

Selected Chapters in Books

- 2026 "Immigrant Business Owner Activity in the Pandemic and Recovery" *Handbook of Research on Immigration and Entrepreneurship*, eds. Cynthia Bansak and Magnus Lofstrom, Edward Elgar Publishing (forthcoming).
- 2025 "The Long-Term Impact of COVID-19 on Minority Employment by Gender" (with Ken Couch and Huanan Xu), *Handbook of Inequality and COVID-19*, ed Kenneth A. Couch, Edward Elgar
- 2023 "Racial Differences in Access to Capital for Innovative Start-Ups" (with David Robinson), *Entrepreneurship and Innovation Policy and the Economy*, Volume 2, eds Josh Lerner and Scott Stern, University of Chicago Press and NBER, 149–166.
- 2021 "Using Random Experiments to Measure the Impact of Computers, the Internet, and Other Forms of Technology on Educational Outcomes," *Transforming Everything? Evaluating Broadband's Impact across Policy Areas*, eds. Karen Mossberger and Eric Welch, Chapter 3, Oxford University Press.
- 2020 "The Economic Contributions of Latino Entrepreneurs" (with Zulema Valdez, Jody Vallejo) in *Advancing U.S. Latino Entrepreneurship: A New National Economic Imperative*, eds. Marlene Orozco, Alfonso Morales, Michael J. Pisani and Jerry I. Porras, Purdue University Press, Chapter 4
- 2016 "Technology and Education: Computers, Software, and the Internet" (with George Bulman) in the *Handbook of the Economics of Education, Volume 5*, eds. Eric Hanushek, Steve Machin, and Ludger Woessmann, North-Holland, Chapter 6: 239-280.
- 2015 "Immigration and Entrepreneurship" (with Magnus Lofstrom) in the *Handbook of the Economics of International Migration*, eds. Barry R. Chiswick and Paul W. Miller, Elsevier, 877-911.
- 2013 "Minority and Immigrant Entrepreneurs: Access to Financial Capital," in the *International Handbook on the Economics of Migration*, eds. Klaus F. Zimmermann and Amelie Constant, Edward Elgar Publishing, 153-175.
- 2012 "Financial Capital among Minority-Owned Businesses" (with Alicia Robb) in *The Oxford Handbook of Entrepreneurial Finance*, ed. Douglas Cumming, Oxford University Press: 687-718.
- 2010 "Mexican-American Entrepreneurs and their Contribution to the U.S. Economy" *Open for Business: Migrant Entrepreneurship in OECD Countries*, OECD Publishing, 213-225.
- 2010 "The International Asian Business Success Story? A Comparison of Chinese, Indian and Other Asian Businesses in the United States, Canada and United Kingdom," (with Julie Zissimopoulos and Harry Krashinsky) in *International Differences in Entrepreneurship*, eds. Josh Lerner and Antoinette Schoar, Chicago: University of Chicago Press and National Bureau of Economic Research, 179-208.

- 2007 "Mexican Entrepreneurship: A Comparison of Self-Employment in Mexico and the United States" (with Christopher Woodruff), *Mexican Immigration*, ed. George Borjas, Chicago: University of Chicago Press and National Bureau of Economic Research.
- 2005 "Minority Entrepreneurship," in *The Small Business Economy 2005: A Report to the President*, U.S. Small Business Administration, Washington, D.C.: U.S. Government Printing Office.
- 2006 "Entrepreneurship among Disadvantaged Groups: Women, Minorities and the Less Educated," in *The Life Cycle of Entrepreneurial Ventures: International Handbook Series on Entrepreneurship, Vol. 3*, ed. Simon C. Parker, New York, NY : Springer, pp. 437-475.
- 2006 "Economic Conditions, Parental Job Loss, and Children's Living Arrangements" (with Rebecca London), for *Economic Challenges, Policy Changes, and Poverty*, eds. Rebecca Blank, Sheldon Danziger, and Robert Schoeni, New York: Russell Sage Foundation.
- 2006 "The Expanding Use of Technology among Latina Girls," (with Rebecca London). *Latina Girls: Voices of Adolescent Strength in the United States*, eds. Jill Denner and Bianca Guzman, New York: New York University Press.
- 2004 "Does Business Ownership Provide a Source of Upward Mobility for Blacks and Hispanics?," *Entrepreneurship and Public Policy* , ed., Doug Holtz-Eakin, Cambridge: MIT Press.
- 1998 "Does Immigration Hurt African-American Self-Employment?," (with Bruce D. Meyer), *Help or Hindrance? The Economic Implications of Immigration for African-Americans*, eds., Daniel S. Hamermesh and Frank D. Bean, New York: Russell Sage Foundation.

Book Reviews

- 2019 *Journal of Economic Literature*, review of "The Gift of Global Talent: How Migration Shapes Business, Economy & Society" by William Kerr, Stanford University Press, 2019.
- 2011 *Journal of Economic History*, review of "Hispanics in the United States: A Demographic, Social, and Economic History, 1980–2005. By Laird Bergad and Herbert Klein. Cambridge University Press, 2010.

WORKING PAPERS

- 2025 "Taxes, Incentives, and Entrepreneurship: Evidence from the Universe of U.S. Startups" (with Frank Fossen, Andrew Johnston and Ke Lyu) SSRN Working Paper.
- 2025 "A Family Affair: The Effects of College on Parent and Student Finances" (with Palaash Bhargava, Sandra Black, Jeffrey Denning and Oded Gurantz), NBER Working Paper No. 33497.
- 2025 "Estimating Peer Effects among College Students: Evidence from a Field Experiment of One-to-One Pairings in STEM" (with Glenn Millhauser, Daniel Oliver and Randa Roland), NBER Working Paper No. 33060.

- 2025 "Putting AI to the Test: Evidence from a Large-Scale RCT in Rural China" (with Tianli Feng, Chengfang Liu, Prashant Loyalka, Yue Ma, Scott Rozelle, Xinwu Zhang)
- 2025 "Large-Scale Randomized Evaluation of an AI App for Improving English Language Skills" (with Guirong Li, Yue Ma, Haiying Wang, Scott Rozelle and Prashant Loyalka)
- 2025 "A STEM Professor Like Me: Female Faculty Reduce Anxiety About STEM and Raise Academic Achievement Among Female Undergraduates (with Mridul Joshi, Saurabh Khanna, Prashant Loyalka, and Gagandeep Sachdeva)
- 2025 "The Effects of Management Practices when Managing Multiple Goals in an Organization" (with Prashant Loyalka, Dinsha Mistree, Yong Suk Lee and Tara Beteille)
- 2024 "Experimental Evidence on Entrepreneurship Training and Financial Capital," (with Heinrich Hock, Irma Perez, and Robert Santillano)
- 2022 "Job Creation and Survival among Entrepreneurs: Evidence from the Universe of U.S. Startups" (with Javier Miranda, Nick Zolas and Zach Kroff) NBER Working Paper No. 16300.
- 2017 "Addressing Path Dependence and Incorporating Sample Weights in the Nonlinear Blinder-Oaxaca Decomposition Technique for Logit, Probit and Other Nonlinear Models" Stanford Institute for Economic Policy Research Working Paper No. 17-013

WORKING PROJECTS

- 2026 "Student-Instructor Interactions" using administrative data from the 116-college California Community College System at the California Policy Lab (with Florian Hoffman and Phil Oreopoulos)
- 2026 "College Debt and Family Finances" using administrative data on credit lines and college student FAFSA files at the California Policy Lab (with Sandy Black, Jeff Denning, Oded Gurantz and Palaash Bhargava)
- 2026 "The Impact of Small Business Training for Low-income Black Women" field experiment with Corner to Corner and Lab for Economic Opportunities at Notre Dame University (with Patrick Turner and others)
- 2026 "The Impacts of Local Business Tax Credits and Other Policies on Startup Creation, Survival and Job Creation: Evidence from the Comprehensive Startup Panel that covers the universe of U.S. Startups (with Frank Fossen, Andrew Johnston and Ke Lyu)

OTHER PUBLICATIONS

Selected Government Reports

- 2022 *COVID-19, Small Business Owners, and Racial Inequality*, National Academies of Science, Engineering and Medicine Report
- 2021 *Paycheck Protection Program and Disbursement to Minority Communities in 2021* Report Prepared for the U.S. Senate Committee on Small Business and Entrepreneurship

- 2018 *Latino Business Ownership: Contributions and Barriers for U.S.-born and Immigrant Latino Entrepreneurs*, U.S. Small Business Administration Report.
- 2013 *Crossing the Employer Threshold: Determinants of Firms Hiring their First Employee*, U.S. Small Business Administration Report.
- 2012 *Immigrant Entrepreneurs and Small Business Owners, and their Access to Financial Capital*, U.S. Small Business Administration Report
- 2010 *Disparities in Capital Access between Minority and Non-Minority-Owned Businesses: The Troubling Reality of Capital Limitations Faced by MBEs*, Minority Business Development Agency, U.S. Department of Commerce Report.
- 2008 *Estimating the Contribution of Immigrant Business Owners to the U.S. Economy*, U.S. Small Business Administration Report
- 2008 *Measuring Minority- and Woman-Owned Construction and Professional Service Firm Availability and Utilization*, Report for the San Mateo County Transit District and the Peninsula Corridor Joint Powers Board (with Mark Berkman and Matthew Johnson)
- 2007 *Entrepreneurship in Silicon Valley during the Boom and Bust*, U.S. Small Business Administration Report
- 2007 *Measuring Minority- and Woman-Owned Construction and Professional Service Firm Availability and Utilization Final Report*, Report for the Santa Clara Valley Transportation Authority (with Mark Berkman and Matthew Johnson)
- 2005 *The Dynamics of Health Insurance Coverage: Factors Correlated with Insurance Gain and Loss among Adults*, U.S. Department of Labor Report.
- 2005 *Technology and Entrepreneurship: A Cross-Industry Analysis of Access to Computers and Self-Employment*, U.S. Small Business Administration Report.
- 2004 *Self-Employed Business Ownership Rates in the United States: 1979-2003*, U.S. Small Business Administration Report.
- 2004 *Entrepreneurship in the 21st Century, Conference Proceedings*, U.S. Small Business Administration and the Ewing Marion Kauffman Foundation.
- 2001 *Earnings Growth among Disadvantaged Business Owners*, U.S. Small Business Administration Report.
- 1996 *The Incidence and Costs of Job Displacement among Young Workers*, (with Lori G. Kletzer), U.S. Department of Labor Report.

Selected Other Publications

- 2026 *National Report on Early-Stage Entrepreneurship in the United States: 2025*, Kauffman Indicators of Entrepreneurship, Ewing Marion Kauffman Foundation: Kansas City.
- 2026 *State Report on Early-Stage Entrepreneurship in the United States: 2025*, Kauffman Indicators of Entrepreneurship, Ewing Marion Kauffman Foundation: Kansas City.
- 2024 *Examining Entrepreneurship by Race and Ethnicity in Kansas City*, Ewing Marion Kaufman Foundation
- 2024 *Indicators of Entrepreneurial Activity: 2023*, UCLA
- 2022 *National Report on Early-Stage Entrepreneurship in the United States: 2021*, Ewing Marion Kauffman Foundation
- 2022 *State Report on Early-Stage Entrepreneurship in the United States: 2021*, Ewing Marion Kauffman Foundation.
- 2021 “Digital Entrepreneurship in Communities of Color” ASU Center on Technology, Data and Society Policy Brief
- 2021 “Course Closed Using Waitlists to Study the Effects of Course Shutouts on Community College Students” (with Silvia Robles, Max Gross), UC Davis Wheelhouse Research Brief, Vol. 6, No. 4, April 2021

- 2022 *Who is the Entrepreneur? Race and Ethnicity, Age, and Immigration Trends among New Entrepreneurs in the United States, 1996-2021*, (with Sameeksha Desai and Hayden Murray), Ewing Marion Kauffman Foundation.
- 2021 *Who is the Entrepreneur? The Changing Diversity of New Entrepreneurs in the United States, 1996-2020*, (with Sameeksha Desai and Hayden Murray), Ewing Marion Kauffman Foundation.
- 2021 *National Report on Early-Stage Entrepreneurship in the United States: 2020*, (with Sameeksha Desai), Ewing Marion Kauffman Foundation.
- 2021 *State Report on Early-Stage Entrepreneurship in the United States: 2020*, (with Sameeksha Desai), Ewing Marion Kauffman Foundation.
- 2020 "COVID-19, Small Business Owners, and Racial Inequality" NBER Reporter, No. 4, December 2020.
- 2020 "The impact of Covid-19 restrictions on small businesses in the US" *IZA World of Labor*, Commentary
- 2019 "Introduction to a Special Issue on Entrepreneurship and Employment: Connecting Labor Market Institutions, Corporate Demography, and Human Resource Management Practices," (with M. Diane Burton and Donald Siegel), *ILR Review*, 72(5): 1262–1277
- 2019 *2017 National Report on Early-Stage Entrepreneurship: Kauffman Indicators of Entrepreneurship*, (with Sameeksha Desai and A.J. Herrmann), Ewing Marion Kauffman Foundation.
- 2017 *Financing Black-Owned Businesses*. Stanford Institute for Economic Policy Research, Policy Brief
- 2017 *The Kauffman Index: Startup Activity / National Trends*. (with Arnobio Morelix and Inara Tareque). Ewing Marion Kauffman Foundation.
- 2015-16 *The Kauffman Index: Startup Activity / National Trends*. (with Arnobio Morelix, E.J. Reedy, and Joshua Russell). Ewing Marion Kauffman Foundation.
- 2008-14 *Kauffman Index of Entrepreneurial Activity 1996-2013*. Ewing Marion Kauffman Foundation.
- 2012 *Open for Business: How Immigrants are Driving Small Business Creation in the United States*, Partnership for a New American Economy Report.
- 2009 *The Butte College Computer Giveaway Experiment: How Does Access to Home Computers Affect Financial Aid Students' Educational Outcomes?*, Policy Brief, John W. Gardner Center for Youth and their Communities, Stanford University
- 2008 *The Causes of Racial Disparities in Business Performance*, Policy Brief #12, National Poverty Center, University of Michigan.
- 2005-06 *Kauffman Index of Entrepreneurial Activity, National Report 1996-2005*. Ewing Marion Kauffman Foundation.
- 2005-06 *Kauffman Index of Entrepreneurial Activity, State Report 2005*. Ewing Marion Kauffman Foundation.
- 2006 "Racial Segregation and the Private/Public School Choice," Research Publication Series, National Center for the Study of Privatization in Education, Teachers College, Columbia University.
- 2006 *An Analysis of the Dynamics of Health Insurance Coverage and Implications for Employer-Mandated Insurance*, Employment Policies Institute: Washington, D.C. (with Rebecca London).
- 2005 *Kauffman Index of Entrepreneurial Activity*, Ewing Marion Kauffman Foundation.
- 2005 "Assessing the Global Digital Divide," *La Follette Policy Report*, University of Wisconsin, 15 (1), Spring.
- 2001 "Self-Employment as a Route to Economic Mobility among Less-Educated Youth," *Joint Center for Poverty Research Policy Brief*, Vol. 3; No. 2.

- 1999 "Drug Dealing and Legitimate Self-Employment," *Joint Center for Poverty Research Policy Brief*, Vol. 1; No. 7.
- 1996 *Ethnic and Racial Entrepreneurship: A Study of Historical and Contemporary Differences*, New York: Garland Publishing Inc.

RESEARCH AFFILIATIONS

- 2020- Lab for Economic Opportunities, Notre Dame, Affiliated Researcher
- 2020- J-PAL, MIT, Invited Researcher
- 2016- National Bureau of Economic Research, Research Associate
- 2012- CESifo, Munich, Research Professor
- 2006-11 RAND Corporation, Adjunct Researcher
- 2004- National Poverty Center, University of Michigan
- 2004- IZA, Institute Labor Economics, Bonn, Research Fellow
- 1999-03 Joint Center for Poverty Research, Northwestern University and University of Chicago

PROFESSIONAL ACTIVITIES

- Member: American Economic Association, Association for Public Policy Analysis and Management, Society of Labor Economists, Academy of Management
- Editorial: *PNAS*; *ILR Review*; *Nature-Scientific Reports*
- Nomination Committee: MacArthur Fellowship "Genius" Award;
- Alumni – Stanford University: Board of Directors of the Monterey Bay Stanford Club
Career Mentor for Alumni Association
- Alumni – Northwestern University: Career Mentor for Alumni Association
- Instructional: National Bureau of Economic Research, University of Michigan, Entrepreneurship Research Bootcamp, Innovation Bootcamp, Minority Entrepreneurship Bootcamp, University of North Carolina, Max Planck Institute School on Entrepreneurship Research, IZA, CESifo, Wellesley College Economics Student Association, UC Sacramento Center
- Advisory Board: Center for Entrepreneurship, Enterprise Economic Impact Council, Center for Innovative Entrepreneurship, vFinance
- Referee: *American Economic Journal*; *Applied Economics*, *American Economic Journal: Economic Policy*, *American Economic Review*, *American Economic Review: Insights*, *AERA: Open*, *Annals of Finance*, *B.E. Journals in Economic Analysis & Policy*, *Canadian Journal of Economics*, *Contemporary Economic Policy*, *Demography*, *Developmental Psychology*, *Economic Development and Cultural Change*, *Economic Inquiry*, *Economic Journal*, *Economics of Education Review*, *Education Economics*, *Education Finance and Policy*, *Edward Elgar Press*, *Employment Policies Institute*, *Entrepreneurship Research Journal*, *Environment and Planning C: Government and Policy*, *European Economic Review*, *First Monday*, *Handbook of Entrepreneurship*, *Research Grants Council of Hong Kong*, *Industrial & Labor Relations Review*, *Industrial Relations*, *Information Economics and Policy*, *International Monetary Fund*, *IZA Journal of Labor Economics*, *IZA/Department for International Development Grants*, *Journal of Business*, *Journal of Business Venturing*, *Journal of Development Studies*, *Journal of Development Entrepreneurship*, *Journal of Economic Geography*, *Journal of Economic Literature*, *Journal of Economics and Management Strategy*, *Journal of Economic Psychology*, *Journal of Health Economics*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Law and Economics*, *Journal of Money, Credit, and Banking*, *Journal of Policy Analysis & Management*, *Journal of Political Economy*, *Journal of Population Economics*, *Journal of Regional Science*, *Kauffman Foundation*, *Labour Economics*, *Management Science*, *National Science Foundation*, *National Tax Journal*, *Pacific Economic Review*, *Pediatrics*, *PLOS ONE*, *Oxford Bulletin of Economics and Statistics*, *Public Policy*

Institute of California, *Quarterly Journal of Economics*, *Quarterly Review of Economics and Finance*, RAND, *Research in Labor Economics*, *Research on Aging*, *Review of Economics and Statistics*, Russell Sage Foundation, *Small Business Economics*, Smith Richardson Foundation, *Social Science Research*, *Social Science & Medicine*, *Southern Economic Journal*, Stanford University Press, U.S. Department of Education, Yale University Press

STATE TESTIMONY

- 2021 California State Assembly, Select Committee on Small Business and Entrepreneurship, "California Small Businesses in the Pandemic"
- 2021 California State Assembly, Committee on Jobs, Economic Development, and the Economy, "The Impacts of COVID-19 on Small Business Owners"
- 2013 California State Testimony for the California State Senate Appropriations Committee, California State Assembly, "The California Minimum Wage, Inflation and the Poverty Line"
- 2005 California State Testimony on "Proposed Merger of SBC Communications Inc. and AT&T Corp." for the California Public Utilities Commission.
- 2003 California State Testimony on AB 855 (Firebaugh) to the California State Assembly, Committee on Utilities and Commerce regarding inequality in access to technology.

SELECTED OTHER GOVERNMENT SERVICE

- 2021-24 Consultation to President Biden's team on small business owner diversity
- 2021-24 Consultation to Vice President Harris' team on small business owner diversity
- 2020 Consultation to California State Governor's Office on small businesses
- 2014 Consultation on "Immigrant Entrepreneurship" to the National Academy of Sciences Panel on the Economic and Fiscal Impact of Immigration
- 2013 Contribution to report by U.S. Senate Committee on Small Business and Entrepreneurship, *Wealth Gap Report*
- 2009 Minority Enterprise Development Week presentation for U.S. Department of Commerce
- 2005 Consultation to the National Academy of Sciences Panel on Measuring Business Formation, Dynamics and Performance.
- 2004 Consultant on digital divide in California for Governor's California Performance Review.
- 1998 U.S. Department of the Treasury, President's Initiative on Race, consultation regarding policies designed to promote minority business ownership in the United States.

SOFTWARE AND DATA

- 2023- Comprehensive Startup Panel (CSP): created a panel dataset that tracks the universe of U.S. startups which is available for use at Federal Statistical Research Data Centers.
- 2004- Kauffman Early-Stage Entrepreneurship (KESE) Indicators: created a dataset that measures annual early-stage entrepreneurship activity in the United States at the national, state and individual owner level.
- 2006 FAIRLIE module in Stata to generate nonlinear decomposition of binary outcome differentials, which is an extension of the Blinder-Oaxaca Decomposition Technique to Logit and Probit Models.

CONSULTING ACTIVITIES

- 2021-22 World Bank, consultant
- 2011-14 Mathematica, research consultant
- 2012-16 Brattle Group, academic advisor
- 2009 Berkeley Economic Consulting, consultant

2006 Kauffman Foundation, advisory panel for entrepreneurship policy brief
 2005-06 Center for Innovative Entrepreneurship, vFinance, research consultant
 2004-05 The Children's Partnership, Digital Opportunities Measuring Stick Project, research
 2004-09 Charles River Associates, consultant
 2001-02 Deloitte & Touche, Economic Consulting Group, consultant
 2000-18 Research, consultation, and expert witness: local economic conditions, disadvantaged, minority and female business enterprise programs, wage differentials in labor markets, housing prices, Mello-Roos taxes, marketing response data, financial models, stock market data, valuing stock and option-based compensation, and telecommunications data
 1999-00 Women's Initiative for Self-Employment, research consultant

PRESENTATIONS

2026 Keynote address, Entrepreneurship Indicators Event, Kauffman Foundation
 Society of Labor Economists Meetings
 Price Center Conference in Entrepreneurship and Innovation, UCLA
 All-UC Demography Conference, UCSB
 2025 University of Michigan
 Association for Public Policy Analysis and Management Meetings (2)
 Black Entrepreneurship Research Symposium
 Georgia State University
 Entrepreneurship Funders Network
 Price Center Conference in Entrepreneurship and Innovation, UCLA
 California Center for Population Research, UCLA
 2024 University of Washington
 Society of Labor Economists Meetings
 Santa Clara University
 Stanford University
 Institute for Innovation & Economic Development, CSUMB
 Price Center Workshop in Entrepreneurship and Innovation, UCLA
 Pepperdine University
 USC
 American Economic Association Meetings (2)
 2023 Association for Public Policy Analysis and Management Meetings
 University of Chicago, Inclusive Economy Lab
 NBER Entrepreneurship and Innovation
 Cleveland Federal Reserve Bank
 Association for Enterprise Opportunity, Research Summit
 Carnegie Mellon University, Tepper School of Business
 Economic Forum, UCSC and Santa Cruz Chamber of Commerce
 UCLA, Public Policy
 2022 National Academy of Sciences, Societal Experts Action Network
 National Bureau of Economic Research
 Wellesley College
 University of San Francisco
 University of Notre Dame
 University of Chicago, Policy School
 Northwestern University, joint Economics and Policy School
 NYU, Racial Equity in Technology Entrepreneurship Workshop
 Kauffman Foundation Entrepreneurship Webinar
 Stanford University

University of Washington
 University of California, Irvine
 American Economic Association Meetings
 2021 Kauffman Foundation Entrepreneurship Issue Forum: Diversity
 University of Washington
 San Francisco Federal Reserve Bank
 Stanford University
 Boston Federal Reserve Bank
 Minority Enterprise Development Week, MBDA, U.S. Department of Commerce
 Entrepreneurship Issue Forum, Kauffman Foundation
 University of Munich
 Penn State University
 University of California, Sacramento Center
 Arizona State University
 University of Hawaii
 Immigration and Entrepreneurship Conference, Kauffman Foundation
 2020 Atlanta Federal Reserve
 NBER Entrepreneurship Workshop
 Syracuse University
 JPMorgan Chase Institute Data Dialogue
 Axios/Google Small Business Matters Expert Panel
 Atlantic Roundtable
 Nextdoor Small Business Panel
 UCSC University Forum
 NBER COVID-19 Webinar
 Entrepreneurship Issue Forum, Kauffman Foundation
 Rural Education Action Program, Stanford University
 COVID-19 Impacts, Institute for Social Transformation
 UC Berkeley
 Stanford University
 Cal Poly University
 AEA Meetings
 2019 APPAM Meetings
 UC Berkeley (School of Information)
 UC Merced
 Montana State University
 Stanford University (School of Education)
 Society of Labor Economists Meetings, Arlington, VA
 Montana State University, Education Policy Conference
 Student Success Research Center, UCSC
 2018 NBER Entrepreneurship Workshop
 Middlebury Institute of International Studies
 All California Labor Economics Workshop, USC
 U.S. Small Business Administration
 U.S. Census Bureau
 Society of Labor Economists Meetings, Toronto
 Stanford University (Latino Entrepreneurship Initiative)
 University of Oklahoma
 LSU
 2017 University of Texas, Austin

Kauffman Foundation Board of Trustees
 Federal Statistical Research Data Center (FSRDC) Conference, UCLA
 Society of Labor Economists Meetings, Raleigh
 Duke University
 Stanford University (Economics)
 Stanford University (Latino Entrepreneurship Initiative)
 Stanford University (FSI International Institute/Education)
 Stanford University (Inequality)
 University of Nevada, Reno
 “InNEVation” Center, University of Nevada, Reno
 American Economic Association Annual Meetings
 American Financial Association Annual Meetings (Panel)
 2016 U.S. Small Business Administration
 Arizona State University
 National Academy of Sciences
 The Research Institute of Industrial Economics (IFN), Stockholm
 Stockholm University
 Keynote address for 72nd Annual Congress of the International Institute of Public Finance
 Public Policy Institute of California
 Contra Costa Community College District
 Chicano Latino Research Center Workshop
 University of Southern California
 Annual African American Male Educational Network and Development Summit
 UC Berkeley
 Columbia University
 Northeastern University
 Tufts University
 Louisiana Tech
 2015 University of Arizona
 Faculty Diversity Summit, California Community College System
 Association for Public Policy Analysis and Management Meetings, Miami, FL
 IZA/Kauffman Entrepreneurship Conference, Georgetown University
 Keynote, CESifo Entrepreneurship Conference, Venice, Italy
 University of Munich
 CES/ifo Institute
 University of Bristol
 London School of Economics
 University of California, Sacramento Center
 Santa Clara University
 2014 Annual Meetings of Economics of Risky Behaviors, IZA, Medellin, Colombia
 Harvard Business School
 Cornell University
 National Academy of Sciences
 Business and Economic Development Center Workshop, University of Washington
 Claremont McKenna College
 Chicano Latino Research Center Workshop, University of California, Santa Cruz
 University of Toronto
 Wellesley College
 Association for Public Policy Analysis and Management Meetings, Albuquerque, NM
 2013 Hispanic Leadership Summit, University of Texas, Austin

Research Frontiers Day Conference, University of California, Santa Cruz
 Business and Economic Development Center Workshop, University of Washington
 Keynote address for IZA/Kauffman Entrepreneurship Conference, San Francisco
 Tinbergen Institute, Amsterdam
 Copenhagen Business School
 2012 De Anza College, Bay Area Regional Community College Researchers' Meetings
 MacArthur Foundation, Research Roundtable on Broadband Evaluation
 HEC Paris Workshop on Entrepreneurship, Paris
 HEC Paris University, Workshop on Entrepreneurship
 CESifo Institute, Munich
 UC Berkeley
 CESifo Institute, Munich
 Society of Labor Economists, Chicago, Illinois
 Society of Labor Economists, Chicago, Illinois
 Management and Economics of ICT Conference, Munich
 2011 University of British Columbia
 UC Berkeley
 National Bureau of Economic Research, Working Group in Entrepreneurship
 Harvard/IZA Conference on Evaluation
 De Anza College Presidential and Academic Senate Leadership Conference
 International Computer Refurbisher Summit, Austin TX
 UC Berkeley
 University of Montreal, National Conference on Equity in Procurement and Contracting
 Macroeconomics and Entrepreneurship CIRPEE-IVEY Conference, Montreal
 UC Berkeley
 Duke University and Kauffman Foundation Entrepreneurship Conference
 U.S. Small Business Administration
 Western Economic Association Meetings, San Diego, California
 Western Economic Association Meetings, San Diego, California
 2010 Case Western Reserve University
 Atlanta Federal Reserve Bank, Small Business, Entrepreneurship and Economic
 Recovery Conference
 OECD Conference on Entrepreneurship and Employment Creation of Immigrants in
 OECD Countries
 DIW/IZA Workshop on Entrepreneurship Research, Bonn, Germany.
 University of Rome
 2009 Equal Justice Society, San Francisco, California.
 HEC Paris University
 IZA, Germany
 Max Planck Institute, Jena, Germany.
 IZA, Germany
 University of California, Irvine
 University of Wisconsin, Institute for Research on Poverty
 Federal Reserve Bank of San Francisco
 University College Dublin.
 Santa Clara University, California State's Bankruptcy and its Economic Future
 Conference
 Federal Reserve Bank of Cleveland and Kauffman Foundation Entrepreneurial Finance
 Conference
 RAND

Hudson Institute
 Urban Institute
 University of Wisconsin
 University of California, Sacramento Center
 Wisconsin Entrepreneurs' Network
 University of Wisconsin, LaFollette School of Public Affairs
 Association for Public Policy Analysis and Management Meetings, Washington, D.C.
 International Conference on Panel Data, Bonn Germany.

2008

Annual Lecture on Science, Technology and Society, Center for Human Potential and Public Policy, University of Chicago.
 The Diversity in Business Conference, CJTC, University of California, Santa Cruz
 Western New England College, Law & Business Center for Advancing Entrepreneurship
 Minority Business Development Agency, U.S. Department of Commerce, and U.S. Small Business Administration.
 Silicon Valley Center, University of California, Santa Cruz
 UC Berkeley.
 UCLA, UCACCORD Workshop
 Stanford University, West Coast Research Symposium on Technology Entrepreneurship
 Hitotsubashi University, Japan
 University of North Carolina, Research Conference on Entrepreneurship among Minorities and Women
 University of Washington, National Diversity in Business Research Conference
 NBER Entrepreneurship Research Bootcamp.
 University of California, Berkeley
 Australian National University
 University of Melbourne
 Adoption of ICT Enabled Information Systems for Agricultural Development Conference, Tokyo, Japan
 Association of Public Policy and Management Meetings, Los Angeles, California.
 Association of Public Policy Management Meetings, Los Angeles, California.
 Academy of Management Meetings, Anaheim, California
 Academy of Management Meetings, Anaheim, California

2007

Australian National University
 Kauffman Symposium on Entrepreneurship and Innovation Data
 Impact 209 Conference, UCLA
 Harvard Business School
 RAND
 University of Sydney
 University of New South Wales
 Australian National University, Faculty of Economics and Business
 National Bureau of Economic Research
 U.S. Small Business Administration
 IZA/SOLE Transatlantic Meetings, Munich, Germany
 Academy of Management Meetings, Philadelphia, PA
 Academy of Management Meetings, Philadelphia, PA
 Society of Labor Economists Annual Meetings, Chicago, IL
 Society of Labor Economists Annual Meetings, Chicago, IL

2006

Consulate General of Sweden, Swedish Office of Science and Technology at the University of Southern California.
 San Francisco Federal Reserve Bank

Business Diversity Conference, University of Washington
 Health Insurance Transitions Workshop, University of Michigan
 Entrepreneurship and Human Capital Conference, University of Amsterdam
 Research Conference on Entrepreneurship among Minorities and Women, University of North Carolina, Chapel Hill.
 University of Victoria
 National Bureau of Economic Research Working Group on Entrepreneurship
 University of Arizona
 United States Association for Small Business and Entrepreneurship Annual Meetings, Tucson, AZ
 2005 Panel on Measuring Business Formation, Dynamics and Performance, the National Academy of Sciences
 Moss Landing Marine Laboratories, the California State University.
 Kauffman Foundation Entrepreneurship Bootcamp, University of North Carolina, Chapel Hill
 Dartmouth College
 University of North Carolina, Chapel Hill
 CJTC
 Stanford University
 University of Connecticut
 Society of Labor Economists Annual Meetings, San Francisco, CA.
 Working and Poor: How Economic and Policy Changes Are Affecting Low-Wage Workers Conference, Georgetown University
 Social Policy Evaluation Annual Conference, Australian National University
 2004 W.T. Grant Foundation Economics and Technology Workshop
 Kauffman Foundation Entrepreneurship Data Conference, the University of Chicago
 Entrepreneurship Conference, Case Western Reserve University
 National Bureau of Economic Research
 Kauffman Foundation Entrepreneurship Bootcamp, University of North Carolina, Chapel Hill.
 Entrepreneurship in the 21st Century, Office of Advocacy, Small Business Administration and Kauffman Foundation.
 National Bureau of Economic Research, Working Group in Entrepreneurship.
 World Bank.
 CJTC Focus Group, University of California, Santa Cruz Extension.
 Community Technology Centers' Network Annual Conference, Seattle, WA.
 Society of Labor Economists Annual Meetings, San Antonio, TX.
 American Economic Association Annual Meetings, San Diego, CA.
 2003 Bay Area Labor Economists Workshop, University of California, San Francisco,
 Columbia University
 SUNY Albany
 Yale University
 U.S. Small Business Administration
 Board of Governors of the Federal Reserve System
 University of Maryland
 University of California, Santa Barbara
 Yale University
 Urban Institute
 Baruch College.
 National University of Singapore.

- 2002 Society of Labor Economists Annual Meetings, Baltimore, MD.
United States Association for Small Business and Entrepreneurship Annual Meetings, Reno, NV.
- 2001 University of California, Berkeley
University of California, San Diego
Bay Area Labor Economists Workshop, Stanford University.
Labor and Capital in the Global Economy Workshop, Santa Cruz Center for International Economics
Entrepreneurship and Public Policy Workshop, Syracuse University
United States Association for Small Business and Entrepreneurship Annual Meetings, Orlando, FL
- 2000 Columbia University
Association for Public Policy Analysis and Management Meetings, Seattle, WA.
Association for Public Policy Analysis and Management Meetings, Seattle, WA.
- 1999 Bay Area Labor Economists Workshop, Santa Clara University
McMaster University
University of Toronto
University of California, Berkeley
Symposium on Race and Economic Progress, Rutgers University
Association for Public Policy Analysis and Management Meetings, Washington, D.C.
National Bureau of Economic Research Summer Institute, Labor Studies, Cambridge, MA.
American Economic Association Annual Meetings, New York, NY
Association for Public Policy Analysis and Management Meetings, Washington, D.C.
- 1998-99 Yale University
Federal Reserve Bank of New York
Russell Sage Foundation
University of California, Davis
Public Policy Institute of California
University of California, Berkeley
- 1998 Conference on Labour Market Transitions and Income Dynamics, Canadian Employment Research Forum, University of Ottawa.
University of California, Berkeley
Presentation for the President's Initiative on Race at the U.S. Department of the Treasury.
European Association of Labour Economists Annual Conference, Blankenberge, Belgium.
Population Association of America, Annual Meetings, Chicago, IL
Western Economic Association International, Annual Meetings, Lake Tahoe, CA.
- 1997 Bay Area Labor Economists Workshop, San Francisco State University
All-UC Group in Economic History Conference, University of California, Davis.
Portland State University.
Population Association of America, Annual Meetings, Washington D.C.
Population Association of America, Annual Meetings, Washington D.C.
Econometric Society Winter Meetings, New Orleans, LA.
- 1996-97 University of Texas, Austin
Urban Institute
Bay Area Labor Economists Workshop, Public Policy Institute of California
George Washington University
Bureau of Labor Statistics
University of Maryland

Stanford University
 1996 National Association for Welfare Research and Statistics Annual Workshop, San Francisco, CA.
 Western Economic Association International Annual Meetings, San Francisco, CA.
 Econometric Society Winter Meetings, San Francisco, CA.
 Econometric Society Winter Meetings, San Francisco, CA.
 1995-96 University of California, Santa Barbara
 Public Policy Institute of California, San Francisco
 1995 Econometric Society Winter Meetings, Washington, D.C.
 1994 Federal Reserve Bank of Chicago
 University of Chicago
 University of California, Santa Cruz
 UCLA
 Milken Institute
 Syracuse University.
 1993 Northwestern University
 1992 University of Chicago