

**VITA**  
**ROBERT W. FAIRLIE**

Economics, University of California  
Santa Cruz, CA 95064

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**EMPLOYMENT HISTORY**

2007- Professor of Economics, University of California, Santa Cruz  
2021-22 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 of Economics, University of California, Santa Cruz  
1994-00 Assistant Professor of Economics, University of California, Santa Cruz  
1987-89 Research Assistant, Lewin/ICF, San Francisco, California

**University of California Positions**

2020- Faculty Council, UC Sacramento Center  
2018- Board of Directors, 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- Governing Board, Center for Innovation and Entrepreneurial Development  
2013-16 Chair of Economics Department,  
2013 Director of Ph.D. Program in Economics  
2000-10 Director of 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), Education Program; Productivity, Innovation, and Entrepreneurship Program

**CITATIONS/RANKINGS**

Google Scholar Citations 16,446, h-index=59; REPEC Worldwide Rankings: overall top 1%; entrepreneurship (#25); information technology (#11)

**AWARDS**

2021 Bradford-Osbourne Research Award for work on diversity in entrepreneurship  
2014 California Assembly and Senate Joint Resolution #1066 from Assemblymember 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*, (with Alicia Robb), Cambridge: 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

**GRANTS**

- 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
- 2021-24 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
- 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"
- 2017 Kauffman Foundation, "Kauffman Index: Startup Activity and Main Street Entrepreneurship"
- 2014-18 Chicano Latino Research Center Cluster Grant
- 2016-17 U.S. Small Business Administration, "Latino Business Ownership: Contributions and Barriers for U.S. Born and Immigrant Latino Entrepreneurs"
- 2016 Kauffman Foundation, "Kauffman Index: Startup Activity and Main Street Entrepreneurship"
- 2015 Kauffman Foundation, "Kauffman Index: Startup Activity"
- 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

- 2008 *Race and Entrepreneurial Success: Black-, Asian-, and White-Owned Businesses in the United States*, (with Alicia Robb), Cambridge: MIT Press.

### Selected Articles in Professional Journals

- 2021 "Parental Income and College Outcomes: Evidence from Lottery Wins" (with George Bulman, Sarena Goodman, Adam Isen), *American Economic Review*, 111(4), 1201-40
- 2021 "The Effect of Course Scarcity on Community College Students: Evidence from Waitlist Cutoffs," (with Silvia Robles and Max Gross), *Journal of Public Economics* (forthcoming)
- 2021 "Black and White: Access to Capital among Minority-Owned Startups," (with Alicia Robb and David Robinson) *Management Science* (forthcoming).
- 2021 "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* (forthcoming)
- 2021 "Evaluating Entrepreneurship Training: How Important are Random Experiments for Estimating Impacts?" *Journal of Economics and Management Strategy* (forthcoming)
- 2021 "Minority Student and Teaching Assistant Interactions in STEM" (with Dan Oliver, Glenn Millhauser, and Randa Roland) *Economics of Education Review* (forthcoming)
- 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* (forthcoming)
- 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* (forthcoming).
- 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).
- 2020 "Did the \$660 Billion Paycheck Protection Program and \$220 Billion Economic Injury Disaster Loan Program Get Disbursed to Minority Communities in the Early Stages of COVID-19?" (with Frank Fossen) *Small Business Economics* (forthcoming)
- 2020 "The Early Impacts of the COVID-19 Pandemic on Business Sales" (with Frank Fossen) *Small Business Economics* (forthcoming)

- 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.
- 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 Labor Market Returns to Computer Skills: 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?" *The Berkeley Electronic Journal of Economic Analysis & Policy, (Contributions)*, 94: 1-38.
- 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.

- 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.
- 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: 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), *The Berkeley Electronic Journal of Economic Analysis & Policy, (Contributions)*, 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.
- Winner Outstanding Author Contribution 2010, Emerald Group Publishing Limited
- 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, Top 50 Papers
- 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 25<sup>th</sup> Anniversary of the NLSY79*, 128(2): 40-47.
- 2005 "Entrepreneurship and Earnings among Young Adults from Disadvantaged Families." *Small Business Economics*, 25(3): 223-236.
- 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," *Berkeley Electronic Journals, Contributions to Economic Analysis & Policy*. 3(1), Article 15: 1-38.
- 2004 "Earnings Growth among Less-Educated Business Owners," *Industrial Relations*, 43 (3): 634-659.
- 2004 "Recent Trends in Ethnic and Racial Business Ownership." *Small Business Economics*, 23: 203-218.
- 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*, eds., Klaus Zimmermann and Thomas Bauer, Cheltenham, UK: Edward Elgar Publishing Limited.
- 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**

- 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 (forthcoming).
- 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. (forthcoming)

- 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

- 2021 "The Impact of COVID-19 on Community College Enrollment and Student Success: Evidence from California Administrative Data" (with George Bulman)
- 2021 "Did the Paycheck Protection Program Improve in its Disbursement to Minority Communities in 2021?" (with Frank Fossen) (Written for the U.S. Senate Committee on Entrepreneurship and Small Business)
- 2021 "Job Creation and Survival among Entrepreneurs: Evidence from the Universe of U.S. Startups" (with Javier Miranda, Nick Zolas and Zach Kroff) *draft for MIT Press Book Contract*
- 2021 Racial Disparities in Unemployment during the COVID-19 Pandemic and Recovery: The “Stubborn,” the “Hiccup,” and the “Stall” (with Ken Couch, and Huanan Xu)
- 2020 "The Effects of Management Practices when Managing Multiple Goals in an Organization" (with Prashant Loyalka, Dinsha Mistree, Yong Suk Lee and Tara Beteille)
- 2020 "Does EdTech Substitute for Traditional Learning? Experimental Estimates of the Educational Production Function" (with Eric Bettinger, Anastasia Kapuza, Elena Kardanova, Prashant Loyalka, and Andrey Zakharov)
- 2020 "Isolating the “Tech” in EdTech: Experimental Evidence on Computer Assisted Learning in China" (with Ma Yue, Prashant Loyalka, Scott Rozelle)
- 2019 "Experimental Evidence on Entrepreneurship Training and Financial Capital," (with Heinrich Hock, Irma Perez, and Robert Santillano)
- 2019 "The Two Components of Business Creation: Opportunity versus Necessity Entrepreneurship" (with Frank Fossen), Stanford Institute for Economic Policy Research Discussion Paper No. 17-014 and NBER Working Paper No. 26377
- 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.

## OTHER PUBLICATIONS

### Selected Government Reports

- 2021 *Paycheck Protection Program and Disbursement to Minority Communities in 2021* 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 21<sup>st</sup> 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**

- 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
- 2021 *Who is the Entrepreneur? The Changing Diversity of New Entrepreneurs in the United States, 1996-2020*, (with Sameeksha Desai), Ewing Marion Kauffman Foundation.
- 2021 *National 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, Research Summaries
- 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

- 2000- California Policy Lab, 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 for the Study of Labor, Germany
- 1999-03 Joint Center for Poverty Research, Northwestern University and University of Chicago

## PROFESSIONAL ACTIVITIES

Member: American Economic Association, Society of Labor Economists, Association for Public Policy Analysis and Management, Academy of Management

Editorial: ILR Review

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, Entrepreneurship Research 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*

## GOVERNMENT 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"
- 2021 U.S. House of Representatives Testimony, Committee on Small Business, "The State of the Small Business Economy in the Pandemic"
- 2013 California State Testimony for the California State Senate Appropriations Committee, California State Assembly, "The California Minimum Wage, Inflation and the Poverty Line"
- 2011 U.S. Congressional Testimony, U.S. Senate Committee on Small Business and Entrepreneurship, "Closing the Gap: Exploring Minority Access to Capital and Contracting Opportunities"
- 2010 U.S. Congressional Testimony, 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. Congressional Briefing, U.S. House of Representatives, "The Troubling Reality of Capital Limitations Faced by Minority Firms"
- 2005 U.S. Congressional Briefing, U.S. House of Representatives, "Access to Technology in the United States"
- 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 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**

- 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 World Bank, consultant
- 2011- Mathematica, research consultant
- 2012- 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- 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**

- 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 72<sup>nd</sup> 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
- 2013 Association for Public Policy Analysis and Management Meetings, Albuquerque, NM  
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 21<sup>st</sup> 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.

2002 National University of Singapore.  
 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