

AARON R. PHIPPS

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Academic Appointments

2025-Present Associate Professor of Economics, West Point
2018-2025 Assistant Professor of Economics, West Point

Education

2018 Ph.D. in Economics, University of Virginia
2015 M.A. in Economics, University of Virginia
2010 B.A. in Economics and Statistics with Honors; Minor Mathematics, Philosophy, Brigham Young University

Fields of Interest: Labor Economics, Personnel Economics, Economics of Education

Peer-Reviewed Publications

Path Dependence in the Labor Market: The Long-run Effects of Early Career Occupational Experience (with Jesse Bruhn, Jake Fabian, Matthew Gudgeon, Luke Gallagher, and Adam Isen). *Revision Requested, Quarterly Journal of Economics*.

Unexpected costs of performance incentives with production uncertainty: Theory and evidence from a real-effort laboratory experiment (with Michael Kofoed). *Economic Inquiry* (January 2026). ([link](#))

Does Monitoring Change Teacher Pedagogy and Student Outcomes? *Forthcoming, Journal of Labor Economics*. Preprint available [here](#).

Entrepreneurship among veterans: Comparative evidence from recent surveys (with William Skimmyhorn). *International Small Business Journal: Researching Entrepreneurship* (September 2024). ([link](#)).

How People Learn: Adult Learning in the Military Context. *Forthcoming, National Academies of Sciences, Engineering, and Medicine*. Committee on Adult Learning in the Military Context. Washington, DC: The National Academies Press.

Are Students Time Constrained? Course Load, GPA, and Failure (with Alexander Amaya). 2023, *Journal of Public Economics*. Vol. 225 (September 2023). ([link](#)).

Enacting the Rubric: Teacher Improvements in Windows of High-stakes Observation (with Emily Wiseman). 2021, *Education Finance and Policy*. Vol. 15 (2). ([link](#)).

The Changing Occupational Distribution by College Major (with Michael Ransom). 2017, *Research in Labor Economics*. Vol. 45. ([link](#)).

Working Papers

More than Sheepskin: A Natural Experiment on College and Earnings (with Timothy Justicz and Joseph Price). *Under review*. Available [here](#).

Does Free Community College Change Who Enlists in the Military? Qualitative and Quantitative Evidence from Tennessee Promise (with Michael Brown, Celeste Carruthers, Michael Kofoed, and Jenna Kramer). *Under review*. Available upon request.

Can Diversity Improve Equity? Achieving Racial Parity in Leader Assessment of Minority Team Members (with Romaine Campbell). *Supported by the Upjohn Institute Early Career Research Grant*. Available upon request.

The Changing Distribution of Job Specificity. Available upon request.

The Cost of Bad Timing: The Effect of Military Exit Timing on Veteran Educational Attainment (with Carl Wojtaszek and Michael Kofoed). Available upon request.

Works in Progress

Performance Pay for Army Recruiters: A National RCT

Effects of Default Savings Contributions on Low-Income Credit Scores (with Richard Patterson and William Skimmyhorn)

The Effects of Leaders in the Army (with Luke Gallagher, Richard Patterson, and Nolan Pope)

Leadership Economics: an undergraduate textbook on public choice, information economics, personnel economics, and a microeconomic model of soft human capital.

Teaching Experience

West Point	Leadership and Personnel Economics; Intermediate Macroeconomics; Principles of Economics
UVA	Principals of Macroeconomics (TA), Intermediate Microeconomics (TA), Economic History (TA), Economics of Education (TA)
BYU	Econometrics I and II (TA)

Presentations

2024-2025	Northeastern Economics of Education (Yale), Southern Economic Association (Baltimore), APPAM (Washington), ASSA (San Francisco).
2023-2024	Southern Economic Association (New Orleans), AEFP (Baltimore), Bozeman Applied Economics Conference, Western Economic Association (Seattle).
2022-2023	Leadership Economics workshop at UT Austin McCombs School of Business (by invitation); ASSA (New Orleans); Mountain West Economic History Conference (Logan); AEFP (Denver); Featured speaker for the New Jersey Air and Army National Guard Leadership Conference (Atlantic City)
2021-2022	Northeast Economics of Education Workshop (Online); Guest Lecturer on Economics of Education (Tulane, Online); SEA (Houston)
2020-2021	APPAM (Online), AEFP (Online), WEAI (Online)

2019-2020	European Association of Labour Economists (EALE) (Stockholm, Sweden); Northeast Economics of Education Workshop (Amherst, MA); AEFP (Online)
2018-2019	SEA (Washington, DC); SOLE (Washington DC); AEFP (Kansas City, KS); WEAI (San Francisco, CA)
2017-2018	APPAM International (Brussels, Belgium); HCEO Working Group (Chicago, IL); SEA (Tampa, FL); AEFP (Portland, OR)
2016-2017	Economic Research Colloquium (Charlottesville, VA); AEFP (Washington DC)
2015-2016	AEFP (Denver, CO)

Honors, Fellowships and Awards

2024	Russell Sage Foundation, Co-PI (\$166,000) Faculty Research Fund Grant Awardee, West Point
2023	Upjohn Institute Early Career Research Grant; Department of the Army Civilian Service Achievement Medal
2022	Murdy Teaching Award, West Point
2020	Department of the Army Civilian Service Achievement Medal
2017-2018	Predoctoral Bankard Fellow, University of Virginia
2015-2017	Institute of Education Sciences Predoctoral Fellow
2017	Attendee, 2017 Human Capital and Economic Working Group Summer Program, University of Chicago
2016	Snavely Prize for Outstanding Dissertation Proposal, University of Virginia
2015	Steer Family Endowment Research Grant, University of Virginia
2015	Snavely Prize for Outstanding Summer Paper Award, University of Virginia
2010	University Honors with Thesis, Brigham Young University

Professional Service

2023-2024	National Academy of Science committee member for <i>Adult Learning in the Military Context</i> study.
2022	Co-organized Northeastern Economics of Education conference, hosted at West Point
Referee:	Review of Economics and Statistics; Journal of Labor Economics; Journal of Economic and Behavioral Organization; Education Finance and Policy; Economics of Education Review; Journal of Policy Analysis and Management; Contemporary Economic Policy; Journal of Economics and Business; Journal of Education Human Resources; PLOS ONE

Departmental and University Service

2024	Curriculum Design Committee, West Point Economics Department
2023	Consultant to the Army on improving recruitment and retention (received Department of the Army Civilian Service Achievement Medal)
2022	Faculty Editor for the West Point Journal of Politics and Security
2022	“Officer in Charge” for student educational experience in Argentina
2021	Writing Center advisor and economic department representative
2020	Researcher and consultant for congressionally mandated Fort Hood Independent Review Committee (received Department of the Army Civilian Service Achievement Medal)
2020, 2021,	Academic hiring committee

2023

2020-2023 Department Seminar Series Organizer

2018- Hiring, training, and mentoring pre-doctoral research assistants: Jesse Meredith (Boston University), Alec Hoover (UCSD), Andrew Hoover (Notre Dame), Anika Narella (University of Pennsylvania), Kelly Orr, and Eli Levine

2018- Researcher and Fellow of the Office of Economic and Manpower Analysis (OEMA); Academic Research Council

Honors Thesis Committee (* = Chair)

2024 Brandon Agran*, Daniel Pinney*

2022 Alexander Amaya*

2021 Greg Brownell*

2020 Chris Weaver, Woo Chul Kim

Grant and Project Funding

2024 Faculty Research Fund Grant, West Point (\$6,250)

2023 Upjohn Institute Early Career Research Grant (\$7,500)

2022 Virginia Veterans Research Grant (\$20,000)

2020 DoD Internal Funding for Personnel Incentive RCT (\$14 million)

Languages

English (native)

Spanish (fluent)