

AARON R. PHIPPS

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Academic Appointments

2018-Present 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

References: Sarah Turner (set5h@virginia.edu), Celeste Carruthers (carruthers@utk.edu),
Joseph Price (joseph_price@byu.edu)

Peer-Reviewed Publications

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

How do Veterans Fare as Entrepreneurs? A Descriptive Analysis of Vetpreneurs (with William Skimmyhorn). *Forthcoming, International Small Business Journal*. Preprint [here](#).

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

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). Undergoing disclosure review. Available upon request.

Multi-tasking with Production Uncertainty: A Real-Effort Laboratory Experiment (with Michael Kofoed). *Revision Requested, Economic Inquiry*. Available [here](#).

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 (Planned) Southern Economic Association (Baltimore), APPAM (Washington), ASSA (San Francisco).

2023-2024 Southern Economic Association (New Orleans), AEFPP (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); AEFPP (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), AEFPP (Online), WEAI (Online)

2019-2020 European Association of Labour Economists (EALE) (Stockholm, Sweden); Northeast Economics of Education Workshop (Amherst, MA); AEFPP (Online)

2018-2019 SEA (Washington, DC); SOLE (Washington DC); AEFPP (Kansas City, KS); WEAI (San Francisco, CA)

2017-2018 APPAM International (Brussels, Belgium); HCEO Working Group (Chicago, IL); SEA (Tampa, FL); AEFPP (Portland, OR)

2016-2017 Economic Research Colloquium (Charlottesville, VA); AEFPP (Washington DC)

2015-2016 AEFPP (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 *Adult Learning in the Military Context* study.

2022 Co-organized Northeastern Economics of Education conference, hosted at West Point

Referee: Journal of Labor Economics; 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

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, 2023 Academic hiring committee

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)