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Employment	<b>University of Alberta</b> , Edmonton, Alberta, Canada <i>Assistant Professor</i> , Department of Economics	<b>2018 to present</b>
	<b>Government of Canada</b> , Gatineau, Quebec, Canada <i>Research Advisor</i> , Employment and Social Development Canada	<b>2017 to 2018</b>
	<b>Pontificia Universidad Javeriana</b> , Bogotá, Colombia <i>Assistant Professor</i> , Department of Economics	<b>2015 to 2017</b>
Other Affiliations	<b>Laboratorio de Economía de la Educación</b> , Bogotá, Colombia <i>Senior Affiliated Researcher</i>	<b>2020 to present</b>
Education	<b>Queen's University</b> , Kingston, Ontario, Canada <i>Doctor of Philosophy in Economics</i>	<b>2015</b>
Research Interests	Applied Microeconomics, Economics of Education, Labour Economics	
Refereed Publications	<p>“Penalties for Speeding and their Effect on Moving Violations: Evidence from Quebec Drivers,” (with Vincent Chandler and Lealand Morin). <i>Canadian Journal of Economics</i>, forthcoming.</p> <p>“Scholarships and student effort: Evidence from Colombia's Ser Pilo Paga program,” (with Gloria L. Bernal). <i>Economics of Education Review</i>, vol. 72: 121-130 (October 2019).</p> <p>“Dynamic Treatment Effects of Teacher’s Aides in an Experiment with Multiple Randomizations,” <i>Economic Inquiry</i>, vol. 56(2): 1244-1260 (April 2018).</p> <p>“A Self-Reference Problem in Test Score Normalization,” <i>Economics of Education Review</i>, vol. 61: 79-84 (December 2017).</p> <p>“Test Score Measurement and the Black-White Test Score Gap,” <i>Review of Economics and Statistics</i>, vol. 99 (4): p. 652-656 (October 2017).</p> <p>“Racial Interaction Effects and Student Achievement,” <i>Education Finance and Policy</i>, vol. 12 (4): p. 447-467 (Fall 2017).</p> <p>“Hypothesis Testing for Arbitrary Bounds,” <i>Economics Letters</i>, vol. 121 (3): p. 492-494 (December 2013).</p>	

Selected Working Papers	<p>“Cramming,” (with Michael Gilraine). Under review.</p> <p>“Mandatory Minimum Sentencing and its Effect on Sentencing Distributions: Evidence from Canada,” (with Emilia Galan and Steven Lehrer). Under review.</p> <p>“Same race teachers don’t necessarily raise academic achievement”. Under review.</p> <p>“Cautions when normalizing the dependent variable in a regression as a z-score”. Under review.</p>
Teaching Experience	<p><b>University of Alberta</b>, Edmonton, Canada  <i>Assistant Professor</i>  Undergraduate courses:  Graduate Methods Review (S2020)  Introductory Econometrics (F2019, W2020, F2020, W2021, F2021, W2022)  Economics of Education (F2018, W2020, F2021)  Applications of Mathematics to Economics I (F2018)  <b>Pontificia Universidad Javeriana</b>, Bogotá, Colombia  <i>Assistant Professor</i>  Undergraduate courses:  Introduction to Econometrics (W2016, F2016)  Graduate courses:  Economics of Education (F2015, W2016)  <b>Queen's University</b>, Kingston, Ontario, Canada  <i>Teaching Fellow</i>  Graduate courses:  Graduate Methods Review for MAs (S2012, S2013, S2014)  <b>Royal Military College</b>, Kingston, Ontario, Canada  <i>Sessional Lecturer</i>  Undergraduate courses:  ECE 103 – Introduction to Microeconomics (F2013) (online)  ECE 104 – Introduction to Macroeconomics (W2014) (online)  ECE 312 – History of Economic Thought (F2011, F2012, W2015)  ECE 342 – Introduction to Econometrics (F2013, F2014)  ECF 342 – Introduction à l'économétrie (F2013, F2014)  ECE 444 – Environmental Economics (W2013)</p>
Professional Development in Teaching	<p><b>Queen's University</b>, Kingston, Ontario, Canada  <i>Program for University Teaching and Learning</i>  Certificate 1: Foundations, 03/2011  Certificate 2: Practical Experience, 03/2011  Certificate 3: Scholarship, 04/2011  Certificate 4: Leadership, 06/2012</p>
Research Grants	<p>RIES Stream A Grant, 2021 (with Steven Lehrer)</p> <p>SSHRC Insight Development Grant, 2019-2023, \$52,807 (with Steven Lehrer)</p>
Honours	<p>John Deutsch Institute Doctoral Stipend</p>

Professional Activities	Referee: <i>Canadian Public Policy, Defence and Peace Economics, Economics of Education Review, Education Economics, Education Finance and Policy, Empirical Economics, Journal of Human Capital, Public Opinion Quarterly</i>
Consulting	<p>Consultant for Defence Research and Development Canada, Centre for Operational Research and Analysis</p> <ul style="list-style-type: none"> <li>• Emilia Galan and Jeffrey Penney. “Factors affecting public sector attrition: the case of the Department of National Defence civilian employees,” (DRDC PA14010), 2015.</li> <li>• Ugurhan Berkok, Steve Kivinen, and Jeffrey Penney. “Substitution between Labour and Capital: Application to the Royal Canadian Navy,” (DRDC PA12022), 2013.</li> </ul> <p>Consultant for Human Resources and Skills Development Canada</p> <ul style="list-style-type: none"> <li>• Christopher Ferrall, Natalia Mishagina, and Jeffrey Penney on behalf of the John Deutsch Institute. “Labour market outcomes and determinants of success for the integration of internationally-educated immigrants in the Canadian labour market: A quantitative study,” (14-HRD-QUE-3869), 2014.</li> </ul>
Languages	English (native), French (advanced)