

# **Roland Gerhard Fryer, Jr.**

Curriculum Vitae

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## **Address**

Department of Economics  
Harvard University  
1805 Cambridge Street  
Cambridge, MA 02138

## **Academic Positions**

Henry Lee Professor of Economics, Harvard University, 2014-  
Robert M. Beren Professor of Economics, Harvard University, 2009-2014  
Founding Director, Education Innovation Laboratory, 2008-  
Professor of Economics, Harvard University, 2007-2009  
Assistant Professor of Economics, Harvard University, 2006-2007  
Associate Director, Du Bois Institute for African and African-American Research,  
2006-2008  
Faculty Associate, Institute for Quantitative Social Science, 2006-2008  
Research Associate, National Bureau of Economic Research (NBER), 2003-  
Junior Fellow, Harvard Society of Fellows, Harvard University, 2003-2006  
National Science Foundation Post-Doctoral Fellowship, 2001-2003  
Doctoral Fellow, American Bar Foundation, 2001-2003

## **Other Positions**

Chief Equality Officer, New York City Department of Education, 2007-2008

## **Education**

Ph.D., Economics, The Pennsylvania State University, 2002  
Thesis Title: *Mathematical Models of Discrimination and Inequality*,  
Advisor: Tomas Sjöström

B.A., Magna Cum Laude, Economics (with Departmental and University Honors),  
The University of Texas at Arlington, 1998

## **Research and Teaching Interests**

Labor Economics, Applied Theory, Applied Microeconomics, Experimental  
Economics, Econometrics

## **Forthcoming and Published Papers**

1. "Categorical Cognition: A Psychological Model of Categories and Identification in Decision Making: An Extended Abstract" (with M. Jackson). *Proceedings of the 9th conference on Theoretical Aspects of Rationality and Knowledge, 2003*
2. "Understanding the Black-White Test Score Gap in the First Two Years of School" (with S. Levitt). *The Review of Economics and Statistics* 86, no. 2 (May 2004): 447-464.
3. "The Causes and Consequences of Distinctively Black Names" (with S. Levitt) *The Quarterly Journal of Economics* 119, no. 3 (August 2004): 767-805.
4. "Falling Behind" (with S. Levitt). *Education Next* 4 (August 2004): 64-71.
5. "Experience-Based Discrimination," (with J. Goeree and C. Holt). *The Journal of Economic Education* 36, no. 2 (2005): 160-170.
6. "An Economic Analysis of 'Acting White'," (with D. Austen-Smith). *The Quarterly Journal of Economics* 120, no. 2 (May 2005): 551-583.
7. "Affirmative Action and Its Mythology" (with G. Loury). *The Journal of Economic Perspectives* 19, no. 3 (2005): 147-162.
8. "Affirmative Action in Winner-Take-All Markets" (with G. Loury). *Journal of Economic Inequality* 3, no. 3 (December 2005): 263-280.
9. "Losing Ground at School" (with S. Levitt). Chapter 4, in *Generational Change: Closing the Test Score Gap, February 2006*, pp. 88-114
10. "Acting White". *Education Next, Winter 2006*
11. "Discrimination: Experimental Evidence from Psychology and Economics" (with L. Anderson and C. Holt). *Handbook on Economics of Discrimination*, (2006): 97-115.
12. "Is School Segregation Good or Bad?" (with F. Echenique and A. Kaufman). *American Economic Review, Papers and Proceedings*, (2006): 265-269.
13. "The Black-White Test Score Gap Through Third Grade" (with S. Levitt). *American Law and Economic Review* 8, no. 2 (July 2006): 249-281.
14. "A Model of Social Interactions and Endogenous Poverty Traps" *Rationality and Society* 19, no. 3 (2007): 335-366.
15. "A Measure of Segregation Based on Social Interactions" (with F. Echenique). *Quarterly Journal of Economics* 122, no. 2 (2007): 441-485.

16. "Belief-Flipping in a Dynamic Model of Statistical Discrimination," *Journal of Public Economics* 91, no. 5 (2007): 1151-1166.
17. "Guess Who's Been Coming to Dinner? Trends in Interracial Marriage Over the 20<sup>th</sup> Century," *Journal of Economic Perspectives* 21, no. 2 (2007): 71-90.
18. "An Economic Analysis of Color-Blind Affirmative Action," (with G. Loury and T. Yuret). *Journal of Law, Economics, and Organization* 24, no. 2 (2008): 319-355.
19. "Categorical Cognition: A Psychological Model of Categories and Identification in Decision Making" (with M. Jackson). *Contributions to Theoretical Economics, Berkeley Electronic Press, 2008*
20. "Exploring the Impact of Financial Incentives on Stereotype Threat: Evidence from a Pilot Study" (with S. Levitt and J.A. List). *American Economic Review*, (May 2008): 370-375.
21. "Implicit Quotas," *Journal of Legal Studies*, 38, no. 1 (2009): 1-20.
22. "The Causes and Consequences of Attending Historically Black Colleges and Universities" (with M. Greenstone). *American Economic Journal: Applied Economics* 2, no.1 (2010).
23. "An Empirical Analysis of 'Acting White'" (with P. Torelli). *Journal of Public Economics*, 94, no. 5 (2010): 380-396.
24. "An Empirical Analysis of Gender Differences in Mathematics" (with S. Levitt). *American Economic Journal: Applied Economics* 2, no. 2 (2010): 210-40.
25. "The Importance of Segregation, Discrimination, Peer Dynamics, and Identity in Explaining Trends in the Racial Achievement Gap," *Handbook of Social Economics*, 2010
26. "Racial Inequality in the 21<sup>st</sup> Century: The Declining Significance of Discrimination" *Handbook of Labor Economics*, 4 (2011): 855-971.
27. "Are High Quality Schools Enough to Increase Achievement Among the Poor?" Evidence from the Harlem Children's Zone" (with W. Dobbie). *American Economic Journal: Applied Economics* 3, no. 3 (2011): 158-187.
28. "It May Not Take a Village: Increasing Achievement Among the Poor" (with V. Curto and M. Howard). *Social Inequality and Educational Disadvantage*, Brookings Press, 2011

29. "Financial Incentives and Student Achievement: Evidence from Randomized Trials," *Quarterly Journal of Economics*, 126, no. 4 (2011): 1755-1798.
30. "Measuring the Compactness of Political Districting Plans" (with R. Holden). *Journal of Law and Economics*, 54, no. 3 (2011): 493-535.
31. "The Power and Pitfalls of Education Incentives" (with B. Allan). Policy Paper. The Hamilton Project, *July 2011*
32. "Hatred and Profits: Getting Under the Hood of the Ku Klux Klan" (with S. Levitt). *Quarterly Journal of Economics* 127, no.4 (2012):1883-1925.
33. "The Plight of Mixed Race Kids" (with L. Kahn, S. Levitt, and J. Spenkuch). *Review of Economics and Statistics* 94, no.3 (2012):621-634.
34. "Learning from the Successes and Failures of Charter Schools," Policy Paper. The Hamilton Project, *2012*
35. "Getting Beneath the Veil of Effective Schools: Evidence from New York City," (with W. Dobbie). *American Economic Journal: Applied Economics* 5, no. 4 (2013): 28-60
36. "Testing for Racial Differences in the Mental Ability of Young Children" (with S. Levitt). *American Economic Review* 103, no.2 (2013): 981-1005.
37. "Teacher Incentives and Student Achievement: Evidence from New York City Public Schools," *Journal of Labor Economics*, 31, no.2 (2013): 373-427.
38. "Measuring Crack Cocaine and Its Impact" (with P. Heaton, S. Levitt, and K. Murphy). *Economic Inquiry* 51, no.3 (2013):1651-1681.
39. "Valuing Diversity" (with G. Loury). *Journal of Political Economy* 121, no. 4 (2013): 747-774.
40. "Achieving Escape Velocity: Neighborhood and School Interventions to Reduce Persistent Inequality," (with L. Katz). *American Economic Review Papers and Proceedings* 103, no.3 (2013): 232-237.
41. "Racial Disparities in Job Finding and Offered Wages: Evidence from High Frequency Longitudinal Data" (with J. Spenkuch and D. Pager). *Journal of Law and Economics*, 56 (August 2013): 633-689.
42. "The Impact of Attending a School with High-Achieving Peers: Evidence from New York City Exam Schools," (with W. Dobbie) [Available as NBER Working Paper No. 17286] [*American Economic Journal: Applied Economics*, *July 2014*]

43. “The Potential of Urban Boarding Schools: Evidence from SEED” (with V. Curto) [*Journal of Labor Economics, Vol 32, no. 1, 2014*]: 65-93
44. “Injecting Charter School Best Practices into Traditional Public Schools: Evidence from Field Experiments,” [Available as NBER Working Paper No. 17632] [*Quarterly Journal of Economics, August 2014*]
45. “The Medium-Term Impacts of Charter Schools,” (with W. Dobbie) [Available as NBER Working Paper No. 19581] [*forthcoming in Journal of Political Economy*].
46. “The Impact of Youth Service Programs on Future Outcomes: Evidence from Teach for America” (with W. Dobbie) [Available as NBER Working Paper No. 17402] [*forthcoming in B.E. Journal of Economic Analysis and Policy, Advances Tier*]
47. “The Production of Human Capital in Developed Countries: Evidence from 196 Field Experiments” (*forthcoming in the Handbook of Field Experiments*)

## **Working Papers**

48. “Information and the Racial Achievement Gap: Evidence from a Cell Phone Experiment” [Available as NBER Working Paper No. 19113] [Revision requested from *Journal of Public Economics*]
49. “Multitasking, Dynamic Complementarities, and Incentives: A Cautionary Tale” (with Richard Holden) [Available as NBER Working Paper No. 17752]. [Revision Requested from *Journal of Political Economy*]
50. “Two-Armed Restless Bandits with Imperfect Information: Stochastic Control and Indexability,” (with P. Harms) [Available as NBER working paper No. 19043]. [Revision Requested from *Mathematics of Operations Research*]
51. “Comparative Advantage in Social Interactions” (with S. Cicala and J. Spenkuch), 2011 [Available as NBER Working Paper No. 16880] [Revision Requested from *Journal of European Economic Association*]
52. “Updating Beliefs When Evidence is Open to Interpretation: Implications for Bias and Polarization,” (with P. Harms and M. Jackson) [Available as NBER Working Paper 19114] [under review]
53. “The (Surprising) Efficacy of Academic and Behavioral Intervention with Disadvantaged Youth: Results from a Randomized Experiment in Chicago” (with P. Cook, et al) [Available as NBER Working Paper 19862]

54. “Parental Incentives and Early Childhood Achievement: Evidence from A Field Experiment” (with S. Levitt and J. List). [Available as NBER working paper No. 21477] [under review]
55. “The ‘Pupil’ Factory: Specialization and the Production of Human Capital in Schools” [Available as NBER working paper No. 22205] [under review]
56. “An Empirical Analysis of Racial Differences in Police Use of Force” [Available as NBER working paper No. 22399] [under review]
57. “Charter Schools and Earnings” (with W. Dobbie). [Available as NBER working paper No. 22502] [under review]

### **Papers in Progress**

1. “Management Practices and Student Achievement: Evidence from a Field Experiment” [in progress]
2. “Technology and Student Achievement: Evidence from New York City”
3. Estimating Learning Functions: Evidence from Lab Experiments (with J. Spenkuch)
4. Individualization and Reading Achievement: Evidence from a Field Experiment

### **Experiments and Data Collection Projects in Progress**

Management Matters: A Field Experiment [2014-2016]  
 Estimating Learning Functions: Evidence from Lab Experiments (with J. Spenkuch) [2014-2015]  
 Decrease Poverty or Increase School Quality? A Field Experiment [2015-2018]  
 Individualization and Reading Achievement [2013-2016]

### **Fellowships and Academic Honors**

John Bates Clark Medal, 2015  
 Fellow, Society of Labor Economists, 2015  
 Fellow, American Academy of Arts and Sciences, 2015  
 Calvo-Armengol International Prize, 2012  
 MacArthur Fellowship, 2011  
 The Presidential Early Career Award for Scientists and Engineers, 2009  
 National Science Foundation CAREER Award, 2008-2013  
 Furer Fellowship, Harvard University, 2007  
 Dr. S Allen Counter Faculty Award, Harvard University, 2007  
 Alfred P. Sloan Research Fellowship, 2007  
 Warburg Fellowship, Harvard University, 2007

Inaugural Alphonse Fletcher Fellow, 2005  
Best Graduate Student Paper, SWEA, 2001  
CIC Exchange Scholar, The University of Chicago, 2000-2001  
Jacob J. Kaufman Scholarship, Pennsylvania State University, 2000  
Minority Graduate Fellowship, Pennsylvania State University, 1999-2002

### **Selected Grants and Gifts**

Broad Foundation Grant, 2011 [2,500,000]  
Community Foundation of Oklahoma, 2011 [284,000]  
Hecksher Foundation Grant, 2011 [500,000]  
Ford Foundation Grant, 2010 [\$1,000,000]  
Liemandt Foundation Grant, 2010 [\$1,500,000]  
Hecksher Foundation Grant, 2010 [\$250,000]  
Gates Foundation Grant, 2009 [\$1,000,000]  
Arnold Foundation Grant, 2009 [\$500,000]  
Fisher Foundation Grant, 2009 [\$500,000]  
Griffin Foundation Grant, 2009 [\$10,000,000]  
CAREER Grant, 2008 [\$400,000]  
Steans Foundation, 2008 [\$150,000]  
Joyce Foundation, 2008 [\$150,000]  
Broad Foundation Grant, 2007-2009 [\$7,600,000]  
NYC Mayor's Fund Grant, 2007-2009 [\$4,800,000]  
District of Columbia Public Schools, 2007-2009 [\$1,900,000]  
Smith Richardson Foundation Grant, 2007-2009 [\$360,000]  
National Science Foundation Grant, 2005-2007 [\$200,000]  
Milton Fund Grant, Harvard University, 2004-2005 [\$35,000]  
NICHD Minority Research Grant, 2001-2002 [\$15,000]