

AARON R. PHIPPS

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ACADEMIC APPOINTMENTS AND AFFILIATIONS

July 2018-Present Assistant Professor of Economics
United States Military Academy at West Point, NY

EDUCATION

May 2018 PhD, Economics
University of Virginia
Dissertation: *Contract Theory in Complex Environments: Theory and Evidence on Effective Teacher Performance Incentives*

Advisors: Dr. Sarah E. Turner set5h@virginia.edu
 Dr. Leora Friedberg lfriedberg@virginia.edu
 Dr. William R. Johnson wjr8y@virginia.edu
 Dr. James H. Wyckoff jhw4n@virginia.edu

May 2015 MA, Economics
University of Virginia

August 2010 BS, Economics and Statistics with Honors; Minor Mathematics
Brigham Young University

FIELDS OF INTEREST

Labor Economics, Economics of Education, Applied Microeconomics

PUBLICATIONS

Phipps, Aaron and Emily Wiseman. Enacting the Rubric: Teacher Improvements in Windows of High-stakes Observation
(Forthcoming, *Education Finance and Policy*)

Ransom, Michael, and **Aaron Phipps**. 2017. The Changing Occupational Distribution by College Major. *Research in Labor Economics*. Vol. 45.

WORKING PAPERS

Jack of All Trades or Master of One? The Converging Skillsets of College Majors and Implications for Wage Polarization

Personnel Contracts with Production Uncertainty: Theory and Evidence from Teacher Performance Incentives

Multi-tasking with Production Uncertainty: A Real-Effort Laboratory Experiment Using Google App Engine

WORKS IN PROGRESS

Effects of Free Community College on Army Enlistment, with Celeste Carruthers, Michael Kofoed, and Jenna Kramer

Learning by Doing: Evidence from College Instructors, with Richard Patterson and Eric Taylor

PRESENTATIONS

2018, March. Personnel Contracts with Production Uncertainty: Theory and Evidence from Teacher Performance Incentives. Association for Education Finance and Policy, Portland, Oregon.

2017, November. Personnel Contracts with Production Uncertainty: Theory and Evidence from Teacher Performance Incentives. Southern Economic Association (SEA), Tampa, Florida.

2017, August. Personnel Contracts with Production Uncertainty: Theory and Evidence from Teacher Performance Incentives. (Poster). Human Capital and Economic Opportunity Working Group, Summer School on Socioeconomic Inequality, University of Chicago.

2017, July. Creating a Robust Teacher Labor Force through Improved Professional Accountability: New Theories on Contract Design and Experimental Evidence. Paper presented at the Association for Public Policy Analysis and Management (APPAM) International Conference, Brussels, Belgium.

2017, May. Short-run Effects of Unannounced Teacher Evaluation Threat: Mechanisms of Professional Accountability. Paper presented at the Economic Research Colloquium (ERC), University of Virginia.

2017, March. What Uncertainty in the Teaching Production Function Means for Designing Teacher Incentives: Theory and Experimental Evidence. Paper presented at the Association for Education Finance and Policy (AEFP) 42nd Annual Conference, Washington, DC.

HONORS

2017-2018	Predocctoral Bankard Fellow, University of Virginia
2015-2017	Institute of Education Sciences Predocctoral 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