

SAILUO

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PLACEMENT DIRECTORS

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EDUCATION

Ph.D.	Economics, University of Maryland at College Park, expected May 2020
M.A.	Economics, Tsinghua University, China, 2015
B.A.	Economics (Honors Program), Tsinghua University, China, 2012

FIELDS OF SPECIALIZATION

Primary: Labor Economics
Secondary: Development Economics, Applied Microeconometrics

DISSERTATION

Essays on Skills and Racial Gaps in the Labor Market

Committee: Prof. Judith Hellerstein (Chair), Prof. Jessica Goldberg, Prof. Sergio Urzua

JOB MARKET PAPER

“Understanding the Racial Gaps in the Early Careers of Millennial Men”

I study the racial gaps in the early career experience of young men in a sample of early Millennials. Using semi-parametric decomposition methods, I evaluate the contributions of individual skill, family background, childhood neighborhood, and career-launching experience to the racial labor market gaps observed in the NLSY-97. I establish three main findings. First, racial differences in measured individual skill explain up to half of the mean racial gaps in employment and earnings. The central role of skill is attributable primarily to measured racial gaps in cognitive skills rather than to gaps in formal schooling. Individual skill differences also account for the largest share of racial gaps at the 25th percentile, the median, and the 75th percentile of the earnings distribution. Second, on its own, childhood neighborhood explains a meaningful share of the racial employment and earnings gaps, but conditional on family background and individual skill, its explanatory power is small or zero. Third, individual skill, family background, childhood neighborhood and career-launching experience together account for the vast majority of the mean racial gaps in employment and earnings. Overall, my findings suggest that policies aimed at narrowing racial labor market gaps among young men in the United States need to pay more attention to racial skill gaps and the black disadvantage in the skill accumulation process.

RESEARCH PAPERS

“Have the Returns to Cognitive Skills Really Declined?” work in progress, with Judith Hellerstein and Sergio Urzua

“Has the Racial Labor Market Gap among Young Men Changed Across Cohorts? A Comparison of NLSY-79 and NLSY-97,” work in progress

“Are Crowded-out Students Cascading Down? Estimated Enrollment Spillovers along the University Hierarchy in the United States using the Foreign Student Shock,” work in progress

“Household Enterprises and Labor Market Imperfections in Rural Malawi,” work in progress, with Jessica Goldberg and Susan Godlonton

“Can Math Performance Explain the Gender Imbalance in STEM Majors in China?” work in progress, with Hongbin Li and Binzhen Wu

TEACHING EXPERIENCE

Instructor, Applied Econometrics (undergraduate), University of Maryland, Summer 2018
Teaching Assistant, Applied Microeconometrics (graduate), University of Maryland, Fall 2017 and Fall 2018
Teaching Assistant, Labor Economics (undergraduate), University of Maryland, Spring 2018
Teaching Assistant, Intermediate Microeconomic Analysis (core undergraduate), University of Maryland, Fall 2015 and Spring 2016
Research Supervisor, Summer Research Initiative, University of Maryland, Summer 2016 and Summer 2017

RESEARCH AND RELEVANT WORK EXPERIENCE

Research Assistant, Prof. Judith Hellerstein, University of Maryland, 2019-2020
Research Assistant, Prof. Jessica Goldberg, University of Maryland, 2016-2017
Research Assistant, Prof. Jing Cai, University of Maryland, Summer 2015 and Summer 2016
Research Assistant, Prof. Hongbin Li, Stanford University, 2011-2012

CONFERENCE AND SEMINAR PRESENTATIONS

2019: Bureau of Labor Statistics (scheduled), LAC-Development Conference (discussant), SUNY-Buffalo (coauthor presented)
2018: Chicago Harris (coauthor presented)

GRANTS AND AWARDS

Dean’s Research Initiative Travel Award, University of Maryland, 2019-2020
Suzanne M. Bianchi Research Grant, Maryland Population Research Center, 2019
Dissertation Fellowship Award, the Economic Club of Washington D.C., 2018-2019
Dean’s Research Initiative Research Grant, University of Maryland, 2015-2016

REFEREE SERVICES

Economic Development and Cultural Change, Journal of Human Resources

LANGUAGES

English (fluent), Mandarin Chinese (native)

REFERENCES

Prof. Judith Hellerstein	University of Maryland	hellerst@umd.edu	(301) 405-3545
Prof. Jessica Goldberg	University of Maryland	jagold@umd.edu	(301) 405-3559
Prof. Sergio Urzua	University of Maryland	surzua@umd.edu	(301) 405-3532