

TIMOTHY M. DIETTE
CURRICULUM VITAE
(LAST UPDATED OCTOBER 2021)

EDUCATION

2005 PhD, Economics, University of North Carolina at Chapel Hill
1999 MS, Economics, University of North Carolina at Chapel Hill
1995 BA, Economics and History, University of Vermont

EMPLOYMENT

2004-present Washington and Lee University

Administrative Appointments:

2021-present Executive Director, Shepherd Higher Education Consortium on Poverty
2018-2021 Senior Advisor to the President for Strategic Analysis
2020-2021 Acting Director, Shepherd Poverty Program
2017-2018 Associate Dean, Williams School of Commerce, Economics, and Politics
2016-2017 Acting Department Head, Department of Economics

Faculty Appointments:

2019-present Professor of Economics
2013-2019 Associate Professor of Economics
2015-2018 Harry E. and Mary Jayne W. Redenbaugh Term Associate Professor of
Economics, (3-year term)
2006-2013 Assistant Professor of Economics
2004-2006 Visiting Assistant Professor of Economics

Faculty Affiliations:

Shepherd Program for the Interdisciplinary Study of Poverty and Human Capability
 Core Faculty Member 2013-present
 Affiliate Faculty Member 2006-2013
Education Studies
 Core Faculty Member 2019-present
Africana Studies Program
 Affiliate Faculty Member 2018-present
 Core Faculty Member 2007-2018

2003-2004 Economist, Tax Research, North Carolina Department of Revenue
2000-2002 Financial Analyst, Wachovia Bank, Retail Financial Services
1999-2000 Financial Analyst, Bank of America, Balanced Scorecard Development

ADMINISTRATIVE APPOINTMENTS

Executive Director, Shepherd Higher Education Consortium on Poverty (SHECP), 2021-present

- Provide strategic direction and oversight of SHECP
- Cultivate philanthropic support from individual supporters and granting agencies
- Coordinate and oversee the summer internship program (over 150 students from over 20 institutions at over 100 community partners)

- Cultivate and develop relationships between SHECP alumni and students, faculty, and staff at consortium members
- Recruit and support new member institutions in the consortium
- Collaborate with Board of Directors members, Council members, and SHECP committees to provide support for the educational and programmatic development of poverty programs at member schools and their staff and faculty
- Provide strategic direction for and oversight of SHECP's day-to-day administration and operations, including oversight of the assistant director of internships and the assistance director of grants and engagement and the preparation and oversight of the annual budget
- Report to the SHECP Board of Directors

Senior Advisor to the President for Strategic Analysis, Washington and Lee University, 2018-2021

- Member of the President's Cabinet
- Supervisor of the Executive Director of the Office of Strategic Analysis and Institutional Research
- Collaborates with senior academic and administrative leaders across the university, including the Provost, VP for Student Affairs, and VP for Admissions and Financial Aid, on key strategic priorities.
- Champions and improves the use of data and analysis across the institution. Leads efforts to build and sustain a culture of data-informed decision-making including serving as the executive sponsor for the Data Governance Council. Leverages data and analysis to assist the campus in setting strategic goals, developing metrics, and measuring progress.
- Examples of specific activities and responsibilities include: assess student inclusivity through creation and monitoring of a student thriving index; analysis of on-campus housing demand for trustees; develop Admissions and Financial Aid Fact Book; collaborate with the University Committee on Inclusiveness and Campus Climate to develop and analyze a Campus Climate Survey; create dashboard to assess progress on strategic plan and other key priorities; participate in the COVID-19 Contingency Task Force; analyze space and staffing needs for the university in collaboration with the Provost, VP of Finance, and deans; create admissions and financial aid fact book; Athletics-Admissions Diversity Recruiting Plan in conjunction with the VP of Admissions, Provost, Athletic Director, and Dean of the College

Associate Dean of the Williams School of Commerce, Economics, and Politics, Washington and Lee University, 2017-2018

- Led AACSB reaccreditation efforts with the dean. Drafted the reaccreditation document, responsible for knowledge of the accreditation standards and required evidence, and assisted department heads and committees with policies and procedures to support continuous improvement.
- Managed day-to-day operations of the Williams School's facilities.
- Organized and led new faculty orientation for Williams School Faculty members.
- Led planning and prepared the capital budget for the Williams School, including classroom design and renovations.
- Represented the Williams School as an ex officio member of: International Education Committee; Automatic Rule and Reinstatement Committee; Learning Spaces Advisory Committee; Registration and Class Schedules Committee; Writing Program Advisory Committee.
- Oversaw strategic planning implementation

- Presented regularly to the Williams School Board of Advisors, alumni, parents, and friends of the Williams School and W&L.

Acting Director of the Shepherd Program for the Interdisciplinary Study of Poverty and Human Capability, Washington and Lee University, 2020-2021

- Manage curricular and co-curricular programming, supported by 4 full-time staff members
- Manage budget and personnel
- Chair Shepherd Advisory Board (Alumni) and Shepherd Advisory Committee (Faculty, Staff, and Students)

Acting Head of the Department of Economics, Washington and Lee University, 2016-2017

- Annual faculty evaluation of 13 tenured/tenure-track members and three visiting faculty members
- Chaired tenure review committee and two pre-tenure review committees
- Managed department annual budget, scheduling, committee assignments
- Developed and implemented an allocation plan for endowment funds to support student learning, student research, faculty pedagogy, faculty course development, and faculty research.
- Led revision of the major to reflect changes in the discipline and to optimize allocation of resources
- Chaired visiting faculty hiring committee

UNIVERSITY SERVICE (Abbreviated List)

Member, COVID Contingency Task Force, 2020

Chair, COACHE Faculty Job Satisfaction Task Force, 2019-present

Member, Community Engagement and Service Learning Committee, 2020-2021

Ex Officio Member, General Education Development Committee, 2020-2021

Member, Registrar Search Committee, 2019-2020

Ex Officio Member, General Education Review Committee, 2018-2019

Executive Sponsor, Data Governance Group, 2018-present

Member, Campus Master Planning Committee, 2018-2020

Ex Officio Member, University Sustainability Committee, 2018-2021

Member, SACS Self-Study Leadership Team, 2016-2018

Ex Officio Member, International Education Committee, 2017-2018

Ex Officio Member, Writing Program Advisory Committee, 2017-2018

Chair, Williams School, Diversity and Cultural Awareness Committee, 2017

Faculty Representative, Board of Trustees, 2016-2017

Member, Faculty Administrators Evaluation Committee, 2016-2017

Member, President's Advisory Committee (Tenure and Promotion), 2014-2017

Member, Teacher Education Search Committee, 2018-2019

Education Policy Minor Advisor, 2012-present

Member, General Education Working Group, 2017-2018

Member, Data Analytics Working Group, 2017-2018

Ex Officio Member, Automatic Rule and Reinstatement Committee, 2017-2018

Ex Officio Member, Learning Spaces Advisory Committee, 2017-2018

Ex Officio Member, Registration and Class Schedules Committee, 2017-2018

Member, Shepherd Faculty Review Committee, 2016-2018

Member, Shepherd Program Advisory Committee, 2013-2018

Member, Shepherd Program Strategic Planning Steering Committee, 2016-2018
Member, Undergraduate Women in Economics Advisory Group, 2015-2017
Member, Questioning Passion Series Organizing Committee, 2013-2016
Member, Financial Aid Committee, 2011-2015
Member, Student Affairs Committee, University Committee, 2011-2014
Member, Information Technology Advisory Committee, University Committee, 2008-2014
Member, Executive Committee, Gamma Chapter of Virginia, Phi Beta Kappa Society, 2007-2014
 President 2010-2012; Vice-President 2008-2010
Member, Questioning the Good Life Series Organizing Committee, 2011-2013
Member, Roger Mudd Ethics Center Director Search Committee, 2012
Member, Faculty Career Flexibility Steering Committee/Sloan Steering Committee, 2010-2011
Member, Faculty Executive Committee, University Committee, 2009-2011
Member, Student Faculty Hearing Board, University Committee, 2007-2009

ADMINISTRATIVE CONFERENCES AND WORKSHOPS

Institute on High-Impact Practices and Student Success, AAC&U, 2020
Equity and Inclusion in Economics at Liberal Arts Colleges:
 2020 (*presenter*); 2018 (*presenter*); 2017 (*presenter*); 2016
ACE (American Council on Education), Annual Meeting, 2019
AAC&U (Association of American Colleges & Universities), Annual Meeting:
 2020; 2019; 2018
ACAD (American Conference of Academic Deans) Deans' Institute:
 2020; 2019; 2018
Development for Deans and Academic Leaders, Council for Advancement and Support of Education
 (CASE), 2019
Integrating Analytics Forum, National Association of College and University Business Officers (NACUBO),
 2019
COACHE Partner Strategy Workshop, Harvard Graduate School of Education, 2019
Student Success in Higher Education, NASPA, Student Affairs Administrators in Higher Education, 2019
SACS-COC Annual Conference:
 2018; 2017; 2016
Liberal Arts and the Professions, Teagle Foundation, 2018
Assurance of Learning II, AACSB (Association to Advance Collegiate Schools of Business), 2018
Impact and Assessment Conference, AACSB, 2018
Assurance of Learning I, AACSB, 2018
Associate Deans Seminar, AACSB, 2017
Seminar for New Associate Deans, AACSB, 2017
Global Engagement and Social Responsibility, AAC&U, 2017
Business Accreditation Seminar, AACSB, 2017
Continuous Improvement Review Seminar, AACSB, 2017
Institute on General Education and Assessment, AAC&U, 2017
Diversity Initiative for Tenure in Economics (DITE) Conference, 2016
Business of Teaching, Copenhagen Business School, Copenhagen, Denmark, 2016

VISITING ACADEMIC POSITIONS

- 2015 Visiting Research Scholar, Melbourne Institute of Applied Economics and Social Research, University of Melbourne
- 2009-2010 Visiting Research Fellow, The Research Network on Racial and Ethnic Inequality, Social Science Research Institute, Duke University

JOURNAL PUBLICATIONS

Diette, Timothy M., Darrick Hamilton, Arthur H. Goldsmith, and William A. Darity, Jr. 2021. Does the Negro Need Separate Schools?: A Retrospective Analysis of the Racial Composition of Schools and Black Adult Academic and Economic Success. *RSF: The Russell Sage Foundation Journal of the Social Sciences*. 7(1): 166-186.

Diette, Timothy M., Arthur H. Goldsmith, Darrick Hamilton, and William A. Darity, Jr. 2018. Race, Unemployment, and Mental Health in the U.S.: What Can We Infer About The Psychological Cost of the Great Recession Across Racial Group? *Journal of Economics, Race, and Policy* 1(2-3): 75-91.

Diette, Timothy M. and Ribar, David, 2018. A Longitudinal Analysis of Violence and Housing Insecurity. *Economic Inquiry* 56(3): 1602-1621.

Diette, Timothy M., Arthur Goldsmith, Darrick Hamilton, and William A. Darity, Jr. 2018. Adult Happiness and Prior Traumatic Victimization In and Out of the Household. *Review of Economics of the Household* 16(2): 275-295.

McCarty, Sara, Timothy M. Diette, and Betsy Bugg Holloway. 2018. How Low Can You Go? An Investigation into Matching Gifts in Fundraising. *Review of Behavioral Economics* 5(1): 23-37.

Diette, Timothy M. and Manu Raghav. 2018. Do GPAs Differ Between Longer Classes and More Frequent Classes at Liberal Arts Colleges? *Research in Higher Education* 59(4): 519-527.

Diette, Timothy M., Arthur H. Goldsmith, Darrick Hamilton and William A. Darity Jr. 2017. Child Abuse, Sexual Assault, Community Violence and High School Graduation. *Review of Behavioral Economics* 4(3): 215-240.

Diette, Timothy M. and Ruth Uwaifo Oyelere. 2017. Do Limited English Students Jeopardize the Education of other Students? Lessons from the North Carolina Public School System. *Education Economics* 25(5): 446-461.

Diette, Timothy M. and Manu Raghav. 2017. Does the Early Bird Catch the Worm or a Lower GPA? Evidence from a Liberal Arts College. *Applied Economics* 49(33): 3341-3350.

Diette, Timothy M. and Ruth Uwaifo Oyelere. 2017. Gender and Racial Differences in Peer Effects of Limited English Students: A Story of Language or Ethnicity? *IZA Journal of Migration* 6:2: 1-18.

Diette, Timothy M. and Manu Raghav. 2016. A Student's Dilemma: Is there a Trade-Off Between a Higher Salary or Higher GPA. *Education Economics* 24(6): 612-621.

Helms-McCarty, Sara E., Timothy M. Diette, and Betsy Bugg Holloway. 2016. Acquiring New Donors: A Field Experiment Using Bonus Trigger Incentives. *Nonprofit and Voluntary Sector Quarterly* 45(2): 261-274.

Diette, Timothy M., and George W. Kester. 2015. Student Course Evaluations: Key Determinants of Teaching Effectiveness Ratings in Accounting, Business and Economics courses at a Small Private Liberal Arts College. *Journal of the Academy of Business Education*: (Winter): 207-223.

Diette, Timothy M., Arthur H. Goldsmith, Darrick Hamilton, William Darity Jr. 2015. Skin Shade Stratification and the Psychological Cost of Unemployment: Is there a Gradient for Black Females? *The Review of Black Political Economy* 42(1-2)(June):155-177.

Diette, Timothy M. and Manu Raghav. 2015. Class Size Matters: Heterogeneous Effects of Larger Classes on College Student Learning. *Eastern Economic Journal* 41(Spring):273-283.

Diette, Timothy M. and Ruth Uwaifo Oyelere. 2014. Gender and Race Heterogeneity: The Impact of Students with Limited English on Native Students' Performance. *American Economic Review: Papers and Proceedings* 104(5)(May):412-417.

Diette, Timothy M. and Sara E. Helms. 2014. Trading the Television for a Textbook? High School Exit Exams and Student Behavior. *The B.E. Journal of Economic Analysis & Policy* 14(3):1015-1036.

Diette, Timothy M., Arthur H. Goldsmith, Darrick Hamilton, William Darity Jr., and Katherine McFarland. 2014. Stalking: Does it Leave a Psychological Footprint. *Social Science Quarterly* 95(2):563-580.

Diette, Timothy M. and Sara E. Helms. 2013. Sweat the Small Stuff: The Effect of Small Incentive Changes on Participation in Service-Learning. *International Review of Economics Education* 12 (January):20-32.

Diette, Timothy M. 2012. The Whiter the Better? Racial Composition and Access to School Resources for Black Students. *The Review of Black Political Economy* 39(3):321-334.

OTHER PUBLICATIONS

Darity, William Jr., Arthur H. Goldsmith, Darrick Hamilton, and Timothy M. Diette. 2015. Unemployment, Psychology, and X-Inefficiency. Morris Altman, Editor, *Real World Decision Making: An Encyclopedia of Behavioral Economics*. Praeger (ABC-CLIO).

Diette, Timothy M. 2013. Brown v. Board of Education. Patrick L. Mason, Editor, *Encyclopedia of Race and Racism*, 2nd edition, MacMillan.

Diette, Timothy M., Arthur H. Goldsmith, Darrick Hamilton, and William Darity Jr. 2012. Causality in the Mental Health-Unemployment Relationship. Ch. 4 in Appelbaum, Lauren, ed. 2012. *Reconnecting to Work: Policies to Mitigate Long-Term Unemployment and Its Consequences*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

Goldsmith, Arthur and Timothy Diette. 2012. Exploring the link between unemployment and mental health outcomes. *The SES Indicator*, American Psychological Association. (April).

WORKING PAPERS

Harmed Today and Vulnerable Tomorrow: The Link between Traumatic Experiences and Subsequent Psychological Distress and Substance Abuse (with Arthur Goldsmith, Darrick Hamilton, William A. Darity, Jr., Emma Busse, and Shaun Devlin Shepard)

Greek Myth or Fact? The Role of Greek Houses in Alcohol and Drug Violations on American Campuses (with Manu Raghav), IZA Discussion Paper Series No. 14660.

Summertime Blues: Student Time Use and the Academic Achievement Gap (with Sara McCarty)
Violence Victimization: Are there Racial Differences in Prevalence and Association with Subsequent Educational Attainment, Mental Health Status, and Substance Abuse? (with Arthur Goldsmith, Darrick Hamilton, William A. Darity, Jr.)

A Role Model for Me? The Impact of Professor Gender on College Student Outcomes (with Sara McCarty and Manu Raghav)

GRANTS AND FELLOWSHIPS

Lenfest Summer Research Fellowships, Washington and Lee University, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017
2014-2015 Lenfest Sabbatical Fellowship, Washington and Lee University
2010 Maurice L. Mednick Memorial Fellowship Award, Virginia Foundation for Independent Colleges, *Do Significant Immigrant Inflows Create Negative Education Impacts? Lessons from the North Carolina Public School System*
2008-2010 Diversity Initiative for Tenure in Economics, NSF Supported
2008 Spring Term Course Development Grant, Washington and Lee University, *African-American Human Capital Development: Challenges and Opportunities*
Glenn Summer Research Grant, Washington and Lee University, 2006, 2007, and 2008

ACADEMIC CONFERENCE PRESENTATIONS

Allied Social Science Association/American Economic Association Annual Meeting, 2003, 2009, 2011, 2013, 2014, 2015, 2018, 2019
European Society for Population Economics, 2016
Southern Economic Association Annual Meeting, 2002, 2003, 2008, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2018
Academy of Business Education/Financial Education Association Conference, 2013
American Educational Research Association Annual Meeting, 2013
Second Wave Conference, Ohio State University, Columbus, OH, 2012
Fifth Annual Conference on Emerging Adulthood, Providence, RI, 2011
Social Determinants of Health Disparities Conference, Duke University, Durham, NC, 2011
International Perspectives on Time Use, College Park, MD, 2011
The Invisible Woman: The Status and Challenges Facing Black Women Conference, Bennett College, Greensboro, NC, 2011
Association for Public Policy Analysis and Management Annual Research Conference, 2003, 2008, 2010
American Education Finance Association, Richmond, VA, 2010
American Time Use Research Conference, College Park, MD, 2009
Race, Tracking and Schooling Conference, Duke University, Durham, NC, 2008

Diversity Initiative for Tenure in Economics (DITE) Conference, Santa Barbara, CA, 2008

INVITED PRESENTATIONS, EXTERNAL

House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, Witness to the Committee, Ottawa, Canada, December 13, 2016

Swiss Economic Institute, Zurich, June 13, 2016

Department of Economics, Bowdoin College, October 29, 2015

Melbourne Institute of Applied Economic and Social Research, University of Melbourne, May 15, 2015

Department of Economics, University of Vermont, October 22, 2014

Public Lecture Sponsored by the Privilege and Poverty Program, Department of Sociology and Anthropology, Community Engagement, and the Academic Enrichment Fund. October 21, 2014

Department of Economics, University of New Hampshire, October 17, 2014

Department of Economics, Middlebury College, October 16, 2014

Department of Economics, James Madison University, March 5, 2014

Department of Public Administration and Policy, American University, April 11, 2013

Education Policy Summer Seminar Series, University of Virginia, June 20, 2011

Texas Schools Project, University of Texas at Dallas, May 2011

REFEREE

Journal of Public Economics; Economics of Education Review; Southern Economic Journal; Education Economics; Review of Economics of the Household; Journal of Economic Education; The B.E. Journal of Economic Analysis and Policy; Sociology of Education; Applied Economics; International Review of Economics Education; Journal of Happiness Studies; Journal of Behavioral and Experimental Economics; Population Research and Policy Review

PROFESSIONAL AND COMMUNITY SERVICE (Abbreviated List)

Shepherd Higher Education Consortium on Poverty, Governing Board Member, 2021

Expert Review Panel, *Racial Equity 2030*, W.K. Kellogg Foundation and Lever for Change

Evaluate proposals for \$90 million in grants to organizations that invite, build, and scale ideas for transformative change in the social, economic and political systems and institutions that uphold inequities

Lexington City School Board, 2016-present (Chair 2019-present; Vice-Chair 2017-2019)

Business Faculty Advisory Council for DIS Study Abroad in Scandinavia, 2017-2019

Mentor, Diversity Initiative for Tenure in Economics, NSF Supported, 2016-2017

Rockbridge Area Community Health Improvement Plan, 2011-2012