

TIMOTHY MAURICE DIETTE

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EDUCATION

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

EMPLOYMENT

2018-present Senior Advisor to the President for Strategic Analysis, Washington and Lee University
2019-present Professor of Economics, Washington and Lee University
2017-2018 Associate Dean of the Williams School of Commerce, Economics, and Politics, Washington and Lee University
2016-2017 Acting Head of the Department of Economics, Washington and Lee University
2013-2019 Associate Professor of Economics, Washington and Lee University
2015-2018 The Harry E. and Mary Jayne W. Redenbaugh Term Associate Professor of Economics, Washington and Lee University (3-year term)
2006-2013 Assistant Professor of Economics, Washington and Lee University
2004-2006 Visiting Assistant Professor of Economics, Washington and Lee University
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 EXPERIENCE AND SERVICE

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

- 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.
- Presents analysis to University audiences and outside organizations, including the Board of Trustees.
- Leverages data and analysis to assist the campus in setting strategic goals, developing metrics, and measuring progress.
- Informs and guides the University's long-term goals and strategic objectives through strategic analysis. Provides comparative analysis to encourage understanding of the University's position in the higher education environment.
- Organizes and manages data governance at the University to promote understanding and collaboration among the business units, encouraging collaboration across the university.

- Leader of efforts to improve and formalize data governance across the university. Works in collaboration with ITS to assist in developing data and report quality assurance processes and procedures. Develops formal data management and governance systems that provide accurate and actionable information.
- Designs, develops, and applies advanced statistical models such as predictive modeling to support decision-making.
- Examples of specific activities and responsibilities include:
 - Executive Sponsor of the Data Governance Council
 - Chair of the COACHE Faculty Job Satisfaction Survey Task Force
 - Space and staffing needs for the university in collaboration with the Provost, VP of Finance, and deans
 - Admissions yield and financial aid predictions
 - Athletics-Admissions Diversity Recruiting Plan in conjunction with the VP of Admissions, Provost, Athletic Director, and Dean of the College
 - Creation and monitoring of a student thriving index
 - Analysis of on-campus housing demand for trustees
 - Assist with annual giving analysis for the Development Office
 - General Education Review Committee member
 - 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
 - Member of the Campus Master Planning Committee
 - Member of the University Sustainability Committee

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, kept up to date with 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 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 committee and two pre-tenure review committees
- Managed department annual budget

- 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
- Assigned faculty to department level committees and coordinated with the dean and provost for school and university level appointments
- Developed course schedules
- Presented regularly to the Williams School Board of Advisors

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

Member, Registrar Search Committee, 2019-present

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

Executive Sponsor, Data Governance Group, 2018-present

Member, Campus Master Planning Committee, 2018-present

Ex Officio Member, University Sustainability Committee, 2018-present

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 to the Board of Trustees, 2016-2017

Member, Faculty Administrators Evaluation Committee, 2016-2017

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

ADDITIONAL UNIVERISITY SERVICE (Abbreviated List)

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

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

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

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

Equity and Inclusion in Economics at Liberal Arts Colleges:
2020 (*presenter*); 2018 (*presenter*); 2017 (*presenter*); 2016

ACE (American Council on Education), Annual Meeting:
2020 (*scheduled*); 2019

AAC&U (Association of American Colleges & Universities), Annual Meeting:
2020 (*scheduled*); 2019; 2018

ACAD (American Conference of Academic Deans) Deans' Institute:
2020 (*scheduled*); 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

AFFILIATIONS

Shepherd Program for the Interdisciplinary Study of Poverty and Human Capability, Washington and Lee University. Affiliate Faculty Member 2006-2013, Faculty Member 2013-present

Education Studies, Washington and Lee University, Faculty Member, 2019-present

Africana Studies Program, Washington and Lee University. Faculty Member 2007-2018, Affiliate Faculty Member 2018-present

JOURNAL PUBLICATIONS

- 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)

Summertime Blues: Student Time Use and the Academic Achievement Gap (with Sara McCarty)

What does School Segregation Really Do? (with Darrick Hamilton, Arthur Goldsmith, and William A. Darity, Jr.)

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)

WORK IN PROGRESS

Health, Wealthy, and Wise?: Parenting, Inequality, and Children's Adult Outcomes (with Arthur Goldsmith, Darrick Hamilton, and William A. Darity, Jr.) under contract with Cambridge University Press.

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)

Business Faculty Advisory Council for DIS Study Abroad in Scandinavia, 2017-present
Lexington City School Board, 2016-present (Chair 2019-present; Vice-Chair 2017-2019)
Mentor, Diversity Initiative for Tenure in Economics, NSF Supported, 2016-2017
Rockbridge Area Community Health Improvement Plan, 2011-2012