

DANIEL GÓMEZ-VÁSQUEZ

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Department of Economics | Texas A&M University | 2935 Research Pw. College Station, TX, 77843

EDUCATION

PhD in Economics	<i>May 2025 (expected)</i>
Dissertation Committee: Danila Serra (Chair), Catherine Eckel, Joanna Lahey, Jonathan Meer. Texas A&M University	
MSc in Economics	Oct. 2018
Universidad del Rosario (Bogotá, Colombia).	
BA in Economics	Oct. 2017
Universidad del Rosario (Bogotá, Colombia).	
BA in Finance and International Trade	May 2017
Universidad del Rosario (Bogotá, Colombia).	

ADDITIONAL GRADUATE FORMATION

RSF Summer Institute in Behavioral Economics	June-July 2024
Hosted by Harvard University	
FAIR NHH-UCSD Rady Spring School in Behavioral Economics	March 2024
Hosted by Rady School of Management	

RESEARCH FIELDS

Labor Economics, Behavioral and Experimental Economics, Economics of Education.

JOB MARKET PAPER

Hiring in a Diverse Labor Market: Spillovers Across Minority Groups [Full paper link](#)

I conduct an online hiring experiment with a geographically representative U.S. sample, where White employers decide whether to hire White, Black, and Hispanic workers. In the experiment, guided by a Bayesian framework featuring asymmetric updating and multiple worker groups, I manipulate the worker groups available for hire. I employ the experiment first to identify and compare biases in beliefs about productivity and hiring against Black and Hispanic workers. I then investigate whether hiring experiences with Black (Hispanic) workers have positive or negative spillovers on beliefs about productivity and the hiring of Hispanic (Black) workers, and whether the answer differs by minority. Results from the experiment show that employers are biased against both Black and Hispanic workers, with the bias being stickier for Hispanic workers. I find positive hiring spillovers from Hispanic to Black workers only: while employers are more likely to hire Black workers after hiring experiences with Hispanic workers, the converse is not true. I provide suggestive evidence that the latter finding is driven by a more pronounced bias against Hispanic workers.

WORKING PAPERS

My Department Cares: Supporting Students Through Encouragement Emails (with D. Serra)

We examine the impact of an intervention targeting all economics majors at a large public university with the aim of providing encouragement during challenging periods in the semester. We randomly selected students who would receive six weekly emails on behalf of the department of economics during the latter half of the Fall 2021 semester. Drawing insights from studies in social psychology, we designed the emails with the aim of enhancing students' sense of belonging, self-efficacy and growth mindset, while providing information about available resources. In addition, for a subsample of the treated students, each email featured a peer role model, i.e., a former student who had recently graduated from the same university. A third treatment group also received an encouragement message from the featured role model. We find evidence of a positive impact of the encouragement emails on women's academic performance, notably driven by under-represented

minority (URM) women. Our analysis of mechanisms points at improvements in URM women's growth mindset and emotional well-being. These results underscore the critical role of a supportive learning environment in promoting academic success, particularly among students from traditionally marginalized backgrounds.

WORK IN PROGRESS

- Navigating Diversity Hiring Policies. [Pre-registered on AsPredicted: [#184823](#)] *Manuscript in Preparation.*
- Reaching for the Stars? An Experiment on Discrimination in Hiring (with D. Serra and T. Salmon) [Pre-registered on AsPredicted: [#123012](#)] *Manuscript in Preparation.*
- Patch-Foraging in the Context of Street-Vending: A Lab-in-the-Field Experiment (with C. Mantilla). *Manuscript in Preparation*
- Can Different Modes of Communication Affect Gender Bias in the Workplace? (with M. Lambert, T. Salmon, and D. Serra). [Pre-registered on AsPredicted: [#145934](#)]. *In the lab.*
- College Friendships and the Labor Market (with C. Eckel and R. Wilson). *Data collection completed.*

EXTERNAL RESEARCH GRANTS

Russell Sage Foundation. Dissertation Research Grant 2023

INTERNAL RESEARCH GRANTS

Texas A&M University

- Race & Ethnic Studies Institute Small Research Grant 2023
- Department of Economics. Graduate Student Research Fund 2021-24
- College of Liberal Arts. Graduate Summer Research Grant 2022

FELLOWSHIPS AND AWARDS

- Texas A&M University. Department of Economics. Outstanding Graduate Teaching Assistant 2024
In recognition of Exceptional Support to Undergraduate Student Learning and Faculty Teaching
- Texas A&M University. Raymond C. Battalio Memorial Fellowship 2023
Granted to an outstanding Doctoral Student in Behavioral Economics
- Texas A&M University. Departmental Assistantship 2019-25
- University of Oxford. Santiago Winter School on Experimental Social Sciences Scholarship 2017
- Universidad del Rosario. Department of Economics' Best Undergraduate Teaching Assistant 2016

CONFERENCE PRESENTATIONS (*SCHEDULED)

- 2025:** American Economic Association (AEA) Meeting.* San Francisco, CA.
- 2024:** Southern Economic Association (SEA) Annual Meeting. Washington DC.
Association for Public Policy and Management (APPAM) Fall Conference. National Harbor, MD.
Economic Science Association (ESA) North-American Meeting. Columbus, OH.
Economic Science Association (ESA) World Meeting. Bogotá, Colombia.
Access, Equity, and Education: A Conference in Honor of Rodney J. Andrews, PhD, Dallas, TX.
- 2023:** Southern Economic Association (SEA) Annual Meeting. New Orleans, LA.
Association for Public Policy and Management (APPAM) Fall Conference. Atlanta, GA.
Economic Science Association (ESA) North-American Meeting. Charlotte, NC.
- 2022:** Economic Science Association (ESA) North-American Meeting. Santa Barbara, CA.
- 2019:** Bogotá Experimental Economics Conference (BEEC, Poster Session).
- 2018:** Bogotá Experimental Economics Conference (BEEC, Poster Session).
Economic Science Association (ESA) North-American Meeting. Antigua, Guatemala.

WORKSHOPS AND OTHER CONFERENCES (*SCHEDULED)

2023: Recent Advances in Network Analysis (ICPSR Summer Program, Ann Arbor).

2018-20: Bogotá Experimental Economics Workshop (Universidad del Rosario).

2018: Real Analysis and Optimization for Economists (Universidad de los Andes).

2017: CESS Santiago Winter School on Experimental Social Sciences (University of Oxford & Universidad de Santiago de Chile); Advances in Experimental Economics (Universidad del Rosario).

RESEARCH EXPERIENCE

Texas A&M University 2019 - Present

Research Assistant to Danila Serra. Summer 2021, Spring 2022-

Research Assistant to Catherine Eckel. Summer 2020, Summer 2021, Summer-Fall 2022. Fall 2023.

Research Assistant to Marco Castillo and Ragan Petrie. Fall 2020, Spring 2021.

Graduate Assistant to the Economic Research Laboratory. Fall 2019, Spring 2020.

Universidad del Rosario 2017 - 2019

Program Manager - Rosario Experimental and Behavioral Economics Laboratory. 2017 - 2019.

Research Assistant to Mariana Blanco. 2017 - 2019.

Research Assistant to Darwin Cortés. 2017.

Banco de la República (Central Bank of Colombia) 2016 - 2017

Research Unit. Research Assistant to Dr. Ana María Iregui, 2016 - 2017.

Econometrics Unit. Research Assistant to Luis Fernando Melo, 2016.

TEACHING EXPERIENCE

Texas A&M University 2021 - Present

Guest Lecturer

ECON 441 - Policy Economics. Spring 2024, Fall 2024. Topic: Field Experiments in Discrimination

Instructor of Record

ECON 440 - Experimental Economics. Summer 2023.

Course Evaluation 4.77/5

Teaching Assistant

ECON 441 - Policy Economics. Spring 2022. Spring 2023. Spring 2024. Fall 2024.

ECON 452 - International Trade Policy. Fall 2024.

ECMT 463 - Introduction to Econometrics (with recitations). Fall 2021.

Universidad del Rosario 2013 - 2019, 2021

Instructor of Record

Microeconomics III (2018-19, 2021). Microeconomics I (2019).

Teaching Assistant

Microeconomics III (2016-18), Microeconomics I (2014, 2017), Principles of Economics (2017), Mathematical Economics (2015), International Trade (2015), Statistics (2014-15), Linear Algebra (2013-14), Calculus (2013).

PROFESSIONAL ACTIVITIES AND SERVICE

Service to the Profession

Program Manager - Adopt a Paper Mentoring Program 2021-24

Department and University Service

At Texas A&M University:

President - Economics Graduate Student Association 2023-24

Student Mentor for Incoming PhD Students 2020-24

Graduate Student Research Technician - Academic Program Review 2023

Committee Member - Association of Former Students Teaching Award	2022-23
Student Representative - Pathways to the Doctorate Symposium	2022
Student Representative - Economics Graduate Student Association	2021-22
At Universidad del Rosario:	
Treasurer - Department of Economics' Student Council.	2016

Refereeing

Journal of Behavioral and Experimental Economics, Journal of Behavioral Public Administration.

Professional Affiliations

Graduate Student Affiliate, Economic Research Laboratory (ERL). Texas A&M University.
 Graduate Student Affiliate, Race & Ethnic Studies Institute (RESI). Texas A&M University.
 Member, American Economic Association (AEA).
 Member, American Society of Hispanic Economists (ASHE).
 Member, Association for Public Policy Analysis and Management (APPAM).
 Member, Economic Science Association (ESA).

Conference Organization

Graduate Student Helper - ESA Global Virtual Meeting	2020, 2021
Graduate Student Helper - Texas Experimental Association Symposium (TEXAS)	2020
Assistant to the Organizing Committee - Bogotá Experimental Economics Conference	2018-20
Assistant to the Organizing Committee - North-American ESA Conference	2018

SKILLS

Language skills: English (fluent), Spanish (native), French (basic).

IT skills: L^AT_EX, Qualtrics, Stata, MS Office, zTree, oTree, R.

REFERENCES

Danila Serra (Committee Chair)

Associate Professor
 Department of Economics
 Texas A&M University
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Catherine Eckel

University Distinguished Professor
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