

# BENJAMIN D. PYLE



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## ACADEMIC APPOINTMENTS

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### Boston University School of Law

*Associate Professor of Law*

Boston, MA

July 2023 — Current

- Subjects Taught: Criminal Law; Employment Law
- Center for Innovation in Social Science Faculty Fellow

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## PUBLISHED AND FORTHCOMING WORK

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### Articles & Comments

- *Negligent Hiring: Recidivism and Employment with a Criminal Record*, Forthcoming at Northwestern University Law Review, Peer Reviewed Empirical Issue (2026).
- *Measuring Lawyer Mental Illness: Evidence from Two National Surveys (with Clifford Rosky)*., Forthcoming at the Journal of Empirical Legal Studies (2026).
- *Informed Applicants: Anti-Discrimination Enforcement Based on the Use of Criminal Records.*, Forthcoming at Berkeley Journal of Employment and Labor Law (2026).
- *Invited Response: Knowledge Generation and Uncertainty in an Unpredictable Social World*, 103 B. U. L. REV. 2049 (2023).
- *Understanding Violent Crime Recidivism*, 95 NOTRE DAME L. REV. 1643 (2020). (with J.J. Prescott & Sonja Starr)
- *Identifying the Impact of Labor Market Opportunities on Criminal Behavior*, 59 INT'L REV. L. & ECON. 65 (2019). (with J.J. Prescott)

### Reports

- Second Chances Part I - Federal Employment for Workers with Past Arrests or Convictions (EEOC Federal Sector Report 2023) (with Romella El Kharzazi and EEOC staff)

### Economic Letters

- Benjamin Pyle & John C. Williams, *Data Dependence Awakens*, FRBSF ECON. LETTER 2016-12 (2016).
- Mary C. Daly, Bart Hobijn, & Benjamin Pyle, *What's Up with Wage Growth?*, FRBSF ECON. LETTER 2016-07 (2016).
- Glenn D. Rudebusch, Daniel J. Wilson, & Benjamin Pyle, *Residual Seasonality and Monetary Policy*, FRBSF ECON. LETTER 2015-27 (2015).
- Mary C. Daly, Fernanda Nechio, & Benjamin Pyle, *Finding Normal: Natural Rates and Policy Prescriptions*, FRBSF ECON. LETTER 2015-22 (2015).

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## WORKING PAPERS

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- **A Second Look: Local Labor Markets and The Impact of Ban the Box Policies After Criminal Legal Involvement (Revisions requested at the Journal of Law and Economics)**

This paper estimates the impact of labor demand on the employment and recidivism outcomes of released prisoners. Higher labor demand at release generates higher earnings and lower recidivism. Reduced recidivism persists after controlling for the observed labor market outcomes of the returning cohort, suggesting that labor demand impacts crime through channels beyond the direct formal employment of returning prisoners. Difference-in-Differences based evidence suggests Ban the Box (BTB) policies delaying when employers can ask about criminal records improve labor market outcomes and lower recidivism for misdemeanor defendants. Evidence for felony defendants and returning prisoners is mixed but suggestive of similar patterns.

- **Agency Incentives and Disparate Revenue Collection: Evidence from Chicago Parking Tickets (with Elizabeth Luh and James Reeves, submitted)**

We examine enforcement patterns in administering parking tickets for failure to purchase vehicle registration, colloquially known as the sticker fine, across ticketing agencies in Chicago. Leveraging a sharp 2012 sticker fine increase in an event-study framework, we find that Chicago police increased their enforcement of sticker non-compliance across Black relative to non-Black neighborhoods, but find no disparate response in the ticketing behavior of other parking enforcement agents. This significant disparity in ticketing by police officers is not driven by changes in compliance or differences in neighborhood characteristics, but rather differential enforcement. We present suggestive evidence of differences in officer incentives and marginal parking enforcement costs as key mechanisms. An officer-specific decomposition provides evidence that disparate enforcement is not concentrated among a small handful of officers, but is instead a broader departmental phenomenon. We link this disparate enforcement to a widening of the financial instability gap across neighborhoods, including increased rates of ticket non-payment and bankruptcy filings.

- **Estimating the Impact of the Age of Criminal Majority: Decomposing Multiple Treatments in a Regression Discontinuity Framework (with Michael Mueller-Smith and Caroline Walker)**

This paper studies the impact of adult prosecution on recidivism and employment trajectories for first-time felony youth criminal defendants. We use extensive linked Criminal Justice Administrative Record System (CJARS) and socio-economic data from Wayne County, Michigan (Detroit). Using the discrete age of majority rule, and a regression discontinuity design, we find that adult prosecution reduces future criminal charges over 5 years by 0.48 felony cases ( $\downarrow 20\%$ ) while also worsening labor market outcomes: .76 fewer employers ( $\downarrow 19\%$ ) and \$613 less earnings ( $\downarrow 21\%$ ) per year. We develop a novel econometric framework that combines standard regression discontinuity methods with predictive machine learning models to identify mechanism-specific treatment effects that underpin the overall impact of adult prosecution. We leverage these estimates to consider four policy counterfactuals: (1) raising the age of majority, (2) increasing adult dismissals to match the juvenile disposition rates, (3) eliminating adult incarceration, and (4) expanding juvenile record sealing opportunities to those prosecuted in the adult system. All four scenarios generate positive returns for government budgets. After accounting for increases in recidivism generated by many of these policies and the corresponding victim costs borne by society, we find positive social returns for expanding the reach of juvenile record sealing and increasingly dismissing marginal adult charges, while raising the age of majority breaks even. Eliminating prison for first time adult felony defendants increases net social costs. Any opinions and conclusions expressed herein are those of the authors and do not reflect the views of the U.S. Census Bureau. The U.S. Census Bureau reviewed this data product for unauthorized disclosure of confidential information and approved the disclosure avoidance practices applied to this release (Approval number: #CBDRB-FY22-291).

- Who Benefits from Corporate Tax Cuts? Evidence from Banks and Credit Unions around the TCJA. (with Edward Fox)

The TCJA of 2017 made large changes to the taxation of corporate and pass-through businesses in the U.S. Understanding the effects of these changes is complicated by the difficulty of finding control firms whose taxation was not altered by the Act. We study the effect of the TCJA on small and medium size banks using credit unions—which compete with these banks for deposits and in making loans—as a novel control group. Credit unions were not taxed both before and after the Act. Using a difference-in-difference framework, we find that an important fraction of the incidence of the tax cut goes to depositors. We find little evidence that employees or borrowers from banks receive a share of the tax cut in the form of higher wages or lower interest rates on loans or that banks increase their investment in fixed assets as a result of the Act.

- Women in Law and the Draft (with Thomas Helgerman) [Manuscript available upon request]

During the Vietnam War, women's representation in full-time law school programs grew by a factor of 5 from 3.7% of all students in 1964 to 20.1% of all students in 1973. This paper considers the hypothesis that part of this increase was precipitated by a change in the draft status of men in law school. In 1968, men studying law would lose their ability to claim a 2-S deferment, and the threat of tuition loss to law schools resulting from the draft risk of enrolled men prompted law schools to increase the fraction of their incoming class that were women. To test this hypothesis, we construct a school-by-year dataset of enrollment counts split by sex and full-time/part-time status. Using a uniform adoption difference-in-differences design, we find that women's representation rises by 2% in full-time programs relative to part-time programs, which are far less exposed to draft risk, representing a large 44% increase over women's baseline representation of 4.5% in 1967.

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## EDUCATION

### University of Michigan

#### *J.D., Magna Cum Laude*

August 2018 – May 2021

*Journal:* Articles Editor for Michigan Journal of Law Reform

*Clinic:* Workers' Rights/Unemployment Insurance Clinic (2 years)

*Awards:* Order of the Coif; Book Award for Legal Ethics

University of Chicago's Donald M. Ephraim Paper Prize in Law and Economics

#### *Ph.D. in Economics*

August 2016 – 2023

#### *Master's of Arts in Economics*

January 2018

*Fields Completed:* Labor, Public Finance

*Awards:* 2016 - 2017 William Haber Graduate Fellow; 2023 John E. Parker Memorial Prize in Labor Economics and Human Resources

### Claremont McKenna College

#### *B.A. Philosophy, Politics, and Economics; Mathematics, Magna Cum Laude*

May 2013

*Awards:* Edward J. Sexton PPE Fellow, Robert Day Scholar, Dean's List, National Merit Scholar, Rotary Scholarship

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## PREVIOUS TEACHING EXPERIENCE

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**University of Michigan***Graduate Student Instructor*

Ann Arbor, MI

August 2017 — May 2021

- Crime & Public Policy (Upper Level Writing Course); Fall & Winter 2018, Fall 2019, Winter 2021
- Ethics & Economics (Upper Level Writing Course); Fall 2020
- Principles of Economics II; Winter 2019
- Economics of Education (Upper Level Writing Course); Fall 2017, Summer 2018

**Claremont McKenna College***Teaching Assistant*

Claremont, CA

September 2012 — December 2012

- Introduction to Economics with Eric Helland

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## AWARDS, GRANTS, AND PROFESSIONAL ENGAGEMENT

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- Executive Committee Member - AALS Empirical Study of Legal Education and the Legal Profession Section (2025-)
- CISS Faculty Pilot Grant (\$5,000) (2025) (“Title VII Enforcement, Education, and Women’s Representation in Law”)
- Vital Projects at Proteus (\$20,000) (2019) (“Understanding Recidivism Rates for Homicide Offenders”) (Co-PI: JJ. Prescott)
- Presentations & Papers in Conferences: Conference on Empirical Legal Studies\* (Georgetown, 2025); The 20th Annual Colloquium on Scholarship in Employment and Labor Law\* (COSELL) (2025); American Law and Economics Annual Conference\* (2025), Boston University Law and Economics Seminar\* (2025); Vanderbilt Law and Economics Seminar\* (2025); AALS Annual Meeting\* (2025); The 19th Annual Colloquium on Scholarship in Employment and Labor Law\* (COSELL) (2024); Conference on Empirical Legal Studies\* (Emory, 2024); Regulating Labor Across the Atlantic (Michigan, 2024); AALS Employment Discrimination Working Group\* (2024); Western Economic Association International Conference\* (2024); Virtual Crime Economics (ViCE) Seminar\* (2024); Texas Economics of Crime Workshop (TxECW)\* (2024); Harvard Law, Economics, & Organization Seminar\* (2024); NBER’s Crime Spring Meeting\* (2024); Association of American Law Schools Annual Meeting, Empirical Legal Studies\* (2024); Association for Public Policy Analysis & Management\* (2023) University of Texas at Austin Law and Economics Workshop\* (2023); NBER Summer Institute, Crime Session (2023); American Law and Economics Annual Conference\* (2023), Midwest Economics Association\* (2023); NBER’s Program for Children Meeting (2023); Conference on Empirical Legal Studies\* (UVA, 2022); 2022 Interactions: Bringing Together Econometrics and Applied Microeconomics (University of Wisconsin Madison, 2022); Program on Empirical Legal Studies\* (Claremont McKenna College, 2018) (Star indicates presenter)
- Referee: Journal of Public Economics; American Law and Economics Review; International Review of Law and Economics; Review of Law and Economics; Law and Society Review
- Bar membership: California

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## PREVIOUS RESEARCH AND LEGAL EXPERIENCE

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**Washtenaw Prosecutor's Office and ACLU Michigan***Special Assistant to the Prosecutor*

Ann Arbor, MI

March 2022 — June 2023

**University of Michigan***Graduate Research Assistant*

Ann Arbor, MI

May 2019 — July 2023

**Freelance***Litigation Consultant*

Ann Arbor, MI

2017 — 2023

**Equal Employment Opportunity Commission***Graduate Research Fellowship*

Ann Arbor, MI

June 2021 — December 2021

**National Employment Law Project***Researcher*

Ann Arbor, MI

June 2021 — August 2021

**Older employment**

pre-2017

- Research Associate at the Federal Reserve Bank of San Francisco (2013-2016); Research Assistant at the Claremont McKenna's Financial Economics Institute (2011-13); Summer Analyst at Deutsche Bank (2012); Research Assistant at the White House Council of Economic Advisers (2011); Research Assistant at RAND Corporation Institute for Civil Justice (2010-2011)

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## TECHNICAL SKILLS

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- Skilled in Microsoft Office Suite, VBA, STATA, Matlab, CUDA, Bloomberg, Lexis, Westlaw, Haver, and LaTeX.
- Some experience in R, Java, Python, Eviews, Gauss, and Mathematica.