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Appointments

- 2021 - **University of California San Diego**
Associate Professor of Management, School of Global Policy and Strategy
La Jolla, CA
- 2014 - 2021 **University of California San Diego**
Assistant Professor of Management, School of Global Policy and Strategy
La Jolla, CA

Education

- 2009 - 2014 **PhD, Strategic Management**
University of Toronto, Rotman School of Management
- 2005-2009 **Bachelor of Arts, Economics**
University of Toronto
with Honors, Silver Medal

Journal Articles

1. “Temperature, Creativity, and Collaboration: Evidence from Computer Science Students in Dhaka” (with Teevrat Garg, Maulik Jagnani). Forthcoming at *Review of Economics and Statistics*.
2. “The Role of Low-Cost Robots in the Future of Spaceflight” (with Paul Glick, Michael Davidson, Bob Balaram, and Michael Tolley). *Science Robotics* 9.91, 2024.
3. “Salary Transparency, Gender Pay Inequality: Evidence from Canadian Universities” (with Laurina Zhang). *Strategic Management Journal*, 2023.
4. “Household and Student Survey-Based Evidence on Girls Secondary Education in Afghanistan.” *Social Sciences & Humanities Open*, 2023.
5. “The Effects of Prize Structure on Innovative Performance” (with Joshua Graff Zivin). *American Economic Review: Papers & Proceedings*, 2021.
6. “Conspicuous Monitoring and Remote Work” (with Nathaniel Jensen, Eddy Chebelyon, Ronan Le Bras & Carla Gomes). *Journal of Economic Behavior and Organization*, vol 176, 2020.
7. “A Time to Make Laws and a Time to Fundraise? On the Relation between Salaries and Time Use for State Politicians” (with Mitchell Hoffman). *Canadian Journal of Economics*, vol 53, no 3, 2020.
8. “The Impact of Job-Specific Training on Short-Term Worker Performance: Evidence from a Field Experiment.” *Journal of Economics and Management Strategy*, vol. 29, no. 1, 2020.

9. “Research as Leisure: Experimental Evidence on Voluntary Contributions to Science” (with Laurina Zhang). *PLOS ONE*, 2019.
10. “Equity and Efficiency in the Organization of Firms” (with Tanjim Hossain and Aloysius Siow). *Experimental Economics*, 2019.
11. “Increasing STEM undergraduate participation in innovative activities: Field experimental evidence” (with Joshua Graff Zivin). *PLOS ONE*, 2019.
12. “Who Does (not) Benefit from Entrepreneurship Programs?” (with Laurina Zhang). *Strategic Management Journal*, vol 39, no 1, 2018.
13. “The Impact of Entrepreneurship Programs on Minorities” (with Laurina Zhang). *American Economic Review: Papers and Proceedings*, May, 2017.
14. “Team Production in International Labor Markets: Experimental Evidence from the Field.” *American Economic Journal: Applied Economics*, vol 9, no 3, 2017.
15. “Does Standardized Information in Online Markets Disproportionately Benefit Job Applicants from Less Developed Countries?” (with Ajay Agrawal and Nico Lacetera). *Journal of International Economics*, 2016, vol. 203, 1-12.

Book Chapters & Policy Documents

1. “Digitization and the Contract Labor Market: A Research Agenda” (with Ajay Agrawal, John Horton and Nicola Lacetera). In Goldfarb, A., Greenstein, S. & Tucker, C (Eds) *Economics of Digitization: An Agenda*, 2015. National Bureau of Economic Research.
2. “Towards a taxonomy of nudging strategies” (with Julian House & Dilip Soman). *Research Report Series: Behavioral Economics in Action*, 2013.
3. “Diving deep into diversity: The importance of biodiversity assessment and monitoring for deep-seabed mining impacts” (with Jennifer Le, Franck Lejzerowicz, Lisa Levin, Jan Pawlowski, Katharine Ricke, & Greg Rouse). *Deep Ocean Stewardship Initiative, Policy Brief*, 2019.

Grants & Honors

2025

UK Metascience Grant (with Vidal Kumar, James Phipps, Rob Fuller, and Josh Graff Zivin)
Organization Science Outstanding Reviewer Award

2023

PEDL Exploratory Research Grant (with Anik Ashraf)
 IGC Small and Growing Businesses Grant (with Anik Ashraf)

2022

Artificial and Natural Intelligence Toulouse Institute Grant (with Daniel Ershov)
 J-PAL Jobs and Opportunity Initiative (with Namrata Kala)
 CESifo Visiting Scholar
 UCSD Graduate and Professional Student Association Faculty Teaching Award

2021

UCSD Academic Senate Research Award

- 2020
JPAL Agricultural Technology Adoption Initiative Off-Cycle Grant
- 2019
Nominated and elected as representative-at-large for the Strategic Management Society's entrepreneurship and strategy interest group
- 2018
Kauffman Foundation Grant (with Josh Graff Zivin)
The BRAC-CEGA Learning Collaborative (with Md. Abdul Alim)
- 2017
Policy Design & Evaluation Lab ICT Grant
- 2016
Kauffman Junior Faculty Fellowship in Entrepreneurship Research
NBER Innovation Policy Research Grant (with Laurina Zhang)
Kauffman Foundation Grant (with Josh Graff Zivin)
- 2015
2015 Hartle Award for outstanding graduate scholarship on a policy-relevant topic
UCSD Academic Senate Research Award
- 2014
Center for Emerging & Pacific Economies, Unrestricted Research Grant

Invited Academic Presentations & Discussions

- 2025
Global Business and Comparative Corporate Governance Research Conference, University of Michigan (Presenter)
NBER Digital Economics and Artificial Intelligence Summer Institute (Presenter)
University of Victoria Microeconomics Seminar
Carnegie Mellon University, Block Center for Technology and Society mini-Conference (Presenter)
- 2024
Duke, Fuqua School of Business Strategy Seminar
University of North Carolina, Kenan-Flagler Business School Strategy Seminar
- 2023
AEA Session on Remote Work and Productivity (Co-Organizer & Presenter)
Strategy Innovation & Entrepreneurship (SIE) virtual workshop (Discussant)
Terasaki Institute Innovation Summit 2023 (Panelist)
Columbia/Wharton Management, Analytics, and Data (MAD) Conference
Africa Evidence Summit
5th INSEAD Doriot Entrepreneurship Conference (Presenter & Discussant)
NBER Personnel Economics Summer Institute Meeting
UCLA Anderson Strategy Seminar

2022
 AEA Session on Evaluating and Incentivizing Ideas
 Academy of Management TIM Doctoral Consortium (Panelist & Mentor)
 LMU Munich Organizational Economics & Management Seminar
 Strategic Management Society PDW on Experiments (Discussant)
 USC Marshall School of Business Management and Organization Seminar
 Harvard Business School Technology & Operations Management Seminar

2021
 CSWEP Session on Entrepreneurship and Innovation
 Strategy Research Forum
 Production Operations Management Society Annual Meeting
 LMU Munich, Micro Workshop
 Shidler College of Business, University of Hawaii, Management Seminar
 University of Utah, Entrepreneurship & Strategy Seminar
 Georgia Tech Scheller College of Business, Strategy & Innovation Seminar

2020
 National Bureau of Economics Research Innovation Summer Institute

2019
 National University of Singapore Strategy Seminar
 University of Sydney School of Economics Seminar
 University of New South Wales Applied Micro Seminar
 Western Economic Association International Annual Conference
 University of San Francisco Applied Economics Seminar
 UC Merced Economics Seminar

2018
 American Economic Association Annual Meeting, “New Perspectives on Time Use” Session Paper
 Kenan Institute Frontiers of Entrepreneurship Conference
 National Bureau of Economic Research Economics of Digitization meeting
 Society of Labor Economists Annual Meeting
 Strategy Research Forum 2018
 Second Annual Conference on Economists in Tech Companies
 Wharton Corporate Strategy and Innovation Conference

2017
 American Economic Association Annual Meeting, “Creating Entrepreneurs” Session Paper
 National Bureau of Economic Research Economics of Digitization meeting (Discussant)
 Pacific Conference for Development Economics
 5th AIEA-NBER Conference on Innovation and Entrepreneurship
 17th Annual REER Conference (Discussant and Presenter)
 Harvard Business School Entrepreneurship Management Seminar

2016
 UC San Diego Innovation, Technology and Operations Seminar
 Harvard Business School Workshop on Innovation in a Global Economy
 Innovation Growth Lab Global Conference: Research Meeting
 New York University Stern Economics of Strategy Workshop
 4th International Conference on Computational Sustainability
 76th Annual Meeting of the Academy of Management
 Advances in Field Experiments Conference, University of Chicago
 Watson Institute Workshop on “The Platform Economy & Social Protection: from Speculation to Specification”, Brown University

2015

DRUID15 Conference on The Relevance of Innovation
(Presenter and Discussant)
Academic Workshop on Mobile Pastoralism, Index Insurance and Policy Innovations
Policy Workshop on Developing Policy Innovations for the Pastoralist Rangelands through
Cross-Sector Partnerships (Panelist on Emerging Innovations using ICT)
New Approaches for the Promotion of Innovation, Science and Technology: Bridging Japan and San Diego
(Panelist on Science Policy and the Promotion of Innovation)

2014

London Business School
Olin Business School, Washington University in St. Louis
Harvard Business School, Strategy
National Bureau of Economic Research Summer Institute: Law & Economics Meeting

2013

CCC Colloquium for Doctoral Student Research
National Bureau of Economic Research's Economics of Digitization: An Agenda Conference
35th DRUID Celebration Conference
Fourth Annual Conference on Internet Search and Innovation,
Northwestern University (discussant)
SWEAT Seminar, Department of Economics, University of Toronto
CEPA Seminar, Department of Economics, University of Toronto
13th Annual Roundtable for Engineering Entrepreneurship Research., Georgia Tech
Marshall School of Business, University of Southern California
Carey Business School, Johns Hopkins University
Dyson School of Applied Economics and Management, Cornell University

2012

National Bureau of Economic Research Summer Institute: Development and
Productivity Meeting, Presented by Nicola Lacetera
National Bureau of Economic Research's Economics of Digitization: An Agenda
Pre-Conference

2011

Rotman School of Management, Strategy 2011-2012 Seminar Series

Journal Referee

Academy of Management Discoveries; AEJ: Applied Economics; American Economic Review; Economic Journal; Information Economics and Policy; Information Systems Research; ILR Review; Journal of Economics & Management Strategy; Journal of the European Economic Association; Journal of Labor Economics; Journal of Public Economics; Labour Economics; Management Science; Organization Science (editorial board member); Oxford Research Encyclopedia of Economics and Finance; PLOS ONE; Quarterly Journal of Economics; Research Policy; Review of Economics and Statistics; Small Business Economics; Strategic Management Journal; Strategic Entrepreneurship Journal

Affiliations

Asia Innovation and Entrepreneurship Association (AIEA); Center for Effective Global Action (CEGA); CESifo; J-PAL Affiliated Professor

Non-Academic Positions

2023-present	Co-Founder and Director, Wavemaker Lab
2013-2014	Associate Director, Creative Destruction Lab at Rotman University of Toronto