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Personal Information:
Citizenship: United States
Language: English (native)

Undergraduate Studies:
   B.A., Economics (High Honors) and Mathematics, Oberlin College, Sept 2010-May 2014

Masters Level Work:
   A.M., Economics, University of Pennsylvania, Sept 2014-May 2015 and Sept 2016-May 2018

Graduate Studies:
   University of Pennsylvania, May 2018- Present
   Thesis Title: *Incentives and Information for Teams*
   Expected Completion Date: May 2021

   Thesis Committee and References:
   Professor George J. Mailath (Advisor)   Professor J. Aislinn Bohren
   Department of Economics   Department of Economics
   University of Pennsylvania   University of Pennsylvania
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January 11, 2021

Fields: Microeconomic Theory, Industrial Organization, Matching and Market Design

Teaching:
Sole Instructor
Fall 2017   ECON 101: Intermediate Microeconomics, University of Pennsylvania
                     Avg. Evaluation: 3.25 (versus course average of 2.31) on a 0-4 scale.
TA (Graduate)
Spring 2020   ECON 682: Game Theory, University of Pennsylvania
                     Instructor: J. Aislinn Bohren   Avg. Evaluation: 3.54 on a 0-4 scale.
TA (Undergraduate)
Fall 2019   ECON 013: Strategic Reasoning, University of Pennsylvania
                     Instructor: David Dillenberger   Avg. Evaluation: 3.29 on a 0-4 scale.
Spring 2018   ECON 235: Industrial Organization, University of Pennsylvania
                     Instructor: J. Aislinn Bohren   Avg. Evaluation: 3.40 on a 0-4 scale.
Spring 2017   ECON 211: Social Choice, University of Pennsylvania
                     Instructor: SangMok Lee   Avg. Evaluation: 3.79 on a 0-4 scale.
Fall 2016   ECON 001: Intro Microeconomics, University of Pennsylvania
                     Instructor: Rebecca Stein   Avg. Evaluation: 2.16 on a 0-4 scale.
Fall 2012/2013   ECON 255: Intro Econometrics, Oberlin College
                     Instructor: Barbara Craig

Teaching Awards and Training:
Spring 2018   Joel Popkin Graduate Student Teaching Prize in Economics
Fall 2017   Center for Teaching and Learning (CTL) Teaching Certificate

Research Assistance:
2020-present   University of Pennsylvania, George J. Mailath and Rakesh V. Vohra
Spring 2019   University of Pennsylvania, Rohit Lamba
2018-2019   University of Pennsylvania, George J. Mailath and Andrew Postlewaite
Summer 2017   University of Pennsylvania, Camilo Garcia-Jimeno
Summer 2013   Boston University, Laurence J. Kotlikoff
Spring 2012   Oberlin College, Ron Cheung

Other Employment:
Summer 2018   Copy Editor for "Modeling Strategic Behavior" by George J. Mailath
2013-2014   Oberlin College, Academic Ambassador (Peer Advisor)
Spring 2013   White House Council of Economic Advisers, Intern
Summer 2012   United States Department of Justice, Antitrust Division, Intern

External Presentations
2021   6th World Congress of the Game Theory Society (scheduled)
2021   Not the 2021 Theory Job Market (online)
2020   12th World Congress of the Econometric Society
2018   29th Stony Brook International Conference on Game Theory
2018   Pennsylvania Economic Theory Conference (poster)
2017   28th Jerusalem School in Economic Theory (poster)

Scholarships and Honorary Societies:
2014-2019   University Fellowship, University of Pennsylvania
2014   Phi Beta Kappa, Oberlin College
2014   Omicron Delta Epsilon, Oberlin College

January 11, 2021

Research Papers:

Robust Performance Evaluation (Job Market Paper)

I consider a moral hazard in teams model in which a principal knows that the agents she compensates are identical and independent, but does not know all of the actions they can take. I show that any worst-case optimal contract exhibits *joint performance evaluation* and is *nonlinear* in team output. Hence, when robustness is a concern, nonlinear team-based incentive schemes—such as team bonuses and employee stock options—are justified, even if tasks are completed individually and individual performances are uncorrelated. This result contrasts with the classical theory of incentives, which finds *independent performance evaluation* to be Bayesian optimal, and with the recent literature on robust contracting with unbounded uncertainty, which finds *linear* incentive schemes to be worst-case optimal. Moreover, it reveals a new channel leading to the optimality of joint performance evaluation and formalizes a longstanding idea that interdependent incentive schemes are advantageous due to their flexibility.

The Optimal Assortativity of Teams Inside the Firm (with Carlos Segura-Rodriguez)

How does a profit-maximizing manager form teams and compensate workers in the presence of both adverse selection and moral hazard? Under complete information, it is well known that any complementarity in characteristics implies that positive assortative matching is productively efficient. But, under asymmetric information, we uncover the problem of *disassortative incentives*: incentive costs may increase in assortativity. Profit maximization thus prescribes either random or negative assortative matching, both productively inefficient, when complementarities are weak and effort costs are high enough. When this is the case, the manager may instead prefer to delegate matching, allowing workers to sort themselves into teams. Our results shed light on recent empirical work documenting patterns of non-assortative matching inside of firms.

Matching to Produce Information: A Model of Self-Organized Research Teams (with Carlos Segura-Rodriguez and Peng Shao)

In recent decades, research organizations have brought the "market inside the firm" by allowing workers to sort themselves into teams. How do research teams form absent a central authority? We introduce a model of team formation in which workers first match and then non-cooperatively produce correlated signals about an unknown state. We uncover a novel form of moral hazard: an efficient team of workers producing complementary signals may be disrupted if one of its members can form an inefficient team in which she exerts less effort. This inefficiency rationalizes targeted management interventions which designate specific workers as "project leaders" with more assumed responsibilities.

Payoff Continuity in Games of Incomplete Information: An Equivalence Result

Monderer and Samet (1996) and Kajii and Morris (1998) define notions of proximity for countable, common prior information structures that preserve equilibrium payoff continuity. Monderer and Samet (1996) fix a common prior and perturb lists of partitions, while Kajii and Morris (1998) fix a type space and perturb common priors. Due to these differences, the precise relationship between the two papers has remained an open question. We establish an equivalence between them by mapping pairs of partition lists to pairs of common priors, and vice-versa. The key condition of the mapping ensures that belief types are changed independently of payoff types in the Kajii and Morris (1998) perturbation.

Research Papers in Progress:

Search Committees with Disparate Costs (with S. Nageeb Ali and J. Aislinn Bohren)

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