

# Bhargav Gopal

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Department of Economics  
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Placement Chairs: Sandra Black, [sblack@columbia.edu](mailto:sblack@columbia.edu), Suresh Naidu, [sn2430@columbia.edu](mailto:sn2430@columbia.edu)  
Placement Assistant: Amy Devine, (212) 854-6881, [aed2152@columbia.edu](mailto:aed2152@columbia.edu)

## Education:

2023 (expected)	Ph.D. Economics	Columbia University
2015	B.A Economics	University of California, Berkeley

## Fields of Specialization:

*Primary Fields:* Labor Economics, Law and Economics

*Secondary Field:* Gender Economics

**Job Market Paper:** How Do Firms Respond to Gender Quotas? Evidence from California's Senate Bill 826

Abstract: More than one-third of US-listed companies had all-male corporate boards in 2015. Quotas are discussed as policy levers that can increase gender diversity, but there is much controversy surrounding whether they can increase female representation without harming organizational outcomes. In 2018, California passed a gender quota requiring the presence of at least one woman on corporate boards by the end of the following year. I estimate the quota reduced the share of all-male boards by twenty-five percentage points within one year and increased operating performance, firm value, and shareholder returns within three years. These results question why all-male boards were prevalent prior to the legislation. I find that women directors are less likely to possess top-level experience and employment connections with corporate executives, which both appear as viable explanations. These findings provide insight on why women continue to lack representation in corporate leadership.

**Working Papers:** How Do Non-Compete Agreements Affect Wage Growth, Job Separation, and Employer-Provided Training? Evidence from the NLSY

## Honors and Awards:

Dean's Fellowship, Department of Economics, Columbia University (2017 – 2021)  
Dissertation Fellowship, Department of Economics, Columbia University (2022)  
Program for Economic Research Grant (2022 -- \$4000)  
Microeconomic Theory Initiative Matching Grant (2022 -- \$2500)  
Applied Microeconomics Colloquium Grant (2020 - \$300, 2021 -- \$1200)

**Invited Presentations:**

Interdisciplinary Graduate Student Seminar Series at Columbia University (2022)  
- Recipient of \$500 honorarium.

Discrimination and Disparities Workshop at University of East Anglia (2022)

17<sup>th</sup> Annual Economics Graduate Student Conference of Washington University in St. Louis  
(Scheduled October 2022)

**Research Experience:**

Research Assistant for Sandra Black at Columbia University (2019 - 2021)  
Research Assistant for John Donohue at Stanford Law School (2015 – 2017)

**Teaching Experience:**

Economics of Race in the United States – TA (Fall 2018)  
Economics of New York City – TA (Spring 2019)

**Service:**

Arts and Sciences Graduate Council at Columbia University (2019 – 2021)  
Recipient of Honorary Own Award for Leadership and Service (2021)

**Personal:**

Born on 08/03/1993  
US Citizen

**References:**

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