

**TOBEY KASS**

**Personal Data**

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*Citizenship:* USA

**Education**

<i>Degree</i>	<i>Field</i>	<i>Institution</i>	<i>Year</i>
Ph.D.	Economics	University of Minnesota (expected)	2022
M.A.	Economics	University of Minnesota	2018
A.B.	Mathematics and Economics	Mount Holyoke College	2016
	<i>summa cum laude</i>		
	minor in Latin		

**Dissertation**

Title: “Essays on Contingent Work”

Dissertation Committee: Jeremy Lise, Mariacristina De Nardi, Joseph Mullins, Joel Waldfogel

Expected Completion: Summer 2022

**Honors and Awards**

2019	<i>Third Place, Third Year Paper Competition, Department of Economics, University of Minnesota, Minneapolis, Minnesota</i>
2017-2018	<i>Edward Coen Graduate Fellowship, Department of Economics, University of Minnesota, Minneapolis, Minnesota</i>
2016-2017	<i>Beverly and Richard Fink Graduate Fellowship, Department of Economics, University of Minnesota, Minneapolis, Minnesota</i>
2016	<i>Phi Beta Kappa Honor Society, Mount Holyoke College, South Hadley, Massachusetts</i>
2016	<i>Mary Lyon Scholar, Department of Economics, Mount Holyoke College, South Hadley, Massachusetts</i>
2016	<i>Virginia Galbraith Graduate Fellowship, Department of Economics, Mount Holyoke College, South Hadley, Massachusetts</i>
2016	<i>Virginia Galbraith Undergraduate Prize, Department of Economics, Mount</i>

- Holyoke College, South Hadley, Massachusetts
- 2016 *Phoebe Tulman Perlman Prize*, Department of Economics, Mount Holyoke College, South Hadley, Massachusetts
- 2015 *Jennifer Dawn Landry '93 Memorial Award*, Department of Mathematics and Statistics, Mount Holyoke College, South Hadley, Massachusetts
- 2014 *Sarah Williston Scholar*, Mount Holyoke College, South Hadley, Massachusetts
- 2013 *Mildred L. Sanderson Prize*, Department of Mathematics and Statistics, Mount Holyoke College, South Hadley, Massachusetts

### Teaching Experience

- 2017-2018 *Head Grader*, Principles of Microeconomics, Department of Economics, University of Minnesota, Minneapolis, Minnesota
- 2014-2016 *Teaching Assistant*, Department of Mathematics and Statistics, Mount Holyoke College, South Hadley, Massachusetts
- 2013-2016 *Department Tutor*, Department of Classics, Mount Holyoke College, South Hadley, Massachusetts
- 2013 *Department Tutor*, Department of Mathematics and Statistics, Mount Holyoke College, South Hadley, Massachusetts

### Research and Work Experience

- 2019-Present *Research Assistant* to Ellen McGrattan and Anmol Bhandari, Department of Economics, University of Minnesota, Minneapolis, Minnesota
- 2018-2019 *Research Assistant* to Thomas Holmes, Department of Economics, University of Minnesota, Minneapolis, Minnesota
- Summer 2014 *Research Assistant* to Christy Huebner Caridi, Marist Bureau of Economic Research, Poughkeepsie, New York
- Summers *Research Assistant, Report Editor, and Junior Commercial Real Estate Appraiser*, Valuation Consultants Incorporated (Real Estate Appraisal), January 2014 Newburgh, New York

### Computer Skills

Julia, Python, Selenium (for Web Scraping), Stata, MATLAB, R, LaTeX

### Abstracts

“Contingency Work versus Traditional Employment: A Story of Flexibility” (job market paper)

This paper studies what motivates individuals' choices between traditional employment and contingent work and firms' hiring decisions. I document greater dispersion and larger changes in

hours worked by contingent workers than by traditional employees, as well as an 11 percent gap in their hourly wages. I develop a model where contingent work offers hours flexibility to individuals but traditional employment earns a higher wage. Firms hire traditional employees before observing their TFP and must pay to adjust traditional employment from their previous level. They can hire (less productive) contingent workers flexibly without these constraints. I then test how exogenous changes affect the contingent share of the workforce and the wage gap.

“Income-Based versus Rent-Based Housing Subsidies in the Presence of Search Frictions”

Many developed countries provide housing subsidies to low-income renters. Recipients in the U.S. pay a fixed percentage of their income towards housing, and the subsidy covers the remaining cost. In other countries, the subsidy is instead calculated as a percentage of the contract rent. This paper documents evidence of search and matching frictions in the rental housing market and examines how these frictions impact the costs and benefits of income-based and rent-based housing subsidies. I develop a directed search model of the rental housing market and analyze the equilibrium effects of subsidies. Under rent-based subsidies, higher matching frictions increase costs for both the households and the subsidy provider. On the other hand, when subsidies are based on income, households bear most of the additional costs of increased matching frictions. In general, income-based subsidies distort households' search behavior more than when subsidies are rent-based.