

**NI WANG**  
[www.niwangecon.com](http://www.niwangecon.com)  
[niwang@sas.upenn.edu](mailto:niwang@sas.upenn.edu)

**UNIVERSITY OF PENNSYLVANIA**

Placement Director: Iouri Manovskii  
Placement Director: Holger Sieg  
Graduate Student Coordinator: Gina Conway

MANOVSKI@ECON.UPENN.EDU 215-898-6880  
HOLGERS@ECON.UPENN.EDU 215-898-7194  
GNC@SAS.UPENN.EDU 215-898-5691

**Contact Information**

Department of Economics  
University of Pennsylvania  
133 South 36<sup>th</sup> Street, Suite 535  
Philadelphia, PA 19104  
Phone: 267-608-0335

**Personal Information**

Gender: Female  
Citizenship: China

**Undergraduate Studies:**

B.A., Economics, Fudan University, 2015

**Graduate Studies:**

University of Pennsylvania, 2015 to present

Thesis Title: “*Essays on Inequality and Frictions in the Labor Market*”

Expected Completion Date: May 2022

**Thesis Committee and References:**

José-Víctor Ríos-Rull (Advisor)  
Department of Economics  
University of Pennsylvania  
133 South 36<sup>th</sup> Street, Suite 516  
Philadelphia, PA 19104  
[vr0j@econ.upenn.edu](mailto:vr0j@econ.upenn.edu)  
215-898-7701

Harold L. Cole  
Department of Economics  
University of Pennsylvania  
133 South 36<sup>th</sup> Street, Suite 517  
Philadelphia, PA 19104  
[colehl@sas.upenn.edu](mailto:colehl@sas.upenn.edu)  
215-898-7788

Benjamin R. Lester  
Research Department  
Federal Reserve Bank of Philadelphia  
10 Independence Mall  
Philadelphia, PA 19106  
[benjamin.lester@phil.frb.org](mailto:benjamin.lester@phil.frb.org)  
215-574-6272

**Research Fields:**

Macroeconomics, Labor Economics

### **Teaching Experience:**

Recitation Instructor or Teaching Assistant, University of Pennsylvania	
Fall 2016 – Spring 2017	Econometrics, Professor Xu Cheng
Fall 2017 – Spring 2018	Econometrics, Professor Francis Diebold
Fall 2018	Money and Banking, Professor Harold Cole
Fall 2020	Statistics for Economists, Professor Karun Adusumilli
Spring 2021	Econometrics, Professor John Lazarev

### **Honors, Scholarships, and Fellowships:**

2016 – 2017	Xingmei Zhang & Yongge Dai Fellowship, University of Pennsylvania
2015 – 2018	Huameng Scholarship, Fudan University Alumni Association

### **Research Papers:**

#### **“Job Attachment and Life Cycle Gender Wage Differences” (Job Market Paper)**

Employment interruptions are more common among women than men, with substantial individual-level heterogeneity. Employers value job attachment but job attachment is not directly observed. I show that the information problem of female job attachment is detrimental to female labor market outcomes. I propose a model where there is information asymmetry about female job attachment but not about male job attachment in a frictional labor market. To screen female job attachment, employers offer separating wage contracts that distort the wage profiles of high-attachment women. The distortions suppress female job-to-job mobility, resulting in worse labor market outcomes than comparable men. Using data from the National Longitudinal Survey of Youth, I document supporting evidence on the gender differences in mobility patterns and wage growth. I then calibrate the model and quantify the contributing factors to the gender wage gap. The calibrated model captures the gender differences in the data. The gender difference in job-to-job mobility explains a majority of the life cycle gender wage gap.

#### **“Employee or Contractor: Work Arrangements under Hidden Actions and Unobserved Ability”**

This paper studies the endogenous formation of employment arrangements. Firms create production opportunities that need workers, whose effort and ability are not observed. Firms use incentive pay to induce effort from risk-averse workers and screen workers' ability levels. Incentive contracts insure workers against output risks but subject workers to noisy monitoring. Firms spin off jobs to contractors when monitoring is too noisy or when effort is crucial. I

characterize all equilibrium outcomes of employment arrangements for workers of different abilities. Only high-ability workers may work as contractors out of all outcomes.

**Languages:**

English (Fluent), Chinese (Mandarin and Gan, Native)

**Computing Skills:**

Proficient in R, Julia, MATLAB, and Git