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DOCTORAL STUDIES Massachusetts Institute of Technology (MIT)
 PhD, Economics, Expected completion June 2022
 DISSERTATION: "Essays in Applied Economics"

DISSERTATION COMMITTEE AND REFERENCES

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PRIOR EDUCATION Harvard University 2012
 A.B, Magna Cum Laude with Highest Distinction in Physics
 Minor in Computer Science

CITIZENSHIP USA

LANGUAGES Mandarin Chinese, Cantonese

FIELDS Primary Field: Labor

Secondary Fields: Monetary Economics, Applied Microeconomics

TEACHING EXPERIENCE Intermediate Microeconomic Theory (MIT 14.04, undergrad) 2018-20
 Teaching Assistant to Prof. Robert Townsend
 Applied Economics for Managers (MIT 15.722, exec MBA), 2019
 Teaching Assistant to Prof. Robert Gibbons
 Organizational Economics (MIT 14.282, graduate), 2018

	Teaching Assistant to Prof. Robert Gibbons Introduction to Computer Science II (Harvard CS51, undergrad)	2011-12
	Teaching Assistant to Prof. Greg Morrisett	
RELEVANT POSITIONS	MIT Department of Economics, Research Assistant to Prof. David Autor and Parag Pathak	2016
	University of Chicago Booth School of Business, Full-time Research Assistant to Prof. Matthew Gentzkow and Jesse Shapiro, Part-time Research Assistant to Prof. Eric Budish	2013-15
	Applied Predictive Technologies, Business Consultant	2012-13
FELLOWSHIPS, HONORS, AND AWARDS	George and Obie Shultz Fund at MIT	2019
	NSF Graduate Research Fellowship Program	2015
	John Harvard Scholarship	2009
	Detur Book prize	2009
PROFESSIONAL ACTIVITIES	Referee for: <i>Journal of Economic Theory</i>	
RESEARCH PAPERS	<p>“Labor Market Consequences of Domestic Outsourcing: Evidence from Legalization in Brazil” (Job Market Paper, joint with Mayara Felix) We leverage Brazil's unexpected legalization of outsourcing in 1993 to quantify the effects of domestic outsourcing on labor markets. We focus on security guards, a licensed occupation that experienced a large increase in outsourcing following legalization. First, we show that legalization led to a wave of occupational layoffs. Incumbent security guards affected by these layoffs moved to lower-wage firms and experienced persistent wage reductions. Second, we estimate the market-level effects of outsourcing legalization using a triple-difference specification that leverages regional variation in pre-legalization permissiveness of labor courts and compares security guards with less impacted occupations. We find that outsourcing legalization reallocated jobs from older to younger workers, increased total employment of guards by 8-15%, and raised their wages by 2-4%. Interpreted through an economic framework, our results imply that outsourcing legalization not only redistributed firm wage premia, as emphasized in recent literature, but it also generated substantial efficiency gains. If laid-off incumbent workers were fully compensated for their earnings losses, social breakeven would be achieved in one to five years.</p> <p>“The Power of Money: Lessons from Introducing Digital Currency to Barter Community” I investigate how digital currency issuance by a private online platform affected the exchange of used goods in a large barter community in Toronto. Since the community banned cash, users initially relied on beer, gift cards, and transit tokens to complete transactions. The community then introduced a digital token that could be transferred among users and redeemed at designated local stores for retail goods. Using comprehensive transactions data, I show that a large monetary expansion persistently increased transaction</p>	

volume by 70% but did not create inflation. However, when token redemption was suddenly halted at a subset of stores, a run on the token ensued and transaction volume fell. I use a search-theoretic model of money to interpret these findings.

“Public Housing for Sale: Impact of the Tenants Purchase Scheme in Hong Kong”

Several countries have large-scale government programs that sell public rental housing to sitting tenants at discounted prices. What is their impact? I estimate the effects of Hong Kong’s Tenants Purchase Scheme using its staggered rollout across housing estates. I find that total population and average household size fell in treated estates, while average household income rose. These effects are not explained by reallocation of housing units across households, which was limited by resale and leasing restrictions. Rather, the program relaxed household-size-contingent unit allocation and means-testing rules. It therefore incentivized some residents to move out and others to increase labor supply.

“Ideological Bias and Trust in Information Sources” (with Matthew Gentzkow and Allen T. Zhang)

We study the role of endogenous trust in amplifying ideological bias. Agents in our model seek to learn a sequence of states using information from sources whose accuracy is ex ante uncertain. Agents rely on noisy feedback about the state from direct experience to learn the accuracy of sources. Small biases in this feedback can cause large ideological differences in the agents’ trust in information sources and their beliefs about the states, and may lead agents to become overconfident in their own judgment. Disagreements can be similar in magnitude whether agents see only ideologically aligned sources or see a diverse range of sources.

RESEARCH IN PROGRESS

“The Careers of Outsourced Workers in Brazil” (with Duoxi Li)

We use Brazil’s comprehensive administrative data to compare the wages and careers of outsourced and direct-hire workers. We focus on security guards and cleaners, two service occupations for which outsourcing is identifiable from industry codes. There are two findings. First, outsourced cleaners earn much lower wages, but outsourced workers in the higher-wage occupation of security guards do not. These patterns are explained by increased sorting of low-wage workers into low-wage firms. Second, outsourced workers have reduced job security, fewer promotions, and lower returns to tenure. These differences are explained by the internal organization of contract firms, who employ a large pool of highly similar workers and provide few opportunities for internal advancement.

“Domestic Outsourcing and Firm Performance: Evidence from Brazil” (with Beatriz Pousada)

We quantify how domestic outsourcing affects firm performance by combining Brazil’s comprehensive employment data with firm surveys. We

leverage several sources of exogenous variation, such as Brazil's 1993 and 2017 outsourcing legalizations, as well as outsourcing events identified from employment histories, to estimate the effects of outsourcing on firm productivity, profitability, and internal organization.