

KRISTY KIM

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BUSINESS ADDRESS:

Department of Economics
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Berkeley, CA 94720-3880

DESIRED RESEARCH AND TEACHING FIELDS:

PRIMARY

Public Economics
Behavioral Economics
Applied Microeconomics

SECONDARY

Experimental Economics
Labor Economics

FIELDS OF CONCENTRATION: Public Economics, Behavioral Economics

DISSERTATION TITLE: "Essays in Behavioral Public Economics"

Expected Date of Completion:	May 2025
Principal Advisor:	Professor Emmanuel Saez
Other References:	Professors Dmitry Taubinsky and Danny Yagan

EDUCATION:

University of California, Berkeley
University of California, Berkeley

DEGREE

Ph.D.
B.A.

DATE

2019-25
2013-16

FIELD

Economics
Economics

PAPERS:

"From Pensions to Personnel: The Incentive Effects of Retirement Benefits on Retention" [JMP] [\[Link\]](#)

With Caleb Wroblewski

Abstract: Private retirement plans are a crucial part of worker's compensation in the U.S. and have long been thought to influence labor supply. This study uses a cohort-based regression discontinuity design to examine how a change in the retirement plan at the largest U.S. employer, the Federal Government, impacted the retention of employees over the entire life cycle. We find that workers with less valuable employer pensions but more portable retirement benefits were more likely to separate from the government around 15 and 30 years after beginning federal service. We find smaller, statistically insignificant effects in the first few years of employment. We also find evidence that the effects are driven by highly productive workers, identified through supplemental compensation or early promotions. Our results suggest that employees respond to changes in the value of retirement benefits by leaving employers for better outside options, but that employees may be inattentive or job-locked early in their careers.

"Welfare and the Act of Choosing" [\[Link\]](#)

With Professors B. Douglas Bernheim and Dmitry Taubinsky, R&R at the *Journal of Political Economy*

Abstract: The standard revealed-preference approach to welfare economics encounters fundamental difficulties when the act of choosing directly affects welfare through emotions such as guilt, pride, and anxiety. We address this problem by developing an approach that redefines consumption bundles in terms of the sensations they produce, and measures welfare by blending choice-based methods with self-reported well-being techniques. In applications to classic social preferences paradigms, our approach shows that standard revealed-preference methods, including those that exploit choices over menus, mismeasure welfare because preferences depend on choice sets, while self-reported happiness and satisfaction are not sufficient statistics for welfare.

"Behavioral Responses to Taxation of Inherited Property" [work in progress, in preparation]

With Sarah Baker

Abstract: This paper investigates the intertemporal elasticity of inherited property in California. Using San Francisco and Los Angeles counties, we find that households accelerated inter-vivos property transfers to their children by about 13 to 18 months in response to a future tax increase. Properties in the top income decile neighborhoods were more responsive than other groups. As a consequence of wealthy households retiming their transfers to avoid taxes, our results imply a significant reduction in government revenue and an exacerbation of inequality in tax liabilities.

PROFESSIONAL EXPERIENCE:**RESEARCH:**

Graduate Student Researcher, UC Berkeley (2020 - 2022)

Dmitry Taubinsky (UC Berkeley) and Ben Handel (Gilbert Center)

Research Professional, Booth School of Business at UChicago (2017 - 2019)

Richard Thaler and Devin Pope [[Project 1](#)] [[Project 2](#)] [[Project 3](#)]

Investment Funds Case Assistant for the Fund Formation Group, Cooley LLP (2016 - 2017)

TEACHING:

Graduate Student Instructor, Department of Economics, UC Berkeley

MBA Data Analytics (MBA200A) - Fall 2023

Intro to Economics (ECON2) - Spring 2023

MBA Data Analytics (MBA200A) - Fall 2022

Tutor, Department of Economics, UC Berkeley

Public Economics (ECON131) - Fall 2021

Intro to Economics (ECON1) - Spring 2020

Intro to Economics (ECON1) - Fall 2019

Reader, Department of Economics, UC Berkeley

Graduate Psychology and Economic Theory (ECON219A) - Fall 2021

Reader, Booth School of Business at UChicago

MBA Consumer Behavior [37101] - Winter 2018

FELLOWSHIPS AND AWARDS:

2024 Certificate in Teaching and Learning in Higher Education

2022 Center for Retirement Research at Boston College Dissertation Fellow

2020 National Science Foundation Graduate Research Fellowships Program Awardee

2016 Highest Distinction in General Scholarship and Highest Honors in Economics (summa cum laude)

ACADEMIC SERVICE:

Referee for: *Journal of Public Economics*

Small Grants Coordinator, Economists for Equity at Berkeley (2024)

Seminar Coordinator, UC Berkeley

Psychology and Economics Seminar Series (2022 - 2023)

Psychology and Economics Student Group (2022 - 2023)

Social and Community Development Chair, Economists for Equity at Berkeley (2021 - 2022)

Chair, Graduate Economics Association at UC Berkeley (2020 - 2021)

SEMINAR AND CONFERENCES:

2025 ASSA Annual Meetings

2024 New Directions in the Study of Labor at the Social Science Matrix

2024 UC Berkeley Public Finance Seminar, UC Berkeley Labor and Public Finance Symposium (x2)

2023 UC Berkeley Graduate Economics Mini Symposium (GEMS)

2022 UC Berkeley Haas Psychology & Economics Seminar

Kristy Kim

EDUCATION

2019 - 2025

PhD Candidate in Economics, University of California, Berkeley

Fields: Public, Behavioral, and Industrial Organization

Awards: Certificate in Teaching and Learning in Higher Education (2024)

Center for Retirement Research at BC and the SSA, Dissertation Fellow - \$28,000 (2022)

NSF Graduate Research Fellowships Program Awardee - \$145,000 (2020)

2013 - 2016

BA in Economics, University of California, Berkeley

Awards: Highest Distinction in General Scholarship and Highest Honors in Economics (summa cum laude)

SKILLS

Experimental Platforms: Qualtrics, Amazon Mechanical Turk, Prolific

Programming Languages: Stata (adv), R (adv), Python (prof), Javascript (prof), HTML (prof)

Applications: Adobe, Photoshop, Illustrator, Lightroom, Procreate

Specialties: Applied Economics, Causal inference, Machine learning, Experiments, Web scraping, Large Data

EXPERIENCE

JUL 2019 - MAY 2025

PhD Dissertation Research, Full-time (40hrs/w) | UC Berkeley | Berkeley, CA

- Measured causal impact of workplace retirement benefits on employee retention, utilizing applied econometrics.
- Solved static and dynamic economic models, uncovering mechanisms behind heterogeneous treatment effects.
- Enhanced datasets using ML matching algorithms, and sourced supplementary data from government agencies and private firms.
- [\[Paper link 1\]](#) [\[Paper link 2\]](#)

AUG 2022 - DEC 2023

Graduate Student Instructor, Part-time (20hrs/w) | UC Berkeley | Berkeley, CA

MBA Data Analytics (MBA200A) and Intro to Economics (ECON2)

- Translated complex decision-making and machine learning tools into practical business insights for MBAs (e.g., regularization, random forests, RCTs), while guiding students in using R for data analysis, across varying skill levels.
- Provided theoretical and intuitive foundation of economic principles to students who have taken few to no economics courses.

JAN 2020 - AUG 2022

Graduate Student Researcher, Part-time (20hrs/w) | UC Berkeley | Berkeley, CA

- Constructed behavioral welfare metrics by translating qualitative survey data on self-reported sentiments and choice data into monetary values of utility.
- Designed and scaled online experiments with multiple treatment arms and nested randomization on approx. 5,000 respondents.

JUL 2017 - JUN 2019

Research Professional, Full-time (40hrs/w) | Booth School of Business at UChicago | Chicago, IL

- Applied econometric techniques to big data, including granular geospatial mobility data, nationwide hospital records, and online secondary marketplace data, to extract actionable insights and inform policy analysis.
- Deployed a large-scale discrimination study by web-scraping thousands of online marketplace listings and automating the dispatch of 100,000+ emails using a custom API integration, ensuring robust data collection and analysis.
- Synthesized results into clear data visualizations and reports

AUG 2016 - JUN 2017

Investment Funds Case Assistant, Full-time (40hrs/w) | Cooley LLP | San Francisco, CA

- Facilitated the fund formations (GP/LP) for 11 international venture capital groups through IRS/FINRA/SEC legal filings.
- Ensured federal regulatory compliance of multi-million dollar fund closes.

SERVICE

Small Grants Coordinator, Berkeley Economists for Equity (2024)

Seminar Coordinator, Psychology and Economics Seminar Series and Student Workshop (2022 - 2023)

Social and Community Development Chair, Berkeley Economists for Equity (2021 - 2022)

Chair, Graduate Economics Association at UC Berkeley (2020 - 2021)

Referee for *Journal of Public Economics*