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Placement Director	Gianluca Violante	violante@princeton.edu	609-258-4003
Graduate Administrator	Laura Hedden	lhedden@princeton.edu	609-258-4006

EDUCATION

Princeton University *2018–present*
Ph.D. Candidate in Economics
Expected Completion Date: June 2025

University of Toronto *2015–2016*
M.A. in Economics

University of Victoria *2011–2015*
B.Sc. Honours in Economics, with Distinction
Combined Major, Mathematics and Statistics

FIELDS

Labor Economics, Personnel Economics, Economics of Education

REFERENCES

Alexandre Mas	David Lee	Ilyana Kuziemko
Haas School of Business	Department of Economics	Department of Economics
University of California, Berkeley	Princeton University	Princeton University
amas@berkeley.edu	davidlee@princeton.edu	kuziemko@princeton.edu

JOB MARKET PAPER

[“It’s Not \(Just\) About the Money: Pay and the Value of Working Conditions in Teaching.” 2024.](#)

This paper tests and quantifies whether teachers earn rents when taking into account both pay and non-wage amenities. Using quasi-experimental designs, novel administrative data, and a survey experiment, I estimate the gap in pay and the gap in the value of working conditions between teaching and teachers’ next-best jobs, and sum the estimates to obtain the difference in overall

compensation between jobs. Using a fuzzy regression kink design that leverages variation in who becomes certified to teach in Kentucky, I find that teaching pays a premium of \$18-21,000/yr (33-40% of the teaching salary) above teachers' next-best options. Event studies around teacher exits yield similar results. Fielding a stated preference experiment survey to Kentucky teachers, I find that teaching offers relatively poor working conditions and estimate that teachers are willing to pay 29-35% of their salary to switch to their next-best job due to its better working conditions. Taken together, my findings suggest that teaching offers negligible rents; instead, teaching pays a large premium that mostly functions as a compensating differential, consistent with reports of teacher shortages today.

WORKING PAPERS

1. [“Managers in Public Schools.”](#) 2024.
2. [“The Effects of Prohibiting Marriage Bars: The Case of U.S. Teachers.”](#) With Amy Kim. 2024. *Submitted.*

WORK IN PROGRESS

1. “Manager Feedback Style and Worker Productivity.” With Calvin Jahnke and Gábor Nyéki. 2024.

NON-ECONOMICS PUBLICATIONS

1. “Do dehydroepiandrosterone, progesterone, and testosterone influence women’s depression and anxiety levels? Evidence from hair-based hormonal measures of 2105 rural Indian women.” With Andreas Walther, Rohini Pande, Clemens Kirschbaum, Erica Field, and Lisa Berkman. *Psychoneuroendocrinology*. 2019.
2. “Assessing conformance with Benford’s law: Goodness-of-fit tests and simultaneous confidence intervals.” With Mary Lesperance, W.J. Reed, M.A. Stephens, and Bree Wilson. *PLoS ONE*. 2016.

RESEARCH ASSISTANCE

Prof. Adam Kapor (Princeton)	2019
Prof. Rohini Pande (Yale) and Prof. Erica Field (Duke)	2016–2018
Prof. Philip Oreopoulos (University of Toronto)	2016–2017
Prof. Michael Baker (University of Toronto) and Prof. Janet Currie (Princeton)	2016

TEACHING

ECO981 Junior Independent Work (TA/Coordinator, Fall-Spring 2024-25), Princeton
 ECO100 Introduction to Microeconomics (TA, Spring 2021), Princeton
 ECO220 Quantitative Economics (TA, Spring 2016), University of Toronto
 ECO220 Quantitative Economics (TA, Fall 2015), University of Toronto
 MATH447 Mathematical Modelling (TA, Spring 2014), University of Victoria

PRESENTATIONS AND SEMINARS

2024 CESifo/ifo Junior Workshop on the Economics of Education (Munich, Germany)
2023 KYSTATS Data Conference (Louisville, KY)
2018 Canadian Economics Association Conference (Montreal, QC, Canada)

HONORS, SCHOLARSHIPS, FELLOWSHIPS, AND GRANTS

Richard A. Lester Fellowship (Industrial Relations Section, Princeton University)	<i>2023–2024</i>
Prize Fellowship of SPIA Scholars	<i>2021–2023</i>
Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellowship	<i>2021–2023</i>
Graduate Economics Fellowship	<i>2018–2024</i>
SSHRC Canada Graduate Scholarship – Master’s	<i>2015–2016</i>
University of Toronto Fellowship	<i>2015–2016</i>
Jubilee Medal in Social Sciences	<i>2015</i>
University of Victoria Excellence Scholarship	<i>2011–2015</i>
Natural Science and Engineering Research Council (NSERC)	
Undergraduate Student Research Award, Applied Math	<i>2014</i>
Stephen A. Jennings Memorial Scholarship, Math and Statistics	<i>2014</i>
Jamie Cassels Undergraduate Research Award, Economics	<i>2014</i>
NSERC Undergraduate Student Research Award, Statistics	<i>2013</i>
Jamie Cassels Undergraduate Research Award, Math and Statistics	<i>2013</i>
Excellence in Math Scholarship	<i>2013</i>

PERSONAL

Citizenship Canadian

Last updated: October 2024