

CATALINA FRANCO

FAIR and Center for Applied Research (SNF) at NHH Norwegian School of Economics

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ACADEMIC EMPLOYMENT

- 2022 - **Center for Applied Research (SNF) at NHH Norwegian School of Economics**
FAIR Insight Team, Centre for Experimental Research on Fairness, Inequality and Rationality (FAIR)
Researcher
- 2019 - 2022 **NHH Norwegian School of Economics**
Economics Department and FAIR
Postdoctoral fellow
- 2017 - 2019 **Universidad del Rosario**, Bogotá, Colombia
Economics Department
Research fellow

ACADEMIC DEGREES

- 2012-2017 Ph.D. in Economics, **University of Michigan**, Ann Arbor
International job market: 2019 (after fulfilling Fulbright home residency requirement)
- 2012-2014 M.A. in Economics, **University of Michigan**, Ann Arbor
- 2007-2009 M.A. in Economics, **Universidad de los Andes**, Bogotá, Colombia
- 2001-2006 B.A. in Economics, **Universidad Nacional de Colombia**, Bogotá, Colombia

RESEARCH

Research interests: Economics of gender and education

Publications

Does Re-Imprisonment for Technical Violations Prevent Crime? (with David Harding, Jeffrey Morenoff, and Shawn D. Bushway), *Journal of Human Resources*, 2024 [\[PDF\]](#)

Behavioral Dynamics in Transitions from College to the Workforce (with Meera Mahadevan), *Journal of Economic Behavior & Organization*, Vol. 188, August 2021, pages 567-590 [\[PDF\]](#)

“Latin American immigration in the United States: Is there wage assimilation across the wage distribution?,” *Hispanics in the US Labor Market*, Richard R. Verdugo ed., Centre for Demographic Studies, Barcelona, Spain, 2013.

“Earnings differentials in Colombia: A study of young and rural workers, 2002-2009,” with Johanna Ramos, *Economic Analysis Review*, Vol. 25, No.2, special issue: Inequality and Income Mobility in Latin America, 2010.

Working papers

Will Artificial Intelligence Get In The Way of Achieving Gender Equality? (with Daniel Carvajal and Siri Isaksson) [\[PDF\]](#)

Does AI Help or Hurt Learning? (with Natalie Irmert and Siri Isaksson) [Draft available upon request]

Exam Luck and Human Capital Accumulation (with Erika Povea) Previously circulated as: Innocuous Exam Features? The Impact of Answer Placement on High-Stakes Test Performance and College Admissions [\[PDF\]](#)

Gender Differences in Recognizing Depression and Seeking Help (with Akshay Moorthy and Sara Abrahamsson) [\[PDF\]](#)

Bridging the Gender Gap in Exam Performance through Nudges and Stress Reframing (with Marcela Gomez-Ruiz) [\[PDF\]](#)

Strategic Decisions Have “Major” Consequences: Gender Differences in College Major Choices (with Amelia Hawkins) [\[PDF\]](#)

Gender Gaps at the Top: Incentives, Performance and Choking Under Pressure (with Ingvild Skarpeid) [\[PDF\]](#)

Stress, Exam Performance and Gender (with Ingvild Skarpeid and students in my course “Stress and mental health in education”) [Draft available upon request]

Willingness to Pay for Formal Job Attributes: A Discrete Choice Experiment in Colombian Mom-and-Dad Stores (with Amalia Rodríguez-Valencia) [\[PDF\]](#)

How does Relative Performance Feedback Affect Beliefs and Academic Decisions? Evidence from a Field Experiment [\[PDF\]](#)

The Value of a Signal: Information Processing among Students Outside the Lab [\[PDF\]](#)

Work in progress

Promoting Women’s Leadership: Experimental Evidence from Grassroots Organizations in Uganda, *paper writing* (with Kjetil Bjorvatn, Shymal Chowdhury, Danila Serra and Munshi Sulaiman)

Gender Composition of the Classroom and Performance in High-Stakes Exams, *analysis stage* (with Yushao Ye and Marcela Gomez-Ruiz)

Frictions and Misperceptions in Firm Take-up of Active Labor Market Programs, *analysis stage* (with Kjetil Bjorvatn, Mathias Ekström and Ranveig Falch)

RESEARCH GRANTS

2023	Norwegian Welfare Agency (NAV) - 7,2 million NOK
2020	FAIR Grant - \$30,000; Småforsk NHH - \$8,000; The Bill and Melinda Gates Foundation - \$447,000
2017	Michigan Institute for Teaching and Research in Economics (MITRE) grant - \$5,000 and Rackham Graduate Student Research grant - \$3,000
2016	Rackham Summer Award - \$8,000; George Katona Economic Behavior Research Award (Institute for Social Research at U. Michigan) - \$6,000; Michigan Institute for Teaching and Research in Economics (MITRE) grant - \$5,000
2015	Michigan Institute for Teaching and Research in Economics (MITRE) grant - \$3,000

ACADEMIC PRESENTATIONS

Keynote Lectures

- 2025 | Science of Diversity and Inclusion (SODI) at U. of Chicago, “AI and its impact on different populations,” February 26, 2025
- 2022 | Women’s Economic Empowerment: Evidence from Uganda, October 13, 2022

Invited Seminars and Conferences

- 2025 | AEA ASSA annual meeting; Bogotá Experimental Economics Conference (BEEC); Uppsala University; Norwegian University of Science and Technology (NTNU); NHH likestilling seminar; Copenhagen Business School (CBS); Aarhus University; Job Creation Workshop, Kathmandu; Zurich Conference on Gender Issues in Education and the Labor Market; 17th Behavioral Economics Conference, Stavanger; Aalto University; Recent advances in behavioral economics workshop, Lyon.
- 2024 | AEA ASSA annual meeting (Isaksson presents); Australian Gender Economics Workshop, Sydney; U. Melbourne; U. Strathclyde, Glasgow; Department of Strategy and Management, NHH; Leibniz University Hannover; WZB Berlin; Nordic AI-BEST workshop; EU Engage; European Association of Labour Economists (EALE) conference; DIG Summit, NHH; Bergen Development Economics Workshop, Christian Michelsen Institute (CMI); Jobs Network Workshop, Oslo.
- 2023 | Bergen-Berlin Behavioral Economics Workshop; Causal Inference in Education Research Seminar (CIERS) at U. of Michigan; BEE Lab Meeting at U. Michigan School of Information; The Choice Lab Coffee Meeting, FAIR; Development Workshop, FAIR; 2nd Workshop on Field Experiments in Economics and Business at DICE, U. Düsseldorf; Workshop on Education Economics and Policy (WEEP), Trondheim; 15th Nordic Behavioral Economics Conference, Lund; Economics Department Seminar at U. Regensburg.
- 2022 | Graduate Institute Geneva; SOLE; FAIR Midway Conference, Galápagos Experimental Economics Conference; EAFIT; Universidad del Rosario; SEEDEC Bogotá; Rare Voices in Economics conference; 2nd Berlin Workshop on Empirical Public Economics: Gender Economics; Universitat Autònoma de Barcelona Department of Applied Economics
- 2021 | Bogotá Experimental Economics Conference; JILAEE Seminar Series, University of Chicago and Universidad del CEMA; Virtual Workshop on the Economics of Education, NHH; Nordic Conference on Development Economics; 5th IZA Junior/Senior Symposium; University of Stavanger; OsloMet; SEEDEC; NEUDC; Southern Economic Association; Frisch Centre
- 2020 | Bogotá Experimental Economics Conference; H2D2, U. Michigan; Workshop of Subjective Expectations
- 2019 | Symposium for Economics Experiments in Developing Countries (SEEDEC), Berkeley; Seminario CEDE, Universidad de los Andes; 14th Nordic Conference on Behavioural and Experimental Economics; Bergen Development Economics Workshop, CMI

REFeree SERVICE

Topic editor for: “Gender Differences and Overlaps in Decision Making” at *Frontiers in Behavioral Economics*, *QJE*, *AEJ: Applied Economics*, *AEJ: Policy*, *Journal of Labor Economics*, *Journal of Human Resources*, *Journal of Population Economics*, *European Economic Review*, *Economic Inquiry*, *Journal of Economic Behavior and Organization*, *Economic Development and Cultural Change*, *Journal of Behavioral and Experiential Economics*, *Journal of the Economic Science Association*, *Journal of Quantitative Criminology*, *Revista de Economía del Rosario*

MEDIA COVERAGE OF RESEARCH

The Economist, The Conversation, NHH press, Deutschlandfunk Kultur radio, Khrono.no, Lead magazine, HuffPost.

PHD DEFENSE COMMITTEE MEMBER

Amalia Rodríguez, PhD in Economics, Universidad del Rosario, Bogotá, Colombia. Defense: October 18, 2022.

TEACHING EXPERIENCE

NHH - BERGEN SUMMER RESEARCH SCHOOL	Course leader <i>Stress and Mental Health: New Challenges in Education</i> , PhD level, 2024
NHH - ECONOMICS DEPARTMENT	Course leader <i>Personnel Economics</i> , Master's level, 2023
NHH - BERGEN SUMMER RESEARCH SCHOOL	Course leader <i>Economic Experiments in Developing Countries</i> , PhD level, 2022
UNIVERSIDAD DEL ROSARIO	Instructor <i>Microeconomics 1</i> (Consumer Theory) x 2, undergraduate, 2018
UNIVERSITY OF MICHIGAN	TA for master's <i>Quantitative Methods</i> (ECON 500), undergraduate <i>Development Economics</i> (ECON 461 and ECON 360), 2015-2016
UNIVERSIDAD DE LOS ANDES	TA for undergraduate <i>Econometrics</i> and <i>Macroeconomics</i> , 2008-2009
NATIONAL U. OF COLOMBIA	Lecturer for <i>Introduction to Applied Econometrics</i> (short course, Feb. 2016); TA for undergraduate <i>Econometrics</i> , <i>Macroeconomics</i> , and <i>Principles of Economics</i> , 2004-2006

PRE-DOCTORAL EMPLOYMENT

2010 - 2012	Research Fellow at INTER-AMERICAN DEVELOPMENT BANK, WASHINGTON, DC <i>Labor Markets Unit</i>
2006 - 2010	Junior Researcher at NATIONAL PLANNING DEPARTMENT, BOGOTA, COLOMBIA <i>Economic Studies Unit</i> and <i>Public Policy Evaluation Unit</i>
2005 - 2006	Research Assistant at CENTRAL BANK OF COLOMBIA, BOGOTA, COLOMBIA <i>Research Unit</i>