

JACOB KOHLHEPP

University of California, Los Angeles
Department of Economics
8283 Bunche Hall, Los Angeles, CA 90095

jkohlhepp.com
jkohlhepp@ucla.edu
(805) 231-9349

EDUCATION

Ph.D. Economics, UCLA	2018-2023 (Expected)
M.A. Economics, UCLA	2018-2020
B.A. Economics & B.A. Political Science, UCLA	2012-2016

RESEARCH FIELDS

Labor (Organizational/Personnel), Theory

RESEARCH

Job Market Paper

"The Inner Beauty of Firms"

This paper studies how the division of labor within the firm (internal organization) interacts with product and labor markets outside the firm using documenting the minute-by-minute assignment of millions of tasks to workers in the beauty industry. I show firms account for 60% of the variation in worker task-specialization and firms which are internally complex have higher revenue, employment, prices and repeat customers. Based on these facts, I develop a model where firms with market power and different internal organization costs choose how to assign workers with multidimensional skills to tasks. I prove an equivalence result which enables theoretical analysis, identification and estimation. I estimate the model for Manhattan hair salons and study two counterfactual policies. A minimum wage increase from \$15 to \$20 shifts tasks from low to high wage workers, increasing task-specialization at the bottom of the wage distribution and decreasing it at the top. This amplifies unemployment and generates both positive and negative wage spillovers for different worker types.

Working Papers

"Delegated Recruitment and Hiring Distortions" (with Stepan Aleksenko)

Revise and Resubmit at *Journal of Economic Theory*. Latest Draft: [Link](#)

"Workplace Injury and the Labor Supply of Traffic Officers"

Reject and Resubmit at *Journal of Labor Economics*. Latest Draft: [Link](#)

Works in Progress

"Ratings and Dynamic Pricing" (with Stepan Aleksenko)

"The Costs of Civil Asset Forfeiture" (with Amy Mahler, USC)

"Is Tipping Economically Meaningful?" (with Daniel Ober-Reynolds)

Research Assistance

Graduate Student Researcher for Melanie Wasserman (UCLA Anderson)	2020
Research Assistant for Till von Wachter (California Policy Lab)	2017

TEACHING

Lecturer

Microeconomic Theory II (Econ 101)

Summer 2021

Teaching Assistant

Intermediate Microeconomics (Econ 11)

Fall 2019 & Fall 2021

Organizational Economics (Econ 106I)

Winter 2020 & Winter 2022

Competitive Strategy (Econ 106S)

Spring 2022

PhD Microeconomics: Asymmetric Information (Econ 201C)

Spring 2020

REFEREEING

Journal of Economic Theory, The Journal of Labor Economics

PROFESSIONAL EXPERIENCE

Boulevard Salon Management, Consultant

2020 - 2021

Welch Consulting, Associate Economist

2016 - 2018

PRESENTATIONS

External: Southern Economic Association Annual Meeting (Upcoming 2022), Occidental College (Upcoming 2022), Society of Labor Economists Annual Meeting (2022), Urban Economics Association European Meeting (2021), Association for Public Policy Analysis and Management Student Seminar (2021), Eastern Economic Association Annual Conference (2021), Los Angeles Conference in Applied Economics (2019), Institute for Humane Studies Graduate Workshop (2019)

UCLA Departmental: Theory Proseminar (2020, 2021,2022), Applied Proseminar (2020, 2021,2022), Industrial Organization Proseminar (2022), California Center for Population Student Seminar (2021)

GRANTS, HONORS, AND AWARDS

UCLA Dissertation Year Fellowship

2022 - 2023

UCLA Graduate Representative, SEA Annual Meeting

2022

Humane Studies Fellowship

2020, 2022

Hayek Fund for Scholars

2020, 2021

Graduate Research Mentor Fellowship

2020 - 2021

Outstanding Teaching in Remote Learning Award

2020

UCLA PhD First-Year Fellowship Recipient

2018 - 2019

Honors Pass, Economic Theory Comprehensive Exam

2019

SERVICE

Organizer, UCLA Theory Proseminar

2020 - 2022

Lead Organizer, SoCal Grad Conference in Applied Economics

2020

Founder and CEO, Intrepid Insight

2018 - 2020

References

Simon Board (co-chair)
sboard@econ.ucla.edu

Daniel Haanwinckel
haanwinckel@econ.ucla.edu

Maurizio Mazzocco (co-chair)
mmazzocc@econ.ucla.edu

Moritz Meyer-ter-Vehn
mtv@econ.ucla.edu

TECHNICAL SKILLS

Advanced: R, Stata, LaTeX

Working: Linux/Unix Terminal, Julia, Matlab

Last Updated: October 14, 2022