

# JACOB KOHLHEPP

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## EDUCATION

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

## ADVISORS

Simon Board (co-chair)	<a href="mailto:sboard@econ.ucla.edu">sboard@econ.ucla.edu</a>
Maurizio Mazzocco (co-chair)	<a href="mailto:mmazzocc@econ.ucla.edu">mmazzocc@econ.ucla.edu</a>
Moritz Meyer-ter-Vehn	<a href="mailto:mtv@econ.ucla.edu">mtv@econ.ucla.edu</a>
Till von Wachter	<a href="mailto:tvwachter@econ.ucla.edu">tvwachter@econ.ucla.edu</a>

## RESEARCH FIELDS

Organizational and Personnel Economics  
Applied Theory

## RESEARCH

### *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"**

Latest Draft: [Link](#)

**"A Theory of Firms as Competing Organizations with Evidence from the Beauty Industry"**

This paper studies the interaction between competition and the internal organization of firms using a new model and novel data. In the model, firms with different organizational efficiency choose their entire organization structure, including who to hire and the task-content of each worker's job, in order to compete in a differentiated product market. The model illustrates that firms face a quality-wage-complexity trade-off when choosing their organizational structure. I show the model features a unique equilibrium under testable condition,

can be solved using a globally convergent algorithm and can be identified using a measure of organizational complexity. I use the model to study the beauty industry. Millions of task assignments across competing hair salons illustrate that organizational complexity is positively correlated with firm revenue, employment, and labor, consistent with the model. I use the model to study the diffusion of management practices and HRM technology.

### *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 Wacher (California Policy Lab) 2017

### *Other Projects*

**"Response Time Improvement from a New Rescue"**

Available online: [Link](#)

**Efficient Volunteer Matching Applet using Modified TTC**

Available online: [Link](#)

## 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

Southern Economic Association Annual Meeting, Upcoming (Fort Lauderdale, FL)	2022
Society of Labor Economists Annual Meeting, Full Session (Minneapolis, MN)	2022
European Meeting of the Urban Economics Association	2021
Association for Public Policy Analysis and Management Student Seminar	2021
Eastern Economic Association Annual Conference	2021
California Center for Population Research Student Seminar	2021
Los Angeles Conference in Applied Economics (USC)	2019
Institute for Humane Studies Graduate Workshop (Crystal City, VA)	2019

## 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
Website: <a href="http://intrepidinsight.com">intrepidinsight.com</a>	

## TECHNICAL SKILLS

Advanced: R (Markdown, Shiny), Stata, LaTeX  
Working Ability: Linux/Unix Terminal, Julia, Matlab