

JACOB KOHLHEPP

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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 internal organization of firms interacts with labor and product markets. I analyze millions of task assignments across hundreds of salons using data from a software company. I develop a measure of organization complexity, which is the amount of information required to implement a given task assignment. Complexity varies significantly across salons. More complex salons have higher revenues, employees, prices and return customers. Based on these facts, I develop a model where oligopolistic firms with different organization costs choose their internal structure. Complexity is costly, but it allows firms to improve product quality by better matching workers with multidimensional skills to tasks. I characterize the profit-maximizing organization as solving a rational inattention problem. This allows me to identify and estimate the model for Manhattan hair salons. A counterfactual sales tax cut increases task specialization and therefore the productivity of all workers. A counterfactual increase in the minimum wage increases specialization for minimum wage workers, decreases specialization for non-minimum wage workers, and causes both positive and negative wage spillovers which are not monotone in initial wage. These outcomes occur because internal structure is a choice made by organizationally unique firms.

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

Instructor

Microeconomic Theory II (Econ 101)	Summer 2021
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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)

Departmental: Theory Proseminar (2020, 2021,2022), Applied Proseminar (2020, 2021,2022), Industrial Organization Proseminar (2022), California Center for Population Research 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, Intrepid Insight	2018 - 2020

References

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

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

Daniel Haanwinckel
haanwinckel@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 24, 2022