

JACOB KOHLHEPP

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Department of Economics
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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"

I study how the assignment of workers to tasks within firms interacts with labor and product markets using data from a management software company. The data allow me to observe the assignment of millions of tasks to workers across hundreds of hair salons. I develop a measure of organizational complexity, which captures the amount of information required to implement a given task assignment. I show complexity varies significantly across salons, and more complex salons have higher revenues, employees, prices and return customers. Based on these facts, I develop a structural model where oligopolistic firms choose their internal structure subject to heterogeneous organization costs. In the model, firms choose more complex assignments in order to increase product quality by better matching workers with multidimensional skills to tasks. Because firms compete in both the product and labor market, internal organization shapes and is shaped by wages, product prices and product qualities. I prove identification of firm-specific organization costs and provide a computationally light estimation algorithm. I estimate the model for Manhattan hair salons and study a counterfactual sales tax cut and a minimum wage increase. Internal organization plays a key role in determining the distributional impact of these policies.

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)

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

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 21, 2022