

# KUSHAL LAMICHHANE

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## EDUCATION

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| <b>Ph.D. in Economics</b><br>University of Arkansas, Fayetteville, Arkansas<br>Field: Experimental/Behavioral Economics                 | 2020-2026 (Expected) |
| <b>Master of Arts in Economics</b><br>University of Arkansas, Fayetteville, Arkansas  | December 2021        |
| <b>Master of Business Administration (MBA) in Financial Management</b><br>Southeast Missouri State University, Cape Girardeau, Missouri | May 2018             |
| <b>Bachelor of Business Administration (BBA)</b><br>Tribhuvan University, Kathmandu, Nepal  | August 2015          |

## WORKING PAPERS

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***Collusion through Worker Mobility: An Experiment***  
**(Job Market Paper; with Peter McGee)**

We implement Bertrand price competition in experimental markets with either two or four firms in which firms are comprised of two-subject teams who can discuss pricing decisions. Our experimental design introduces a coarse channel for inter-firm communication that may facilitate collusion in a novel way: subjects moving between firms in the same market. We find that prices increase significantly after subject movement: 27.5% in markets with two firms and 115% in markets with four firms. The frequency of collusive price, i.e., firms splitting the market at price above the Nash equilibrium, also increases significantly after subject movement, but price coordination remains difficult to achieve and sustain. Team chats indicate that collusion is a frequent topic of discussion before the switch, and more frequent discussion of collusion in a market before movement is associated with significantly higher prices after subjects have changed firms.

***Strangers Like Me: Does Group Affiliation Serve as a Noisy Signal of Agents' Types?***  
**(with J. Braxton Gately and Ashley McCrea)**

The assimilation of immigrants into new societies is a critical factor for the immigrants' success and integration. However, this process can often be hindered by the natives' concern over cultural differences between the immigrants and the host population. These cultural differences extend the concerns to potential challenges in coordination within and between different groups in society. In two pre-registered studies, we explore how group formation impacts the ability of people to coordinate effectively in a complex environment where people have very limited information about who they interact with and the beliefs that people have over how well groups aid coordination. In study 1, we use an extended version of the HFIG game in Gately et al. (2023), adapted to include a group formation mechanism, to investigate these dynamics. The data reveals a surprising result. In this complex coordination environment, groups do not significantly aid coordination. However, we do find that, when given the choice, participants choose to

join groups that signal a type that is closer to their own. Given the fact that people joining groups similar to their type suggests that people do think groups help coordination, we ran a follow-up study on Prolific to investigate people's beliefs over the effectiveness of groups. Interestingly, while people generally over-estimated the effectiveness of groups, their beliefs about the probability of coordination without groups were relatively accurate.

## RESEARCH IN PROGRESS

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### *Teams, Employee Mobility and Focal Point Collusion* (Data Collection in progress - 36/48)

(with Peter McGee)

The general idea behind the project is to use an experimental setting to explore if teams can help facilitate collusion at price ceilings that acts as a focal point. While evidence of this has been found in field data for specific industries (e.g. credit cards in Knittel and Stango's 2003 AER), previous laboratory work has failed to replicate this result. We speculate that these lab investigations have failed to incorporate two important elements. First, pricing decisions are often made by groups, and industries characterized by regulatory focal points are also likely to result in industry-specific human capital and employee movement within the industry. Our paper, "Collusion through worker mobility: An experiment", in a Bertrand setting finds employees moving from one firm to another in a market facilitates collusion. The paper finds that market prices are significantly higher after team switching, however, firms find it difficult to coordinate on a specific price. The focal point provided through a price ceiling could solve this coordination problem largely increasing firms' profits at the expense of consumers.

### *Personality, Gender, and Price Competition: Evidence from a Bertrand Experiment* (Analysis)

### *Corporate Culture in the Lab* (Design)

(with Peter McGee)

### *Strategic Timing of Disclosure in Competitive R&D: An Experiment* (Planning)

### *Teams, Goal setting & Monitoring: An Education Experiment* (Planning)

## HONORS AND AWARDS

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<b>Elinor Ostrom Fellowship x2</b>	2023-2025
Mercatus Center at George Mason University	
<b>The Center for Growth and Opportunity Presentation Grant (\$500)</b>	2024
Utah State University	
<b>University of Arkansas</b>	
GSIE Presentation Travel Grant (\$1,500)	2025
Dr. Yien-I Tu Endowed Scholarship by Sam M. Walton College of Business	2024-2025
University of Arkansas International Travel Supplement (\$2,000)	2024
BBRL Small Subjects Payment Grant with Peter McGee x3 (\$4,500)	2022-2024
University of Arkansas Presentation Travel Grant x2 (\$2,200)	2023, 2024
Graduate Professional Student Congress Travel Grant x2 (\$2,000)	2023, 2024
University of Arkansas Research Travel Grant x2 (\$2,200)	2022, 2023
Economics Faculty Small Grant Fund with Peter McGee (\$2,500)	2022
Distinguished Doctoral Fellowship	2020-2024

## TEACHING

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### Instructor (University of Arkansas)

ECON 2023: Principles of Microeconomics (Undergraduate)	Fall 2022–Spring 2025 (8 sections)
ECON 2143: Basic Economics: Theory & Practice (Undergraduate)	Fall 2021, Spring 2022 (2 sections)

*Class sizes range from 60 to 138 students*

### Teaching Assistant (University of Arkansas)

#### Graduate courses

ECON 6133- Mathematics for Economics Analysis  
ECON 5783- Applied Microeconometrics  
ECON 5243- Managerial Economics (MBA)

#### Undergraduate courses

ECON 4433- Experimental Economics  
ECON 3143- Special Topics in Economics  
ECON 4003H- Honors Economics Colloquium  
ECON 3033- Microeconomic Theory  
ECON 4743- Intro to Econometrics

## CONFERENCE PRESENTATIONS AND INVITED TALKS (\* Scheduled)

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### **Collusion through worker mobility: An experiment**

Southern Economic Association (SEA) Annual Conference*	November 2025
Economic Science Association (ESA) Annual Conference*	October 2025
Economic Science Association (ESA) Annual Conference	October 2024
Mary Ann Greenwood Economics Seminar, University of Arkansas	October 2024
1st Summer School in Experimental and Behavioral Economics by the EER (Poster)	August 2024
Seminar Series, Department of Economics, Western Illinois University	April 2024
Southern Economic Association (SEA) Annual Conference	November 2023
Missouri Valley Economic Association Annual Conference	October 2023
Behavioral Business Research Lab (BBRL) Brownbag Seminar, University of Arkansas	April 2023

### **Strangers Like Me**

Public Choice Society Annual Conference	March 2024
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## PROFESSIONAL DEVELOPMENT

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AMIE Mentee x2	2025-2026, 2023-2024
Association for Mentoring & Inclusion in Economics	
Causal Inference Workshop	November 2024
Arnold Ventures	
1st Summer School in Experimental and Behavioral Economics by the EER	August 2024
University of Crete, Greece	
The 28th Annual Visiting Graduate Student Workshop in Experimental Economics	January 2023
Chapman University	

## OTHER EXPERIENCES

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Graduate Research Assistant NSF EPSCoR DART Project (with Dr. Karl Schubert) Data Science Department, University of Arkansas	August 2025 - Current
Assistant Operations Manager Catapult Creative House, Southeast Missouri State University	May 2017 - May 2018
Program Manager Nepal Spinal Cord Injury Sports Association	August 2015 - July 2016

## REFEREE SERVICES

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Frontiers in Behavioral Economics

## SKILLS

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### Computer:

STATA, oTree, L<sup>A</sup>T<sub>E</sub>X, SQL, z-Tree

### Languages:

English (Fluent), Nepali (Native), Hindi (Conversational), Spanish (Basic)

## REFERENCES

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**Peter McGee** (Dissertation Chair)  
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Department of Economics  
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**Sherry Li**  
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