

# KUSHAL LAMICHHANE

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## EDUCATION

### **Ph.D. in Economics**

2020-2026 (Expected)

University of Arkansas, Fayetteville, Arkansas  
Field: Experimental/Behavioral Economics

### **Master of Arts in Economics**

December 2021

University of Arkansas, Fayetteville, Arkansas

### **Master of Business Administration (MBA) in Finance**

May 2018

Southeast Missouri State University, Cape Girardeau, Missouri

### **Bachelor of Business Administration (BBA)**

August 2015

Thames International College, Tribhuvan University, Kathmandu, Nepal

## WORKING PAPERS

### *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. The novel feature of our experimental design is that subjects move between firms in the same market. This movement creates a coarse channel for inter-firm communication that would fall outside the traditional taxonomy of explicit collusion, which entails direct communication, and tacit collusion that does not. We find that the frequency of collusive price, i.e., firms splitting the market at price above the Nash Equilibrium, increases significantly after employee movement, as do market prices. The latter increase 27.5% in markets with two firms and 115% in markets with four firms. Team chat indicates that subjects frequently discuss spreading collusion to their future firm. Price increases reflect unsuccessful attempts at collusion as much or more than successful attempts because discussions of collusion rarely settle on specific prices at which to collude.

### *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 use study 2 to investigate people's beliefs over the effectiveness of groups. Interestingly, while people generally overestimated the effectiveness of groups, their beliefs about the probability of coordination without groups were relatively accurate.

## RESEARCH IN PROGRESS

*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.

*Corporate Culture in the Lab* (Design)  
(with Peter McGee)

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

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

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

## HONORS AND AWARDS

<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	

### University of Arkansas

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

### 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

#### 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)

### 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

## PROFESSIONAL DEVELOPMENT

Causal Inference Workshop

November 2024

Arnold Ventures

1st Summer School in Experimental and Behavioral Economics by the EER

August 2024

University of Crete, Greece

AMIE Mentee

2023–2024

Association for Mentoring & Inclusion in Economics

The 28th Annual Visiting Graduate Student Workshop in Experimental Economics

January 2023

Chapman University

## OTHER EXPERIENCES

Graduate Research Assistant

August 2025 - Current

NSF EPSCoR DART Project (with Dr. Karl Schubert)

Data Science Department, University of Arkansas

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

Frontiers in Behavioral Economics

## SKILLS

### 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

### **Peter McGee** (Dissertation Chair)

Associate Professor

Department of Economics

Sam M. Walton College of Business

University of Arkansas

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### **Sherry Li**

Lewis E. Epley, Jr., Professor in Economics

Director of Behavioral Business Research Lab

Sam M. Walton College of Business

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### **Puja Bhattacharya**

Assistant Professor

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