

KRISTY KIM

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EDUCATION:	DEGREE	DATE	FIELD
University of California, Berkeley	Ph.D.	2019-25	Economics
University of California, Berkeley	B.A.	2013-16	Economics

DISSERTATION TITLE: "Three Essays in Public Economics: Labor, Capital, and Welfare"

Date of Completion: May 2025
 Principal Advisor: Professor Emmanuel Saez
 Other References: Professors Dmitry Taubinsky and Danny Yagan

PAPERS:

"From Pensions to Personnel: The Incentive Effects of Retirement Benefits on Retention" [JMP] [[Link](#)]

With Caleb Wroblewski

Abstract: Private retirement plans are a crucial part of worker's compensation in the U.S. and have long been thought to influence labor supply. This study uses a cohort-based regression discontinuity design to examine how a change in the retirement plan at the largest U.S. employer, the Federal Government, impacted the retention of employees over the entire life cycle. We find that workers with less valuable employer pensions but more portable retirement benefits were more likely to separate from the government around 15 and 30 years after beginning federal service. We find smaller, statistically insignificant effects in the first few years of employment. We also find evidence that the effects are driven by highly productive workers, identified through supplemental compensation or early promotions. Our results suggest that employees respond to changes in the value of retirement benefits by leaving employers for better outside options, but that employees may be inattentive or job-locked early in their careers.

"Welfare and the Act of Choosing" [[Link](#)]

With Professors B. Douglas Bernheim and Dmitry Taubinsky, R&R at the *Journal of Political Economy*

Abstract: The standard revealed-preference approach to welfare economics encounters fundamental difficulties when the act of choosing directly affects welfare through emotions such as guilt, pride, and anxiety. We address this problem by developing an approach that redefines consumption bundles in terms of the sensations they produce, and measures welfare by blending choice-based methods with self-reported well-being techniques. In applications to classic social preferences paradigms, our approach shows that standard revealed-preference methods, including those that exploit choices over menus, mismeasure welfare because preferences depend on choice sets, while self-reported happiness and satisfaction are not sufficient statistics for welfare.

"Behavioral Responses to Taxation of Inherited Property" [in preparation]

With Sarah Baker

Abstract: This paper investigates the intertemporal elasticity of inherited property in California. Using San Francisco and Los Angeles counties, we find that households accelerated inter-vivos property transfers to their children by about 13 to 18 months in response to a future tax increase. Properties in the top income decile neighborhoods were more responsive than other groups. As a consequence of wealthy households retiming their transfers to avoid taxes, our results imply a significant reduction in government revenue and an exacerbation of inequality in tax liabilities.

PROFESSIONAL EXPERIENCE:**RESEARCH:**

Graduate Student Researcher, UC Berkeley (2020 - 2022)
 Dmitry Taubinsky (UC Berkeley) and Ben Handel (Gilbert Center)

Research Professional, Booth School of Business at UChicago (2017 - 2019)
 Richard Thaler and Devin Pope [[Project 1](#)] [[Project 2](#)] [[Project 3](#)]

Investment Funds Case Assistant for the Fund Formation Group, Cooley LLP (2016 - 2017)

TEACHING:

Graduate Student Instructor, Department of Economics, UC Berkeley
 MBA Data Analytics (MBA200A) - Fall 2023
 Intro to Economics (ECON2) - Spring 2023
 MBA Data Analytics (MBA200A) - Fall 2022

Tutor, Department of Economics, UC Berkeley
Public Economics (ECON131) - Fall 2021
Intro to Economics (ECON1) - Spring 2020
Intro to Economics (ECON1) - Fall 2019

Reader, Department of Economics, UC Berkeley
Graduate Psychology and Economic Theory (ECON219A) - Fall 2021

Reader, Booth School of Business at UChicago
MBA Consumer Behavior [37101] - Winter 2018

FELLOWSHIPS AND AWARDS:

2024	Certificate in Teaching and Learning in Higher Education
2022	Center for Retirement Research at Boston College Dissertation Fellow
2020	National Science Foundation Graduate Research Fellowships Program Awardee
2016	Highest Distinction in General Scholarship and Highest Honors in Economics (summa cum laude)

ACADEMIC SERVICE:

Referee for: *Journal of Public Economics*

Economists for Equity at Berkeley (BEE)
Small Grants Coordinator (2024)
Social and Community Development Chair (2021 - 2022)

Seminar Coordinator, UC Berkeley
Psychology and Economics Seminar Series (2022 - 2023)
Psychology and Economics Student Group (2022 - 2023)

Chair, Graduate Economics Association at UC Berkeley (2020 - 2021)

SEMINAR AND CONFERENCES:

2025	National Bureau of Economic Research Summer Institute - Economics of Social Security
2024	New Directions in the Study of Labor at the Social Science Matrix
2024	UC Berkeley Public Finance Seminar, UC Berkeley Labor and Public Finance Symposium (x2)
2023	UC Berkeley Graduate Economics Mini Symposium (GEMS)
2022	UC Berkeley Haas Psychology & Economics Seminar