Ritsu Kitagawa

CONTACT INFORMATION	Columbia Business School 590-3 Kravis Hall 665 West 130th Street New York, NY 10027	*E-mail:* RKitagawa25@gsb.columbia.edu *Website:* www.ritsukitagawa.com *GitHub:* https://github.com/ritsuecon

RESEARCH INTERESTS
Personnel Economics, Organizational Economics, Labor Economics.

EDUCATION

Columbia University, US

Ph.D. Student, September 2024 – Present.
- Ph.D. in Economics Program (Business Economics Track).
- Advisor: Andrea Prat

Waseda University, Japan

M.A. in Economics, March 2022.
- Advisor: Hideo Owan
- Valedictorian (for the highest academic excellence)

B.A. in Economics, March 2020.

Queen's University, Canada

One-year auditing student program, September 2017 – April 2018.
- As Prince Takamado Visiting Student Scholar.

PUBLISHED PAPERS

[1] **Aizawa, T., Okudaira, H., Kitagawa, R., Kuroda, S., and Owan, H. (2024). Employee Well-being in the Digital Age: Assessing the Impacts of a Smartphone Application in the Workplace,** *Economics & Human Biology*. [LINK]

[2] **Kawata, Y., Kitagawa, R., Takahashi, K., Owan, H., and Kuroda, S. (2023). Employee Wellbeing Management and Productivity,** *Japanese Journal of Labour Studies*. [LINK] (Written in Japanese)

[3] **Kitagawa, R., Kuroda, S., Okudaira, H., and Owan, H. (2021). Working from home and productivity under the COVID-19 pandemic: Using survey data of four manufacturing firms,** *PLOS ONE*. [LINK]

WORKING PAPERS

[1] **Supervisor Accuracy in Subjective Evaluations and Employee Careers.** (w/ Hayato Kanayama and Yuji Kawata.) [LINK]

[2] **Middle Managers and Employee Health.** (w/ Hiroko Okudaira, Toshiaki Aizawa, Sachiko Kuroda, and Hideo Owan.) [LINK]

WORK IN PROGRESS

[1] **CEO Time Use and Executive Training in Japan.** (w/ Jusuke Ikegami, Makiko Nakamuro, Raffaella Sadun, Satoshi Tanaka, and Hideo Owan.)

[2] **Fake Ads in the Online Marketplace for Rental Apartments.** (w/ Hayato Kanayama and Takuya Takahashi.)

PRESENTATIONS	[1] Hitotsubashi University Business School Seminar, (Hitotsubashi U., Aug. 2025). "Supervisor Accurary in Subjective Evaluations and Employee Careers."
	[2] Society for Institutional & Organizational Economics Annual Conference (UNSW Sydney, Aug. 2025). "Supervisor Accurary in Subjective Evaluations and Employee Careers."
	[3] Contract Theory Workshop Summer Camp, (Hakodate Future U., Aug. 2025). "Organizing People Analytics."
	[4] NBER Japan Project Meeting (ADB Institute, Jul. 2025). "Supervisor Accurary in Subjective Evaluations and Employee Careers."
	[5] Applied Economics and Management Workshop, (Kwansei Gakuin U., Jul. 2025). "Supervisor Accurary in Subjective Evaluations and Employee Careers."
	[6] Colloquium on Personnel Economics (NTNU, May. 2025). "Affirmative Action, Competitive Intensity, and Effort: Evidence from the Japanese Speedboat Racing."
	[7] Asian and Australian Society of Labour Economics Conference (Chulalongkorn U., Dec. 2024). "Bait and Switch in the Japanese Rental Housing Market."
	[8] Colloquium on Personnel Economics (Univ. of Zürich, Feb. 2024). "Middle Managers and Employee Health."
	[9] Asian and Australian Society of Labour Economics Conference (NTU, Dec. 2023). "The Returns to Workplace Schmoozing with Bosses."
	[10] Labor Economics Conference (Osaka Univ., Sept. 2023). "Middle Managers and Employee Health."
	[11] Organizational Economics Conference (Waseda Univ., July 2023). "Middle Managers and Employee Health."
	[12] Labor Economics Conference (Online, Sept. 2021). "Working from Home: Its Effects on Productivity and Mental Health."

BOOKS AND TRANSLATIONS

[1] Hoshino, T., Tanaka, H., and Kitagawa, R. (2023). *Empirical Analysis with R: From Regression to Causal Inference*, 2nd Ed., Ohmusha.

- A Japanese textbook on econometrics and R programming for graduate and advanced undergraduate students.
- Visit the publisher's dedicated web page for details:
  https://www.ohmsha.co.jp/book/9784274230028/
- The companion website: www.rniyoru.com (R, Python, and Stata codes are available.)

[2] Bailey, M. (2020). *Real Stats: Using Econometrics for Political Science and Public Policy*, 2nd Ed., Oxford University Presss. [Translated by Nishikawa, M., Kato, G., Ogura, I., Takei, M., and Kitagawa, R. (forthcoming), Keiso Publishing.]

SOFTWARE DEVELOPMENT

[1] GEM App (Gender Equality Measurement App).

- Developed and released by UTokyo Economic Consulting Inc.
- A GUI software that allows HR practitioners to conduct various econometric analysis to measure the gender wage gap in their companies and interpret the results in an easy-to-understand manner. (Built with Python and C.)
- I worked on this project as the co-planner and the chief engineer.
- Visit the product website for details: https://utecon.net/en/dataproduct/gemapp/

GRANTS, AWARDS, AND HONORS

[1] Labor Research Center's Grant for Academic Studies, September 2025 – August 2026.
- ¥600,000 (JPY).

[2] Suntory Foundation's Grant for Groundbreaking Young Researchers, April 2025 – April 2026.
- ¥1,000,000 (JPY).

[3] CJEB Doctoral Fellowship, September 2024 – May 2030.

[4] Sylff Research Grant, October 2024 – September 2025.
- $5,000 (USD).

[5] Grant-in-Aid for JSPS Fellows, April 2023 – March 2025.
- FY2023: ¥1,000,000 (JPY).
- FY2024: ¥1,000,000 (JPY).

[6] JSPS Research Fellowship (DC2), April 2023 – March 2025.
- Stipend of ¥2,400,000 (JPY) per annum.

[7] Sylff Research Grant, October 2022 – September 2024.
- $5,000 (USD).

[8] Ryoichi Sasakawa Young Leaders Fellowship, April 2022 – March 2024.
- Grant of $10,000 (USD) per annum.

[9] W-SPRING (JST SPRING) Fellowship, April 2022 – March 2025.
- Stipend of ¥2,200,000 (JPY) per annum.
- Grant of ¥500,000 (JPY) per annum.
- Resigned as of March 2023 due to the JSPS fellowship requirement.

[10] Mamoru Iijima Commemorative Academic Prize (Waseda University), March 2022.
- For the potentially high academic significance of my master's thesis.
- Awarded to only one graduating student at most.

[11] Dean's Award (Waseda Univerisity), March 2022.
- For the significant research activities and academic excellence.
- Awarded to only a few graduating students at most.

[12] Waseda University Data Science Competition Grand Prize, November 2020.
- For rigorous analysis providing practical marketing insights based on econometrics and machine learning.

[13] Waseda University Data Science Competition CTC Prize, July 2019.
- For creative feature engineering and accurate predictions based on random forests.

[14] Prince Takamado Visiting Student Scholarship, September 2017 – August 2018.
- Stipend of $36,500 (CAD).

RESEARCH EXPERIENCE	[1] RA for Andrea Prat, Columbia Business School, August 2025 – Present.
	[2] RA for Laura Boudreau, Columbia Business School, May 2025 – Present.
	[3] RA for Hideo Owan, FPSE, Waseda University, RIETI, April 2019 – Present.
	[4] RA for Sachiko Kuroda, RIETI, June 2020 – March 2025.
	[5] RA at UTokyo Economic Consulting Inc., April 2022 – Present.
	[6] RA for Masahiro Yoshida, FPSE, Waseda University, July 2022 – October 2022.
	[7] RA for Ngawang Dendup, FPSE, Waseda University, July 2021 – October 2021.
	[8] RA for Masaru Kohno, FPSE, Waseda University, May 2021 – March 2022.
	[9] RA for Hiroko Okudaira, Doshisha Business School, August 2020 – December 2020.
	[10] RA for Takumi Shimizu, Waseda Business School, July 2020 – October 2020.
	[11] RA for Masahisa Endo, FSS, Waseda University, February 2020 – March 2020.
	[12] RA for Kohei Watanabe, University of Innsbruck, September 2019 – March 2020.

TEACHING EXPERIENCE

[1] Managerial Economics (MBA), 2025 Fall.
- TA for Nachum Sicherman, Jonah Rockoff, Paola Valenti, Thomas Prusa, Columbia Business School.

[2] Evidence-Based Management (MBA), 2023 Spring.
- TA for Kanetaka Maki, Waseda Business School.

[3] Seminar on Economics and Graduation Thesis (Undergraduate), 2022 Spring and Fall.
- TA for Hideo Owan, Waseda University.

[4] Causal Inference (Graduate), 2021 Summer.
- TA for Teppei Yamamoto, Massachusetts Institute of Technology.
- Note: An intensive course at Waseda University.

[5] Applied Econometrics (Undergraduate), 2021 Spring and 2022 Fall.
- TA for Yuta Toayama, Waseda University.

[6] Population Economics (Graduate), 2022 Fall.
- TA for Masahiro Yoshida, Waseda University.

[7] Population Economics (Undergraduate), 2022 Spring.
- TA for Masahiro Yoshida, Waseda University.

[8] Personnel Economics (Undergraduate), 2021 Spring.
- TA for Hideo Owan, Waseda University.

[9] Data Science and Statistics (Undergraduate and Graduate), 2021 Spring – 2022 Spring.
- TA at Data Science Center, Waseda University.

[10] Econometrics for HR Practitioners (Non-degree training course), 2019 – Present.
- Instructor & Curriculum Manager. (0-20 hours per week.)
- Note: An outreach program co-organized by the Institute for Empirical Research in Organizational Economics, Waseda University, and the People Analytics and HR Technology Association.
- Visit the course website for more information: https://peopleanalytics.or.jp/pacourse/.

SERVICE	Refereeing: *Journal of Law, Economics, and Organization*.
MEMBERSHIPS	Japanese Economic Association, Asian and Australasian Society of Labour Economics, Society for Institutional and Organizational Economics.
COMPUTER SKILLS	R, Python, Stata, Mathematica, Qualtrics, HTML, CSS, JavaScript, LaTeX, GitHub, Matlab, C/C++, Java, SQL.
LANGUAGES	English (fluent), Japanese (native)
PERSONAL INFORMATION	Citizenship: Japanese Gender: Male Pronouns: he/him