Saharnaz Babaei-Balderlou

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RESEARCH INTERESTS

Applied Microeconomics, Labor Economics, Economics of Education, Inclusion and Diversity

ACADEMIC POSITIONS

Teaching Assistant Professor, University of Wisconsin - La Crosse, WI, USA   8/2024 - Present

EDUCATION

Ph.D. in Economics, University of South Carolina, Columbia, SC, USA   2018 - 2024
Master of Economics, Urmia University, Urmia, Iran   2011 - 2013
Bachelor of Economics, Urmia University, Urmia, Iran   2007 - 2011

PEER-REVIEWED PUBLICATIONS

○ Tran, H., **Babaei-Balderlou, S.**, Vesely, R. (2024). Balancing the Scale: Investigating the Effect of Frontloading and Backloading Salary Structures on Teacher Turnover. *Teaching and Teacher Education*, 152, 104809. (DOI)

○ Tran, H., **Babaei-Balderlou, S.**, & Smith, D. A. (2024). The promises and pitfalls of government-funded teacher staffing initiatives on teacher employment in hard-to-staff schools: Evidence from South Carolina. *Policy Futures in Education*, 22(1), 43-65. (DOI)

○ Heidari, H., **Babaei Balderlou, S.**, & Ebrahimi Torki, M. (2016). Effects of the Import of Consumption, Intermediate and Capital Goods on Transmission of Crude Oil Price Volatility to the Industry and Mining Sector in Iran. Journal of Energy Planning And Policy Research, 2(2), 195-234. (In Persian - Link)

○ Heidari, H., **Babaei Balderlou, S.**, & Ebrahimi Torki, M. (2016) Energy Intensity of GDP: A Nonlinear Estimation of Determinants in Iran. International Journal of Economics and Management Studies (IJEMS), 1 (2), 1-19. (Link)

○ Heidari, H., & **Babaei-Balderlou, S.** (2014). Investigation of the effect of crude oil price uncertainty on the growth of Industry and Mine sector in Iran: An application of Markov-Switching Models. Quarterly Energy Economics Review, 10(41), 43-70. (In Persian - Link)

○ Heydari, H., & **Babaei, S.** (2013). Crude oil price contagion to the growth of Industry and Mine sector in Iran: An approach to Markov-Switching Models. Iranian Journal of Energy, 16(3), 0-0. (In Persian - Link)

WORKING PAPERS

○ "Diversity and Retention: How Workplace Equity Impact Teacher Attrition and Satisfaction" (**Under Review** Link)
○ "Kept at the Margins: Why do rural teacher staffing challenges exist and persist?", with Tran H. and Smith D.
○ "Performance-based bonuses, teacher turnover, and student outcomes", with Maloney, S.
○ "How two giant FinTech lenders shape banks' personal loan market!" with Ebrahimitorki, M.

WORK IN PROGRESS

○ Policy to Practice Pathways: Anti-Discrimination Policies Strictness and School Climate.
○ Unpacking the mechanisms of anti-discrimination policies on workforce stability
○ Discrimination perception at workplace, with Tran, H.
○ Limitations for choosing mental health services for K-12 public schools, with Schultz, B. K.
○ AI Integration in Introductory Courses, with Shakya, S.
○ Debt's influence on destiny: student loans and post-graduation work outcomes, with Straw, M.A.
○ Financial literacy and job choices: Can AI facilitate job match? (with a focus on teachers)
○ Are borrowers happier while FinTech lenders break the "Tyranny of Distance"? with Ebrahimitorki, M.

RESEARCH EXPERIENCE

Research Assistant, Supervisor: Dr. Henry Tran　　　　　　　　　　**Columbia, SC, USA**
Wardlaw College of Education, University of South Carolina　　　　　　　*2019 - 2024*

○ Assistance in conceptualization, design and planning, data curation, empirical analysis, visualization, and dissemination of academic research papers
○ Applied econometrics causal inference methods

Research Assistant, Multiple Projects　　　　　　　　　　　　　　**Columbia, SC, USA**
Darla Moore School of Business, University of South Carolina　　　　　　　*2018 - 2019*

○ Assistance in data collection, curation, and cleaning in multiple projects by Dr. Bentley Coffey, Dr. Crystal Zhan, and Dr. Joshua Hess

Research Assistant, Supervisor: Professor Hassan Heidari　　　　　　　　**Urmia, Iran**
School of Economic and Management Sciences, Urmia University　　　　　　*2013-2016*

○ Data collection and analysis for spatial planning in West Azerbaijan, Iran

TEACHING EXPERIENCE

Assistant Teaching Professor　　　　　　　　　　　　　　　　**La Crosse, WI, USA**
College of Business Administration, University of Wisconsin - La Crosse　　　*2024 - Present*

　Data Analysis for Business - Four Sections　　　　　　　　　　*In-Person*
　Link to Evaluations: Forthcoming　　　　　　　　　　　　　　　*Fall 2025*
　Global Macroeconomics - Four Sections　　　　　　　　　　　*In-Person*
　Link to Evaluations: Forthcoming　　　　　　　　　　　　　　　*Spring 2025*
　Global Macroeconomics - Four Sections　　　　　　　　　　　*In-Person*
　Link to Evaluations: 74-94% participation　　　　　　　　　　　　*Fall 2024*

Instructor　　　　　　　　　　　　　　　　　　　　　　**Columbia, SC, USA**
Darla Moore School of Business, University of South Carolina　　　　　　　*2021 - 2024*

　Principles of Microeconomics　　　　　　　　　　　　　　　*In-Person*
　Evaluation Indicator: 4.2/5.0, 80% participation　　　　　　　　　　*Spring 2024*
　Introduction to Economics　　　　　　　　　　　　　　　　*In-Person*
　Evaluation Indicator: 4.5/5.0, 67% participation　　　　　　　　　　*Spring 2023*
　Introduction to Economics　　　　　　　　　　　　　　　　*In-Person*
　Evaluation Indicator: 3.7/5.0, 70% participation　　　　　　　　　　*Spring 2022*
　Introduction to Economics　　　　　　　　　　　　　　　　*Online*
　Evaluation Indicator: 4.3/5.0, 61% participation　　　　　　　　　　*Spring 2021*

PROFESSIONAL SERVICES AND ACTIVITIES

Mentoring Undergraduate Honors Student Research Project, U of SC	*2022 - Present*
Alumni and Friends Foundation scholarship applications review, UWL	*Spring 2025*
Showcasing UW-La Crosse to newly admitted students on Scholar Day, UWL	*Spring 2025*
Peer review for the journal of Educational Evaluation and Policy Analysis	*Spring 2025*
Participation in organizing and conducting recruitment event for prospective economics student, UWL	*Fall 2024*
Preparing for Future Faculty, CTE, University of South Carolina	*Spring 2024*
Book review (assessing content suitability for introductory courses), Cambridge University Press	*2024*
Conducted LaTeXworkshop for economics Ph.D. students, Darla Moore School of Business, U of SC	*Fall 2023*
President of the Iranian Student Association, University of South Carolina	*2021 - 2022*
Modern Meta-Analysis research workshop attendance, NSF, AIR, AERA-ICPSR-PEERS Data Hub	*Spring 2021*
Meta Analysis and Systematic Reviews, CARMA Short Course	*Spring 2021*

CONFERENCE PRESENTATIONS AND PARTICIPATION

Southern Economic Association (SEA) 94rd Annual Meeting, Washington DC, USA	2024
Association for Public Policy Analysis & Management (APPAM) conference, Washington DC, USA	2024
Population Association of America, Columbus, Ohio, USA	2024
Eastern Economic Association (EEA) conference, CSWEP Session, Boston, MA, USA	2024
Association for Public Policy Analysis & Management (APPAM) conference, Atlanta, GA, USA	2023
Southern Economic Association (SEA) 93rd Annual Meeting, New Orleans, LA, USA	2023
Carolina Region Empirical Economics Day (CREED), Columbia, SC, USA	2023
Western Economic Association International (WEAI) 98th annual conference, San Diego, CA, USA	2023
Southern Economic Association (SEA) 92nd Annual Meeting, Fort Lauderdale, FL, USA	2022
Carolina Region Empirical Economics Day (CREED), Charleston, SC, USA	2021
10th International Energy Conference, Tehran, Iran	2014
9th International Energy Conference, Tehran, Iran	2012

FELLOWSHIPS AND HONORS

Humane Studies Graduate Fellowship Grant ($2,000), The Institute for Humane Studies	*2023*
SPARC Graduate Research Grant ($5,000), Office of VP for Research at U of SC	*2022-2023*
Moore School Research Grant ($2,545), Darla Moore School of Business, U of SC	*2022-2023*
Ph.D. Graduate Research Assistantship, Wardlaw College of Education, U of SC	*2019 - 2024*
Ph.D. Graduate Assistantship, Darla Moore School of Business, U of SC	*2018 - 2019*

TECHNICAL SKILLS AND CERTIFICATES

Certificates	Statistical Learning with Python – Issued by: StanfordOnline, Stanford University (2024)
	R Programming A-Z: R for Data Science – Issued by: Udemy (2024)
	The Complete SQL Bootcamp: Go from Zero to Hero – Issued by: Udemy (2024)
	SHARPGrad (Skills, Habits, and Research) – by University of South Carolina (2021)
	Preventing Harassment and Discrimination Training Program, University of South Carolina (2021)
Skills	Econometrics (Causal Inference; Panel Data, Cross Sectional, and Time Series Methods;
	Meta Analysis; Heteroskedasticity Econometrics (Uni- and Multivariate GARCH Family Models)
	STATA, Python, R, ArcGIS, SQL
	LaTeX
Languages	English (Fluent), Persian (Native), Azerbaijani-Turkish (Native)

MEMBERSHIPS

- Association for Public Policy Analysis & Management (APPAM)
- Population Association of America (PAA)
- American Economic Association (AEA)
- Regional Economic Associations: Western (WEAI); Southern (SEA); Midwest (MEA); Eastern (EEA)

REFERENCES

Yi Crystal Zhan, Ph.D.
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