






Saharnaz Babaei-Balderlou

College of Business Administration
University of Wisconsin - La Crosse
1725 State Street
La Crosse, WI 54601
Office: 2134 Wittich Hall

 (***-***-****)
 (608) 785-5293
 sbabaeibalderlou@uwlax.edu
 <https://www.saharnaz.org>
 /in/saharnaz-babaei-balderlou/

RESEARCH INTERESTS

Applied Microeconomics, Labor Economics, Education, Inclusion and Diversity, Financial Technologies

ACADEMIC POSITIONS

Assistant Teaching 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. (Forthcoming). Balancing the Scale: Investigating the Effect of Frontloading and Backloading Salary Structures on Teacher Turnover. *Teaching and Teacher Education*
- Tran, H., **Babaei-Balderlou, S.**, & Smith, D. A. (2022). 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" (**Job Market Paper** - Link)
- "Kept at the Margins: Why do rural teacher staffing challenges exist? Why do they 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.

Last Updated: October 8, 2024

WORK IN PROGRESS

- Unpacking the mechanisms of anti-discrimination policies on workforce stability
- Discrimination perception at workplace, with Tran, H.
- AI Integration in Introductory Courses
- Debt's influence on destiny: student loans and post-graduation work outcomes, with Straw, M.A.
- Financial literacy and job choices (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
- Analyzed the big, longitudinal national survey data
- Designed the model and mechanism to answer the research questions
- Assisted in developing and designing an experiment

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

Columbia, SC, USA

College of Business Administration, University of Wisconsin - La Crosse

2024 - Present

Global Macroeconomics

In-Person

Evaluation Indicator: Forthcoming

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

Teaching Assistant

Columbia, SC, USA

Darla Moore School of Business, University of South Carolina

2018-2020

Introductory Econometrics

Industrial Organization

Public Finance

Labor Economics and Labor Markets

International Trade Economics

Intermediate Macroeconomics

Research Mentor

Columbia, SC, USA

Undergraduate Honors Student Research Project

Guidance on developing research proposal and data application for NCERDC
 Guidance on and assistance with data management, visualization, and analysis
 Collaboration in preparation and dissemination of the research project

PROFESSIONAL PRESENTATIONS

- 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) - two papers
- 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

PROFESSIONAL SERVICES AND ACTIVITIES

Preparing for Future Faculty, CTE, University of South Carolina	Spring 2024
Book review, Cambridge University Press, assessing content suitability for economics introductory courses	2024
Conducted L ^A T _E X workshop 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

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 L ^A T _E X
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) Economic Associations

REFERENCES

Yi Crystal Zhan, Ph.D.

Department of Economics
Darla Moore School of Business
University of South Carolina
Columbia, SC 29208
✉ crystal.zhan@moore.sc.edu
☎ 803-777-4356

Lindsey Woodworth, Ph.D.

Department of Economics
Darla Moore School of Business
University of South Carolina
Columbia, SC 29208
✉ lindsey.woodworth@moore.sc.edu
☎ 803-777-3602

Henry Tran, Ph.D.

Educational Leadership and Policies
College of Education
University of South Carolina
Columbia, SC 29208
✉ tranhe@mailbox.sc.edu
☎ 803-777-1503

Orgul D. Ozturk, Ph.D.

Department of Economics
Darla Moore School of Business
University of South Carolina
Columbia, SC 29208
✉ odozturk@moore.sc.edu
☎ 803-777-4904

James Murray, Ph.D.

Department of Economics
College of Business Administration
University of Wisconsin - La Crosse
La Crosse, WI 54601
✉ jmurray@uwlax.edu
☎ 608-785-6828