

# SOUMITRA SHUKLA

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**U.S. Permanent Resident**

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## CURRENT POSITIONS

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Research Fellow, Harvard Business School

2025 - Present

Consultant, The Burning Glass Institute

2025 - Present

## OTHER AFFILIATIONS

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Affiliate, Digital Data Design Institute at Harvard

2025 - Present

Affiliate, Yale University

2021 - Present

## PAST EMPLOYMENT

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Economist, Federal Reserve Board

2021 - 2024

## EDUCATION

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### **Yale University**

*Ph.D. in Economics (with Distinction)*

2015 - 2021

### **Yale University**

*M.Phil. in Economics (with Distinction)*

2015 - 2017

### **University of Minnesota**

*B.S. in Economics and Mathematics (with Distinction)*

2010 - 2015

## DOCTORAL QUALIFYING EXAMS

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Labor Economics (with Distinction) and Industrial Organization

## RESEARCH FIELDS

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Labor Economics, Organizational Economics, Personnel Economics

## WORKING PAPERS

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### **Making the Elite: Class Discrimination at Multinationals**

[Hide Abstract](#)

What drives socioeconomic disparities in elite job access, and where do these inequalities emerge? Measuring class discrimination is challenging, as status must often be inferred from subtle markers like accent, education, or networks. India's caste system provides an explicit social class measure, enabling precise identification of how status affects elite job access. Analyzing detailed screening data from over 1,000 jobs at primarily U.S. and European multinationals hiring in India, this paper provides the first systematic quantification of class bias in elite recruitment, identifying both its sources and mechanisms. Personal interviews assessing candidate "fit" drive nearly 90% of the caste earnings penalty (0.16 standard deviations). However, disadvantaged caste hires achieve 20% higher promotion rates, suggesting these disparities cannot be justified by ability differences. To formally distinguish discrimination from unobserved ability differences, I develop a theoretical framework utilizing plausibly exogenous variation in screening selectivity across jobs. The framework predicts that, absent discrimination, the promotion advantage of disadvantaged caste hires should shrink in highly selective jobs. Instead, persistently higher and stable promotion rates of disadvantaged hires across all selectivity tiers are most consistent with discrimination. These patterns persist across both client-facing and non-client-facing roles, suggesting bias rather than statistical or customer-driven motives. My findings reveal how subjective "fit" assessments can undermine both diversity and efficient talent allocation in elite hiring.

### **Interviews**

*with Jason Sockin and Elliott Ash*

### **Personality and Professional Pathways: Socioemotional Predictors of Success in an Elite MBA Program**

*with John Eric Humphries*

## FELLOWSHIPS, HONORS & AWARDS

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- ▶ University Dissertation Fellowship, Yale University (2020-2021)
- ▶ University Fellowship, Yale University (2015-2020)
- ▶ Carl Arvid Anderson Prize Fellowship, Yale University (2019-2020)

- ▶ Cowles Foundation Fellowship, Yale University (2015-2019)
- ▶ Economic Growth Center Prize, Yale University (2015-2020)
- ▶ Raymond Powell Prize for Teaching, Yale University (2018-2019)
- ▶ Lester Page Hoole Fellow, Yale University (2017-2018)
- ▶ Distinction in Labor Economics Oral Qualifying Exam, Yale University (2017)
- ▶ Ella Thorp Scholarship, University of Minnesota (2014-2015)
- ▶ Linda and Ted Johnson Research Fellowship, University of Minnesota (2014-2015)
- ▶ Phi Beta Kappa (top 2% of class), University of Minnesota (2014)
- ▶ Phi Kappa Phi (top 5% of class), University of Minnesota (2014)
- ▶ Talle Family Scholarship, University of Minnesota (2013-2014)
- ▶ Stockman Scholarship, University of Minnesota (2012-2013)
- ▶ Undergraduate Research Opportunities Award, University of Minnesota (2012)
- ▶ Meritorious Winner: Mathematical Contest in Modeling, University of Minnesota (2012)
- ▶ University Honors Program, University of Minnesota (2011)

## RESEARCH GRANTS

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- ▶ Cowles Foundation Research Grant (2017-2021)

## INVITED CONFERENCES AND TALKS

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- ▶ **2025:** MIT, Georgetown, NBER Race and Stratification Conference, NBER Organizational Economics, NBER Economics of Culture and Institutions, NBER Summer Institute (Personnel Economics), NBER Summer Institute (Labor Studies), University of Utah
- ▶ **2024:** System Equitable Growth Conference, Society for Institutional and Organizational Economics (University of Chicago), NBER Summer Institute (Personnel Economics), People and Organizations Conference (Wharton), NBER Economics of Mobility Conference, NBER Organizational Economics
- ▶ **2023:** Discrimination in the 21st Century: Fostering Conversations Across Fields (Chicago Booth and the Becker-Friedman Institute for Economics), NBER Economics of Mobility Conference
- ▶ **2022:** Discrimination and Disparities Seminar, Discrimination in the 21st Century: Fostering Conversations Across Fields (Chicago Booth and the Becker-Friedman Institute for Economics)
- ▶ **2021:** Wharton (Business Economics and Public Policy), Penn State (Economics of Education Seminar)

## JOURNAL REFEREEING & GRANT REVIEWS

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Quarterly Journal of Economics, Journal of Political Economy, JPE Microeconomics, Economics Letters, National Science Foundation, American Economic Journal: Applied Economics

## PROGRAMMING SKILLS

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R (advanced), Julia (advanced), STATA (intermediate), Python (beginner)

## REFERENCES

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### **Prof. Joseph G. Altonji**

Yale University  
Department of Economics  
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### **Dr. Jasper Hoek**

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